



JOHN L. GROVE COLLEGE OF BUSINESS

A TRADITION OF EXCELLENCE
2018-19 ANNUAL REPORT

Our Goal Is Your Success

JOHN L. GROVE COLLEGE OF BUSINESS MISSION STATEMENT

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



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**YEARS THAT
GROVE COLLEGE HAS BEEN
A PREMIER BUSINESS SCHOOL
IN THE MID-ATLANTIC REGION**

A Tradition of Excellence

JOHN L. GROVE COLLEGE OF BUSINESS

I AM EXCITED TO REPORT THAT THE JOHN L. GROVE COLLEGE OF BUSINESS HAD AN EXCEPTIONAL 2018-2019 ACADEMIC YEAR. ENROLLMENT IN GROVE COLLEGE CONTINUES TO BE STEADY, A NUMBER OF STUDENTS WERE RECOGNIZED FOR HIGH ACHIEVEMENTS, AND THERE WERE MANY EXCITING CHANGES AS WE CONTINUED TO PROVIDE EXCEPTIONAL UNDERGRADUATE AND GRADUATE LEVEL PROGRAMS IN GROVE! THIS REPORT HIGHLIGHTS SOME OF THE GROVE COLLEGE ACCOMPLISHMENTS.

This past academic year was a very active year for our students and student groups. We are so proud of our students for their excellence in their academic and professional development.

Our accounting majors excelled in the Pennsylvania Institute of Certified Public Accountants (PICPA) Scholarship arena! Jordan Back, Ethan Baker, and Joseph Kon earned prestigious PICPA scholarships for their hard work and academic success as accounting majors at Shippensburg University. Baker and Kon received multi-year \$5,000 scholarships, and Back was the recipient of a scholarship at the \$2,000 level.

Two senior finance students, Kyle Taylor and James Roop, were selected for the top ten winners of the state-wide Financial Plan Competition organized by CFA Society of Pennsylvania, Pittsburgh. The two students had been working under the advisement and guidance of Dr. June Pham.

Several students from the Investment Club participated in the Quinnipiac G.A.M.E. Competition in New York in March and placed third in the undergraduate growth equity category.

Seven Grove College Phi Beta Lambda students received awards at the Pennsylvania State Leadership Conference in Harrisburg and moved onto National Competition in San Antonio, Texas.

David Brantley, Alec Stimson, and Patrick Luebben, all marketing majors, captured third place at the PASSHE Business Plan Competition. In addition, another team of students from Grove College made it to the finals. Revamp Recruiting LLC was created by Tyler Hickey, Matt Lynch, and Blake Lazur to provide the ultimate recruiting experience for young athletes by using detailed analysis and video footage to give them the tools to market their individual talents and abilities. Congratulations to these fine entrepreneurs!

Stephen Washington, of Moon Township, was appointed to the Shippensburg University Council of Trustees by Governor Tom Wolf and approved by the Pennsylvania Senate. Washington will represent his peers as the student member of the Council of Trustees. Stephen is a management major with an international management concentration.

Shippensburg University was highly ranked in the College Factual



release of its 2019 national and state rankings for Veterans. According to College Factual, the Shippensburg University Business Administration program is nationally ranked in the top 15% for veteran friendliness among all colleges and universities for offering a quality education to veterans studying business administration.

I am very proud of our faculty accomplishments in all areas of teaching, scholarship, and service. I hope you will enjoy reading a sample of their accomplishments. Our staff continue to provide the best services to our students and faculty.

A huge thank you to all of our Grove College of Business Advisory Board, Finance Council, and Supply Chain Council members for their dedication and support. Your input is instrumental in leading the college to develop strategies to enhance the undergraduate business programs and beyond. Alumni, donors, parents, family, and friends—your support helps us to be the best that we can be!

I also would like to welcome Dr. William Oberman and Dr. Michael Coolsen to the position of interim associate dean of Grove College.

I wish you the best 2019-2020 academic year and beyond.

Sincerely,

Dr. John G. Kooti, Ph.D., Dean

John L. Grove College of Business



(Front row, from left) David Nyswaner, TJ Dooley, Amanda Morelli, Scott Moyer, Carl Remy, Clarence Grutza, and Nora Habig; (second row, from left) William Gindlesperger, Jeremy Bowersox, Michael Coolsen, Lee Gardella, Gerry Zack, Alix Rouby, Jerome Dean, Ronald Taylor, Amey Sgrignoli, Robert Engle, Ronald Gipe, and Dr. John Kooti, dean; (back row, from left) Thomas Morgan, John Varvaris, Bryan Wright, Douglas Besch, Charles Diller Jr., Alston Ellis, Lani Longarzo, and William Bealing.

COLLEGE OF BUSINESS ADVISORY BOARD

Douglas K. Besch '95
KPMG LLP

Jeremy Bowersox '01
Grove-Bowersox Funeral Home

Edward L. Buchanan IV '71
Smith Elliott Kearns & Co., LLC,
Retired

Brian Carosielli '97
Bank of America Merrill Lynch

Jerome M. Dean '83
PA Department of Transportation

James A. DeGaetano Jr. '99
Diamond Wealth Advisors

Charles H. Diller Jr.
JLG Industries, Inc., Retired

Gloria Zook Diodato '88
M&T Bank

Jodie Vanderman Driver '00
VWR, Part of Avantar

Edward F. Ehret '87
Atlas Minerals & Chemicals, Inc.

Alston Ellis '03
Crump Life Insurance Services

Robert L. Engle '73
TE Connectivity

Randy L. Fackler '86
Brown Schultz Sheridan & Fritz

Lee A. Gardella '89
Adveq Management U.S., Inc.

James A. Gehr '83
DHL

William Gindlesperger
eLynxx Solutions

Ronald G. Gipe '71
Martin's Famous Pastry
Shoppe, Retired

Sean Glennon
Volvo Construction Equipment

Nora Habig
M&T Bank

Brad E. Hollinger '76
Vibra Healthcare

Marsha A. Hoy '89
Hoffman Ford

Robert S. Jones '88
RBS Capital Markets

Ronald S. Kearns '64
Smith Elliot Kearns & Co, LLC,
Retired

Douglas A. Kubinak '85
East Penn Manufacturing

Scott A. Moyer '90
PricewaterhouseCooper

Charles R. Nebel Jr. '84
Boyer & Ritter, CPA

Frank Nerenhausen '86
JLG Industries, Inc.

Robert P. Nicholson '84
HARSCO Corporation, Retired

Michael M. Palm '86
CRP Industries, Inc.

Gerald E. Piper '86
CenturyLink, Retired

Frederick D. Potthoff '70
Kroff Chemical Company, Inc.

Christopher E. Pruitt '84
East Penn Manufacturing Co., Inc.

William C. Rodruan, '76
Armstrong Flooring Production,
Retired

Amy Sgrignoli '90
Belco Community Credit

Frank Stearn
Sunrise Computers &
Electronics, Retired

John M. Varvaris '80
Best Doctors, Retired

Robert E. Ward '77
Computer Aid, Inc., Retired

Bryan P. Wright '88, Chair
Exelon Generation

Gerald Zack '81
Society of Corporate
Compliance and Ethics

COB ADVISORY BOARD WELCOMES NEW MEMBERS

JEREMY BOWERSOX '01, business management, has been involved in the family funeral business since 2002 and has been owner and president since 2010. He is a licensed funeral director both in Pennsylvania and Maryland.

His businesses include Grove-Bowersox Funeral Home, Inc., Miller-Bowersox Funeral Home, Cum-



berland Valley Crematorium, and Bowersox Memorials. Bowersox holds a post-graduate degree from the Pittsburgh Institute of Mortuary Science and is a licensed life insurance agent dealing exclusively in pre-need funeral and burial insurance.

He is past president of the Greater Waynesboro Area Chamber of Commerce and past board member of the Renfrew Institute of Cultural Studies. As a native to Shippensburg, he enjoys staying connected to the area and supporting the university both

financially and with his time. His businesses have hosted numerous interns and business students on job shadow days over the years, and he often speaks with students groups.

He and his wife, Andrea (Higgins) '02, met at Shippensburg and have two daughters.

JEROME M. DEAN '82 earned his BSBA in accounting from Ship in 1982 and his MBA at Temple University in General and Strategic Management. He is also a Certified Fraud Examiner.

He began his government career with the Pennsylvania Auditor General's office as an auditor. Dean then started

his 27.5 year career with the federal government as an internal auditor, Internal Revenue Service. He later became a special agent with the US Environmental Protection Agency, Office of Inspector General, which was his career



SUPPLY CHAIN MANAGEMENT ADVISORY COUNCIL

ROBINSON JOINS COUNCIL



Supply Chain Management Advisory Board members are (front row, from left) Dr. John Kooti, dean, John Kooti, Dr. Richard Stone, Dr. Hwang, Allison Cotter, Dr. Jonathan Kohn, David Nyswaner, Douglas Bushong, Lani Longarzo, Dr. Qin, Dr. Setaputra, and Dr. Coolsen; (back row, from left) Kevin Shoemaker, Tom Hocker, Craig Lough, Alex Barrett, Keith Walborn, Dr. Morgan, Fred Horn, James Griffin, Joe Stewart, Dr. Langella, and Dr. Massala.

Dan Altomare

Staples Distribution Center

H. Douglas Bushong '84

American Solutions for Business

Allison L. Cotter '08

Wawa, Inc.

Thomas D. Hocker '77

Alphabroder

Dr. Jonathan W. Kohn

Professor Emeritus,
SU Supply Chain Management

Craig A. Lough '02

C.H. Robinson International, Inc.

Colette L. Raebiger '95

Johnson & Johnson Consumer

Craig Robinson '07

Ulta Beauty

Kevin Shoemaker '90

Integration Point

Dr. Richard D. Stone

Professor Emeritus,
SU Marketing & Logistics

Erik D. Thompson '94

Daily Express, Inc.

Keith Walborn

Cumberland-Keuka Company

Craig Robinson '07 has held management roles in manufacturing and distribution with JLG Industries and Target Corporation. Now at Ulta Beauty,



he has held leadership positions in retail and e-commerce fulfillment and is the senior manager of business process development and integration at Ulta's headquarters.

He leads a team that is responsible for the design and implementation of operational processes within new fulfillment nodes in the supply chain and any major capital improvements within existing infrastructure. He has a bachelor's degree in public administration from Ship and a master's degree in supply chain management from Penn State University.

He is a member of the Beta Gamma Sigma International Honor Society. He lives near Chicago with his wife, Rebecca '07, and their two children.



HALLOWEEN FUN



goal while at Ship. After retiring from the federal government, he took a year off then began working as a special investigator, Pennsylvania Department of Transportation, Office of Chief Counsel. In May 2019, he retired.

At Ship, he played freshman basketball and was treasurer of the Afro-American Organization. He pledged Kappa Alpha Psi Fraternity, Inc., and was the chapter's first president.

He is past president of the Alumni Association (SUAA). He serves on the Deacon Board of St Matthew's Baptist Church, Pierce College business advisory board

and is a PIAA basketball referee. He and wife Karen P. Dean, have a daughter, Angela.

ALSTON ELLIS currently serves as the Vice President of Internal Sales and CRM Solutions. He is responsible for leading the Direct Sales Representative (DSR) program and guiding the development and implementation of the CRM roadmap. In partnership with sales leadership, Alston works to establish the strategic



direction of the DSR program's marketing campaigns, data analysis, and associate training and development. Additionally, he is responsible for bridging the gap between the company's Microsoft Dynamics CRM system and the users to drive adoption of the system and help the business manage customer data, business processes, and sales results.

LEE GARDELLA '89 has spent the bulk of his career in private equity investing. For the past twelve years, he has worked for Schroder Adveq, a \$10 billion global private equity investment firm, where he is a member of

the Executive Management Team, member of the Investment Committee and Head of Investment Risk and Monitoring. He is based in Schroder Adveq's New York City office.

Before joining Schroder Adveq in 2007, Gardella was a managing director leading the Private Markets Group for CTC Consulting, at the time the family office investment advisory subsidiary



Continued on page 17

PROFESSIONAL DRESS CLOSET

The Women Leaders of John L. Grove College of Business partnered with the Career, Mentoring, and Professional Development Center to launch the Raider Ready Professional Dress Closet in 2018. This has been something the executive board has wanted to accomplish for the past three years. The Women Leaders realized the high costs and lack of availability of clothing when it comes to professional dress wear, so in an effort to make sure everyone can succeed no matter their economic status, the executive board began this organization so that dress wear could always be available to students. President Jessica Lawrence, Vice President Kimberly Loughlin, Secretary Laura Beltz, and Treasurer Mari Reioth have worked closely with Janet McKeithan-Janifer, Victoria Kerr, and Alix Rouby from the career center. The organization won the Emerging Student Group award and an honorable mention for the Advocacy award from the 2018-2019 Student Life Awards for giving back to the Shippensburg community. Their outstanding leadership and their involvement with the closet has accomplished much for the student body.

The closet was designed for currently enrolled undergraduate and graduate students to have access to professional dress attire for internships, interviews, job fairs, and class presentations. It is located in the career center within the Ceddia Union Building (CUB) room 108. Each semester, there are posted hours that students can attend or make an appointment. Students are advised to have their SU ID present to mark their attendance. The clothing items are free to students, and they have a variety of options to choose from. All of the items are donated by Ship alumni, faculty, staff, and business professionals. Some items that students might find include: suits, blazers, belts, blouses, dress pants, ties, skirts, sweater, etc.

The Women Leaders' track inventory by maintaining a database and providing customer service when applicable. Additionally, they volunteer their time to ensure the clothing is properly sorted by checking for stains and making sure the clothing is in good condition for students to wear to events. They also assist students when they come into the closet and record what items they take and the purpose for their visit.



FINANCE ADVISORY COUNCIL



(Front row, from left) Dr. John Kooti, dean, Dr. Rim, Jennifer Sassani, Megan Moorhead, Michelle Chopper, and Lani Longarzo; (second row, from left); Chris Jackson, David Morgan, Evan Redding, Dr. Pham, Christopher Weber, Ethan Baker, and Dr. Coolsen; (back row, from left) Jason Driver, Zach Paul, Craig Hinkle, Matt Troxell, Daniel Nyswaner, Adam Hawk, and Evan Callahan.

