

SHIPPENSBURG UNIVERSITY

JOHN L. GROVE COLLEGE OF BUSINESS



“A Tradition of Excellence”
2014-15 Annual Report

CONTENTS

Dean's Message	3
COB Advisory Board	4
Board Member Focus: Brad Hollinger '76	5
Supply Chain Management Advisory Council	6
Finance Advisory Council.....	6
Diller Honored	7
Business Grads Receive Awards.....	7
Beta Gamma Sigma	8
High Ranking for Online MBA.....	9
CPA Passing Rate	9
Student Organizations	10
Outstanding Young Alumna	11
First Place at IMP Competition.....	11
Student Spotlights	12
Benjamin Shenk and Shelby Stachel Target Case Competition	12
Study Abroad in La Rochelle	13
Etiquette Dinner	13
Becker Named SIOP Fellow	14
Carbo Joins EEOC Task Force.....	14
Coolsen Delivers Commencement Speech	14
Company of the Year	14
Orrstown Internship Pact	15
Student Internships	16
On-campus Recruitment	17
Contributions Benefiting the COB.....	18
Student Internships	18
Student Awards and Scholarships	19
COB Endowments	20
Faculty Accomplishments and Research	22
Faculty Awards and Grants	23
Small Business Development Center	24

JOHN L. GROVE COLLEGE OF BUSINESS



The John L. Grove College of Business, established in 1971, is one of the premier business schools in the Mid-Atlantic Region. Since 1981, our college has held the most prestigious international accreditation by the Association to Advance Collegiate Schools of Business (AACSB) International. We offer a Master of Business Administration (MBA) and a Bachelor of Science in Business Administration (BSBA), as well as numerous certificate programs. Our business programs are relevant and challenging. We ask corporate executives, as members of the Grove College of Business Advisory Board and Councils, to help us plan programs that offer the output that executives want and expect in their employees.

In the 2014-15 academic year, there were 250 MBA students enrolled in our four locations—Shippensburg, Harrisburg, York, and East Stroudsburg—and 1,434 undergraduate students enrolled within our three academic departments: Accounting, Management Information Systems, and Information Technology for Business Education; Finance and Supply Chain Management; and Management and Marketing.

Our BSBA degree program features a strong common business core, a concentration in a specific major, and a balanced liberal arts component. This business core covers subjects from all functional areas of business and gives a broad foundation of business knowledge. It enables students to change business majors within the first two years without a loss of credits and provides career flexibility upon graduation.

The university participates in two major employment consortia each year, and the college helps to host the Career Fair where students can talk to representatives from various businesses about career opportunities. Students have an opportunity to gain firsthand job experience by completing a business internship. Our internships give students a blend of academic learning with real-world experience, which increases job opportunities upon graduation. Internships are available in a variety of businesses here in south-central Pennsylvania and in metropolitan areas like Philadelphia and Baltimore, as well as nationally and internationally.

The goal of our Grove College of Business faculty is to provide students with a knowledge base and skills for a lifetime of learning in a professional career of their choice. All full-time College of Business faculty hold a doctorate in their field of instruction and pride themselves in offering a highly personalized learning environment. Equally important, the educational experience of our students is guaranteed to be state of the art because our faculty members continue their professional growth through research and their work as consultants. In addition, our modern classroom building, Grove Hall, was designed with a twenty-first-century education in mind. Our small classes enable students to interact on a one-on-one basis, and this allows our faculty to help students develop strong communication, interpersonal, and teamwork skills that are vitally important in today's business world.

The John L. Grove College of Business at Shippensburg University provides a high-quality and high-value comprehensive educational experience that prepares students to excel as principled leaders in today's global business community.

DEAN'S MESSAGE

It has been an exciting five years leading the John L. Grove College of Business at Shippensburg University. It has been exciting and energizing to work with remarkable and dedicated faculty, staff, administrators, alumni, and other supporters of the college to provide the best educational experiences for our business students. The Grove College of Business provides exceptional undergraduate and graduate programs that are taught by highly qualified faculty in small classroom settings, allowing students to take advantage of countless academic and practical experiences.

Shippensburg has prepared generations of students in business education for nearly eighty years. Grove College has awarded degrees for nearly forty-five years, and has proudly held the prestigious international accreditation by the Association to Advance Collegiate Schools of Business (AACSB) for more than thirty-four years.

Grove College graduates continue to gain successful employment. Students receive real-world experience through internships that successfully place them in positions based on their academic background and interests. The John L. Grove College of Business Office of Internships has been proudly offering internship opportunities to both employers and students for more than forty years. The college also works closely with the university Career and Community Engagement Center to prepare students for internships and job placement.

The college's annual Career Fair is highly attended by employers seeking students for internships and employment. Twenty different business organizations offer students on-campus leadership opportunities. We also believe that the highly engaged Grove College Advisory Board has been instrumental in

developing strategies to continually enhance our students' professional and academic preparedness. Strong academic programs, application of business theories, student/faculty research opportunities, and involvement outside the classroom also have helped more than 88 percent of business alumni to find full-time employment in their major or related field within six months of graduation.

Grove College boasts successful alumni across the globe. I believe their success comes from the excellent education they received from our faculty. Parents also validate student success because they continue to send their sons and daughters to Ship and believe in our mission to prepare global leaders. Employers continue to seek our graduates because they are well prepared, ethical, and professional.

We are fortunate to be ranked among the top AACSB-accredited undergraduate business programs for 2015 by *US News & World Report*. Our graduate program is ranked by *Princeton Review* as one of the top 296 AACSB-accredited graduate programs, and the online MBA track is ranked in the top 100 by *U.S. News and World Report*. Enrollment in the Professional and Online MBA programs has reached more than 250.

This year's annual report covers the success of the Investment Management Program (IMP) in managing more than \$140,000 of funds. The success of IMP has led to offering



four student scholarships in the amount of \$1,000 per student, per year, starting fall 2015. This report also will highlight the success of a selected number of student organizations.

This year's success and progress are due to the efforts and dedication of many excellent people in the John L. Grove College of Business. I hope you are as proud of our students, faculty, alumni, and supporters featured in this annual report as I am.

Best Regards,

John G. Kooti, Dean
John L. Grove College of Business



SHIPPENSBURG UNIVERSITY

Shippensburg University is a regional state-supported institution that is one of fourteen universities in the Pennsylvania State System of Higher Education. The university offers one hundred undergraduate programs and fifty-seven graduate programs in three colleges: Arts and Sciences, Business, and Education and Human Services. The university enrolls more than 7,200 undergraduate and graduate students.

The 200-acre campus located in Cumberland County was founded in 1871 as the Cumberland Valley State Normal School. Its first class graduated in 1874.

The Office of Professional, Continuing, and Distance Education Studies provides credit and non-credit programs to meet the educational and training needs of the region, conveniently offering courses online and at multiple locations.

Shippensburg University is accredited by the Middle States Commission on Higher Education, AACSB International, ABET, American Chemical Society, AEJMC, Council on Social Work Education, Council for the Accreditation of Counseling and Related Educational Programs, International Association of Counseling Services, Council for Exceptional Children, and the National Council for Accreditation of Teacher Education.



COLLEGE OF BUSINESS ADVISORY BOARD

Aji M. Abraham

Capital BlueCross

Douglas K. Besch '95

KPMG LLP

Edward L. Buchanan IV '71

Smith Elliott Kearns & Co., LLC,
Retired

Chris C. Bushey '79

Quandel Enterprises, Inc.

Charles H. Diller Jr.

JLG Industries, Inc., Retired

Timothy J. Drabic '84

Citi

Jodie Vanderman Driver '00

West Chester University

Edward F. Ehret '87

Atlas Minerals & Chemical

Robert L. Engle '73

TE Connectivity

Randy L. Fackler '86

PwC, LLP

James A. Gehr '83

Exel, Inc.

William Gindlesperger

eLynxx Solutions

Ronald G. Gipe '71

Martin's Famous Pastry Shoppe,
Retired

Sean Glennon

Volvo Construction Equipment

Nora Habig

M&T Bank

Craig H. Hill '77

Fulton Financial Corporation,
Retired

Brad E. Hollinger '76

Vibra Healthcare

Marsha A. Hoy '89

Hoffman Ford

Michael L. Hurt

TB Woods, Inc., Retired

Robert S. Jones '88

RBS Capital Markets

Ronald S. Kearns '64

Smith Elliot Kearns & Co, LLC,
Retired

Stephanie Kleinfelter '84

Hanover Foods Corporation

Charles R. Nebel, Jr. '84

Boyer & Ritter, LLC

Robert P. Nicholson '84

Harsco Corporation, Retired

Michael M. Palm '86

CRP Industries, Inc.

Gerald E. Piper '86

CenturyLink

Ronald J. Points '69

World Bank

Frederick D. Potthoff '70

Kroff, Inc.

Christopher E. Pruitt '84

East Penn Manufacturing Co.,
Inc.

Thomas M. Ramsburg '69

Research America

William C. Rodruan '76

Armstrong World Industries,
Retired

William F. Rothman

RSR Realtors, LLC

Jennifer S. Schwalm '89

Masonic Village

PJ Soto '77

US Office of Administrative Law
Judges

Frank Stearn

Sunrise Computers & Electronics,
Retired

Cindy Stewart '75

Family Health Council of Central
PA

Lamar R. Stoltzfus '77

ParenteBeard Company, LLC.,
Retired

Jill J. Walmer '82

Highmark

Robert E. Ward '77

Computer Aid, Inc.

Bryan P. Wright '88

Exelon Generation

DRIVER JOINS COB ADVISORY BOARD



Jodie Vanderman

Driver '00 is a versatile global marketer, general manager, and sales leader with more than fifteen years of experience in multiple business-to-business and business-to-consumer settings. Driver graduated magna cum laude from Ship with a BSBA in marketing.

She began her career by starting and growing a successful cosmetics business. She owned her

business for five years prior to returning to school for an MBA.

In 2008, Driver obtained her MBA from the Smeal College of Business at Pennsylvania State University, with concentrations in product and market development and strategic leadership. She held a variety of internal consulting, marketing, and management positions with DuPont in both the United States and Asia. Driver designed and implemented the Greater China MBA recruiting, hiring, and talent management commission. She managed the full portfolio of the \$3.4 billion Health and Nutrition division's global food and pharmaceutical safety testing business.

She is now a marketing and sales professor at West Chester University. In 2014, the university honored her with the Woman of Character, Courage, and Commitment faculty award. She serves as a guest speaker and lecturer at numerous industry and women-in-business events in the Philadelphia area.

She provides pro bono marketing strategy consulting services to small businesses and nonprofits in the West Chester area. In addition to serving on the Grove College Advisory Board, she is a member of the SU Alumni Association Board of Directors and Smeal College of Business MBA Program Board of Directors.

BOARD WORKS WITH STUDENTS



(Above) Grove College Advisory Board member William Gindlesperger speaks to business students about effective resume writing; (below) Ronald Gipe '71 works with students.

In the fall of 2014, members of the Grove College of Business Advisory Board met with students in the foundations courses to share their expertise on qualities of an effective resume. In these sessions, students received critical reviews of their resumes and recommendations for improvement from experienced senior-level executives and business owners on the advisory board.

Seven board members volunteered to review resumes and meet with students. Students submitted their resumes as an assignment. Each board member critiqued approximately thirty resumes from the three sections of the class. Board members conducted three small group sessions and selected the best resume from each session.

Board members differed in their presentations, but most used copies of superior resumes from their own companies, as well as the student resumes they received. The board members provided positive and constructive feedback. Several brought in their own resumes for students. Some used visual presentations as well.

A total of 161 resumes were received and reviewed. **Ninety-five percent of students stated that the advisory board members were very helpful and engaging, and found the resume writing experience to be valuable.** In addition, 98 percent agreed that the advisory board provided them with some new and critical insights into what employers look for in an effective resume.

