



# JOHN L. GROVE COLLEGE OF BUSINESS



# A TRADITION OF EXCELLENCE

2016-17 ANNUAL REPORT



***“Our Goal Is Your Continued 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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**46**

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

*“A Tradition of Excellence”*

# JOHN L. GROVE COLLEGE OF BUSINESS

**I AM EXCITED TO REPORT THAT THE JOHN L. GROVE COLLEGE OF BUSINESS HAD AN EXCEPTIONAL 2016-17 ACADEMIC YEAR. GROVE COLLEGE HAS REACHED SEVERAL MILESTONES, INCLUDING EIGHTY-ONE YEARS OF OFFERING BUSINESS EDUCATION PROGRAMS, FORTY-SIX YEARS AS A COLLEGE OF BUSINESS, AND THIRTY-SIX YEARS OF AACSB ACCREDITATION.**

In addition, 2016-17 marks the approval of the Doctorate of Business Administration (DBA) by the Pennsylvania State System of Higher Education, which is expected to begin in fall 2019. This past year also marked the dedication of the Charles H. Diller, Jr. Center for Entrepreneurial Leadership and Innovation. The center provides students with the opportunity to develop entrepreneurial skills and create new businesses. Accompanying the university's newly established entrepreneurship major and minor, the center joins the Brad Hollinger Stock Trading Room and the Small Business Development Center. The center has already engaged students in entrepreneurship this past spring semester by offering the first 3-Day Startup. Students received three months' worth of business entrepreneurial education and experience in three days during the program.

This year is also marked by the incredible success of our accounting graduates passing the CPA exam. According to the National Association of State Boards of Accountancy (NASBA), Shippensburg University ranked twenty-sixth out of 858 schools whose graduates passed the national CPA exam on their first try. In 2016 SU graduates had a passing rate of 77.8 percent. The overall passing rate nationally was 54.4 percent, and for programs in Pennsylvania the first-time passing rate was 55.7 percent.

Grove College continues to be innovative by creating new programs of distinction and/or enhancing existing programs. In terms of enhancing existing programs, this year marked the recognition of the Grove College BSBA in finance by the Certified Financial Analyst Institute. The CFA Institute recognized the BSBA degree in finance for incorporating at least 70 percent of the CFA Program Candidate Body of Knowledge (CBOK) and placing emphasis on the CFA Institute Code of Ethics and Standards of Practice within the program. The BSBA in finance, joined existing certified programs in financial planning and human resources management (SHRM).

In addition to our new DBA program, Grove College also added a new MBA concentration and graduate certificate program in healthcare administration.

Grove College continues to improve student retention and graduation rates by engaging the Advisory Board, advisory councils, and alumni with the Foundation of Business course (a first year business student experience) and the addition of the Office of Academic Advising Assistance housed in Grove Hall.



Grove College continues to be ranked among the top AACSB-accredited business programs by *U.S. News & World Report*. Our graduate program is also ranked by *Princeton Review* as one of the top 294 AACSB accredited graduate programs. The online MBA continues to be highly ranked by *U.S. News & World Report* as well.

Grove College career placement continues to be around 90 percent thanks to the efforts of the College Business Internship Office and collaboration with SU's Career and Community Engagement Center.

There are seventeen student organizations within Grove College, offering students the opportunity for engagement and leadership development consistent with our mission. The college has an exemplary Advisory Board, Finance Advisory Council, and Supply Chain Advisory Council, all of which have been instrumental in developing strategies to enhance the undergraduate business programs and improving student engagement, retention, and academic and professional experiences leading to higher graduation rate and job opportunities.

Grove College boasts successful alumni across the globe. I believe their success comes from the excellent education they receive from our faculty. Parents also validate student success, because they continue to send their sons and daughters to Shippensburg University and believe in our mission to provide a high quality and high value business education.

I wish you the best 2017-18 academic year and beyond.

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

## NEW MEMBERS JOIN COB BOARD



### GLORIA ZOOK DIODATO

Gloria Zook Diodato '88 has experience in both the financial services industry and in education. She has been involved in banking

operations, mergers and acquisitions, AML/BSA, asset/liability management, and operational risk management. She has taught project management, accounting, and finance. Her skills include financial analysis, process improvement, web design, curriculum development, and testing strategies. She was assistant dean of graduate programs at the University of Delaware's Alfred Lerner College of Business and Economics, a director at the Sanford School, and division manager at Wilmington Trust. She is now vice president in the Operational Risk Management Department at M&T Bank. She serves on the board of directors and the audit committee of the First State Loan Fund, is chair of the board development committee of the Girl Scouts of the Chesapeake, and volunteers for Meals on Wheels. She holds an MBA from the University of Delaware and a BSBA (accounting) from Shippensburg University.



### JOHN VARVARIS

John Varvaris '80 joined the COB Advisory Board in 2016 upon his retirement as president and COO of the global fast growth health company Best Doctors. He also worked with the

3Day Startup event as a mentor and was a speaker at the Beta Gamma Sigma breakfast speaker series. Varvaris retired from a distinguished career with positions as a partner with EY, a senior VP and CFO of a \$4 billion Life Insurer, a senior managing director and industry leader for a Top 10 accounting firm in Pennsylvania, and CFO, COO, president, and interim CEO of Best Doctors. He has earned recognition for management, and was a finalist in *Boston Business Journal's* CFO of the Year Award in 2012. He earned an MS in finance with honors from Loyola University Maryland, where he also served as adjunct professor and chair of the finance advisory board.



COLLEGE OF BUSINESS ADVISORY BOARD MEMBERS: Front row, from left: Alix Rouby, Dr. Irma Hunt, Dr. Allison Watts, Lani Longarzo, Nora Habig, and Jodie Driver. Second row, from left: Dr. Michael Coolson, Dr. William Oberman, Dr. Anthony Winter, John Varvaris, Charles Nebel, Ronald Points, Ronald Gipe, Dr. Barbara Lyman, Dr. John Kooti, and Krista Carroll. Third row, from left: Dr. Ian Langella, William Rodruan, Thomas Ramsburg, Michael Palm, James Gehr, Charles Diller, Jr., Dr. Otso Massala, and Aji Abraham.

## COLLEGE OF BUSINESS ADVISORY BOARD

### Aji M. Abraham

Capital Blue Cross

### Douglas K. Besch '95

KPMG LLP

### Edward L. Buchanan IV '71

Smith Elliott Kearns & Co., LLC, Retired

### Chris C. Bushey '79

Quandel Group

### Charles H. Diller, Jr.

JLG Industries, Inc., Retired

### Gloria Zook Diodato '88

M&T Bank

### Jodie Vanderman Driver '00

West Chester University

### Edward F. Ehret '87

Atlas Minerals & Chemical

### Robert L. Engle '73

TE Connectivity

### Randy L. Fackler '86

Brown Schultz Sheridan & Fritz

### James A. Gehr '83

Exel, Inc.

