



**ACKERMAN CENTER**

for Excellence in Sustainability

# **MBA Student Guide**

2023-2024





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## Ackerman Center for Excellence in Sustainability (ACES) Overview

### Mission

The Ackerman Center for Excellence in Sustainability drives responsible thought leadership and inspired action to accelerate progress in social and environmental sustainability through innovative and profitable business solutions. We accomplish this by engaging with and connecting stakeholders to empower students, faculty and businesses to create impactful solutions, strengthen resiliency and identify breakthrough opportunities.

### World-Class Curriculum

UNC's Kenan-Flagler Business School is ranked one of the top business schools in the world for sustainable enterprise education. Sustainable enterprise electives are integrated into the undergraduate, full-time and executive MBA programs, preparing students and executives for careers in which knowledge of sustainability concepts and strategies enhance their skills as managers and business leaders.

### MBA Sustainable Enterprise Concentration

The enrichment concentration applies across functions and industries and complements other career concentrations. Students learn how to apply strategies that help companies pursue a triple bottom line.

- Kenan-Flagler offers 20 MBA courses in sustainable enterprise (SE).
- Sixty full-time MBA students in the class of 2023 graduated with the SE concentration.
- Kenan-Flagler has a strong network of almost 1,000 Sustainable Enterprise alumni working around the world in every industry and function.

### MBA Net Impact Club

Net Impact is a national student organization supporting social and environmentally responsible business. UNC's MBA Net Impact chapter is a Gold level chapter and boasts one of the largest and most active Net Impact Clubs in the world.

### Energy Club

UNC Kenan-Flagler Energy Club exists to provide MBA students with the skills, knowledge and connections necessary to compete for top energy industry jobs and internships and enhance their value in the workplace. UNC's Kenan-Flagler Energy Club is comprised of 60+ MBA students who are passionate about energy.

### Speakers and Events

ACES hosts speakers and supports events like the Careers with Impact Forum, UNC Clean Tech Summit, and FoodCon – an event that is hosted each year at one of our premiere North Carolina Universities – UNC, Duke and NC State.

### Student Competitions

Kenan-Flagler hosts schools from around the world for the LIFT Challenge competition. ACES also sponsors the Turner MIINT Program (MBA Impact Investment Networking and Training).

### Leadership Team



**Olga Hawn, PhD**  
Faculty Director



**Jeff Mittelstadt**  
Executive Director



**Tracy Triggs-Matthews**  
Associate Director



**Mary Kay Lemon**  
Program Manager



## Sustainability in Practice (Experiential Learning Opportunities)

One of the ACES's primary objectives is to provide action-based, experiential learning opportunities to Kenan-Flagler students in the practice of sustainable enterprise. ACES works with partner organizations and companies to identify and leverage competitive advantage through sustainable enterprise strategies and practices.

### Launching Investment for Future Transformation (LIFT) Challenge

The Ackerman Center for Excellence in Sustainability's Launching Investment for Future Transformation (LIFT) sponsored by Bank of America calls on students from around the world to develop blended finance strategies to drive true triple bottom line sustainability – simultaneously addressing the most pressing environmental, social and economic challenges of our time.

### Turner MBA Impact Investment Networking and Training (MIINT) Program

This program is open to 1<sup>st</sup> year MBA students as well as MBA's from all Kenan-Flagler programs to participate starting in the fall. Students engage in sourcing and conducting due diligence on real-world, early stage impact investment opportunities through the Turner MIINT online curriculum. This 6-month program counts toward the Sustainable Enterprise Concentration (2 credits).

### Relevant Research

ACES actively pursues and promotes a rigorous applied research agenda. We support faculty and select independent study research projects in sustainable enterprise across the areas of strategy, operations, marketing, finance and entrepreneurship. We work with faculty, students and other research partners to develop and publish case studies, technical papers, models and reports.

### Research Priorities

ACES' research centers on innovation and design for sustainable enterprise; financial metrics and models for assessing and measuring sustainability; economic development with a focus on local North Carolina communities; and leadership and corporate governance for responsible and competitive business.

### Renowned Faculty

UNC Kenan-Flagler boasts more than twenty faculty who teach in sustainable enterprise including many distinguished leaders in the area of socially and environmentally responsible business.



## Events for Academic Year 2023-2024

### UNC Sustainability Social

Student Union Gift Plaza  
September 13, 2023, 9:00 am-12:30 pm

### ACES/Net Impact Sustainability Social

UNC Kenan-Flagler  
September (TBD)

### Careers with Impact Forum

UNC Kenan-Flagler  
October 6, 2023

### ClimateCAP

University of Michigan, Ann Arbor  
February 9-10, 2024

### LIFT Challenge

Virtual  
Proposals Due: January 31, 2024  
FINALS: February 16 & 17

### 2022 UNC Clean Tech Summit

UNC Friday Center  
March 21-22, 2024

### MBA FoodCon

TBD  
April 6, 2024

### UNC Sustainability Awards and MBA Graduation

TBD  
April 25, 2024

Save the dates now and check the school-wide events calendar for additional details.



## World-Class Faculty

### Faculty: Tenured and Tenure-Track



**Yasser Boualam**  
*Assistant Professor of Finance*  
MBA 869C: Sustainable Finance



**Vinayak Deshpande**  
*Associate Professor of Operations*  
MBA 713: Sustainable Operations



**Isin Guler**  
*Associate Professor of Strategy and Entrepreneurship and Sara Graham Kenan Scholar*  
MBA 828C: Strategic Innovation



**Olga Hawn**  
*Associate Professor of Strategy and Entrepreneurship*  
*Sustainability Distinguished Fellow*  
*Faculty Director, Ackerman Center for Excellence in Sustainability*  
MBA 831C: Strategy & Sustainability (Core Ethics, Corporate and Individual Responsibility)  
MBA 870-003: Global Immersion, Sustainability and Social Entrepreneurship



**Patricia Harms**  
*Clinical Professor of Management and Corporate Communication*  
MBA 707A: Thinking and Communicating with Data



