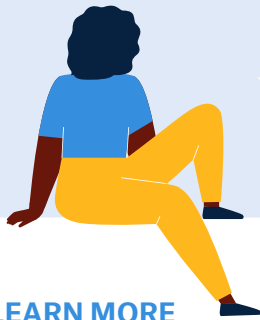


M&T BANK CENTER FOR WOMEN & BUSINESS 2022-23 YEAR IN REVIEW

The M&T Bank Center for Women & Business marked a momentous year with the transition to M&T Bank and the appointment of new co-directors. New programming was launched in parallel with the continuation of our annual engagement and networking events and networking opportunities. The center continues to engage with a dynamic community of women and allies at all stages of work and life to learn from and support each other. Together, this unique partnership helps women achieve their professional goals and share their wisdom and experiences.



LEARN MORE



qu.edu/womenbusiness



600+

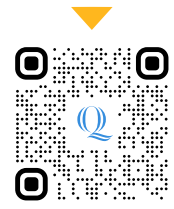
Number of first-year undergraduate and graduate students we reached with the M&T Bank Centers welcome package



BUILDING BRIDGES BY BUILDING COLLABORATION

The M&T Bank Center for Women & Business hosted strategic initiatives over the last year, focused on improving self-awareness and building resilience while preparing for the future.

LEARN MORE



qu.edu/womenbusiness

2022–23 ACADEMIC YEAR HIGHLIGHTS

FALL 2022

After Hours Building Community Events

August and November 2022

The M&T Bank Center for Women & Business hosted after-hours events focused on creating a relationship-building experience held in a relaxed setting to discuss. Attendees from the Hamden/New Haven community were able to share ideas that benefit them and/or their organization.

Salary Negotiation Workshops

Start Smart session and Work Smart session

September 2022

The M&T Bank Center for Women & Business offered free virtual salary negotiation training sessions to students and professionals, presented in partnership with the Women's and Gender Studies program with support from the Office of Development and Alumni Affairs, the College of Arts and Sciences Advising Center and the Collaborative for Interdisciplinary/Integrative Studies.

Talking to Your Doctor: Become a Successful Patient

September 2022

Hosted by Gabbriel Ceccolini, founder of CORE Patients and director of the Standardized Patient & Assessment Center at Quinnipiac University's Frank H. Netter MD School of Medicine, this was a one-hour workshop to teach how patients can communicate their concerns more effectively and efficiently. Attendees learned how to present a clear, organized picture of your health through asking the right questions and how to ask.

Brunch & Write

October 2022

Attendees looking for productivity, focus and community in their day were given the time for writing, work or even self-care.

Build for Tomorrow: An Action Plan for Embracing Change, Adapting Fast and Future-Proofing Your Career

October 2022

This event with Jason Feifer, the editor-in-chief of Entrepreneur magazine, drew a broad range of students, faculty and staff. It was co-sponsored by the School of Communications and School of Business Dean's Offices, M&T Bank Center for Innovation & Entrepreneurship, and M&T Bank Center for Women & Business. This lecture-style event invited attendees to pose and answer questions, think about their future careers and thrive within their current ones.



Sip & Shop: A Pop-Up Shop and Networking Events Celebrating Women Entrepreneurs of Color

October 2022 and March 2023

These events highlighted small businesses owned and operated by women of color in the Quinnipiac and Greater New Haven community. Faculty, staff and students over 21 were invited to sip beverages as they shopped. This event generated social media discussion as the business owners responded to and shared the posts made by QUCWB Instagram and LinkedIn accounts.

Women in Rising 2022

October 2022

The 25th annual Women in Rising gala and awards celebration was held by the Women's Business Development Council. The M&T Bank Center for Women & Business co-sponsored the attendance of five representatives from Quinnipiac including Center for Women & Business faculty and staff. Special guests included Keynote Speaker Diane von Furstenberg and Honorary Chair Annie Lamont, the First Lady of Connecticut.



