

## **ADVISORY BOARD**

The Christian Brothers University School of Business Advisory Board plays an important role in the strategy and direction of our school and brings decades of experience and leadership to our mission and curricula. The Advisory Board, who share our Lasallian values of faith, service and community, consists of many smart and influential people who offer crucial insight into a broad scope of global trends in business. Their guidance is invaluable and ensures that we serve our students in the areas of ethical decision making, corporate and social responsibility as well as sustainability.

### **DEMOND MOORE ('99), CHAIR**

Demond Moore joined International Paper in January 2012 as a HR Generalist supporting the Mill Manufacturing system. He is now the HR Director for Corporate Staff Groups, HR for HR and Talent Acquisition.

Prior to pursuing a career with International Paper, Demond held several roles within Hilton Worldwide in both Operations and Human Resources. In Hotel Operations he led multiple diverse team to drive outstanding customer service. As a HR Business Partner, Demond worked with several hotels and owners in the Northeastern United States, Europe, the Middle East and Asia.

Demond holds a degree in Business Administration from CBU. He resides in Germantown, TN and is married with two children, Zachary and Zoe.

### **TAMARA H. BROWN ('96)**

Tamara Brown is the Managing Principal of 93 Octane, LLC, a women-owned small business with over two decades of experience in providing client satisfaction while rendering comprehensive project, program, and portfolio management services. We pride ourselves in fully managing your project scope, budget, timeline, and quality. At 93 Octane, we believe that our company values of integrity, customer service, efficiency and continuous improvement are at the core of any successful business endeavor.

At 93 Octane, we focus on building key alliances and trusted partnerships through quality, integrity, business case assessment, and service delivery. Octane means "a measure of the quality". 93 Octane is one of the highest qualities that can be obtained for maximum production. Clients can count on our customer-focused, results-oriented team to identify, understand and address your business needs to provide the levels of quality service your organization desires and deserves.

Having served as an IT Officer in public sector government, Tamara is an accomplished, customer engagement professional with 25+ years of diverse experience in Information Technology, including project & program management and strategic business service delivery, where her primary role was implementing programs and services to meet critical strategic business objectives. She has demonstrated talent of being a strong and effective relationship builder, able to lead diverse cross-functional teams to improve business results, including technology alignment with strategy, tools and platforms.

Tamara was accountable for a \$100+ million-dollar portfolio of enterprise projects & programs spanning IT infrastructure deployments, software development, work site relocations, ERP system implementations, risk migration and process improvement projects from feasibility & qualification through post implementation benefit realization. She is proven at managing operations and implementing solutions that increase business functionality as well as reduce operating costs of business. She tends to always look for efficiency and cost savings, while helping business partners achieve organizational goals.

Tamara is a 6-year active TnAchieves Mentor through former Governor Bill Haslam's TN Promise Scholarship Program, where she mentors high school seniors and assist them with getting into their freshman year of college. She is a University of TN Municipal Leaders Program Graduate. She is also a graduate of Leadership Memphis as well as the New Memphis Institute. She currently serves on the Board of Directors as President for the Project Management Institute (PMI) Memphis Chapter and serves global and regional PMI chapters as well. Tamara also serves on the Board of Directors for the YMCA and is a vision partner helping impact youth development and programming in our local community.

Tamara holds a Bachelor of Science (BS) degree from CBU and a Master of Business Administration (MBA) degree from Belhaven University.

She is a native Memphian, wife to Antonio, and mother of three to Taylor, Antonio II, and Brooke Elizabeth. In her spare time Tamara loves collaborating with futuristics, planning vacations, and experimenting in natural health remedies.

Tamara can be reached by email at [tbrown@93octanelc.com](mailto:tbrown@93octanelc.com).

### **DOROTHY L. CLEAVES (MBA '15)**

Dorothy L. Cleaves is Senior Vice President and Managing Director of Partnerships and Services for the Southeast markets for CRA/Community Development at Truist. She currently has the responsibility of overseeing a team of Community Development Managers in six states including SC, GA, FL, AL, TN and TX in which their main objective is to execute on strategies for lending, investments and services that will position Truist to receive an outstanding CRA Rating. She has more than 30 years of experience in the financial industry. Prior to joining Truist, Dorothy worked as a Relationship Manager/Lender in the Private Banking Area of Paragon Bank for 10 years. She also worked for the U.S. Department of Housing and Urban Development as a Community Builder for four years. Dorothy is a 1975 graduate of Leadership Memphis, a member of Delta Sigma Theta Sorority-Memphis Alumnae Chapter and she was selected as a "Super Woman in Business" in July 2015 by the Memphis Business Journal.

