EXCELLENCE IN ACTION

The success stories of College of Business graduates, faculty, and students raise the value of the Illinois State University brand.

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ADM LEADERSHIP

Kris Lutt '06 M.B.A., general manager, Specialty Feed Ingredients Group, ADM and Marcee Place '00 M.B.A., general manager, ADM/Matsutani LLC returned to campus and shared the presentation “Increasing awareness and sensitivity in a global business environment” during Leadership Day.
MEET THE DEAN

Scott Johnson joined the College of Business in July as the new dean. He previously served as dean of the College of Business at Minnesota State University, Mankato. Johnson shared his thoughts on his role and ways in which he hopes alumni, faculty, staff, students, and external partners can help him move the college forward.

Q: What was it that compelled you to investigate and ultimately accept the role of dean at Illinois State University’s College of Business?
A: I knew that there had been outstanding leadership with very high quality programs and a fabulous new business building. In the interview process, I came away from each encounter with a growing respect and admiration for the institution. During my on-campus visit, people were rightfully very proud of their heritage of shared governance. There was a general sense of mutual respect and good humor throughout the process. Not all campuses are this way. I really felt a natural affinity for Illinois State and for the faculty and staff in the College of Business.

Q: Besides learning more about the College of Business, Illinois State University, and the community, what do you consider your top priority for your first year?
A: I want to focus on continuing to build the status and reputation of the College of Business both regionally and nationally. I hope to meet with the many constituent groups we serve in the college and listen to their ideas about making the College of Business the top choice for business education. Getting to know the faculty, the students, the alumni, and the business community will be priorities.

Q: What would you ask of alumni and external partners as they help move the college forward?
A: We want everyone to recognize that Illinois State represents the very best of higher education and that Illinois State graduates make the world a better and more interesting place. With that in mind, I would ask that alumni and external partners be actively involved in the life of the college by facilitating new learning opportunities for our students, building relationships with faculty and fellow graduates. Promoting the Illinois State brand is a fundamental task of everyone associated with the University. Even daily communication practices are brand building since a brand is associated with certain key expectations and promises. And as the University moves forward, so will the College of Business.

Q: What requests do you have for faculty and staff?
A: Faculty and staff are the life force of the University, and I ask that they be a catalyst for student success. It is a great privilege to be involved in the business of teaching and learning. Sometimes I think we tend to forget that we are working in an environment that is focused exclusively on educating the next generation of responsible citizens and world leaders. It is incumbent upon us to be an example of tolerance, respect, and fair-mindedness, while also having high expectations for students as they become content experts and grow in their own self-awareness.
Q: What is something you would like current students to know or understand as they complete their studies in the college?
A: It seems that anytime students receive some free general advice, it is cliché-ridden and quickly discounted. I am not sure I can transcend the challenge. However, I do want students to know that we are extremely proud of their accomplishments. Time quickly passes, so it is important to use it well. Be involved in causes that are important to you. Be a friend to those who need a friend. Work hard and be accomplished in your job.

Q: What would you like readers to know about you professionally and personally?
A: I earned my Ph.D. in marketing from Michigan State University. My undergraduate degree and M.B.A. are from the University of Minnesota. Areas of interest in research and teaching include recommendation-based decision making, marketing and business education, electronic retailing, and consumer behavior. My wife Mary and I are the parents of four. We enjoy theatre and community involvement. I recently chaired the annual campaign for the United Way in Minnesota.

THANK YOU FROM MCGUIRE

It has been my honor to serve the College of Business as interim dean for the past two years. Through the efforts of our faculty, staff, students, alumni, and business constituents, we have made substantial progress on a number of fronts.

I am most proud of our efforts to build new bridges to our alumni through the College of Business Alumni Network (COBAN), and our retired faculty through the College of Business Emeritus Association (COBEA). Our reworked Strategic Plan places strong emphasis on the vital relationships with our alumni, retirees, and corporate friends. I believe that we have continued and strengthened the bonds with all of those who call the College of Business at Illinois State their educational home. During my time with the college, we have created the Institute for International Business and the Organizational Leadership Institute, and developed new and important relationships with several international partners. In my opinion, one of our most important developments was to become an international leader in corporate ethics and social responsibility through our enthusiastic participation as one of the first signers of the Principles of Responsible Management Education (PRIME), a joint effort of the AACSB and the United Nations.

I am not leaving Illinois State University. I will be returning to the Provost’s Office (actually I never left) to the position of associate vice president for Academic Administration. My duties there will include academic personnel, facilities planning on behalf of Academic Affairs, and policy planning and review. I will also oversee the University Honors Program, the Center for Teaching and Learning Technology, and the Stevenson Center. I will continue to work with College of Business faculty, staff, and our new dean to assure that the college continues on its path of excellence.

My heartfelt thanks to the faculty, staff, students, alumni, and friends of the College of Business for a great two years.
WHAT CAN YOU DO?...DO WHAT YOU CAN!

We all have fond memories of our time on campus. Whether it was the beauty of the Quad in full bloom, the place you studied with friends, a professor who made a difference in your life, or the late night gatherings and student organizations—everyone has something special to remember about their time at Illinois State University. As we reflect on the past, it is important to remember that the involvement and support of each one of us is essential to continue the tradition of excellence at the Illinois State University College of Business.

We live in a time of economic uncertainty and dwindling state support for Illinois public higher education. I want to thank each of you for the many ways that you help support the college and demonstrate your Redbird spirit. Because of you we are better able to achieve our goals and continue our path to greater distinction.

There are many ways to stay connected—simple things you can do to help students while adding to the prestige of your own Illinois State University degree.

10 WAYS TO MAKE A DIFFERENCE

1. Include reference to your degrees from the College of Business at Illinois State University in your corporate biography and when you make the news for your professional accomplishments.

2. Complete and return the Alumni Update on the back cover. Help us keep our records up to date by contacting us when your information changes. Submit your personal and business address, e-mail, phone number, career, and life changes through your Redbird Connections profile at www.IllinoisStateAlumni.org/ccon or by visiting the update form at www.Advancement.ilstu.edu/networking/update_form.shtml.

3. Make an annual financial contribution to the college. The percentage of alumni who donate has a significant influence on our national ranking. Last year 6.8 percent of College of Business alumni made a financial gift. Our goal is to increase alumni support to 10 percent in two years. No gift is too small, and every contribution makes a difference!


5. Share our story with individuals, foundations, and corporations who have the potential and interest in contributing to the college and supporting our tradition of excellence and our innovative new programs.

6. Provide internship opportunities and other experiential learning activities for current students. Faculty members are continually looking for real world classroom projects.

7. Participate in alumni events and consider joining the College of Business Alumni Network Group on LinkedIn at www.linkedin.com/e/gis/130547.

8. Encourage prospective students to make a campus visit or learn more at IllinoisState.edu/business.

9. Visit campus, share your experience with current students, support Illinois State athletics and attend University alumni events in your area. For more information on how to get involved, contact Amy Humphreys at alhumph@IllinoisState.edu or visit www.Advancement.ilstu.edu/involved.

10. Consider leaving a lasting legacy by funding an endowment and/or including the college in your will or estate planning. Contact Director of Development Norris Porter for more information or visit the online reference for giving at www.Advancement.ilstu.edu/support/ways.
MATT BUSEY SCHOLARSHIP

Matt Busey is remembered by his family and friends for his larger-than-life personality and adventurous spirit. The Matt Busey Scholarship was established by his friends and relatives in 2007 as an everlasting tribute to his inquisitive nature, desire for excellence, and passion for life.

Matt, a son of Linda and Rich Busey of Urbana, was a 2005 graduate of the marketing and general finance programs in the College of Business. He died from injuries suffered in a motorcycle accident in December 2006. This scholarship provides support to College of Business students who are completing internships abroad or studying abroad.

After graduating from Illinois State University, Matt was unsure of exactly what direction to take in his next step in life. He chose to make his dreams of traveling the world a reality. Venturing beyond the boundaries and safety of all that was familiar to him, he explored throughout Europe and lived life in and out of youth hostels as if it were second nature to him. He found strength within himself that sitting on the sidelines of life could never have delivered. He challenged his friends and family not only to wonder about what the rest of the world had to offer, but to experience it firsthand.

Through this scholarship, the Busey family hopes more students will experience the same passion that Matt found in his life, and feel inspired to follow their dreams and aspirations.

“Matt challenged his friends and family not only to wonder about what the rest of the world had to offer, but to experience it firsthand.”

The College of Business awarded the first annual Matt Busey Scholarship to David Yee in April.

The 3rd Annual Matt Busey Scholarship Golf Outing at the University of Illinois Golf Course took place August 1. Proceeds went toward the Matt Busey Scholarship Fund. This fund supports the Matt Busey Scholarship at Illinois State University and Urbana High School. It also supports the Spirited Award for Urbana High School soccer players.

GLENN BAILEY

Glenn Bailey ’67, M.S. ’70, returned to his alma mater in 2000 as a staff member after teaching at Sauk Valley Community College in Dixon. He had always been drawn to business education and has started two scholarships for students who share his passion.

“When I got to college, I knew I wanted to study in some area of business, but business teaching felt like the most comfortable fit,” he said.

While at Sauk Valley he started The Bailey Endowment for Business or Education, a legacy to a family of Sauk graduates that include his wife, Gaye, two of their children, Koby and Sara, and their spouses. The scholarship is awarded annually to a full-time student with at least a 2.5 GPA who also demonstrates financial need. Preference is given to students majoring in office and administrative services. The first scholarship was awarded in 2004.