Eighteen students with the best resumes attended a luncheon that allowed them to spend time with the faculty, deans, and board members.

The board members had a powerful influence on the students. Most of them are alumni who were in the students' shoes years ago. This relationship allowed the students to connect with the advisory board, realize that their potential as a Shippensburg graduate is

unlimited, and identify the skills they need to excel as business professionals.

Grove College will work with advisory board members to continue this unique learning project in future semesters.

The experience provided many lessons. Of the seven participating board members, two are retirees and five individuals are either the CEO, CFO, or VP of an organization. The participants provided rigorous reviews, checking social media sites for each student whose resume they received. Inconsistencies between what was said on social media and their resume could make a difference between getting hired or getting passed up for a position.

Advisory board members want to be involved and are eager to collaborate with faculty to prepare students for the business world. Their advice to students on soft skills such as communication, problem solving, and accountability is that they carry real weight. They also emphasized the importance of making eye contact and having a firm handshake.

Going forward, there is a more secure partnership between Grove College and the advisory board. The resume review will be a collaborative effort between faculty and board members to provide students with quality educational experiences that reach beyond the traditional classroom setting.



ADVISORY BOARD MEMBER FOCUS

As he does in his own work, **Brad Hollinger '76** encourages Ship students to be open-minded, passionate, and creative.

As chair and CEO of Vibra Healthcare, he is concerned with the prosperity of the company as well as its workers and patients. "My day-to-day responsibilities are to establish the culture of the company, first and foremost," he said. "I make sure that we have a culture that embraces teamwork and creativity and fosters the optimum patient care, patient satisfaction, and experience. That's number one. Number two is setting the strategy of the company. Where are we going? At what pace are we going there? What resources do we need to accomplish our endeavors? And the third element is to marshal those resources together."

Vibra Healthcare operates critical care hospitals. The company owns fifty-eight hospitals, with its headquarters located in Mechanicsburg. Hollinger describes Vibra as "one giant intensive care unit" because the company handles chronic cases.

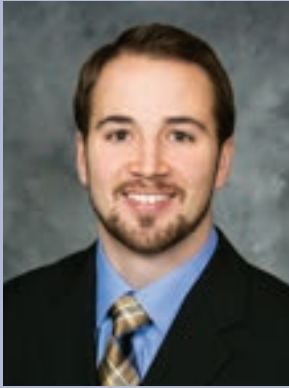
Hollinger was pleased with his education both academically and socially at Ship. He majored in business, minored in marketing and finance, and participated on Ship's swim team. **"Overall, on a one-to-ten scale, I'd rate it a ten. I thought the education was excellent," he said. "It prepared me to jump into the business world and have a pretty strong understanding of how things work."**

He was drawn back to the John L. Grove College of Business approximately four years ago. After such highly regarded experiences as an undergraduate student, it's no wonder he returned to serve as a mentor.

Hollinger's career, coupled with his role as an advisory board member, is rewarding. The services he provides as an advisory board member are beneficial to students as well as Vibra. "I get introduced to other people and that gives me an understanding of other businesses. And I may be able to access the best practices of the other industries and apply them to what we do."



WATSON JOINS FAC



Robert Watson '13 graduated magna cum laude from SU with a double major in finance and accounting. He was president of the Investment Management Program (IMP) for two semesters and also was a member of the Investment Club.

Prior to coming to Ship, Watson served as an F-16 avionics technician in the US Air Force for six years. He inspected, maintained, and repaired complex electronic equipment that aided in the successful and safe completion of more than 3,000 training sorties every year. He served in South Korea, and was a two-time recipient of the Air Force Good Conduct Medal.

He is now a Certified Public Accountant and is a senior associate at Boyer & Ritter, LLC where he works in both the audit and tax departments. He provides accounting services to a variety of entities, including work on those subject to more stringent standards as recipients of federal grant awards. He also provides tax services, including financial institutions, car dealerships, manufacturing clients, and several other closely held businesses.

FINANCE ADVISORY COUNCIL

Donald M. Butler, CFA '92
The Vanguard Group

James A. DeGaetano '99
First Command Financial Services, Inc.

Justin J. Ellsesser '11
Lynx Investment Advisory

Ralph J. Fetrow
Members 1st Federal Credit Union

Lee A. Gardella '89
Adveq Management US, Inc.

Dr. Ralph T. Hocking
Emeritus SU Finance Professor

Christopher J. Jackson '97
PNC Wealth Management

Anne E. Kingsborough '01
PNC Financial Services Group

Louise Lovell
US Nuclear Regulatory Commission, Retired



(Row one, from left) Christopher Jackson, Jennifer Sassani, Dr. Anthony Winter, associate dean, Dr. John Kooti, dean, Dr. Hong Rim, and Lani Longarzo; (row two) Marie Smith, Greg McMullen, Clay Henninger, Chad Brooks, Chelsea Scomak, and Colin Ward; (row three) Justin English, James DeGaetano, Joshua Jenkins, Troy Oberholtzer, and Justin Ellsesser; (row four) Patty Gochenauer, Dr. Sarah Bryant, Dr. Fan Liu, and Dr. June Pham.

Greg McMullen
RedRock Investment Management

David A. Rosen '91
Brean Capital

Jennifer L. Sassani '93
Lehigh University

Robert E. Watson '13
Boyer & Ritter, LLC

Christopher Weber '03
Ricore, Inc.

David C. Webster '03
Conning

SUPPLY CHAIN MANAGEMENT ADVISORY COUNCIL

Dan Altomare
Staples Distribution Center

Edward Botchie
Cressler Trucking, Retired

H. Douglas Bushong '84
Peter Kleine Company

Rick Howenstine
Clark Distribution Systems, Inc.

Dr. Jonathan W. Kohn
Emeritus, SU Supply Chain Management Professor

Colette L. Raebiger '95
McNeil Consumer Healthcare

Allison L. Shirley
Wawa, Inc.

Dr. Richard Stone
Emeritus, SU Marketing Professor

Reid Cerch
Staples



(Row one, from left) Julie Hendrickson, Carlie Booth, Nate Lehr, Jayne Shanholtz, Erik Thompson, and Justin English; (second row) Dr. David Hwang, Dr. Jonathan Kohn, Ed Botchie, Joe Stewart, and Brandon Garlitz; (third row) Dr. Ian Langella, Dr. Robert Setaputra, Allison Shirley, Charlie Jakoby, and Patty Gochenauer; (fourth row) Reid Terch, Dr. Robert Neidigh, Doug McLaughlin, Dr. Richard Stone, Keith Walborn, Lani Longarzo, and Dr. John Kooti, dean.

Erik D. Thompson '94
Daily Express, Inc.

Keith Walborn
Cumberland-Keuka Company

Jim Ward
D.M. Bowman, Inc.

DILLER HONORED WITH DEGREE, SERVICE AWARD

Grove College Advisory Board member Charles H. “Chuck” Diller Jr. received honors from Shippensburg University and its Alumni Association last spring for his commitment to service.

The university awarded an honorary doctoral degree to Diller during undergraduate commencement in May. The Alumni Association honored him with its Exceptional Service Award, its highest honor, during Alumni Weekend. The award recognizes and thanks outstanding persons who have given unselfishly of their time and efforts for the betterment of Shippensburg University.

Diller received the honorary Doctor of Public Service degree from Dr. George F. “Jody” Harpster ’74M, interim university president. The degree recognizes Diller’s lifelong commitment to community service.

Though not an alumnus, Diller is “an integral part of the Shippensburg University community through his service to both the university and the Shippensburg University Foundation,” Harpster said. “Thousands of residents of the Cumberland Valley and beyond have been touched by the generosity, insight and business acumen of Charles H. Diller Jr., whose dedication to his community and area have made the region one of the nation’s top places to live.”

“Thousands of residents of the Cumberland Valley and beyond have been touched by the generosity, insight, and business acumen of Charles H. Diller Jr.”

Diller of Mechanicsburg earned an associate’s degree from Chaffey College in 1966 and a BSBA from California State Polytechnic University in 1968. After graduation, Diller served his country here and overseas as a captain in the US Marine Corps. He was awarded the Navy Achievement Medal with Combat “V” and a certificate of commendations for exceptional performance of duty.

From 1971 to 1977, he was an audit manager and computer audit specialist for KPMG Peat Marwick in Baltimore. Diller retired in 2001 from JLG Industries, a global construction equipment manufacturer,



Dr. Jody Harpster ’74M, president, presents Charles H. Diller with an honorary degree at commencement.

after a twenty-four-year career in which he served as executive vice president, chief financial officer, and director.

For many years, Diller has been an ardent supporter of SU through his outstanding philanthropy and his service as a member of the John L. Grove College Advisory Board. Diller also is a member of the SU Foundation’s Honor Society and an executive campaign committee member for the current *Charting the Course, Lighting the Way* Campaign. Additionally, he chairs the College of Business Campaign Committee.

His service has extended to other civic organizations, including the Harrisburg chapter of SCORE, a group that counsels small businesses, and the central Pennsylvania chapter of Financial Executives International.

Diller’s philanthropic giving has benefited many organizations over the years, including SU, where he and his wife, Jane, in 2003 created through the SU Foundation the Charles H. Diller Jr. and Jane E. Diller Scholarship. Most recently, he endowed Grove College’s new Center for Entrepreneurial Leadership.

BUSINESS GRADS RECEIVE ALUMNI AWARDS

During the 2015 Alumni Weekend, recipients of the Jesse S. Heiges Distinguished Alumni Award included business grads **Jeffrey Lee ’79** (top right) and **Patrick W. O’Donnell ’81** (bottom right). The award recognizes the recipients’ distinguished achievements in their field that benefit the community and society.

Lee of Kissimmee, Florida, is an executive with more than thirty-two years of experience with various fortune 500 companies, including Time Inc., Johnson & Johnson, PepsiCo, and Campbell Soup.

Currently, he is a principal

in two startup companies, Cecil Street Investment Group and J. Lee & Associates, specializing in business consulting and real estate investment. He has served on the SU Foundation Board of Directors since 1993, is a member of the SU Foundation Honor Society, and is a longtime supporter of the John L. Grove College of Business. In 2003, he was named chapter honoree of the SU Chapter of Beta Gamma Sigma. Lee and his wife, Sharon, established the Jeff and Sharon Lee Scholarship at SU for minority students in financial need, with a preference for Philadelphia graduates. In 2005, Lee presented SU’s

winter commencement address.

O’Donnell of Chambersburg earned his BSBA in accounting from Ship and received his MBA from Frostburg State University.

He is president and CEO of Summit Health. While at Summit Health, he has provided leadership and oversight for more than \$250 million in debt financing and helped Summit Health obtain an A+ rating from Fitch. He has earned numerous awards, including the Dwight M. Edwards Youth Builder Award from the Chambersburg YMCA in 2011 and the Greater Chambersburg Chamber of Commerce Business Person of the Year Award in 2005.





BETA GAMMA SIGMA YEAR IN REVIEW

(Above, from left) Beta Gamma Sigma junior inductees, senior inductees, and MBA inductees.

Beta Gamma Sigma is an international business honors society that represents the top 10 percent of students in AACSB-accredited colleges and universities. To be considered for membership, students must attend a university or college accredited by AACSB International, must be a senior in the top 10 percent of their class with a minimum 3.4 cumulative GPA; or a junior ranking in the top 7 percent of their class with a minimum 3.5 GPA. MBA students must maintain

a minimum 3.6 GPA.

