

# JOHN L. GROVE COLLEGE OF BUSINESS

## A TRADITION OF EXCELLENCE

2020-21 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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*A Tradition of Excellence*

# JOHN L. GROVE COLLEGE OF BUSINESS

## IT IS MY PLEASURE TO PRESENT THE JOHN L. GROVE COLLEGE OF BUSINESS 2020-2021 ANNUAL REPORT.

The year began under continued limitations due to COVID-19, but the university was committed to bringing students, faculty, and staff back to campus. Many different technological resources were employed by faculty in the classroom to enable students the opportunity to learn both in-person and remotely. Altered schedules and flexibility in academic delivery modalities kept our students engaged in the learning process throughout the academic year. Through it all, we learned much about ourselves personally, professionally, and as a team.

As a unit, we greeted our AACSB Peer Review Team virtually in October 2020. Months of preparation and planning for the reaccreditation visit came down to two short days. Faculty, students, staff, and administration told their story and ultimately, the Peer Review Team recommended reaccreditation. This reaccreditation affirmation and the Peer Review Teams recommendations fuels us for the next five years as the Grove College of Business strives for continual improvement. Already, our faculty are reviewing programs and our Assurance of Learning program is growing in strength. I look forward with anticipation at what we will accomplish.

The university continues to face challenges both related to enrollment and financial obstacles. The PASSHE system redesign is filled with anxious anticipation. I am confident that the Grove College of Business will continue to lead by example by critically assessing what we do well and examine closely areas for improvement and growth. I am excited for the future of the school and that of Shippensburg University

The Grove College of Business continues to be highly ranked among AACSB accredited schools by the widely recognized *US News & World Report* and *Princeton Review*. Many of our programs were recognized by Study.com which focuses on areas such as accessibility, affordability, faculty, partnerships with industry leaders, and standout initiatives that enhance student's overall learning experiences such as internship opportunities.

I am very proud of our faculty accomplishments in all areas of teaching, scholarship, and service. Our staff have been incredible in supporting the mission of the college.

I would like to express my sincere appreciation to the members of the Grove College of Business Advisory Board, Finance Council, and Supply Chain Management Council for their dedication and support. Your input is instrumental in leading the college to develop strategies to enhance the undergraduate business programs, improve student engagement, retention, and offer professional experiences that are of great value to our students.

I wish you the best during the 2021-2022 academic year and beyond.

Sincerely,

Dr. John G. Kooti, PhD, Dean

John L. Grove College of Business



## AACSB ACCREDITATION



Dr. Michael Coolson, Dr. Allison Watts, Dr. John Kooti, and Dr. William Oberman celebrate the 2021 AACSB re-accreditation announcement.



# COLLEGE OF BUSINESS ADVISORY BOARD

**Douglas K. Besch '95**  
KPMG, LLP

**Jeremy A. Bowersox '01**  
Grove-Bowersox Funeral Home Inc.

**Barbara L. Breslin '80-'87M**  
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**Brian R. Carosielli '97**  
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**Jerome M. Dean '82**  
PA Department of Transportation, Retired

**James A. DeGaetano, Jr. '99**  
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**Charles H. Diller, Jr.**  
JLG Industries, Inc., Retired

**Gloria Zook Diodato '88**  
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Belco Community Credit Union

**John M. Varvaris '80**  
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**Bryan P. Wright '88**  
Exelon Generation

**Gerard M. Zack '81**  
The SCCE & HCCA

## COB ADVISORY BOARD WELCOMES NEW MEMBERS

**KYLER FORD '10** earned his BSBA in marketing from Ship and was an All-American football player for the 2009 PSAC champion Raiders. After graduating from Ship, Kyler moved to Pittsburgh where he currently lives downtown. He began his career in commercial insurance working for Henderson Brothers Inc. and then went to work in fundraising and development at Duquesne University. However, for over the last six years, Kyler has been part of the executive leadership of two technology start-ups as the Vice President of Sales. Kyler is married to Krista Kelly Ford '09. The two met while attending Ship. Kyler serves on the board of



The Challenge Program Inc. and is actively involved in the Mario Lemieux Foundation.

**ROB LIEBLEIN '83** earned a dual degree in accounting and mathematics/computer science from Ship in 1983.

Rob is the Founder and Chief Development Officer of Alera Group which is the 11<sup>th</sup> largest independently owned insurance and financial services firm in the country with over 100 offices and approximately 3,000 employees. Prior to the founding of Alera Group, Rob was an insurance industry consultant where he



worked with large national, regional, and local insurance agencies in growth consulting and was involved in more than 150 M&A transactions. He began his career at KMPG in Harrisburg, Pennsylvania where he spent 13 years prior to starting his own consulting firm. Rob and

his family currently split their time between Harrisburg, PA and Bethel, ME where his daughters attended a ski racing academy for high school.

# MESSAGE FROM JOHN VARVARIS

*Chair, College of Business Advisory Board*

The past year has presented challenges to all of us, but the John L. Grove College of Business Advisory Board continued its focus to support the college. Like most of us, we held online meetings and engaged with students, faculty, the AACSB Review Team, and others virtually.



The board's most significant contribution over the past year was in support of the successful reaccreditation as one of the nation's AACSB Accredited Business Schools. Members of the board engaged with the AACSB Peer Review Team to outline the mission, strategic planning, innovation, and impact of the Grove College of Business. We were delighted to be part of the successful reaccreditation process.

Engagement by the board continues to be our focus. Engagement with students via interaction at meetings and outside of meetings in student endeavors around internships, job shadowing, mentorship, guest speaking to organizations, and Raider Ready programs. Additionally, to provide insight and support initiatives, the board engages with Dr. John Kooti, faculty of the Grove College of Business, and university officials. This engagement allows the board to provide guidance and direction to the Grove College of Business to ensure the programs offered continue to be of high quality as well as relevant for current and future business requirements.

Many of the board members are alumni of the Grove College of Business, but some are not alumni, yet all have a passion for supporting the Grove College of Business. Our board is excited to continue to support Dr. John Kooti and his team on matters important to the Grove College of Business' future growth.



East Penn Manufacturing, Company of the Year, joined students and faculty for an ice cream social. From left to right: Dr. Allison Watts, Vince Cusati, Nichole Metzger, Douglas Kubinak, Dr. William Oberman, and Dr. John Kooti.





Top row: Timothy Long, Christina Foschia, Lani Longarzo, Lisa Percetti, Michelle Chopper  
 Second row: Jon Moats, Dr. John Kooti, Dr. Fan Liu, Chris Weber, Christian Hennel, Dr. Ming-Shiun Pan and Christian Hennel  
 Third row: Justin Ellsesser, Dr. William Oberman, Joseph Nicholas, Dr. June Pham, Christopher Jackson  
 Bottom row: Zachary Paul, Richard Powers  
 Not pictured: David Morgan

## FINANCE ADVISORY COUNCIL

### Michelle R. Chopper '02

Cohen and Company, Ltd.

### Justin J. Ellsesser '11

AndCo Consulting

### Christopher J. Jackson '97

truNorth Financial Services

### Joshua L. Jenkins '12

Northwestern Mutual Life

### Timothy G. Long

The Advisors at Cornerstone Financial

### Louise Lovell

US Nuclear Regulatory Commission, Retired

### Jonathan C. Moats '10

Capital One

### David J. Morgan '80

Farmers Insurance Group, Retired

### Joseph T. Nicholas, III '99

Wilmington Trust Company

### Zachary T. Paul '09

Berkshire Hathaway HomeServices

### Lisa H. Percetti '15

Ernst & Young LLP

### Richard F. Powers, Jr.'98

Vanguard

### Chris S. Weber '03

DeRock Electric Co.



Top Row: Dr. Ming-Shiun Pan, Christina Foschia, Jon Moats, Dr. John Kooti  
 Second Row: Lisa Percetti, Justin Ellsesser, Timothy Long, Dr. Fan Liu  
 Third Row: Joseph Nicholas, Lani Longarzo, Dr. June Pham, Christopher Jackson  
 Last Row: Dr. William Oberman, Michelle Chopper, Chris Weber, Richard Powers

## FAC ANNUAL REPORT REMARKS

### Jon Moats '10

As I write over one year into the COVID-19 pandemic taking inventory of all that our students, faculty, staff, foundation, and council members have been able to accomplish rallying



behind the scenes, I'm truly impressed, but I'm not surprised. All these stakeholders in the Finance program have one major thing in common; a sincere and deep care for each other. We believe it is this unique combination of groups that allow us to offer a best-in-class program to our students. I want to also congratulate the College of Business on your recent successful AACSB recertification, again placing us within an elite group of the 500 best business schools in the U.S. and less than 1000 in the world.

At year-end 2020, our Investment Management Program student led fund was valued over \$265,000 dollars, a 17 percent increase over \$226,000 at year-end 2019. I would be remiss if I didn't mention that almost all that achievement was accomplished completely virtually or at best in a hybrid virtual and in person learning environment. The class even attended the GAME forum this year virtually. The fund's founder, Mr. Frank Wisman, would be proud of our tenacity and his living legacy.

The Finance Advisory Council (FAC) comprised of both working and retired professionals has been pursuing filling our ranks with more professional and personal diversity. Last year we were excited to welcome four new members. What we aim to bring to the program is a strong connection to the real-life trends and expertise of the finance job field. I'm looking forward to connecting with the FAC after we turn the page on the pandemic and energize our focus for the future.

I'm encouraged by the light at the end of the COVID tunnel and I'm hopeful to be able to connect with so many of my Shipmates very soon. Stay safe, healthy and keep making Ship special.

# SCM COUNCIL REMARKS

*Dr. Ian Langella*

The Supply Chain Management Advisory Council met via zoom in the fall and spring of the 2020-2021 academic year. Although it was nice to see faces and hear voices, we are very much looking forward to meeting face to face this fall. We are overjoyed to announce that the fall 2021 advisory council meeting will take place on Friday, November 19 with a mixer the night before on November 18 at the Shippensburg Courtyard Marriott.