Donald M. Butler '92
Vanguard Group, Inc.

Michelle R. Chopper '02
Arthur Bell

Justin J. Ellsesser '11
Missouri Local Government,
Employees Retirement
System

Ralph J. Fetrow

Craig M. Hinkle '92
Knouse Foods Co-Operative,
Inc.

Christopher J. Jackson '97
Tucker Financial Services,
Inc.

Joshua L. Jenkins '12
Northwestern Mutual Life

Louise Lovell, Retired
US Nuclear Regulatory
Commission

Jonathan C. Moats '10
Capital One

David J. Morgan '80
Farmers Insurance Group,
Retired

Zach T. Paul '09
Berkshire Hathaway
HomeServices

Jennifer L. Sassani '93,
Chair
Hershey Trust Company

Christopher S. Weber '03
DeRock Electric Co.

David C. Webster '03
Conning

BANKERS ACADEMY GRADUATE

Laura Beltz (center), a finance major, completed the Pennsylvania Department of Banking and Securities Next Generation Bankers Academy. The program allows students to explore financial services by working with community bankers, DOBS, FDIC, and the Federal Reserve of Philadelphia.



Beta Gamma Sigma Annual Report

WHY BGS?

BGS members want more than just a line on a resume. Students in BGS have excellent academic achievements and gain an edge from attaining access to a global network of BGS members, programs designed to provide an advantage in today's job market, and benefits and services that can be used throughout academic and professional careers. Membership in Beta Gamma Sigma starts with recognition as the "best in business" but delivers value for life.

WHAT IS BGS?

Beta Gamma Sigma is The International Business Honor Society. Since 1913, it has recognized and honored top performing students from around the world in business schools accredited by The Association to Advance Collegiate Schools of Business (AACSB). BGS is a proud member of the Association of College Honor Societies (ACHS) and brings programs, connections, benefits, and opportunities to every individual in our organization.



WHO IS BGS?

BGS members are the top 10 percent of undergraduate students and the top 20 percent of graduate students and all doctoral candidates who have successfully defended their dissertation at an AACSB accredited business school. AACSB accredits just 5% percent of schools worldwide, assuring that BGS members belong to an organization synonymous with the highest standards of academic excellence.

Shippensburg University's Beta Gamma Sigma Chapter has qualified for recognition as a Highest Honors Chapter. This recognition is indicative of a campus where academic excellence is highly valued and where the chapter officers work diligently to enhance Beta Gamma Sigma's stature on campus.

The John L. Grove College of Business has 115 students, parents, friends, administrators, faculty, staff, and BGS members who attended the annual Grove

College of Business Beta Gamma Sigma Induction Ceremony and Awards Banquet in May. This year, forty members were inducted, including twenty-four juniors, seven seniors, and nine MBA students. Two faculty members were inducted and numerous faculty members received honors for their contributions in their fields of study. Mr. William C. Rodruan, retired VP finance Armstrong Flooring Production, was inducted as the Grove College of Business BGS Chapter Honoree for 2019.

BGS continued the Breakfast Seminar Series with speaker Amey Sgrignoli '01, president/CEO of Belco Community Credit, who shared her experiences with business students.

During the 2018-19 academic year, local student leaders hosted a Movie Night, showing Moneyball and making fresh popcorn for those who attended. They also volunteered for an Admissions Phonathon to share information about the university and Grove College with prospective students.

BGS GLOBAL LEADERSHIP SUMMIT

The 2018 Beta Gamma Sigma Global Leadership Summit in Chicago focused on Innovative Leadership. Over four days, more than a dozen speakers from various areas of business and from countries around the globe spoke about what it means to be a leader in today's forward thinking business culture. Guest speakers included current and former CEOs and the presidents of Beta Gamma Sigma, AACSB International, and KPMG US. On the last two days of the summit, the entire conference was split

into forty teams of ten, with four groups of ten teams competing in four different case competitions. Working with nine complete strangers on three different teams, Clarence Grutza, Candace Gerber, and Luke Hutchison developed strategies for high-level decision-making case studies. When the winners were announced, two of the four Case Study groups selected to present to the entire conference included Shippensburg University students. Overall, the 2018 Beta Gamma Sigma Global Leadership

Conference was a success for all those involved as well as for those representing Shippensburg University.



Students Win Third Place in PASSHE Student Business Plan Competition

David Brantley, Alec Stimson, and Patrick Luebben, all marketing majors at Shippensburg, received third place for Marqo, a customer loyalty program for local businesses that incentivizes and rewards customers through drawings and cash prizes. Brantley, from East Juniata, and Luebben, from Germany, are seniors; Stimson, from Australia, is a junior.

The annual business plan competition is designed to provide student entrepreneurs with an opportunity to share their original business plans and to win funds that may assist in the start-up or expansion of their businesses. Students from all fourteen State System universities were invited to participate in the competition last fall.

“This competition and the students who participate truly represent what the State System and our universities are all about—ensuring success by helping to create a brighter future for individuals, for their families, and for the Commonwealth,” said Board of Governors Chairwoman Cynthia D. Shapira. “Student success is our No. 1 priority, and, looking at this group of students, I see a lot of it. This is one of those experiences where our students truly shine.”



David Brantley (left) and Patrick Luebben



(From left) Matt Lynch, Blake Lazur, Tyler Hickey, and Dave Dentler

this sincerely—is a winner simply by your willingness to take on the challenge. I respect each of you enormously.”

The awards were presented during a ceremony held at the Dixon University Center.

Revamp Recruiting LLC, developed by Tyler Hickey, Matt Lynch, and Blake Lazur from Shippensburg University, also was a finalist. Revamp Recruiting “provides the ultimate recruiting experience for young athletes by using detailed analysis and video footage to give them the tools to market their individual talents and abilities.”

Speaking to the finalists and semi-finalists who were invited to the awards program, State System Chancellor Daniel Greenstein said, “Every one of you—I mean

FINANCE STUDENTS AMONG TOP TEN IN STATEWIDE CONTEST



(From left) Kyle Taylor, Dr. June Pham, and James Roop

Two finance students were selected as winners of the annual Financial Plan Competition, organized by CFA Society of Pennsylvania, Pittsburgh. This is the first time Shippensburg participated in the competition for all finance majors enrolled at a two or four-year academic institution in Pennsylvania. Each student was required to work with his or her faculty advisor to develop a financial plan. Dr. June Pham encouraged two students to participate in the competition and advised them to develop their plans. Kyle Taylor ranked fifth and James Roop ranked sixth. The two students worked under Pham’s guidance.

BUSINESS ADMINISTRATION PROGRAM RANKED FOR VETERAN FRIENDLINESS

In College Factual's 2019 rankings for Best Business Administration and Management Programs for Veterans, Shippensburg University ranked in the top 15 percent. The Business Administration program ranked 111 out of 749 nationwide when it comes to offering a quality education to veterans studying business administration.

Statewide, Shippensburg University's Business Administration program ranked third out of sixty-three colleges and universities in Pennsylvania, putting Ship in the top 5 percent of all schools statewide.

Based upon PayScale survey data*, a student who graduates from Ship with a degree in business administration earns an average of \$42,989 and average mid-career earnings of \$64,182.

College Factual is the leading source of data analytics and insights on college outcomes. College Factual provides in-depth coverage for over 2,500 colleges and universities and over 350 college majors.



*Salary data is estimated by College Factual using 2013 data provided by PayScale.

STUDENTS EARN IMA AWARDS

The Institute of Management Accountants (IMA) awarded Ian Cagle, Anthony Carlos, Nicholas Carroll, Jessica Lawrence, Jodie Meglio, Colleen Mooney, Justin Schneider, and John Weakland CMA scholarships. These accounting students will receive:

- IMA membership for up to three years while pursuing completion of the CMA Exam
- Entrance fees to the CMA program
- CMA Exam Support Package
- Registration fees for the first attempt at both parts of the CMA Exam
- Wiley CMA excel test bank access for up to two years for both parts of the CMA Exam

IMA is a voluntary member association focused on addressing the needs of management accounting professionals. Qualified members of IMA hold the designation of Certified Management Accountant (CMA). Founded in 1919, IMA states in its mission that its role is to provide a forum for research, practice development, education, knowledge sharing, and the advocacy of the highest ethical and best business practices in management accounting and finance.

Congratulations to our scholarship recipients!

PARTNERSHIP WITH ZHONGYUAN UNIVERSITY



Shippensburg University's MBA program launched a partnership with Zhongyuan University of Technology, a public university in Zhengzhou, Henan province, China. Students from China started enrolling in the MBA program last fall. Visitors from Zhengzhou University presented a gift to Dr. John Kooti, dean, (from left) Ms. Zhiyin Mai, international student at Shippensburg from China; Ms. Can Cui, associate professor and English teacher at the Information Business School of Zhongyuan University of Technology; Mr. Deming Yang, deputy director of the Student Affairs Department of the Information Business School at Zhongyuan University of Technology; Dr. Hulian Zhang, Dr. Irma Hunt, MBA director; Dr. John Kooti, dean, Dr. Dengyi Liu, professor at Zhongyuan University of Technology and a deputy dean of the School of Information Business; Dr. Michael Coolsen, interim associate dean; and Dr. Yucong Liu, associate professor of MIS.

“My two years at Volvo CE have provided me with memorable and valuable skills to best prepare myself to be a strong and successful woman in the business field.”

—Grace Penney



FEI SCHOLARS DINNER

During the Financial Executives International (FEI) Scholarship dinner and awards, two students received \$1,000 scholarships—Kaitlin Deimler and Ethan Baker.



(From left) Brody Weibley (Kaitlin's guest), Kaitlin Deimler, and Jim Steely, presenter and president and CEO, Pennsylvania Higher Education Assistance Agency



(From left) Craig Swallow, KPMG audit senior manager, and Ethan Baker



All our award winners and our award sponsors.

MIS JUNIOR APPOINTED TO TRUSTEES

STEPHEN WASHINGTON, of Moon Township, was appointed to the Shippensburg University Council of Trustees by Governor Tom Wolf and approved by the Pennsylvania Senate. Washington will represent his peers as the student member of council.

The junior management information systems major and military science minor is an active member of the campus community. He is the student at-large representative for the Shippensburg University Student Services, Inc. (SUSSI) Board of Directors, a member of the Student Government Association, and a member of the newly formed Pivot Team.

He has served as an Academic Success Program peer leader and a resident assistant for the ROTC Living Learning Community.

The Eagle Scout and graduate of Carson Long Military Academy said he is excited to start his new role.



COMPANY OF THE YEAR: JLG

THE JOHN L. GROVE COLLEGE OF BUSINESS HONORED JLG INDUSTRIES, INC. (An OshKosh Corporation Company) as its 2017-2019 Company of the Year. The relationship between the JLG College of Business and JLG Industries was established decades ago and continues to grow and evolve. A number of Shippensburg graduates have excelled professionally as employees at JLG. In addition, JLG contributes to the success of Shippensburg students with its continued commitment to our internship program.

JLG Industries sponsored the Fall 2018 Ice Cream Social held during the first week of class to welcome students back to school. The event also provides opportunities for students to learn about the various professional organizations in Grove College.

Grove College is delighted to formally recognize our namesake firm as Company of the Year, and we look forward to a productive partnership.

COMPANY OF THE YEAR HONOREES

2009-2011	<i>Ahold (Giant)</i>
2011-2013	<i>Volvo CE</i>
2013-2015	<i>Highmark Blue Shield</i>
2015-2017	<i>Staples</i>
2017-2019	JLG Industries, Inc. (An OshKosh Corporation Company)



PHONATHON ▲



ICE CREAM SOCIAL ▲

Student Spotlight: Patrick Luebben...



My name is Patrick Luebben, and I graduated Summa Cum Laude in May 2019 as a dual major in International Management and Marketing. When I came to Ship as an international student from Germany, I knew it was time to build

my own wings like the bird in the quote.

I quickly learned three things to get the most out of my undergraduate degree: get involved, learn for your own understanding, and set yourself new goals. Now I find myself reminiscing about my accomplishments and experiences over the years, and I can conclude that keeping these things in mind has developed me into a maturing person willing to learn and explore more.

Originally, I came to Ship with the sole priority of playing soccer and getting an international degree at the same time. But it turned out, I

was going to gain so much more than that.

I didn't know what to expect by going overseas, however I was warmly welcomed from the first day at Ship and this helped me a lot. During my time at Ship, I was involved in the President's Student Advisory Council, peer mentored PACES students, played four years for the university's soccer team and oversaw activities in the International Student Organization.

**"A bird sitting on a tree is never afraid of the branch breaking, because her trust is not on the branch but on her own wings."
-Anonymous**

Ship has put me on a pathway of success and offered me amazing experiences along my undergraduate studies. I would like to mention two unforgettable highlights: Being awarded Shippensburg University's Student Athlete of the Year; and my group's third place finish in the Business Plan Competition with

the help of David Brantley and Alec Stimson. Both highlights have shown me the outcome you can achieve if you are determined. I was fortunate to be part of the athletic program at Ship and would always come back if I had another year of eligibility. At the same time, I am beyond grateful to have chosen the John L. Grove College of Business as my major area of study. A special shout-out to the Small Business Development Center who has shown great support for my group's effort to pursue our entrepreneurial passion—a business idea that we have envisioned for a long time and now get the support and funding to put into practice.

College has taught me the importance of getting involved, that anything is possible if you set your mind to it, and that everything has its time and place. At the same time, I have realized that perception and the idea of "priming" play vital roles in today's world. Ship and everything that came with it over the past four years has provided me with the skillset to stand on my own feet. Or, like in the quote, I have started to build my own wings and I look forward to where they will take me in the future.

FASTENAL SPRING SOCIAL



GOLF OUTING



ENTREPRENEURSHIP CENTER: ANNUAL REPORT



Charles H. Diller Jr. Center for
**ENTREPRENEURIAL
LEADERSHIP AND
INNOVATION**
SHIPPENSBURG UNIVERSITY

A Catalyst for the Entrepreneurial Mindset

This past year, the Diller Center held programming, outreach, student involvement, and startup endeavors. Efforts were made to increase awareness on the Shippensburg University campus and community, within the State System schools, and within Pennsylvania to include higher education and high schools in the area.