Bailey was inspired to start another endowed scholarship at Illinois State, where he also has strong family ties. Gaye ’89 is an alum, along with son Koby ’88, daughter Ashley ’05, and a daughter-in-law.

“That (Sauk Valley) experience showed me how much the resources were needed,” he said. “I saw the benefits that other students received from scholarships and I thought it’d be a wonderful way to help future students. By endowing the scholarship, it will last forever.”

The recipients of The Bailey Endowment for Business Education should have a solid academic record, but not necessarily the highest GPA, and demonstrate financial need.

“The ideal recipient would be a student who showed promise as a future business education teacher, someone who has the right academic qualifications, but that’s not the most important thing,” he said. “I want the scholarship to open doors for people who might otherwise experience difficulty staying in school, which is why I stress the student show a financial need.”

The endowment is in the process of being fully funded.

“It will probably be about four years until the first one is awarded. I started the process of endowing the scholarship in 2008, so it will probably be ready by 2012 or 2013,” he said.

The selection committee will include other business professors, as well as Financial Aid staff.

“I really want to help students stay in school,” said Bailey. “I remember my time at ISU. The friendliness brings many fond memories of the University, and I want to make sure others have the opportunity for that as well.”
MARIAN GARDNER HINDERLITER AND HOBART HINDERLITER SCHOLARSHIP FUND

Someone helped them when they were struggling college students and Marian and Hobart Hinderliter never forgot it.

The couple endowed the Marian Gardner Hinderliter and Hobart Hinderliter Scholarship Fund to support outstanding freshman students who are beginning a business major. Six students have already benefitted. Now the couple is in the process of endowing a College of Business professorship.

“Helping others is our passion,” said Marian ’53, who received a degree in business teacher education. “Hobie and I received help when we were in school, and there was never a question for us that we would try to help others.”

The couple believes a university education should be available to all and they want to do what they can to offset rising college costs.

“State schools in this present financial crunch need help,” Marian said. “We want to support students so that education is available and affordable, and also support the faculty to ensure excellence is maintained.”

The couple lives in Jacksonville, where Hobart worked as a professional farm manager for more than 50 years. Marian stayed home with their three children.

“We know what it means to be helped with education,” he said. “We weren’t rich when we went to school. I guess we’re still not rich,” he said with a laugh.

“When you encourage others to give, it moves on down the line,” Marian said.

“Everyone has the ability to influence people in a positive way,” Hobart said. “This is our way.”

OTHER SCHOLARSHIP FUNDS

The College of Business has several established scholarship funds that individuals can support by making a donation to increase the value and impact that these endowments have for students. Contact Director of Development Norris Porter for more information or visit www.Advancement.ilstu.edu/support/ways.

The few scholarship funds in need of additional financial support are:

MAGGIE WEBB SCHOLARSHIP FUND

Open to sophomore, junior, and senior business majors—this fund was established in memory of Maggie Webb, a 2005 graduate whose life tragically ended in a random act of violence in 2007. Maggie was known as a strong leader, supportive friend, and wise mentor, who was always thinking of others.

DORIS AND FLOYD CRANK SCHOLARSHIP FUND

Open to sophomore, junior, and senior business teacher education majors—this fund was established to honor Doris and Floyd Crank for their contributions to business education at the state and national level. Doris is a 1943 graduate of ISNU. She passed away in September of 2008.

CONNIE KRUG STUDENT SERVICE AWARD

Open to any business major who is an active member of a College of Business student organization—this award is given to a student who exhibits outstanding qualities in his/her activities within the College of Business and is in honor of Connie Krug, who devoted herself to the personal and professional development of business students until her retirement in 2000.

THE GREAT URBAN RACE AT HOMECOMING

10 a.m., October 16
Starts at the Alumni Center; ends on the Quad

The Great Urban Race is a wacky urban adventure. Teams of two solve 12 clues and complete fun challenges while discovering a community in a fresh way. A portion of your registration fee will help establish the ISU Student Foundation Service Award Scholarship.

Prizes: $300 and free entry to the New Orleans national championship for first place, $150 and free championship entry for second place, free championship entry for third place, best costume, funniest pictures, and top family team.

Registration: Go to www.greaturbanrace.com to register. Cost is $45 per person through September 21, with the fee then increasing to $55 per person until October 15, and $70 per person on race day. There is a $1,000 cash prize to the group that signs up the most teams.
EXCELLENCE IN ACTION

MARKETING
To be recognized by industry professionals as one of the top professional sales programs in the world is a major distinction—especially since the Department of Marketing’s Professional Sales Institute (PSI) is just entering its eighth year of existence.

Created by marketing professors Mike Williams, Mike Humphreys, Jill Attaway, and Dan Goebel, with the support of partner firms and the college, this experiential based program equips students completing the sales sequence with the sophisticated skill set and specialized knowledge essential for success in the dynamic 21st century marketplace. Program growth and consistently high demand for PSI graduates led to the recent hiring of the institute’s first full-time executive director, Mike Boehm.

“We are certainly excited to have someone with Mike’s credentials as our executive director,” said Marketing Chairperson Tim Longfellow. “He brings a wealth of sales and relationship building experiences that are critical in expanding and enhancing the solid foundation that the sales faculty has provided to the PSI.”

Building on the core requirements for a degree in marketing, students enrolled in the sales sequence complete two required sales courses and three elective sales courses. This enhanced curriculum dramatically impacts graduates’ professional performance. Research conducted with employers revealed several impressive findings:

- PSI sales majors enjoy a 29 percent higher than average starting salary and often have multiple job offers prior to graduation.
- Employers reported these graduates “ramp up” 50 percent faster than other new hires in similar sales positions.
- PSI graduates are often recognized as being number one in the performance review of new hires.
- Within their second or third year, many of our sales majors have become members of a company’s elite top 10 percent sellers.

Boehm shared that partner firms also report our graduates have a longer commitment to sales positions, which lowers turnover costs.

“Let’s consider a company that has 100 sales reps with an average compensation of $100,000 and a 6 percent turnover rate. Hiring graduates of our sales program can mean an immediate 30 to 40 percent reduction in such costs—an impact of about $176,000. And with our graduates swiftly rising up the corporate ladder, PSI graduates often help companies gain their next generation of leaders from within,” Boehm explained.

Representatives from partner firms engage regularly with students through internships, collaboration on real-world projects, as guest speakers, and at the sales career fair. They value these opportunities and the hands-on training sales students are provided by the faculty. But it isn’t only employers who praise the program. Students consistently talk about the sales faculty’s willingness to give their personal time to coach, discuss questions about careers, college life, or other matters of concern to sales majors.

“It is this commitment and dedication of the four sales professors and Tim Longfellow that have earned the Professional Sales Institute the rankings and superior reputation it enjoys,” added Boehm.

Senior Garrett Lynch would agree. As a freshman he needed to make some “quick money.” Through PSI Lynch sold in excess of $180,000 of Cutco cutlery. Commissions from those sales got him out of the bind and convinced Lynch to pursue more advanced sales training.

“Through PSI I’ve gained not only great textbook knowledge, but also a new perspective on why those trained in sales are so important to the business world. The sequence has enhanced my overall effectiveness and helped me become the type of salesperson I wanted to be. Now I know how to focus on building lasting customer relationships, which is extremely beneficial,” said Lynch.

Professional Sales major Garrett Lynch enjoyed a dream internship at MTV.
Using his initiative and the sales skills developed through the PSI program, Lynch landed a highly coveted summer internship with MTV in New York.

So what’s ahead for the Professional Sales Institute? Boehm has several specific goals for the coming year:

• Expanding awareness of the PSI brand horizontally and vertically within existing partner firms.
• Bringing new industries, including green initiative companies and those in the sports and entertainment industries, into PSI partnerships.
• Exploring additional corporate needs to be addressed by the curriculum.
• Increasing awareness of PSI and its sequence of classes to college freshmen, high school students, and the career counselors who work with them.

If you are interested in learning more about the Professional Sales Institute contact Mike Boehm at (309) 438-2954, by e-mail mboehm@ilstu.edu, or visit www.cob.ilstu.edu/profsales/index.shtml.

FINANCE

Starting fall semester 2009, the Department of Finance, Insurance, and Law is offering a new minor in financial planning involving strategically selected coursework in accounting, finance, insurance, law, and marketing. The new minor was endorsed by the Educational Investment Fund Board of Directors and members of the Finance Advisory Board.

Department Chairperson Gary Koppenhaver believes Illinois State University College of Business graduates who have a minor in financial planning will have a significant competitive advantage as the financial services industry looks for staff with specialized knowledge and skills in financial advising.

According to College of Business Alumni Hall of Fame member Robert Rush, M.S. ’79, senior vice president of COUNTRY Trust Bank®, the newly approved minor couldn’t have emerged at a more critical time.

“Most people react emotionally to economic and market crisis causing bad decisions, usually contrary, to sound long-term planning and best results. The real estate bubble induced during the 1990s has evolved into numerous other financial problems. Those problems range from the toxic assets shut down of the credit market, to the recently shared Social Security and Medicare fiscal problems. Before this current economic crisis, there were serious pre-existing problems such as two-thirds of the baby boomers not being adequately prepared for retirement.