Top Row: Dr. Ian Langella, Christina Foschia, Keith Walborn, Abolfazl Farajnezam, Dr. Richard Stone  
 Second Row: Kevin Shoemaker, James Griffin, Dr. John Kooti, Craig Lough, Allison Cotter  
 Third Row: Lani Longarzo, Dr. Robert Setaputra, Dr. Otsu Massala, William Lamont, Holly Rozelle  
 Last Row: Kasilee Curcio, Douglas Bushong; Dr. Fei Qin, Mark Messick (not pictured)

# SUPPLY CHAIN MANAGEMENT ADVISORY COUNCIL

- |   |   |
|---|---|
| <p><b>H. Douglas Bushong '84</b><br/>American Solutions for Business</p> <p><b>Allison L. Cotter '08</b><br/>Wawa, Inc.</p> <p><b>Kasilee E. Curcio '11</b><br/>ArcBest Freight, Inc.</p> <p><b>Jared A. Ellis '06</b><br/>Clark Associates Inc. Charitable Foundation</p> <p><b>James Griffin</b><br/>Staples Distribution Center</p> <p><b>Jonathan W. Kohn</b><br/>Shippensburg University, Emeritus</p> | <p><b>Craig A. Lough '02</b><br/>Dolly</p> <p><b>Craig M. Robinson '07</b><br/>Ulta, Inc.</p> <p><b>Holly M. Rozelle '08</b><br/>Nature's Way-Schwabe North America</p> <p><b>Kevin L. Shoemaker '90</b><br/>Zono</p> <p><b>Richard D. Stone</b><br/>Shippensburg University, Emeritus</p> <p><b>Keith Walborn</b><br/>Cumberland Keuka Company</p> |
|---|---|

**“Shippensburg University, especially the Grove College of Business, has outstanding professors who truly care about their students. There are plenty of opportunities at Shippensburg to expand your network and gain new skills, which have both been very positive experiences.”**



—*Bryan Rottkamp '21, Supply Chain Management major, Economics minor*



Top Row: Dr. Richard Stone, Christina Foschia, Dr. Ian Langella, Dr. Jonathan Kohn, Dr. Robert Setaputra  
 Second Row: Craig Robinson, Holly Rozelle, Dr. David Hwang, Keith Shoemaker, Kasilee Curcio  
 Third Row: Courtney Quaca, Jared Ellis, Savannah Mower, Craig Lough, Dr. John Kooti  
 Fourth Row: Catherine Kennedy, Douglas Bushong, Keith Walborn, Lani Longarzo, Dr. Fei Qin  
 Last Row: James Griffin, Dr. Otsu Massala

# NEW MEMBERS TO SUPPLY CHAIN MANAGEMENT ADVISORY COUNCIL

## **KASEY CURCIO '11-'21M**

graduated with her BS in business management, wanting to pursue a career in that field of study. With lack in management experience, she knew she would have to start on the ground and work her way up to her desired career goal. That is when she stumbled upon the entry-level position in the Management Training Program through ArcBest. This training program has a duration of six months and provides a hands on experience of numerous roles within the transportation industry. After completing the Management Training Program, Curcio was promoted to account manager. In this role, she grew and evolved her sales career within the company by moving to numerous territories and gaining experience with different customers throughout the region.

In order to enhance her knowledge in this field and to continue to grow within the company, she decided to further her education by going back to Shippensburg University. In 2021, she obtained a Master of Business Administration with a concentration of supply chain and logistics. With this new degree, she was able to receive a promotion as a senior account manager, handling some of the largest customers in the region. In this role, she is responsible for taking care of customers



logistical needs whether it be moving their freight domestically, shipping freight globally, warehousing, supplying a TMS, and much more.

**JARED ELLIS '06** joined Highmark after graduating with a BSBA in management information systems while playing on the baseball team. He spent a decade at Highmark in various roles, and completed his MBA from Ship. Jared joined The Restaurant Store, a Clark Associates Inc. company, and is currently the manager of Customer Service, Logistics, and IT Project Management for TRS. Clark Associates Inc. is the number one food service equipment and supply dealer, leading the way in equipment, supplies, and service for food service industries.



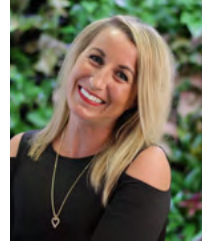
**JAMES GRIFFIN** currently an operations manager for Staples at their largest US Retail Distribution Center in Hagerstown, MD. Prior to his current role, he served as both the operations manager and on-site project manager for the first and largest implementation of KIVA Robotics within a fulfillment center. He has held diverse,



progressive positions within the retail industry over the past 35 years, in areas of finance, internal audit, loss prevention and supply chain. He graduated Magna Cum Laude from Fitchburg State University in Massachusetts, earning a Bachelor's in business administration and a minor in psychology. He has been trained in process excellence and Lean Six Sigma disciplines as well. He currently resides in Greencastle, PA with his four boys.

## **HOLLY M. ROZELLE '08**

is the Senior Director of Strategy, Insights, and Analytics at Nature's Way. Galvanized by a continuous growth mindset, she has held positions in supply chain, sales, and marketing at companies like Hershey, Dannon, and Pepsi prior to her current role. She is not afraid to challenge status quo and has led transformative initiatives within her organizations that she speaks about at conferences like ARF and ESOMAR. Her infectious energy is fueled by a passion to leverage data, analytics, and profiling to develop strategies that build beloved brands. She received an MBA from the Sam Walton College of Business and her undergraduate degree from Shippensburg University with dual degrees in marketing and supply chain.



## PAUL GETS CAREER READY WITH DELOITTE INTERNSHIP

Senior finance major Trey Paul is thankful for a summer internship that he says helped him make valuable connections and get his foot in the door in the corporate world. As a summer intern with Deloitte, Paul was tasked with budgeting and forecasting, managing engagements' billing and receivables process and helped managers maintain compliance with clients' policies.

"Having an internship gives you an advantage and a head start over everyone else," said Paul.

But it's not just the internship that he credits for preparing him for his future.

During the spring 2021 semester the member of the Raider Football Team joined the Raider Neighbor Program. The program, partially funded by a Pennsylvania Liquor Control Board (PLCB) grant, works to create positive relationships by reducing problems often associated with noise, litter, vandalism, assault and substance abuse.



"The Raider Neighbor Program had a positive impact on my ability to communicate and skillfully socialize with professionals. This experience will hopefully benefit me when having to engage with and present in front of executives," explained Paul.

He also credits the guidance and mentorship he received from the Career, Mentoring and Professional Development Center. The staff helped him find and prepare for this internship and more.

"Alix Rouby has always been an amazing and useful resource for me in terms of furthering my post-grad career, from helping me tweak my resume, prepare for interviews, or simply being a special part of my support system," said Paul.

Paul concluded his summer internship, showcasing his communication skills, with a presentation to Deloitte highlighting his work and outlining his summer internship experience. Now he's excited to return to campus, enjoy his senior year and get back on the football field.

# NEW PROGRAMS

## MARKETING CONCENTRATIONS

In the fall semester of 2021 two new marketing programs will be offered at the John L. Grove College of Business. These programs were developed and are positioned to enable students to take advantage of forecasted double-digit job growth in the areas of marketing research, marketing analytics, and digital marketing. The BSBA in marketing management takes a traditional approach to an all-around marketing education, with the addition of services marketing, international marketing, and advertising strategy as required courses for the major. The BSBA in digital

marketing and analytics major is the first of its kind in the PASSHE System and is designed for analytically-minded students who gravitate to the concepts and opportunities found in the field of marketing. These programs were successfully proposed by the faculty in the fall of 2020 and are receiving students at this time.

## JOINT DEGREE WITH LUSAIL

Shippensburg University entered into an agreement with Lusail University of the State of Qatar to offer a joint degree program for the BSBA in supply chain management. Students from Lusail University entering the program



must complete the last 30 credits and 50 percent of required major credits through Shippensburg University. Courses are offered with face-to-face, online and hybrid options. The courses are taught by Shippensburg faculty and Lusail faculty who meet the AACSB faculty guidelines.

## MOLTENI INTERNS WITH HIS HOMETOWN TEAM, READING ROYALS

Junior marketing major Thomas Molteni has the coolest summer internship, on ice. He is interning with the Philadelphia Flyers' East Coast Hockey League affiliate the Reading Royals.

The Berks Catholic High School graduate had an interest in working with his hometown team, and with the help of the Career Mentoring and Professional Development Center, he contacted the team's front office and collaborated to create a meaningful internship experience.

It's the off season for Royals players, but there is plenty of work to be done as the organization gets ready for the 2021-2022 season. He'll spend the summer helping to redesign the team's online merchandise shop and develop a new app that will send notifications to fans when new merchandise is available. He will also spend time learning how the company operates, networking and fine-tuning skills that will help him in his career.

"I'm getting hands-on experience that I can't learn in the classroom and it gives me an idea of how a professional company works," said Molteni.

**"I'm getting hands-on experience that I can't learn in the classroom and it gives me an idea of how a professional company works."**



And while he's enjoying this moment preparing for his career, the active member of the campus community and Phi Sigma Kappa member is ready to return to Ship in the fall. He said he's ready to "ditch Zoom," and interact with his fellow students, faculty and staff soon.



# 50 YEARS AS A COLLEGE

## 40 YEARS OF AACSB ACCREDITATION

The John L. Grove College of Business was established in 1971 and this year celebrates its golden anniversary. Of course, in 1971 it was not a “college,” but one of the five “schools” that made up Shippensburg State College, and was more than two decades away from the naming in honor of Mr. Grove. However, 1971 marks the founding as an organizational unit at Shippensburg with its own dean—the first dean, Dr. Ephraim Smith, assumed the role in 1973. The new School of Business offered three undergraduate degrees: a BA in economics, a BS in Business administration, and a BEd in business education—along with two graduate degrees: an MBA and an MEd in business education.