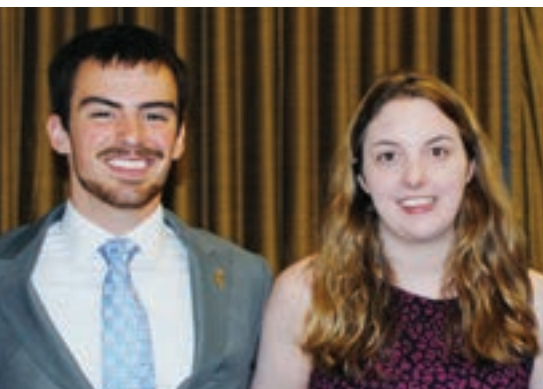
The SU chapter of Beta Gamma Sigma sent two student representatives, Kathleen Rooker and Bobby Steger, to the 2014 Beta Gamma Sigma Student Leadership Forum in Indianapolis, Indiana. Students found that this unique four-day event was much more than the average business conference. The hands-on experience gave students the opportunity to focus on developing their personal leadership styles through a variety of interactive workshops, team building exercises, professional speakers, and networking activities.



Additionally, participants strengthened their communication skills through creative group activities and learned how to incorporate their individual personalities into unique and successful leadership styles. One of the most rewarding aspects of the conference was the opportunity to meet and interact with similar-minded students from all over the world.

On May 1, 2015, Beta Gamma Sigma held its annual induction ceremony and Grove College Awards Banquet. This year, sixty-nine students and three faculty members were inducted, and numerous faculty members were honored for their contributions in their fields of study.

Award winners that night included Erin Dougherty, who received the Beta Gamma Sigma Scholarship, and Benjamin Shenk and Kiley Petro, who earned the Distinction of Academic Excellence. Nora Habig, Grove College Advisory Board member, was named chapter honoree and provided remarks at the dinner.



BGS AWARDS

(Top) Benjamin Shenk and Kiley Petro earned the Distinction of Academic Excellence; (above left) Nora Habig, Grove College Advisory Board member, was named chapter honoree; and (above right) Erin Dougherty received the Beta Gamma Sigma Scholarship.

OFFICERS

Chapter President
Dr. John G. Kooti

Student President
Bobby Steger

VP of Programming
William Murtley and Kathleen Rooker

VP of Membership/PR
Corene Tate

VP Alumni Relations
Ravone Cornish

VP Finance
Maryann Simmons

Faculty Advisor
Dr. Irma Hunt

Chapter Advisor
Deb Booz

INDUCTEES

Juniors: Brandon Adamson, Maria Bush, Kyle Bushong, Kevin Chrencik, Alex Courtney, Jennifer DeWease, Zachary Dolan, Erin Dougherty, Brandon Garlitz, Ke Vaughn Gayle, Briana Giovenco, Jonathan Glennon, Gwendolyn Hartung, Derek Herb, Zachary Klan, Diane Klapatch, Zachary Kline, Aaron Maun, Kelsey McCabe, Colby McNew, Anthony Militano, Jacob Pevey, Laura Plank, Adam Saruya, Megan Shaw, Erin Smith, Andrew Stader, Julie Stump, Brenna Terry, Brittany Varrasse, Christopher Weiser, and Ryan Word

Seniors: Taylor Bender, Kayla Brelje, Chad Brooks, Adrien Cartal, Tracie Cline, Anne Coultridge, Emily Hadley, Timothy Hassler, Clay Henninger, Kate Henninger, Lauren Lightner, Michelle Manahan, Matthew Mason, Kiley Petro, Benjamin Shenk, Nicole Simensky, Mason Snyder, Kelsey Stasyszyn, Lukas Suder, Christine Weaver, Taylor Webster, and Kenneth Witmer

MBA: Abdulwahed Alsuhaibani, Stephanie Doelp, Elliot Eckard, Renaldo Garcia, Mazen Hammad, Stephen Logan, Dustin Lowry, Hilary Lyons*, Jamie Rhine, David Rice, Christine Royce, Rodney Sauder, Katie Schutte, and Ann Marie Weaver

* Denotes 2nd recognition.

Faculty Inductees: Dr. Michael Coolsen, Dr. Azim Danesh, and Dr. Michael Marsh

HIGH RANKINGS FOR ONLINE MBA PROGRAM

The Grove College online MBA program was listed as one of the nation's best distance education MBA programs in two different rankings this year.

In its 2015 Best Online MBA Programs ranking published January 2015, *U.S. News & World Report* listed SU's online MBA as ninety-seventh in its top 100 distance education MBA programs nationally. This is the first time *U.S. News* conducted a ranking of distance education MBA programs.

"Being listed in the top 100 online MBA programs in the country by *U.S. News & World Report* is another testament to our commitment to provide a high-quality, high-value MBA program," said Dr. John Kooti, dean. "The online MBA program is the most recently added track in the college, and its success illustrates our commitment to excellence in providing the best and most flexible graduate program to serve the needs of our constituents."

U.S. News noted that it previously combined all online business master's programs, including MBAs, in one ranking. This year, the publication evaluated online MBA programs separately from other programs such as finance and management. In addition, *U.S. News*

"This is especially meaningful in that it not only recognizes the quality of the program, but also the success of our graduates."

stated, "The scoring for the new ranking places greater weight on reputation and admissions selectivity, because online MBA programs are collectively more likely than non-MBA business degree programs to emphasize the importance of those two factors."

Schools' ranks are based on five general categories: student engagement, admissions selectivity, peer reputation, faculty credentials and training, and student services and technology. The first three carry more importance than the others.

ValueColleges.com ranked the online MBA as tenth-best value in the nation

and best in Pennsylvania. The ranking was based on national ranking, tuition cost, and median salaries for graduates.

In its listing of Top 50 Best Value Online MBA Programs of 2015, ValueColleges.com said Shippensburg University "offers an online MBA designed for flexibility and variety."

"This latest ranking for the online MBA is especially meaningful in that it not only recognizes the quality of the program, but also the success of our graduates," Kooti said.

Kooti noted that the college added concentrations to the MBA program giving online students options in supply chain management and finance.

The Ship MBA was first offered fully online in fall 2012. Students can complete the program on either a full-time or part-time basis. Students also have the option of pursuing an MBA by taking classes on campus, in Harrisburg at the Dixon University Center, in York at the York Learning Center, and in East Stroudsburg.

SHIP GRADS RANK HIGH IN CPA PASSING RATE

The John L. Grove College of Business ranked in the top twenty nationally among mid-sized programs last year in the success rate of its graduates taking the certified public accountant exam.

According to a National Association of State Boards of Accountancy (NASBA) report, **SU ranked eighteenth** out of 265 schools whose graduates passed the national CPA exam on their first try. In 2013, SU was tied for thirty-seventh.

NASBA includes Shippensburg in its medium-sized schools category, which encompasses programs that have between twenty-one and sixty graduates taking all or some of the four-part exam. No other Pennsylvania school in that category had a

higher percentage than the 69.5 percent of SU grads who passed the exam on their first attempt.

"We are very pleased by these results. It's a real credit to our accounting faculty and our program," said Dr. John Kooti, dean of the Grove College of Business. "Our curriculum is designed to prepare our students well for the exam. Faculty work with the students to give them the experience necessary to do well, and we have a strong group of alumni who provide additional support to the candidates taking the exam."

"These results reflect well on both the quality of our students and the quality of the faculty in the department," agreed Dr. Jay Mackie, chair of the Department of Accounting and Management Information Systems. "We have a very talented group of accounting majors who are pursuing careers in public accounting. Having taught these students, I am very well aware of their quality and motivation to succeed, and seeing these results is a confirmation of that quality."

Grove College has about 315 accounting majors, Kooti said.

"These results reflect well on both the quality of our students and the quality of the faculty in the department."



FALL PICNIC

On August 21, 2014, the John L. Grove College of Business held its annual welcome-back picnic for faculty, staff, administrators, and their families at Shippensburg Township Park. Attendees enjoyed entertainment and delicious food from Kathy's Deli. The college thanks Staples for providing door prizes. (Above) Faculty show their softer side and join in the fun.

STUDENT ORGANIZATIONS YEAR IN REVIEW



ALPHA KAPPA PSI XI TAU

The 2014-15 school year was a great year for the Xi Tau Chapter of Alpha Kappa Psi. The chapter earned the Membership Growth Award for growing our chapter to the largest it has been since it was founded twenty years ago. The organization also was awarded with the Chapter of the Year award for earning the maximum amount of points it could receive based on the categories of professional events, philanthropic events, and alumni events from the National Alpha Kappa Psi Heritage Center.

This year more than twenty members attend the annual Principled Business Leaders Institute, which is a two-day leadership conference held in Baltimore, Maryland. The members were educated on how to become better leaders with the conference focus on Kouzes' and Posner's five practices of exemplary leadership. The members were able to network with other members from multiple states.

Alpha Kappa Psi also teamed up with the Career Center for the second Pathways to Success event that took place on Tuesday, April 7. The event was open to all university students. The Alpha Kappa Psi members helped to facilitate sessions with alumni and other business professionals on topics like how to sell your skills in an interview, networking, and how to make the most of your college career.

Alpha Kappa Psi is a co-ed professional business fraternity with more than 240,000 members worldwide. The organization is founded on principles of knowledge, integrity, service, unity, and most importantly brotherhood. The Xi Tau Chapter of Alpha Kappa Psi hopes to continue to grow and develop its members into the best business professionals they can be.

DECA

Shippensburg University DECA (Distributive Education Clubs of America) completed several activities during the 2014-15 school year. Attendance rose dramatically,

especially with active members contributing to the annual events this year.

In the fall of 2014, the club worked together to find the best entrepreneurial ways to fundraise on campus. We hosted a speaker from Northwestern Mutual who motivated the business students to strive to do their best as well as learn the financial sides of the business world. The club planned and prepared for its annual fundraisers, which included the Annual Spring Expo and the 5k Donut Dash. This was the third year hosting the Spring Expo where vendors sold their products and services at Shippensburg University. The first 5k Donut Dash was a huge success. More than fifty people ran at the Shippensburg Community Park, and 10 percent of the proceeds were donated to Kings Kettle food bank.

The club also prepared for the International Collegiate DECA Competition in Orlando, Florida. Five members attended to compete in various events, including entrepreneurship, finance, hospitality, travel and tourism, and retail management. Two of our members made it in the top ten out of a total of 1,600 people from around the world. The club will continue to do our best as inspiring entrepreneurs to find new ways to conduct business while also giving back to the community.

FMA

The goal of the Financial Management Association (FMA) at Shippensburg University is to apply the knowledge that the students have learned in class in a less formal setting, while at the same time, learning from older students and business professionals.

FMA brings in business professionals who have proven themselves in the finance field to give presentations on the industry, economic outlook, career advice, etc. FMA partners with Northwestern Mutual once a year to hold an etiquette dinner where students learn how to act in a formal dinner setting with prospective clients. FMA also sponsored career-related workshop events that are open to all students in Grove College to learn how to network, strengthen their resumes, and improve their interview skills.

FMA holds several joint meetings with the Investment Club to learn more about the investment field of finance. In the joint meetings, members get experience analyzing securities and managing a real \$11,000 portfolio. Members also have the opportunity to compete in a stock competition with paper money.

FMA provides students with practical experience and knowledge that cannot be found in the classroom.



SHRM

The Human Resource Management Club, a student affiliate of the Society for Human Resource Management (SHRM) was active throughout the 2014-15 academic year facilitating professional development workshops, networking with HR professionals and alumni, promoting the human resource management profession, engaging in civic and philanthropic events, and honing their presentation and critical evaluation skills. Highlights include:

- Held monthly professional development workshops featuring local HR professionals who shared their knowledge and expertise with COB students;
- Sponsored an alumni event attended by five SU Alumni now working in the field of HR;
- Attended and competed in the SHRM Northeast Case Competition in Baltimore, Maryland;
- Contacted local legislators regarding current HR issues such as minimum wage, employment-at-will, and pay inequality; and
- Sponsored a can-food drive for Kings Kettle Food Pantry, donating five boxes of canned and non-perishable goods.