### William Gindlesperger

eLynxx Solutions

### Ronald G. Gipe '71

Martin's Famous Pastry Shoppe, Retired

### Sean Glennon

Volvo Construction Equipment

### Nora Habig (Chair)

M&T Bank

### Craig H. Hill '77

Fulton Financial Corporation, Retired

### Brad E. Hollinger '76

Vibra Healthcare

### Marsha A. Hoy '89

Hoffman Ford

### Michael L. Hurt

TB Woods, Inc., Retired

### Robert S. Jones '88

RBS Capital Markets

### Ronald S. Kearns '64

Smith Elliot Kearns & Co, LLC, Retired

### Stephanie Kleinfelter '84

Hanover Foods Corporation

### Charles R. Nebel Jr. '84

Boyer & Ritter

### Robert P. Nicholson '84

Harsco Corporation, Retired

### Michael M. Palm '86

CRP Industries, Inc.

### Gerald E. Piper '86

CenturyLink, Retired

### Ronald J. Points '69

World Bank

### Frederick D. Potthoff '70

Kroff Chemical Company, Inc.

### Christopher E. Pruitt '84

East Penn Manufacturing Co., Inc.

### Thomas M. Ramsburg '69

Research America

### William C. Rodruan, '76

Armstrong Flooring Production, Retired

### Frank Stearn

Sunrise Computers & Electronics, Retired

### John M. Varvaris '80

Best Doctors, Retired

### Jill J. Walmer '82

Highmark

### Robert E. Ward '77

Computer Aid, Inc., Retired

### Bryan P. Wright '88

Exelon Generation

# ADVISORY BOARD PROFILE: FREDERICK D. POTTHOFF '70

**Frederick D. Potthoff '70** graduated from Ship with a BS in business education with a desire to pursue a career in sales. Upon graduating, Fred served six months active duty in the US Marine Corps before working in pharmaceutical sales for two years. He then went on to work for Nalco Water for sixteen years as a salesperson, area manager, and district manager before ultimately co-founding Kroff Chemical Company, Inc., in Pittsburgh.



oversee seven different companies including Kroff Chemical Company, Inc., Kroff Facilities Services, Inc., Kroff Process Technologies, Inc., Kroff Well Services, Inc., Kroff International, LLC, Kroff Lab Services, Inc., and Kroff Food Services, Inc. In 2018, they will celebrate the company's thirtieth anniversary.

After Fred and his wife Ann reconnected with the Ship community, he was asked to serve on the Grove College Advisory Board, of which he has now been a member for five years. As a member of the board, Potthoff meets with other board members several times a year to discuss issues relevant to the College of Business and provide expertise that can be incorporated into the business school's curriculum. In 2010, Fred received Shippensburg's Distinguished Alumni Award. Along with

the advisory board, he also is a member of Vistage International, a worldwide business advisory and executive coaching organization. He has been a member of Vistage since 2005.

Fred and Ann are making a difference with philanthropy as well. The Potthoffs began supporting the SU Foundation to benefit SU in 1984. They continue giving through the years and during "Charting the Course Lighting the Way Campaign" for Shippensburg University they established the Frederick and Ann Reddig Potthoff Endowed Scholarship and provided support for the restoration of Stewart Hall as well.

Originally from Latrobe, Fred currently lives in Wexford. He has two children, a daughter and a son, as well as five grandchildren. In his leisure time, he enjoys traveling and playing golf.

## SUPPLY CHAIN MANAGEMENT ADVISORY BOARD

### **Dan Altomare**

Staples Distribution Center

### **H. Douglas Bushong '84**

Cushman & Wakefield

### **Allison L. Cotter '08**

WaWa Corporate Headquarters

### **Thomas D. Hocker '77**

Alphabroder

### **Michael Knox**

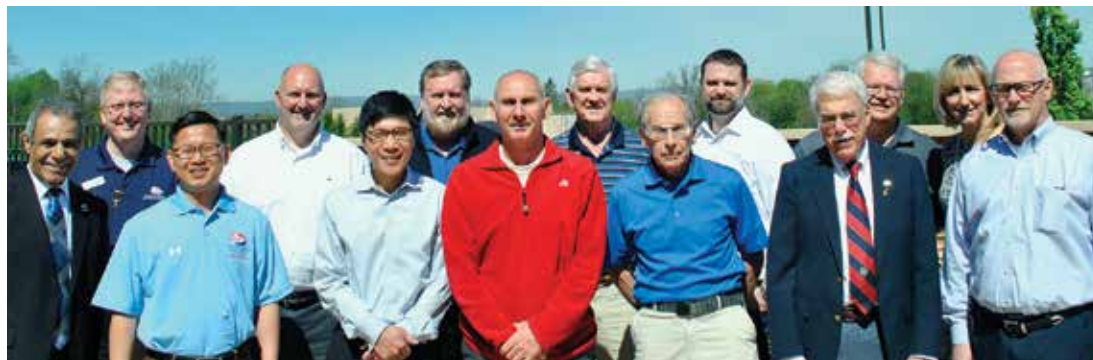
Office Depot

### **Dr. Jonathan W. Kohn**

Professor Emeritus,  
SU Supply Chain Management

### **Craig A. Lough '02**

C.H. Robinson



SUPPLY CHAIN COUNCIL: Front row, from left: J. Kooti, D. Hwang, R. Setaputra, R. Neidigh, Jonathan Kohn, Richard Stone, Douglas Bushong. Back row, from left: I. Langella, Jim Griffin, Bill Muldowney, Keith Walborn, Craig Lough, Tom Hocker, L. Longarzo.

### **Doug McLaughlin**

Exel Eastern Distribution Ctr. #3

### **Colette L. Raebiger '95**

McNeil Consumer Healthcare

### **Dr. Richard D. Stone**

Professor Emeritus,  
SU Marketing & Logistics

### **Erik D. Thompson '94**

Daily Express, Inc.

### **Keith Walborn**

Cumberland-Keuka

## SCM COUNCIL WELCOMES LOUGH TO BOARD

Craig Lough '02 double majored in marketing and supply chain management at Ship. He was part of the first graduating class in the SCM Department. While at Ship, he was a four-year starter on the football team and a member of the Tau Kappa Epsilon fraternity. He credits Dr. Richard Stone and Keith Walborn



with developing his interest in supply chain and the SU Football coaches for instilling discipline that serves today as the foundation of his professional success.