The BSBA program had been introduced in 1967 under the auspices of the Business Education Department. The program grew quickly. By 1969, the number of business administration students, 352, had surpassed that in business education, 322. Undergraduate business enrollments more than doubled by the mid-1970s and the focus continued to shift. In fall 1975, the school counted 1,469 undergraduate majors: 1231 in business administration, 215 in business education, and 23 in economics. Business administration undergraduates had nine majors from which to choose: accounting, behavioral management, finance, labor relations (two tracks: management and public administration), management science (two

tracks: quantitative business analysis and production and operations management), marketing, office administration (three tracks: administrative services, data processing, and bilingual secretary), real estate, and transportation. Business education students could choose from programs in accounting, data processing, marketing, and secretarial. Work had begun on preparing programs for AACSB accreditation. Accreditation was thought necessary to secure regional recognition for excellence and maintain enrollments in the face of increasing competition and expected demographic changes. Having grown to more than 1,700 undergraduates and 600 MBA students by the late 1970s, the school formally declared a goal of obtaining AACSB accreditation for its undergraduate program by 1981 and its MBA program by 1985.

In 1983, Shippensburg State College became Shippensburg University and the School of Business could now be a college. More importantly, in 1981 under Dean Joseph Hunt the School of Business received accreditation for its undergraduate program from the AACSB—right on schedule. At the time, there were only nine other AACSB-accredited programs in the Commonwealth of Pennsylvania—Penn, Penn State, Pitt, Temple, Carnegie-Mellon, Duquesne, Drexel, Lehigh, and Villanova. The college was in good company and no other PASSHE school was even on the radar.

However, AACSB accreditation would come with a price tag. The price was the MBA program. Although a five-year window was given between initial undergraduate accreditation and the accreditation of the MBA, AACSB rules required that both undergraduate and graduate programs must be accredited at schools with offerings at the two levels. Unfortunately, following visits by AACSB review teams in 1983-84 and 1985-86, the MBA program was denied accreditation in 1986. The issues with the MBA were a failure to meet master’s level expectations for faculty research published in refereed journals, inadequate support for research at that level, and the inability to hire PhD faculty in certain disciplines given the system-wide salary schedule. A one-year deferral was granted before the AACSB would completely revoke accreditation. Consideration was given to a number of options and, finally, the hard decision was made to save undergraduate accreditation by sacrificing the MBA program. After 16 years in existence, the MBA program would be phased out, with the students admitted for the fall 1986 term being the last. Following this decision, another accreditation visit was scheduled for 1987 and undergraduate accreditation was reaffirmed. No tenured or tenure-track faculty positions were affected by loss of the MBA program. Five temporary, “floating” faculty positions had been used to backfill MBA faculty in undergraduate classes and to support research release times. Despite the loss of MBA classes, at least two of the temporary positions were converted to tenure-track positions as part of President Tony Ceddia’s commitment to continue reduced teaching loads in support of faculty research and scholarship.

Shortly after the creation of the Shippensburg State College Foundation in 1978, then university President Gilmore Seavers convinced local businessman, entrepreneur, and founder of two *Fortune 500* corporations, John L. Grove to serve on its board. By 1981, Grove was president of the foundation. Chairing the university’s first major capital campaign in 1988, Grove helped to raise more than \$11 million for the university by kicking off the campaign with a contribution of \$1.25 million in the form of an endowment for the College of Business. Grove saw to it that unrestricted funds were under the control of the College of Business to meet the research and faculty-related expenses necessary to support AACSB-accreditation and reestablish an MBA program. In 1993, the university recognized Mr. Grove by christening the college the John L. Grove College of Business.

## THROUGH THE YEARS—HISTORY HIGHLIGHTS

**1971**

The School of Business is founded. Master of Business Administration (MBA) program is established.

**1981**

Undergraduate degree programs in the School of Business received national accreditation from AACSB International.

The Center for Management and Economics was renamed the Harry Rankin Frehn Center for Management.

**1983**

Shippensburg State College became Shippensburg University and the School of Business became the College of Business.

**1993**

The College was renamed the John L. Grove College of Business at dedication ceremonies on April 8, 1993.

**2004**

First class MBA students graduated in May 2004.

First courses offered through the University's Distance Education Program.

**2007**

Small Business Development Center established.

**2016**

Brad E. Hollinger Stock Trading Room dedicated.

**2021**

John L. Grove College of Business celebrates success on three levels:

- 85 years of teaching business
- 50 years since the College of Business was established
- 40 years the business programs maintained the AACSB accreditation

By 2001, Grove College faculty met AACSB standards for master's level programs and faculty members Dr. Louise Hatfield and Dr. Jon Kohn put together a successful proposal for a new MBA program that incorporated an innovative hybrid delivery system and the capability of being offered at multiple sites.

As we entered the 1990s, the Grove College of Business consisted of five departments: Accounting; Business Education; Economics; Finance, Decision Sciences, and Information Systems; and Management and Marketing. By the end of the decade, the four undergraduate majors in business education had been consolidated into the Information Technology for Business Education (ITBE) program. The Business Education Department was eliminated, along with the BSEd in business education. The ITBE program awarded a BSBA (teaching certification optional) and was located in what would then become the Accounting and Management Information Systems Department. The BSEd remained only for economics majors who were in the comprehensive social studies program for secondary education. The labor relations and transportation programs had disappeared the 1980s. The office administration and real estate majors were discontinued by the end of the 1990s. The Department of Economics remained within the College of Business until 2006, when it moved to the College of Arts and Sciences. The ITBE program was put into moratorium in 2015 and the last vestiges of business education disappeared from the College of Business. (Teaching certification in business is still available at Shippensburg through the MAT program in STEM education.)

The core course requirements for all BSBA majors were streamlined in the early 2000s. Economics requirements were reduced from nine to seven credits; finance and statistics requirements were each reduced from six to three credits. A one-credit (later two-credit) course in the Foundations of Business Administration was added. Additionally, requirements for general education coursework in psychology and sociology were removed. The reduction in the number of core credits would bring all programs in line within the 120 credit-hour state mandate for graduation and open more opportunities for students to double major in a second business field or minor in another area.

Majors, minors, and concentrations, as well as departments and program configurations, have come and gone over the past fifty years. Operations moved from Shippen Hall to Grove Hall. Many dedicated, faculty, staff, and administrators made immeasurable contributions to the college and provided thousands of students with a first-class business education. No currently serving faculty members were on board in 1971 when the college was established, although two present at the time lasted to the 40th anniversary year, Professor Jerry Weigle and Dr. Bob Rollins (Dr. Rollins retired in 2007, but was back as a replacement instructor as late as 2012). Likewise, no faculty remain from 1981 when we received initial AACSB accreditation, but six were with us until the 30th anniversary of that achievement—in addition to Weigle and Rollins, these were Drs. Gary Armstrong, Margaretha Hsu, Jon Kohn, and Tom Verney. (Contrary to popular belief, Dr. Tony Winter was not associate dean in 1981! He was working at the university, but not in the College of Business.)

A gala celebration attended by the system chancellor, university president and provost, retired deans and faculty, and various dignitaries was held to mark the 35th anniversary of our founding and the 25th anniversary of AACSB-accreditation. This year COVID and other factors have dampened festivities. However, our spirit and guiding values remain unchanged. From the deanship of Dr. Ephraim Smith through that of Dr. John Kooti, one thing has remained constant, the focus on providing thousands of business students who have passed through Shippen and Grove Halls with, as our mission statement says, a "high quality, high value, comprehensive educational experience that prepares [them] to excel." We look forward to the next fifty years and beyond.

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# 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.

## DEAN OF THE YEAR

**DR. JOHN KOOTI**, dean of the John L. Grove College of Business, has been named Beta Gamma Sigma 2021 Dean of the Year. Issued by the international business honor society for AACSB-accredited schools, this award recognizes one outstanding dean who has made significant contributions to the organization and its missions.



Dr. Allison Watts, associate professor of management and marketing, is the advisor for Ship's Beta Gamma Sigma chapter and nominated Kooti for the prestigious award. He was selected as the 2021 winner out of more than 615 universities in 38 countries.

"Dean Kooti has always been committed to ensuring our students have a high-quality academic experience. Under his leadership our programs have received national recognition and our graduates have excelled in their profession and served their communities," explained Watts.

He is in his eleventh year at Ship and under his leadership the college has been ranked by both US News and World Report and the Princeton Review. He heads the College Advisory Board, Finance Council and Supply Chain Council, which includes alumni, local business leaders and friends of the university in an effort to enhance programs, improve student engagement and retention and offer professional experiences for students.

"Without question Dean Kooti is a very worthwhile recipient of the prestigious Beta Gamma Sigma Dean of the Year Award. He is committed to academic excellence, a valued

**"...Dean Kooti is a very worthwhile recipient of the prestigious Beta Gamma Sigma Dean of the Year Award. He is committed to academic excellence, a valued member of the Academic Affairs leadership team, a person of integrity and a leader who always puts students first."**



member of the Academic Affairs leadership team, a person of integrity and a leader who always puts students first," said Dr. Tom Ormond, provost and vice president for Academic Affairs.

His commitment to student success is most evident in the college's job placement data, with 90 percent of students finding employment within three months of graduation.

"It is an honor to be recognized by BGS on behalf of our students, faculty and staff. It is all about the success of our students through our collective efforts," said Kooti.

## BGS CHAPTER HONOREE

**DOUGLAS KUBINAK '85** currently serves as vice president, Sales–Organizational Development and Strategic Initiatives for East Penn Manufacturing Co. Inc.



East Penn Manufacturing is the largest privately held lead-acid battery manufacturer in the world with over 10,500 employees globally. Its product lines supply energy storage solutions for auto, off-road and over-the-road trucks, construction, agriculture, motive power, mine car, stationary, telecommunication and solar applications.

Named a "PA Best Places to Work" 17 out of the last 18 years, East Penn employs over 8,500

Pennsylvanians at its Lyon Station, PA campus nestled in the rolling hillside of the East Penn Valley between Reading and Allentown. East Penn is very pleased to announce its ranking as one of America's Best Large Employers for 2018 and 2019 by *Forbes Magazine* and *Statista*.

Beginning his career at East Penn in August 1985 as a sales trainee, he benefited from East Penn's fortunate growth over the decades, having had the opportunity to expand his career, holding numerous positions in various regions of the United States all within the company including: account executive–O.E Sales, sales manager–Private Brands and assistant VP–Sales and vice president sales, Branded Automotive Batteries.