**Jim Johnson**  
*William R. Kenan Distinguished Professor of Strategy & Entrepreneurship*  
*Director, Urban Investment Strategies Center*  
MBA 824: Management of Workplace Diversity  
MBA 850A: New Urbanism, Smart Growth & Sustainable Community



**Adam Mersereau**

*Professor of Operations, Sarah Graham Kenan Scholar and Area Chair of Operations*  
MBA 707A, [Thinking and Communicating with Data](#)



**Marie Mitchell**

*Professor of Organizational Behavior and Edward M. O'Herron Scholar*  
MBA (#TBD), [Women and Leadership](#)

## Faculty: Clinical and Adjunct



### **Stephen Arbogast**

*Professor of the Practice of Finance  
Director Kenan-Flagler Energy Center*  
[MBA 790B: The Energy Value Chain](#)



### **Jeanne Milliken Bonds**

*Professor of the Practice of Impact Investment and Sustainable Finance*  
[MBA824: Management of Workplace Diversity](#)  
[MBA 850A: New Urbanism, Smart Growth and Sustainable Community](#)



### **Robert Caldwell**

*Professor of the Practice of Finance  
President Duke Energy Renewables  
SVP Business Development at Duke Energy*  
[MBA 833: The Business of Alternative Energy](#)



### **Sharon Cannon**

*Clinical Professor of Management and Corporate Communication*  
[MBA803: Gender and the Workplace](#)



### **Larry Chavis**

*Clinical Professor of Strategy and Entrepreneurship*  
[MBA 899: Inequity, Bias, and Creating Belonging](#)



### **Mat Despard**

*Associate Professor, UNC Greensboro Department of Social Work  
Faculty Director, Social Policy Institute at Washington University*  
[MBA 866C: Social Innovation and Financial Inclusion](#)



## Faculty: Clinical and Adjunct



### **Paul Holshouser**

*Professor of the Practice of Finance*

*Senior Director of Project Finance, Distributed Sun*

[MBA 790A: Renewable Energy: Project Development and Finance \(Seminar\)](#)



### **Drew Jones**

*Clinical Professor of Strategy & Entrepreneurship*

*Co-Director at Climate Interactive*

[MBA 833A: Systems Thinking for Sustainable Enterprise \(Seminar\)](#)



### **Stephanie Mahin**

*Clinical Assistant Professor of Management and Corporate Communication*

[MBA 803A: Corporate Communication: Social Advocacy & Activism](#)

[MBA 804M: Corporate Reputation Management](#)



### **Trevor Sprague**

*Professor of the Practice*

*Chief Development Officer, Heelstone Renewable Energy*

[MBA 833: The Business of Renewable Energy](#)



### **Chris Wedding**

*Professor of the Practice of Strategy & Entrepreneurship*

*Managing Director, IronOak Energy Capital*

*Founder and Chief Catalyst, Entrepreneurs for Impact*

*Creator, Climate Torch podcast*

*Writer, ZERO: Climate Finance*

[MBA 833D, Sustainability Reporting and Certification \(Seminar\)](#)

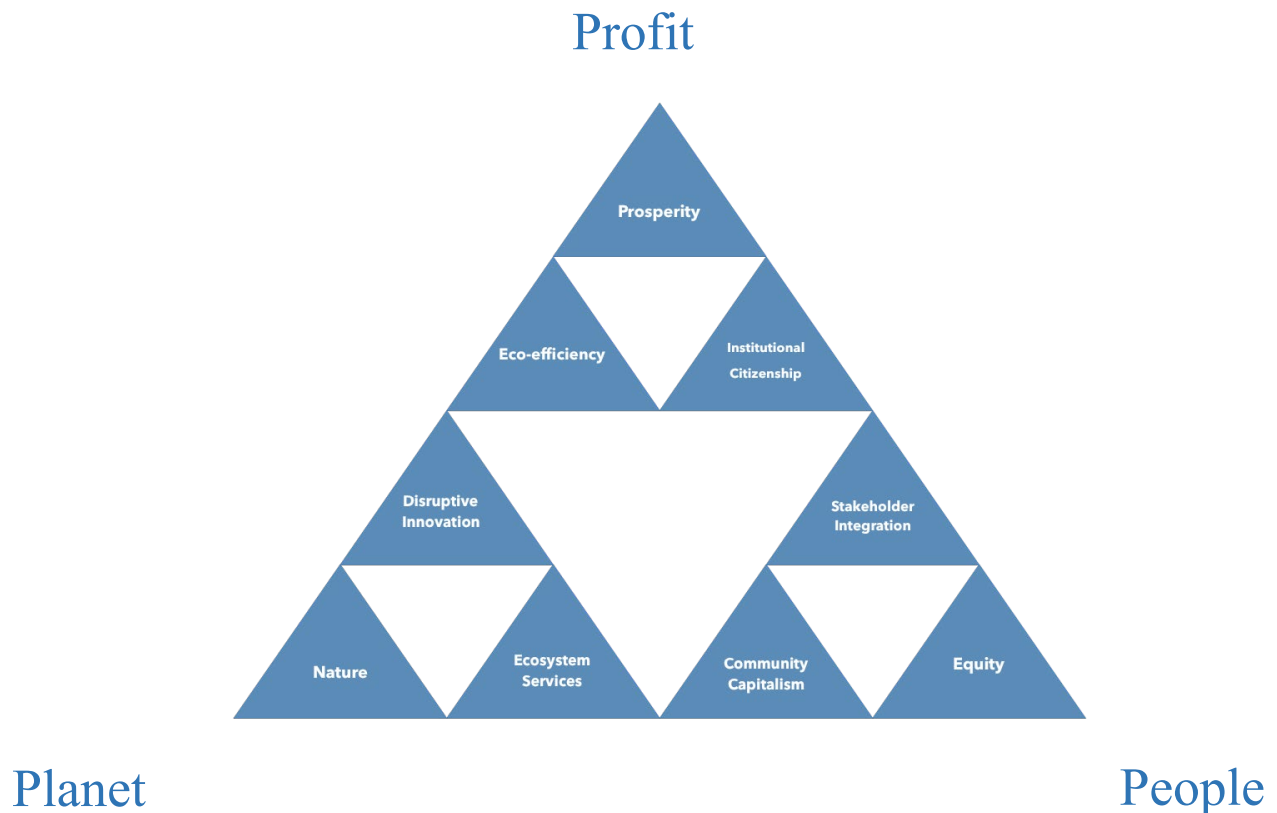
## Concentration: Sustainable Enterprise

For almost 25 years, the UNC Kenan-Flagler Sustainable Enterprise program has prepared students to lead and strategically approach social, environmental and governance challenges. With innovative and wide-ranging course topics, the Sustainable Enterprise curriculum is structured to give students the tools and understanding of the latest thought leadership in the sustainability space. In addition, students can expect to find well-established extracurricular opportunities, such as conferences, speaker and networking events, competitions and experiential learning programs to further engage in sustainable enterprise.