Quinnipiac University's M&T Bank Center for Women & Business introduced directors Tamilla Triantoro, associate professor of computer information systems, and Tuvana Rua, associate professor of management. Featured here with Holly Raider, dean of the School of Business, and Poonam Arora, associate dean of faculty affairs.

SPRING 2023

Women and Ally of Influence Awards

Call for Nominations in February 2023

Social Media Highlights in March 2023

In celebration of Women's History Month, March 1–31, 2023, the M&T Bank Center for Women & Business honored women across QU for their impact on students and QU's campus community. One full-time faculty member, one part-time faculty member, one staff member and one student were chosen and honored on social media.

The goal of these awards is to celebrate the achievements of women, inspire others to follow in their footsteps, and create a more inclusive and equitable environment.

This year, we inaugurated the Ally of Influence award to recognize a student, staff member or faculty member, regardless of their gender identity, for advancing equity and advocating for women in the Quinnipiac community.

Awardees:

- Women of Influence – Full-Time Faculty – Molly Yanity
- Women of Influence – Part-Time Faculty – Danielle Beerli
- Women of Influence – Student – Daisy Zapata
- Women of Influence – Staff – Kristen Casamento Martin
- Ally of Influence – Grad Student – Kizzi Belfon

2023 Kathleen Simione Women in Business Scholarship

Each year, the center awards a \$2,000 scholarship to women pursuing a business undergraduate or graduate degree at Quinnipiac University who demonstrate outstanding potential in the field. From the pool of eleven applicants, Justine Lewicki was selected to receive the 2023 scholarship. She is working toward a bachelor's in accounting with an expected graduation date of May 2024 and is planning to earn her MBA by May 2025. She serves as the promotions officer of the Accounting Society and is a candidate for acceptance into the Beta Alpha Psi honor society.



Brewing Change: A Conversation & Tasting with Alisa BOWENS-MERCADO

March 2023

Participants joined us for a conversation and beer tasting with Alisa BOWENS-MERCADO, owner of Rhythm Brewing Co. We also showed a short clip of the documentary "One Pint at a Time," which highlights Black brewers, brand owners and influencers across the country who are reshaping the craft beer industry. This event was co-sponsored by the Department of Cultural and Global Engagement, M&T Bank Center for Innovation & Entrepreneurship, and M&T Bank Center for Women & Business.

Build Resilience and Create a Sense of Well-Being with Mindfulness led by Cheryl Jones

May 2023

Emerging data has shown that the pandemic has disproportionately affected women. Women across the country are reporting burnout, high stress levels, job loss and exhaustion. This session was created to help participants redefine what work-life balance means to them and determine how they wish to grow forward. They left the session having identified small but powerful action steps, including how to stick with mindfulness practice.

2023 Research Award Program

Three research awards were awarded in the amount of \$2,500 each to support faculty and/or student research that aligns with the M&T Bank Center for Women & Business' mission.

2023 Awardees:

Katie Place, PhD: A professor of strategic communication who teaches courses in public relations, strategic planning and campaigns. She is conducting a research project called "For Leaders Who Listen: Exploring Organizational Listening Among Chief Executive Officers."

Ruby Elkharboutly, PhD: An associate professor of software engineering whose research is centered on helping women feel welcome in the field of computing. Her research project is titled "Fostering a Sense of Belonging for Women in Computing through Community Service."

Elena Bertozzi, PhD: A professor of Game Design & Development. She is conducting a research project called "Assessing the Efficacy and Utility of the 'What's My Method' Game in a High-Risk, Low-Resource Population."

Research Studies

Authentic Behavior: Women of Color in the Workplace

Spring 2023: Kiku Jones, PhD, and Julia Fullick-Jagiela, PhD

This research examined the relationship between psychological safety of women of color and trust in their supervisor. The results found that increased psychological safety may help employees feel more comfortable to be themselves, but that supervisor trust was not significantly related to authentic behavior. This research bolsters understanding of well-being in the workplace.