Over his three decades at East Penn, Doug has spearheaded the company's Campus Recruiting, Mentor/Protégé Program and Culture Club initiatives. Staying active in the



Standing left to right: Bethany Hey, Alexandra Spease, Rachel Bruno, Doug Kubinak, and Dr. John Kooti. Seated: Dr. Allison Watts, and Anita Weaver.

industry's AutoCare Association–Education Committee allows time for Doug to “stay in touch” with others continuing to bridge the generational gaps within college campuses and the hiring needs of today's employers.

He earned a BSBA in business management from Shippensburg in May 1985. He and his wife Terri Lynn have two children, Ian '17 and Haley Rae, a first-year graduate student at the Medical University of South Carolina.

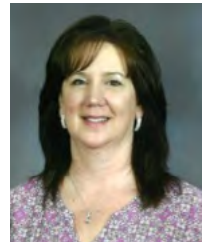


Members of Beta Gamma Sigma distributed goodie bags promoting the honor society to students attending classes in-person and prospective students and visitors during recruitment events throughout the 2020-21 academic year. Beta Gamma Sigma is the only National Honor Business Society for students attending colleges and universities whose business programs are accredited by the AACSB International. The Beta Gamma Sigma Chapter, which was recognized as a “Highest Honors Chapter” during the 2019/20 academic year, was founded in 1982 and currently has over 1,100 chapter members.

## COMMERER RECOGNIZED FOR YEARS OF SERVICE

### STAFF HIGHLIGHT

Kristina Commerer began her career with Shippensburg University on January 2, 2005, in the College of Business. When hired, her position was department secretary for the Accounting, Management Information Systems and Information Technology for Business Education. She worked with this group of faculty, staff, and students for 15 years.



She will always remember the day she came to campus for her interview. As she walked from Old Main to the College of Business with an HR representative, she was told “you are headed to the best place on campus to work”. She believes that statement sums up her career in the College of Business—“it was the best”! Many things changed over the years but one thing that never changed was her passion for her job. “This was a position I thought I would stay in until the day I retired,” she shared.

“However, when COVID came and separated us from the interaction with faculty, students and staff it really made life a bit more challenging in many ways. When the opportunity came for a new position with advancement on campus, I decided that it was time to leap out of my comfort zone and take a chance with something new. As 2020 came to an end, so did my career in the College of Business. I am happy to say, there are other great places to work on campus and I feel at home working in the Reed Operations Center in a position with Public Safety and Facilities, but the memories of the College of Business always remain close at heart.”

# Chase R. Slenker

## STUDENT EXPERIENCE

My name is Chase Slenker, and I am a junior supply chain management and accounting major within the College of Business. My first experience at Shippensburg was a field trip in high school to see a presentation from Dr. Ian Langella about the supply chain field and the program offered here at Shippensburg. This was also my first college tour. Over the course of the next year, I toured eight other Pennsylvania State System of Higher Education schools and found that none of their business programs truly rivaled ours here at Shippensburg. I chose Shippensburg based on our top-notch accredited business program, experienced faculty members, and due to Shippensburg feeling like home every time I was on campus.

That decision was one of the greatest decisions of my life and has held true to this day. Coming into Shippensburg, I was strictly a management major, but through mentorship from faculty, Alix Rouby, and through alumni and professionals within the field, I decided to specialize in supply chain management and add a second major of accounting. I plan to graduate within four years in May 2023.

My decision to come to Shippensburg has led to so many opportunities for personal, academic, and professional growth, and has allowed me to make countless memories and meaningful friendships. Outside of the classroom, I intertwined my business mindset with co-curricular involvement, student organizations, and campus activities.

In the fall of my freshman year, I joined the Student Government Association (SGA) Budget and Finance Committee. Over the next year and a half, I learned the policies, procedures, expenditures, revenue, and budget history of Shippensburg University Student Services Incorporated (SUSSI). In the spring of my sophomore year, I was elected vice president of Finance for the SGA, overseeing the Budget and Finance Committee, SUSSI's budget, and changing a history of deficit spending. I continue in this role in the coming year and through leading a diverse, business-minded committee of students, look forward to addressing the many challenges we must face.

On campus, I am the Honors College Living Learning Community resident assistant, fostering community within the Honors College and our suite-style residence halls. Additionally, I work as an info desk employee in the Ceddia Union Building and work for the Office of Admissions as a student ambassador, sharing my love of Shippensburg to prospective students. I am a member of College Republicans, sing in the worship team at Shippensburg First Church of God, am an active leader in the Boy Scouts of America, serve on four different university committees, and devote time to my hobbies of lifting, running, painting, and camping. Over the past two years, I was a staff columnist for *The Slate*, which taught me how to write, investigate, and uphold high ethical standards.

As a rising junior, I have had the opportunity to shadow numerous professionals within the accounting, logistics, finance, and management fields through the university's job shadow program and through my own networking. Over the past two summers I have utilized my business education as the business manager for Rodney Scout Reservation for the Del-Mar-Va Council, Boy Scouts of America. In this role, I oversaw all procurement, expenditures, budgeting, daily sales procedures, and the operations of the two retail stores on property. In the coming

year, I will be searching for a winter 2021 and summer 2022 internship within the Supply chain/logistics field.

My future career aspirations include working as an "in-house" operations manager or a procurement manager for a company or nonprofit. Later in life, I strive to run for state public office within the Commonwealth of Pennsylvania. I hope to continue my involvement with the Boy Scouts of America and utilize my business background to support 501c(3) non-profit organizations.

Although I am only halfway through my undergraduate career, I can already see the massive benefits that the College of Business and Shippensburg University have provided me and know they will continue to support me into the work force. I am immensely thankful for the staff, faculty, mentors, family, and friends, who have and continue to help me along my journey.

**“Although I am only halfway through my undergraduate career, I can already see the massive benefits that the College of Business and Shippensburg University have provided me and know they will continue to support me into the work force.”**



## ONLINE MBA RANKED TOP BY FORTUNE MAGAZINE

The John L. Grove College of Business's online Master of Business Administration program was named a 2021 Best Online MBA Program by *FORTUNE*



magazine. The ranking comes from the newly launched *FORTUNE* Education, created to help readers develop skills and advance their careers. Ship was selected from over 200 online MBA programs reviewed.

“We are very pleased to be included as a top 100 program in *Fortune* magazine’s first ever ranking of online MBA programs. The online MBA at Shippensburg University is nearing its 10th anniversary and has clearly established itself as the go-to option for those who are looking for high quality, affordable, convenient and extremely flexible graduate business education in our region and beyond,” said Dr. Robert Stephens, associate professor of management and director of the MBA Program.



## SAP STUDENT RECOGNITION AWARD CERTIFICATE PROGRAM

(Above) Spring 2021 SAP Student Recognition Award winners Joshua Brown, Joshua Carlin, Brandon Cornell, Nathaniel Lowson, Cortney Quaca, Nicholas Rosso, and Nicholas Tarabrella.

The Grove College of Business is a member of the Systems Applications and Products America University Alliance Program (SAP UAP) and offers a set of courses that allows College of Business students to earn the SAP Recognition Award Certificate.

SAP ERP (Enterprise Resource Planning) system is a complex set of business applications that work together using a common set of data. ERP systems enable businesses to integrate their operation across multiple business functions and multiple business partners. All large companies rely on ERP systems for their operation, and ERP systems have been increasingly popular among mid-sized companies. SAP is the largest vendor of ERP systems globally.

Given the importance of ERP systems to businesses, ERP knowledge and experience are very valuable for prospective job seekers.

## FEASER GETS CAREER READY WITH GIANT COMPANY INTERNSHIP

Kasey Feaser '22 knew she wanted a career that will fulfill her creative passion and love of data. She found the perfect fit to help her achieve this goal at Ship and this summer she's putting her skills to work as she prepares for graduation and what's next.



The digital marketing and data analytics major with a minor in art and design is interning with the supermarket chain The Giant Company. As a member of the pricing and profitability team, she is analyzing data that helps the company make informed decisions that impact the success of the brand.

“This is a direct application of my degree and is further preparing me for a career in digital

or social media marketing analytics,” she said.

The Dillsburg native credits the faculty and the knowledge they bring to the classroom for preparing her for this internship and beyond.

“I made great connections with professors who are also professionals in the field. Not only did I learn what I need to

know to get by in the field, but the education and experience as a whole more than prepared me for the working world, specifically in the marketing industry.”

This preparation includes impactful experiences outside of the classroom as well. Whether it is joining the student chapter of the

American Marketing Association or a field trips touring art galleries in New York City, Feaser is thankful for her time at Ship.

**“Ship is a top tier business school that is a great investment! It is a beautiful campus in a quiet town with a lot of great people and learning opportunities.”**



# SHIP HEADS DOWNTOWN

## DEDICATION OF CHARLES H. DILLER JR. CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION AND MILTON K. MORGAN MAKERSPACE

An entrepreneurial spirit is key to the economic health of this country. In fact, our College of Business at Shippensburg University is named after one of the commonwealth's and country's most successful entrepreneurs, John L. Grove. On February 9, 2017, Shippensburg University dedicated the Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation in the John L. Grove College of Business of Grove Hall, in recognition of Chuck Diller's contributions to this initiative as part of *Charting the Course, Lighting the Way—the Campaign for Shippensburg University*. The Diller Center now has a home that matches

Mr. Diller's vision for a center where students from different disciplines can be encouraged and supported in their entrepreneurial endeavors, outside of the academic coursework. Shippensburg University dedicated the new home for the Diller Center on April 30, 2021, in the heart of downtown Shippensburg as part of the Centers for Excellence, located at 29 E. King Street, Shippensburg, PA.

The mission of the Diller Center is to directly benefit students in their understanding and application of entrepreneurship through participation in a variety of entrepreneurial

programs which will enhance the academic coursework and workshops offered through the entrepreneurial leadership program and minor in the John L. Grove College of Business as well as compliment the entrepreneurial leadership certificate program.

