

Gioia P. Bales

Summary of Qualifications

Highly-experienced university administrator, professor and financial services professional.

- Presently, Senior Associate Dean of business school with dual AACSB International accreditation.
- Responsible for all aspects of the student experience including enrollment, advisement, retention, leadership and professional development, curriculum enhancements and globalization.
- Appointed to serve on several university-wide task forces, hiring committees and reaccreditation teams.
- Track record of developing community and business partnerships and nurturing alumni relationships.
- Award-winning teacher, advisor and innovator. Extensive teaching experience at both undergraduate and graduate levels.
- Over 15 years professional Wall Street experience in global fixed-income research.
- Impressive publication record on broad range of financial instruments, especially fixed-income markets.

Professional Experience – Academia

HOFSTRA UNIVERSITY, Frank G. Zarb School of Business, Hempstead, New York

Senior Associate Dean (2016-present); **Associate Dean** (2012-2015); **Assistant Dean** (2008-2011)

- Instrumental in development of new mission statement and strategic plan emphasizing students' personal and professional achievement at both graduate and undergraduate levels.
- Spearhead efforts to enhance curriculum, emphasizing importance of strong communications skills and experiential learning. Created first-year course that presents business disciplines from an integrated perspective and emphasizes importance of communication skills, early career preparation and real-world perspectives. Developed experiential learning course to encourage participation in national competitions and community-based projects. Collaborated with rhetoric, writing and philosophy departments to offer specially-designed courses for business students.
- Initiate and administer programs to strengthen business school's relationship with students and improve retention. Instituted leadership council to encourage collaboration among student groups and build student affinity. Conceived and developed The Zarb House, Hofstra's first business living-learning community; the Dean's Business Scholars, an enrichment program for high-achieving students and an upper-class mentorship program for first-year students.
- Partner with the Office of Admissions to increase enrollment. Represent business school to students, parents and guidance counselors. Crafted targeted mail campaign to prospective students and developed Zarb Ambassadors, an undergraduate group assisting at admissions events. Collaborate with Associate Provost to increase community college transfers. Built relationships with key high school business organizations – DECA, FBLA and DECA.
- Forge symbiotic relationships with colleagues in the Center for University Advisement and Career Center. Improved efficiency of advisement process. Encourage alumni participation in career preparation programs.
- Team with Director of Development in outreach efforts to alumni and foundations. Engage alumni and the business community in initiatives to strengthen the school and student outcomes. Involved in development of "company teams" at New York City companies with significant alumni presence.
- Lead all aspects of global exchange development for faculty and students including: relationships with partner institutions; contract negotiation and course equivalencies. Spearheaded school's admission to TABSA, the TransAtlantic Business School Alliance, dramatically increasing study abroad opportunities in Europe. Instrumental in development of unique dual-degree program with Dongbei University of Finance and Economics in China.

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- Originated partnership with Long Island Export Assistance Center, a division of the U.S. Department of Commerce, and Nassau County's Industrial Development Agency. Presented with Commerce Department's Export Achievement Award in May 2014.
- Supervise Assistant Dean of Outreach. Oversee all aspects of promotional efforts including: production of marketing brochures; website design and administration and social media presence.
- Involved in all facets of AACSB-International accreditation process. Direct preparation of yearly AACSB Business School Questionnaire. Appointed to represent the business school on the Middle States Association reaccreditation team. Lead team authoring application for EQUIS accreditation.
- Administer grant-related programs which foster community engagement and experiential learning opportunities including: Money and Me, a financial literacy program for fourth graders sponsored by local banks; Ladder to Leadership, a mentoring program between Zarb Women in Business and female high school students in underserved districts sponsored by Flushing Bank and Minds on the Markets 1.0, a NASDAQ-sponsored, web-based financial markets academy for high school students.
- Collaborate with other academic units. Selected to participate in the following university-wide task forces: Integrity and Responsibility; Academic Review; Retention; Internship; Transfer Student; International Student and Cultural Center Advisory.
- Oversee Zarb endowed scholarship funds.

Assistant Professor, Department of Finance (1990-present) (*promotion to Associate Professor pending*)

- Received National Golden Key Award for excellence in teaching and student relations.
- Developed and teach money and capital markets course as part of Hofstra in NYC program which combines classroom instruction with extensive visits to New York City financial institutions. Course enrollment consistently program's highest.
- Developed and taught Fixed-Income Markets, a graduate-level course in bond analysis, utilizing Bloomberg technology to monitor key spread relationships and facilitate fundamental analysis.
- Consistently earn Class Teacher Ratings (CTRs) from students exceeding departmental averages.
- Served as faculty advisor to Financial Management Association (1992-2007) and finance internship director (1995-2007).

