

M&T Bank Center for Women and Business

2023–24 Year in Review

The M&T Bank Center for Women and Business marked a momentous year. New programming was launched in parallel with the continuation of our annual engagement 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 and their allies achieve their professional goals.

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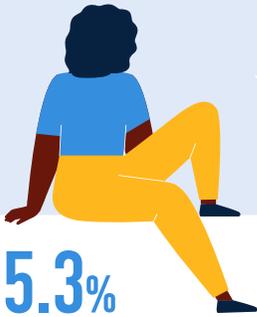
2023-24 YEAR-OVER-YEAR GROWTH



+21.5%



New Instagram followers for M&T Bank Centers accounts



+125.3%

Total attendees for the M&T Bank Center for Women and Business events

Learn More



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+50.2%



Organic impressions garnered by the M&T Bank Center Business on LinkedIn over the past year

+53.5%

Registrants for the M&T Bank Center for Women and Business events

+54.5%

Industries engaging with the M&T Bank Center for Women and Business LinkedIn content



+54%

New LinkedIn followers



Building Bridges by Building Collaboration

The M&T Bank Center for Women and Business hosted strategic initiatives over the last year, focused on community, cultural shifts, the future of the workplace and much more.

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Academic Year Highlights

FALL 2023 EVENTS & INITIATIVES

Welcome Back Networking Event

September 13

The center hosted its kick-off event, bringing together the business community, QU and industry leaders, and students. This gathering celebrated past successes and introduced upcoming events and initiatives with a focus on thought leadership. These conversations were deeply rooted in the mission of the center: to advance the educational and professional development of women in business through lifelong learning and actionable insights.

Community Action Summit

October 13

M&T Bank Center for Women and Business Student Fellow Hannah Davis was a speaker at the annual Community Action Summit sponsored by the M&T Bank Center for Women and Business, the Quinnipiac College of Arts and Sciences, AmeriCorps NCCC Team Success Scholars, the Northwest Regional Workforce Investment Board and the Albert Schweitzer Institute. Students and community leaders discussed issues of social justice including the gender pay gap and diversity in the workplace. Through personal stories and shared experiences, attendees gained insight into neglected legal issues. This eye-opening experience highlighted the importance of driving change in communities.

Eileen Peters Farley '68 Speaker Series Luncheon

October 17

This event honored Susan Johnson, chief diversity, equity and inclusion officer at The Hartford, as the recipient of the 2023 Impact Award for her passionate advocacy of women in the workplace. This annual event is a meaningful tribute to the memory and legacy of Eileen Peters Farley '68, an accomplished entrepreneur and a long-term president of the Southern California Quinnipiac University Alumni Chapter. In a fireside chat with Susan L. Johnson and Associate Dean Poonam Arora, the conversation focused on turning obstacles into opportunities and the importance of leveraging your differences to turn them into strengths.

Salary Negotiation Workshops for Students and Professionals

November 2 & 9

These free virtual training sessions were designed for students and professionals of all ages and career stages. The workshops are offered through the American Association of University Women (AAUW), addressing the gender pay gap by providing critical negotiation skills and the tools needed to thrive in the ever-growing and developing workforce. These informative workshops equip participants with the skills to engage in conversations that promote self-empowerment.



Welcome Back Networking Event



Community Action Summit



Eileen Peters Farley '68 Speaker Series Luncheon



AI and the Future of Work Panel Discussion



CIS Discussion on AI and Collaborative Societies with Dariusz Jemielniak

AI and the Future of Work Panel Discussion

November 8

Tamilla Triantoro, M&T Bank Center co-director, led a dynamic hour-long conversation with a panel of industry leaders from QU, Indeed, GE, Deloitte and Ferrero about the future of work with AI. This discussion, tailored for business students, explored how emerging technologies are reshaping the business landscape and creating new career opportunities. The attendees gained insights into the evolving skills demand in the job market, the role of continuous learning and how to adapt to the changes.