With financial problems touching so many, people are looking for financial security providers and professionals to listen to their concerns; help them understand what this all means; provide guidance, financial, and investing discipline; and to help them prepare for the future. The economic crisis has increased the complexity of delivering comprehensive financial security (insurance, investment, and retirement) solutions. It has reminded everyone they cannot always manage these many challenges and their financial security by themselves. Many realize they need professional financial help. Illinois State graduates with this specialized training can meet that need.”
Agriculture is the economic backbone of many African countries. In Ghana, it represents 37 percent of that nation’s GDP and 56 percent of the labor force. But extreme weather conditions spawn an array of economic challenges. Jim Jones, director of the Katie School of Insurance and Horace Melton, assistant professor of marketing, recently traveled to Ghana to collect and analyze weather events, crop loss, and other health and economic data necessary to develop a weather-indexed financial product that would mitigate agricultural losses.

“Ghana’s stable government, yet vulnerable agricultural economy make it a good country for a weather-indexed insurance product,” Jones explained. “Development of this insurance product would promote private capital to help farmers in Ghana, and other drought prone regions.”

The trip, funded by a grant from the International Labour Organization Microinsurance Facility, is one of several Katie School programs that support the United Nation’s efforts for sustainable, principle-centered business education as outlined in the Principles of Responsible Management Education (PRiME).

Beyond the development of this product, laying groundwork for future projects involving Illinois State University students and faculty is a second priority for Melton and Jones.

“Our end goal is to have students doing internships and summer study abroad in Ghana working on sustainability issues like microfinance and micro-insurance. We believe that the educational experience gained by working in a developing country with emerging markets would be life-altering and invaluable,” explained Jones.

During their trip, Jones and Melton met with tribal chiefs as well as government officials and business people to help make sure that they have an appropriate respect for the traditions and values in Ghana so those can be integrated into their project ideas. As Jones noted, “There are plenty of things that we can learn from African society that would benefit us in the Western World.”

Other individuals supporting this international effort include Illinois State University faculty members Aslihan Spaulding (agribusiness) and Krzysztof Ostaszewski (actuarial science), as well as three actuarial students. Danso-Manu, chairperson of the math department at University of Ghana in Accra, and Charles Quanseh, agriculture and crop science professor at the University of Science and Technology in Kumasi, are also collaborating on the project.

To see additional photos and learn more about this trip, visit illinoisjones.blogspot.com.

**KATIE SCHOOL OF INSURANCE**

**MANAGEMENT AND QUANTITATIVE METHODS**

For alumni, students, and faculty with a human resource management concentration, the value of the Illinois State University brand has achieved a new level of distinction. The College of Business was recently recognized as one of just 37 traditional undergraduate programs across the world to meet the demanding curriculum and educational standards set forth by the Society for Human Resource Management (SHRM). Representing more than 250,000 members in over 140 countries, SHRM is the world’s largest professional association devoted to human resource management.

“Certification by SHRM is a significant accomplishment for our HR program and for the Department of Management and Quantitative Methods,” said Professor and MQM Chairperson Jim Jawahar. "Being among a select group of schools recognized for effectively covering the HR body of knowledge reinforces the value of our program in a powerful way.”

Jawahar credits the achievement to the dedication of the HR faculty members, former MQM chair John Lust, and particularly,

“Being among a select group of schools recognized for effectively covering the HR body of knowledge reinforces the value of our program in a powerful way.”

to the efforts of Joseph Goodman, assistant professor of management, for leading this important initiative.

In 2006, SHRM’s Academic Initiative was created to clarify and define HR education standards within university business schools. The standards serve as a means to assist program development and more importantly, to clarify an agreed upon set of general competencies HR students at the undergraduate and graduate levels should master.
Establishment of the Organizational Leadership Institute (OLI) is another important new initiative in MQM. The primary goal of the institute is to enhance the leadership experiences of all College of Business majors. OLI works to achieve this goal through a variety of programs and activities designed to maximize student exposure to leadership principles and practices, and increase opportunities for students to more fully develop their own leadership skills. Faculty members Rick Ringer and Ken Newgren served as codirectors of the institute. Ringer will continue in that capacity upon Newgren’s retirement.

The Caterpillar Leadership Fellows Program is funded by a gift from the Caterpillar Foundation and is administered by OLI. It was piloted in fall 2006 and formally initiated in spring 2007. The number of student participants has grown from eight to fifteen, the current maximum, and represents all four departments in the college. Students take an in-depth leadership and behavioral assessment with faculty feedback, complete a variety of academic and professional readings in the area of leadership, and enjoy a significant mentoring relationship with a leader in a local firm. Currently all mentors are from State Farm.

Kym Forsythe ’08, a management trainee with Chase, found participation in the Leadership Fellows Program an invaluable experience. “I have learned that nothing is more important than finding self-motivation for achieving your goals in life. Through these experiences, I have enhanced my communication and active listening skills, and learned how to carry myself within a professional setting. But most importantly, through OLI I have become more open to personal growth and constructive criticism. I understand now that others are willing to help me grow and become the person I want to be, but that I will always need to find something within myself that motivates me to do my best and reach my aspirations.”

Amy Janus ’08 is equally enthusiastic about the program. When she talked with her future employer about what she learned through OLI, Janus focused on collaboration. “The skills you develop allow you to play a key role in a group setting and give you the confidence to voice your opinion.” Janus, who completed an internship with the Philadelphia 76ers, recently began her dream job in sports marketing with the Chicago Bulls.

Tony Torres and Patty Tobiasz serve in State Farm’s Corporate Learning and Development Services team. They work closely with Ringer to support the outcomes of the Caterpillar Leadership Fellows Program by soliciting State Farm leaders to serve as mentors.

“We facilitate a session for all first-time mentors to help them understand the college’s objectives and expectations. During this session, we emphasize the student is the driver of the relationship (building their networking, relationships, competency, and responsibility). We encourage the mentors to be creative in supporting the students,” explained Torres.

From surveys completed by mentors, Torres and Tobiasz have found that participants unanimously indicate they would mentor again and would recommend the program to colleagues.

“Not only do mentors indicate they learned something new about themselves because of this experience, many value experiencing this generation of students and prospective employees—what the students think, their perspectives, what classes are like, what’s important to them, and what they look for in an employer,” said Torres.

Opportunities students have experienced with their State Farm mentors include observing job interviews, researching current topics a team is exploring, participating in project or team meetings, and being invited to offer their classroom perspectives.

The Organizational Leadership Institute also supports students with a leadership major or minor, as well as the Organizational Leadership Club, which was first organized in spring 2005. This group provides students opportunities to further expand their understanding of leadership in contemporary organizations while developing their own leadership abilities through guest speakers, site visits, and outreach activities.

Additionally, the OLI is engaged in efforts to strengthen COB and business community partnerships in the area of leadership through the involvement of business leaders in OLI-sponsored programs and activities.

In May, Iris Varner announced her retirement after 33 years of service to the college. Beginning in October, she will serve for one year as the director of the new International Business Institute (IBI). Established in 2008, IBI builds on a long tradition of international business education at Illinois State University. As an institute at a public university, the IBI is dedicated to serving the needs and developing the full global potential of Illinois businesses. Varner will coordinate a unique array of opportunities including six study abroad programs during the summer and eight during the regular semester. She will also facilitate the international faculty exchange program with partner institutions in five countries. Another effort...
coordinated by IBI is the Export Project, which was awarded $100,000 in federal stimulus money for the 2009–2010 year through Illinois State University’s Federal Initiative Program. The funds will provide international travel and consulting opportunities for students and faculty. In summer 2009, the Export Project sent five interdisciplinary teams involving five faculty and 14 students to India, China, and Poland. They consulted with Filtration Group, SunOpta, Dickey-John, Natural Enrichment Industries, and Brandt Consolidated.

ACCOUNTING

The accounting program at Illinois State University continues to be recognized as one of the premier accounting programs in the state and has obtained national notoriety on many occasions. Employers, as well as prospective students and their parents, look at Illinois State as a first choice for excellence in accounting education. Enrollment in the Department of Accounting increased 56 percent between fall 2004 and fall 2008. The caliber of students has risen as well.

A standardized benchmark for accounting programs nationally is the CPA examination. Industry professionals believe it serves as a proxy for how well programs prepare students for entry into the profession. Exam results are certified and published by the National Association of State Boards of Accountancy (NASBA). It takes approximately one full year to certify results. State results are released shortly after the end of a calendar year.

2008 STATE RESULTS PUBLISHED BY THE ILLINOIS BOARD OF EXAMINERS (IBOE)

Pass rates for the 2008 national CPA examination
AUD–Auditing and Attestation
BEC–Business Environment and Concepts
FAR–Financial Accounting and Reporting
REG–Regulation

Illinois State students exceed the pass rate scores of students at all public institutions in the state on all four exam sections. They also exceeded the pass rate scores of all private institutions reported by the IBOE on three of the four exam sections.

McKeon attributes the success of the Department of Accounting at Illinois State University to an excellent faculty, solid curriculum, and high-quality students who are motivated to continue the tradition of success.

The Department of Accounting at Illinois State University has programs that prepare students for positions in public accounting, corporate accounting, government accounting, and non-profit accounting.

The integrated bachelor/master of professional accountancy is a unique five-year program available at Illinois State University. It combines undergraduate and graduate coursework beginning in a student’s fourth year.

Although all plans of study in the Department of Accounting encourage summer internships, one option in the integrated program includes a spring internship as part of the student’s plan. Qualified students in the integrated program may apply for an internship in the spring of their third year, complete a full-time for-credit internship for nine weeks in the spring of their fourth year, and be offered an accounting position at the end of the internship that will begin after completion of their fifth year.