In 2003, he worked with C.H. Robinson in Charlotte, North Carolina, as a capacity representative, working closely with contract carriers (trucking companies) across North America. In 2004, he joined the C.H. Robinson's startup office in Harrisburg as transportation sales and sales manager. In 2008, he was promoted to general manager and opened C.H. Robinson's Albany, New

York, office. The team led the Northeast region in growth for four consecutive years. Last year, he moved back to central Pennsylvania as general manager in Harrisburg. He leads teams responsible for customer account management, capacity procurement, operations and sales. Lough has played a role in C.H. Robinson growing from a \$3 billion company to \$13.1 billion and #212 on the Fortune 500 list.

Craig and his wife Lindee '01 met at Shippensburg and have been married for 14 years. They have two boys.

# GROVE COLLEGE FINANCE ADVISORY COUNCIL



First row, from left: L. Longarzo, A. Winter, S. Bryant, Justin Ellsesser, Jennifer Sassani, H. Rim, F. Liu, J. Pham. Second row, from left: J. Kooti, Kegan Bray, Anders Nordberg, Daulton Seibert, Michael Lyons, Jose Polanco, Anna Tatum, Andrew Crum, Nathan Gracey, Jonathan Moats, Christopher Weber. Third row, from left: Craig Hinkle, Chris Jackson, Andrew Jocham, Mitchell Nickerson, Ralph Fetrow, Michael Banwell.

**Donald M. Butler '92**

The Vanguard Group

**James A. DeGaetano, '99**

Diamond Wealth Advisors

**Justin J. Ellsesser '11**

Missouri Lagers

**Ralph J. Fetrow**

**Lee A. Gardella '89**

Adveq Management US, Inc.

**Craig M. Hinkle '92**

Knouse Foods Co-Operative, Inc.

**Christopher J. Jackson '97 (Chair)**

Tucker Financial Services

**Joshua L. Jenkins '12**

Northwestern Mutual

**Louise Lovell, Retired**

US Nuclear Regulatory Commission

**Jonathan C. Moats '10**

Capital One Financial, LLC

**David J. Morgan '80**

Farmer's Insurance

**Jennifer L. Sassani '93**

Hershey Trust Company

**Christopher S. Weber '03**

DeRock Electric Co.

**David C. Webster '03**

Conning

## ADVISORY BOARD SHARES EXPERIENCE



Several members of the Grove College Advisory Board again met with students in the BSN101 Foundations of Business Administration classes to review resumes. Students turned in their resumes as an assignment, which were then distributed evenly to each advisory board member to be critiqued. The individual advisory board members conducted three small group sessions and selected the best resume from each session.

Advisory board members used visual presentations and copies of superior

resumes as examples for students. They provided constructive feedback and shared their own resumes with students. Those with the best resumes had the opportunity to attend a luncheon with the faculty, deans, and advisory board.

Working with members of the advisory board had a great impact on students. Most of them are alumni who were sitting in the same classrooms not long ago. Students realized that their potential as a Shippensburg graduate was unlimited.



## DEAN'S WALK IN

Dr. John Kooti, dean, held walk-in sessions for students last semester in Grove Hall.

# Doctoral Program Approved

## A DOCTORATE IN BUSINESS ADMINISTRATION (DBA) RECEIVED APPROVAL FROM THE BOARD OF GOVERNORS OF PENNSYLVANIA'S STATE SYSTEM OF HIGHER EDUCATION LAST SPRING.

This 54-credit-hour DBA program, offered through the John L. Grove College of Business, will be the only AACSB-accredited business administration doctoral program at a public university in Pennsylvania, Maryland, Virginia, and the District of Columbia.

The program is designed to meet a documented need in the Commonwealth and region for doctorally prepared business professionals, providing the critical research expertise necessary in today's global knowledge economy.

"The DBA is a prime example of our strategic addition of programs that build on the strength of our faculty as well as address the workforce and market demands of our region and the state," said Dr. Tracy Schoolcraft, associate provost.

"Grove College of Business has a long history of excellence in education, having maintained our AACSB accreditation for nearly four decades," said Dr. John L.



Kooti, dean of Grove College. "The DBA builds on the success and growth of our MBA program, which has been ranked among the best in the nation by U.S. News and World Report."

Dr. M. Blake Hargrove, professor of management, led the faculty effort to design a quality doctoral program with an innovative and flexible curriculum. "The Shippensburg DBA is intensely collaborative. Working closely with their professors, students develop advanced research skills and become masters of their discipline during the two years

of coursework. In the third year, faculty mentors guide DBA students as they design and perform original research that makes a contribution to their field."

Offered as a weekend, residential program, the DBA is suitable for recent MBA graduates, mid-level managers and executives seeking career development, local and regional educators without doctorates, international students, and career-military personnel exploring a second career.

The program's anticipated launch is fall 2019.

## GROVE COLLEGE EARNS NATIONAL HONORS

The John L. Grove College of Business was named by *The Princeton Review* as one of the top business schools in the nation in its 2017 edition of "The Best 294 Business Schools."

The publication does not rank schools numerically or name an overall best business school.

In September 2016, *U.S. News and World Report* recognized Grove College's graduate program in its 2017 edition of "Best Colleges," ranking the online MBA program 97th and part-time MBA program 130th.

"Being listed among the top business programs by *The Princeton Review* again this year is a validation of our commitment to provide a high-quality education to our students," said Dr.

John Kooti, dean. "This ranking cannot be accomplished without the dedication of faculty and staff to provide the best academic and professional experiences to our students."

*The Princeton Review* surveyed 25,000 students, asking them to rate their schools in areas such as academics, student body and campus life, and their career goals. The rankings also factored in data from surveys conducted during the 2015-16, 2014-15, and 2013-14 academic years.

"Our goal is to provide school profiles combined with multiple rating scores and ranking lists to help applicants choose the best business school for them," said Robert Franek, senior vice president and publisher of *The Princeton Review*.

## GRADS RANK HIGH IN 2016 CPA EXAM

For the fourth consecutive year, John L. Grove College of Business is ranked in the top forty nationally in the success rate of its graduates taking the certified public accountant exam.

According to the National Association of State Boards of Accountancy (NASBA), SU ranked twenty-sixth out of 858 schools whose graduates passed the national CPA exam on their first try last year.

"I am very proud of our faculty and the graduates for this outstanding achievement," said Dr. John Kooti, dean.

SU graduates had a passing rate of 77.8 percent in 2016. The overall passing rate nationally was 54.4 percent, and for programs in Pennsylvania the first-time passing rate was 55.7 percent.

# Diller Center Dedicated

**SHIPPENSBURG UNIVERSITY NAMED AND DEDICATED THE CHARLES H. DILLER JR. CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION LAST FEBRUARY. AS PART OF THE JOHN L. GROVE COLLEGE OF BUSINESS, THE CENTER HELPS STUDENTS TO DEVELOP ENTREPRENEURIAL SKILLS AND CREATE NEW BUSINESSES.**

The Diller Center complements the university's newly established entrepreneurship major and minor. "As part of a unique entrepreneurial ecosystem, it joins forces with the Small Business Development Center and the Brad E. Hollinger Stock Trading Room, offering hands-on learning to complement students' academic programs," said Dr. Barbara Lyman, provost and executive vice president.