The members who attended the SHRM Case Competition were (above, from left) Brittney Varrasse, Christine Weaver, Emily Hadley, Angel Golphin, and Maria Bush. The case provided to us was a compensation case. The Ship group edged out eight other teams, but couldn't secure first place. However, the competition was fun and taught participants a lot. Club advisor, Dr. Vicki Taylor, supported and encouraged the group throughout the competition.

STUDENTS TAKE FIRST AT IMP COMPETITION

Students in the Grove College Investment Management Program (IMP) claimed a first-place award at this year's Quinnipiac University Global Asset Management Education Forum, held in March in New York City.

The forum features a student-managed portfolio competition, according to Dr. Hong Rim, professor of finance and supply chain management. More than 1,200 students from 140 colleges in forty countries and thirty-nine states participated.

"The competition is divided into six categories," Rim said. "The category we took first place in was the undergraduate hybrid investing style."

Rim said members of CFA Institute, a global association of investment professionals, served as judges for the competition, screening each team's performance based on the 2014 annual risk-adjusted return of their real-dollar portfolios.

"This is another excellent example of the preparedness of our students," said Dr. John Kooti, dean of the John L. Grove College of Business. "Thanks to support from the Wisman Endowment in our college, the Investment Management Program has given our students firsthand experience in managing financial portfolios. I also am very thankful to Dr. Rim and other finance faculty for working with our students to apply financial theories and concepts in the real world."

According to Lisa Robbins, IMP president and accounting and finance major, the forum includes keynote panels that consist of investors who appear regularly on CNBC and CNN. Students attend breakout sessions to discuss such topics as the global economy, global markets, alternative assets and equities,



Team members were (front row, from left) Benjamin Shenk, Chelsea Scomak, Marie Smith, Lisa Robbins, and Dave Calambas; (back row, from left) Jeremie Patrick, Mike Kuder, Chad Brooks, John Dickson, Hong Rim, Spencer Haines, and Colin Ward.

corporate governance, and asset management.

"Attending the forum was an incredible learning experience that I, along with the rest of the IMP class, am grateful to have had," Robbins said. "Not only did it provide us with new knowledge to bring back to our portfolio management, but it also was a great bonding experience for our class."

Team members were Robbins of Philadelphia, Chad Brooks of Enola, Dave Calambas of Shippensburg, John Dickson of Harrisburg, Mike Kuder of Flemington, New Jersey, Spencer Haines of Eldersburg,

Maryland, Jeremie Patrick of Manheim, Chelsea Scomak of Mechanicsburg, Ben Shenk of Newburg, Marie Smith of York, and Colin Ward of Royersford.

Seniors in Grove College apply for selection to the IMP class, in which they serve as the sole portfolio managers, with oversight by finance professors, of a real-dollar endowment.

Because of the success of the portfolio, the Wisman Endowment has reached the \$100,000 mark and will be awarding scholarships for students interested in majoring in finance at Shippensburg University.

WINTERICH NAMED OUTSTANDING YOUNG ALUM

During undergraduate commencement in May, the Shippensburg University Alumni Association awarded Dr. Karen Page Winterich '03 with the Outstanding Young Alumni Award. This award recognizes young alumni for outstanding work in their field and community.

Winterich is an associate professor of marketing and the Frank and Mary Smeal Research Fellow in the Smeal College of Business at Pennsylvania State University. She earned her bachelor's degree summa cum laude in information management and analysis in 2003. She received her doctorate in marketing from the Katz School of Business at the University of Pittsburgh in 2007.

She joined the faculty at Penn State in 2010 after teaching for three years in the Mays Business School at Texas A&M University. She



was a distinguished guest professor at Fudan University in Shanghai, China, in 2013. She has authored nearly two dozen refereed and invited publications. While at Texas A&M,

she has received numerous awards and grants while at Penn State, including a new faculty research grant in 2010 and the Marketing Science Institute's Young Scholar Award in 2013. She

she won the inaugural Student Led Award for Teaching Excellence.

She is a member of the Association for Consumer Research, the Society for Consumer Psychology, and the American Marketing Association. She volunteers with the Alzheimer's Association and at her church.

While at Shippensburg, she was a member of the Honors Program for four years and the John L. and Cora I. Grove Scholars Program for two years. She received the Ingersoll-Rand Scholarship, the Jack and Mildred Prince Squires Scholarship, the Beta Gamma Sigma Scholarship, and the Wall Street Journal Student Achievement Award. She was a member of Student Senate, Alpha Kappa Psi, and Beta Gamma Sigma.

STUDENT SPOTLIGHTS



From day one, Benjamin Shenk '15 has capitalized upon his time at Ship by taking advantage of the education, opportunities, and experiences that the university has to offer.

A dual major in management and finance, with concentrations in entrepreneurship and personal financial planning, as well as a minor in Spanish; Shenk was exposed to a broad range of programs and opportunities offered at Ship.

As a freshman, he wasted no time getting involved on campus with the student-led Christian Fellowship (FUSE) group. While a second-semester freshman, he joined the group's leadership team as activities coordinator, a role that opened the door to later being elected vice

president in his junior and senior years.

During his first two years at Ship, Shenk put his Spanish minor into practice by traveling abroad twice as a member of a local

nonprofit, as well as by studying abroad at the *La Universidad Del Norte* in Barranquilla, Colombia.

Additionally, Shenk held four internships, ranging from work with a nonprofit to a small business to a Fortune 500 company to a large multinational company.

Within Grove College, Shenk had an active presence as a student member of the COB Advisory Council as well as a college ambassador at open houses and campus tours.

As a senior, he was a member of the capstone course in finance, the Investment Management Program (IMP), where he was able to contribute directly to the investment management of a real money endowment fund alongside a talented group of peers. This experience led to his attendance at the Quinnipiac G.A.M.E. conference and competition in New York City, where the group from Shippensburg won first place in the investment performance of the fund.

Further, as a member of the personal financial planning capstone course, he was a member of a group chosen to present a comprehensive financial plan for a hypothetical client to an audience of roughly 100 financial services professionals at the Central Pennsylvania FPA meeting.

While at Shippensburg, Shenk received the Harold and Helen Crouse Business Scholarship, the G. Leonard Fogelsonger Foundation Scholarship, the APSCUF

Departmental Award given by the faculty of the management department, the Academic Excellence Award for a graduating senior male, was a member of Beta Gamma Sigma, and was featured in 2015's *Who's Who Among American Colleges and Universities*.

Shelby Stachel '15 feels lucky to say she graduated with a double major in marketing and management at Shippensburg University's John L. Grove College of Business.

According to Stachel, the academic clubs and events Grove College has to offer are endless.

"I was a proud member and president of the America Marketing Association, which enabled me to compete in various competitions and attend educational conferences. Being part of a group like AMA allowed our members to gain real-world experience through hands-on projects," she said.

Stachel said students quickly learn that Grove College is one big family. Faculty and staff are dedicated to the success of their students, she said. They go above and beyond to get to know students on a personal level, and also help them to flourish professionally.

"I can say with the utmost confidence that I am prepared to take on the real world because of everything I have learned and experienced at Shippensburg University," she said.



TARGET CASE COMPETITION

Congratulations to all teams that presented at the Target Case Study Competition in February. The teams impressed the judges, who included Target store and distribution center representatives and faculty/staff at Ship.

1ST PLACE: Supply Chain Management/Logistics

Adrien Cartal, Brandon Garlitz, Seth Galbraith, and Amanda Wendling

2ND PLACE: Supply Chain Management

Kelsey Stasyszyn, Julie Hendrickson, and Breana Sumpter

3RD PLACE: American Marketing Association

Shelby Stachel, Maria Bush, and Bree Wallen

4TH PLACE: Alpha Kappa Psi

Mackenzie Hyer, Jilliane Billet, Alyssa Denis, and Michael Diana



VERTICALI WINS SHIP TANK

Verticali, the community-conscious clothing company launched by juniors Cory McKee and Evan Weber, took the grand prize in the second annual Ship Tank Student Competition. According to McKee and Weber, the clothing line they develop and produce has a theme that ties in with a specific charity or community project. Ten percent of all proceeds then go to the charity or project designated to that clothing line. Second place went to sophomores Cody Olson, Jason Laubach, and Douglas Michaels for their mobile app Conceasey, which strives to revolutionize concessions at large events. Sophomore Ryan Boline earned third for Novice, a video game that teaches motor skills used in a video game controller so those with little or no experience can enjoy playing video games.



Bridget McLoud (above) in front of the school in La Rochelle during spring semester 2015; Sightseeing (below) in Paris, France.

STUDY ABROAD IN LA ROCHELLE

By Bridget McLoud

As I boarded my flight on January 2, 2015, I could have never imagined the journey that was ahead of me. The people I would meet and places I would see would change me for the rest of my life.

I chose to study abroad this past spring semester at La Rochelle's Sup de Co. La Rochelle sits on the west coast of France on the Bay of Biscay. The University of La Rochelle has an École supérieure de commerce (La Rochelle Business School) that is an internationally recognized business school. I studied international business with not only French students but students from all over the world. This gave me a totally different perspective of the world and how people might perceive Americans as well as

many other cultures.

Having the opportunity to work with my international classmates and being taught by professors from all over the world was truly insightful. I took seven classes while I was abroad, one of which was French, an international geopolitics class, and five other business classes.

La Rochelle's BDI (Bureau de International) is a group of students that works specifically with the international students. They provide amenities such as carpools and tours to different cities, as well as opportunities for the international students to meet other French students. I was able to travel and visit eleven cities/towns in four different countries, such as Barcelona, London, and the Amalfi Coast.

I'm so happy I chose La Rochelle because it's not Paris. I know that may sound strange, but I view Paris the way I view New York City. Paris is not France, just as New York is not the United States. These massive cities are not accurate representations of the country or culture. I was able to really experience the French culture. Baguettes, wine, late night kebabs, and great company sums up my time in La Rochelle. With 80,000 people, it still is a major city. It's also the third most visited city in France.

Shippensburg offers so many programs for studying abroad. I was able to study abroad, travel, and still stay on track for graduation because of their partnership with Sup de Co La Rochelle. I truly believe everyone should study abroad or travel sometime in his or her life. The world is an amazing place with so many different secrets and treasures. It's a life-changing experience that I will never forget. I've made lifelong friends in different countries and cities all over the world. It's a whirlwind of an experience, and I wouldn't have had it any other way.

"It's a life-changing experience that I will never forget."



ETIQUETTE DINNER

During the 2014-15 academic year, the John L. Grove College of Business offered two Etiquette Dinners for students. Both dinners featured guest speakers Lynne and John Breil of The Professional Edge. The Breils have been providing an outstanding experience to students, faculty, and staff for many years and continue to provide this valuable service to business students.

The dinner and presentation explained the importance of proper dining, whether at a job interview, business meeting, or in other professional settings. The Breils discussed everything from the simple term of "offer left and pass right" to the difficulty of operating a pair of chopsticks. They included dishes on the menu that should not typically be ordered when in a professional setting, such as spaghetti or French onion soup, and explained why those foods are inappropriate.

A portion of the event focused on etiquette abroad. The Breils discussed why students must be willing to accept food in other cultures.

Northwestern Mutual Financial Network sponsored the first of the two Etiquette Dinner for students during the 2014-15 academic year. Northwestern Mutual has been sponsoring this event since 2008.