“The integrated program is so successful that approximately 85 percent of students accepted into the spring internship option have a full-time accounting position guaranteed upon graduation,” said McKeon.

This program has been well received by participating firms, as well as students. After working with our interns, Chris Sokolowski of RSM McGladrey, Inc. had strong praise for the preparation they received. “We encourage you to continue to do whatever it is that you are doing with your students because they are coming to us well prepared, mature, and with a great work ethic!”

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<tr>
<th>Year</th>
<th>Edition</th>
<th>Results</th>
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<tbody>
<tr>
<td>2005</td>
<td>2006</td>
<td>Ranked 18th in the nation on the entire exam for students with advanced degrees. Only one other Illinois school (University of Chicago) made the list.</td>
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<tr>
<td>2006</td>
<td>2007</td>
<td>Tied for 7th in the nation on the Auditing (AUD) section of the exam for students with advanced degrees. (The exam has four sections.)</td>
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<tr>
<td>2007</td>
<td>2008</td>
<td>Ranked 5th in the nation on the Financial Accounting and Reporting (FAR) section of the exam for students with advanced degrees. (The exam has four sections.)</td>
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ALUMNI HALL OF FAME

For the first time, new inductees in the College of Business Alumni Hall of Fame were honored as part of Business Week. Their accomplishments and commitment to excellence not only reflect their professional dedication and service to others, but also add value to our programs and the Illinois State brand for all of our graduates. Each gave an individual evening presentation.

“Information technology means business: Create real wealth combining technology with business”

LaVerne Council ’86 M.B.A.
Corporate vice president and CIO, Johnson & Johnson

As corporate vice president and chief information officer, LaVerne H. Council oversees Johnson & Johnson’s global information technology group. In this capacity Council is responsible for managing information technology and related systems for the Johnson & Johnson worldwide enterprise. Council is a member of the Corporate Global Operating Committee. Her organization includes more than 250 operating companies, over 4,000 information management employees, and a $1.9 billion budget.

“The law of karma in business: Build success one good deed at a time”

Andrew Jackson ’80 BUA
President, BravoTECH Inc.

In 1996 Andrew C. Jackson cofounded Bravo Technical Resources, Inc. (BravoTECH), a business-technology, professional services, and IT staff augmentation firm. BravoTECH now services the entire United States from its headquarters in Dallas.

Jackson is involved in business and community organizations. He has been in the Texas Association of Business since 1986, serving as chairman of the Dallas and Fort Worth chapters.

“The road ahead for Illinois: Politics, government, and business”

Dan Rutherford ’78 BUA
Vice president, ServiceMaster Company, and Illinois state senator

Dan Rutherford began his career as a legislative assistant in Springfield following his graduation from Illinois State University where he served as student body president. He was head of the International Business Division of the Illinois Department of Commerce, overseeing trade and promotions offices. Rutherford was first elected to the Illinois Senate in 2002 following a ten-year term in the Illinois House of Representatives.

“Focusing on the important tasks: Achieving extraordinary results with basic management and personal skills”

Stefanos “Scottie” Venable ’86 FIN
Managing partner for The PrivateBank, and Lieutenant Colonel for the U.S. Army Reserves

Lieutenant Colonel Stefanos “Scottie” Venable is a managing director for The PrivateBank in Chicago, in charge of all loan, syndications, and capital market operations. Having graduated from Illinois State University in 1986, Scottie began his career with G. Heileman Brewing Company as an area sales manager in Central Illinois. He joined the U.S. Army Reserves after receiving his commission as a second lieutenant from Illinois State’s Army ROTC program. In 1987, Scottie moved to Chicago and served as a broker for the CM Financial group.

While at the CM Financial group, Scottie became a top salesperson and moved into a manager position to recruit, hire, and train his own sales force.

“Decoding generational differences: The business model of the future”

James Schlesser ’74, ’76 M.S.
Partner, Deloitte Tax LLP

James Schlesser has been a partner within Deloitte Tax LLP for over 22 years, with 32 total years at the organization. After completing his mathematics and accounting degrees at Illinois State University, Schlesser entered the work force well-prepared to start his career as an auditor. In the early 1980s, Schlesser transferred from auditing to become a tax consultant to expand his technical skills and develop an area of specialization and expertise.

NEW SERVICE AWARD

During Business Week, three individuals received the new Service Hall of Fame Award for their sustained commitment to the college and its mission.

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Vern McGinnis
Retired vice president of strategic planning and corporate services, GROWMARK

Vern McGinnis attended Illinois State University’s School of Agriculture before receiving his degree in agriculture from the University of Illinois. He earned his master’s in agricultural economics in 1965. McGinnis retired from GROWMARK in 2007 after 42 years with the company.

Jack North
Retired senior executive vice president of financial services, State Farm

Jack North retired in 2007 as a senior executive vice president for State Farm Insurance Companies. North’s State Farm career began in 1981, when he was appointed as an agent in western Pennsylvania. In 1998, North was named a senior vice president and served for nine years in the president’s office/chairman’s council before he retired.

Sharon Rossmark
Retired assistant vice president of agency distribution, Allstate Insurance

Sharon Rossmark is an innovative business leader with a thirty-year proven track record in the areas of sales strategy, implementation, change management, and process management. As assistant vice president of agency distribution for the Allstate Insurance Company, she led a $30 million division responsible for business support of the organization’s 14,000 exclusive agencies.
BUSINESS WEEK 2009

Since the mid-1970s, Business Week has provided students an array of opportunities to build essential skills and understandings necessary for professional success. With five full days of activities, this year’s event was the largest yet. More than 35 companies sent employees to interact with students at a networking dinner and during mock interviews. Participants had numerous opportunities to hear the perspectives of 29 top business leaders from across the nation. Altogether more than 2,600 students, alumni, industry partners, faculty, and guests participated in the following events: ice cream social, professional networking dinner and presentation, mock interviews, keynote address, College of Business Alumni Network reception, transition seminars, Alumni Hall of Fame presentations, Leadership Day breakfast and seminars.

BUSINESS WEEK 2009
KEYNOTE PRESENTATION

Alumni Hall of Fame member, Jim Tyree ’78 B.U.A., ’80 M.B.A, was the keynote speaker for Business Week 2009. He is chairman and chief executive officer of Chicago’s largest independent financial services firm, Mesirow Financial. The company is employee-owned, with more than 1,100 employees in 30 locations across the United States, Puerto Rico, and London. With over $32 billion in assets under management, Mesirow is well-capitalized and remains consistently profitable. Tyree, who has spent his entire career at Mesirow, shared the impact his education had on the formation of his character, his values, and his ultimate professional success in his address: “An Illinois State focus taken in many directions.”

LEADERSHIP DAY

This new event for Business Week 2009 was cosponsored by the M.B.A. Association. Dan Murphy ’74 M.S., vice president of global purchasing for Caterpillar Inc., presented the breakfast address, “The Challenges of Global Business Leadership.” In addition to students, this first-time event had strong participation by area business professionals. Attendees completed two of three break-out seminars following Murphy’s remarks:

“Communicating effectively across generations”
Dennis Goodwin, senior trainer, COUNTRY Financial

PROFESSIONAL NETWORKING PRESENTATION

Eric Hoss ’87, ’90 M.B.A., of State Farm, is the author of Removing Doubt in an Interview: A Better Way to get the Job you Want. He offered an interactive presentation at the Business Week networking dinner.

TRANSITION SEMINARS

These mini-seminars proved so popular the previous year that they were included in Business Week 2009. Each of the 25-minute interactive sessions was cohosted by two professionals and repeated four times throughout the afternoon. The topics were designed to help students make a smooth transition from the classroom to the business world.

What specific steps can I take to turn my entry-level job into a rewarding career?
Jeff McKay ’87 MKT; and Vern McGinnis, College of Business Hall of Fame Service Award winner, retired, vice president of strategic planning and corporate services, GROWMARK

Do I really need an M.B.A.? If so, how do I decide when to get it?
Erica Carone ’04 IB/SPAN, global marketing communications manager, Motorola Business and Technology; and Scott Christner ’00 M.B.A., director of technology services, College of Business, Illinois State University

What are five essential money management tips every new graduate should know?
Paul Tsakiris’91 IB/ECON, president and managing broker, First
What should I look for when negotiating job offers and comparing benefits packages?
Nathan Wight ’00 BUA, director of development, School of Aeronautics and Astronautics, Purdue University; and Jack North, College of Business Hall of Fame Service Award Winner, retired, senior executive vice president of financial services, State Farm

What are five great tips for carrying on conversations in a networking setting?
Jamie Sennett ’99 KIN, director, Alumni Relations, Illinois State University; and Ben Hart ’95 M.B.A., senior vice president of corporate services, Heritage Enterprises

What essential steps should I take to be fully prepared for a job interview?
Ann Cripe ’84 ACC/BIS, senior project manager for TekSystems at WellPoint, Inc.; and Scott Sprague ’78 BUA, senior vice president of global sales, SES New Skies

Corporate image and expectations vs. personal image and lifestyle—What do I need to know?
Shannon Falls CPA ’00 ACC, senior manager, PricewaterhouseCoopers; and John Munie ’94 BUA, president, Focal Pointe Outdoor Solutions Inc.