### *What is Sustainable Enterprise?*

Sustainable enterprises employ profitable strategies that approach social, environmental, and governance challenges as business opportunities. Sustainable enterprises measure success in terms of a “triple bottom line:”

- Financial profitability (profit)
- Environmental integrity (planet)
- Societal well-being (people)



\* Graphic credit: Stu Hart and Mark Milstein, used in several Kenan-Flagler Business School courses, 2002.



## Concentration: Sustainable Enterprise

The Concentration in Sustainable Enterprise course requirements are designed to enhance a student's selected career concentration with opportunities to view elective topics through the lens of sustainability. In addition to the wide range of classes in sustainable enterprise offered at UNC Kenan-Flagler, students may also take courses toward the concentration outside the business school in areas such as public policy, international studies, city and regional planning, public health and more.

### Concentration Requirements

To receive the Concentration in Sustainable Enterprise, students must complete a total of 9 credit hours. As part of this requirement, students may also complete an approved sustainability-focused STAR project or independent study. For more information on independent studies, please see the MBA Policy Manual. Unless otherwise noted, all courses below are 1.5 credits.

#### Sustainable Enterprise Core Course in Ethics, Corporate and Individual Responsibility

- *MBA 831C, Strategy and Sustainability*

#### *Sustainable Enterprise Electives (9 credits total required)*

- MBA 706A, Thinking and Communicating with Data **(NEW!)**
- MBA 713, Sustainable Operations (2.0 credits)
- MBA 790A, Renewable Energy: Project Development and Finance
- MBA 790B, The Energy Value Chain
- MBA 803C, Corporate Communication: Social Advocacy & Activism **(NEW!)**
- MBA 803G, Gender and the Workplace
- MBA 803T, Storytelling to Influence and Inspire
- MBA 804M, Corporate Reputation Management
- MBA 820, ESG & Impact Investing: Essential Skills
- MBA 824, Management of Workplace Diversity
- MBA 828C, Strategic Innovation
- MBA 833, The Business of Renewable Energy (2.0 credits)
- MBA 833A, Systems Thinking for Sustainable Enterprise
- MBA 833D, Sustainability Reporting & Certification
- MBA 850A, New Urbanism, Smart Growth & Sustainable Community Development
- MBA 866C, Social Innovation & Financial Inclusion
- MBA 869C, Sustainable Finance
- MBA 870, Global Immersion on Sustainability and Social Entrepreneurship – Zambia and Zimbabwe (2.0 credits)
- MBA 899, Inequity, Bias and Creating Belong **(NEW!)**
- MBA 899, Women and Leadership **(NEW!)**





## Sample Concentration Sequence

YEAR ONE			
Module I	Module II	Module III	Module IV
MBA Core Curriculum only		MBA Core Curriculum + Electives (listed below)	MBA Core Curriculum + Electives (listed below)
YEAR TWO			
Module I	Module II	Module III	Module IV
<ul style="list-style-type: none"> <li>Corporate Reputation Management</li> <li>Sustainable Finance</li> <li>Inequity, Bias and Creating Belonging <b>(NEW!)</b></li> <li>Thinking and Communicating with Data <b>(NEW!)</b></li> </ul>	<ul style="list-style-type: none"> <li>Social Innovation and Financial Inclusion</li> <li>Renewable Energy: Project Development and Finance</li> <li>Storytelling to Influence and Inspire</li> <li>Sustainable Operations</li> <li>Sustainability Reporting &amp; Certification</li> </ul>	<ul style="list-style-type: none"> <li>The Energy Value Chain</li> <li>Gender and the Workplace</li> <li>Management of Workplace Diversity</li> <li>ESG &amp; Impact Investing</li> <li>Strategic Innovation</li> <li>Storytelling to Influence and Inspire</li> <li>Global Immersion – Sustainability and Social Enterprise – Zambia and Zimbabwe</li> </ul>	<ul style="list-style-type: none"> <li>Systems Thinking for Sustainable Enterprise</li> <li>The Business of Renewable Energy</li> <li>Corporate Communication: Social Advocacy &amp; Activism <b>(NEW!)</b></li> <li>New Urbanism, Smart Growth &amp; Sustainable Community Development</li> <li>Women and Leadership <b>(NEW!)</b></li> </ul>
Approved Independent Study or other UNC Graduate Level course		Approved STAR Project, Independent Study or other UNC Graduate Level course	



## Contacts and Resources

### Faculty Director and Concentration Leader

**Dr. Olga Hawn**, Faculty Director of the Ackerman Center for Excellence in Sustainability, Sustainability Distinguished Fellow and Associate Professor of Strategy and Entrepreneurship: [Olga\\_Hawn@kenan-flagler.unc.edu](mailto:Olga_Hawn@kenan-flagler.unc.edu)

### Ackerman Center for Excellence in Sustainability

Kenan-Flagler's Ackerman Center for Excellence in Sustainability (ACES) provides curriculum support, enrichment activities, experiential learning and career development opportunities to Kenan-Flagler students. The Center leads a number of cutting-edge programs and works closely with both the UNC Net Impact Chapter and Energy Club to enhance the MBA experience. Visit <https://aces.unc.edu/> for details about sustainable enterprise courses, challenges and programs.