Administrator, Merrill Lynch Center for International Financial Services and Markets (1996-2008)

- Coordinated faculty, senior university administration and corporate stakeholders to utilize the Center towards promotion of the study of international financial services and markets.
- Responsible for conceptualization and administration of regularly-scheduled seminars and conferences featuring globally-diverse groups of academics and professionals. Topics included: risk management, private equity and alternative investments. Interface with corporate sponsors.
- Served as editor of annual newsletter designed to communicate knowledge to academic and business communities.

Director, Graduate Business Career Services (1989-1990)

- Marketed graduate programs and students to employers. Initiated mail campaign resulting in establishment of alumni network increasing career opportunities.
- Counseled on resume and cover letter preparation and interviewing skills.

Professional Experience – Financial Services

MERRILL LYNCH, New York, New York
Senior Finance Consultant (1998-2007)

- Coauthored four editions of annual report *Size and Structure of the World Bond Market*. Significantly modified format and content. Enhancements included: coverage of emerging markets; sectorized breakdown of major markets; development of proper framework to consider Euro-zone market; global size comparisons of bond, equity and loan markets. Developed comprehensive methodology to tabulate market size and composition.
- Developed annual report *Global Debt Holdings*, which presented market composition from the investor perspective. Considered investment criteria and patterns of major institutional investors; provided global comparisons.
- Contributed to biweekly publication *Currency and Bond Market Trends*. Instituted coverage of global credit spreads, including emerging markets and interest rate swaps. Extensive use of Merrill Lynch index system.
- Authored *The Irish Pfandbriefe Market* to coincide with market's development. Compared and contrasted national pfandbriefe structures.

SALOMON BROTHERS, Inc., New York, New York
Senior Research Analyst (1980-1989)

- Published extensive research on domestic and international fixed-income markets (see page four).
- Considered an authority on floating-rate instruments. Assisted in development of analytical framework for evaluation. Addressed seminars throughout the United States and Europe.
- Developed weekly publication, *Sterling Markets This Week*. Jointly developed relative value study *Corporate Financing Opportunities*, analyzing financing alternatives for issuers of fixed-rate debt. Considered first of its kind.
- Evaluated relative value relationships. Initiated statistical studies. Monitored yield relationships and exchange rate differentials. Proposed investment recommendations and arbitrage strategies.
- Evaluated security structures, described new product innovations and analyzed derivative products such as interest rate swaps.
- Coordinated research activities with the sales, trading and corporate finance departments. Developed and delivered sales presentations. Taught in biannual Salomon Brothers Sales and Trading Training Program.
- Completed Salomon Brothers Sales and Trading Training Program.

**Community
Involvement**

Member, Zoning Board of Appeals, The Village of Lattingtown (2017-present)

President and Trustee, Locust Valley Library (1995-2004)
Served on Endowment Committee (2004-2011)

Education

HOFSTRA UNIVERSITY, Hempstead, New York
M.B.A. with Distinction, Finance

Inducted into Beta Gamma Sigma National Business Honor Society

SYRACUSE UNIVERSITY, Syracuse, New York
B.S. Magna cum laude, Journalism and English

PUBLICATIONS

Contributing author to various books on financial markets including:

The Handbook of International Investing. Carl Beidleman, Ed. Chicago: Probus Pub. Co.

Inside the Swap Market. 3rd Ed. London: IFR Publishing Ltd.

The Handbook of Investment Banking. Robert Kuhn, Ed. New York: Dow Jones-Irwin.

The Handbook of Financial Swaps. Carl Beidleman, Ed. New York: Dow Jones-Irwin.

Published more than 50 Salomon Brothers research reports which were formally distributed to over 20,000 institutional clients worldwide. Selected reports include:

Eurodollar Zero-Coupon Bonds: Valuation and Trading Techniques

The Case for Currency-Hedged Bonds

An Anatomy of the Eurodollar Floating-Rate Note Market

Introduction to the Floating-Rate CD Market

Floating-Rate Financing Quarterly. Developed this series.

Introduction to the Note Issuance Facility Market

Fixed-Income Investment Opportunities: Actively Managing a Floating-Rate Portfolio Can Generate Attractive Returns

Commercial Paper Arbitraged with Investment in Floating-Rate Instruments

Collateralized Thrift Floating-Rate Notes: Structure and Credit Factors

Critical Issues in the Expansion of the Euronote and Eurocommercial Paper Market

The Floating-Rate Collateralized Mortgage Obligation and the Floating-Rate Note

After the Fall: Changing Trading Relationships in the Floating-Rate Note Market

Eurodollar Perpetual Floating-Rate Note Market: Description and Analysis

The TED Spread: Outlook and Implications

What Drives Interest Rate Swap Spreads?

Are Japanese Bank Fixed-Income Securities Undervalued?

The Coming of Age of the Medium-Term Note Market