How do I find and make the most of the mentor/mentee relationship?
Jamie Goeccking ’06 MKT, digital media manager, Fuor Digital LLC; and Billy Taylor, CLU, ’99 MKT, corporate manager of human resources, State Farm

BUSINESS WEEK 2009 COMMITTEE

A dedicated team of student leaders spend more than seven months planning and implementing Business Week in collaboration with the dean’s staff, the M.B.A. program and the Career Center.

Student executive members
Vanessa Contreras—president
Kelli Pribel—vice president/
IMC coordinator
Meghan Buddemeyer—secretary
Mallory Guymon—secretary
Kaitlin Petersen—COB IMC coordinator
Lauren Kroes—assistant COB
IMC coordinator
Rachel Cobb—campus IMC coordinator
Rachel Frazelle—assistant campus
IMC coordinator
Ben Tiffany—Career Center coordinator
Kym Forsythe—Career Center coordinator
Zec Jagmin—Alumni Day coordinator
Sabrina Stout—Alumni Day coordinator
Michael Kasper—catering coordinator
Victoria Miller—catering coordinator
Howard Gross—participation coordinator
Sarah Farrell—participation coordinator
Angela Getty—Leadership Day coordinator
Jatan Vyas—Leadership Day coordinator

Student ambassadors
Kyle Barber
Lindsey DiFiore
Natasha Imbrogno
Ken Kamenscve
Sarah Schmitt
Jessica Smith
Andrew Vuong

Business Week 2009 President Vanessa Contreras says she’ll gladly serve as a resource for senior Meghan Buddemeyer, who is president of Business Week 2010. Buddemeyer is excited about the challenge. “It will be a new experience for me to oversee such a large committee and will require me to hone my managerial skills. Although it will be a challenge to juggle all of the elements of Business Week, I know with my past leadership experiences and a great support system that it’s a challenge I’m prepared to take on.”

SPONSORS

The College of Business is grateful for the support provided by the following Business Week 2009 sponsors:

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Mesirow Financial
Country Companies
Archer Daniels Midland
State Farm Insurance Companies
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Citizens First National Bank
Clifton Gunderson
Heritage Enterprises, Inc.
Hub International
Saint Francis Medical Center
US Bank
Widmer Interiors

The Business Week 2009 team poses with keynote speaker Jim Tyree, Interim Dean Chuck McGuire, and Illinois State President Al Bowman.
Real-world experiences are an essential component of many courses in the College of Business. This past spring Horace Melton and David Wallace taught their students the essentials of conducting and analyzing market research using the College of Business as their client.

“Although I know faculty members typically use businesses and not-for-profits as clients in their marketing research classes, I asked if they would consider helping me,” said Amy Humphreys, assistant to the dean for Constituent Relations. “I wanted to do a more effective job providing alumni, faculty, and staff with opportunities and information they valued in a format they preferred. To do that, I needed far more precise information than what I was able to gather on my own.”

The demands of the market research course are significant. Students learn how to formulate a research problem and objectives, design a research study, gather data from primary and secondary sources, develop surveys, select a sample, use a statistical software processing package to analyze quantitative data, and organize their findings and recommendations in a written report and team presentation supported by visual aids.

During the spring, Melton and his students focused on the communication preferences of our various constituents. Wallace and his class determined what graduates wanted from the newly formed College of Business Alumni Network (COBAN). Both the COBAN and communications surveys were administered electronically to large and separate groups that included randomly selected alumni, faculty, staff, and external partners.

Melissa Klein found the course demanding and relevant. “I was very overwhelmed with this project in the beginning. It took a lot of group meetings, self research, and team research to complete. In this class, we not only learned the material, we immediately applied the information to the real world, which was a great experience.”

Kelly Carmody was also apprehensive at the beginning of the semester. “The size and scope of the project was daunting at first,
but the way in which it was structured helped us frame our thoughts and efforts effectively. Through the case studies assigned in class we obtained the knowledge and experience necessary to develop our project objectives, produce meaningful and valid results, and develop recommendations for our client.

This market research course requires students to engage in high-level thinking. “A major goal for me is getting them to really understand the statistical techniques for analyzing the survey data,” said Melton. “For example, what does the data from a relatively small sample say about the attitudes and communication preferences of the overall alumni population?”

Melton and Wallace also challenged students to analyze and compare subgroups to see if attitudes vary between more recent grads and those who graduated many years ago, and to find any differences in opinions and preferences between graduates from different business disciplines. So what did the results show? Strong patterns and clear preferences.

**COBAN SURVEY**

Our alumni are career-focused. Opportunities for professional development and networking were the most important roles graduates want fulfilled by the COBAN, although there was also some interest for more informal gatherings for special events. Interestingly, despite growth in professional networking sites such as LinkedIn, e-mail remains the standard and preferred communication method for our graduates.

Through their work, students learned alumni want to meet in Bloomington-Normal or in the Chicago area, which tracked closely with where our graduates are most likely to reside. However, students were impressed to find alumni from around the world responding to their surveys. Graduates from many different states and international locations such as Canada, Australia, and Hong Kong expressed interest in attending events outside of Illinois. Many volunteered to help organize such gatherings.

**COMMUNICATIONS SURVEY**

Many things about our communications are on track with 86 percent of readers agreeing that the annual *News & Views* magazine is informative, interesting, and well-designed. Stories and topics of greatest interest to alumni, faculty and staff, ranked by preference are:

1. Alumni accomplishments
2. Innovative COB academic programs and courses
3. Alumni profiles
4. Faculty expert commentary
5. Alumni expert commentary
6. Student accomplishments
7. Faculty accomplishments
8. Message from the dean

When the focus turned to our electronic communications, there were again clear preferences among readers. Half of the alumni prefer to receive e-news updates from the COB quarterly, and of those individuals, 82 percent want them sent electronically through an e-mail with a link to the newsletter Web site. Students found less support for receiving communications via COBAN (31 percent), the blog on the COB Web site (19 percent), or through an RSS news feed (17 percent).

When evaluating various value-added features proposed for the e-newsletter, nearly three-fourths said they would like video clips of lectures and presentations. Podcasts of interviews or presentations and the ability to post comments on stories were desired by half of those responding.

“The size and scope of the project was daunting at first, but the way in which it was structured helped us frame our thoughts and efforts effectively.”

“This was a very interesting project for our students. They really valued learning the mechanics of market research and then using the resulting data to draft managerially useful recommendations,” said Wallace. “Even if someone is in a position where they are never called upon to actually undertake research themselves, they will surely be consumers of market research output, so it is crucial that they have the skills to critically examine such output.”

Melton also believes in the real-world benefits this course provides. “Because we do active learning projects, students develop practical skills that can be used in marketing internships and early career assignments.”

That was exactly the case for DeLorean Gipson who spent a 10-week summer internship in Beijing working for the consulting group UIChina. Gipson had the opportunity to design a questionnaire related to forecasting trends among external training providers serving China. “The project was given to me in part because I knew how to design and analyze a survey from beginning to end,” he explained.

Kelly Carmody, who was charged with compiling all of the information and recommendations for her team into a final report, feels the project will give her a competitive advantage upon graduation.

“While daunting at first, this project provided me invaluable experience and knowledge that will better serve me in my career outside the walls of the College of Business.”

Humphreys was very impressed with the caliber of thinking exhibited by the students. “The reports and recommendations provided to me by both classes will definitely help me enhance and refine my relationship-building and communication efforts on behalf of the college.”

If your organization would like to serve as the client for a market research class, contact marketing chairperson, Tim Longfellow, at (309) 438-7262 or by e-mail at longfellow@ilstu.edu.
“This is a great place to get an education. One of the things that I like about the College of Business is the commitment to small class sizes, which allows for more faculty interaction.”

Tenure and promotion

Mike Humphreys (MKT), Askar Choudhury (MQM), and Meredith Downes (MQM) were promoted to the rank of full professor. Matt Nelson (ACC) and Kevin Ahlgrim (FIL) were promoted to the associate professor level and tenured.

New faculty and administrative professionals

The College of Business welcomed five new tenure-track faculty members in August.

Daniel Ames (ACC), who earned his Ph.D. in business administration (accounting) from Southern Illinois University, joined the accounting faculty where he teaches intermediate accounting. His research interest is in private equity executive compensation.

Edward Fletcher (BTE) recently completed his Ph.D. at Ohio State University. His teaching and research interests involve business teacher education, career and technical education.

Kim Judson (MKT) joined the college in January. Previously, she was a tenured associate professor at Northern Illinois University. Judson earned her Ph.D. at the University of Illinois at Urbana–Champaign. Her research and teaching will focus on services marketing, branding, and sports marketing.

Liesel Mitchell (ACC) earned her Ph.D. in accounting at the University of Illinois at Urbana–Champaign. Her research interests lie in the use of financial and non-financial measures in management decisions, strategic cost management, and performance dynamics of business processes. Mitchell teaches cost and managerial accounting.

Eric Ruud (FIL) earned his JD from Southern Illinois University. Until recently, he served as first assistant state’s attorney in McLean County. As a new faculty member he will focus on teaching the legal environment of business.

Assistant Professor Katrin Varner (FIL) teaches the legal, ethical, and social environment of business and a graduate seminar on insurance law and regulation. She holds a J.D. degree from the University of Illinois. Varner recently presented her research on political speech in the workplace (coauthored with Karen Hosack) and issues in sustainable agriculture (coauthored with Carson Varner).