CIS Discussion on AI and Collaborative Societies with Dariusz Jemielniak

November 13

The discussion on AI and Collaborative Societies, held by the Quinnipiac Information Systems Society and sponsored by the M&T Bank Center for Women and Business and the Central European Institute, was led by speaker Dariusz Jemielniak, who explored artificial intelligence, the impact of Wikipedia on information dissemination, and the challenges posed by misinformation. Jemielniak is a professor of organizational studies at Kozminski University, a fellow at the Berkman Klein Center for Internet & Society at Harvard University, a member of the Board of Trustees of the Wikimedia Foundation and vice president of the Polish Academy of Sciences. M&T Bank Center for Women and Business Student Fellow Gabriela Abreu and Jazmin Recinos of the CIS Society facilitated the event.

Quinnipiac Events

The center has actively participated in many Quinnipiac events from the QU Engagement Fair and Admissions events to Bobcat Weekend. We are proud to be an active part of the community and reach out to current and new students with enriching events.

Inaugural Edition Newsletter | Fall 2023



The inaugural newsletter of the M&T Bank Center for Women and Business highlighted its focus on the intersection of research, technology and the evolving workplace. It showcased groundbreaking initiatives aimed at empowering women in innovative education while emphasizing the importance of self-advocacy. The newsletter also celebrated the global engagement of students and faculty, reflecting the center's commitment to cultural understanding and collaborative growth. The newsletter reached more than 16,000 people, including current students, faculty, staff, alumni and the business community.

READ THE FALL NEWSLETTER



SPRING 2024 EVENTS

Sip & Shop*

A Pop-Up Shop and a Festive Event Celebrating Black History Month and People of Color Who Own Small Businesses

February 3

The M&T Bank Center for Women and Business and the M&T Bank Center for Innovation and Entrepreneurship hosted the third Sip & Shop event on our Mount Carmel Campus in celebration of Black History Month. This festive event promoted local small businesses owned by people of color and encouraged collaboration between business owners. It included resource groups from M&T Bank, SBA, WBDC, Grameen America, ConnCORP and CitySeed, as well as a keynote speech from Erik Clemons. This was a family-friendly event with live music and a DJ, featuring Black artists and food trucks owned by people of color providing the surrounding community with an opportunity to shop. The event attracted close to 700 guests.

Phenomenal Women Art Exhibit

March 6

The M&T Bank Center for Women and Business supported the Phenomenal Women immersive art exhibit to celebrate Women's History Month in New Haven. The art show featured impressive pieces to celebrate Black women artists of the community. The center co-sponsored this event to help enrich the community and empower artists while raising visibility to the pieces at the event.

Investing in the Next Generation: M&T Bank Center for Women and Business Luncheon

March 21

M&T Bank partnered with the center to host the inaugural business luncheon and panel at the Quinnipiac GAME Forum in New York City. The panel was moderated by Sara Wilbur, M&T Bank executive vice president, financial crimes and board member of the M&T Bank Center for Women and Business, and featured Alvina Lo, chief wealth strategist at Wilmington Trust; Maggie Immordino Borner, Client Engagement at M&T Bank; and Beth Beshaw, community banking strategy and execution director at M&T Bank. Prof. Tuvana Rua and Prof. Tamilla Triantoro, co-directors of the M&T Bank Center for Women and Business, provided opening and closing remarks.

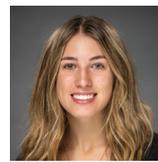
Cultural Shift in Understanding Work-Life Balance

March 27

The panel featured Candace Freedenberg, founder of Untapped Potential; Paul Sullivan, founder of The Company of Dads and former NYT columnist; Yvonne Alston, chief culture architect and founder of Indelible Impressions Consulting LLC; and Ruth Freeman, founder and president of Peace at Home. The panel discussion focused on the benefits of organizational cultures that focus on work-life balance. We talked about insights and research findings that focused on anyone in organizations who is looking to find the balance between performance at work and being committed to their families and personal lives. Each speaker shared their own experiences and built an engaging discussion for all to learn from.