The Diller Center aimed to engage students from around campus, deans and faculty, expand programming, offer seminar classes, engage and recruit high school students, promote awareness of the program and center in the State System, include students from other universities in center programming to show a leadership position, and work with admissions to expand Ship Start into high schools with Business 101.

Highlights from this past year included:

Dr. Tom Morgan and Dr. Otso Marsala attended the GCEC Global Conference in Chicago, Illinois, to network and connect with directors and faculty of other entrepreneurship programs at this educator's conference.

Craig Morris from the US Patent and Trademark Office, spoke to students about trademarks, copyrights, patents, domain names, business registration processes, and how to protect entrepreneurs' ideas and business.

The Innovation Hour Mixer in the Luhrs Center

featured five local entrepreneurs in addition to a mix of students, faculty, and staff from many disciplines of the university.

The fall semester's Innovation Hour Luncheon included presentations from two groups of students and faculty from the College of Education and Human Services. Both groups provided presentations on current projects that would engage students and the local community in counseling and summer activities programs. The purpose was to help the students that work with nonprofit organizations achieve a better understanding toward becoming more entrepreneurial in thinking and running a business.

The 3-Day Start-up program included participation from other State System schools this year, resulting in several viable ideas and a potential investment from multiple mentors for one idea.

A Shark Tank inspired event allowed any students to see how their business or elevator pitch stacks up to a panel of accomplished entrepreneurs. Prizes were awarded to the top contenders to further their ideas. The winner was David Brentley.

The center partnered with the ROTC and the Women's Center to secure two guest speakers for "Gettysburg Revisited: Reclaiming Civility for the Next Generation of Americans" and Major Jaster of the United States Army and a graduate of West Point, a Ranger who speaks about leadership and risk-

taking to groups around the nation. Partnering with the Women's Center and the Department of Military Science allowed us to bring more high-profile speakers and reduce costs for the center.

The Diller Center is planning a one-day startup experience to host on campus, focusing on junior-level high school students at local school districts. This program is being designed to expose these students to the advantages of entrepreneurship and the potential advantages of furthering their education at Shippensburg with use of the center.

In addition to the startup experience, we are developing a bridge with the high school student clubs and SU student club. We are collaborating with Cumberland Valley, Big Spring, East Penn High School, and Chambersburg school districts. Students will be provided access in the Diller Center's space and to various entrepreneurship related publications (Ex: INC, Fast Company, Entrepreneur), as well as a selection of books from notable and/or local entrepreneurs when location is finalized.

The short-term success of the Diller Center is very dependent on marketing the value of the center to the students; both university and high school. By receiving more students involved in the programming of the center, we hope to attract more interest and thereby grow the center footprint.

Etiquette Dinner

Apex Enclosures, Inc. sponsored the annual College of Business etiquette dinner designed to help students learn the necessities of dinner etiquette in a business setting. Students have the opportunity to network with business professionals and other students, and enjoy a great meal!



PA FORUM ON WOMEN IN BUSINESS



(From left) Laura Beltz, Kimberly Loughlin, Jessica Lawrence, and Mari Reott

Student-Athlete Hall of Fame

PAGE (HEATH)

BRANNAN '04 is one of the most dominant women's lacrosse players in school history, having set the school record for career assists (69) and points (244) while finishing second all-time in career goals (175). She led the Raiders in scoring in all four of her seasons, including as a senior when SU went 10-5 and reached the PSAC Semifinals. Her prolific scoring resulted in an average of a hat trick per game in each of her final three seasons.



Brannan was named the 2002 PSAC Women's Lacrosse Player of the Year, one of just two times in SU history that a Raider has earned the conference's top honor. She was a three-time All-PSAC performer and a three-time IWLC A All-American—earning First Team honors as a sophomore before receiving Second Team honors as a junior and senior.

Brannan was a decorated student-athlete, enrolled in the SU Honors Program as an accounting major. She finished as a three-time Academic All-American, earning First Team honors as a senior and Third Team honors as a sophomore and junior. Brannan earned a 2003-04 Wall Street Journal Award, earning the highest grade-point average (GPA) of a graduating female in the Grove College of Business.

During her sophomore breakout season, Brannan set career highs with 51 goals and 75 points while also leading the team with 24 assists. Her production came in just 14 games, resulting in an average of 3.6 goals and 1.7 assists per contest. Brannan also averaged more than five points per game as a junior, scoring 47 goals and recording 16 assists in just 12 contests.

After graduation, Brannan received her MBA from Loyola University in Baltimore. She works as a certified public accountant (CPA). Brannan began her career in public accounting at Clifton Gunderson before becoming a controller at USALCO in Baltimore. She was promoted to the position of director of financial planning and analysis at USALCO, and is currently the director of finance at Ecotone. She and husband Mike Brannan have three sons.

NATE REIDER '07

is one of the most decorated and talented throwers in school history, having concluded his career with the 2007 NCAA Division II National Championship in the javelin. He finished as a three-time NCAA All-American—twice outdoors in the javelin and once indoors in the weight throw.



Reider finished his career as a Pennsylvania State Athletic Conference (PSAC) place-winner in four different throwing events, a rare feat for a javelin specialist. He won conference titles in three different throws, and was a three-time PSAC place-winner in the javelin and the weight.

As a senior in 2007, he was named the 2007 PSAC Men's Outdoor Field Athlete of the Year. He won the NCAA Outdoor Championship in the javelin on a throw of 217 feet, 2 inches, after winning PSAC titles in both the javelin (211 feet, 1 inch) and the hammer throw (168 feet, 6 inches).

Indoors as a senior, he won the conference title in the weight throw and went on to earn All-America honors with a fifth place finish at the NCAA Championships. His top throws were nearly identical – throwing 61 feet, 6 ¾ inches at the PSAC Championships and 61 feet, 6 ¼ inches at the NCAA Championships. Reider also placed sixth at the PSAC Championships in the shot put on a top throw of 49 feet, 9 ¾ inches.

In 2006, as a junior, Reider won the outdoor conference championship in the javelin (211 feet, 7 inches) and placed seventh in the hammer throw (139 feet, 4 inches). He went on to earn All-America honors at the NCAA Championships—the first of his career—on a sixth-place throw of 215 feet, 8 inches. Indoors, Reider won a PSAC title in the weight throw (55 feet, 3 ½ inches).

Reider transferred to Shippensburg from Mansfield in 2005, graduating as a double major in entrepreneurship and marketing. He earned his MBA from Shippensburg in 2009. After earning his MBA, Reider and his father started a now thriving business in York called Xtreme Archery.



SHONTZ EARNS OYA AWARD

Ryan Shontz '05 earned an Outstanding Young Alumnus Award during spring commencement.

Shontz earned his BSBA in finance and passed all three CFA exams on his first attempt to become a Chartered Financial Analyst and earned a Certificate of Investment Performance Measurement from the CFA Institute. He is the head of performance analytics for the Americas at Aberdeen Standard Investments, one of the world's largest investment companies. Shontz is responsible for tailoring the global department strategy to meet the evolving needs of investment professionals and clients in the Americas. He is working to deploy new data science-oriented techniques in a forward-looking model for product competitiveness.

Prior to his position at Aberdeen, Shontz was vice president and regional manager for the Global Performance Team at BlackRock, Inc. In this position, he navigated through two immense mergers and was influential in completing several large-scale projects for the company to the benefit of the firm and investors in the marketplace.

PACES CREATIVITY



DEAN'S LIST RECEPTION



SENIOR EARNS PCAOB SCHOLARSHIP

Joseph Kon, a senior accounting major, has the distinction of being the first Shippensburg University student to receive a \$10,000 Public Company Accounting Oversight Board (PCAOB) Academic Scholarship.



The accounting faculty submitted Kon's name and qualifications for consideration, stating, "Joe agreed to become a tutor for the Accounting Department. This was one of the best things that could have happened to both Joe and the department."

Kon is from Shermans Dale and has an earned a 4.0 GPA. He served as an intern for Harshbarger & Company, was the Billing and Accounts Receivable Manager for Bekins A-1 Movers, and was a tutor for SU's Accounting Department. He has also been a volunteer tax preparer for Shippensburg's VITA program.

Student Spotlight: Arlee Simendinger



My name is Arlee Simendinger, and I will graduate summa cum laude in May 2019 with majors in management with a human resources concentration and management information systems. I also will be a graduate of the Wood Honors

College.

My time at Shippensburg has been truly memorable. When my feet landed on Shippensburg's campus my freshman year, I was incredibly passionate about making the most of my four years here at Shippensburg. Grove College provided so many opportunities to make that happen. My sophomore year, I became Vice President of the Human Resource Management Club (HRMC). Our club competed in a Society for Human Resource Management (SHRM) Student Case Competition in Philadelphia. The case was centered around FLSA regulations, and our club presented our HR recommendations

based on the case. Junior year, I became president of the HRMC and led our club to achieve the Merit Award. The Merit Award was awarded based on our club's success in providing opportunities for superior student growth and development. I also was inducted into Beta Gamma Sigma, a national honorary business society for AACSB accredited programs. This past year I served as HRMC's philanthropy chair. In this position, I organized multiple community philanthropy events such as canned food drives and donation drives for local food banks/animal shelters. Being involved in the John L. Grove College provided myself with opportunities to develop leadership skills, benefit the local community, and create lasting relationships with fellow peers and professionals.

The faculty and staff at Shippensburg are also truly remarkable. They have inspired and motivated me in more ways than they will ever know. As apart of my Honor's capstone project, I worked with my advisor, Dr. Vicki Taylor, to create and implement a workforce training program for Shippensburg Head Start parents. Such an experience gave me the opportunity to apply my HR management knowledge in a creative and meaningful way. I also presented my project at the

Honors Symposium during the Minds@Work conference.

As I begin my new adventures, I am confident that my Shippensburg education will serve me well. I have interned two summers at Sheetz, Inc. as an IT Quality Assurance intern, and I have been extended a full-time position after graduation. I'm sincerely grateful for everyone who has been apart of my Shippensburg experience, and I look forward to joining the Ship Alumni family!

“

The faculty and staff at Shippensburg are also truly remarkable. They have inspired and motivated me in more ways than they will ever know.

GROVE COLLEGE 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. GROVE COLLEGE OF BUSINESS STUDENTS CAN RECEIVE ACADEMIC CREDIT FOR THEIR INTERNSHIPS. FOLLOWING IS A LIST OF BUSINESS STUDENTS WHO COMPLETED AN ACADEMIC INTERNSHIP FOR CREDIT THIS PAST ACADEMIC YEAR:

Fall 2018

Chase Fisher

Marketing
Luhrs Performing Art Center

Vernon Hadley

Management
Hershey Entertainment and Resorts

Valerie Hertz

Marketing
Volvo Construction Equipment

Sierra Huyck

Management Information Systems
PR Hoffman Machine Products

Kevin Johnson

Accounting
Giant Food Stores

Gretta Schaefer

Management Information Systems
Volvo Construction Equipment

Damon Paul Watkins

Accounting
JLG Industries

Spring 2019

Laura Beltz

Finance
Orrstown Bank

Aaron Boyhont

Management Information Systems
Adams County

Nathan Bucher

Accounting
KPMG

Kevin Bushong

Accounting
RHL CPA's

Nicholas Carroll

Accounting
Kern and Company

Illysha DeJesus

HR Management
Commonwealth Public Service
HR Intern

Trevor Dewaele

Accounting
BDO

Jess Diamond

Accounting and MIS
Rotz & Stonesifer

Tyler Dorney

Management
Dorney Custom Homes, LLC

Logan Feltman

Accounting
Cintec Inc.

Emily Fox

Supply Chain Management
Volvo Construction Equipment

Dennise Garcia

Accounting
RLH CPA's and Business Advisors

Makayla Glass

Accounting
Smith Elliott & Kearns

Sierra Groft

Accounting
Smith Elliott & Kearns

Clarence Grutza

Supply Chain Management
Volvo Construction Equipment

Danielle Harriman

Accounting
PA Liquor Control Board

Morgan Hill

Accounting
Smith Elliott & Kearns

Samantha Himes

Finance
Volvo Construction Equipment

Nicholas Hosfelt

Management Information Systems
Carlisle Construction Materials

Sierra Huyck

Management Information Systems
Booz Allen Hamilton

Sadie Kosar

Accounting
New Day USA

Gianna Leffew

HR Management
PSECU

Ajdin Ljucia

Supply Chain Management
Edos Trucking

Cynthia Martin

Finance
Volvo Construction Equipment

Juan Martinez

Supply Chain Management
Volvo Group Trucks

Tyler McLaughlin

Communication/Journalism
Wal-Mart

Zachary Miller

HR Management
Orrstown Bank

Andrew Newton

Marketing
Diverse Student Retention

Josiah Read

Accounting
Kern and Company

Morgan Reich

Management
Volvo Construction Equipment

Brooke Russell

Accounting
Smith Elliott & Kearns

Gretta Schaefer

Supply Chain Management
Volvo Construction Equipment

Joshua Simmons

Finance
MedStaffers

Abigail Tamburro

Accounting
Rotz & Stonesifer

Vanessa Thomas

Accounting
Staff Accountant Intern

Gabriella Weigel

Accounting
Rotz Stonesifer

Collin Williams

Management
Kane Partners LLC

Eric Zampelli

Supply Chain Management
Volvo Group Trucks

Summer 2018

Whitney Allen

Supply Chain Management
Volvo Construction Equipment

Rosaria Amato

Supply Chain Management
Volvo Construction Equipment

Steven Belmonte

Finance
Pfizer Pharmaceutical Company

Thomas Block

Management
Capital Blue Cross

Timothy Bradley

Marketing
PJM Interconnection

Thompson Braydon

MIS
Royer's Flowers

Joshua Bream

HR Management
Career Mentoring and Professional Development Center

Samantha Brown

Management
Target Inc.