The center is the result of a gift made by Charles H. Jr. and Jane E. Diller to the Shippensburg University Foundation's comprehensive campaign, Charting the Course, Lighting the Way, the Campaign for Shippensburg University.

Charles Diller Jr., retired executive vice president from JLG Industries and member of the Grove College of Business Advisory Board, was drawn to supporting the center because of the opportunity it provides students. "It is very relevant for today's young adults, in whatever profession they choose, to learn to cope with risk, spot opportunities and have the ability to innovate. That is why I chose to endow this



Brad Hollinger '76 (center), pictured with Chuck Diller (left) and Dr. Otso Massala, spoke at a Diller Center sponsored event



Attending the dedication of the Charles H. Diller Jr. Center for Entrepreneurial Leadership were (from left) John E. Clinton, president and CEO of the SU Foundation; B. Michael Schaul, past chair of the SU Council of Trustees; Charles H. Diller Jr., benefactor; Dr. Barbara G. Lyman, provost and executive vice president; Mike Ross, president of the Franklin County Area Development Corp.; and Dr. John Kooti, dean of the John L. Grove College of Business.

*"It is very relevant for today's young adults, in whatever profession they choose, to learn to cope with risk, spot opportunities and have the ability to innovate. That is why I chose to endow this center as my contribution to the recent campaign."*

center as my contribution to the recent campaign."

According to Dr. John Kooti, dean of Grove College, the creation of the center supports a hallmark of the college in that it prepares students both academically and professionally. "The Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation contributes to this distinction by affording business and non-business students the opportunities to be creative and entrepreneurial."

What starts as an idea evolves into reality as students work through a research process, business plan development, and vetting of their idea by a leadership advisory council. Students then have an option to pitch their idea to a group of venture capitalists who might have interest in funding their plan.

The center also provides students and local entrepreneurs with access to high-quality speakers and seminars. During Global Entrepreneurship Week last November,

the center hosted its first speaker, Brad Hollinger '76, who founded Vibra Healthcare and is co-owner of the Williams Martini Formula Racing Team.

While the center resides in the Grove College of Business, the opportunities it provides are open to students from all disciplines who have dreams of becoming young entrepreneurs.

"We look forward to seeing a future of successful student entrepreneurs who can state that it all started because of the knowledge, skills, networking opportunities and support they received through the Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation," said John Clinton, president and CEO of the SU Foundation.

For more information on the center, contact Dr. Otso Massala, director and associate professor of supply chain management, at [OAMassala@ship.edu](mailto:OAMassala@ship.edu).

# Diller Center Hosts '3 Day Startup'

Aspiring entrepreneurs had an opportunity to immerse themselves in an intense three-day training when the "3 Day Startup" (3DS) program came to Shippensburg last spring.

Organized through the Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation, the free program connected participants with inspiring people while they learned about the lean start-up canvas, customer discovery, rapid prototyping, and pitching fundamentals.

"We know that a lot of entrepreneurial potential resides at Ship, and many entrepreneurial students are ready to put their ideas forward. This program offers a great environment to do that swiftly while having fun," said Dr. Otso Massala, director of the Diller Center.

Modeled after a program at the University of Texas, Massala said he wanted to bring 3DS to Shippensburg because he heard it has successfully developed several businesses. More than 100 companies have launched through 3DS including popular apps Timehop, which shows users their social media posts from years prior, and Partender, which allows bar owners to easily take inventory digitally.

He said this program helps students to think independently outside the classroom. "The students are fully accountable for the outcomes and professors weren't there to hold their hand and tell them what to do."

Open to students of all disciplines, participants started the program by proposing an idea, testing it on potential customers, adjusting plans, then presenting their results to mentors who have established businesses in the community.

Freshman marketing major Ethan Stratton said the program helped him to refine an idea into a more substantial business plan. "Many people think with a business you have an idea and go straight to the market," he said. "But in reality, you have an idea, break it down, refine it, and look at what's positive and what's negative."

Stratton and his student partner Jodie Meglio took their idea straight to customers at Walmart and Target. Stratton also developed connections with successful entrepreneurs during the event and is working on pitching the product he developed.

Maia Donohue, 3DS program manager, said "The 3DS organization sees a huge opportunity with this partnership to increase the impact and ingenuity of startups and companies in Shippensburg. Universities and their surrounding communities are hubs of innovation. This is a smart time to be launching a company here."



## FINANCE PROGRAM RECOGNIZED

Grove College's finance program was accepted into the CFA Institute University Recognition Program. This acknowledges the finance program for incorporating the CFA Program Candidate Body of Knowledge (CBOK), which outlines the knowledge, skill, and abilities generally accepted and applied by investment professionals globally.

Additionally, the program recognizes Ship for placing emphasis on standards of ethics, education, and professional excellence outlined in the CFA Institute Code of Ethics and Standards of Practice.

Induction into this program positions Ship students to obtain the Chartered Financial Analyst® designation, which is an internationally respected and recognized investment credential.

"Entry into the CFA Institute University Recognition Program signals to potential students, employers, and the marketplace that Ship's curriculum is closely tied to professional practice and is well-suited to preparing students to sit for the CFA examinations," said Dr. June D. Pham, associate professor of finance.

The program allows three CFA Program Awareness Scholarships to be awarded to Ship finance students each fiscal year.

Ship is one of only 299 institutions in the world and the only school within Pennsylvania's State System of Higher Education to be named to this program.

## FINANCIAL EXECUTIVES INTERNATIONAL (FEI) OUTSTANDING STUDENT AWARD

Megan Lawrence '17 earned the FEI 2017 Outstanding Student Award for Shippensburg University presented at the FEI Educator's Night meeting in March in Manheim.



# BUSINESS GRADS RECEIVE ALUMNI ASSOCIATION HONORS

The Alumni Association honored three Grove College alumni with awards this past spring and summer.

## OUTSTANDING YOUNG ALUMNUS AWARD

The Outstanding Young Alumnus Award, given during spring Commencement, recognized Rick Moyer '00, the managing partner of PwC's Jacksonville market.



Rick Moyer '00

He is a seasoned business executive who focuses on building long-term, trusted relationships with his clients. He has worked with companies across industries including banking, technology, real estate and insurance. He has extensive experience in analyzing the new revenue recognition accounting standard and helping his client consider a broad range of solutions to meet the requirements.

Under his leadership, the Jacksonville Market Team has doubled in size as he is continuously focused on recruiting, training and inspiring its talent. He works directly with the leadership of the top area universities to ensure the curriculum is best suited for the needs of the business community. He champions PwC's transformation efforts within its audit

practice by driving lean methodologies, data analysis and intelligent auditing.