She serves on the following boards: Local Initiatives Support Corporation (LISC Memphis), the Hooks Dimmick Child Care Group, Convergence Memphis and she is a Commissioner for Agricenter International as well as the Memphis Housing Authority. She is also a past board member of the Tennessee Housing Development Agency, where she chaired the lending committee and was Vice Chair of the Board.

She received her undergraduate degree from Tennessee State University in Nashville, Tennessee, her Masters of Business Administration (MBA) in Finance from CBU and she is a graduate of the Mid-South School of Banking (now Barret School of Banking at CBU). She was elected Chairman of the Board of Trustees at her church, Greater Middle Baptist in Memphis, the first female to serve in this capacity in the over 187 years that the church has been in existence. She is married to Jerry L. Cleaves and they have two adult daughters.

### **TOM COLLENS**

Tom Collens is an assurance partner in Memphis, TN where he primarily serves on the audit of FedEx Corporation. Previously, Tom was an assurance partner in EY Americas' Professional Practice Auditing group (APP-Au) in Tysons, Virginia where he monitored audit standard-setting activities, helped develop firm audit methodology, developed firm trainings, and consulted with audit teams on complex auditing matters.

Previously, Tom served on the Staff of the U.S. Securities and Exchange Commission (SEC) Office of the Chief Accountant (OCA) as a Professional Accounting Fellow within the Professional Practice Group (PPG) where he assisted with SEC oversight of the Public Company Accounting Oversight Board (PCAOB) and consulted with other Offices and Divisions of the SEC on auditor-related and accounting matters. Prior these roles, Tom served in EY's U.S. Professional Practice Group in the Washington DC area, focused on auditing topics and the implementation of ASC 606, and as a senior manager on The Coca-Cola Company audit in Atlanta.

#### **Experience:**

- Led or co-led PPG's efforts in the areas of auditor reporting, auditing accounting estimates, using the work of specialists, revenue recognition, and data and technology.
- Worked directly with the PCAOB Staff in the Office of the Chief Auditor during the development of new auditing standards, proposals, concept releases, and staff guidance.
- Drafted or co-drafted the SEC's orders approving the PCAOB's auditing standards related to auditor reporting and critical audit matters, auditing accounting estimates, and using the work of a specialist.
- Worked with OCA staff in the Accounting group on questions and consultations related to implementation of ASC 606, Revenue from Contracts with Customers. In this capacity, Tom was part of the team that was awarded the SEC's Andrew Barr Award in 2019.
- Served as the SEC Staff Observer on the PCAOB's Data and Technology Task Force, working closely with the PCAOB Staff to obtain insights into the use of data analytics and certain emerging technologies to inform the PCAOB's research project on changes in the use of data and technology in the conduct of audits.
- Part of the team that was awarded the SEC's Law and Policy Award for "PCAOB Advancement" in 2019.
- Served as the official liaison between PPG and the SEC's Division of Corporation Finance, serving as the point person for questions on auditor-related matters (e.g., internal controls over financial reporting and auditor reporting). This work served as the primary basis for published remarks delivered at the 2018 AICPA Conference on Current SEC and PCAOB Developments.
- Consulted with the SEC's Division of Enforcement on multiple cases involving auditors and audit firms.
- Served as a member of the AICPA's Subcommittee responsible for review and approval of content for the auditing

section of the Uniform CPA Examination.

- Member of The Coca-Cola Company audit engagement team from 2005 to 2014.
- Holds an active CPA license in both Georgia and Virginia.

Tom graduated magna cum laude from Oglethorpe University in Atlanta with a Bachelor of Science degree in Accounting. He is a New Orleans native who enjoys spending time with family, including wife, Mandy, and sons, Tommy (age 10) and James (age 7), making barbeque, cooking, running, cycling, and reading about military history.

## **CAREY FOLK**

Carey Folk is founder and principal of New Country Advisory where he supports leaders, business owners, and professionals as they navigate significant developmental and transitional milestones in their organizations, careers, and lives.