Rebecca Brown

Finance
Fine Wine and Good Spirits

Chase Buterbaugh

Finance
Alexander Financial Group

Daniel Calvert

Management
Camp Seph Mack, Laurel
Highlands Council

Leah Carey

Management
Volvo Construction Equipment

Madeline Carson

Entrepreneurship
Nori Media Group

Robyn Chandler

Accounting
Utz Quality Foods

Matthew Coakley

Marketing
Techtronic Industries

Deirdre Conway

Marketing
Alpha Media

Carly Decembrino

Finance
Penn Medicine

Ryleigh DeLong

HR Management
The Highlands at Wyomissing

Meghan Diffenderfer

Supply Chain Management
Volvo Construction Equipment

Steven Dorsey

Accounting
Withum, Smith & Brown

Sara Dyche

Management
Tractor Supply Co.

Daniel Fennessy

Accounting
Open Minds

Alexis Hammons

HR
Members First

Neil Harkins

Supply Chain Management
A Duie Pyle

Kira Holt

HR Management
Country Meadows

Jessica King-Cunningham

Management
Qdoba Mexican Eats

Cierra Leathery

Accounting
Capital Blue Cross

Christopher Mantell

Marketing
The Carlisle Group

Madison McDaniel

Finance
Foot Locker

Jacob Pollock

Accounting
Watts Group

Christina Rudy

Accounting
Pricewaterhouse Coopers

Kevin Scheaffer

Accounting
Hershey Entertainment

Adam Schmick

Accounting
Pierson Computing Connection

Daphne Schmuck

Accounting
Walz Group

John Selle

Finance
OneMain Financial

Griffin Stambaugh

Supply Chain Management
East Penn Manufacturing

Hannah Strickengloss

HR Management
Specialty Granules LLC

Lauren Sweeney

HR Management
Sands Casino Resort
Bethlehem

Continued from page 5

of US Trust Company in Stamford, Connecticut. From 1997 to 2005, he worked for the US Trust Company in the private equity and Alternative Investment Divisions, making private equity direct and fund investments and leading the development of private equity, real estate, and hedge fund investment products. Prior to US Trust, he was an associate at the Edison Venture Fund and Wilshire Associates and a Treasury Analyst at National Steel Corporation.

He has a BSBA in finance from Shippensburg University and an MBA from the University of Notre Dame. He is a CFA charter holder.

GERRY ZACK '81 graduated from Shippensburg with a BSBA in accounting. After working three years in Pennsylvania with Smith Elliott Kearns, he moved to the Washington, DC, area where he worked with Grant Thornton for five years. He founded his own boutique forensic accounting firm, Zack, P.C., in 1990 and performed fraud investigations and related fraud risk advisory services for more than twenty years.



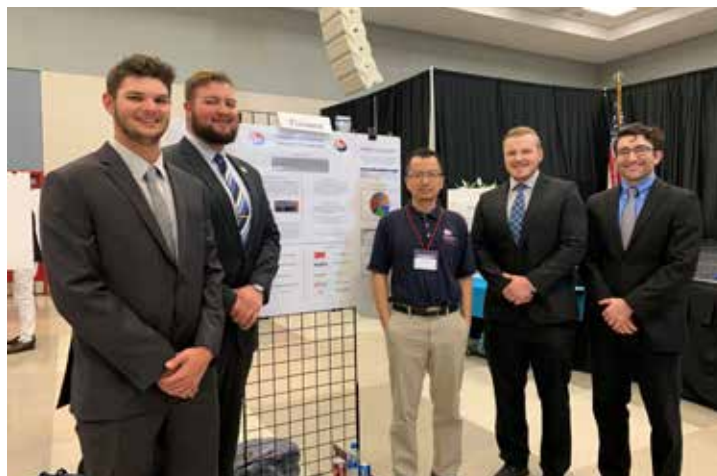
Zack became a managing director in the Global Forensics practice at BDO, and serves on the faculty as chair of the Board of Regents of the Association of Certified Fraud Examiners.

He was appointed CEO of the Society of Corporate Compliance and Ethics & Health Care Compliance Association in 2018 after a one-year transition as incoming CEO.

Zack enjoys speaking with Ship students on several occasions and jumped at the opportunity to join the COB Advisory Board. He proudly displays his Ship credentials, telling anyone who listens that Shippensburg did a great job in preparing him for his career.

Zack and his wife, April, are enjoying their life in Minnesota, which appeals to their outdoor interests. They are active hikers and have traveled the world in search of unique and interesting treks. Since hiking at 19,000 feet above sea level in the Andes of Peru, he is slightly obsessed with breaking through the 20,000 foot hiking barrier.

MINDS@WORK CONFERENCE



Cole Backenstose, Austin Horvath, Garrett Lee, and Matt Troxell, with Dr. June Pham displayed a poster and introduced the IMP fund and IMP program to audiences.

Annual Scholarships and Awards

JOHN L. AND CORA I. GROVE SCHOLARS

Pablo Alvarez, Emily Anderson, Jared Bixler, Kyle Blessing, Veronika D'Amore, Morgan Kowalski, Kerri Loy, Krysten Mahoney, Matthew McGrath, Megan Moorhead, Jacob Pollock, David Reagan, Bryan Rottkamp, Arlee Simendinger, Alexandra Spease, Vanessa Thomas, John Weakland, and Eric Zimmerman

ADAMS COUNTY AREA HUMAN RESOURCES ASSOCIATION (ACAHRA) SCHOLARSHIP

Arlee Simendinger

FRED C. ARCHER MEMORIAL AWARD

Isaiah Seilhamer

DOUG AND ANGELA BESCH SCHOLARSHIP FUND

Jacob Pollock

REVA HOBACK BRUBAKER SCHOLARSHIP

Morgan Landman and Rebecca Martin

DR. MAX G. COOLEY SCHOLARSHIP

Michael McCartney

LT. COL. BARBARA B. CROSS SCHOLARSHIP

Ryan Rose

HAROLD U. & HELEN F. CROUSE BUSINESS SCHOLARSHIP AWARD

Arlee Simendinger

CHARLES H. DILLER, JR. AND JANE E. DILLER SCHOLARSHIP

Rachel Bruno

DINGER SCHOLARSHIP

Open

DISTINCTION OF ACADEMIC EXCELLENCE AWARD

Justin Martin and Arlee Simendinger

ELECTROMET CORPORATION SCHOLARSHIP/INTERNSHIP

Clarence Grutza

GERALD R. FETROW SCHOLARSHIP

Jacob Biss, John Castello, Alexis Corra, Courtney Coy, Morgan Fetter, Andres Garcia, Michael Grigg, Noah Inch, Scout Knotts, Noah Nabholz, Lauren Pettis, Jacob Pollock, Sydney Reffner, Zachary Sims, and Domenick Sleva

FOGELSONGER SCHOLARSHIP

Shelby Denlinger, Bethany Hey, and Kimberly Loughlin

JAMES GEHR FAMILY SCHOLARSHIP

Matthew McGrath

GIANT FOOD STORES BUSINESS ADMINISTRATION SCHOLARSHIP/ SCHOLARSHIP/INTERNSHIP PROGRAM

Sierra Groft and Kevin Johnson

RONALD G. & ARLENE M. (BEILER) GIPE SCHOLARSHIP

Celine Schell

DR. EDWARD S. GOODHART SCHOLARSHIP

Cassandra Root

BRIAN L. HECKLER ACCOUNTING SCHOLARSHIP

Morgan Landman

RENETTA F. HEISS SCHOLARSHIP

Camille Mosolgo, Tiffany Nguyen, and Ty Painter

EDWIN L. HERR STUDY ABROAD SCHOLARSHIP

Hannah Strickengloss

DRS. RALPH T. HOCKING AND DEBORAH E. HOCKING SCHOLARSHIP

Tyler Petucci

NANCY A. KING SCHOLARSHIP

Bailey Charters

WILLIAM K. NITTERHOUSE SCHOLARSHIP

Bryanna Conway

DON SR. AND CATHY NORI COLLEGE OF BUSINESS AWARD

To be awarded fall 2019

FREDERICK L. PETERS MEMORIAL SCHOLARSHIP

Brenna McKnight

MICHAEL AND NANCY PINKOWICZ BUSINESS SCHOLARSHIP

Matthew Cheng

FREDERICK AND ANN REDDIG POTTHOFF SCHOLARSHIP

Kaitlyn Deimler

IGNATIOS AND ANASTASIA PROKOP AND JOHN L. PROKOP SCHOLARSHIP

Open

CHRIS AND ROBIN PRUITT COLLEGE OF BUSINESS SCHOLARSHIP

Megan Moorhead

DR. HONG AND MRS. SUSAN YOUNG RIM FINANCE SCHOLARSHIP

Alexandria Papoutsis

WILLIAM C RODRUAN COLLEGE OF BUSINESS FINANCE SCHOLARSHIP

Lindsae Jones

WILLIAM F. AND SUSANNAH M. ROTHMAN SCHOLARSHIP

Trey-Anthony Paul

SMITH ELLIOTT KEARNS & COMPANY, LLC SCHOLARSHIP PROGRAM

Makayla Glass, Morgan Hill, and Michael McCartney

JACK A. & MILDRED PRINCE SQUIRES SCHOLARSHIP

Arlee Simendinger

DR. RICHARD D. STONE WOMEN'S BASKETBALL SCHOLARSHIP

Lauren Pettis

DR. RONALD K. & DEBRA A. TAYLOR MARKETING SCHOLARSHIP

Candace Gerber

VOLVO CONSTRUCTION EQUIPMENT NORTH AMERICA LLC SCHOLARSHIP/ INTERNSHIP

Ethan Baker

ROBERT E. "BUCKY" WARD ATHLETIC SCHOLARSHIP

Owen Iacobelli

BROOKE ASHLEY WEAVER MEMORIAL SCHOLARSHIP

Robyn Chandler

FRANKLIN O. WISMAN FINANCE SCHOLARSHIP

Sean Bernhardt, Jack Cornely, Jason Driver, and Matthew McGrath

ZUMBRUN/KORKUCH FAMILY SCHOLARSHIP

Kerri Loy and Eric Zimmerman

GROVE COLLEGE 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 LANI LONGARZO, SU FOUNDATION AT (717) 477-1377 OR VISIT THE WEBSITE AT SUFOUNDATION.ORG.

The Fred C. Archer Memorial Award Fund

This award established in 1974 is 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 or better overall academic average and has excelled in the major subject area.

The Doug and Angela Besch Accounting Scholarship

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

The Reva Hoback Brubaker Scholarship Fund

Established by Ronald C. Brubaker in memory of his wife Reva Hoback Brubaker, this four-year scholarship is for an incoming freshman majoring in business who demonstrates financial need and academic promise. The recipient must be a resident of Pennsylvania, Maryland, West Virginia, or Ohio.

The John E. Clinton Scholarship

(not yet active)

Established by the Shaner Group, this scholarship is for upper division students with at least 60 credits majoring in marketing, management or accounting. First preference will be given to students who have transferred from Harrisburg Area Community College.

The Dr. Max G. Cooley Scholarship Fund

This scholarship was established in honor of Dr. Cooley at the time of his retirement from Shippensburg University to provide financial support for students majoring in business education.

The Lt. Col. Barbara B. Cross Scholarship

Established by Barbara Cross '04m, this scholarship is for freshman who intend to enroll in the ROTC program with a preference for Science, Technology, Engineering or Mathematics (STEM) disciplines or Supply Chain Management. Applicants must meet SAT and GPA requirements, demonstrate financial need, and be residents of the Commonwealth of Pennsylvania.

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 Eagle Diller Scholarship Fund

Established by Mr. Diller, member of the John L. Grove College of Business Advisory Board, and retired executive of JLG Industries, this scholarship benefits full-time freshmen business majors.

The Dinger Scholarship Fund

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

(not yet active)

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

The Gerald R. Fetrow Scholarship Fund

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 on one of the following athletic teams: baseball, softball, men's basketball, or women's basketball.

The Judy K. Fogelsonger Scholarship Fund

(not yet active)

A four-year scholarship for a John L. Grove College of Business student demonstrating financial need. First preference is given to a student who is the first in the immediate family to attend college.

The Fogelsonger Scholarship Fund

Established in honor of alumnus Ned R. Fogelsonger '71, this is a one-year scholarship awarded to upper-division students intent on 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 students 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 Ken and Ginny Gill Scholarship for Business Related Degrees

(not yet active)

Established by Ken '65-'72m and Ginny Gill, this scholarship is for full-time incoming freshmen pursuing a degree offered through the John L. Grove College of Business. First preference is given to a student from Snyder County, Pennsylvania, demonstrating financial need.

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

This scholarship is for students who have completed at least 60 credits towards 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 Endowed Scholarship Fund

For incoming full-time freshmen entering an undergraduate degree program administered by the Accounting Department of the John L. Grove College of Business. This is a four-year scholarship with minimum GPA and credit requirements.

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

This scholarship fund is used to attract and retain academically talented students with financial need who are pursuing studies leading to careers in business.

The Bonnie (Gentry) Hathcock College of Business Scholarship

(not yet active)

A four-year scholarship for an outstanding student enrolled any major in the John L. Grove College of Business.

**The Brian L. Heckler
Accounting Scholarship Fund**

For incoming full-time freshmen, with financial need, entering an undergraduate degree program administered by the Accounting Department in the John L. Grove College of Business.

**The Renetta F. Heiss
Scholarship Fund**

Provides scholarship 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**

Awards annual study abroad scholarships for students in the John L. Grove College of Business.

**Drs. Ralph T. and Deborah E.
Hocking Scholarship**

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

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

(not yet active)

A one-time only study abroad scholarship awarded to students with financial need who have at least 30 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 degrees in business administration from Shippensburg University and was employed by the university as an accountant for more than twenty years. 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-curricular experience at Shippensburg University. This scholarship benefits incoming freshmen from Philadelphia, Montgomery or Delaware counties who are pursuing degrees from a program within the John L. Grove College of Business. First preference is given to students from underrepresented populations.

**The Frederick and Ann Reddig
Potthoff Scholarship Fund**

This scholarship, established in 2011 by Frederick and Ann Reddig Potthoff '70-'72, is for freshman 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 and '73m, this scholarship is for entering freshmen pursuing an information technology for business education degree 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, established by Chris and Robin Pruitt who graduated in 1984 with degrees in accounting and elementary education, benefits students entering any degree program in the John L. Grove College of Business.

**Dr. Hong and Mrs. Susan
Young Rim Finance
Scholarship**

This scholarship established by Dr. Hong Rim and his wife, Susan Young Rim, is a four-year scholarship for a finance major.