The Diller Center provides funding for student competitions, speakers, entrepreneurship mentors, student organizations, seminars, conferences, and other opportunities. The Diller Center is a resource not just for business students, but for students across all majors and departments that want to pursue taking the first steps in starting a business. It provides the knowledge and resources to give them the courage to act on business ideas and provide unique entrepreneurial opportunities. Students will have progressively more challenging educational activities; experiences that will enable them to develop the insight needed to discover and create entrepreneurial opportunities; and the expertise to successfully start and manage their own businesses to take advantage of these opportunities.

### CHARLES H. DILLER JR. CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION (DILLER CENTER) ADVISORY COUNCIL

Approved in May 2021, the John L. Grove College of Business in cooperation with the Shippensburg University Foundation began work to form a Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation (Diller Center) Advisory Council. This council of entrepreneurs and business professionals will be comprised of alumni, friends, and retired faculty for the purpose of actively supporting the Diller Center through student mentoring



Ribbon cutting outside the building, from left to right, Claire Jantz, Antonia Price, Kathy Coy, Laurie Carter, Lesley Brown, Trudy Collier, Duaine Collier (cutting the ribbon), Mike Ross, John Kooti, and Tom Ormond.



Ribbon cutting in the new Makerspace, from left to right, Leslie Folmer Clinton, Mike Ross, Laurie Carter, Doreen and Milton Morgan III (cutting the ribbon), Duaine Collier, Trudy Collier, and John Kooti.



Doreen and Milton Morgan pause for a photo at the dedication of the Mr. and Mrs. Milton K. Morgan III Makerspace located in downtown Shippensburg.

and advisement, financial support, and recruitment.

The value of higher education is enhanced by developing the student entrepreneurial mindset. The entrepreneurship mindset is defined as specific state of mind which drives entrepreneurial behavior. It does not matter whether the student majors in business or non-business. Students and society benefit from developing entrepreneurial mindset which can be assisted with the advice and guidance of those who have significant experience in entrepreneurship and business development. The Diller Center Advisory Council will work collaboratively with students using acceptable methodologies in the entrepreneurship environment, and to explore student-driven initiatives.

The Diller Center Advisory Council's role in the workplace preparation of students is envisioned by the Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation in these ways:

- 1) Engagement with students, faculty, and community leaders
- 2) Financial Investment to support center activities and staff professional development
- 3) Recruitment by networking with community industry on internship development



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

*A Catalyst for the Entrepreneurial Mindset*

The Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation is excited to announce the **Mr. and Mrs. Milton K. Morgan III Makerspace**, located in the Shippensburg University Center for Excellence in Downtown Shippensburg. The Makerspace offers a hands-on, innovative learning space for Shippensburg University students, faculty, and staff.

The Makerspace is a creative space for ideas, dreams, and visions to grow and become reality. Milton K. Morgan III '76 and his wife Doreen are passionate supporting this kind of space. Milton said, "I have always been a hands-on person and believe experiencing and doing things creates learning opportunities not available by just reading about them. Our hope for the Makerspace is that such an opportunity will be provided for all interested students." Thank you to Milt and Dory for funding this project and offering a unique opportunity to the Shippensburg University community.

The Diller Center and the Morgan Makerspace hope to inspire an innovative desire and passion in Shippensburg University students, faculty, and staff. The Makerspace provides access to a computer lab with 3D printing, and the equipment room gives access to hand and power tools; fabrication equipment, such as laser cutter, drill press, band and hand saws; hot press for t-shirt, mug, hat and decal design, sewing machines, graphic design, and so much more! The Morgan Makerspace will also offer a variety of resources to bring future vision, projects, inventions, creations, and explorations into reality.

The Shippensburg University Centers for Excellence is located at 29 E. King Street, Shippensburg, PA 17257. Please contact [dillercenter@ship.edu](mailto:dillercenter@ship.edu) for more information and to set up a time to visit the Morgan Makerspace.

# Alejandro Morales

## STUDENT EXPERIENCE

My Name is Alejandro Morales and in December I graduated from Shippensburg University with a BSBA in finance and BS in economics. This university has given me so many opportunities to grow as a person and professionally. The John L. Grove College of Business has given me the best memories and my closest friends for life. I cannot thank my peers and professors enough for the amount of time they dedicated to me. During my time here I got to work as the football team equipment manager, participate in many activities, and was inducted into the Economics Honor Society.

When I came to Shippensburg, I was a transfer student from a community college in New Jersey. Never did I think this small community would welcome me with open arms. The transition from community college to Ship was a learning curve. At first, I was overwhelmed with the work but when I went to get help from my professors, I realized Ship had something my community college lacked. Passion: passion for what they were teaching. My first year at Ship, I joined the Investment Club. What I didn't realize at the time was that I was going to meet some peers that I ended up being good friends with throughout my college experience.

In my Junior year, I decided to take a finance course which ultimately resulted in me declaring a dual degree program: BSBA with a finance major and BS in economics. The professors were passionate about subject, were helpful, and most of all, they made the classes enjoyable. During my junior year, I also took several economics courses and it didn't take long to realize the economics faculty cared for their students as well. I remember at a certain point I was struggling with one of my courses. I thought I was never going to get it but what my professor said changed my perspective about the subject. He said, "You are not going to get it the first time and that's okay. What most people don't understand is that this type of stuff is supposed to be broken down and reread more than once but the issue is most people are not patient enough to do that. Why don't you take the weekend to break down the following equations and if you still don't get it, meet me in my office." When he said

that to me it made me realize, I was so focused on the big picture. Since that moment, I have taken my skills to the next level in almost everything I do. It's moments like these that you truly are thankful for and a reminder to take advantage of every single opportunity.

Up to this point in my education, I never had an internship. As a first-generation student, I was feeling kind of lost and had no one to turn to. When I arrived at Shippensburg University and was working as the football team equipment manager, I was introduced to Alix Rouby, director of internships in the Career, Mentoring, and Professional Development Center. Alix introduced herself and shared that if we ever need anything she was here to help us. The decision to see her changed my life forever. Not only did she help me with my resume, but she also showed me how to network with alumni and people that were important for my career development. I knew I was always outgoing; I just had no clue how to apply these skills when it came to marketing myself and my experiences. Through the Career Center, I participated in the job shadowing program during winter break where I got to work with an advisor from BBL&B Advisors. It was through this experience that I decided to pursue an internship in financial advising. With the guidance of the Career Center staff, I landed my first internship with Equitable Advisors where I interned as an incoming Financial Advisor in Manhattan, New York.

During my senior year, I took a full course load, worked 40 hours a week, studied for the SIE licensing exam, all while maintaining a social life. I learned through my internship that time management skills were important, and it was all a mindset. Working 50-60 hours weekly with

a full course load was a challenge but applying my time management skills I was successful.

The Investment Management Portfolio class (IMP) was one of my last classes at Ship. This class taught me important skills like researching stocks and how to convert that research into reports for presentation. We developed semi-annual reports and presented our findings to the Finance Advisory Council. This class gave me the opportunity to work and grow with 11 peers that quickly became like family to me. If the person reading this is junior or senior student, I recommend 100 percent taking this class you won't regret it as it will help you in the future.

My future plans include taking the LSAT in August and then preparing for law school to study corporate law or taxation law. I guess you can say I grew a passion for finance too and just want to take it to the next level. Through the support of my family, friends, and professor's, something I thought, in the beginning, was impossible for a small school student, it all became possible.

I came into Ship with the belief that I was on my own with no one to ask questions or to guide me. Because of the faculty and the many resources available within the Career Center and their endless leadership, dedication, and passion for their students, I leave with the feeling of success of developing lifelong connections.

I'm happy I chose Shippensburg University to complete by undergraduate degrees and wouldn't trade it for the world. The stigma behind a school like Shippensburg is that it's a small school, but during my time here at Shippensburg, I learned that if you carry yourself with passion and confidence, you see that Shippensburg University isn't so small after all. Just because an institution is not big does not mean it's not prestigious. The fact that we graduated from Shippensburg University gives us another reason to use our ambition to put the school on the map. As Ronald Reagan once said, "America is too great for small dreams."



# FACULTY PUBLICATIONS/ RECOGNITIONS 2020-21

## DR. WILLIAM E. BEALING, JR.

Accounting  
Professor Emeritus

### Academic Degrees

PhD, Pennsylvania State University, University Park, PA, Accounting

MBA, University of Montana, Missoula, MT

BSBA, Shippensburg University of PA, Shippensburg, PA, Accounting

### Research and Teaching Areas

Advanced Financial Accounting

Intermediate Accounting

SEC Regulatory Issues

SEC Budget Allocations

### Selected Publications

*Early Regulatory Actions by the SEC: An Institutional Theory Perspective on the Dramaturgy of Political Exchanges* (with Mark Dirsmith and Tim Fogerty), **Accounting, Organizations, and Society**, Vol. 21, No. 4, May, 1996.

*An Institutional Perspective of the Securities and Exchange Commission: Actions Speak Louder Than Words*, **Accounting, Organizations, and Society**, Vol. 19, No. 7, Oct., 1994.



- Presented the *Role of Training on HRM Perceptions of Workplace Bullying* at the Advances in Business Research Conference in November 2020.
- Panelist on an update on global laws and measures to address workplace bullying at the International Association on Workplace Bullying and Harassment in April of 2021. Presented an update on North American and EU measures to address workplace bullying.
- Presented Trauma of Workplace Bullying at Trauma Training Tuesday the 8th Worcester Lyceum Conversation Series–July 2021.
- President of the National Workplace Bullying Coalition (NWBC).
- His work has been on legislation to address workplace bullying. In his role as the NWBC president he has been able to build a team that has begun to push anti-workplace bullying legislation in states across the country—Michigan, Florida, Pennsylvania, California, New Jersey, Washington—with legislative teams in more than half of the states across the country.
- The Dignity at Work Act, that he developed through my doctoral work and later research on workplace bullying was introduced in the full Senate and House in Rhode Island, Bill numbers RI S196, RI H6352. He testified as an expert in the House hearing. The Bill was also introduced in the Massachusetts joint House/Senate Labor Committee. Bill Numbers MA S1185, H3843. He also testified as an expert during that hearing.
- Developed a Collective Bargaining and Concerted Activity toolkit helping unions to address workplace bullying that is distributed by the NWBC.
- Developed a guide on COVID, the ADA, and OSHA that he presented to numerous teachers' union groups, including the Badass Teachers' Association (BATS) and National Educator's United, NJEA.
- Developed and delivered training on “Legislating Against Workplace Bullying” and “Your Rights and Working with an Employment Lawyer After Abuse at Work” for the Dignity Together Virtual Summit.