For over 30 years, Carey has co-owned, led, consulted, and coached family and closely held business enterprises and leaders in a variety of industries including heavy-highway construction, real estate management and development, hospitality, wholesale coffee, healthcare subrogation, and medical devices.

Carey received his Bachelor of Science degree in Human Development from Vanderbilt University, his Master of Arts in Liberal Studies, with a focus on coaching human thriving, from the University of Memphis, and his coaching certification from the Hudson Institute of Coaching.

Carey is a sixth generation Memphian, where he lives with his wife Stacey. They have four children.

## **MARK L. HART (MBA '10)**

Mark L. Hart is a respected leader in the Services Industry having served in roles of executive leadership, business development, field operations, and regional leadership across the US. Mark currently serves as Vice President of Operations, East Region for Valet Living. Mark earned a Bachelor of Business Administration from the University of Memphis and Master of Business Administration from Christian Brothers University. Mark holds professional memberships with the American Society of Industrial Security and the International Organization of Black Security Executives. Mark has previously served a member of the Corporate Advisory Board for the Memphis Medical District Collaborative and the Advisory Board of the Benjamin L. Hooks Institute for Social Change at the University of Memphis. He is proud to serve as a member of the Christian Brothers University School of Business Advisory Board.

Mark volunteers annually as a mentor for Tn Achieves, which works in partnership with TN Promise to increase higher education opportunities for Tennessee high school students. He also volunteers as a member of the Communications Committee for the Memphis in May International Festival and serves as a member of the Memphis Brooks Museum Fundraising Committee.

Mark is a student of leadership and enjoys travel, history, art and conducting family research. He dedicates time to wellness as a runner with three full marathons completed. Mark is a proud lifetime member of the University of Memphis Alumni Association.

He is motivated and supported by his wife Tanya and their son Braxton and daughter Addison.

## **TANYA HART (MBA '10)**

Tanya Hart is Chief Human Resources Officer & Executive Vice President at First Horizon National Corporation which is headquartered in Memphis, TN. She has the quintessential First Horizon story beginning as a teller while completing her degree in finance at the University of Memphis. She completed her MBA at Christian Brothers University.

Tanya has been in other key roles in the organization including total rewards, talent development and financial planning. She has led many programs at First Horizon such as the Women's Initiative, United Way and is the former chair of the Diversity & Inclusion Council. Tanya was instrumental in developing and leading the inaugural class of First Horizon's Emerging Leader Program, expanding the company's associate resource groups and developing a formal mentoring program.

In addition to her professional studies, Tanya earned the Certified Financial Planner and the SHRM, Senior Certified Professional (SHRM-SCP) designations. Tanya has become a recognized voice on HR topics. Specifically, she is a regular contributor to panels and speaker at conferences.

Named as one the top 25 Black Women in Business by the Network Journal, Memphis Business Journal's 2019 HR Impact

Leader and First Horizon's DEI leader of the year (2021), Tanya is actively involved with a variety of civic and professional institutions. Her community outreach includes her role as a board member and Human Resources Chair of Junior Achievement of Memphis, Secretary of the 1st Eight Board and the University of Memphis Foundation Board. She is a graduate of the 2019 cohort of the executive program of Leadership Memphis.

Tanya is a lifetime alumni member of the University of Memphis. She is supported by her husband of over 25 years, Mark, and her two children, Braxton (19) and Addison (16).

### **CAROLYN N. HENRY ('92)**

Carolyn Nelson-Henry is a 1992 graduate of Christian Brothers University. She has more than 30 years of experience in corporate America, where she previously served as Finance Manager, Assistant Controller, and most recently as a Senior Financial Analyst with a Fortune 50 corporation. She completed her master's at the University of Phoenix.

In addition to her role as Partner/CFO of BLP Film Studios, she is the owner of CNH Productions, LLC, with which she completed her first movie entitled, "The City of Crosses" and a second movie entitled "Hidden Orchard Mysteries" currently streaming on all digital platforms.

Her creativity has also motivated her to manage R&B, Classical Jazz, and Hip-Hop artists, in addition to serving as executive producer on several short films.

### **ANGELA RENEE' HEWLETT**

My Higher Power has richly blessed all aspects of my life with an extremely loving family, supportive husband of nearly 30 years; two respectful and educated sons; an amazing grandson (truly blessed miracle); two beautiful granddaughters; and a challenging, yet rewarding career with a premier organization of Memphis and Shelby County.