He serves as finance chair for both the Jax Symphony Orchestra and Jax Museum of Science and History. He is on the board of directors for the Atlantic Beach Country Club, McKenzie Noelle Wilson Foundation and Florida of CPAs.

## HEIGES DISTINGUISHED ALUMNUS AWARD

The Heiges Award, established in 1959, is the university's highest honor. The award recognizes the recipients' distinguished achievements in their field to benefit community and society. Recipients also have, through their work and service, contributed immensely to society.

Michele (Gross) Buck received her Bachelor of Science in Business Administration in 1982. Buck is the first female president and CEO for the Hershey Company and serves



Michele (Gross) Buck '59



Sujata Chaudhry '88

on the company's Board of Directors. Prior to joining the company in 2005, she served for seventeen years at Kraft/Nabisco in numerous senior positions and at Frito Lay division of PepsiCo.

Sujata Chaudhry received her Bachelor of Science in Business Administration in 1988. She is founder and CEO of Tangible Development, LLC., a consulting business that specializes in corporate cross-cultural sensitivity and awareness training. It is the first of its kind in the Capital Region.

## LIFETIME ACHIEVEMENT AWARD

The Lifetime Achievement Award is presented to a recipient in recognition of lifelong career achievement and personal commitment in his/her field for the benefit of the community and society.

Ronald Gipe graduated in 1971 with his Bachelor of Science in Business Administration. Gipe was a nontraditional student who was married with two children when he attended Shippensburg. He retired in 2012 as the executive vice president and vice president of finance and administration at Martin's Famous Pastry Shoppe, Inc. in Chambersburg.

Gipe continues to stay involved in many civic and community activities including serving on the Advisory Board for the John L. Grove School of Business. Along with his wife, Arlene, he has endowed a scholarship for business students.

## STAPLES NAMED GROVE COLLEGE COMPANY OF THE YEAR



The John L. Grove College of Business invited the Staples Company of the Year to present to the students during the spring 2017 semester. Nick Bertino '11, a graduate of supply chain management, spoke to the audience and provided valuable information for students as they prepare for the workforce. Grove College recognized Staples as Company of the Year for 2015-16 and 2016-17, and thanks them for sponsoring the fall ice cream networking social each year.

# Reflecting on COB Experience

**AS I SIT DOWN TO WRITE THIS REFLECTION, I AM BEGINNING TO QUESTION HOW I WILL EVER EXPRESS MY GRATITUDE FOR ALL THAT SHIPPENSBURG UNIVERSITY HAS BLESSED ME WITH, BUT NEVERTHELESS, I WILL TRY.**

My name is Megan Lawrence and I will graduate summa cum laude in May 2017 with majors in accounting and management information systems. I will also be a proud university Honors Program graduate.



advanced tax preparer for the Volunteer Income Tax Assistance (VITA) program. Through VITA, I prepared federal, state, and local tax returns for individuals making less than \$57,000 a year. I also completed my Honors Capstone research project about the economic benefits the Shippensburg VITA provides to the local area and presented the results at the Honors Symposium during Ship's annual Minds@Work conference. I also was heavily involved with the campus tour guide group, STARS; the Orientation Team, where I served as Parent and Family director; and the Alumni Ambassadors. It has been with great pleasure that I have had the chance to work with our newest students and our alumni.

During breaks, I was hired for two internships, where I furthered my professional skills and love for the accounting field. I first worked as a business intern for Cumberland Valley School District and then as an audit intern for McKonly & Asbury, LLP. M&A, as we affectionately call it, offered me a full-time staff accountant position, which I wholeheartedly accepted. I will begin work

in September and am also looking forward to pursuing my Certified Public Accountant certification.

I firmly believe that if a student doesn't love Ship as much as I do, then they simply didn't take full advantage of all that Ship has to offer. There is something for everyone, whether it be a club, a professional development opportunity, a residence hall LLC, or a you-name-it. In my case, I found several places within Ship where I knew I belonged and could flourish. Because faculty and staff at Ship never stopped pushing and believing in me, I won the Spirit of Honors Award and the Financial Executives International 2017 Outstanding Students Award, and have been recognized as a 2017 Who's Who Among American Universities and Colleges. I know that I would definitely not be the student, young professional, and person I am today if I had not been challenged, supported, and inspired by the faculty, staff, students, and alumni of this exceptional university. As I transition from student to alumni status, I will forever be grateful to be a part of the Ship family!

## FINANCE MAJOR APPOINTED TO SU'S COUNCIL OF TRUSTEES

Governor Tom Wolf recently appointed junior Evan Redding of Prospect Park to Shippensburg University's Council of Trustees. Redding will represent his peers as the student member of council.



Programming Board treasurer, orientation leader and peer mentor, he has had the opportunity to interact with a large portion of the student body. He said is excited to turn that interaction into something meaningful for his fellow students.

"I am excited to bring student concerns and ideas to those who impact the decision making at Ship."

Redding is a finance major in the John L. Grove College of Business. He hopes to pursue a Master of Business Administration degree and a career in investment and capital allocation.

"This is an incredible honor, and I am ready to represent students as a whole and be their voice," he said.

Redding has been an active member of the Ship community since his freshman year. Serving as a resident assistant, Activities



## DEAN'S LIST RECEPTION

Pam Bucher (center), global controller of The Hershey Company, spoke during the dean's list reception.

# Student Professional Organizations

## ACCOUNTING CLUB



The Accounting Club kicked off the fall semester with its annual Public Accounting Night. With more than twenty firms in attendance, about one hundred students came out to network and distribute their resumes with hopes of finding an internship or job.

Other meetings this past year included panel discussions with current students who spoke about their internship experiences, along with guest speakers in the accounting industry who discussed their career paths. Guest speakers included Charles Kern of Kern & Company, Jason Harshbarger of Harshbarger & Company, and Wayne Lindsay, controller of Ollie's Bargain Outlet.

In the spring, the club held its twenty-third annual Etiquette Dinner. Lynne and John Breil educated students on proper business dinner etiquette. More than one hundred students attended and networked with more than thirty-five firm representatives from both the public and private sectors. The Accounting Club also hosted Alyssa Kenderdine of Becker Professional Education, and representatives from RKL, a regional public accounting firm, to talk about the CPA exam and advantages of obtaining your CPA.



## ENACTUS

This past school year was a very important and successful period for Enactus on

campus. Enactus is a global organization that promotes entrepreneurial action for the purpose of developing communities, individuals, and the environment. This year was especially good to us because our campus Enactus organization was able to work diligently on three great projects.

Our first project was one in which we partnered with a local retirement community. This community made scarves and other crafts that we in turn sold for profit and donated all profit to a food pantry in which they chose. This project helped develop great young business leaders as well as benefit the community and help feed those in need.