2024 Kathleen Simione Women in Business Scholarship

March 2024



Juliana Sarbieski was the recipient of the Kathleen Simione Women in Business Scholarship, sponsored by the M&T Bank Center for Women and Business. Sarbieski is an example of dedication, talent and leadership within our community. As a junior majoring in accounting and computer information systems, set to graduate in 2025, she has demonstrated exceptional commitment to her academic pursuits and a passion for leveraging her skills in the business world. At Marcum LLP, she served as an auditing intern, where she learned the importance of business in healthcare which inspired her to pursue this aspect in her career. On top of this, she also worked for Williams Landscaping & Outdoor Services LLC, where she gained a better understanding of her community and how to better serve those in it. Sarbieski's outstanding achievements and her potential to make a significant impact in the field of business embody the spirit of the Kathleen Simione Women in Business Scholarship, which aims to empower and uplift aspiring women in the business arena.

Women-Owned Business Event

April 10

The center sponsored the Women-Owned Business Event hosted by the Women Empowered student organization. The goal was to promote local women-owned businesses in the community. A space was created for vendors to sell their products and get the word out about their businesses.

Women of Color Employee Affinity Group End-of-Semester Event

April 22

The M&T Center for Women and Business co-sponsored the QU Women of Color Affinity Group end-of-semester event and supported the group's commitment to diversity and inclusion.

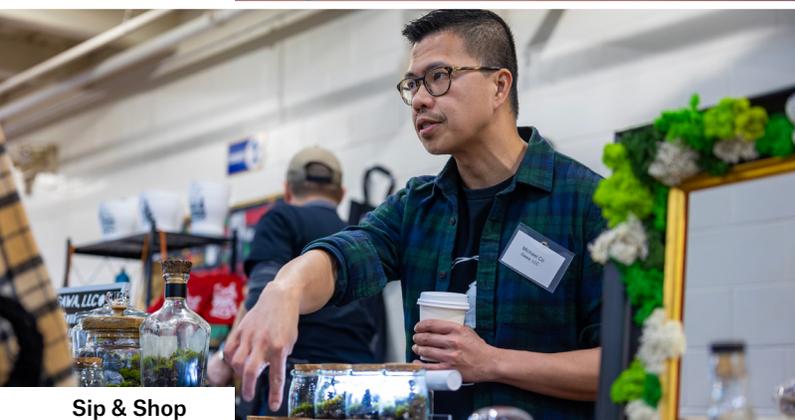
*Collaborative event across both M&T Bank Centers



Sip & Shop



Sip & Shop



Sip & Shop



Phenomenal Women Art Exhibit



Investing in the Next Generation

Generative AI Workshop with ConnCORP

May 4

The center co-hosted a workshop on generative AI for entrepreneurs in collaboration with ConnCORP. This was a unique opportunity to learn how generative AI can be a powerful tool to support any small business and increase productivity. This workshop offered many valuable takeaways where participants gained an understanding of the basics of AI and how it can be applied to business, learned some tips and best practices from experts in the field, and learned how to use generative AI tools to create content, develop business plans and more.

United Way Women United – Power of the Purse

June 6 | Connecticut Convention Center

The center took pride in sponsoring this event hosted by the United Way of Central and Northeastern Connecticut. The convention provides job training and empowers women to join the workforce. This event helps bring financial stability to countless families and ensures a bright future to many who interact with the program.