I'm an honors graduate of the Hillcrest Vikings class of 1986, number 10 in my class of more than 300 students. As a United States Navy Veteran, I was honored to serve my country as an Air Traffic Controller for 7 years, while rising to the rank as a Petty Officer. My formal education continued with a Bachelor of Science in Business Administration degree, magna cum laude graduate, from Belhaven University. I completed the requirements and obtained credentials as a Certified Labor Relations Professional. Finally, I'm the recipient of a dual Master's Degree in Human Resource Management and Management & Leadership from Webster University. Both degrees were obtained with tuition assistance from my organization Memphis Light Gas and Water Division, where I've been serving the citizens of Memphis and Shelby County for 24 years and 6 months. While taking advantage of numerous learning opportunities and professional development I've been able to elevate in my career from an entry level Clerical Support to my current role as Manager of Human Performance and People Development at MLGW University. As an extension of my career at MLGW I served as a Loaned Executive for the United Way of the Mid-South Annual Fundraising Campaign and also led the MLGW Steering Committee for the MLGW United Way Fundraising Campaign.

While my greatest role in life has been mothering and rearing our sons to become productive adults in our ever-changing society, in my spirit-being I always knew there was another divine and destined purpose for my life. During my affiliation with my church home (Pilgrim Rest Missionary Baptist Church) I've served in the roles as Sunday School Secretary, Youth Assistant Sunday School Superintendent, Youth and Young Adult Choir, Youth Fellowship Ministry Leader, Church Administrative Assistant, Usher Board Ministry, Guest Teacher for Night Sunday School, and Delegate to National Baptist Congress of Christian Education, in addition to other ministry roles.

I have a strong desire and will to support and encourage women who are domestic abuse survivors. Talking about the physical, mental, and emotional abuse I suffered during my first marriage has been extremely therapeutic with my healing. Learning my value and worth as a woman has catapulted me into the amazing life that I enjoy with my family. Women who have and are suffering need to know they can become victorious and shed that stigma of being a victim. My belief in a Higher Power and knowing that my life had greater meaning has helped to turn my test into a testimony. My favorite scripture is (2 Chronicles 7:14 — If my people, which are called by my name, shall humble themselves and pray, seek my face, and turn from their wicked ways; then will I hear from heaven, and will forgive their sin, and will heal their land). This is how I've aimed to model my life as a Believer. While I'm still a work in progress, this journey with CBU School of Business Advisory Board has been ordained by my Higher Power. My daily prayer is for the Holy Spirit to order my steps in the Word.

### **ALICIA HILL**

Over the past six-plus years, Alicia Hill has done great work within the communities and schools motivating individuals

and aiding in enhancing their careers. What started out being a voice for those seeking to develop/enhance their careers quickly became a passion. From working with schools to participating in career development for students, to offering promotional preparation to peers “A Career Girl Brand Management LLC” was birthed.

Alicia has over 20 years of combined leadership experience in marketing, sales, learning and development, strategic planning and project management. She recently ended an eleven-year career at FedEx. There she advanced the company’s strategic goals in Global Brand Marketing and Freight Customer Experience Marketing to launch her own brand that brings her closer to the lives of her clients. Alicia recently developed her first online leadership course “The Differentiator” as a way to expand her efforts to develop and enhance leaders.

Alicia is an adjunct professor at Christian Brothers University and a member of the School of Business Advisory Board. Alicia is the Chairman of the Board for Developing Noblemen Academy (D.N.A.) where she coaches and mentor young boys ages 8-18. Aligned to that, Alicia is the Chairman for the Leaders of Tomorrow (LOT) program and VP of Marketing for the National Black MBA Association, Memphis Chapter. She is an active member of Alpha Kappa Alpha Sorority, Inc. where she is the Co Chairman for the Teenage Improvement Club in the Beta Epsilon Omega Chapter. Alicia’s passion is with the future of the world. Her work expands internationally to develop and enhance leaders.