Assistant Professor Abhishek Varma (FIL) received his Ph.D. in finance at Washington State University, Pullman. He teaches investments and an introductory course in risk and insurance. As a graduate student, Varma published peer-reviewed research in behavioral finance with coauthor John Nofsinger.

Michael Boehm joined the college in March as executive director of the Professional Sales Institute. Previously, he served as district sales manager for FinishMaster, Inc., where he was responsible for a $13M Midwest sales district. A native of Illinois, Boehm’s sales career included positions of increasing responsibility at DuPont, Sherwin Williams, and Akzo Nobel, Inc. He also established his own entrepreneurial enterprise establishing supply relationships with car dealers, collision repair centers, and manufacturers throughout central Illinois. Boehm earned his degree in business administration from Colorado State University.

Retiring faculty

Ken Newgren received his Ph.D. from the University of Georgia and joined the MQM department at Illinois State in 1984. His research focused on the means by which business influences and is influenced by changes in society, as well as the role curriculum plays in preparing students for changing competitive environments. Newgren served as assistant dean for the COB and was influential in undergraduate curriculum revisions, the implementation of the freshman Enterprise course using pedagogical innovations, and work at the college level in program assessment. University service has included multiple terms on the Academic Senate, a member of the original Educating Illinois task force, the campus technology committee, and the academic assessment committee of the university assessment office. Newgren was the driving force in designing and implementing the innovative Leadership Fellows Program for COB seniors. Newgren was also nominated and selected to be an inaugural member of the Academy of Process Educators, 2006–2007, for his work with curriculum and assessment development.

Bill Scott came to Illinois State from Texas Tech University in 1984 to become chair of the Department of Finance and Law. Four years later, he returned to the faculty to teach and research. Scott served as interim chair during 2005–2007. He was actively involved with the department’s professional advisory boards and helped found the Educational Investment Board of Directors in 1985. Scott published articles related to banking, financial services, financial markets, insurance, and risk finance. He also single-authored textbooks in financial markets and institutions. In addition to his work for the college, Scott served on the Town of Normal Finance Committee and the ISU Credit Union Board of Directors. He consulted with the Dun and Bradstreet Corporation and managed a financial futures account for a major Swiss asset manager. Scott moved to Tallahassee, Florida, this summer, where he plans to continue trading financial futures contracts. He is Series 3 registered and is an associated person and portfolio consultant to Lekka Capital Management in Chicago.
Iris Varner grew up in the former East Germany and studied in Germany, France, Great Britain, the United States, and Taiwan. She has her Ph.D., M.B.A., and M.A. from the University of Oklahoma. She has the Staatsexamen and Assesseorenexamen from the Albert-Ludwigs-Universitat, Freiburg, Germany. Varner has extensive international experience. She is an adjunct professor at the University of Lugano, Switzerland, and at the University of Shanghai, China. She has taught “Asian Business” and “German-American Business Environment” at the Ecole Superieure des Sciences Commerciales d’Angers in France and has given guest lectures at universities in Belgium, China, Germany, and Japan. She has given more than 70 presentations at professional meetings and published more than 50 articles in professional journals. Varner has been honored with the Outstanding Membership Award and the Meada Gibbs Outstanding Teaching Award of the Association for Business Communication. She was named a Caterpillar Scholar and a State Farm Fellow by Illinois State University. She received the Woman of Distinction award in Education for McLean County. She is a member of the Academy of Management and the Academy for Human Resource Development. She serves as a reviewer for a number of scholarly publications and consults for a variety of national and international firms.

Mike Williams joined the marketing faculty in 1991, bringing 25 years of experience in marketing management and research to his faculty position. Specializing in buyer-seller interactions, organizational culture, and interfunctional integration, Williams’ research has been presented in academic and professional meetings in the U.S. and Europe and published in over 60 peer-reviewed journal, monograph, and proceedings publications. Williams has also coauthored ten textbooks and generated over $3.2 million in funded research grants including two National Science Foundation grants. He was instrumental in establishing the Professional Sales Institute, serving as director until retirement. He has been recognized with numerous awards for excellence in research and teaching including Caterpillar Faculty Scholar, University Research Initiative Award, COB Outstanding Researcher, Old Republic Faculty Scholar, AACSB’s Leadership in Innovative Business Education, University Teaching Initiative Award, COB Teaching Award, Outstanding M.B.A. Professor, and Mu Kappa Tau international honor society’s Lifetime Achievement Award for Outstanding Scholarly Contributions. He continues to be active as a consultant and board member for a number of business and professional organizations. According to Williams, “I am not disappearing, but simply moving to a slightly warmer climate.” He has accepted a position as professor of marketing and director of the Institute for Innovation and Customer Excellence at Oklahoma City University.

Student and organization recognitions

Caterpillar supports outstanding College of Business students

The Caterpillar Excellence Fund helps the College of Business recognize outstanding students and assist them financially during their college years. This year, 77 highly qualified students applied for scholarships by sending a cover letter, resume, and essay on how their performance both inside and outside of the classroom exemplifies excellence and leadership. Awards of $2,500 were given to: Kelsey Rayphole, Alicia Smith, Joseph DeLazzer Salvatore Licata, Valerie Merosne, Ashley Bell, Ashley Brewer, Cordero Mobley, Ronnell Robinzine, and Justin Wiegand.

Archers Daniels Midland Scholarship Recipients

The College of Business is pleased to announce the 2009–2010 Archer Daniels Midland Scholarship recipients. Seventy-five highly-qualified students applied for a scholarship. Nine were selected, each receiving a $3,000 award. The 2009–2010 recipients include Michael Belpedio, Ashley Brewer, Joseph DeLazzer, Lisa Martin, Rebecca Meyer, Kyle Newnam, Amy Paulsen, Amanda Preston, and Daniel Tadder.

Excel Awards

Recent accounting graduates, Matt Carlsson B.S./ M.S.A. ’08, and Taylor Hassan B.S./M.S.A. ’08, received Excel Awards at the New CPA Banquet for their performance on the national CPA examination. The Society bestows Excel Awards on the top 10–16
CPA candidates in the state each year. To be eligible for the Society’s Excel Award, candidates must achieve a combined average score of 90 percent or above on all sections of the examination within two consecutive testing windows and be in the top five percent of Illinois scores.

**Jack North Student Leadership Award**

The Jack North Student Leadership Award was created to honor Jack North, a retired senior executive vice president at State Farm Insurance and 2009 College of Business Service Hall of Fame inductee. This thousand dollar annual award honors an outstanding student who shows potential as a future business and civic leader. This year’s winner is **Vanessa Contreras**.

As a student, Contreras enjoyed internships with Lloyd’s of London and the National Association of Professional Surplus Lines Offices (NAPSO). She held numerous leadership positions in Delta Sigma Pi and Gamma Iota Sigma. According to Contreras, serving as the president of Business Week was a life-changing leadership experience. “I learned to adjust to various situations, delegate, and manage multiple projects at once. Being a part of Business Week definitely prepared me for the next chapter in my life.” In June, Contreras began a 30-month Risk Analyst program at Munich Re America where she will earn her CPCU designation, gain experience within each department of the company, and work on the primary insurance side of the business.

**M.B.A. awards**

Sandeep Basnet, Chris Behrns, Carol Csanda, Ben Libert, Susann Mann, Jim Mullins, and Shishir Paudel won the 2008–2009 outstanding M.B.A. student awards.

**Pi Sigma Epsilon**

The Delta Omega chapter of Pi Sigma Epsilon (PSE) won the award for Registered Student Organization of the Year at Illinois State University. PSE President **Matt Candir** won the University’s Mike Schermer Outstanding Student Leader Award. The organization’s success was again highlighted when **Gary Hunter** (MKT) was selected as the Resident Student Organization Student Advisor of the Year.

**Superior Merit**

The Illinois State University chapter of the Society for Human Resource Management received the Superior Merit Award for the 8th consecutive year. This is the highest award given to a student chapter. Chairperson **Jim Jawahar** and Joe Goodman of MQM serve as co-advisors of the group.

**BONE SCHOLARS**

The college is proud to announce two of its students were named Bone Scholars, the highest academic distinction at Illinois State University. Finance majors Jordan Lopez and Doug Johnson shared some thoughts about their experiences in the College of Business and offer advice to future students.

Q: As top students you had many educational options. Why did you choose Illinois State University’s College of Business?

**A: Jordan**

I knew ISU was an AACSB accredited school with one of the top undergraduate business programs in the state. I also heard ISU had some of the best business faculty, not only in a professional sense, but a faculty that cared about its students and would build relationships with them because unlike some universities, faculty here are truly committed to educating future business professionals. After seeing the building for the first time, I knew ISU took business seriously and that this was the place where I wanted to start my business career.

Beyond that, in the short time I spent here before officially committing, I knew that the ISU motto of “all the opportunities of a large school with a small school feel,” was not just some saying, but a real motto ISU lived by, and that really appealed to me.

**A: Doug**

The reason that I chose ISU is because I felt comfortable with the size of the university and I was impressed with the caliber of the College of Business. At decision time I honestly felt that I would get more out of my college education at Illinois State University than I would at any other university because of the small class sizes and caliber of the professors.

Q: Based on your experiences, what would you tell future students about the College of Business and opportunities available here?

**A: Jordan**

I would tell future students that you will not find a better environment, faculty, or fellow students than those at the College of Business. I lead a weekly tour on campus, and one thing prospective students and their families always notice is how impressive the College of Business building looks. I’m always quick to explain that the building is amazing, but what’s more important are the people inside who make the college exceptional. I’d also share that there are many opportunities to get involved and it can feel overwhelming at first, but to make sure you get involved because it will make your experience so much more productive.