### Center and Career Contacts:

**Jeff Mittelstadt**, ACES Executive Director, [Jeffrey\\_Mittelstadt@kenan-flagler.unc.edu](mailto:Jeffrey_Mittelstadt@kenan-flagler.unc.edu)  
**Tracy Triggs-Matthews**, ACES Associate Director, [Tracy\\_Triggs-Matthews@kenan-flagler.unc.edu](mailto:Tracy_Triggs-Matthews@kenan-flagler.unc.edu)  
**Mary Kay Lemon**, ACES Program Manager, [MaryKay\\_Lemon@kenan-flagler.unc.edu](mailto:MaryKay_Lemon@kenan-flagler.unc.edu)  
**Rachel White**, Associate Director, Careers & Leadership, [Rachel\\_White@kenan-flagler.unc.edu](mailto:Rachel_White@kenan-flagler.unc.edu)

## Additional Educational Opportunities

### Graduate Certificate in Innovation for the Public Good (CIPG)

CIPG courses emphasize evidence-based and creative problem-solving approaches, along with team-oriented, customer/community discovery methods that students can use to develop solutions to address pressing human concerns. The learning journey is designed to help students move their ideas into action through the intentional development of mindset, knowledge and skills that transcend any single discipline. For more information go to the Innovate at Carolina website regarding [the certificate](#).

### Net Impact Club

One of the largest student clubs, Net Impact's mission is to build upon the UNC Kenan-Flagler tradition of leadership in sustainable business practices by providing students with education, opportunity and inspiration to drive social and environmental change. Our Net Impact chapter has received gold status for seven consecutive years from the national Net Impact organization.

Contacts: MBA Net Impact Co-Presidents: **Jacy Eisel** (MBA '24), [Jacy\\_Eisel@kenan-flagler.unc.edu](mailto:Jacy_Eisel@kenan-flagler.unc.edu) & **Saili Raje** (MBA '24), [Saili\\_Raje@kenan-flagler.unc.edu](mailto:Saili_Raje@kenan-flagler.unc.edu)

### Energy Club

The UNC Kenan-Flagler Energy Club provides students with the skills, knowledge, and connections to compete for top energy industry jobs and internships. The club's activities highlight UNC Kenan-Flagler students' value in the workplace.

Contact: **Patrick Wheeler** (MBA '24), MBA Energy Club President, [Patrick\\_Wheeler@kenan-flagler.unc.edu](mailto:Patrick_Wheeler@kenan-flagler.unc.edu)

## Sustainable Enterprise Course Tracks

### Recommended Courses by Functional Area



**Andrew Slaughter (MBA '20)**  
Technical Product Owner  
Leyline Renewable Capital, LLC

#### Entrepreneurship

MBA 706A: Thinking and Communicating with Data  
MBA803T: Storytelling to Influence and Inspire  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 824: Management of Workplace Diversity  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
**MBA 870: GIE, Sustainability & Social Entrepreneurship**



**Adam Mushnick (MBA '20)**  
Senior Manager, R&D Finance  
Genetech

#### Finance

MBA 706A: Thinking and Communicating with Data  
MBA 790A: Renewable Energy: Project Development and Finance  
MBA 803C: Corporate Communication: Social Advocacy & Activism  
MBA 803G: Gender and the Workplace  
MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
**MBA 870: GIE, Sustainability & Social Entrepreneurship**



**Sonali Desai (MBA '22)**  
Manager, Corporate Sustainability  
ERM

#### Global Supply Chain/Operations

MBA 706A: Thinking and Communicating with Data  
MBA803T: Storytelling to Influence and Inspire  
MBA 713: Sustainable Operations  
MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 869C: Sustainable Finance  
**MBA 870: GIE, Sustainability & Social Entrepreneurship**



## Sustainable Enterprise Course Tracks

### Recommended Courses by Functional Area



**Jessica Hawley (MBA '16)**

Marketing Communications Senior  
Advisor  
Dell

#### Marketing

MBA 706A: Thinking and Communicating with Data  
MBA 803C: Corporate Communication: Social Advocacy & Activism  
MBA803T: Storytelling to Influence and Inspire  
MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833D: Sustainability Reporting & Certification  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship

## Sustainable Enterprise Course Tracks

### Recommended Courses by Field



Tina Jeffress (MBA '18)  
Senior Manager, Energy &  
Sustainability  
Panasonic North America

#### Renewable Energy/Clean Tech

MBA 706A: Thinking and Communicating with Data  
MBA 713: Sustainable Operations  
MBA 790A: Renewable Energy: Project Development and Finance  
MBA 790B: The Energy Value Chain  
MBA 803G: Gender and the Workplace  
MBA 803T: Storytelling to Influence and Inspire  
MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833: The Business of Renewable Energy  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship



Oyeyinka Oyelaran (MBA '14)  
Vice President  
Wareham Development

#### Real Estate

MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833: The Business of Renewable Energy  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship



Stephanie Nieman (MBA '10)  
Managing Director  
Leeds Illuminate

#### Impact Investing

MBA 790A: Renewable Energy: Project Development and Finance  
MBA 803C: Corporate Communication: Social Advocacy & Activism  
MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship



**Claire Castleman (MBA '20)**  
Small Business Support Program  
Associate  
Self Help Credit Union

### Community Economic Development

MBA 706A: Thinking and Communicating with Data  
MBA 803C: Corporate Communication: Social Advocacy & Activism  
MBA 803G: Gender and the Workplace  
MBA803T: Storytelling to Influence and Inspire  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 824: Management of Workplace Diversity  
MBA 828C: Strategic Innovation  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship  
MBA 899, Inequity, Bias and Creating Belong  
MBA 899, Women and Leadership



## Sustainable Enterprise Course Tracks

### Recommended Courses by Field



**Valerie Smith (MBA '02)**  
Chief Sustainability Officer  
Citi

#### Corporate Social Responsibility

MBA 706A: Thinking and Communicating with Data  
MBA 713: Sustainable Operations  
MBA 803C: Corporate Communication: Social Advocacy & Activism  
MBA 803G: Gender and the Workplace  
MBA803T: Storytelling to Influence and Inspire  
MBA 804M: Corporate Reputation Management  
MBA 820: ESG & Impact Investing: Essential Skills  
MBA 824: Management of Workplace Diversity  
MBA 706A: Thinking and Communicating with Data  
MBA 828C: Strategic Innovation  
MBA 824: Managing Workplace Diversity  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship  
MBA 899, Inequity, Bias and Creating Belong  
MBA 899, Women and Leadership