The second Etiquette Dinner in March 2015 was directed specifically to accounting students. Accounting majors were given the opportunity to network with the accounting firms who attended and sponsored the event. Approximately eighty students attended this dinner. Sponsors for the spring event included PwC; Seligman Friedman & Company; Baker Tilly Virchow Krause; Arthur F. Bell, Jr. & Associates, LLC; Reinsel Kuntz Leshner, LLP; Squire Lemkin & Company, LLP; BDO USA, LLP; Ernst & Young, LLP; Boyer & Ritter, LLC; CliftonLarsonAllen, LLP; Rager, Lehman & House, PC; Rotz & Stonesifer, PC; Smith Elliott Kearns & Company, LLC; and McKonly & Asbury, LLP.



CARBO JOINS NEW EEOC TASK FORCE

The US Equal Employment Opportunity Commission (EEOC) selected Dr. Jerry Carbo, associate professor of management and marketing who also is an attorney, as one of sixteen people for its Select Task Force on workplace harassment.

The task force includes academics, plaintiffs' and defense attorneys, employers, and representatives of employee advocacy groups and organized labor.

The EEOC enforces federal laws prohibiting discrimination in employment.

"This is an exciting opportunity. I am extremely honored to have been chosen," he said. "It is an incredible group of people I'll be working with."

EEOC Chair Jenny Yang created the task force "to examine... workplace harassment in all its forms and look for ways by which it might be prevented and addressed," adding that it "remains a persistent problem" in the United States.

Carbo agreed. "I've worked for twenty years in trying to eliminate harassment in the workplace. In that time, the problem hasn't gotten better; if anything, it's gotten worse."



Workplace bullying is a billion-dollar issue for American organizations, Carbo said, with problems ranging from loss of productivity and health issues to workplace violence. "The effects are devastating. When left unchecked, the end result often is a true disaster for the target—either leaving their job or suffering emotionally, psychologically, or physically."

Carbo expects the task force to meet several times over the next year, including some public meetings. "My great hope is that this will at least be the first step in really addressing the problem of harassment in the workplace—not what to do when it happens, but to keep it from happening in the first place."

BECKER NAMED 2015 SIOP FELLOW

This past spring, the Society for Industrial and Organizational Psychology (SIOP) named Dr. Wendy S. Becker, professor of management and marketing, a 2015 SIOP Fellow.

The 8,000-member professional organization aims to enhance employee well-being and performance by promoting the science, practice, and teaching of industrial-organizational psychology. According to Becker, SIOP members are involved in workforce planning, employee selection, leader development, and facilitating organizational change through the implementation of work teams, positive job attitudes, and motivation.

SIOP Fellows have made an outstanding contribution to I-O psychology that has impacted the national and/or international level. "Not only must the fellow's performance be outstanding, it must be recognized by peer scientists broadly," Becker said. "To be named a fellow has humbled me—and it is the highlight of my academic career."

Becker uses the principles of I-O psychology in all of her classes at Ship—Business Ethics, Organizational Behavior, Leadership, and Human Resource Management. She said she applies SIOP's quality standards to the projects that engage her.

In 2014, the US Department of Labor announced that I-O



"To be named a fellow has humbled me—and it is the highlight of my academic career."

psychology is the fastest growing occupation through 2022. Becker said businesses recognize the competitive advantages gained by managing employee talent using fair practices based in evidence and science, which is what I-O psychologists strive to do.

"I was fortunate to have I-O psychology mentors who helped me find my way into the profession. I'm happy helping people find better ways to do business and I-O psychology was the right blend of people and systems so it grew into the career that I love."

COOLSEN DELIVERS COMMENCEMENT SPEECH

Dr. Michael Coolsen, '96M, associate professor of marketing, delivered the commencement speech during the graduate ceremony on May 8, 2015.

Coolsen earned his master's degree in psychology from SU, along with a bachelor's degree in engineering from Lafayette College and a doctorate in social psychology from the University of North Carolina at Chapel Hill.

He previously worked as senior project director of marketing research at Arbor Inc. (now merged into GfK Custom Research North America). His work has appeared in various journals and trade publications, including *Advertising Age*, the *Journal of Marketing Theory and Practice*, the *Journal of Personality and Social Psychology*, and *Social Cognition*. His work for *Advertising Age* has been purchased by companies that include Google, Johnson & Johnson, Northwestern Mutual,



ORRSTOWN BANK SIGNS INTERNSHIP PACT

A team of students has the opportunity to work on cutting-edge technology-related projects with Orrstown Bank, thanks to an internship agreement signed by the bank and the university in August 2014.

The internship allows an organized team of Ship students to be immersed in a real-life bank project. It also gives them a new opportunity to be involved in financial services and reinforces the university's emphasis on experiential learning.

Signing the agreement from the university were Dr. Jody Harpster PhD '74M, president, and Dr. Barbara Lyman, provost and senior vice president for academic affairs, as well as from Orrstown Bank Thomas R. Quinn Jr., president and CEO, and Ben Wallace, executive vice president for technology and operations.

"One hallmark of Shippensburg University is its ability to offer students the opportunity to enhance their classroom work with hands-on experience with major employers and industries in the region," Harpster said. "These experiences provide students with valuable skills they will need after they graduate and provide the firms with talented students who bring new perspectives to the work. These partnerships show the value each of us receives from such collaborative efforts."

According to Lyman, the new collaboration creates a rare opportunity to bring together some of Ship's most skilled students with the leadership at Orrstown Bank to solve real-world problems. "Experiential learning is an important part of our students' success, and this partnership is an important component of that valuable learning in a financial services setting."



Dr. Jody Harpster '74M, president (left), and Thomas R. Quinn Jr., president and CEO of Orrstown Bank, sign an internship agreement for students to gain practical work experience.

While the university offers internships in many fields, this program is unique in that it is offered as a team, rather than individual, endeavor. The team will work on real projects with deliverables and implementation dates, which will then be evaluated.

Quinn said that Ship graduates have provided Orrstown Bank with some of its best employees and leaders. "We believe this innovative program will help us continue to develop

financial services professionals while allowing students to work on several technology focused initiatives."

The partnership began this fall with group and individual sessions at the bank's facilities and on campus. Students from all three of Shippensburg's colleges—arts and sciences, business, and education and human services—are eligible to participate.

COMPANY OF THE YEAR: HIGHMARK BLUE SHIELD

The Grove College faculty selected Highmark Blue Shield as Company of the Year for 2013 and 2014.

Last September, Jill Walmer, vice president operations, visited Grove College and spoke to an audience of more than 100 students, faculty, and staff about the company. Walmer provided an overview of Highmark and the healthcare industry. She also shared her academic and professional experiences. Her remarks were engaging and inspiring to our students as they prepare for their future professional careers. Special thanks to Walmer and Highmark for their continued support of our programs and students.

(From left) Dr. Anthony S. Winter, associate dean; Jill J. Walmer, vice president operations; Dr. Allison D. Watts, management professor; and Dr. John G. Kooti, dean.



COLLEGE OF BUSINESS STUDENT INTERNSHIPS

For more than forty years, our Business Internship Program has provided students with the opportunity to gain valuable practical and professional experience in their field of study. An internship survey of upperclassmen in the John L. Grove College of Business estimates that more than 65 percent of students (approximately 700) participated in an internship during the 2014-15 academic year. Grove College of Business students can receive academic credit for their internships. Following is a list of business students who have completed an internship for credit this past academic year:

Derek Adams

Supply Chain Management
Lititz
Webstaurantstore

Kylene Adams

Management
Chambersburg
Summit Physicians Services

Abdullah Fahad Alshahrani

MIS
Jeddah, Saudi Arabia
Nesma Holding Company

Jaylen Alston

Accounting
Abington
Baker Tilly Virchow Krause LLP

Joshua Bauer

Accounting
York
Smith Elliott Kearns & Company, LLC

Nickolas Blackburn

Supply Chain Management
Ellicott City
DOT Foods Inc

David Botelho

Management
Blandon
Enterprise Holdings

Kayla Brelje

Accounting
Reading
Kern & Company, PC

Chad Brooks

Finance
Enola
AJ's Truck and Trailer Center, Inc.

Kyle Bushong

Accounting
Lancaster
Walz Group and Smith Elliott Kearns & Company, LLC

Chancellor Campbell

Accounting
Carlisle
PwC

Michael Catherman

MIS
Mifflinburg
JLG Industries Inc.

Heidi R. Clark

Marketing
Newville
Shippensburg University Office of Marketing and Publications

Anna Clark

Marketing
Mifflintown
American Lung Association

Thomas Dennison

Accounting
Carlisle
Department of the Navy—Infotech

Michael Diana

MIS
Mechanicsburg
Orrstown Bank

Zachary Dolan

Entrepreneurship
Orefield
Orrstown Bank

Karley Eberhart

Marketing
Blandon
MenuDrive

Rebekah Elbel

Management
Chambersburg
Giant Foods

Daniel Ellis

Accounting
Annville
Fulton Financial

Bradley Entzminger

Supply Chain Management
Reading
Four Seasons Produce Inc.

Kelly Feher

Management
Riegelsville
Volvo Construction Equipment

Michaela Fisher

Accounting
Pleasant Hall
Ocker & Associates

Chase Fleming

Supply Chain Management
Pennsburg
Pennsburg Techtronic Industries Inc.

Benjamin Frey

Entrepreneurship
Lancaster
Schreiber Foods Inc.

Cody Gehman

Accounting/Finance
Jonestown
Reinsel Kuntz Leshner, LLP

Erica Geist

Management/HR
Mertztown
Small Business Development Center

Taylor Gottshall

Marketing
Allentown
Fastenal—Chambersburg

Brian Groft

MIS
Hanover
Fastenal Company

Kaila Gudzinis

Marketing
Easton
MenuDrive

Jared Guest

Marketing
Reading
StearClearUSA

Emily Hadley

HR Management
York
Small Business Development and JLG Industries, Inc.

Kayla Hall

Accounting
Shippensburg
Shippensburg University
Accounting Budget/Grant
Accounting Office

Ben Hayhurst

Accounting/MIS
Shippensburg
Boyer & Ritter, LLC

Jessica Heckman

HR Management
Shippensburg
Mercersburg Academy and F&M
Trust of Chambersburg

Terrell Henry

Management
Shippensburg
Valenti Mid-Atlantic Mgt,
LLC—Wendy's

James Herbst

Accounting
York
Client Solution Architects

Danielle Hockenberry

HR Management
Newville
Wilson College

Colleen Hoover

Marketing
Chambersburg
Black & Davison Law

Jessica Hughes

Accounting
Harrisburg
Carlisle Construction Materials

Michael Joseph

Supply Chain Management
Catasaugua
Clark Distribution Systems Inc

Chan Woo Kim

Management
Willow Grove
Volvo Construction Equipment

Michael Kuder

Finance
Flemington, New Jersey
MenuDrive

Haley Latcheran

Marketing
Strasburg
Volvo Construction Equipment

Janelle Lingo

Marketing
Shippensburg
Believe and Achieve Fitness, LLC
and Purple Deck Media, Inc.

Miguel Lugo

International Management
Lewisburg
Volvo Construction Equipment

Uriel Maldonado

HR Management
Lititz
Target—Headquarters

Kelsey McCabe

Accounting
Hughesville
McKonly & Asbury

Carly McClave

Marketing
Phoenixville
The Bancorp

Sarah McLean

Marketing
Brick, New Jersey
MenuDrive

Colby McNew

Accounting
Fayetteville
Brim Builders, Inc.

David Miller

Management
Mechanicsburg
AllPro and Rearden Steel
Fabrication, Inc.

Damon Miller

MIS
McVeytown
SoLinkit LLC

Kerry Miller

HR Management
Collegeville
Wilson College

Meelika Molder

Entrepreneurship
Johvi, Ida-Virumaa, Estonia
Nori Media Group

Kathleen Montoney

Management
Quakertown
The Spring Beach Club—The Cliffs

Kody Nolt

Management
Stevens
Lancaster Catholic High School

Victoria Ohm

Accounting
Hanover
Smith Elliott Kearns & Company,
LLC

Ashleigh Parsons

HR Management
Shade Gap
B&B Designed Systems, Inc.