### **MATT JOHNSON (‘09)**

Matt Johnson currently serves as Managing Director for SEACAP Financial’s M&A Advisory and Valuation practices. Matt joined SEACAP after serving as Chief Financial Officer for West Cancer Center & Research Institute where he was responsible for the Accounting, Finance, Data Analytics, and Information Technology functions. Additionally, he led multiple acquisition and divestiture projects as West streamlined its service offerings and strategically grew its footprint. Prior to his time with West, Matt held positions with increasing financial responsibility at various companies in the Mid-South. He began his career in banking, performing transaction analysis on acquisition prospects and working with clients to help them achieve their strategic objectives. Matt has an extensive background in corporate finance, financial planning, and transaction analysis that enhances SEACAP’s ability to help clients realize their goals and plan for their futures.

Matt holds a Bachelor of Science in Accounting from Christian Brothers University and a Master of Accountancy from the University of Mississippi. He is a Certified Public Accountant in Tennessee and a member of the American Institute of Certified Public Accountants. Additionally, Matt is Accredited in Business Valuation by the AICPA. He has previously served on the National Alumni Board and Board of Trustees for Christian Brothers University and was Treasurer of the Board for Libertas School of Memphis.

### **JT MALASRI (‘06, MBA ‘12)**

Over the past 15 years, JT has been providing engineering solutions for infrastructure needs with the goal of helping to make everything work together in order to build more sustainable communities

He brings an accomplished track record of managing and overseeing large scale infrastructure projects.

His interests include redeveloping communities starting with infrastructure. He is passionate about infill land development, affordable housing and working to help communities reach their highest potential.

JT is a licensed engineer in the State of Tennessee.

### **JOHN T. NOVARESE JR. (‘89, MBA ‘97)**

John Novarese is a proven business executive and entrepreneur with experience in improving existing organizations, building new companies, increasing shareholder value, and creating exit opportunities. As an effective leader with the ability to provide instinctive understanding and assessment of situations, he has achieved meaningful results with his various business endeavors. His passion for building organizations, while creating new opportunities for others, has helped him earn the respect of the numerous employees and business associates he has worked with throughout his career.

Born into an entrepreneurial family, John began his career upon graduating from college in 1989 with Pop Tunes Record Shops, which was started by his grandfather in 1946. During his tenure at Pop Tunes, he streamlined operations by implementing sophisticated inventory control systems, enhanced the brand by developing a comprehensive marketing plan, and doubled the size of the retail operation. He was able to achieve these objectives, while cultivating a positive atmosphere, which focused on employee loyalty, and exemplary customer service. As a result, he was named President

in 1994, and remained in that position until he completed a transaction to sell the company in 2001.

Since the sale of his company, he has put the knowledge he gained from that experience to work by becoming an active investor in various private equity deals, and currently holds equity positions, and is on the boards of several companies, including being an organizing director of Paragon National Bank. Having been involved with several early stage companies, he recognized the value of bringing operational experience and counsel to those entities.

As a result, he became a principal with Addison Capital Advisors, a private equity firm that has been an active investor in early stage companies. He has been directly involved with a number of startups, acquisitions, and exit transactions. He is a co-founder of Sage Business Advisors, a firm that provides “C-Suite” services to businesses, and is a cofounder of a private equity fund that invests in early stage and startup companies.

John graduated from Christian Brothers High School in 1985, received his B.S. in Business Administration from Christian Brothers University in 1989, and his Masters of Business Administration from Christian Brothers University in 1997. His commitment and dedication to his community are evidenced by the time and energy he contributes to various organizations. He served as President of the Alumni Board of Directors at Christian Brothers University for several years, and then served on their Board of Trustees for nine years.

In addition to his involvement with his alma mater, he has been active with other groups as well, having served on boards for The National Association of Recording Arts & Sciences, the St. Jude Classic Sales Club, and is currently serving on the Board for the Make-A-Wish Foundation. He has been active in the Catholic community, serving on the Pastoral Council at St. Mary’s Church, the Development Board of the Diocese of Memphis, the Development Committee at St. Agnes – St. Dominic, as well as the Catholic Charities Board of Directors.

Awards and recognitions include being named “Top 40 under 40” by the Memphis Business Journal, distinguished young alumnus from Christian Brothers University, and Italian American of the year, by UNICO. John resides in Germantown with his two children, JT & Halle, and enjoys exercising, playing golf, cooking, and spending time with his family.