**Greg Dougherty (MBA '18)**  
Manager, ESG  
Brookfield Renewable U.S.

#### ESG Reporting and Certification

MBA 706A: Thinking and Communicating with Data  
MBA 803C: Corporate Communication: Social Advocacy & Activism  
MBA 803G: Gender and the Workplace  
MBA803T: Storytelling to Influence and Inspire  
MBA 828C: Strategic Innovation  
MBA 824: Managing Workplace Diversity  
MBA 831C: Strategy & Sustainability  
MBA 833A: Systems Thinking for Sustainable Enterprise  
MBA 833D: Sustainability Reporting & Certification  
MBA 866C: Social Innovation & Financial Inclusion  
MBA 869C: Sustainable Finance  
MBA 870: GIE, Sustainability & Social Entrepreneurship  
MBA 899, Inequity, Bias and Creating Belong  
MBA 899, Women and Leadership

Be sure to explore other UNC Courses in the following areas that can count toward the concentration: Public policy, Public health, City & regional planning, Law and Social work. There are also courses outside of UNC: Duke & NC State, that are available, space dependent, for students to take and that will count toward the concentration.

## MBA Net Impact Chapter

*"Net Impact goes beyond coursework and club activities. It speaks more to the orientation of our students. When you take intelligent, ambitious, team-oriented students and combine these abilities with a heightened sense of social consciousness, you are left with a future business leader capable of influencing significant and real change. Change not only within the companies that will employ them, but also within the communities where these companies operate and within the communities where our graduates reside. These are attributes we seek in both our students and our recruiting organizations."*

—Michael Stepanek, Executive Director, Academics and Operations, MBA Programs



UNC's Kenan-Flagler Net Impact Club serves as the career club for students interested in sustainable enterprise. The Club is a chapter of the global Net Impact organization. As one of the strongest and most active Net Impact chapters in the world, UNC's Net Impact Club organizes a wide range of events, networking opportunities and resources designed to enhance sustainability learning and facilitate professional development.

### Mission Statement

The mission of the Net Impact club is to build upon UNC Kenan-Flagler's tradition of leadership in sustainable business practices by providing students with education, opportunity and inspiration to drive social and environmental change.

### Opportunity

UNC Net Impact hosts multiple learning events across the year, including career panels, education sessions on emerging topics (e.g., ESG, impact investing, social enterprise), organizing a Green Week at UNC Kenan-Flagler and hosting FoodCon. Moreover, UNC Net Impact helps connect students with educational events across the UNC campus and in the Triangle area.

### Education

Net Impact connects students with numerous resources to learn about sustainable business job opportunities and to meet with recruiters and practitioners. These opportunities include Net Impact's annual Careers with Impact Forum with 30+ practitioners and career treks in the Triangle and beyond (e.g., Burt's Bees, Counter Culture Coffee, Cherokee Investment Partners).

### Inspiration

Net Impact is driven by the passion of our members to create positive social and environmental impact within the business school and beyond. These activities include: 1) Partnering with operations at UNC Kenan-Flagler to improve sustainability within our own buildings, 2) Participating in curricular and extra-curricular opportunities to learn more about the intersections of business, social equity and environmental stewardship and 3) Supporting the Social Impact Summer Grants program targeted towards first-year MBA's that accept internships with impact-oriented organizations.



## Net Impact Leadership Team

### **2023-2024 Net Impact Executive Board**

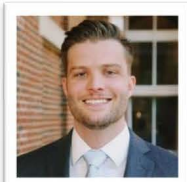
UNC Kenan-Flagler



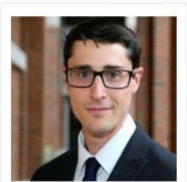
**Sairi Raje**  
Co-President



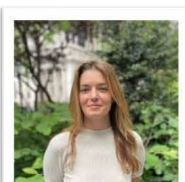
**Jacy Eisel**  
Co-President



**Connor Cooke**  
VP of Careers with Impact



**David Bluestein**  
VP of L&D



**Emily Purcell**  
VP of L&D



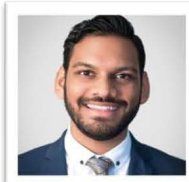
**Abdur Rahman**  
VP of External Student Relations



**Emma Speckman**  
VP of Marketing & Communications



**Joanna Brunner**  
VP of FoodCon



**Vishaal Desai**  
VP of Finance & Fundraising



**Lewis Demyan**  
VP of Impact Investing



**Jessica Citrola**  
VP of Environmental Sustainability



**Sirisha Chillamcherla**  
VP of ESG & Conferences



**Katie Lockhart**  
VP of Social Sustainability



## UNC Kenan-Flagler Energy Club



### Mission Statement

UNC's Kenan-Flagler Energy Club exists to provide MBA students with the skills, knowledge and connections necessary to compete for top energy industry jobs and internships and enhance their value in the workplace. The UNC Kenan-Flagler Energy Club is comprised of 60+ MBA students who are passionate about energy.

### Energy 101 Series

The Energy club presents lunchtime or evening sessions with professors or professionals to introduce students to the many segments and career opportunities within the energy industry.

### Career Treks

Each year, the Energy Club plans a career trek(s) to selected cities to visit top companies related to the energy industry. Cities visited in the past include San Francisco, Washington DC, Charlotte and Raleigh. The treks are meant to educate students about companies in the energy space and provide opportunities for them to network with potential employers.

### Shadow Days

This pilot program offers opportunities for students to visit a company in the energy or related industries and shadow one or more employees to learn about what their career entails and learn about the company culture and work environment.