Allison Pugh

Management
Shippensburg
Volvo Construction Equipment

Mason Pugh

Management
Gadsden, Alabama
Auntie Anne's in the Colonial Mall

Megan Shadle

Accounting
Halifax
Aqua Chemical Supply Inc. and
Roach's Tax and Accounting Services

Megan Shaw

Accounting
Hollidaysburg
Kern and Company and Hamilton
and Musser

Morgan Sigmund

Management
Mohnton
Shippensburg University
Conference Center

Monica Smith

Entrepreneurship
New Holland
Volvo Construction Equipment

Aaron Smith

Accounting
Gettysburg
Smith Elliott & Kearns Company,
LLC

Andrew Stader

Management
Chambersburg
Olympia Sports

Bradley Stoner

Management
Carlisle
Michael B. Stoner, Inc.

Patrick Urmson

Supply Chain Management
Rauma, Finland
Volvo Construction Equipment

Joseph Vionito

HR Management
Dubois
UCP of Central Pennsylvania

Alison Vogel

Accounting
Oakford
Township of Lower Makefield

Christine Weaver

HR Management
Mechanicsburg
Volvo Construction Equipment

Justin Willits

Accounting
York
Bennett Williams

Brandon Yeager

Accounting/Finance
Fannettsburg
Snoke's Tax Service

ON-CAMPUS RECRUITMENT

ABF Freight System, Inc.
Achieve Energy Solutions
Andersen Tax
Baltimore Life
Companies—York
BDO USA LLP
Booz Allen Hamilton
Boyer & Ritter, Certified Public
Accountants and Consultants
Brown Schultz Sheridan &
Fritz
Daily Express, Inc.
Deloitte Consulting
DMG Securities
East Penn Manufacturing
(Deka Battery)
Enterprise Holdings
Exel
Fastenal Company
Federated Insurance
Companies
Foot Locker, Inc.
Fulton Financial Corporation
Global Data Consultants, LLC
GreenStar Termite and Pest
Control
Herbein + Company, Inc.
Highmark Health
IBM Global Business Services
KPMG LLP
Lowe's Distribution Center
McKonly & Asbury
MediaOnePA
Northwestern Mutual—York
Northwestern Mutual Eastern
Pennsylvania
Oshkosh Corporation
Padden, Guerrini &
Associates, PC
ParenteBeard
Peace Corps
Pennsylvania State Police
Penske—Reading
Penske Truck
Rental—Allentown
PwC
Prudential
Reinsel Kuntz Leshner LLP
Rotz & Stonesifer, PC
Roxbury Treatment Center
Schneider
Securitas Security Services
USA
SEI
SF & Company
Smith Elliott Kearns & Co.
Source4Teachers
Squire, Lemkin + Company
LLP
Stambaugh Ness PC
Target
TE Connectivity
Techtronic Industries North
America, Inc. (TTI)
TEKsystems
The AroundCampus Group
The Baltimore Life
Companies—Carlisle
The Baltimore Life
Companies—Hagerstown
The Hershey Company
TNT Fireworks
Truth Teacher Services
United States Marine Corps
Waffle House
Walz Group

CONTRIBUTIONS BENEFITING GROVE COLLEGE

STUDENT AWARDS AND SCHOLARSHIPS

John L. and Cora I. Grove Scholars

Jacob Alexander, Elliott Bonner, Allyson Bowers, Jordan Hurrell, Diane Klapatch, Colby McNew, Kylee Metz, Shawn Miller, Stephanie Miller, Cody Olson, Kiley Petro, Sara Sermarini, Courtney Stahlman, and Michael Stipe

Fred C. Archer Memorial Award

Steven Kovalevich and Christopher Littlejohn

Reva Hoback Brubaker Scholarship

Eric Prior and Kalyn Sourwine

The Dr. Max G. Cooley Scholarship

Taylor Bender and Kailee Tressler

Harold U. and Helen F. Crouse Business Scholarship Award

Benjamin Shenk

Cumberland Valley Society for Human Resource Management Scholarship

Emily Hadley

The Charles H. Diller Jr. and Jane E. Diller Scholarship

Annabelle Lopez

The Dinger Scholarship

Open

Distinction of Academic Excellence Award

Kiley Petro and Benjamin Shenk

Gerald R. Fetrow Scholarship

Trent Bauer, Victoria Blackburn, Briana Gianvenco, James Kennedy, Seth Lefever, Kevin Richter, Marcus Shippey, Justin Sleva, James Spanos, and Casey Thompson

The Fogelsonger Scholarship

Brandon Adamson, Brian Hoffman, and Jacqueline Joseph

The James Gehr Family Scholarship

Kurt Eisele

The Giant Food Stores Business Administration Scholarship/Scholarship/Internship Program

Rebekah Elbel and Taylor Webster

The Ronald G. and Arlene M. (Beiler) Gipe Scholarship

Kenneth Whitmer and Gwendolyn Hartung

The Dr. Edward S. Goodhart Endowment Scholarship

Kailee Hirschbock

Renetta F. Heiss Scholarship

Lauren Ellsworth, Jacob Painter, and Corene Tate

Edwin L. Herr Study Abroad Scholarship

Ravone Cornish

The Dr. Ralph T. Hocking Scholarship

Dominic Gagliardi

The Frederick L. Peters Memorial Scholarship

Kalyn Sourwine

Michael and Nancy Pinkowicz Business Scholarship

Lisa Robbins

The Ignatius and Anastasia Prokop/John L. Prokop Scholarship

Alexander Strickler

The Chris and Robin Pruitt College of Business Scholarship

Jacob Alexander

The William F. and Susannah M. Rothman Scholarship

Allison Wilson

The Smith Elliott Kearns & Co., LLC Scholarship Program

Alex Courtney, Eric Rife, and Aaron Smith

The Jack and Mildred Prince Squires Scholarship

Kayla Brelje

The Dr. Ronald K. & Debra A. Taylor Marketing Scholarship

Brooke Clippinger

Robert E. "Bucky" Ward Athletic Scholarship

Collin McConnell

The Brooke Ashley Weaver Memorial Scholarship

Gwendolyn Hartung

The Zumbrun/Korkuch Family Scholarship

Hannah Loughheed and Amber Pound



FEI AWARD

Kelsey Stasyszyn, senior accounting major, received the Financial Executives International (FEI) 2015 Outstanding Student Award.

SPRING SOCIAL



The 2015 Grove College Spring Social sponsored by Fastenal Inc. in April included hotdogs, refreshments, and entertainment. The kickball game between students and faculty/staff was canceled due to inclement weather, so the tradition will continue next spring. Money Balls team took home the victory in the volleyball tournament. Students also enjoyed Goosebrothers Ice Cream and other snacks provided by Grove College. Prior to this event, the American Marketing Association initiated a Darelicious Dare campaign to raise money for King's Kettle. A lip sync battle between Dr. Vicki Taylor and Dr. Michael Coolsen was showcased at this event since they successfully met their goal. Thank you to Fastenal for sponsoring the social.

COLLEGE OF BUSINESS ENDOWMENTS

The John L. Grove College of Business has several special endowments that provide continuing support to college programs and activities that otherwise might not be possible.

If you are interested in creating an endowment through the Shippensburg University Foundation for the benefit of the John L. Grove College of Business, call SU Foundation at (717) 477-1377 or visit the website at www.sufoundation.org.

The Fred C. Archer Memorial Award Fund

This award established in 1974 is presented in memory of Fred C. Archer who served as a professor of business education from 1970-1974. It is presented annually to a business education student, as a second semester junior who has a 3.0 GPA average or better and has excelled in the major subject area.

The Reva Hoback Brubaker Scholarship Fund

Established by Ronald C. Brubaker in memory of his wife Reva Hoback Brubaker, it is a renewable scholarship for an incoming freshman majoring in business and demonstrating a financial need and academic promise. Recipient must be a resident of Pennsylvania, Maryland, West Virginia, or Ohio.

The Dr. Max G. Cooley Scholarship Fund

Established in honor of Dr. Cooley at the time of his retirement from Shippensburg University, it funds scholarships for students in business education.

The Harold U. and Helen F. Crouse Business Scholarship Award Fund

This scholarship is awarded annually to the business student who has demonstrated the potential for future leadership in business and in society by virtue of his or her academic achievement, participation in student activities, and promotion of the aims and objectives of the John L. Grove College of Business.

The Charles H. Jr. and Jane E. Diller Scholarship Fund

Established by Mr. Diller, member of the John L. Grove College of Business Advisory Board and retired executive of JLG Industries, it is a full-tuition scholarship awarded to a full-time freshman business major.

The Dinger Scholarship Fund

This scholarship was established

by Dennis L. Dinger '72, in honor of his mother and in memory of his father. It is for an incoming freshman business major from Tri-Valley High School.

The Mr. Robert L. and Kathy E. Engle College of Business Scholarship Fund

Established by Robert '73 and Kathy Engle, this four-year scholarship is for a Grove College of Business student demonstrating financial need and academic talent.

The Gerald R. Fetrow Scholarship Fund

This scholarship is for a student-athlete enrolled in an undergraduate degree program within John L. Grove College of Business who intends to become a student in good standing in one of the following athletic teams: baseball, softball, men's basketball or women's basketball.

The Fogelsonger Scholarship Fund

Established in honor of alumnus Ned R. Fogelsonger, this one-year scholarship is awarded to upper-division students pursuing a career in the insurance industry.

The James A. Gehr Family Scholarship Fund

Established by James A. Gehr '83, this four-year scholarship is for freshmen who are residents of the Commonwealth of Pennsylvania and who are entering an undergraduate degree program in the John L. Grove College of Business.

The Ronald G. and Arlene M. (Beiler) Gipe Scholarship Fund

This scholarship is for students who have completed 60 credits toward an undergraduate degree program in the John L. Grove College of Business. First preference will be given to students who have graduated from Greencastle High School in Franklin County or Lancaster Mennonite High School in Lancaster County.

The Dr. Edward S. Goodhart Endowment Scholarship Fund

For incoming full-time freshmen entering an undergraduate degree program administered by the Accounting Department, this is a four-year scholarship with minimum GPA and credit requirements.

The John L. and Cora I. Grove Scholars Program Endowment

This scholarship is used to attract and retain academically talented and needy students pursuing studies leading to a career in business.

NEW! The Brian L. Heckler Accounting Scholarship Fund

This scholarship is for incoming full-time freshmen with financial need, entering an undergraduate degree program administered by the Accounting Department.

The Renetta F. Heiss Scholarship Fund

This scholarship provides financial assistance to an incoming student enrolled in business education or office administration based upon academic excellence and promise of success.

The Edwin L. Herr Study Abroad Scholarship Fund

This is an annual study abroad scholarship for students in the John L. Grove College of Business.

The Dr. Ralph T. Hocking Scholarship Fund

Established by Dr. Ralph Hocking who served thirty years as a professor in the John L. Grove College of Business, this is a four-year scholarship for a student majoring in finance.

NEW! The Mr. Robert and Mrs. Lorie (Miller) Klinger College of Business Study Abroad Scholarship Fund

This is a one-time only study abroad scholarship awarded to students with financial need who have at least thirty credits and are enrolled in a degree program in the John L. Grove College of Business.

The Frederick L. Peters Memorial Scholarship Fund

Established in memory of Mr. Peters, who earned his bachelor's and master's degree in business administration from Shippensburg

and was employed by the University as an accountant for more than twenty years, this scholarship is awarded to students entering the John L. Grove College of Business from Shippensburg Area and Big Spring school districts.