**A: Doug**

This is a great place to get an education. One of the things that I like about the College of Business is the commitment to small class sizes which allows for more faculty interaction. The faculty members here are flexible and enjoy helping students. In addition, the College of Business provides numerous opportunities to find internships and obtain scholarship money. Finally, not only does the COB teach the students coursework, but it also provides the opportunity to learn the skills needed to find a job. How to interview, write a complete resume, and network effectively are just a few of the different skills that are touched on during Business Week.
EARLY CAREER ACHIEVEMENT AWARD WINNERS ANNOUNCED

From paintballs and gemstones to the American flag—graduates of Illinois State University's College of Business are leveraging their degrees and earning professional distinction in a variety of industries. Here is a brief look at the winners of the 2009-2010 College of Business Early Career Achievement Awards (ECAA), who will be recognized during Homecoming festivities at Illinois State University in October.

John Carter '99 (marketing) is the chief operating officer for Jack Lewis Fine Jewelry and also holds the title of Certified Gemologist Appraiser. He coordinates the day to day operations of the company and handles any geological issues that may arise.

Paul Ciesiun '06 (entrepreneurship) holds three patents, and like most successful entrepreneurs, he wears many hats. He is president of Exiled Paintball Inc., an IP holding research/development firm. Ciesiun also owns and manages daily operations of Hydro-Caps LLC, which uses a proprietary method for manufacturing paintballs that are environmentally friendly, yet cheaper and more durable than any competing product currently on the market.

Dawn (Skaggs) Forden '99 (insurance) is a vice president at Swiss Reinsurance America Corporation where she is responsible for marketing and underwriting casualty facultative reinsurance business. Forden has held positions of increasing responsibility since joining the company after graduation.

Bob Glazik '98 (accountancy) is a director of audit services with McGladrey & Pullen’s Great Lakes practice. Since joining the firm in 1998, he has provided audit, accounting, and consulting services to clients across various industries with his expertise in manufacturing and wholesale distribution.

Lori (Sacre) Gondry '98 (master of science in accountancy) has served as the director of financial reporting at Stored Value Solutions in Louisville, Kentucky, since January 2009. The company provides gift and reward cards and card processing services for approximately 40 percent of the nation’s largest restaurants and retailers, and also serves numerous international customers.

Josh Gordon '00 (M.B.A.) is a national account manager at Brightpoint Inc. Gordon is responsible for end-to-end supply chain solutions and fulfillment of mobile products for the 5th largest wireless carrier in the nation.

Katie Hill-Gottesman ‘01 (integrated marketing communications) is founder and CEO of Commuter Advertising, the first and only provider of short-form audio advertising on public transit vehicles. Currently operating within the Greater Dayton RTA in Ohio and the Champaign-Urbana MTD, Commuter Advertising’s location-based media creates new revenue that is shared with transit authority partners.

Divyesh Jevtani ‘04 (international business) is an online communications specialist for the communications group within Deloitte Touche Tohmatsu. Jevtani, who is based in New York, is responsible for creating a global community for content managers from around the world for their intranet, enabling them to share best practices and develop Web strategy. In addition, he project manages the team’s online initiatives.

Scott Joyce ‘98 (finance) is the director of leveraged finance at Wells Fargo Securities where he is responsible for originating, structuring, and underwriting leveraged syndicated loans and high yield bonds for corporate clients and private equity groups. His primary focus is mergers and acquisitions financing the industrial, defense, and aerospace industries.

Aaron Larsen ‘01 (business information systems) is a senior cost engineer working for Bechtel Corporation within the oil, gas, and chemical division. He works closely with senior site management to oversee project budgets, identify scope changes, validate subcontractor proposals, and quantify construction progress on the $1.25 billion coker expansion project at the Conoco Phillips refinery in Wood River.

Matt Peterson ‘04 (business teacher education) is head of the Business Department at Reed-Custer High School in Braidwood, where he has taught for five years. Peterson, who serves as the girls’ basketball coach and a class sponsor, also teaches in the computer department at Joliet Junior College.

Carl “Gus” Porter III ‘02 (business administration) is CEO of WGN Flag & Decorating Co., a 4th generation family business. He oversees all aspects of the business, including marketing, production, sales, and management. Porter is president of the National Independent Flag Dealers Association (NIFDA), where he serves as an industry spokesperson and plans the organization’s annual national convention.

Ryan Prevo ‘05 (master of professional accountancy) is the supervisor of the Life/Health Financial Reporting department at COUNTRY Financial. In this role Prevo is responsible for the preparation of the financial statements for three Life companies and six other subsidiaries, researching new accounting guidance, and preparing regulatory filings for various states and agencies.

Mike Rizzuto ‘05 (professional sales) has enjoyed a series of rapid promotions since joining Chicago Office Technology Group upon graduation. He is now a branch manager responsible for the professional development of seven COTG print consultants. Rizzuto provides coaching in all elements of sales and key account management, while continuing to manage several of COTG’s largest accounts.

Brett Walsh ‘01 (human resources) is the corporate human resource manager for STARCON International, a mid-size mechanical engineering contractor in the petrochemical and oil refining industry. Walsh manages all employee and labor relations, talent management, compensation, and benefits, as well as recruiting and staffing. He also serves as an advisor and consultant to line management and senior leadership.

Mark your calendars...

On Friday, October 16 we encourage you to attend the ECAA panel discussions from 2:30-3:45 p.m. in the College of Business Building and networking reception immediately afterwards in the lower level atrium.
Lyle Hicks '67 is the lead accounting professor at Danville Area Community College, as well as the head women’s basketball coach. In addition, he is the head coach for the Fellowship of Christian Athletes on campus. Lyle and his wife, Nyla, live in Danville.

Bill Cummings Ph.D. ’71, M.S. ’78, retired from the faculty of Northern Illinois University in June 2007 after a 30-year teaching career, which began as a graduate assistant at Illinois State. As professor emeritus, he continues to teach one or two courses a semester. Cummings and his wife Jennie enjoy traveling and pursuing their interests in model railroading and prototype railroads.

Rick Koelz ’73 is the vice president of Missouri General Insurance Agency, Inc. in St. Louis. After graduating from Illinois State, he received his M.B.A. from Lindenwood College. Koelz lives in Chesterfield, Missouri.

Bob Lakin ’74, M.B.A. ’76, is president of Commerce Bank, Illinois, which is one of the leading commercial banking institutions in Central Illinois. Commerce Bank has 17 locations in the Central Illinois area, and over 350 locations in the lower Midwest. Lakin recently joined the Illinois State University College of Business Advisory Council.

Linda Krippner ’76, M.B.A. ’92, is vice president at Heartland Bank and Trust in Bloomington where she manages their data services department.

Don Schaffer ’78 is the controller of TTX Company, which provides railcars and related freight car management services to the North American rail industry. His wife, Barb, is a preschool teacher at St. John of the Cross school in Western Springs.

Kevin Ostendorf ’80 is a vice president of loan services at Lakeside Bank in Chicago.

Ron Whitton Jr. ’80 has started, operated, and sold a variety of ventures since graduation. He currently focuses on expanding Dentsmart, which works with insurance companies to perform hail repairs on vehicles. Founded in 2000, Dentsmart has grown from a single market business to a multi-state franchise operating in nine Midwestern states with multiple franchise owners.

Thomas R. Reedy ’81 is chief executive officer and chairman of the board of iTRACS Corporation, a leading provider of Converged Physical Infrastructure Management solutions for businesses and service providers. Founded in 2000, iTRACS is based in suburban Chicago, with offices in Phoenix and the United Kingdom. iTRACS has approximately 4,000 software server licenses deployed in over 40 countries and an extensive network of global partners. Reedy is a member of the College of Business Advisory Council.

Lyle Staley ’81 is manager of environmental program development for BNSF Railway. He was named winner of the North American Environmental Employee Excellence Award in November. A 39-year railroad veteran, Staley was instrumental in leading certification of BNSF’s Responsible Care Management System (RCMS). Staley’s work in fuel conservation and spill prevention has resulted in not only successful conservation, but also a cleaner environment.

Marshall Bohbrink, M.B.A. ’82, joined the GROWMARK System in 1976. He was named treasurer in 1999 and appointed vice president of risk management in September 2008. Bohbrink is responsible for identifying risks and analyzing methods to finance and mitigate risks across the system.

Cindy Baier, ’84, M.S. ’87, is the executive vice president and chief financial officer for Movie Gallery Inc. Movie Gallery, Inc. is the largest North American home entertainment specialty retailer with approximately 3,300 stores located in all 50 U.S. states and Canada. Baier served as senior vice president and CFO of World Kitchen LLC. Her financial career includes executive stints at Whitehall Jewelers, Inc., Sears Roebuck and Co., and Arthur Andersen and Co. Baier is a member of the Alumni Hall of Fame.

Ann Cripe ’84 is a senior project manager who is currently managing enterprise projects as a consultant for TekSystems at WellPoint, Inc., a Fortune 50 company. A certified project management professional, Cripe has managed large software development projects for the past 12 years, including the creation of an eBusiness site that earned a Webby Award. Cripe lives in Cincinnati with her husband, Dave ’84, and daughters, Jordan and Dacia.