## DR. JERRY CARBO

Professor of Management,  
Marketing and  
Entrepreneurship

- “Leader Power and Agency-Communion Orientations as Moderators of the Effects of Organizational Characteristics on Workplace Bullying” JD Houghton, RA Oxarart, JT Heames, MR Buckley, JA Carbo. *Employee Responsibilities and Rights Journal*, 2021.
- “Exploring workplace bullying from diverse perspectives: A Journal of Applied Communication Research”, Stacy Tye-Williams, Jerry Carbo, Premilla D’Cruz, Leah P Hollis, Loreleigh Keashly, Catherine Mattice, Sarah J Tracy. *Journal of Applied Communication Research*, 2020.



## DR. VIET DAO

Professor of Management  
Information Systems

- Attended two SAP Academic Alliance Bootcamps during the winter break and received training certificates on Business Process Integration with SAP S/4HANA, and SAP Data Analysis with SAC (SAP Analytics Clouds).
- The training helps keep me updated with cutting edge technology development that helps enhance my teaching and student learning.
- A paper “An Empirical Examination of the Use of IS-enabled Sustainability Initiatives across the Integrated Sustainability Framework” accepted for publication and is forthcoming in the *Pacific Asia Journal of the Association for Information Systems*.
- Served as Associate Editor for 2021 International Conference on Information Systems (ICIS), the #1 top Information Systems conference.
- Serving as Associate Editor for a special issue on Information Systems and Sustainable Development for *Information Systems Journal*, one of the top Information Systems journals.



## DR. IRMA HUNT

Associate Professor of  
Management

- Hunt, I., Morrisette, S., and Oberman, W. (2020). Regional Entrepreneurship in 2020 Amid the Global Pandemic. Presented virtually October 28, 2020 at The Academy of Business Research International Conference. Winner “Best Paper” in the ABR Fall 2020 Online conference.
- Morrisette, S., Oberman, W., Hunt, I., and Edwards, Y. (2021). Cheating, Culture, and Incentives: Who Deserves a Bonus? *Personnel Review*. DOI 10.1108/PR-04-2020-0232.
- Oberman, W., Hunt, I., Morrisette, S., and Taylor, R. (2021). Internships and



Occupational Self-Efficacy: Impact and Gender Differences. *Journal of Education for Business*. DOI: 10.1080/08832323.2020.1848768.

- Morrisette, S., Oberman, W., and Hunt, I. (2021). Comparative Suitability for Promotion: Ethical Transgressions, Culture, and a Third Dimension of Appraisal. *Management Research Review*. March 2021.

**HYUNPYO KIM**

Associate Professor of Accounting and Management Information Systems



- “Corporate social responsibility and operating cash flows management: An examination of credit market incentives” accepted for publication in the *Journal of Business Finance and Accounting*.

**DR. IAN LANGELLA**

Professor of Supply Chain Management



- Peer Reviewed Journal Publication with fellow College of Business faculty: Massala, O.A., Neidigh, R.O., Langella, I.M. (2020) Teaching Operational Flexibility for Mitigating Risk in Global Supply Chains. *Operations Management Education Review* 14: 87-112.
- Food Pantry Operations Before and After the Pandemic, presented (virtually) 10 November 2020 at the INFORMS Annual Meeting, Washington, DC, USA (Invited).
- An alternative food pantry responds to the pandemic, presented (virtually) 7 October 2020 at the Global Product Sustainability Workshop at the University of Rhode Island, USA. (Invited).
- Professional Development: IBM Data Science Professional Certificate; IBM Blockchain Foundations Badge; MIT Supply Chain Analytics Course; SAP Data Analytics-Train the Trainer Certificate; SAP Introduction to Blockchain-Train the Trainer Certificate; SAP Advanced Blockchain-Train the Trainer Certificate.

**DR. JANICE RUMMELL**

Associate Professor of Accounting and Management Information Systems

- “Planning for Substantive Testing at the Assertion Level: A Training Activity and Mini Case” Janice E. Rummell and Andrea B. Weickgenannt. *Current Issues in Auditing* (2021) 15 (1): 115-130.



**VICKI TAYLOR**

Associate Professor of Management, Marketing and Entrepreneurship

- Co-authored book, *Experiential Exercises in the Classroom*, published by Edward Edgar. The book provides a guide to creating and using experiential exercises in the classroom. It was designed for anyone interested in continuously improving their teaching practice and provides an overview of the theory and empirical evidence for active learning and the use of experiential exercises.
- Served as a Program Chair for the Academy of Management Teaching and Learning Conference (TLC@AOM). TLC@AOM is held in conjunction with the AOM Annual Meeting and is organized to support and meet the teaching-related needs of AOM members. The conference engages members as teachers, increases the visibility of teaching, and positions AOM as a global leader in management teaching.
- Currently co-authoring a textbook in compensation management to be published in 2022 by Chicago Press.

**DR. BRIAN WENTZ**

Professor of Management Information Systems



- Earned Project Management Professional (PMP) certification in December 2020.
- Article “Open Access to Government-funded Research Publications?: A Socio-legal Framework for Improving the Accessibility of Research Articles for People with Disabilities” to be published in the *Journal of Business and Technology Law* in late July.
- Visiting Associate Professor at the University of Maryland for the fall 2021 semester, working closely on Research with the Trace Research and Development Center on projects related to technology and people with disabilities.

**AMERICA250**

The Pennsylvania Commission for the United States Semiquincentennial (America250PA) was established by the



legislature and Governor in 2018 to plan, encourage, develop, and coordinate to commemoration of the 250th anniversary of the founding of the United States, Pennsylvania’s integral role in the event, and the impact of its people on the nation’s past, present, and future. As part of this initiative America250PA established the Direct Effect Innovation Challenge. This annual statewide collaborative project that allows students from across PA to compete and design solutions to issued challenges.

The College of Business invited teams of students to participate in the project and submit ideas. Produced in PA was one student-created concept. Produced in PA would highlight and connect local Pennsylvania owned and operated businesses in an effort to improve the success of the businesses and encourage PA pride.

#America250PA

**Direct Effect Innovation Challenge**

Top Prize \$1000

Register Teams of Four by September 30th at 5:00pm

No preparation required prior to the event!

<https://www.shippsensburg.edu/spo/socodg2ABA6dAAAFAC6-america250pa>

**2pm-4pm**  
**Friday, October 2nd**  
**Via Zoom**

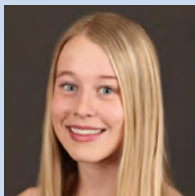
Contact Dr. Stephens with any further questions at RDSstep@ship.edu

## PROUD GRADUATE



Kenzie Hall '21 is headed to new heights as she heads out on her career.

**“I’ve had a great experience in the marketing program. I’ve enjoyed hands-on experiences in multiple classes using marketing simulations in digital marketing and social media marketing. Internships have been so important in my college journey. I am able to take the things I am learning in the classroom and apply them to real-world experiences.”**



—Taylor Hauck, senior Marketing major

# Student Organizations

## SHIPPENSBURG UNIVERSITY JOHN L. GROVE COLLEGE OF BUSINESS STUDENT CHAPTER RECEIVES SUPERIOR MERIT AWARD FROM SHRM

The SHRM (the Society for Human Resource Management) awarded a 2020-2021 Superior Merit Award designation to the Shippensburg University John L. Grove College of Business SHRM student chapter for providing superior growth and development opportunities to its student members.



The SHRM Student Chapter Merit Award program encourages the development of more effective student chapters and distinguishes outstanding activities and projects. Chapters are recognized based on operations, chapter programming and professional development of members, support of the human resource profession, and SHRM engagement.

“The members of our SHRM student chapters represent the next generation of HR leaders, and it’s critical to highlight the instrumental role they play in SHRM’s success,” said Johnny C. Taylor, Jr., SHRM-SCP, SHRM president and CEO. “The hard work of the Grove College of Business SHRM Chapter shows the future of the profession is, indeed, in good hands. I applaud their accomplishments and ability to foster innovative programming, development, and interest in HR as we navigate changing workplaces.”

SHRM student chapters have the opportunity to earn an award based on the number of activities they complete during the merit award cycle, the most recent one of which lasted from May 1, 2020, to April 30, 2021.

“I am especially proud of our student leadership team for working together through the challenges of the pandemic to put together a comprehensive program of activities worthy of earning this prestigious award. Our SHRM officers organized monthly zoom meetings featuring local HR professionals, coordinated a fundraiser for the Humane Society of Washington County, and raised money to help support the ongoing needs of the club,” said Dr. Vicki Taylor, associate professor of

Management in the College of Business and faculty advisor for the Human Resource Management Club.

## STEPS USES PANDEMIC TO THEIR BENEFIT

Overall, the 2020-2021 year was a very productive year for the Student Transition, Engagement, Participation, and Support organization (STEPS). Officers began the year with no prior experience as STEPS executives, and while this inexperience led to a few issues, it also provided a renewed energy and a fresh perspective that helped to overcome challenges and develop new ideas for the club.

The year started slowly as the officers adjusted to their new roles and the restrictive environment in which organizations had to operate, but as they adjusted, they developed goals for the year and began biweekly general club meetings. The officers decided that given the situation as a young, niche club in a growth phase, it would be best if they used this year to shift the primary focus to the future by laying the groundwork for club expansion and recruitment efforts. In late October 2020, they began discussions on club expansion and decided to focus on initially expanding to other schools within the university with the ultimate goal of accepting transfers from all schools within the university.

In November 2020, they started working with the SGA Transfer Senator to update the constitution for the pending changes. As the spring semester rolled around, they finalized and voted on a new constitution then began preparing events for the coming months. While the club maintained focus on preparing for the upcoming expansion, which included discussing new names for STEPS, they hosted a career center guest speaker, and fielded a STEPS/Transfer student intramural volleyball team.