The Michael and Nancy Pinkowicz Business Scholarship Fund

This four-year scholarship was established by Michael Pinkowicz '76 and his wife, Nancy, in appreciation of his academic and extra-curricula experience at Shippensburg. It is awarded to John L. Grove College of Business incoming freshmen from Philadelphia, Montgomery, or Delaware counties with first preference given to qualified minority students.

The Frederick and Ann (Reddig) Potthoff Scholarship Fund

This scholarship, established by Frederick and Ann Reddig Potthoff '70-'72 in 2011, is for freshmen students entering the John L. Grove College of Business or students who have declared themselves as English majors in the College of Arts and Sciences.

The Ignatios and Anastasia Prokop and John L. Prokop Scholarship Fund

Established by John L. Prokop, '57-'73 this scholarship is for entering freshmen pursuing a degree in information technology for business education, with priority given to students from Cumberland, Dauphin, Lancaster, and York counties.

The Chris and Robin Pruitt College of Business Scholarship Fund

This four-year freshman scholarship was established by Chris and Robin Pruitt who graduated in 1984 with degrees in accounting and elementary education, respectively, to help deserving students further their education and share the "Ship" experience.

The William C. Rodruan College of Business Scholarship Fund

Established by William Rodruan '76, this upper division scholarship benefits academically talented students majoring in finance. Recipients must demonstrate financial need.

The William F. and Susannah M. Rothman Scholarship Fund

This four-year scholarship is for incoming freshman students graduating from Harrisburg City School District with second preference given to applicants from Steelton-Highspire School District. Recipients must be enrolled in the John L. Grove College of Business and demonstrate financial need.

The Jack A. and Mildred Prince Squires Scholarship Fund

Established by Mr. Jack A. Squires, Business Education '49, who owned and operated Squires Electronics and Appliances, Inc. in Shippensburg and Chambersburg, this scholarship provides for a student with junior standing and academic excellence.

The Dr. Ronald K. and Debra A. Taylor Marketing Scholarship Fund

This upper division scholarship is for academically talented students majoring in marketing with preference given to students enrolled in the ROTC Program or the Honors Program at SU.

The Volvo Construction Equipment North America, LLC, Scholarship/ Internship Program

This is a four-year scholarship for academically talented College of Business students with a required internship the summer between their junior and senior year.

The Brian and Ellen Walsh College of Business Scholarship Fund

Graduates of the Class of 1980, Brian and Ellen Walsh have established this scholarship for upper division students in the College of Business who are members in good standing of a social fraternity or sorority.

The Robert E. "Bucky" Ward Athletic Scholarship Fund

Established by Robert E. "Bucky" Ward '77, this scholarship is to be awarded to a Parkland High School graduate enrolled in an undergraduate degree program in the John L. Grove College of Business who participates in Shippensburg

University's intercollegiate athletic program.

The Brooke Ashley Weaver Memorial Scholarship Fund

Established by Jim and Karen Weaver to remember their daughter Brooke who was enrolled in the John L. Grove College of Business and passed away in her sophomore year, this endowment provides a full-tuition scholarship to a student in the John L. Grove College of Business.

The Zumbrun/Korkuch Family Scholarship Fund

This scholarship was established by Jean Zumbrun Korkuch '49 and husband Frank Korkuch '50 and endowed by them and other family members. It is awarded to entering freshmen pursuing an information technology of business education degree with priority given to students from Cumberland, Dauphin, Lancaster, and York counties.

Other Endowments:

The Edward & Anita Buchanan Entrepreneurial Endowment Fund

Funds from this endowment are to be used to meet the needs of the Center for Entrepreneurial Leadership.

The Harry R. Frehn Research Fellowship Endowment

The purpose of this fellowship is to support research in business and economics by faculty in the John L. Grove College of Business.

John L. and Cora I. Grove Endowment for Faculty Research and Development

Funds from this endowment are used to promote basic and applied research as well as professional development activities.

The John L. and Cora I. Grove College of Business Endowment

This endowment provides funds for such areas as resource material, equipment, faculty recruitment, and faculty projects.

The Dale E. Kann Endowment

Established by Dale E. Kann '63, business education, this endowment funds joint research by faculty and students in the John L. Grove College of Business.

The Ron and Dee Kearns Entrepreneurial Speaker Endowment

This endowment was established by Ron '64 and Dee Kearns to bring prominent business leaders and entrepreneurs to campus to share their expertise and experience with Shippensburg University students.

The Norman E. King Fund

Established through contributions in honor of a retired accounting faculty member, the proceeds are used to purchase current professional materials for faculty in the Department of Accounting.

The Dean John G. Kooti Lecture Endowment

This endowment has been established by Dr. John G. Kooti to further enhance the business program through a lecture series featuring prominent business leaders, entrepreneurs, and specialists in the world of business.

The Wisman Endowment

Established in memory of Mr. Frank Wisman, whose vision led to the creation of the Investment Management Program, this endowment is used as a vehicle for giving finance majors experience in actual investment management.

The Mr. and Mrs. Bryan P. Wright Endowment for College of Business Undergraduate Student/Faculty Research

Funds from this endowment are to support undergraduate student/faculty research in the College of Business on an annual basis.

Future Scholarships and Other Endowments to be Funded through a Planned Gift:

The Doug and Angela Besch Accounting Scholarship

This upper division scholarship for students majoring in accounting was established by Doug and Angela Besch who both graduated as accounting majors in 1995.

NEW! The Charles H. Jr. and Jane E. Diller Endowment for the Center for Entrepreneurial Leadership

Funds from this endowment will be used to provide the necessary support and learning environment to help students develop as entrepreneurs.

The Judy K. Fogelsoner Scholarship Fund

This is a four-year scholarship for a College of Business student demonstrating financial need. First preference is given to a student who is the first in his/her immediate family to attend college.

The Scott Moyer Accounting Scholarship

This is a four-year scholarship for an accounting major with preference given to students graduating from a Lancaster County high school.

The Dr. James A. Pope Student International Experience Program

Funds from this endowment will be used to support upper division students in a study abroad experience with first preference given to students in the College of Business.

NEW! The Dr. Anthony S. and Mrs. Linda N. Winter John L. Grove College of Business Transfer Student-Athlete Scholarship

This scholarship is for a transfer student who has been accepted to an undergraduate degree program in the John L. Grove College of Business and intends to become a member of one of Shippensburg University's intercollegiate athletic teams, with a preference for the football team.

FACULTY ACCOMPLISHMENTS AND RESEARCH

Dr. Wendy S. Becker
Professor of Management



Academic Degrees

BA, MS, and PhD,
Pennsylvania State University

Publications

Hargrove, M.B., Becker, W.S., and Hargrove, D.F. (*in press*). The HR Eustress Model: Creating Work Challenge Through Positive Stress. *Human Resource Development Review*.

Becker, W.S., and Burke, M.J. (2014). Instructional Staff Rides For Management Learning and Education. *Academy of Management Learning & Education*, 13, 4, 510-524.

Becker, W.S., Catanio, J.T., and Bailey, A.E. (2014). Incivility at Work: A Project Management Case Involving Workplace Bullying. *Journal of Human Resources Education*, 8, 2/3, 20-31.

Presentations and Invited Talks

Becker, W.S. (2015, July). Keynote speaker. *Risk Management Workshop: CalPers Case Study*. Washington State Investment Board, Seattle, Washington.

Hargrove, M.B., Becker, W.S., and Quick, J. (2015, August). *The Curvilinear Relationship Between Ethical Arousal and Ethical Performance*. Seventy-fifth annual meeting of the Academy of Management, Vancouver, California.

Becker, W.S., Catanio, J.T., & Leibensperger, C., (2015, May). *Effectiveness of Target Response to Workplace Bullying*. Eastern Academy of Management, Philadelphia.

Leibensperger, C., Becker, W.S., & Catanio, J.T. (2015, April). *Target Response to Workplace Bullying: Results From a National and Student Survey*. Minds@Work conference, Shippensburg.

Becker, W.S. (2015, April). *Increasing Student Engagement: The Historic Military Staff Ride*. Twenty-sixth International Conference on College Teaching and Learning, Ponte Vedra Beach, Florida.

Becker, W.S., and Burke, M.J. (2014, October). *The Staff Ride: A New (Old) Method for Connecting Management Research and Practice*. Midwest Academy of Management, Minneapolis, Minnesota.

Becker, W.S. (2014, May). *The Staff Ride: A New Approach to Qualitative Research*. In, *Conducting Qualitative Research: Methodologies and Strategies for I/O Psychologists*. Society for Industrial and Organizational Psychology. Honolulu, Hawaii.

Becker, W.S. (2014, March). Keynote speaker, Risk Management. New York State Teachers Retirement System (NYSTRS).

Honors and Awards

President, Executive Board, Metropolitan New York Association of Applied Psychology, elected (2015-2016).

Academy of Management Organizations and the Natural Environment Division's Book Award,

"Green Organizations: Driving Change with I-O Psychology" (2014, with co-authors).

Teaching Innovation and Pedagogy Spotlight (TIPS) Award, Shippensburg University (2014).

Dr. Jerry Carbo

Associate Professor of Management and Marketing



Academic Degrees

PhD and MIRL, Cornell University; JD, The Dickinson School of Law of Pennsylvania State University

Publications

Published the Chapter: Workplace Bullying: Concerted Activity as a Viable Solution in Bullies in the Workplace: *Seeing and Stopping Adults who Abuse their coworkers and Employees*, Paludi (ed.)

Presentations

Presented the DeMRev Model of Union Reform at the 2015 LERA Conference; co-authors Blake Hargrove and Steve Haase

Dr. Joseph Catanio

Associate Professor of MIS

Academic Degrees

BS, Rutgers University; MS and PhD, New Jersey Institute of Technology

Publications

Becker, W.S., Catanio, J.T., and Bailey, A.E. Incivility at Work: A Project Management Case Involving Workplace Bullying. *Journal of Human Resources Education*, 8 (2/3), 20-31, Spring/Summer 2014.

Presentations

Becker, W.S., Catanio, J.T., and Leibensperger, C. (2015, May). Effectiveness of Target Response to Workplace Bullying: Results from a National and Student Survey. Fifty-second annual Eastern Academy of Management Conference, Philadelphia.

Leibensperger, C., Becker, W.S., and Catanio, J.T. (2015, April). Effectiveness of Target Response to Workplace Bullying: Results from a National and Student Survey. Minds@Work conference, Shippensburg.

Becker, W., Bailey, A., and Catanio, J.T. Demonstration of a Business Case on Workplace Bullying Across Three Academic Disciplines. Academic Innovation Conference: Learning Communities in the Disciplines, Shippensburg, 2014.

Dr. Irma Hunt

Assistant Professor of Information Technology for Business Education



Academic Degrees

BA and MLIS, University of Texas at Austin; MBA, The American University;

Edd, Penn State University

Publications

Hunt, I., Winter, A. and Oberman, W. (2014) The Past, Present, and Future of Business Education at Shippensburg University. *Business Teacher Education Journal*. No. 40, p. 36-40.

Refereed Proceedings from Presentations

Hunt, Irma L. and Sarah K. Bryant. (2014). Regional Economies in Two Small Towns in Different States: Can a Model be designed to Predict Success or Failure? Academy of Business Disciplines Sixteenth Annual Conference, Fort Myers, Florida, November 2014.

Bryant, Sarah K. and Irma L. Hunt, "Developed or Developing? Regional Economies within Countries," International Trade and Finance Association International Conference, Keysari, Turkey, May 2014.

Dr. David Hwang

Associate Professor of Supply Chain Management

Academic Degrees

BS and MS, Hanyang University; MBA and PhD, University of Toledo; **Peer Reviewed Journal Publications**

Lean Practices for Quality Results: Case Illustration, *International Journal of Healthcare Quality Assurance*, Vol. 27 No.8, 2014, pp. 729-741.