### Energy Club Competitions

UNC's Kenan-Flagler Energy Club has historically sent student teams to participate in the following energy

competitions for MBA students:

*Renewable Energy Case Competition - University of Michigan Ross School of Business - Ann Arbor, MI*

The RECC is usually held in January. Student teams comprised of 5 members are typically given 4-7 days to prepare a deliverable for a case that involves renewable energy. The competition is comprised of MBA student teams from twelve top business schools around the country.

*National Energy Finance Competition - University of Texas McCombs School of Business - Austin, TX*

*Energy in Emerging Markets Case Competition - Duke University's Fuqua School of Business - Durham, NC*

### Speaker Panels

Speaker panels about a range of energy related topics are held throughout the year providing students access to the perspectives of top management and thought leaders in the energy industry. Recent speakers included executives from Bank of America, Duke Energy, Strata Solar and Siemens.

### Get Involved!

If you are a student and want to participate on a team or receive information about club events and energy-related internships and job postings, sign up for our mailing list. To join, send an email to: [MBAenergy@kenan-flagler.unc.edu](mailto:MBAenergy@kenan-flagler.unc.edu).



## Energy Club Leadership Team

### Meet the 23-24 Energy Club Board



**President**  
Pat Wheeler  
Duke Energy  
Patrick\_Wheeler@



**VP, Learning & Development**  
Luke Spencer  
Marathon Petroleum  
Luke\_Spencer@



**VP, Diversity & Inclusion**  
Mary Msemwa  
Amazon  
MaryPaul\_Msemwa@



**VP, Communications & Technology**  
Shirley Fontanié  
WSP USA  
Shirley\_Fontanie@



**VP, Finance**  
David Havill  
Piper Sandler  
David\_Havill@



**VP, Career Mentorship**  
Matt Clendenen  
NextEra Energy  
Matt\_Clendenen@



**VP, Corporate Relations**  
Hugh Tillett  
NextEra Energy  
Hugh\_Tillett@



**VP, Treks (Houston)**  
Pavan Medepalli  
Kinder Morgan  
PavanKumar\_Medepalli@



**VP, Treks (DC)**  
Trinayana Varakala  
Cypress Creek Renewables  
Trinayanakumar\_Varakala@



**VP, Marketing & Outreach**  
Emerson Harris  
ExxonMobil  
Emerson\_Harris@



**VP, Club Engagement**  
Harlan Belcher  
NextEra Energy  
Harlan\_Belcher@



**VP, Alumni Relations**  
Blessing Ezealigo  
Amazon  
Blessing\_Ezealigo@

Club Title, Name, Summer 2023 Internship, and e-mail  
\*all emails end in @kenan-flagler.unc.edu

## Sustainability in Practice: Experiential Learning Opportunities

### Turner MIINT – MBA Impact Investing Networking & Training

The Turner MBA Impact Investing Network & Training (MIINT) was started at the Wharton School to introduce or supplement impact investing curricula at top-MBA programs from around the world. UNC Kenan-Flagler has been a participant in MIINT since 2015, with student interest growing over time.

MIINT is conducted virtually throughout the year and culminates in a final investment pitch competition at Wharton during the spring. In 2019, the winning team secured a \$50,000 investment for the business they represented. The detailed instruction modules and an assigned mentor ensure that key impact investing concepts are absorbed, while participation in the program gives you access to a huge network of impact investing professionals, academics and like-minded students.



The program involves roughly eight online lessons spanning October through March, with a deliverable assigned at the end of each session to give teams an opportunity to put their acquired skills to use. Deliverables are submitted by the entire team, making it a low-pressure environment to develop or sharpen your impact investing skills and knowledge. Assignments include the development of an investment thesis, sourcing of potential investments, due diligence and a final investment pitch.

Student participation in MIINT is free and the skills obtained provide a great foundation for success in UNC's LIFT competition, VCIC and any other sustainability courses or competitions.

For more information: [visit MIINT](#).

### ClimateCAP

ClimateCAP was started to help MBA students be prepared to anticipate and manage climate risks and opportunities. UNC Kenan-Flagler through ACES was a founding school member and the initiative has grown to over 35 business school's working together to educate MBA students by providing them the skills and insights needed to lead climate action throughout their careers. Learn more about the annual summit and other opportunities here: <https://climatecap.org/>



## Launching Investment for Future Transformation (LIFT)

### Overview

Using blended finance to address the United Nations' (UN) Sustainable Development Goals (SDGs), if done correctly and inclusively, can drive social equity, social justice and economic mobility for underserved communities everywhere.

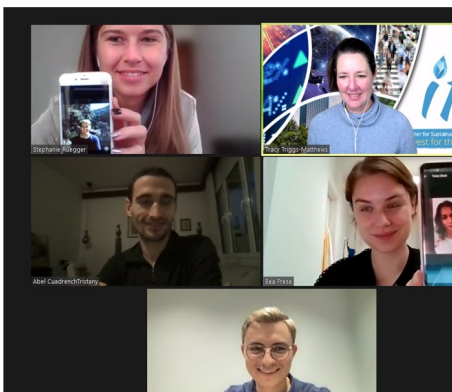
The Ackerman Center for Excellence in Sustainability's Launching Investment for Future Transformation (LIFT) with sponsorship from Bank of America, calls on students from around the world to develop blended finance strategies to drive true triple bottom line sustainability – simultaneously addressing the most pressing environmental, social and economic challenges of our time. The world is experiencing monumental challenges; from climate change to the lack of access to clean water and sanitation, from the need for affordable housing to sustainable energy and infrastructure. The impacts from these challenges have been disproportionate, affecting the most vulnerable, underserved populations and communities.

We can tackle these complex sustainability issues in a manner that advances social equity, justice and economic mobility. Blended finance will help us do this successfully! We need unique solutions that combine multiple finance and investment mechanisms to support innovation from and for all stakeholders.