In April 2021, they voted on next year’s officers and the new name for STEPS, with Transition, Integration and Engagement (TIE) coming out ahead. While the 2020-21 academic year saw marginal success, TIE is poised to greatly expand on that success with a re-imagined future and an experienced leadership team to get them there.

Serving Adams, Cumberland, Franklin and York Counties  
January 1, 2020–December 31, 2020

**Services Summary**

**519**  
Clients

**3259**  
Consulting  
Hours

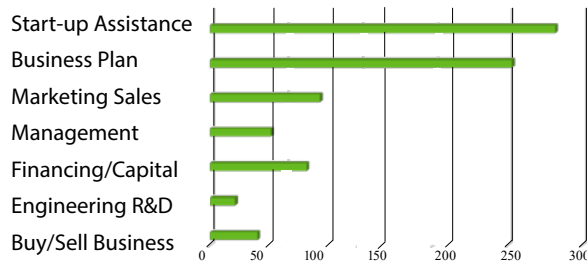
**15**  
Educational  
Events

**342**  
Educational  
Event  
Attendees

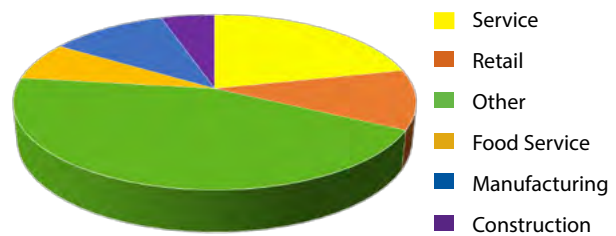
**384**  
COVID  
Consulting  
Hours

**169**  
COVID  
Related  
Clients

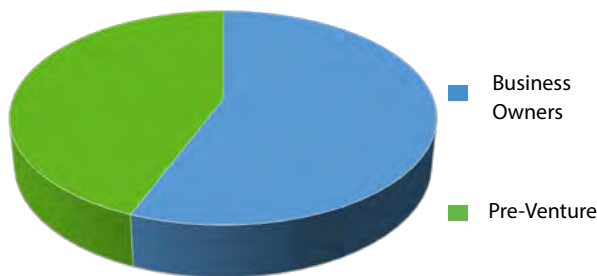
**Most Popular Consulting Topics**



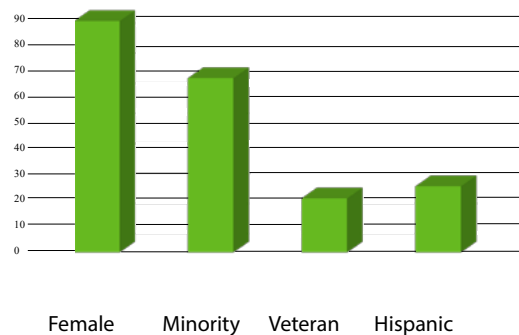
**Type of Business**



**Client Status**



**Client Profile**



**Client Outcomes**

**\$11.2MIL**  
In Capital  
Formation

**1959**  
Jobs  
Supported

**48**  
New  
Businesses  
Started

**2**  
Businesses  
Purchased

Shippensburg University SBDC  
Shippensburg University, 1871 Old Main Drive, 405 Grove Hall, Shippensburg, PA 17257  
Phone: 717.477.1935 • Fax: 717.477.4010 • E-mail: sbdc@ship.edu • Web: ship.edu/sbdc



# AWARDS AND SCHOLARSHIPS

## **JOHN L. AND CORA I. GROVE SCHOLARS**

Pablo Alvarez, Jared Bixler, Austin Correll, Veronika D'Amore, Austin Dohl-Pantaleo, Keegan Fonder, Abigail Fortnum, Thomas Hoopes, Matthew Leonard, Kerri Loy, Krysten Mahoney, Matthew McGrath, Nicholas Pellegrino, Bryan Rottkamp, Joseph Royle, Ethan Shellenberger, Alexandra Spease, Brian Weller, Kristen Zellner, Eric Zimmerman

## **ADAMS COUNTY AREA HUMAN RESOURCES ASSOCIATION (ACAHA) SCHOLARSHIP**

Samantha Black

## **FRED C. ARCHER MEMORIAL AWARD**

Owen Iacobelli

## **DOUG AND ANGELA BESCH SCHOLARSHIP FUND**

Daphne Schmuck

## **REVA HOBACK BRUBAKER SCHOLARSHIP**

Austin Dohl-Pantaleo, Morgan Landman

## **CLARK ASSOCIATES SCHOLARSHIP NEW**

Rue Case, Bryan Rottkamp

## **W. STEWART CONNARD ACCOUNTING SCHOLARSHIP NEW**

Nina Shoemaker

## **DR. MAX G. COOLEY SCHOLARSHIP**

Kara Rickenbach

## **LT. COL. BARBARA B. CROSS SCHOLARSHIP**

Ryan Rose

## **HAROLD U. AND HELEN F. CROUSE BUSINESS SCHOLARSHIP AWARD**

Serena Felix

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

Rachel Bruno, Sam Cuomo, Auburn Mira, Chase Slenker

## **DINGER SCHOLARSHIP**

Open

## **DISTINCTION OF ACADEMIC EXCELLENCE AWARD**

Bryan Rottkamp, Megan Parsons

## **ROBERT L. AND KATHY E. ENGLE COLLEGE OF BUSINESS SCHOLARSHIP**

Olivia Hartlaub

## **GERALD R. FETROW SCHOLARSHIP**

Jacob Biss, Eric Bohenek, Courtney Coy, Morgan DeFeo, Kiernan Higgins, Noah Inch, Maelynn Leber, Jackson LoBianco, Noah Nabholz, Lauren Pettis, Domenick Sleva

## **FOGELSONGER SCHOLARSHIP**

Sarah Berg, Tyler Petucci, Olivia Schweigart

## **JAMES GEHR FAMILY SCHOLARSHIP**

Matthew McGrath

## **KEN AND GINNY GILL SCHOLARSHIP FOR BUSINESS RELATED DEGREES**

Erica Weaver

## **RONALD G. AND ARLENE M. BEILER GIPE SCHOLARSHIP**

Hunter Hartung

## **DR. EDWARD S. GOODHART SCHOLARSHIP**

Cassandra Root

## **BONNIE GENTRY HATHCOCK COLLEGE OF BUSINESS SCHOLARSHIP**

Noah Koppenhaver

## **BRIAN L. HECKLER ACCOUNTING SCHOLARSHIP**

Morgan Landman

## **RENETTA F. HEISS SCHOLARSHIP**

Jacob Alvarez, Tara Kessel

## **EDWIN L. HERR STUDY ABROAD SCHOLARSHIP**

*Not awarded for 2020-2021 due to COVID travel restrictions*

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

Tyler Petucci

## **NANCY A. KING SCHOLARSHIP**

Bailey Charters

## **MR. ROBERT AND MRS. LORIE MILLER KLINGER COLLEGE OF BUSINESS STUDY ABROAD SCHOLARSHIP**

*Not awarded for 2020-2021 due to COVID travel restrictions*

## **DAVID AND LAURIE SCHULTZ MORGAN COLLEGE OF BUSINESS SCHOLARSHIP NEW**

Nina Mitchell

## **WILLIAM K. NITTERHOUSE SCHOLARSHIP**

Bryanna Conway

## **THE DON SR. AND CATHY NORI COLLEGE OF BUSINESS AWARD**

Bryan Rottkamp, Chase Slenker

## **FREDERICK L. PETERS MEMORIAL SCHOLARSHIP**

Brenna McKnight

## **MICHAEL AND NANCY PINKOWICZ BUSINESS SCHOLARSHIP**

John Bullock

## **FREDERICK AND ANN REDDIG POTTHOFF SCHOLARSHIP**

Austin Correll

## **IGNATIUS AND ANASTASIA PROKOP AND JOHN L. PROKOP SCHOLARSHIP**

Thomas Hoopes

## **CHRIS AND ROBIN PRUITT COLLEGE OF BUSINESS SCHOLARSHIP**

Thomas Scott

## **DR. HONG AND MRS. SUSAN YOUNG RIM FINANCE SCHOLARSHIP**

Alexandria Papoutsis

## **WILLIAM C. RODRUAN COLLEGE OF BUSINESS FINANCE SCHOLARSHIP**

Mari Reott

## **WILLIAM F. AND SUSANNAH M. ROTHMAN SCHOLARSHIP**

Trey-Anthony Paul

## **SMITH ELLIOTT KEARNS & COMPANY, LLC SCHOLARSHIP**

Olivia Hartlaub, Morgan Hill, Tanner Rohrer

## **JACK A. AND MILDRED PRINCE SQUIRES SCHOLARSHIP**

Mari Reott

## **DR. RICHARD D. STONE WOMEN'S BASKETBALL SCHOLARSHIP**

Lauren Pettis

## **DR. RONALD K. AND DEBRA A. TAYLOR MARKETING SCHOLARSHIP**

Lindsey Neidinger

## **RICHARD W. TOMLINSON BASKETBALL SCHOLARSHIP**

Carlos Carter

## **VOLVO CONSTRUCTION EQUIPMENT NORTH AMERICA LLC SCHOLARSHIP/INTERNSHIP**

Rebecca Fickel

## **BRIAN AND ELLEN WALSH COLLEGE OF BUSINESS SCHOLARSHIP**

Steven Belmonte

## **ROBERT E. "BUCKY" WARD ATHLETIC SCHOLARSHIP**

Owen Iacobelli

## **BROOKE ASHLEY WEAVER MEMORIAL SCHOLARSHIP**

McKenna Borrell

## **FRANKLIN O. WISMAN FINANCE SCHOLARSHIP**

Sean Bernhardt, Camryn Cerminaro, Matthew McGrath, Christina Pinto

## **MR. AND MRS. BRYAN P. WRIGHT ENDOWMENT FOR COLLEGE OF BUSINESS UNDERGRADUATE STUDENT/FACULTY RESEARCH**

Will Lamont

## **ZUMBRUN/KORKUCH FAMILY SCHOLARSHIP**

Kerri Loy, Eric Zimmerman

# COLLEGE OF BUSINESS ENDOWMENTS

The John L. Grove College Of Business has several special endowments that provide continuing support to college programs and activities that otherwise might not be possible. If you are interested in creating an endowment through the Shippensburg University Foundation for the benefit of the John L. Grove College of Business, call 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 is 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**

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

## **THE JOHN E. CLINTON SCHOLARSHIP**

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.