**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 an incoming freshman student pursuing a degree in the John L. Grove College of Business. First preference will be given to students who graduated from Harrisburg City School District with second preference given to applicants from Steelton-Highspire School District. Recipients must demonstrate financial need.

**The Jack A. and Mildred Prince
Squires Scholarship Fund**

Mr. Jack A. Squires '49, business education, owned and operated Squires Electronics and Appliances, Inc. in Shippensburg and Chambersburg. This scholarship is for a student with junior standing who has demonstrated academic excellence.

**The Dr. Richard D. Stone
Women's Basketball
Scholarship**

This scholarship is for a current female student-athlete who is a member in good standing, both as a student and an athlete, of Shippensburg University women's basketball team. Preference will be given to a student who is enrolled in a degree program in the John L. Grove College of Business.

**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 Wood Honors College at Shippensburg University.

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

A four-year scholarship for academically talented John L. Grove 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**

(not yet active)

Graduates of the class of 1980, Brian and Ellen Walsh have established this scholarship for upper-division students in the John L. Grove 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**

Jim and Karen Weaver established this scholarship in memory of their daughter, Brooke, who was enrolled in the John L. Grove College of Business when she passed away in her sophomore year. This endowment provides a scholarship to a student in the John L. Grove College of Business.

**Franklin O. Wisman Finance
Scholarship**

Franklin Wisman was instrumental in establishing and funding the Investment Management Program at Shippensburg. It was his wish that a percentage of the funds generated through that program be used to fund scholarships for students in finance. This scholarship is for freshman students majoring in finance who will participate in the Investment Management Program.

The Zumbrun/Korkuch Family Scholarship Fund

Established by Jean Zumbrun Korkuch '49 and husband Frank Korkuch '50, this scholarship is for entering freshmen enrolled in a degree program offered through the John L. Grove College of Business. First preference will be given to qualified applicants from Pennsylvania.

OTHER ENDOWMENTS

The Edward & Anita Buchanan Entrepreneurial Endowment for the Center for Entrepreneurial Leadership and Innovation

(not yet active)

Funds from this endowment are to be used to meet the needs of the Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation.

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

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

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.

The 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, Business Education '63, 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

This fund was established through contributions in honor of a retired accounting faculty member. Proceeds are used to purchase current professional materials for faculty in the Department of Accounting.

The Dean John G. Kooti Lecture Endowment

(not yet active)

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 David O. McCain III Entrepreneurship Endowment

(not yet active)

This fund will be used on an annual basis to support the Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation at Shippensburg University.

NEW The Don Sr. and Cathy Nori College of Business Award

This award was established by Don Nori Jr., Joel Nori, and John Nori of Nori Media Group in memory of their father, Donald F. Nori Sr. '74. The award is presented annually to a sophomore, junior, or senior student in the John L. Grove College of Business who has excelled and shows promise of outstanding achievement in his or her chosen field.

The Wisman Endowment

Established in memory of Mr. Frank Wisman, whose vision led to the creation of the Investment Management Program. 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 support undergraduate student/faculty research in the John L. Grove College of Business on an annual basis.

FUTURE SCHOLARSHIP ENDOWMENTS FUNDED THROUGH A PLANNED GIFT

The Scott Moyer Accounting Scholarship

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

The Ernest M. and Teresa S. Rosetty Memorial Scholarship

This four-year scholarship is for an incoming freshman student majoring in accounting in the John L. Grove College of Business. Recipients must demonstrate financial need.

The Steven H. and Susan A. Runkle Business Scholarship

A four-year scholarship for a John L. Gove College of Business student demonstrating financial need. First preference is given to a student who is the first in the immediate family to attend college.

The Kenneth and Donna L. Shur College of Business Scholarship Fund

This scholarship for incoming freshmen benefits students enrolled in any major in the John L. Grove College of Business.

The Richard W. Tomlinson Basketball Scholarship

This scholarship is for a student who intends to become a member of Shippensburg University's men's basketball team, and is enrolled in any undergraduate degree program in the John L. Grove College of Business or a psychology degree program in the College of Arts and Sciences.

The 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 preference for the football team.

FUTURE ENDOWMENTS FUNDED THROUGH A PLANNED GIFT

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 John L. Grove College of Business.

The Jerry and Janice Regan MBA Endowment

Funds from this endowment will be used to support the needs of the John L. Grove College of Business MBA program.

QUINNIPIAC GAME FORUM

The members of the Shippensburg University Investment Management Program would like to thank Shippensburg University, the many donors to the SU Foundation, and the John L. Grove College of Business for providing us with an incredible opportunity to attend the Quinnipiac GAME IX Forum in New York City in March. The conference and competition are held in high regard amongst professionals in the financial industry, attracting professionals and students from all corners of the world. The networking and development opportunities during the GAME IX Forum are invaluable. Even the simplest interactions between our students and other attendees gave our students insight into what other funds are doing to prepare for the changing economic conditions and opened our minds to different strategies.

IMP students attended four keynote sessions that led to fruitful discussion from esteemed panelists. Topics included global markets, corporate governance, the global economy, and global investment strategies. Some enjoyable keynote speakers included Tom Keene, CFA, editor-at-large, Bloomberg News; Heather Brilliant, CFA, managing director, Americas, First State Investments; Abby Joseph Cohen, CFA, senior investment strategist, Goldman Sachs; and Dr. John Silvia, former managing director and chief economist, Wells Fargo Securities, LLC". Students questions and discussions focused on the uses of Artificial Intelligence on trading floors, impacts from the trade war



(From left) Adam Hawk, Evan Smith, Brent Wark, Matthew Troxell, Jason Drive Kyle Taylor, Evan Redding, and Dr. Hong Rim

with China, the yield curve inversion in recent months, the global implications of Brexit, and the benefits or challenges associated with investing in various emerging markets.

Students attended breakout sessions that included:

- Asset Allocation
- Private Equity
- Alternative Investments
- Private Wealth Management
- Exchange Traded Funds
- The Federal Reserve's Perspective

During the networking reception and Award Ceremony, the IMP students displayed the Wisman Fund's performance for 2018.

This event is one of the highlights finance majors in the IMP program. The experiences, new friendships, and knowledge gained from this trip inspire students to pursue the financial industry. Students share what they learned with future classes.

We truly express our gratitude to the Dean's office, John L. Grove College of Business, Shippensburg University, and the many IMP donors to the SU Foundation for providing us with this opportunity of exceptional experiences.

VOLVO CE INTERN EXPERIENCE

An internship is a gateway to career experience for many students.

It is vital for students to gain valuable and applicable experience in an internship before they start lifelong careers. At the Shippensburg site, the Volvo CE internship program provides experiences across all organizations to over forty interns each year. Human resource intern Rebecca Martin said, "At Volvo CE, interns aren't treated as the stereotypical intern. I always feel as though I am respected as a full-time employee. This internship has given me all of the real-world experience I need to start my full-time position, and without it, I would not feel prepared post-graduation."

Not only does an internship provide students with valuable work experience, but it provides full-time employees the opportunity to gain a different perspective from the younger generation.

Brian Rudge, chief project manager of the Large Soil Scrum Team was once an intern, too. He is an active member of the Intern Advisory Board (IAB), a team dedicated to creating a professional and enticing intern experience at Volvo CE Shippensburg. "Interns come in and shake up the balance of things by offering a fresh perspective. For example, they ask simple questions such as, 'Why do we do it that way,' which causes us full-time employees to take a minute to stop and think. By asking these questions, they challenge



us to think differently. The world is constantly changing and we need to evolve with it in order to move our business forward."

Many full-time employees and managers participate in the IAB Mentorship Program, which mentors fifteen interns throughout the school year. The internship experience is also about networking and having fun. The IAB provides activities for interns and full-time employees, such as lunch and learns, after work sports competitions, and more. Want to get more involved in the internship program? Contact Kellan Lowe or Brian Rudge to learn more.

ON-CAMPUS RECRUITMENT

On-campus Recruitment	Chambersburg Memorial YMCA	Foot Locker	McKonly & Asbury	PriceWaterhouse Coopers	Associates Counseling Services, Inc.
A. Duie Pyle	Chambersburg Police Department	Forge Financial Tax & Services	Members 1st Federal Credit Union	PSECU	Target
Abacus Staffing	Chartwells Higher Education	Franklin County Jail	MenuDrive	Randstad	Techtronic Industries North America, Inc. (TTi)
ABC Supply	Chick-fil-A Chambersburg	Fulton Financial Corporation	Merakey	Reinsel Kuntz Leshner, LLP	TEKsystems
ABF Freight System, Inc.	CIMS	Gannett Flemming	NAPA Transportation Inc	Renewal by Andersen Windows	Temple University College of Education
Abraxas	Cintas	Gannon Associates Insurance	NASCO	RETTEW	The Beistle Company
Abraxas Youth and Family Service	Cintet Inc.	Geodis	Naval Sea Logistics Center	Rite Aid Corporation	The Carlisle Group
Accenture Federal Services	CISabroad	George Jr. Republic	Naval Supply Systems Command	Ritter Insurance Marketing	The JDK Group
Achieve Energy Solutions, LLC	Clarion University	Glen Mills Schools	NewDay USA	RKL	The Matworks Company
Aerotek	Clark Associates, Inc.	Global Data Consultants, LLC	NFI Industries	RLH CPAs & Business Advisors	The Matworks Company, TEC Services Division
Aerotek, Chambersburg	Commonwealth of PA, Conservation and Environment Delivery Center	Grove-Bowersox Funeral Home, Inc.	Northwestern Mutual	Robert Half	The Prudential Insurance Company of America
Aflac Capital Region	Commonwealth of Pennsylvania, Office of the Budget, Comptroller Operations	H&R Block, Shippensburg	Northwestern Mutual Eastern Pennsylvania	Rodgers & Associates, Ltd	The Schiesel Family Inc
AgChoice Farm Credit	Commonwealth Strategic Partners	H. Ric Luhrs Performing Arts Center	Novitas Solutions, Inc.	Ross Stores, Inc.	DBA Jackson Hewitt Tax Service
Ahold Delhaize USA, Carlisle	Community Services Group (CSG)	Hanover Land Services, Inc	Office Depot/Office Max	Rotz & Stonesifer, PC	The Sherwin-Williams Company
Allied Universal Security	Consolidated Electrical Distributors	Harner Insurance & Financial Services, Inc.	Old Dominion Freight Line	SAS Retail Services	TnT Fireworks
Amazon	Corelle Brands	Harrisburg City School District	Olympic Steel	Schneider	Tractor Supply Company
APR Supply Co.	Country Meadows Retirement Communities	Hershey Entertainment & Resorts	OPEN MINDS	Schreiber Foods, Inc.	Transamerica Agency Network
ArcBest	Cowan Systems, LLC	HM Health Solutions	Oshkosh Corporation	ScribeAmerica	Trout, Ebersole, & Groff LLP
ArcBest (ABF Freight)	Cumberland County	HMSHost	PA Department of Agriculture	Sears Holdings Corporation/KMart	Tucker Financial Services, Inc.
Armada	Cumberland County HR	Hoffman Homes for Youth	PA Department of Conservation and Natural Resources	Select Medical	US Army
Armada Supply Chain	Cumulus Media	Howard County Police Department	PA Department of Environmental Protection	Sheetz, Inc	US Army Letterkenny Army Depot
Armstrong World Industries, Inc	D&H Distributing Co.	IGS	PA Department of Revenue	Shippensburg University	uFinancial
Army Heritage Center Foundation	Dataforma	iHeartMedia	PA House of Representatives	Shippensburg University - Career, Mentoring, and Professional Development Center	uFinancial Group
Artistic Imprints	Dataquest, Inc.	J.B. Hunt	PA Senate	Shippensburg University - Department of Recreation	ULTA Beauty Distribution Center
Aveanna Healthcare	Deloitte Consulting	J.B. Hunt Transport, Inc.	Peace Corps	Shippensburg University - Etter Health Center	United Methodist Home for Children, Inc.
BAE Systems	Deloitte Consulting US Delivery Center	JFC Staffing Companies	Pennsylvania Counseling Services	Shippensburg University - First Year Experience & Community Engagement	United States Marine Corps
Baltimore County Public Schools	Deloitte US Delivery Center	JLG Industries	Pennsylvania Counseling Services - Lebanon	Shippensburg University - Office of Disability Services	United States Marine Corps Officer Programs
BCI All-Size	DHL	Kaleidoscope Family Solutions	Pennsylvania Department of Corrections	Shippensburg University - Registrar's Office	Universal Health Services, Inc.
BDO USA LLP	DHL Supply Chain	Keystone Human Services	Pennsylvania Department of Transportation (PennDOT)	Shippensburg University Foundation	UPS, Carlisle
Bedford County	Distribution Management	KidsPeace	Pennsylvania Friends of Agriculture Foundation	Shippensburg University Graduate Admissions	Vanguard, Malvern
Behavior By Design	DMG Securities	Knouse Foods Coop. Inc.	Pennsylvania Higher Education Assistance Agency (PHEAA)	Simon Lever LLP	Verbal Beginnings
Behavior Therapy International	Dutch Wonderland	Laurel Life	Pennsylvania Liquor Control Board	Smith Elliott Kearns & Company	VerStandig Media
Board of Child Care	East Penn Manufacturing Co., Inc.	LeadingAge PA	Pennsylvania State Police	Snyder Cohn, PC	Volvo Construction Equipment
Booz Allen Hamilton	Enterprise Holdings	Listrak	Penske Logistics	Sol Education Abroad	Waffle House
Boyer & Ritter, Certified Public Accountants and Consultants	ESPN	Lower Paxton Township Police Department	Penske Truck Leasing	South Mountain Restoration Center	Walz Group
Boys and Girls Club of Chambersburg and Shippensburg	ESS (Education Solutions Services)	Lowe's of Shippensburg	PepsiCo (Frito-Lay division)	Squire, Lemkin + Company LLP	Washington County Division of Environmental Management
Branch Banking & Trust Co (BB&T)	Exact Staff	Madsen, Kneppers & Associates, Inc.	Perkins Restaurant & Bakery	Staffmark Associates	WebFX
Brown Schultz Sheridan & Fritz	Exel/DHL	Make It Happen Events	Person Directed Supports	Staples, Inc.	WebpageFX
Bureau of Juvenile Justice Services	Exelon Generation	Manitowoc Cranes	Phantom Shadow	Substitute Teacher Service, Inc.	Weis Markets Inc
Camp Canadensis	Fairfax County Police Department	Marco Technologies	Potomac Case Management	Supreme Court of the United States Police	WellSpan Health
Camp Penn	Fastenal Company	Marten Transport Ltd	Power Train	T.W. Ponessa and	Werner Enterprises
Carlisle Construction Materials Incorporated	Fitzgerald Auto Malls	Martin's Famous Pastry Shoppe, Inc.	Pressley Ridge		West Chester University Office of Graduate Studies
Carlisle Family YMCA	Food Lion Distribution	Maryland Emergency Management Agency (MEMA)			WITF
Case Management Unit of Dauphin County		McDonald's (Levine Enterprises Inc.)			Yogi Bear's Jellystone Park Camp-Resort
CH Robinson					York County Office of Children, Youth & Families
					York Revolution

Study Abroad Spotlight: Nicholas Rosso

I knew since my junior year of high school that I wanted to study abroad in Denmark. I studied at Aarhus University from January through June. It is the second biggest city in Denmark, which is something the Danes here really pride on. This setting worked out well; it had the hustle and bustle of a city, but the feel of a small town. I was able to meet people from five of the seven continents, who I remain in contact with, and we are planning a future reunion.