## **MAUREEN O’CONNOR (MBA ‘00)**

Maureen O’Connor is vice president of Institutional Advancement for Le Bonheur Children’s Hospital and president of the Le Bonheur Foundation. In her role, she leads the efforts of the Le Bonheur Foundation, Marketing, Communications, Media Relations, Public Policy, Trauma Administration and Injury Prevention teams. Prior to joining Le Bonheur in January 2009, Maureen spent 25 years with The New York Times Company, first in advertising, marketing and sales for the newspaper and most recently as vice president of Sales and executive vice president and Station Manager for WREG-TV News Channel 3 in Memphis, a member of The New York Times Broadcast Company. Maureen currently serves on the boards of the Children’s Hospital Alliance of Tennessee, Memphis Rotary and Christian Brothers University School of Business Advisory Committee. A native New Yorker, Maureen earned a bachelor’s degree in Marketing from Iona College and a MBA from Christian Brothers University.

## **BRETT PONTON**

Brett Ponton is the President and CEO of Rentokil Terminix He joined Terminix as CEO and member of the board of directors in September 2020. He joined from Monro, Inc. (Nasdaq: MNRO), where he served as president and chief executive officer of the largest independent operator of tire and auto service retail stores in the U.S.

Mr. Ponton has nearly 25 years of experience with distributed service organizations, including leading both company-owned and franchise operations. He has a strong track record of implementing operational excellence and process improvement initiatives at those companies, leading to enhanced customer experience, stronger company culture, and improved employee retention.

While at Monro, Ponton led a successful transformation strategy to improve growth, profitability and customer service across an organization encompassing 8,500 employees (including 6,000 technicians), as well as 1,250 company-owned stores, 100 franchised locations, and a commercial B2B business.

Prior to joining Monro, Mr. Ponton served as CEO of American Driveline Systems, where he led a strategic turnaround of the company. Before American Driveline, he was CEO of Heartland Automotive, the nation’s largest operator of Jiffy Lube locations, where he grew the number of retail locations from 390 to 600.

Earlier in his career, Ponton served as managing director, Asia-Pacific, for Veyance Technologies, an engineered products business based in Shanghai, China, and Melbourne, Australia. Mr. Ponton began his career at Goodyear Tire & Rubber Co., where he rose through the ranks over 16 years to vice president, Marketing, and earlier vice president and general

manager of Goodyear Retail, a division with 800 stores and 8,000 employees.

Mr. Ponton holds Bachelor of Science, Finance, from the University of Nebraska.

## **NICOLE A. THOMAS**

Nicole A. Thomas is a Marketing & Communications Strategist and Founder of the Nicallyss Creative Group. She has led diversity and inclusion efforts, community investments, and employee engagement, as well as corporate philanthropy and volunteerism for Fortune 500 companies. She currently serves as DEI Advisor for FedEx Logistics. Her focus is fostering inclusive environments, collaboration, and innovation.

Nicole's professional background includes marketing and communications roles with the NBA's Houston Rockets, the Four Seasons and Southwest Airlines. She served as Vice President, Sr. Communications Business Partner at First Horizon National Corporation where she was responsible for developing integrated communications strategies and content to support private clients, wealth management, and community investments such as financial education, diversity and inclusion, small business growth, affordable housing, and economic development.

Prior to First Horizon, Nicole spent seven years at FedEx, where she led local and national community investments, diversity & inclusion, as well as corporate philanthropy, volunteerism and employee engagement. Her dedication earned her nine FedEx Rising Star Awards for teamwork, leadership, and innovation. She was named a Woman of Excellence by Tri-State Defender, Top 40 Under Forty by Urban Elite Professionals and the 2021 PR Star by the Public Relations Society of America.

Before moving to Memphis, Nicole was an award-winning entrepreneur. For 10 years, she spearheaded a health and wellness company with a global reach. She was nominated for a Pinnacle Award, which highlights the top 25 small businesses in Houston. She is a graduate of Leadership Houston Class XXIX (Class 29) and was named as a "30 Under 30" by Houston Style Magazine.

Nicole earned her MBA from the University of Memphis, a Masters in Public Administration and a Bachelors in Marketing and from Texas Southern University in Houston. She holds certifications in Diversity and Inclusion from Cornell University, as well as Strategic Communications from the University of Texas at Austin.