## **W. STEWART CONNARD ACCOUNTING SCHOLARSHIP**

Established by W. Stewart Connard '70, this scholarship is for upper division students majoring in accounting in the John L. Grove College of Business. Students must demonstrate financial need.

## **THE DR. MAX G. COOLEY SCHOLARSHIP**

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 freshmen 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**

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 their 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**

Established by Mr. Chuck Diller, member of the John L. Grove College of Business Advisory Board and retired executive of JLG Industries, these scholarships benefit full-time first-year student business majors who graduated from East Pennsboro High School, Mechanicsburg Area Senior High School, and Cumberland Valley High School. Preference is given to students majoring in entrepreneurship.

## **THE DINGER SCHOLARSHIP**

Established by Dennis L. Dinger '72, in honor of his mother and in memory of his father. It is for a first-year business major from Tri-Valley High School.

## **THE MR. ROBERT L. AND KATHY E. ENGLE COLLEGE OF BUSINESS SCHOLARSHIP**

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

## **THE GERALD R. FETROW SCHOLARSHIP**

This scholarship is for student-athletes enrolled in an undergraduate degree program within John L. Grove College of Business who intend 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)**

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

## **THE FOGELSONGER SCHOLARSHIP**

Established in honor of Ned R. Fogelsonger '71, this one-year scholarship is awarded to upper division students intent on pursuing a career in the insurance or finance industry.

## **THE JAMES A. GEHR FAMILY SCHOLARSHIP**

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

## **THE KEN AND GINNY GILL SCHOLARSHIP FOR BUSINESS RELATED DEGREES**

Established by Ken '65, '72M and Ginny Gill, this scholarship is for full-time incoming first-year student pursuing a degree offered through the John L. Grove College of Business. First preference is given to a student from Snyder County, Pennsylvania. Second preference will be given to students from any county in Pennsylvania. The recipient must demonstrate financial need.

## **THE RONALD G. AND ARLENE M. BEILER GIPE SCHOLARSHIP**

This scholarship is for students who have completed at least 60 credits toward an undergraduate degree administered by 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**

This scholarship is for incoming full-time first-year student 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 academic credit requirements. First preference will be given to students who graduated from Shippensburg Area Senior High School.

### **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.

### **LINDA MAUGER-HARNISH AND MARTIN HARNISH COLLEGE OF BUSINESS SCHOLARSHIP FUND (not yet active)**

Established by Linda Mauger-Harnish '87 and Martin Harnish '86, this scholarship is for incoming full-time first-year student pursuing an undergraduate degree administered by the John L. Grove College of Business. Recipients must demonstrate financial need.

### **THE BONNIE GENTRY HATHCOCK COLLEGE OF BUSINESS SCHOLARSHIP**

Established by Bonnie Gentry Hathcock '72, this four-year scholarship is for an outstanding student enrolled in any undergraduate degree program in the John L. Grove College of Business.

### **THE BRIAN L. HECKLER ACCOUNTING SCHOLARSHIP**

This scholarship is for an incoming full-time first-year student with financial need who is entering an undergraduate degree program administered by the Accounting Department of the John L. Grove College of Business.

### **THE RENETTA F. HEISS SCHOLARSHIP**

This scholarship provides assistance to a junior majoring in business education or business information systems who demonstrates academic excellence and promise of success in the discipline.

### **THE EDWIN L. HERR STUDY ABROAD SCHOLARSHIP**

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

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

Established by Dr. Ralph Hocking who served 30 years as a professor in the John L. Grove College of Business, this four-year scholarship is for a student majoring in finance.

### **THE MR. ROBERT AND MRS. LORIE MILLER KLINGER COLLEGE OF BUSINESS STUDY ABROAD SCHOLARSHIP**

This study abroad scholarship is awarded to students with financial need who have earned at least 30 credits and are enrolled in a degree program in the John L. Grove College of Business.

### **NEW MCDONALD CZIRAKY WOMEN'S BASKETBALL SCHOLARSHIP (not yet active)**

Established by Marie McDonald '97 and her husband, David Cziraky, this scholarship is for a member in good standing of the Shippensburg University women's basketball

team. First preference will be given to students pursuing an undergraduate degree in the John L. Grove College of Business.

### **DAVID AND LAURIE SCHULTZ MORGAN COLLEGE OF BUSINESS SCHOLARSHIP**

Established by David '80 and Laurie Morgan '79, this scholarship benefits upper division students who have earned at least 30 academic credits and are pursuing an undergraduate degree administered by the John L. Grove College of Business. This scholarship will not necessarily go to the student with the highest grade point average, but to an individual who demonstrates inspirational character and perseverance within the John L. Grove College of Business.

### **THE FREDERICK L. PETERS MEMORIAL SCHOLARSHIP**

This scholarship was established in memory of Mr. Peters, who earned his bachelor's and master's degrees from Shippensburg University in business administration and was employed by the university as an accountant for more than 20 years. It is awarded to students entering the John L. Grove College of Business from Shippensburg Area and Big Spring School Districts.

### **THE MICHAEL AND NANCY PINKOWICZ BUSINESS SCHOLARSHIP**

This four-year scholarship was established by Michael Pinkowicz '76 and his wife, Nancy, in appreciation for his academic and extracurricular experience at Shippensburg University. This scholarship benefits incoming freshmen from Philadelphia, Montgomery or Delaware counties within the Commonwealth of Pennsylvania who are pursuing an undergraduate degree program administered by the John L. Grove College of Business. First preference is given to students from underrepresented populations.

### **THE FREDERICK AND ANN REDDIG POTTHOFF SCHOLARSHIP**

Established in 2011 by Frederick '70 and Ann Reddig Potthoff '72, this scholarship is for first-year 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**

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

### **THE CHRIS AND ROBIN PRUITT COLLEGE OF BUSINESS SCHOLARSHIP**

This four-year first-year student 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**

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**

This four-year scholarship is for an incoming first-year 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 students from Steelton-Highspire School District. Third preference is given to students who have graduated from Central Dauphin School District. Recipients must demonstrate financial need.

### **NEW EDWARD CHRISTIAN RUTH MEMORIAL SCHOLARSHIP (not yet active)**

This upper-division scholarship was established by family and friends in memory of Edward Ruth '00, who was an active member of Alpha Kappa Psi Business Fraternity. Recipients must have completed a minimum of 30 credits and be residents of Bedford County, Pennsylvania. First preference is given to students pursuing an undergraduate degree in the John L. Grove College of Business who are members in good standing of Alpha Kappa Psi Business Fraternity.

### **THE JACK A. AND MILDRED PRINCE SQUIRES SCHOLARSHIP**

Mr. Jack A. Squires, Business Education '49, owned and operated Squires Electronics and Appliances, Inc. in Shippensburg and Chambersburg, Pennsylvania. This scholarship is for a student with at least 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 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**

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 RICHARD W. TOMLINSON BASKETBALL SCHOLARSHIP**

This scholarship is for a student who intends to become a member of the Shippensburg University men's basketball team, or a current member of the men's basketball team, who 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 VOLVO CONSTRUCTION EQUIPMENT NORTH AMERICA, LLC, SCHOLARSHIP/INTERNSHIP PROGRAM**

This four-year scholarship is for an entering full-time first-year student pursuing an undergraduate degree from the John L. Grove College of Business. It is intended that the recipient completes an official, compensated internship with Volvo Construction LLC at the Shippensburg location between their sophomore and junior year provided internships are available.

#### **THE BRIAN AND ELLEN WALSH COLLEGE OF BUSINESS SCHOLARSHIP**

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**

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**

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 during 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 University. 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 first-year students majoring in finance who will participate in the Investment Management Program.

#### **W.J. WOLLYUNG III COLLEGE OF BUSINESS SCHOLARSHIP**

Established by William J. Wollyung III '85, this scholarship is for incoming first-year students pursuing an undergraduate degree administered by the John L. Grove College of Business. First preference is for students who demonstrate financial need.

#### **NEW ZOOK DIODATO COLLEGE OF BUSINESS SCHOLARSHIP (not yet active)**

Established by Gloria Zook Diodato '88 and Richard Diodato, this upper division scholarship is for students who have completed a minimum of 30 credits and are pursuing an undergraduate degree in the John L. Grove College of Business. First preference will be given to students who demonstrate financial need.

#### **THE ZUMBRUN/KORKUCH FAMILY SCHOLARSHIP**

Established by Jean Zumbrun Korkuch '49 and husband Frank Korkuch '50, this scholarship is for entering freshmen enrolled in an undergraduate 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 AND ANITA BUCHANAN ENTREPRENEURIAL ENDOWMENT FOR THE CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION**

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 fellowship supports research in business and economics by faculty of the John L. Grove College of Business.

#### **THE JOHN L. AND CORA I. GROVE COLLEGE OF BUSINESS ENDOWMENT**

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

#### **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 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 Accounting Department.

#### **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**

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.

#### **THE DON SR. AND CATHY NORI COLLEGE OF BUSINESS AWARD**

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

#### **THE JERRY AND JANICE REGAN MBA ENDOWMENT (not yet active)**

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

#### **THE WISMAN ENDOWMENT**

This fund was established in memory of Mr. Frank Wisman, whose vision led to the creation of the Investment Management Program. It is used as a vehicle for giving finance majors experience in actual investment management.

#### **THE MR. AND MRS. BRYAN P. WRIGHT ENDOWMENT FOR COLLEGE OF BUSINESS UNDERGRADUATE STUDENT/FACULTY RESEARCH**

Funds from this endowment 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 TERESSA S. ROSETTY MEMORIAL SCHOLARSHIP**

This four-year scholarship is for an incoming first-year 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**

This is 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 his/her immediate family to attend college.

### **THE KENNETH AND DONNA L. SHUR COLLEGE OF BUSINESS SCHOLARSHIP**

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

### **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.

**OUR BUSINESS INTERNSHIP PROGRAM** gives you a 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**

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