I visited this country in Copenhagen three years ago and found that I loved the culture and the people. Having studied here, I have fully immersed myself in the culture. This started the day that I landed here, on my own, with no real idea on how to get to my housing. That was just one of many obstacles I had to overcome on my own while here. This opportunity helped to grow my independence and self-confidence, which I find to be key in the business world.

I traveled to all the major cities in Denmark and the northern most tip of the country where the North and Baltic seas meet. This travel extended to Germany, Scotland, Ireland, Czech Republic, Slovakia, Hungary, and Austria. Having adjusted to their different cultures, I feel more confident in what life brings next.

Studying abroad has allowed me to experience a true power over myself. I will say it is the cliché “life-changing” experience. It was challenging through my personal development and the adjustment to schooling, but it was also fun for those same reasons and many more. I can exchange the lessons that I have learned into a building block for my future as a business professional. To all those who helped me along my journey “mange tak” (many thanks)!

PICPA Scholarship

Jordan Back, Ethan Baker, and Joseph Kon have earned prestigious Pennsylvania Institute of Certified Public Accountants (PICPA) scholarships for their hard work and academic success as accounting majors at Shippensburg University. Baker and Kon are recipients of multi-year \$5,000 scholarships, and Back earned a \$2,000 scholarship. All three awards are renewable, subject to the students maintaining criteria specified by the PICPA.



Jordan Back (top) from York has a 3.9 GPA. He has served as the alumni relations chair of SU's Wood Honors College; interned with Squire, Lemkin & Company, LLP in Rockville, Maryland; served as the director of internal affairs for SU's Student Government Association; and has been a delegate to the Model Organization of American States in Washington, DC. He also is a member of the Beta Gamma Sigma National Honor Society.



Ethan Baker is a dual major in accounting and finance from New Columbia who has a 4.0 GPA. He is a member of the Beta Gamma Sigma National Honor Society. He has served as the president of SU's Accounting Club, treasurer of Theta Xi fraternity, and president of the Food Recovery Network. Baker also participated in KPMG's Discover Leadership program and Baker Tilly's Spend a Day program.

Joseph Kon (bottom) is from Shermans Dale and has a 4.0 GPA. He is the billing and accounts receivable manager for Bekins A-1 Movers; interned with Harshbarger & Company; served as a tutor for SU's Accounting Department; and has volunteered as a tax preparer for Shippensburg's VITA program. He also has the unique distinction of being the first SU student to receive a Public Company Accounting Oversight Board (PCAOB) Academic Scholarship in 2018. Congratulations to the scholarship recipients!

SHARING FOOD WITH OUR COMMUNITY IN NEED

Written by TJ Dooley, Junior Entrepreneurship Major

It's just another Friday. I'm standing behind a long table lined with food for the people of Shippensburg to take for their meal. I look out over the sea of individuals eating and see the same faces I saw last week and the week before. Some struggle with addiction, some live with mental or physical disabilities, and some can't make ends meet.

They all can't be categorized into one group or the other, but a sole aspect brings them all together—food. One volunteer, Tony, walks to the opposite side of the table, yanking me out of my daydream. He's holding the hand of a little boy and shows him the mass amounts of food he can pick from. The boy looks in amazement at the spaghetti, bread, fruit, juice pouches, and, of course, a piece of birthday cake. He ends up with a plate made for a king, and with it, a smile from ear to ear.

The interaction that took place in front of me, that lasted no longer than a minute, brought back a realization of mine that certainly wasn't new. I have never worried about where I will eat next, nor have I ever lit up at the sight of a mediocre meal. I need this type of realization to reinvigorate why I do what I do. With the help of other hard-working

individuals, I expanded the Food Recovery program at the university, taking overproduced food at the dining hall and delivering it to one of six free meal services in town. Now, after completing over 100 deliveries, the fact that food isn't being wasted is still amazing, but the reality of feeding people who need it evokes a whole different feeling.



Knowing that I'm able to give some people who are food insecure a little bit more security makes the work put into the program all worthwhile. The food that we deliver feeds them during the meal, and afterward, if they are hungry and a free meal is not available. We are working to make our own free meal next semester, using the overproduced food from the dining hall and student volunteers. We plan to create another space to share ideas and bond over the common interest of food.

Serving Adams, Cumberland, Franklin and York Counties
January 1, 2018–December 31, 2018

Services Summary

320
Clients

2,357
Consulting
Hours

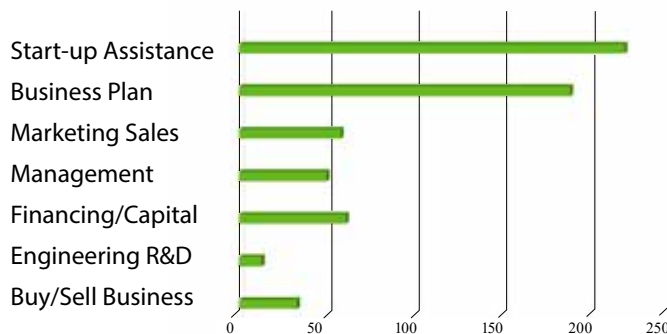
11
Educational
Events

89
Educational
Event
Attendees

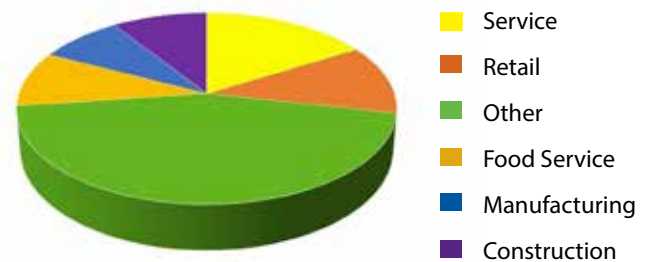
43
Business
Plans
Created

37
Financial
Projections
Created

Most Popular Consulting Topics



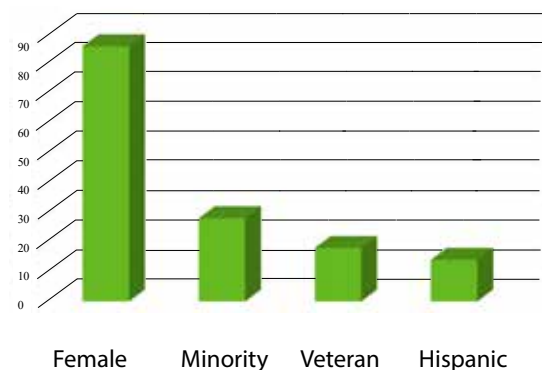
Type of Business



Client Status



Client Profile



Client Outcomes

\$15.3MIL
Increase in Sales

\$8.9MIL
In Capital
Formation

909
Jobs
Created/
Saved

27
New
Businesses
Started

3
Businesses
Purchased

FACULTY ACCOMPLISHMENTS

DR. AMIR AMINSEDEH

Associate Professor of Management

Academic Background

Ph.D. Old Dominion University, Norfolk, VA, Business Administration (Strategic Management & International Business Emphasis), 2018.; M.B.A. Sharif University of Technology, Tehran, Iran (General Management Emphasis), 2012.; B.Sc. Allameh Tabataba'i University, Tehran, Iran, Industrial Management, 2009.



Refereed Proceedings

Zhang, J., Amini Sedeh, A., & Seyed Abootorabi, S. (2018). National Social Capital, Self-Efficacy and New Venture Creation. Academy of Management Annual Meeting, 2018 (1), 15514.

Presentation of Refereed Papers

International

Amini Sedeh, A., Judge, W. Q., & Moayed, N. (2018-2019). Innovative entrepreneurship: The effects of entrepreneur's competencies and institutional voids. Academy of Management, Chicago, Illinois.

Zhang, J., Amini Sedeh, A., & Seyed Abootorabi, S.H (2018-2019). National social capital, Self-efficacy and new venture creation. Academy of Management, Chicago, Illinois.

Working Papers

Amini Sedeh, A., Frieder, R. E., & Zorn, M. L. (2018). "Diving into the black box: A fuzzy set analysis of the resource-based view. Target," targeted for Academy Of Management Journal.

Amini Sedeh, A. & Forghani Bajestani, M. (2018). "The Role of Entrepreneurial Self Efficacy and Institutions in Social and Commercial Entrepreneurship," targeted for Entrepreneurship and Regional Development.

Amini Sedeh, A. & Judge, W. Q. (2018). "Entrepreneurial resource management: a configuration analysis," targeted for Academy Of Management Journal.

Amini Sedeh, A., Seyed Abootorabi, S.H, & Zhang, J. (2018). "National social capital, entrepreneurial self-efficacy, and new venture creation.," targeted for Strategic Entrepreneurship Journal.

DR. JOSEPH B. BECK

Associate Professor of Management

Academic Background

Ph.D. Merage School of Business, UC Irvine, Irvine, CA, Management - Strategy, 2010.; M.B.A. University of Oregon, General Business (Management), 2003.; B.A. University of

California, Berkeley, Berkeley, CA, Asian Studies, 2001.

Refereed Proceedings

Abstract Only

Amini Sedeh, A., Bajestani, M. F., & Beck, J. B. (in press, 2019). The Differential Impact of Perceived Traits and Institutions on Entrepreneurial Decisions. Academy of Management Annual Meeting.

Presentation of Refereed Papers

International

Amini Sedeh, A., Bajestani, M. F., & Beck, J. B. (2019-2020). The Differential Impact of Perceived Traits and Institutions on Entrepreneurial Decisions. Academy of Management Annual Meeting, United States of America, Massachusetts.

Working Paper

Amini Sedeh, A., Bajestani, M. F., & Beck, J. B. (2019). "The Differential Impact of Perceived Traits and Institutions on Entrepreneurial Decisions."

DR. JERRY A. CARBO

Associate Professor of Management

Academic Background

PhD Industrial and Labor Relations NY State School of Industrial and Labor Relations, Cornell University; MILR NY State School of Industrial and Labor Relations, Cornell University; JD The Dickinson School of Law of The Pennsylvania State University Business and Society, Labor Relations, Employment Law, Organizational Behavior, Sustainable Management



Refereed Articles

Carbo, J. A. (2019). Why Labor Should Support the Green New Deal. United Association of Labor Educators Conference.

Carbo, J. A. (in press, 2019). The Strike Wave of 2018-19 and lessons from two surveys of Teacher Working Conditions. Labor Research and Action Network.

Carbo, J. A. (in press, 2018). Exploring Training of HR Managers as a path to preventing, detecting, eliminating and remedying workplace bullying. LERA Annual Meeting.

DR. SUNHEE CHOI

Associate Professor of Marketing

Academic Background

Ph.D. Texas Tech



University, Marketing, 2012.; M.B.A. Marshall University, Huntington, WV, Business, 2008.; B.A. Chonbuk National University, ChonJu, South Korea, Business Administration, 2005.

Refereed Articles

Choi, S., Lee, S., & Friske, W. (in press, 2018). The Effects of Featured Advertising and Package Labeling on Sustainability of Cause-Related Marketing (CRM) Products. Sustainability.

DR. VIET T. DAO

Associate Professor of Management Information Systems

Academic Degrees

Ph.D. University of Oklahoma, Norman, OK, USA, Management Information Systems (Strategic Management minor), 2008.; M.Sc. University of Leeds, Leeds, UK, Information Systems, 2003.; B.Sc. Hanoi University of Technology, Hanoi, Vietnam, Electronics Engineering, 2001.



Refereed Articles

Dao, V., & Abraham, T. (in press, 2019). A Longitudinal Exploratory Investigation of Innovation Systems and Sustainability Maturity Using Case Studies in Three Industries. Journal of Enterprise Information Management.

Dao, V. (in press, 2018). The Battle for Survival: Innovating Firms' Strategic Signaling Behaviors and Their Impacts on Business Success during the Shakeout Period after the Standards War. Journal of High Technology Management Research.

DR. DAVID HWANG

Associate Professor of Supply Chain Management

Academic Background

PhD (Manufacturing and Technology Management) – University of Toledo (2011); MBA (Information Systems) – University of Toledo (2005); MS (Urban Engineering-Transportation) – Hanyang University (1997); BS (Urban Engineering) – Hanyang University (1995)



Refereed Articles

Lee, G., Shin, G., Hwang, D., Kuper, P., & Kang, M. (2018). How manufacturers' long-term orientation toward suppliers influences outsourcing performance. Industrial Marketing Management, 74, 288-297

DR. M. BLAKE HARGROVE

Professor of
Management

Academic Degrees

Ph.D. University of Texas at Arlington, Arlington, Texas, Management (Higher Education Administration minor), 2012; M.A. Webster University, Management, with distinction, 1993; B.A. University of the State of New York, Regents College, Liberal Studies, 1991

**Book**

Carbo, J. A., Dao, V. T., Haase, S. J., Hargrove, M. B., & Langella, I. M. (2018). *Social Sustainability for Business*. New York: Routledge

DR. IRMA L. HUNT

Associate Professor of
Foundations of Business
Administration

Academic Background

Doctor of Education, (Ed.D) Penn State University; Master of Business Administration, (MBA), Specialization: Management of Global IT; The American University, Washington, DC; Master of Library and Information Science (MLIS), University of Texas at Austin; Bachelor of Arts Degree, University of Texas at Austin

**Presentation of Refereed Papers***National*

Hunt, I. (2018-2019, October). Facilitating Achievement through Coaching: A New Model of Inquiry and Iterative Processes. Academy of Business Research Conference, San Antonio, Texas.