The Effect of Mental Illness on Compensation for Information Technology Developers

Fall 2022: Kiku Jones, PhD, and Wendy Ceccucci, PhD

The results of this study suggest that overall mental health issues are a significant factor in IT developer compensation levels. However, age and education level appear to contribute more toward lower compensation, as well as female gender, and ethnicity. This research contributes to knowledge in the area of equality in the workplace.

CENTER UPDATES:

Since 2018, Kiku Jones, PhD and Julia Fullick-Jagiela, PhD have transformed the center into a bustling community hub that extends beyond Quinnipiac boundaries. Their vision and tenacity have resulted in a significant expansion of programs designed to empower women in both professional settings and the broader community. Under their leadership, the center has rolled out multiple initiatives that serve women at various stages of their careers, offering avenues for continuous learning, career advancement, mindfulness and community engagement. These initiatives have opened doors for leadership training, mentorship, self-reflection and much more.

Among their achievements, Jones and Fullick-Jagiela launched the Women of Color Series and the Sip & Shop event promoting minority female business owners. Both are pivotal programs that add nuance and depth to the center's mission. They have put the CWB Research Award Program on the map and have secured an endowment for the Kathleen Simone Women in Business Scholarship. They also established a partnership with QU's library providing curated resources related to financial literacy, leadership and caregiving. In addition, Jones and Fullick-Jagiela have launched the annual Women of Influence Awards and the Eileen Peters Farley '68 Endowed Speaker Series for Women in Business, both of which have garnered significant attention and accolades.

Jones and Fullick-Jagiela have diversified the center's educational offerings by adding a variety of professional development workshops available both to the university and external audiences, broadening the center's impact. Their leadership has been nothing short of transformative, setting a new standard for what the center can achieve in its mission to advance women. We extend our heartfelt thanks to Jones and Fullick-Jagiela for their invaluable contributions and enduring commitment to the center's mission.

New co-directors Tuvana Rua, PhD and Tamilla Triantoro, PhD are committed to the continuation of success and reputation of the center built under the leadership of Fullick-Jagiela and Jones.

Tuvana Rua takes the helm with a focus on spearheading the center's initiatives for professional development and networking. Since her arrival at Quinnipiac in 2019, she has been instrumental in launching and leading innovative programs, notably the QU ConnCORP adult entrepreneurship academy and the Talent Management (Sport and Entertainment Management) program. Her academic pursuits are equally impressive. With a doctorate in business from the City University of New York, Rua has a rich portfolio of research on decision-making, ethics, and negotiations across cultures. With a vision to leverage her academic and practical expertise, Rua is dedicated to building partnerships with community leaders to create transformative opportunities that empower women and their allies in the business arena.

Tamilla Triantoro focuses on amplifying the center's impact by advancing research-driven solutions and thought leadership. Since her arrival at Quinnipiac in 2017, she has led the graduate program in Business Analytics and served as an adviser to the CIS Society. With a PhD in business from the City University of New York, she specializes in artificial intelligence, human-AI collaboration and the future of work. Her research is frequently showcased at international forums and industry events, simplifying the complexity of the modern digital landscape and providing actionable business insights. Triantoro aims to support women and allies with the essential resources, skills and networks they need to excel in their careers and dismantle gender barriers.



LEADERSHIP TEAM



Tamilla Triantoro
*Co-Director of M&T Bank Center for
Women & Business*
Business Analyst & Info Systems



Tuvana Rua
*Co-Director of M&T Bank Center for
Women & Business*
Management



Kathleen Simione
Director Emeritus
Associate Professor Emerita of Accounting



Hanna Hejmowski
Director of Operations
Part-Time Faculty



qu.edu/business

**For questions about the M&T Bank
Center for Women & Business, contact:**

Hanna Hejmowski
hanna.hejmowski@qu.edu
203-582-8737



Quinnipiac University
275 Mount Carmel Avenue
Hamden, CT 06518
qucwb@qu.edu
qu.edu/womenbusiness