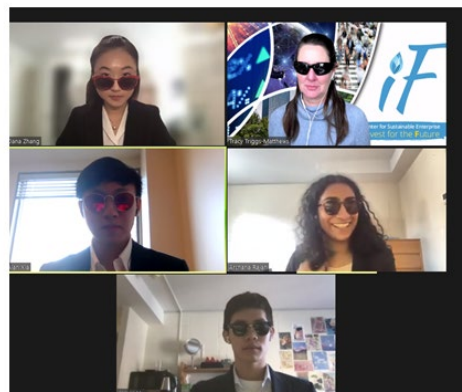
We invite student teams to pitch ideas in line with the UN SDGs and identify untapped opportunities and bridge gaps to solve social inequities and create opportunities for economic mobility. There is no single path in the fight for social justice and equitable economic opportunity. The world needs ideas for all sectors, topics and regions. No matter where you are from, teams can pitch solutions for high-income countries, low-income countries, and everything in between. Fill out the student interest form [here](#).

Create a team of 3-5 students and submit your best blended finance solution for a chance to win a share of \$15,000 in prizes, make powerful connections, and help change the world.

Finals will take place virtually on February 16-17, 2024.



LIFT 2022 Winners, St. Galen University



LIFT 2022 Winners, NY Stern



## STAR (Student Teams Achieving Results)

UNC Kenan-Flagler's Student Teams Achieving Results program, STAR, sends teams of top MBAs and BSBA's to build comprehensive and actionable strategies for corporations and not-for-profits seeking to strengthen their global competitiveness. STAR teams receive academic credit for their four-month engagement and are guided by both a faculty advisor and an executive from the client organization.

STAR projects are of three types – STAR USA, STAR Global and STAR Virtual. Teams of UNC Kenan-Flagler MBAs and BSBA's work with their clients to develop strategies for growth and profitability. To participate in STAR students must complete the Consulting Skills and Frameworks course before or concurrently to the STAR project.

For more information and to apply visit STAR.

## StartUp-UNC

Startup UNC (formerly Launch the Venture) is a new ventures course designed to help students, faculty, staff and alumni take a business idea or scientific innovation to market. The course starts by assessing the nascent ideas and technologies from the perspective of customer need, product-market fit, competition and value proposition. Using a lean startup approach, teams get to a go/no-go decision by the end of Mod 2 (December). Teams moving ahead will develop a strategic roadmap and financial plans for launching the business in Mods 3 and 4.

The four StartUp-UNC course overviews can be found *here*.

For more information: *visit StartUp-UNC*.





## Graduate Certificate in Innovation for the Public Good

The Carolina Graduate Certificate in Innovation for the Public Good (CIPG) gives masters and doctoral students an educational pathway to explore modern changemaking and practice the skills they need to help create meaningful change in the world. The certificate is sponsored by three academic units: the College of Arts and Sciences, Gillings School of Global Public Health, and the School of Education.

CIPG provides students from any department with the mindset, tools and methods they need to work effectively across disciplines to solve complex problems. By earning the certificate, students become skilled in methods that they can apply to their doctoral or thesis research. CIGP also equips them with career-ready skills that they can use when working on multi-disciplinary teams in businesses, non-profits and government agencies that increasingly demand the ability to apply cross-sector, community-engaged practices.

The certificate provides graduate-level training that teaches students how to:

- Focus innovation designs around the voices, experiences, wishes and aspirations of those affected by the innovation.
- Develop an understanding of their own experiences, intentions, strengths, limitations, motivations and biases as changemakers.
- Identify, define and analyze problems.
- Recognize opportunities, challenges and the assets of communities.
- Generate optimal solutions by applying social innovation in practice.
- Understand how the context of problems and imagined solutions affects the way innovations are designed and implemented.
- Recognize and assess the strengths and limitations of various social innovation approaches – and identify which are most appropriate in specific contexts.
- Engage stakeholders in the co-design, implementation, evaluation and adaptive learning associated with an innovation.
- Build and maintain collaborations and partnerships in support of shared mission over time.

For more information and to apply: [Here](#)



## Careers in Sustainable Enterprise

### How to Get the Most Out of Career Resources

#### 1. Sign up for the Net Impact list-serve and Attend their Career focused events

To learn about opportunities from the Net Impact Club and The Ackerman Center for Excellence in Sustainability, send an email to [netimpactunc@gmail.com](mailto:netimpactunc@gmail.com) and ask to be put on the Net Impact listserv.

#### 2. Sign up for the Net Impact or Energy Club list-serves

To receive weekly updates which include events, career resources and opportunities.

#### 3. LinkedIn and Facebook groups

Join the LinkedIn group: UNC Kenan-Flagler Ackerman Center for Excellence in Sustainability

Join the Facebook group: UNC Kenan-Flagler Ackerman Center for Excellence in Sustainability

#### 4. Set up a meeting with your Career and Leadership Associate Director

Rachel White, Careers and Leadership Associate Director will help you define your Sustainability and Energy career interests.

Contact: [Rachel\\_White@kenan-flagler.unc.edu](mailto:Rachel_White@kenan-flagler.unc.edu)

#### 5. Speak to a Peer Career Mentor

All Peer Coaches are trained to work with students interested in sustainable enterprise. Meet with a Career Mentor in your functional area to discuss how to apply your expertise in sustainability to your career pursuits.

#### 6. Set up individualized career path meeting with ACES

Tracy Triggs-Matthews, ACES's Associate Director can advise you on career strategy as well as connect you to the broad network of alumni and experts. Contact: [ttm@unc.edu](mailto:ttm@unc.edu)

#### 7. People to follow on twitter for jobs and announcements:

Katie Kross @Katie\_Kross Kenan-Flagler MBA Alumna

Dr. Mrim Boutla @PurposeU

Ellen Weinreb @SustainableJobs



## Careers with Impact Forum

A day long forum of panels and networking events organized by the UNC Net Impact Club that gives students information about different career paths, functions and industries in the field of sustainable enterprise.