Our next project was one that started from scratch in which we built bike racks out of littered car tires and scrap metal. This project worked to help provide affordable park equipment while cleaning up the local community and helping the environment. All bike racks were made by Enactus team members, and we were very proud of this unique idea and opportunity.

Lastly, we were able to partner with a local business to run their marketing program to attract new business. This last project helped teach marketing skills that were able to help this local business grow. Enactus creates incredible opportunities and we are proud to say that Enactus is growing and working hard to create an even bigger impact next year.



## SHRM

During the 2016-17 academic year, members and officers of the Human Resource Management Club (SHRM) have participated in and executed many events in order to help the organization thrive. Although this organization is open to all majors, we struggled with finding enough membership to fulfill our minimum requirements. To be considered an active

student chapter by the national SHRM society, our club had to fill a minimum of eight positions registered as national SHRM members. This past year, our positions were president, vice president, treasurer, secretary, vice president of merit, fundraising, philanthropy, and newsletter editor. With one main vision in mind, the eight of us came together to achieve our biggest goal for the school year.

Participating in professional conferences and case competitions is a true privilege. We made it our goal to fundraise enough money

to send multiple officers to the 2017 Annual SHRM Case Competition and Summit. Not only was preparation for the case competition a task, but so was the hard work all school year leading up to our attendance. In addition to our course loads, many of us have jobs, internships, and participate in more than one club or organization.

By tradition, the HR Management Club hosts three officer meetings and three chapter (presenter) meetings per semester. Our officer meetings are for club officers and members only. We brainstorm our next move to keep the club successful. The chapter meetings are open to anyone to come and listen to professional HR speakers and for the club to make any necessary announcements. We also host two professional events. In the fall, we welcomed Sarah McDowell Shupp to speak to Grove College students about the importance of having a LinkedIn profile. Similarly, in the spring we joined with AMA to have Alix Rouby explain the importance of landing a business internship.

As far as fundraising goes, we kicked off the school year by hosting a carwash at the local Auto Zone. Followed by that was a community night at Arooga's where students could show their SHRM voucher in order to have a certain amount of the proceeds from their meal go toward the club. We also sought sponsorships for our



club T-shirts and monthly newsletters. In addition, we did philanthropy. We hosted one food drive per semester in Grove College and donated the non-perishables to local food kitchen King's Kettle. Officers and members also individually volunteered their time at numerous open houses and during Admitted Students' Day.

## PHI BETA LAMBDA



This year, Shippensburg Phi Beta Lambda had a strong year and successfully competed in two conferences.

In April, Shippensburg Phi Beta Lambda attended the Pennsylvania State Leadership

Conference (SLC) in Harrisburg. We participated in educational workshops that helped the entire chapter learn and grow. We attended workshops on networking, investing, and other topics. As some attended workshops, others participated in their respective competitive events. We also took a leisurely stroll around Harrisburg to sightsee.

At the awards banquet, members were first met with the "Parade of Presidents." This is a time where each school can showcase what their chapters have done throughout the year. Shippensburg spoke about our volleyball tournament fundraiser for March of Dimes, work for the Food Recovery Network, and volunteering at the Cumberland Valley Animal Shelter.

Shippensburg won several awards: Cody Olson, third place in Organizational Behavior and Leadership; Gwen Hartung, third place in Statistical Analysis; Ryan Newcomer, third place in Information Management; Cody Olson, Doug Michaels, and Jason Laubach, second place in Management Analysis and Decision Making; Travis Houtz, Allison Wilson, Tyler Rock, Gwen Hartung, first place in Parliamentary Procedure; and Tyler Rock, first place in Job Interview (\*Those are in bold are the ones that qualified and attended the National Leadership Conference.) Shippensburg Phi Beta Lambda also earned third place for Outstanding Chapter.

After the awards were state officer elections. Travis Houtz was successfully elected as the 2016-17 Vice President of Pennsylvania Phi Beta Lambda.

In June 2016, five Shippensburg students attended the Phi Beta Lambda National Leadership Conference in Atlanta, Georgia. Students from across the United States traveled to compete to be the best in business and attend educational workshops.

Travis Houtz (now State Vice President) represented the state of Pennsylvania at the Institute for Leaders (IFL) by flying down to Atlanta. The IFL is a high energy, intensive, two-day seminar focused on leadership experience for the state and chapter officers. This seminar is an opportunity for students to prepare themselves to assume their elected responsibilities and develop valuable life skills.

The rest of our members and advisor arrived and jumped directly into the conference. As a group, we also were able to sightsee, including the CNN building, Olympic Park, Coca-Cola experience tour, and the Atlanta Aquarium.

In order to determine a top ten for each event, students must compete in preliminary objective tests in order to qualify for any performance event. Both the Management Analysis and Decision Making team and the Parliamentary Procedure had to have a top score on their test. Both teams qualified for their performance event. The Job Interview event also had two rounds. Tyler Rock qualified for his second interview.

The Awards of Excellence ceremony is a three-hour long event that highlights all the accomplishments during the conference. Shippensburg won a slate of awards, including Travis Houtz, Tyler Rock, Gwendolyn Hartung, and Douglas Michaels, third place in Parliamentary Procedures; Tyler Rock, second place in Job Interview; Gwendolyn Hartung, sixth place in Statistical Analysis; and Cody Olson, eighth place in Organizational Behavior and Leadership.

We would like to thank the following for allowing us to participate in this conference: Shippensburg University and Grove College, Student Senate, and our advisor Dr. Edward Pitingolo.

## PLBI

Answering the question, "What makes a person successful in the business world?"



may seem difficult to the average person. However, the Principled Business Leadership Institute provided a variety of events that presented the reality in which becoming a successful business leader is possible. These events included professional speakers, resume workshops, case competitions, and networking opportunities that illustrated to attendees how business works from the ground up.

Students learned from two professional businessmen about the avenues they pursued, including their defeats and victories down the road. Key points in both presentations included being resilient and ambitious and learning that failing is simply a part of winning. The most important aspect from these presentations was perspective, or being able to experience different situations or circumstances and walk away having learned something.

The resume workshops were a great way to refine resumes. Attendees learned how to build a resume, from proper word choice to formatting and organizing.

There also were opportunities to engage in competitive case events that allowed students to present their ideas using creativity and comprehension. Students learned spontaneous critical thinking that may be required in the work place. Teamwork and team bonding are two aspects of the case competition that are crucial in day-to-day business.

Additionally, communicating and networking were two important aspects of the PBLI. Students had the chance to interact and communicate with different chapters. Connecting with different segments of Alpha Kappa Psi helped students develop communication skills and network.

At PBLI, students experienced what ambition looks like from public speakers, created opportunity by revising resumes, and learned from other professionals' business ventures.



