

Center for Integrated Learning, Office of Strategic Partnerships, Career Development and Employer Engagement

# The Bridge Program

Summer 2025

# Addressing the Gap: A Bridge Program

## Students

Attain  
professional  
development  
experience



## Community

## Partners

Support and  
address complex  
organizational  
needs



# Bridge Program - Background

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The objective of the Bridge Program projects are two-fold:

1. To measurably benefit “the Client” – a Pittsburgh area community-based organization, by addressing an issue, challenge, or opportunity facing their organization.
  2. Provide an opportunity for Katz students to work together on a project that furthers our societal impact in the Pittsburgh region and develops and enhances their professional skills.
- Each project has 4 Katz MBA or MS students as well as an Executive Coach.
  - The program duration is approximately eight weeks.



# Project Management Office (PMO)

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From scoping out the projects to the final deliverables, and everything in between, the PMO is responsible for overseeing the overall success of the Summer Bridge Program.

It was not possible without the following individuals affiliated with the University of Pittsburgh School of Business:

- Christopher Barlow
  - Head of Strategic Partnerships
- William McShane
  - Associate Director of Integrated Learning
- Brown Ashton
  - Program Coordinator, Integrated Learning
- Parmar Vaibhav
  - Student Project Manager and MS Management Information System Student



# Executive Coaches

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From guiding student teams through ambiguity, to sharpening their problem-solving approaches, the executive coaches were essential in ensuring the growth and success of the Summer Bridge Program.

Their mentorship, insights, and steady encouragement made all the difference.

- Yara Elbeshbishi – Coach for Allegheny Health Network Center for Inclusion Health
  - Senior Business Consultant - MD Medicaid at CareFirst BlueCross BlueShield
- Linda Topoleski – Coach for American Heart Association
  - Principal - Linda Topoleski Communications Consulting LLC
- Theresa Gallick – Coach for Auberle
  - Principal - T Gallick Consulting
- Hermes Cordoba – Coach for TEiS Early Intervention Provider
  - Head of Finance - Voximetry



# Summer 2025 Bridge Program

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**17**  
**Graduate**  
**Students**

**4**  
**Organizations**



# Summer 2025 Bridge Program Partners



# Allegheny Health Network Center for Inclusion Health

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## ■ Project Scope

- Focused on the RIVER Clinic, which provides comprehensive care and support for individuals re-entering the community after incarceration, addressing medical, behavioral and social needs.
- The team was tasked with determining 2-3 ROI models for the clinic, highlighting key elements that should be considered by the model to tailor it for AHN's work.

## ■ Project Outcomes/Recommendation

- Fiscal ROI (36.5%)
  - Modeled cost savings from jail days, hospitalizations, and ED visits avoided
  - Ranked drivers to show greatest financial impact
- Social ROI
  - Measured community benefits (e.g., improved mental health, access to social services)
  - Used proxies and best practices to capture social value created per dollar invested

Team Members: Lucy Curran, Ali Haider, Azure Hsiao, Bhavya Hasya Middela  
Executive Coach: Yara Elbeshbishi



# American Heart Association

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## ■ Project Scope

- Work with the Pittsburgh chapter of AHA, specifically on their Heart Walk, which raises money to fund heart research.
- The student team was tasked with developing an internal University of Pittsburgh challenge and marketing campaign to attract teams to take part in the Fall 2025 Heart Walk. These teams compete based on the number of people walking on that team and on the amount that they can fundraise (crowdsource).

## ■ Project Outcomes/Recommendation

- Marketing plan & social media toolkit
- Revised recruitment timeline
- Curated list of coach prospects with outreach templates & strategies
- Organizational Impact
  - Reusable toolkit for future events
  - Improved outreach & recruitment strategy for coaches/participants
  - Adaptable playbook to streamline planning & execution

Team Members: Samuel Charest, Yu-Shuan Chen, Aaryan Kharambale, Tianshun Li  
Executive Coach: Linda Topoleski



# Auberle

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## ■ Project Scope

- Centered around improving operating efficiencies for Auberle.
- The team was tasked with developing a digital transformation strategy to improve operations and information sharing. As part of the work, the team needed to evaluate devices and storage technology that would not only integrate seamlessly with the cloud but also maintain HIPAA-compliant encryption and data security.

## ■ Project Outcomes/Recommendation

- Team delivered a comprehensive digital transformation roadmap.
- Auberle will be able to reduce data entry errors on their intake forms and is looking to integrate the solution across various departments.
- The cost modeling for devices and the cloud services will also enable Auberle to best leverage their financial resources moving forward.

**Team Members:** Archna Sharma, Anvita Vasant, Jadez Wang, Revati Sharad Wankhede  
**Executive Coach:** Theresa Gallick



# TEiS Early Intervention Provider

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## ■ Project Scope

- Assessed the breakeven point for new therapist hires at TEiS considering the 12-week training period as part of the on-boarding process.
- The team considered various factors in the analysis, including employment level, service type, experience and geographic territory.

## ■ Project Outcomes/Recommendation

- Team delivered a break-even analysis and cost minimization model for new hires.
- TEiS has a solid financial model template to inform the on-boarding and hiring of new hires.
  - The organization now has a better picture not only of the number of new hires they can bring on in a given quarter, but also how quickly those decisions financial pay-off.

**Team Members:** Michael Chirumbolo, Joshua San Diego, Shivangi Singh, Manshita Singhal  
**Executive Coach:** Hermes Cordoba



# Client Testimonial – AHN-CIH

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- *“The work of our organization has a large social impact within the greater Pittsburgh/Allegheny County community that can be hard to measure for its return on investment (ROI) to the health system and the larger community. With the help of the [Bridge Program] the fellows did a deep dive into a literature review on an ROI analysis for one of our programs comparing it to other similar programs across the country. Their analysis has allowed our team to better evaluate the social ROI for each of our programs and given us a better understanding of what data we should be collecting to be able to put a number to this social investment within the health system and at the community level.”*



# Student Outcomes

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- Understand new ways of approaching organizational challenges, under the umbrella of “Societal Impact”
  - Students cited program enhanced their **problem-solving skills, leadership skills, and adaptability/flexibility.**
  - Ability to apply concepts from courses such as **Consulting Field Project, Marketing Research, Corporate Finance** to real-world challenge.
- *“This project gave me a unique hands-on exposure to consulting with a nonprofit organization, which is something I hadn’t experienced before. I learned how to translate real operational needs into concrete, client-focused technology recommendations – balancing research, compliance, and budget considerations.”*
  - *“One key lesson I learned is the importance of aligning financial analysis with broader organizational and societal goals. Being able to quantify both economic and social impact not only adds depth to financial models but also strengthens the case for sustainable, mission-driven decision-making – an approach I will carry forward in my professional career.”*



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**Thank you to our community  
partners, coaches, and students!**

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