Kenan-Flagler Alumni are making an impact at:

Acumen Fund	McKinsey & Co
B Lab	MegaWatt Solar
Bank of America	Mercy Housing
Bill & Melinda Gates Foundation	National Park Service
Burt's Bees	Natural Resources Defense Council
Cherokee	NextEra Energy Resources
Citi	The North Highland Company
Clean Air Action Corporation	PwC
Deloitte Consulting	Proctor & Gamble
Duke Energy	Reebok
Education Pioneers	RTI International
Ford Motor Company	ScottMadden Associates
GE Leadership Rotational Program	Self-Help
GlaxoSmithKline	SJF Ventures
GlobalGiving	Southern Energy Management
IBM	Starbucks
iContact	Strata Solar
Intel	Sustainable Value Partners
Interface Flooring, Inc.	Teach for America
Investors' Circle	Timberland
Johnson & Johnson	USAID
KIPP (Knowledge is Power Program)	Walmart
KPMG, Sustainability Services Group	World Wildlife Fund

*and many other companies...*

## Stacia L. Wood Social Impact Summer Grant Program

The Stacia L. Wood Kenan-Flagler Social Impact Summer Grants (SISG) provide financial support to MBA students utilizing business skills during their summer internship within organizations that make a positive social impact.

The grants supplement the salaries of UNC Kenan-Flagler MBA students who take qualified positions using business core competencies in organizations that otherwise could not afford to pay for an MBA intern. Students will enhance the capacity of the host organization to make a long-term positive impact on the community and/or industry while also raising awareness about social and environmental impact strategies at UNC Kenan-Flagler.

The 2014-15 Net Impact Club, in partnership with the Full-Time MBA Program and the Ackerman Center for Excellence in Sustainability, launched SISG as a way to better support students interested in making a positive impact with their business careers, to demonstrate UNC Kenan-Flagler's commitment to its Core Values and to strengthen UNC Kenan-Flagler's positioning among the best sustainability focused MBA programs.

To learn more visit: [SISG](#)



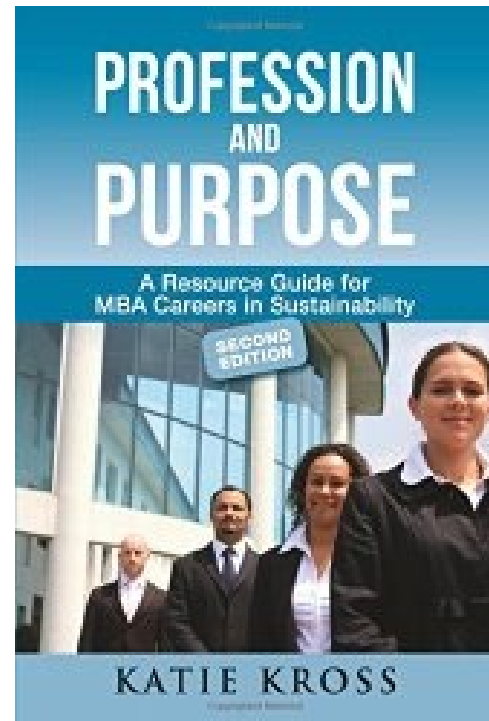
Hayley Andrews, MBA 2021, received the Stacia L. Woods Social Impact Summer Grant in 2020, where she worked at the Denver office of the National Park Service.



## Job Search Advice from Katie Kross (MBA '04),

### Author of *Profession and Purpose: A Resource Guide for MBA Careers in Sustainability*

1. Focus your search. "Sustainability" is a big umbrella; you'll need to define what you're looking for.
2. Stay current; the field is changing quickly. Greenbiz.com and the Corporate Eco Forum's Weekly Briefing are two great sources.
3. Conduct great informational interviews with practitioners. Kenan-Flagler's alumni network is phenomenal.
4. Go to where the practitioners are. Conferences and industry events are some of the best places to network.
5. Be creative in gaining real-world experience while a student. Class projects, independent study/practicum projects and internships can build your resume.
6. Use Google Reader and job search agents to help you aggregate job openings with keyword combinations like "MBA and sustainability" or "energy and intern."



Katie also posts job openings at her blog:  
[www.professionandpurpose.com](http://www.professionandpurpose.com)



## MBA Job Search Timeline for First-Year MBAs

### August: *Explore*

Welcome! Join the national Net Impact organization (<http://www.netimpact.org>) and the UNC Net Impact Club.

Attend Career Club/Career and Leadership events.

Look at the list of job and internship titles held by UNC Kenan-Flagler alumni in the past for ideas about what interests you.

Determine your functional area and narrow down your industry interests

Sign up to help organize the UNC Net Impact Club Careers with Impact Forum.

### September-October: *Educate Yourself*

Attend the UNC Net Impact Club Careers with Impact Forum.

Attend Fall/Winter networking opportunities.

Register for Net Impact Annual Conference.

Ask second-year MBA students about their summer internships.

Attend Career Labs for Sustainable Enterprise.

Watch webinars / if realistic attend conferences in your area of interest.

Target 20-30 organizations that interest you most.

Research, read up, use alumni database for contacts

Participate in on-campus recruiting activities (company presentations) for any companies of interest.

### November-December: *Network*

Ask for informational discussions/ interviews with alumni, second years and practitioners in the field. Find out if any of your classmates have pre-MBA work experience with your companies of interest.

Participate in on-campus recruiting activities.

Highlight class projects as opportunities to delve deeper into subjects of interest and contact relevant industry practitioners.

Complete at least one mock interview with peer career mentors to refine your interviewing skills.

### January-February: *Interview*

Begin internship interviews.

Continue building your network and conducting informational interviews. Follow up with contacts with whom you spoke in the fall.

Send polished, hand-written thank-you notes to contacts you've met at career events or conducted interviews with (informational or recruiting).

Interested in leadership positions with your Net Impact chapter? Run for office.

### March-April: *Decide*

Be patient if openings have not materialized yet; hiring for many sustainability-related roles often happens later in the academic year than for traditional MBA positions. If you have other offers unrelated to your sustainability interests, bargain for time.

Continue informational interviews and networking.

Participate in a sustainability-related case competition – Invest for Impact or Patagonia.

### Summer: *Perform*

Enjoy! And perform well in your internship. Set specific goals at the beginning: what would you like to accomplish?

Develop key relationships within the organization and within the sustainability community (investors, consultants, supply chain partners, etc.).

Do you want to pursue a full-time job at this company?

### Year Round: Kenan-Flagler's Alumni Database