## MIS CLUB

This past year, the MIS Club hosted guest speaker and alum Nathan Neil, the COO and co-founder of Purple Deck Media. He spoke about his company and their involvement with growing Near Field Communication applications. We also had club members speak during meetings about safe and secure technology use, artificial intelligence, and internship experience. We hosted a Ping Pong tournament that raised around \$100 for the Special Olympics. To close out the year, we held a video game night in Grove Hall.

## WOMEN LEADERS

In its second year, the Women Leaders group increased its membership and now have about forty-five women in the club.

During fall semester, Women Leaders met once a week. The group partnered with Networking with Executive Women, which helped determine funding and events. Stacey Miller found every woman in the club a mentor who was in their expected field after graduation.

On October 10, Women Leaders held a mentor program kickoff in Grove. We worked with Ahold, Hershey, and a few other companies as mentors. Our program was about the mentor/mentee relationship. All of our mentors were working women in the field. Students met with mentors a few times a semester, e-mailed, texted, called, shadowed, and bounced around ideas.

During the fall semester, students attended the Women's expo at the Philadelphia Convention Center in Oaks. Some of our members attended the 10 Deadly Sins lunch at the Foundation where they learned about networking and interviewing skills.

At the spring SIS Fair, we gained thirty new members and restructured club meetings. In February, we held the "Real World Panel" with representatives from North Western Mutual, Vartan group, Massimo Zanetti Beverages, Purple Deck Media, and Ahold. The club gained insight from alumni who answered questions about their career paths. In March, about fifty people attended the "Game of Life Speakers Panel" with representatives from Ahold.



Students attend Accounting Etiquette Dinner



Chris Jackson honored for his years of service as the chair of the Finance Advisory Council.

# INTERNING AT ACCENTURE

**By Dylan Smith**

I had the opportunity to experience my dream internship this summer in Washington, D.C. As a double major in international management and MIS, a minor in German studies, and a former student athlete for the men's soccer program, busy has been an understatement to describe my past four years at Shippensburg University. In the spring of 2016, I also had the amazing opportunity to engage in our German Exchange at Leuphana University in Luneburg Germany, where I met students from all over the world and soaked up the lovely culture of Germany.

Looking back, I put everything into my college experience. Having a fulfilling internship where I could apply the skills I learned over the past few years would cap it all off. I received that call last February that I would intern for one of the top management consulting companies in the world, Accenture in Washington, DC.

Accenture solves business problems for companies in more than 200 cities in 120 countries across the world through the channels of strategy, consulting, digital, technology, and operations. It partners with more than three-quarters of Fortune 500 companies and works in more than forty industries.

One of the core values of Accenture is stewardship, and to walk the walk, it has created a prestigious internship program that ranks among the top in the nation. The program is ten weeks in the summer, nationwide, and paid. The underlying goal is for Accenture to present its interns with the opportunity to see what life is like in the consulting world, and so each intern is assigned his or her own unique project at one of Accenture's client sites. The project assigned to me was at the headquarters of Marriott International in Bethesda, Maryland.

Heading down to my home for the summer at George Washington University in DC, I was nervous. Although I was only a few hours away from my home in Philadelphia,

had only a few classes to complete my double major and minor, and was about to embark upon my dream internship in my dream city, I had my doubts. I had to live in a city for the first time in my life, make new friends, and perform at my job. I was out of my comfort zone.

My first weeks were fast. I met tons of people, absorbed an overwhelming amount of information, and learned how to get places on time. I was put on a technology project I knew absolutely nothing about, and so I began to learn. I learned as deep and far as I could. My internship experience took some time to truly get up and running as my learning curve was so steep. I not only had to learn the concept of the project I was working on, I also had to learn about the hotel industry, Marriott's business model, and the project management framework in which I engaged. I quickly realized learning doesn't stop after we leave the campus, as it becomes more serious and more engaging. I also learned how to network, be timely, as well as being professional—components that are crucial and should not be overlooked.

There were days in which I was left to my own devices and was expected to continue learning about my tech project without direction or guidance. In these times, I felt alone, directionless, and frustrated. However, I stayed the course. Finally, in the last month, I was assigned an internal project, in which I worked with a developer in finding a way, essentially, to solve communication issues between different teams. It turned out to be good, meaningful work that I was responsible for undertaking. All of a sudden, my learning paid off—I felt like I belonged, and I was enthusiastic to make a difference. In the end, I presented my project to members of various teams and they were receptive to it. A plan is now in place to use it and develop it further in the future.

I can write with honesty that Ship's College of Business is the most prominent reason why I achieved the success I did in securing the internship, as well as excelling in it.



Dylan Smith (in the black blazer) at his 'dream internship' with Accenture.

The program we have here is special and has the potential to set any student up for success if they are willing to work. Grove was the perfect place for me to build my skills as a student, young professional, and as a young adult. I learned various life skills, made crucial connections, and learned vast amounts about the business world. Thankfully, I was able to showcase these skills this summer at my project at Marriott International. My time in the business project like my time this summer was challenging, but I learned how to stay the course and not give up. If I had to give any advice to younger students it would be to invest. We learn all about this concept in our time here but do not always apply it to our everyday lives.

Set goals for yourself, go to your professor's office hours for extra help, invest the time to read the textbooks, join clubs. The business program here has so many resources to offer—don't take them for granted. I promise if you decide to invest in our business program, you will get a return on it. I would personally like to thank Dr. Wentz, Dr. Watts, Dr. Danesh, Dean Winter, and the other professors and advisors that helped me along the way.

# GROVE COLLEGE INTERNSHIPS

**FOR MORE THAN FORTY YEARS, OUR BUSINESS INTERNSHIP PROGRAM HAS PROVIDED STUDENTS WITH THE OPPORTUNITY TO GAIN VALUABLE PRACTICAL AND PROFESSIONAL EXPERIENCE IN THEIR FIELD OF STUDY. GROVE COLLEGE OF BUSINESS STUDENTS CAN RECEIVE ACADEMIC CREDIT FOR THEIR INTERNSHIPS. FOLLOWING IS A LIST OF BUSINESS STUDENTS WHO COMPLETED AN ACADEMIC INTERNSHIP FOR CREDIT THIS PAST ACADEMIC YEAR:**

**John Abdelmalak**

Accounting  
Shippensburg  
Volvo CE

**Kendra Alleman**

HR Management  
Harrisburg  
WITF

**Alex Alleman**

HR Management  
Orrstown  
Volvo CE

**Yousef Almarshoud**

Marketing  
Shippensburg  
The Harbor

**Angela Pelliccione**

Supply Chain Management  
Shippensburg  
Ulta Beauty

**Brianna Bauman**

Accounting  
Shippensburg  
Carlisle Area School District

**Kelly Bender**

Accounting  
Newburg  
Kern and Company PC

**Austin Bock**

Accounting  
Chambersburg  
Smith Elliott Kearns & Co.