Nicole is committed to sharing knowledge and expertise with students and small businesses around the world. She is a global thought-leader, professional speaker, and an adjunct professor for the MBA program at Christian Brothers University, where she teaches strategic management, content marketing, business ethics and corporate social responsibility. She also is an instructor in the Leadership Institute for Nonprofit Executives in the Glasscock School of Continuing Studies at Rice University.

Since making Memphis her home, Nicole volunteers with the Junior League of Memphis and serves as board chair of Momentum Nonprofit Partners. She previously served as Chair of the Corporate Volunteer Council for Volunteer Memphis. Nicole is an active member of Alpha Kappa Alpha Sorority, Incorporated.

## **RORY TERRELL THOMAS ('06, MBA '09)**

Rory T. Thomas serves as the President of the Memphis Medical District Collaborative, a community development organization working with the area's major healthcare and educational institutions to create a more vibrant, prosperous and equitable Medical District. Rory previously served as the executive director of the Tennessee Small Business Development Center at Southwest Tennessee Community College. He holds a BSBA in Finance and an MBA from Christian Brothers University, and a second Masters in Management from University of Phoenix.

His other professional background includes time at Morgan Stanley in the wealth management department and The MMBC Continuum where he provided consulting services for minority and women-owned businesses. Rory was recognized by the Memphis Business Journal as one of Memphis' "Top 40 Under 40" business leaders and has been honored by the National Black MBA Association and Urban League. Rory received the SBDC State Star for Tennessee and was the recipient of the 2020 Southwest Tennessee Community College President's Award.

In 2022, Rory was named to the Memphis Business Journal's "Power 100" list of the most influential people in Memphis business and as one of Memphis Magazine's Power Players. Rory serves on the board of the Benjamin L. Hooks Institute for Social Change at the University of Memphis, Community Development Advisory Council for the Federal Reserve Bank of St. Louis, and Christian Brothers University School of Business Advisory Board. In his spare time, Rory enjoys spending time with his wife, Nicolette Thomas, and their children Jackson and Harper.

## **JEFFREY (JEFF) L. TURNEY (MBA '96)**

Jeff Turney has over 30 years' experience serving the broader consumer products and retail industry on both "sides of the desk" as a customer, supplier partner and management consultant. As a C-suite executive and advisor to boards, his core pursuits are helping consumer products, retail, distribution & technology companies respond to Industry shifts, transform operations and drive growth in thin-margin, fast moving environments.

Most recently, Jeff served as the Senior Vice President of Strategy & Business Transformation and an Executive Officer at Coca-Cola Consolidated, Inc. (NASDAQ: COKE), the largest Coca-Cola bottler in North America. As a member of COKE's Executive Leadership Team, Jeff led strategic planning, strategic initiatives, operating functions and M&A activity that grew enterprise value of \$2.5B, revenue of over \$1.7B and operating income growth of over \$500MM in the period 2018-2022.

Prior to joining Coke Consolidated in 2016, Jeff was Vice President, Business Transformation with the Coca Cola Company. Notably from 2010 to 2015, he stewarded the strategy development, enabling transactions and carve-out asset divestitures in the implementation of the 21st Century Beverage Partnership Model Transformation between the Company and its North America Bottling Partners.

Over the years, he has had the honor and privilege to serve organizations and diverse teams across multiple, enterprise-wide functions including Strategy, Technology & Digital Integration, Finance, Omnichannel Sales, Marketing, Procurement, Merchandising and Retail & Wholesale Operations. He began his career rising through the operating ranks with the largest grocery wholesale distributor in North America. In between Industry roles, Jeff served global clients as a Senior Consultant with Arthur Andersen's Consumer Products & Retail Practice with focus on strategy, revenue growth & supply chain solutions.

Jeff holds an MBA from Christian Brothers University, a BBA in Finance from the University of Memphis, and is a life-long learner having earned Executive Education credentials from the Graduate School of Business at Stanford University, the University of Notre Dame Mendoza School of Business and the University of Southern California Marshall School of Business to remain contemporary with growth insights that shape a strategic enterprise.

Jeff and his wife, Dawn, have been married for 31 years and reside in the Charlotte, North Carolina area. They have a daughter, Ali, a student at the University of Tennessee. Jeff and Dawn are active supporters of their church congregation, the Atlanta & Charlotte area Food Banks and The Ronald McDonald House Charities in addition to various other faith-based local & global service organizations.