Unleashing Creativity and Innovation: Design Thinking and Generative AI for Organizational Success Workshop

June 7 | Stamford, CT

Tuvana Rua and Tamilla Triantoro, co-directors of the M&T Bank Center for Women and Business, offered a dynamic workshop titled “Unleashing Creativity and Innovation: Design Thinking and GenAI for Organizational Success” for the Leadership Fairfield County program organized by the Stamford Partnership, an organization which focuses on community leadership and regional challenges in Connecticut. In this session, they empowered established leaders in the region to drive organizational success through creativity and innovation using the Stanford Design Thinking Process, widely adopted at Harvard and MIT. The workshop explored effective AI prompting strategies to seamlessly integrate GenAI into this process. This engaging event highlighted our commitment to fostering innovative thinking and equipped leaders with practical tools to design impactful solutions for real-world challenges, reinforcing our dedication to excellence and progress.



Newsletters | Spring 2024

The most recent M&T Bank Center for Women and Business newsletter focused on empowering entrepreneurs through AI education, research spotlights, life-changing experiences abroad and upcoming events. The newsletter reached more than 16,000 people, including current students, faculty, staff, alumni and the business community.



READ THE
SPRING
NEWSLETTER



M&T Bank Center for Women and Business 2024-25 Research Award Program

May 2024

Two 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 and Business' mission: to provide opportunities for women and their allies to achieve their professional goals, as well as to build a community focused on achieving those goals consistent with their personal values.

This year, our research theme centered on the topic of "The Future of Work" across various disciplines. Technological advancements, particularly in AI and automation, are reshaping work practices, organizational structures and societal institutions, including labor markets and education systems. This transformation is further influenced by demographic shifts, changing socio-political landscapes, and new remote and hybrid work models. Additionally, the evolving nature of workplace collaboration and communication, as well as the ethical implications and societal impacts of these changes, are areas that demand thorough investigation.

2024-25 AWARDEES:



Alexander Laskin, PhD
QU Faculty

Research topic: The Future of Work for Public Relations and Advertising Industry Professionals: Replaced by AI or Enhanced by AI?

"The project focuses on the impact of artificial intelligence (AI) on the future of work in the advertising and public relations industries. Thus, the project directly focuses on the future of work in advertising and public relations — the industry primarily occupied by women. PR Daily reports that this industry is very much female-dominated with more than 2/3 of the sector's workforce being women (Mostovaya, 2023) — thus, whatever the impact of AI on the field will be, it is likely to affect women significantly. This makes it important to study how AI may affect genders differently and what effects it would have on shrinking or expanding the gender gap in the profession."

—Alexander Laskin



Erin Russell
QU Student



Alexandra Kendall
QU Student

Research topic: Keeping the Crown: How Industry Leaders Can Remain Ahead of AI

"This research is dedicated to discovering the emerging issues that come in tandem with artificial intelligence innovation. By identifying these issues and its repercussions on the jobs and businesses that impact women, we can increase AI literacy and prepare suggested countermeasures. My research will additionally offer insights to companies on best practices when it comes to understanding these gender gaps, as well as issues that come with introducing AI into an everyday workflow. In the creation of these recommended policies, it will help create a more sustainable workflow for any business, and a safety net for women that could have been otherwise negatively impacted. This research is an ally for women in the business space, to create no excuses for businesses on how they develop artificial intelligence integration into their companies."



LEADERSHIP TEAM



Hanna Hejmowski
Director of Operations
Part-Time Faculty



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



Kathleen Simione
Director Emeritus
Associate Professor Emerita
of Accounting



Tamilla Triantoro
Associate Professor of Business Analytics and Information Systems

It is with pride and gratitude that we announce the departure of Professor Tamilla Triantoro from her role as co-director of the M&T Bank Center for Women and Business. Since 2023, Tamilla has been a driving force at the center, leaving a lasting impact through her leadership and the innovative initiatives she spearheaded. Her work has been pivotal in launching the center's newsletter, the Future of Work panel discussions, and AI training sessions for aspiring entrepreneurs.

While Tamilla transitions from her official role, we are excited that she will remain an ally and close collaborator of the center. We look forward to celebrating her continued success as she makes strides in the academic world and further elevates her influence in the field of AI research.



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**For questions about the M&T Bank Center
for Women and 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