Roger Strode ’84 is a partner in the national health law practice of McDermott Will & Emery in Chicago.

Donn Vucovich ’85 is the president of brokerage shared services for Hub International, a Chicago-based insurance brokerage. He is a member of Hub’s executive management team and executive committee. Previously, Vucovich served as a managing director at Navigant Consulting, where he was responsible for technology and operations for Navigant’s North American Business Consulting Practice.

Daryl R. Dagit ’86 is a financial advisor at Citi Smith Barney. Dagit serves on the Finance Advisory Board at Illinois State University.

Bryan Eovaldi ’86, M.B.A. ’87, is vice president and chief operating officer for General Credit Forms, Inc. in Earth City, Missouri. He recently joined the Illinois State University College of Business Advisory Council.

Scottie Venable ’86 is a lieutenant colonel in the U.S. Army Reserves and managing director of The PrivateBank of Chicago where he is in charge of all loan, syndication, and capital market operations. Venable recently joined the College of Business Advisory Council and is a member of the Alumni Hall of Fame.

Sam Gattuso ’87 is the director of credit at Navistar Financial Corporation. He resides in St. Charles with wife and two children.

Neil Maheshwari, M.B.A. ’88, is the vice president of finance and general manager for business operations at the New York Daily News.
Shari (Brouwer) Patton-Musa '88 is an American Family Insurance agent in Fountain Hills, Arizona.

Jean (Michael) Boston '89 works for International Monetary Systems. The IMS network, which is based in New Berlin, Wisconsin, enables companies to acquire new business, create cost savings, and improve operations by taking advantage of barter opportunities in their business models.

Kevin Carroll, M.B.A. '89, joined GROWMARK in 1985 and has held various positions including financial analyst, energy operations manager, business analysis and research director, and Northern Region manager. He was named vice president of energy in September 2008.

Nicia Behary '92 is the Nashville director of recruiting at Resources Global Professionals. Resources Global is a Fortune 100 Company with more than 4,000 professionals, serving 2,200 clients in more than 56 countries. Behary resides in Brentwood, Tennessee.

Jerry Christensen M.B.A '92 is semi-retired and involved in consulting. He and his wife, Linda, live in Whitney, Texas.

Craig Czerkies '92 is a broker associate for Caton Commercial Real Estate Group in Plainfield.

Brett Hilkemann '94 has worked for ConTech Lighting in Northbrook for seven years. He started the Supermarket Sales Channel in 2005. Hilkemann lives in Geneva with his wife, Jennifer, and son, Nathan.

Bob Crowell M.B.A. '95, serves as senior vice president of Development for E.ON Climate and Renewables North America, the fourth largest owner and operator of wind-powered electric generating facilities in the United States. Crowell was the 2009 Beta Gamma Sigma Chapter Honoree and featured speaker for the spring induction ceremony at the College of Business.

Anne Warth '95 enjoys her responsibilities in marketing at Caterpillar, Inc. Warth’s career with Caterpillar has taken her to Canada, Mexico, Miami, and Chile, where she is currently living and working.


Naoko (Moore) McKelvey '99 is a financial advisor at Clayton and McKervey Financial Group, LLC in Southfield, Michigan. She married her college sweetheart, Mark McKelvey, in 2002. Their daughter, Miya, was born in 2007.

Nonito P. Ong Jr. '00 works at the Venetian Resort Hotel and Casino in Las Vegas. He started in the employment department of human resources and transferred to the concierge lounge. Since graduating from Illinois State University he has learned to speak Spanish and is learning French.

William Rademacher '03 is an independent insurance agent for Par Insurance Services in Plainfield.

Holly-Rae Sumner '03 is a securities products manager at State Farm Insurance in Bloomington.

Jessica Thompson '03 was recently promoted to manager of U.S. Communications for McDonald’s USA where she oversees the implementation of strategic public relations and communications programs including McCafe, Ronald McDonald House Charities, and various social media initiatives. Thompson was a 2008 recipient of an Early Career Achievement Award from the college.

Lynn (Grunloh) Toops '03 is with the law firm of Cohen and Malad LLP of Indianapolis where she focuses her practice in class action litigation.

Sakuntala Ganason, M.B.A. '04, is an organization capability consultant at Microsoft Corporation in Redmond, Washington. Her daughter, Reema Ameya Karvir, was born in September 2008.

Divyesh Jevtani '04 is Deloitte Resources global operations coordinator, for Deloitte Touche Tohmatsu (DTT) in New York. Recently, Jevtani and his team were recognized by the Nielsen Norman Group for developing one of the top-10 intranets in the world.

Vivek S. Nevatia, M.B.A. and M.S.A. '04, is an assistant vice president in the internal audit department at HSBC Bank, North America headquarters in Mettawa.

Matt Senger '04 is an associate manager of Client Consulting for Nielsen BASES, where he works with companies in the beverage, alcohol, and consumer durables industries on sizing/optimizing innovations and market research processes. He is also an adjunct professor of marketing at St. Xavier University in Chicago.

Jennifer (Geisler) Stokes '04 is a senior finance analyst working in supplier finance supporting global purchasing as a member of the finance rotation at Caterpillar, Inc. in Peoria.

Sara Judy '06 of Chicago is a commercial underwriter for Chubb Insurance.

Brenton Sagami-Peck '06 is working as a senior banker for JP Morgan Chase in Urbana.

Sarah Molidor '07 is a surfactant sales representative with Stepan Company. Her region includes Minnesota, Illinois, Wisconsin, and Iowa.

Peter J. Siewerth '07 is a business account executive at Comcast Business Services. He lives in Arlington Heights.

Zach Jeremiah '08 earned his degree in organizational management and is putting those skills to use as a member of the Peace Corps. He lives in Madrigal, Arequipa, in southern Peru. Jeremiah’s main focus is helping build the human resource capabilities of the various small business organizations in the town, such as the artisans who do needlework, the milk production association, and the tourism association.

Tom Krug '08 is a risk manager at J. Krug and Associates.

Mark Whitaker '08 is an analyst for Northern Trust Global Investments in Chicago. He serves on the steering committee for Illinois State Alumni in Finance group.
Make plans to join us at Homecoming 2009. On Friday, October 16, take part in the Great Urban Race—a first-time event for Homecoming. Be sure to visit the COBAN Tailgate on Saturday, October 17, from 11 a.m.–1 p.m. in the Redbird Tent Zone. To help us plan for the tailgate, please RSVP at www.cob.ilstu.edu/events/rsvp/tailgate.

If you can’t make it back to campus, that’s OK. Plans for another Chicagoland gathering are underway.

We all have great intentions of getting together with college friends and making new professional connections, but time slips by, work commitments grow, and family responsibilities require our time. We understand and that’s why we’ve formed the College of Business Alumni Network (COBAN).

Launched at Homecoming 2008, COBAN already has more than 800 members interested in professional networking opportunities with other College of Business graduates. The response from alumni, faculty, and industry partners to our first two events was outstanding. More than 250 people stopped by the College of Business Tailgate prior to last fall’s Homecoming game. In April, nearly 150 graduates gathered for a Chicagoland after-hours networking reception at the downtown Marriott. COBAN would like to thank State Farm and Nicor Gas for sponsorship of the alumni network.

You can communicate directly with other COBAN members through LinkedIn—the online professional networking service. It just takes a few moments to create a profile that summarizes your professional accomplishments. There is no fee for the basic service. Visit the site, find the Illinois State University College of Business Alumni Network, and reconnect.

Make sure you receive future COBAN and COB communications by updating your contact information at www.IllinoisStateAlumni.org/ccon/my_profile.do.

If you have questions about COBAN, contact Amy Humphreys, assistant to the dean for Constituent Relations at alhumph@IllinoisState.edu.
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The College of Business is grateful to the following alumni, friends, corporations, and foundations for their generous gifts and pledges received by the Illinois State University Foundation for the college in 2008.

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<th>MAJOR</th>
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Please complete this form and mail to Amy Humphreys, Illinois State University, College of Business, Campus Box 5500, Normal, IL 61790-5500; e-mail to alhumph@IllinoisState.edu; or fax to (309) 438-5510.

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### WHAT’S NEW IN THE COB

Are you interested in more frequent updates about the people and events in the college? Here are two options to consider:

- You can sign up for our RSS feed at http://blogs.ilstu.edu/cob_news/feed. With this option stories will come to you automatically when they are added to our e-news.
- If you prefer a once-a-month e-mail with links to our top stories, subscribe to our e-news listserv at www.cob.ilstu.edu/cobnews.

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### RECONNECT

Whether you are interested in sharing your expertise with current students, reconnecting with the college, or building relationships with other COB graduates, I can help. As assistant to the dean for constituent relations in the College of Business, my role is to facilitate interaction, communication, and collaboration.

Throughout the year, I work with students, faculty, alumni, and our business partners on special events such as Business Week, the Alumni Hall of Fame, Early Career Achievement Awards, and the College of Business Alumni Network (COBAN). After reading about the vital learning environment we’re building in the college, I hope you’ll be inspired to reconnect. Whether you’re early in your career or at a senior level, you have unique insights to offer as a guest speaker, a partner on a class project, a mentor, an internship sponsor, or a member on one of our advisory boards. Contact me and I’ll help you explore the possibilities.

Amy Humphreys  
Assistant to the Dean for Constituent Relations  
403 College of Business Building  
Campus Box 5500  
Normal, IL 61790-5500  
(309) 438-2251  
alhumph@IllinoisState.edu

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