D. (2017-2018). "Business Closures: Communicating Bad News to Employees, Shareholders and Communities—Use and Effects of Social Media." ABC 82nd Annual International Conference in Dun Laoghaire, Dublin, Ireland, October 18-21, 2017, Dublin, Ireland.

DR. HYUNPYO KIM

Associate Professor of
Accounting

Academic Degrees

PhD, Sungkyunkwan University; MA, Texas Tech University; MBA and BBA, Chung-Ang University

Presentation of Refereed Papers*International*

Kim, H. (2018-2019). The effect of board diversity on SG&A cost stickiness. Management Accounting Section Conference,



Fort Lauderdale, Florida.

Kim, H. (2018-2019). The consequence of IFRS adoption in Korea: Evidence from interview and survey. American Accounting Association Annual Conference, National Harbor, Maryland.

Working Papers

Kim, H. (2018). "CSR and Operating Cash Flows Management: An Examination of Credit Market Incentives."

Kim, H. (2018). "The effect of board diversity on SG&A cost stickiness." Kim, H. (2018). "The effect of earnings management on asymmetry of earnings recognition timeliness."

Kim, H. (2018). "The effect of life cycle on asymmetry of earnings recognition timeliness."

Kim, H. (2018). "The Effect of Cash Dividend on CFO management."

DR. IAN LANGELLA

Department Chair of
Finance & Supply Chain
Management

Professor of Supply
Chain Management

Academic Degrees

University of Magdeburg, Magdeburg, Germany; Ph.D. in Operations Management, 2007; University of Magdeburg, Magdeburg, Germany; M.A. in Management, 2000; Maine Maritime Academy, Castine, Maine, USA, B.S. in Nautical Science, 1994

**Refereed Articles**

Neidigh, R., & Langella, I. M. (in press, 2019). Teaching students supply chain risk using a linear programming model of the fictitious online retailer Elbe. *Journal of Education for Business*.

Presentation of Non-Refereed Papers*International*

Langella, I. M. & Bligh, A. (2018-2019). Education for Sustainable Product Design. Invited presentation at Global Product Sustainability Workshop, East Greenwich, Rhode Island.

DR. FAN LIU

Associate Professor of
Finance

Academic Degrees

Georgia State University Ph.D. in Risk Management and Insurance, 2012; Katholieke Universiteit Leuven, Belgium M.S. in Financial and Actuarial Engineering, 2005; M.S. in Statistics, 2004; Tongji University, China; B.A. in Administrative Management, 2002

**Presentation of Refereed Articles**

Liu, F. Liu, F. (2018-2019). Does Identity

Theft Insurance Undermine Risk Perceptions and Increase Risky Behavioral Intentions? Southern Risk and Insurance Association Conference, Orlando, Florida.

DR. YUCONG LIU

Associate Professor of
Management Information
Systems

Academic Degrees

Ph.D. University of Kansas, Business Administration, 2010.

**Working Papers**

Liu, Y. (2019). "Empirical evidence of dynamic IT capabilities from a process-oriented perspective," targeted for *Journal of Management Information Systems*.

Liu, Y. (2019). "What is dynamic IT capability? Model comparison and concept development," targeted for *Information & Management*.

Liu, Y. (2019). "Is IT embedded capability a new type of dynamic capabilities?," targeted for *Journal of Applied Business & Economics*.

DR. ROBERT O. NEIDIGH

Associate Professor
of Supply Chain
Management

Academic Degrees

Ph.D. Penn State University, State College, PA, Management Science, 2006.; M.M.M. Penn State University, State College, PA, Manufacturing Management, 1999.; B.S.B.A. Shippensburg University, Shippensburg, PA, Decision Science, 1998.

**Refereed Articles**

Neidigh, R., & Langella, I. M. (in press, 2019). Teaching students supply chain risk using a linear programming model of the fictitious online retailer Elbe. *Journal of Education for Business*.

DR. WILLIAM D. OBERMAN

Department Chair of
Management, Marketing
and Entrepreneurship

Professor of
Management

Academic Degrees

Ph.D. University of Pittsburgh, Katz Graduate School of Business, Pittsburgh, PA, Major: Business Environment and Public Policy; Minor: Strategic Planning and Policy, 1996; M.B.A. University of Pittsburgh, Katz Graduate School of Business, Pittsburgh, PA, 1991; M.E.R. University of Pittsburgh, School of Engineering, Pittsburgh, PA, Energy Resources,



1984; B.A. University of Pittsburgh, College of Arts and Sciences, Pittsburgh, PA, History and Political Science, 1980.

Working Papers

Oberman, W. D. (2018). "The Struggle for the Soul of the Follower: An Analysis of Ethical Followership," targeted for Journal Of Managerial Issues.

DR. MING-SHIUN PAN
Professor of Finance



Academic Background

Ph.D. University of Alabama, Tuscaloosa, AL, Finance, 1990; M.A. University of Alabama, Tuscaloosa, AL, Management Science, 1984; B.B.A. Fu-Jen Catholic University, Taipei, Taiwan, Business Administration, 1978.

Refereed Articles

Hardin, W. G., Huang, G., Liano, K., & Pan, M. (in press, 2019). Firm and Industry Informational Content from REIT FFO Announcements. Journal of Property Research.

Huang, G., Liano, K., & Pan, M. (in press, 2018). Do Open-Market Stock Repurchases Convey Firm-Specific or Industry-Wide Information? Evidence from REITs. Journal of Economics and Finance.

Huang, G., Liano, K., & Pan, M. (in press, 2018). Investors' Opinion Divergence and Post-Earnings Announcement Drift in REITs. Journal of Real Estate Portfolio Management.

Refereed Articles

Huang, M., Liano, K., & Pan, M. (2018-2019). REIT Dividend Changes and Stock Price Information Content. Financial Management Association annual Conference, San Diego, California.

DR. JUNE DUNG PHAM
Associate Professor of Finance



Academic Background

Ph.D. University of South Florida, Tampa, FL, 2012; M.B.A. Marshall University, Huntington, WV, 2005; B.B.A. Hanoi Foreign Trade University, Hanoi, Vietnam, Economics, 2003

Certifications

Financial Risk Manager, 2015 (2013-2015); Teaching Online Certification Course, 2013 (2013), Pennsylvania; Certificate of Teaching Effectiveness, 2008 (2008), Florida.

Refereed Articles

Nguyen, T., & Nguyen, T. (2018). Unexpected Open Market Stock Repurchases and Firm Performance. Academy of Business Research

DR. W. ADAM POWELL
Associate Professor of Marketing



Academic Degrees

Ph.D. University of Tennessee, 2015; M.B.A. Brigham Young University, Provo, UT, Marketing (Strategy minor), 2010; B.S. Wilmington University, New Castle, DE, Organizational Management, 2007; A.S. Gloucester County College, Sewell, NJ, Computer Information Systems, 1999

Refereed Proceedings

Abstract Only
Powell, A. (2018). "Bolstering Customer Trust and Commitment through Climatic Organizational Memory." Society for Marketing Advances Proceedings, 311-312

Working Papers

Powell, W. Adam (2019). "Examining Climatic Organizational Memory: Customer Relationship Benefits from Customer Information Retention," targeted for Journal of Small Business Strategy.

Powell, A. & Munyon, T. P. (2019). "Examining Stereotyping and Prejudice as Barriers to Interfunctional Cooperation," targeted for Journal Of Applied Psychology.

DR. MOHAMMAD RAHMAN
Associate Professor of Marketing



Academic Degrees

Ph.D. University of Newcastle, Australia, Business Administration, 2013; M.B.A. University of Houston Clear Lake, Houston, Texas, Management Information Systems (Marketing Emphasis), 2004; B.B.A. University of Houston Clear Lake, Houston, Texas, Management (Marketing Emphasis), 1999; A.A. San Jacinto College, Pasadena, Texas, Business Administration (Management Emphasis), 1997.

Refereed Articles

Carlson, J., Gudergan, S. P., Gelhard, C., & Rahman, M. M. (2019). Customer engagement in social media platforms: Configurations, equifinality and sharing. European Journal of Marketing., doi: <https://doi.org/10.1108/EJM-10-2017-0741>.

Carlson, J., Wyllie, J., Rahman, M. M., & Voola, R. (2018). Enhancing brand relationship performance through customer participation and value creation in social media brand communities. Journal of Retailing and Consumer Services.

Carlson, J., Rahman, M. M., Voola, R., & de Veris, N. J. (2018). Customer engagement behaviours in social media: Capturing innovation opportunities. Journal of Services

Marketing, 32 (1), 83-94.

Carlson, J., Rahman, M. M., Taylor, A., & Voola, R. (2017). Feel the VIBE: Examining value-in-the-brand-page-experience and its impact on satisfaction and customer engagement behaviours in mobile social media. Journal of Retailing and Consumer Services, 46, 149-162

Refereed Proceedings

Abstract Only
Rim, H. K. & Setaputra, R. (2018). "Volatility Carlson, J., Liao, Y., & Rahman, M. M. (2019). Exploring the linkage between customer engagement and sharing behavior in social media brand communities: Curvilinear effects and the moderating roles of perceived innovativeness and perceived interactivity. Academy of Marketing Science.

Wyllie, J., Carlson, J., & Rahman, M. M. (2019). Burdens of Health Service Access: Examining Prospective Customers Perceptions of Clinical Help-Seeking. Academy of Marketing Science.

Carlson, J., Rahman, M. M., Wyllie, J., & Voola, R. (2019). Cultivating engaged consumers in online brand communities: Evidence from Gen Y consumers in China. Academy of Marketing Science

Papers Under Review

Carlson, J., Rahman, M. M., Wyllie, J., & Voola, R. (2019). "Cultivating engaged customers in online brand communities: Evidence from Gen Y customers in China," Initial submission to European Journal of Marketing.

DR. HONG K. RIM
Professor of Finance



Academic Background

Ph.D. in Finance (Penn State University, 1986)

Refereed Proceedings

Rim, H. K., & Setaputra, R. (2019). Equity Market Integration and Diversification: Comparative Study. International Conference on Business and Finance Research.

Abstract

RIM, H. K., & Setaputra, R. (2018). Innovations across Stock Markets: Comparative Study for two Crises. (IISes 35th) International Academic Conference.

DR. JANICE E. RUMMELL
Associate Professor of Accounting



Academic Background

D.B.A. Kennesaw State University, Kennesaw, GA, Accounting, 2016.; M.B.A. University of Pittsburgh, Pittsburgh, PA, 2001; M.A. Saint Francis University, Loretto, PA, Industrial Relations, 1994; B.A. University of Pittsburgh, Johnstown, PA,

Business Economics, 1984.

Refereed Articles

Rummell, J. E., DeZoort, F. T., & Hermanson, D. (in press, 2018). Does Audit Firm Tenure Matter to Audit Committee Members? Evidence from an Accounting Dispute. *Accounting Horizons*.

DR. ROBERT D. STEPHENS

Associate Professor of Management

Academic Background

Ph.D. Indiana University, Bloomington, IN, International Business and Strategic Management, 1998; M.B.A. University of Pittsburgh, Pittsburgh, PA, Management and International Business, 1991; B.A. Brigham Young University, Provo, UT, Humanities, 1990

Working Papers

Effectiveness of Common Management Practices: A Cross-National Comparison," targeted for *Journal of Business Strategy*.

Stephens, R. D. & Soares, A. M. (2019). "Language Diversity and Global Virtual Team Performance," targeted for *Journal of International Business Education*.

Tavoletti, E., Stephens, R. D., & Dong, L. (2019). "Peer review in group projects: The Good, the bad, and the ugly," targeted for *Research in Higher Education Journal*.

DR. VICKI F. TAYLOR

Associate Professor of Human Resource Management

Academic Degrees

Ph.D. Temple University, Philadelphia, PA, Human Resource Administration, 2005; M.A. St. Francis University, Loretto, PA, Personnel and Labor Relations, 1988; B.S.B.A. Shippensburg University, Shippensburg, PA, Management, 1981

Refereed Article

Taylor, V. F. (2019). "Afraid of the deep: Reflections and analysis of a role-play exercise gone wrong." *Journal of Management Education*.

Refereed Proceedings

Full Paper

Taylor, V. F., Stickney, L. C., & Fender, C. M. (2019). "What's Your Brand? An exercise for identifying, communicating, and developing a leadership brand." *Management & Organizational Behavior Teaching Society*.

Taylor, V. F. (in press, 2019). "Work motivation theories in practice: An experiential exercise." *Eastern Academy of Management*.



Taylor, V. F., & Bishop, K. (2019). "Mindfulness Skills for Leadership Development." *Management & Organizational Behavior Teaching Society*.

Presentation of Refereed Papers

International

Taylor, V. F. & Bishop, K. (2018-2019, June). "Mindfulness Skills for Leadership Development." *Management & Organizational Behavior Teaching Society*, Mahwah, New Jersey.

Taylor, V. F., Stickney, L. C., & Fender, C. M. (2018-2019, June). "What's Your Brand? An exercise for identifying, communicating, and developing a leadership brand." *Management & Organizational Behavior Teaching Society*, Mahwah, New Jersey.

National

Taylor, V. F. (2018-2019, May). "Work motivation theories in practice: An experiential exercise." *Eastern Academy of Management*, Wilmington, Delaware.

Regional

Taylor, V. F. (2018-2019, March). "Virtual Leader: Practicing Leadership Using Role-play Simulation Software." *Mid-Atlantic Organizational Behavior Teaching Conference*, Philadelphia, Pennsylvania.