Dr. Ian M. Langella

Professor and Department Chair of Supply Chain Management

Academic Degrees

BS, Maine Maritime Academy; MA and PhD, University of Magdeburg, Germany **Peer Reviewed Journal**

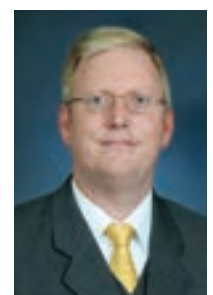
Inderfurth, K., Vogelgesang, S., and Langella, I.M. (2015). How Yield Process Misspecification Affects the Solution of Disassemble-to-order Problems. Accepted and forthcoming, *International Journal of Production Economics*.

Conference Proceedings

Inderfurth, K., Transchel, S., Vogelgesang, S., and Langella, I.M. (2015) A Heuristic Approach for the Disassemble to Order Problem under Binomial Yields. Proceedings of the Production and Operations Management Society Annual Meeting 2015.

Research Presentation

A Heuristic Approach for the Disassemble-to-order Problem under Binomial Yields, May 8, 2015, at the Production and Operations Management Annual Meeting in



TEACHING AWARD



In April, Dr. Wendy Becker, professor of management and marketing, received the Award for Innovative Excellence in Teaching, Learning, and Technology from the twenty-sixth annual International Conference on College Teaching and Learning in Jacksonville, Florida.



(Back row, from left) Bobby Steger, BGS vice president; Dr. Michael Marsh; Dr. Ronald Taylor; Dr. Azim Danesh; Dr. Irma Hunt; Dr. William Oberman; Dr. Mary Myers; Dr. Joseph Catanio; Dr. Fan Liu; Dr. Blake Hargrove; Dr. Jerry Carbo; Sean Glennon, Volvo; and Kathleen Rooker, BGS vice president. (Front Row, from left) Dr. John Kooti, dean; Nora Habig, M&T Bank; Dr. Barbara Lyman, provost; Dr. Wendy Becker; Dr. June Pham; Dr. David Hwang; and Dr. Anthony Winter, associate dean.

FACULTY AWARDS AND GRANTS

Northwestern Mutual Financial Network Advising Award
Edward F. Ehret Jr. Teaching Award
Charles R. and Joletta Nebel Jr. Dean's Service Award
Robert S. Jones Dean's Award
Brad Hollinger Dean's Research Award
Gerald Piper Dean's Research Award
Volvo Construction Equipment Dean's Research Award
John G. Kooti Dean's Service Award
Dale Kann Research Award
Harry R. Frehn Faculty Research Fellowship
Harry R. Frehn Faculty Research Fellowship
Grove Summer Fellowship Award

Dr. Michael Coolson
 Dr. Mary Myers
 Dr. Jerry Carbo
 Dr. Wendy Becker
 Dr. Brian Wentz
 Dr. Joseph Catanio
 Dr. David Hwang
 Dr. Ronald Taylor
 Dr. June Pham
 Dr. Sunhee Choi
 Dr. Fan Liu
 Dr. Nathan Goates and
 Dr. Blake Hargrove

ACCOMPLISHMENTS CONT.

Washington, DC. (Session Chair).

Dr. Ming-Shiun Pan • • • • •
 Professor of Finance

Academic Degrees

BS, Fu-Jen Catholic University; MA and PhD, University of Alabama

Publications

"Investor Opinion Divergence and Post-Repurchase Announcement Stock Price Drift" *Applied Economics* 47 (22), 2293-2306, 2015, with G.-C. Huang and K. Liano.

"The Effects of Stock Splits on Stock Liquidity" *Journal of Economics and Finance* 39 (1), 119-135, 2015, with G.-C. Huang and K. Liano.

Presentations

"The Information Content of REIT Earnings Announcements: Firm-Specific or Industry-Level Information," American Real Estate Society annual meeting, Fort Myers, Florida, April 2015, with G.-C. Huang and K. Liano.

"Investors' Opinion Divergence and Post-Earnings Announcement Drift: Evidence from REITs," American Real Estate Society annual meeting, San Diego, California, April 2014, and Financial Management Association annual meeting, Nashville, Tennessee, October 2014,

with G.-C. Huang and K. Liano.

Dr. Hong K. Rim • • • • •
 Professor of Finance

Academic Degrees

BS, Korea University; MBA, Seoul National University; PhD, Penn State University

Presentations

Rim, H.K. and R. Setaputra. Study on Diversification Benefits and Financial Market Integration. Academic and Business Research Institute International Conference (Orlando, Florida; January 2015). Accepted (in press) for *Journal of Finance and Accountancy* (May 2015)

Rim, H.K., Woo S. Kim, and Won Y. Kim. Empirical Study on the Impacts of Financial Crisis on Sport Industry. Proceedings of International Conference of Journal of Arts and Sciences (Harvard University, Boston, Massachusetts; May 2015).

Rim, H.K., Woo S. Kim, and Won Y. Kim. The Initial Stage of Sport Index (SI) Development. Pennsylvania Economic Association Annual Conference (Reading; May 2015).

Dr. Brian Wentz

Associate Professor of Management Information Systems

Academic Degrees

BS, Baptist Bible and College Seminary; MS, Pennsylvania State University; DSc, Towson University

Publications

Wentz, B., Dickson, E., Null, J., Skinner, W., Swogger, J., and Thompson, A. (accepted). Developing and Implementing an Accessible, Touch-based Web App for Inclusive Learning. Proceedings of the Twenty-first Americas Conference on Information Systems (AMCIS 2015), Puerto Rico, August 13-15, 2015.

Jaeger, P.T., Gorham, U., Bertot, J.C., Taylor, N.G., Larson, E., Lincoln, R., Lazar, J., and Wentz, B. 2014. Connecting Government, Libraries and Communities: Information Behavior Theory and Information Intermediaries in the Design of LibEGov.org. *First Monday*. 19(11).

Honors and Awards

Received the Brad Hollinger Dean's Research Award from the John L. Grove College of Business



SMALL BUSINESS DEVELOPMENT CENTER

Housed within Shippensburg University's John L. Grove College of Business is a Small Business Development Center (SBDC) that serves Adams, Cumberland, Franklin, and York counties. It is part of the Pennsylvania Network of Small Business Development Centers (PASBDC), which was founded in 1980.

The Pennsylvania SBDCs play a unique and vital role in the Commonwealth's economic development initiatives by working with entrepreneurs in all stages of business:

- from pre-venture to start-up to growth to reinvention
- offering a comprehensive portfolio of business assistance services
- working with companies in all industry sectors
- providing access to the expertise and resources of Pennsylvania's universities
- participating as a member of Pennsylvania Department of Community and Economic Development's Partnerships for Regional Economic Performance; and
- maintaining an accredited membership with the Association of Small Business Development Centers as part of a national network of more than 1,000 centers.

The service philosophy of the SBDC is "to help build the management capacity of entrepreneurs and small business owners through providing education, guidance, feedback, information, and technical assistance." SBDC services are strategic in nature, with the goal of helping clients assure their long-term success.

In addition to our general management consulting, the PASBDC network also provides specialized programs to support our clients' business development needs. The Shippensburg SBDC hosts a consultant for the Environmental Management Assistance Program, a specialized service focused on assisting businesses with environmental compliance and regulatory issues. Specialists from other centers are accessed as needed for client issues within our region.

The SBDC provides opportunities for campus and community members, including:

Applied Student Learning—internships and student work opportunities that allow students to actively engage with business consultants and entrepreneurs where they help address real-world business challenges and pursue market opportunities. The SBDC also works directly with student entrepreneurs, assisting them in business planning and development activities.

Classroom Contributions—SBDC staff provide presentations and technical assistance to students in courses focused on entrepreneurial or small business development topics.

Community Outreach—the SBDC works out of outreach offices in the four counties it serves, maintaining collaborative relationships

with economic development organizations, banks, chambers of commerce, legislators, and other stakeholders.

Research Opportunities—the SBDC engages in significant market research projects on the behalf of clients, including university students and staff, utilizing current industry and demographic databases to assist entrepreneurs in making data based business decisions.

The university provides funding, technical support, and facilities for the SBDC with additional funding provided by our program partners: the US Small Business Administration and the Commonwealth of Pennsylvania. The Shippensburg SBDC also received supplemental funding during the program year from the Small Business Jobs Act of 2010, the Economic Development Administration, and the Pennsylvania Department of Environmental Protection.

2013-14 Regional Activities

The Shippensburg SBDC participated in several activities last year, including:

- Hosted the "Lenders' Roundtable" at the HACC Campus in York
- Partnered with SBA and surrounding SBA Resource Partners to host a Lender Match event at the Dixon Center in Harrisburg
- Delivered presentations to various community organizations and trade groups, to Penn State Mont Alto students and participated as panelists in the annual Economic Development Course in Pennsylvania.
- Partnered with the Shippensburg Area Chamber of Commerce to offer a series of Leadership programs in the community.
- Coordinated Shippensburg University's participation in the Fourth Annual PASSHE Student Business Plan Competition.
- Coordinated the second annual student pitch competition – SHIP TANK.

Awards and Recognition

Staff member Robin Burtner was recognized at the Annual ASBDC Conference in Houston, Texas, in September as the 2014 Pennsylvania SBDC Network State Star.

The Shippensburg SBDC was recognized as one of six centers to meet or exceed all performance funding goals in 2014. The SBDC nominated client Eve Baum of Military Apparel Company for the Governor's 2015 Entrepreneurial Impact Award. Baum won the award.

The Shippensburg University Small Business Development Center supports the economic development of Pennsylvania by providing entrepreneurs with individual consultation, comprehensive education, and information necessary to help their business start, grow, and prosper.

SBDC OUTCOMES*

350

Clients

2,887

Consulting Hours

44

New Business Starts

134

Jobs Created or Saved

\$3,987,900

Increase in Sales

\$11,062,501

Client Capital Formation

5

Businesses Purchased

63

Business Plans Created

30

Educational Events

265

Educational Event Attendees

STAFF

Dr. Michael Unruh
director

Robin Burtner
budget/ed program coordinator,
business consultant

Charles Haney
environmental consultant

Cheryl Young
consulting manager

* Outcomes from January 1, 2014 to December 31, 2014



GROVE GOLF OUTING

The seventh annual John L. Grove College of Business Golf Outing brought alumni and friends together for an enjoyable day last spring. The first place team was (below, from left) Steve Romanoski, Cory Mowery, and Allan "Punch" Mowery.



SUPPLY CHAIN MANAGEMENT GOLF OUTING

- Over the summer, alumni, faculty, and students met for the first Supply Chain Management Student and Alumni Golf Outing at Eagles Crossing Golf Club in Carlisle. The event was held in memory of retired professor of supply chain management, Dr. Joanne Tucker. After a long battle against ovarian cancer, Dr. Tucker died April 5, 2015. She worked at SU for fifteen years. The event was well received and all had a wonderful time of catching up, sharing memories, and networking. The Supply Chain Management Department looks forward to another great golf outing in 2016.

FAST AS LIGHTNING

Congratulations to Danielle Prior '14, an accounting major, and Team USA for winning the silver medal in the mixed lightning sailing event at the Pan American Games in Toronto in July. Team USA Lightning posted on their Facebook page: "Team USA wins Silver Medal! We're ecstatic! Thanks everyone for all your support! Follow them on www.facebook.com/TeamUSALightning



ICE CREAM SOCIAL

Highmark Blue Shield sponsored an ice cream social for incoming Grove College freshmen and new transfer students during the 2014 fall semester. Mike Shaull, director of strategic accounts, and Jill Snyder, community affairs, represented Highmark at the event, and Shaull addressed students with insightful information. Students also enjoyed delicious ice cream by Goose Bros, Inc. Thank you to Highmark for sponsoring the event and providing T-shirts for students, faculty, and staff.

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