Papers Under Review

Taylor, V. F., Stickney, L., Fender, C. M., & DeMarr, B. (2019). "Lost in Translation: Helping Students Understand Scholarly Works," under review at *Management Teaching Review*.

DR. BRIAN WENTZ

Department Chair of Accounting and Management Information Systems

Associate Professor of Management Information Systems

Academic Background

D.S. I.T. Towson University, Information Technology, 2010; M.S.



Pennsylvania State University, Information Systems, 2006

Refereed Articles

Wentz, B., & Pham, D. (2018). "Documenting the Accessibility of 100 U.S. Bank and Finance Websites." *Universal Access in the Information Society*

DR. HUILAN ZHANG

Associate Professor of Accounting

Academic Degrees

Ph.D. University of Toledo, Toledo, OH, Manufacturing and Technology Management (with a Specialization in Lean Accounting), 2017; M.S. Philadelphia University, Philadelphia, PA, Taxation, 2011; M.S. Southwestern University of Finance and Economics, Chengdu, China, Accounting, 2006; B.S. Southwestern University of Finance and Economics, Chengdu, China, Accounting, 2003

Refereed Articles

Yang, X., & Zhang, H. (2019). "Extreme absolute strength of stocks and performance of momentum strategies." *Journal of Financial Markets*.

Working Papers

Zhang, H., HassabElnaby, H., & Said, A. (2018). "Lean Implementation and Managerial Ability."

Zhang, H., HassabElnaby, H., & Said, A. (2018). "The Impact of Lean Implementation and Board Composition on Healthcare Outcomes."

Zhang, H., HassabElnaby, H., & Said, A. (2018). "An Empirical Investigation of Lean Implementation and Performance Consequences: Evidence from U.S. Hospitals."

Zhang, H. (2018). "CEO Compensation and Hospital Performance – Empirical Evidence from Nonprofit Hospitals."

Zhang, H. (2018). "The Impact of Executive Compensation Policy on Firm's Performance: An Open Innovation Perspective."

Zhang, H. & Said, A. (2018). "Lean Adoption: Antecedents and Performance Consequences."



Student Organizations

PRINCIPLE BUSINESS LEADER INSTITUTE

PBLI is an annual event where alumni and brothers from chapters all over can gather and learn about professional development, leadership skills, and networking opportunities. The events at PBLI allow for students to enhance their professional development. As a chapter, we got to improve on interview skills, review resumes, and bring knowledge back to Shippensburg.

During the institute, students networked with other chapters, attended events, listened to regional speakers, and participated in training on chapter development. "PBLI was an awesome experience that, yet again, increased my knowledge and overall business etiquette. On top of the workshops, I met the founder of Evereden and learned how she turned her dreams into a reality."

ALPHA KAPPA PSI

Alpha Kappa Psi is a professional co-ed business fraternity founded in 1904 with the purpose of developing its members into principle business leaders. Originally founded by four men at New York University, the professional organization now has over 298,000 initiated members at 219 universities in four countries.

Throughout the year, we held over thirty meetings on topics revolving around our values of professionalism, knowledge, unity, and integrity. We plan philanthropy, fundraising, and professional events such as Pathways that took place in the spring 2019 semester. This event assisted with student development, planning for the future, and networking events in various careers. In order to make events like these possible, Alpha Kappa Psi contains over forty positions that allow students to progress professionally and improve their on-campus involvement. As a student-run organization; we continue to work closely with both the College of Business and Career Center faculty members. Alpha Kappa Psi is always trying to expand their connections both inside and outside of Shippensburg University. For example, our alumni network continues to grow and contribute to the many events we hold throughout the year.

Our national organization continues to improve the knowledge and operations of its members. Alpha Kappa Psi hosts our annual Principled Business Leadership Institution (PBLI). Available to all members, chapters from across the nation gather among four different locations to participate in leadership workshops, position development, and tremendous networking opportunities. Along with PBLI, our organization



(From left) Craig Swallow, KPMG audit senior manager, and Ethan Baker

hosts Presidents Academy that is open to every president of the 219 chapters. The Xi Tau president, Tyler Hickey was able to fly to Denver, Colorado, with the help of Grove College of Business and Shippensburg University, to network with students across the globe and more importantly, learn tons of information that is being implemented to run a more successful and efficient chapter.

INVESTMENT CLUB

The Investment Club is an organization focused on careers in finance-related fields. The Ship Global Collegiate Fund, our portfolio, is run and maintained by club members to provide students with an educational experience in managing a real dollar portfolio around \$23,000. In addition to managing the portfolio, the Investment Club holds weekly meetings covering financial markets, current events, and professional development. This year, we hosted guest speakers from Bank of America and Northwestern Mutual along with Alix Rouby, former director of MBA Recruitment, Business Internship, and Entrepreneurial Outreach at Shippensburg. In the spring, our executive board had the opportunity to attend the Quinpiac GAME (Global Asset Management Education) IX Forum in New York City along with the Investment Management Program where students and faculty connect with Wall Street professionals in interactive discussions. The forum includes student workshops geared toward learning investment strategies and industry best practices. We participated in the portfolio competition and placed 3rd in the undergraduate growth style division. The portfolio competition is based on twelve-month, risk-adjusted return in 2018. Our third place came in the undergraduate growth equity category. The Ship Global Collegiate Fund has a return of 2.84% last year versus -4.38% for the S&P 500 index. On a risk-adjusted return basis (annual return/monthly standard deviation), the Ship Global Collegiate Fund yields a risk-adjusted return of 61.0% versus -98.9% for the S&P 500 index. The portfolio's top three investments in 2018 were Amazon.com (AMZN)

with 28.4% return, Microsoft (MSFT) with 18.7% return, and American Tower (AMT) with 10.9% return.

PHI BETA LAMBDA

In March, Shippensburg University's chapter of Phi Beta Lambda (PBL) attended the Pennsylvania State Leadership Conference in Harrisburg to attend networking events, volunteer opportunities, educational workshops, and business-focused academic competitions.

The keynote speaker of the opening general session was Tina Nixon, vice president of mission effectiveness and chief diversity officer at University of Pittsburgh-Pinnacle Health Systems. Her presentation focused on leadership philosophy, and approaches for business professionals.

Members later competed in academic competitions in numerous fields of study, which included business law, public, and impromptu speaking, business decision making, and other topics. Members also learned practical skills while attending educational workshops on hospitality management, emotional intelligence, LinkedIn, business wardrobe budgeting, goal setting, and investing.



Shippensburg's place winners are (front row, from left) Jesse Diamond, Aliych Bair, Kaitlin Deimler, and Ian Cagle; (back row, from left) Leah Wolfinger, Skyler Waters, Dr. Edward Pitingolo (Chapter Advisor), Angela Chen, and Vanessa Thoms.

Members participated in a state service project to design and create capes that were donated to the Ronald McDonald House of Hershey.

During the awards and closing ceremonies, Shippensburg's chapter was presented with seven awards. Kaitlin Deimler placed first in both organizational behavior and introduction to computer programming concepts; Jesse Diamond placed second in microeconomics and information management; Vanessa Thomas placed second in personal finance; Ian Cagle placed second in cost accounting; and Leah Wolfinger placed third in business decision making.

The participants earned eligibility to attend FBLA-PBL's premier event, the National

Leadership Conference (NLC), in San Antonio, Texas, in June, where these members represented Shippensburg University by competing in academic competitions at the national level.

SHRM

The Human Resource Management Club, which operates as an affiliate of the larger Society for Human Resource Management Organization, provided opportunities to educate students on professional development with speakers in HR during chapter meetings. All of these activities and participation were made possible by HRMC's team, including a president, vice president, secretary, treasurer, vice president of merit, fundraising chair, director of membership, and philanthropy chair.

HRMC engaged with community in four philanthropic and fundraising events as well. SHRM raised funds on five separate occasions to support its activities by partnering with businesses like Panera Bread and MOD Pizza. The club held a canned food drive with King's Kettle and also provided donations to Cumberland Valley Animal Shelter. Members also participated in the Student Involvement Services Fair, the John L. Grove Ice Cream Social, the College of Business Etiquette Dinner, the College of Business Advisory Board Meeting, and the Career Fair. HRMC visited one of the meetings of the local SHRM chapters and of the Human Resource Professionals of Central Pennsylvania meeting, as well as attending the November 2018 SHRM Legal and Legislative Conference.

SUPPLY CHAIN CLUB

In the fall semester, the supply chain management club visited DHL's Unilever warehouse in Newville. Students walked through the entire process from inbound to outbound, and learned how they separate in-store and online orders. The managers at DHL sat down with the students to discuss the opportunities at DHL, with one being the management development program that would start in a student's freshman year. After the tour, the club and managers from DHL went to CJ's restaurant in Shippensburg for dinner and networking.

In the spring, members of the club competed in the fifth annual Weinman Cup hosted by Towson University. The competition was developed by the supply chain team at Penguin Random House, dealing with a current capacity issue on the production of new books, and asked for possible solutions. Here, the club presented solutions on ways to streamline production that included direct and rapid-fire fulfillment solutions and contract revisions. After the case presentation, the team traveled to Penguin Random House's distribution center in



Dr. Setaputra, Dan Nyswaner, Jon Klinedinst, Grace Penney, and Kaelin Lynott. Westminster, Maryland, where they networked with more supply chain professionals at Penguin Random House.

The club visited the Dundalk marine and Seagirt marine terminals and the centralized examination station in Baltimore, Maryland, learning about the different strategies in place to handle the increase in shipments, and how the industry is being impacted due to the trade war. At the centralized examination station, the club learned about the different precautions used to ensure safety such as the percentage of lead in children's toys, different bugs living inside the wood of the pallets, and other invasive species that can travel overseas via containers.

WOMEN LEADERS

This year, The Women Leaders of John L. Grove College of Business have made an impact at Shippensburg University by bringing the Raider Ready Professional Dress Closet to campus. The closet is located in the Career Center in CUB 108. The club keeps track of inventory, maintains organization of the closet, and has operating hours among other duties that come with maintaining a business. They try their best to make sure every student has the right dress wear for interviews, job fairs, class presentations, etc. They recently received the Emerging Student Group award and an

honorable mention for the Advocacy award at the 2018-2019 Student Life Awards for their outstanding leadership skills and for providing a beneficial resource to the student body.

This past year, The Women Leaders started a community service project with the Shippensburg Produce Outreach (SPO). Each semester they pick two dates to stand outside of the local Dollar Tree and ask customers to donate personal care products to SPO. They have collected over 800 products to contribute to SPO's personal hygiene bank this semester, and they are excited to see what next year brings them as they continue to make a difference within the campus and the outside community.

In October, the executive board and Alix Rouby attended the Pennsylvania Forum on Women in Business and Finance in Harrisburg. The panel consisted of Dr. Victoria Geyfman from Bloomsburg University, Patti Husic, the CEO of Centric Bank, Robin Wiessmann, secretary of banking and securities, and panel moderator Janet Yeomans from the State System. They enjoyed discussing varying topics with these successful women and gaining beneficial advice from them that the executive board passed onto the club's general members in their bi-weekly meetings.

The club has also continued their mentoring program with Network of Executive Women (NEW). The committee pairs each club member with a mentor that is in a similar field the student is expecting to work in upon graduation. NEW helps the club with going over resumes, assists with job shadow opportunities, gaining networking opportunities, and providing leadership and assistance when needed as an adviser.

HYBRID PROGRAM RECOGNIZED

Shippensburg University's online Business Administration, with hybrid Management Information Systems Concentration, MBA program has been listed as one of the nation's best among similar programs, according to OnlineMBAPage.com.

The John L. Grove College of Business at Shippensburg University has a longstanding reputation in the Northeast for exceptional value, offering MBA students a program that combines the flexibility of online and evening courses, diverse and sought-after concentration options, and the assurance of uncompromising quality that comes with AACSB-accreditation.

According to OnlineMBAPage.com, the hybrid MBA-MIS checks all these boxes, easily earning it a place on the list of Top Online MBAs in Information Systems Management for 2019-20. "The reputation for excellence at the John L. Grove College of Business by itself might have been enough to carry this specialized MBA to the winner's podium, but it didn't have to. Bringing in faculty heavyweights with advanced degrees and lengthy backgrounds in research, academia and industry in areas like computer science, management information systems, big data analytics and even electrical engineering, meant the MBA-MIS at Shippensburg steps into the winner's circle without needing any help from the broader reputation of the College of Business," the site reported.

OUR BUSINESS INTERNSHIP PROGRAM gives you that blend of academic learning with real-world action, increasing your job opportunities upon graduation. Internships are available in a variety of businesses in south-central Pennsylvania, across the United States, and the world. Each year, the university participates in many different career fairs where hundreds of organizations recruit our students for internship opportunities.

Our faculty's goal is to provide you with a base of knowledge and skills for a lifetime of learning in a professional career of your choice. The faculty, over 95 percent of whom have a doctorate in their field of study, pride themselves in offering a highly personalized learning environment. Your educational experience is guaranteed to be state of the art because our faculty members continue their professional growth through research and their work as consultants. Our small classes enable you to interact on a one-to-one basis. This helps you to develop strong communication, interpersonal, teamwork skills, and leadership.

INFORMATION

Grove Hall 324
(717) 477-1140
bip@ship.edu

WALKING FOR HEART HEALTH



GROVE COLLEGE JOINED FORCES WITH THE AMERICAN HEART ASSOCIATION for the Shippensburg Heart Walk at the Cumberland County Rail Trail last October. Staff from the dean's office solicited donations from local companies and created thirteen gift baskets for a silent auction held the day of the walk.

The Heart Walk raised more than \$5,700 to benefit the American Heart Association, and ranked third among the Mason Dixon Heart Walk after JLG and Citi.

Thanks to all who participated and donated to the event. A huge thank you to the local businesses for their sponsorship/donations: Snoke's Excavating & Paving, Giant Foods, Hair Cottage, Weis, Auto Zone, DiDi's Tea, and Shetron's Tire Service.



SHIPPENSBURG UNIVERSITY

John L. Grove College of Business
Grove Hall 124, 1871 Old Main Drive, Shippensburg, PA 17257-2299
(717) 477-1435 business@ship.edu

SHIP.EDU/BUSINESS

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