**Derek Bradley**

Accounting  
Shippensburg  
BDO

**Austin Bregman**

Accounting  
Norristown  
Volvo CE

**Savannah Brosky**

Accounting/Finance  
Shippensburg  
Northwestern Mutual

**Nicholas Caci**

Marketing  
Shippensburg  
Angelo's Soccer Corner

**Anirah Carr**

Management  
Shippensburg  
PHL International Airport

**Lauren Ceschini**

HR Management  
Shippensburg  
Volvo CE

**Chloe Collins**

Marketing  
Shippensburg  
ESPN 980

**Alexander Cooper**

Supply Chain Management  
Hagerstown  
Volvo CE

**Trey Cowman**

Business Administration  
Shippensburg  
Luzerne County Courthouse

**Brandon Crawford**

Management  
Greencastle  
Volvo CE

**Raven Dade**

Management  
Shippensburg  
Career and Community  
Engagement Center

**Brianna Davis**

HR Management  
Chambersburg  
ManorCare Health Services

**Brandon Davis**

Accounting/Marketing  
Shippensburg  
Smith Elliott Kearns & Co.

**Morgan Decray**

Supply Chain Management  
Shippensburg  
DHL Supply Chain Management

**Sarah Dracup**

Finance  
Shippensburg  
Ufinancial/MassMutual

**Alan Ennis**

Accounting  
Shippensburg  
Smith Elliott Kearns & Co.

**Cheryl Estelle**

Marketing  
Chambersburg  
Giant Food Store

**Ryan Frey**

Accounting/MIS  
Shippensburg  
Boyer & Ritter LLC

**Jordan Good**

Management  
Shippensburg  
Goodco Mechanical

**Jason Greenspan**

Marketing  
Shippensburg  
John Hopkins

**Sierra Groft**

Accounting  
Hanover  
Giant Food Store

**Richard Hamilton**

Information Technology/Accounting  
Yoe  
South Eastern School District

**Ali Harclerode**

Accounting  
Shippensburg  
Carlisle Construction Materials

**Gregory Hauck**

Supply Chain Management  
Imler  
Bedford Reinforced Plastics

**Sean Hennessey**

Accounting  
Shippensburg  
Kern and Company PC

**Erin Johnston**

Accounting  
Shippensburg  
Harshbarger & Company

**Mariah Jones**

Accounting  
Shippensburg  
HR Block

**Polanco Jose**

Finance  
Shippensburg  
PepsiCo

**David Jumper**

Supply Chain Management  
Gardners  
Volvo CE

**Steven Kephart**

Finance  
Shippensburg  
Sterling Property Management

**Taylor Kirkpatrick**

Management Info Systems  
Chambersburg  
Unified Solution Group LLC

**Lana Kuhn**

HR Management  
Shippensburg  
The Beistle Company

**Terrell Lyerly**

Management  
Shippensburg  
Stenton Family Manor

**McCall Malik**

Accounting/Management  
Shippensburg  
Smith Elliott Kearns & Co.

**Ryan Martin**

Supply Chain Management  
Chambersburg  
Volvo CE

**Aaron Maun**

Accounting  
Chambersburg  
Volvo CE

**Ashanica McCardle**

Accounting/Entrepreneurship  
Shippensburg  
Chambersburg Waste Paper  
Co., Inc.

**ToryAnn McCardle**

Accounting/Entrepreneurship  
Shippensburg  
Chambersburg Waste Paper  
Co., Inc.

**Kyle McClintock**

Marketing  
Mechanicsburg  
Harrisburg Senators

**Cory McKee**

Finance/MIS  
Chambersburg  
Giant Food Stores LLC

**Leah Mellott**

Human Resources  
Shippensburg  
Volvo CE

**Lukas Metzler**

Supply Chain Management  
Mechanicsburg  
DHL Supply Chain Management

**Courtney Miller**

Accounting  
Shippensburg  
BDO

**Julie Miller**

HR Management  
Shippensburg  
Employee Resource Center

**Alexander Mudgett**

Business Administration  
Hanover  
Focus Behavior Health

**Lauren Naylor**

Marketing  
Shippensburg  
Pacers Sports and  
Entertainment

**Brianna Neil**

Management  
Chambersburg  
Boyer & Ritter LLC

**Alex Neubauer**

Accounting  
Shippensburg  
Raffensperger Martin &  
Finkenbiner LLC

**Halya Ngo**

Entrepreneurship  
Shippensburg  
May Nails and Hair Salon

**Emily Ocker**

Management  
Shippensburg  
Kennys Auction

**Alexis Owens**

Finance  
Shippensburg  
Trim Tek LLC

**Savannah Paxton**

Management/ HR Management  
Shippensburg  
Volvo CE

**Jazmine Pittman**

Management Info Systems  
Harrisburg  
Pennsylvania Liquor Control  
Board

**Megan Reapsome**

HR Management  
Harrisburg  
CCAP

**Liashira Rivera**

Human Resources  
Chambersburg  
M&T Bank

**Alyssa Rowe**

Marketing  
Chambersburg  
Bedford Speedway

**Shane Sarbieski**

Accounting  
Shippensburg  
Smith Elliott Kearns & Co.

**Eric Scanlan**

Accounting  
Shippensburg  
Rotz & Stonesifer

**Madison Scarr**

Accounting  
Shippensburg  
Rotz & Stonesifer

**Nicole Schnable**

Accounting  
Charles Town  
Tax Webb Corporation

**Carter Schubach**

Finance  
Shippensburg  
Olympic Steel

**Brody Shields**

Management  
Chambersburg  
CH Reed Inc.

**Eric Silvestri**

Marketing  
Shippensburg  
Phoenix Contact

**Rachel Simmons**

Marketing/SCM  
Shippensburg  
Volvo CE

**Morgan Snyder**

Human Resources  
Carlisle  
Hershey Entertainment and  
Resorts

**Katlyn Stern**

Entrepreneurship  
Hanover  
JS Construction Inc.

**Hayley Tamaselli**

Accounting  
Shippensburg  
Teleflex Inc

**Anthony Townsend**

Management  
Shippensburg  
PHEAA

**Brandon Tully**

Marketing  
Shippensburg  
Volvo CE

**John Weakland**

Accounting  
Shippensburg  
Simon Lever LLP

**Gabriella Weigel**

Accounting  
Shippensburg  
Smith Elliott Kearns & Co.

**Alexander Wilson**

Accounting  
Shippensburg  
JLG Industries

**Jacob Wolfe**

Finance/SCM  
Shippensburg  
Schneider National

**Kaitlyn Yoder**

Accounting  
Shippensburg  
Reinsel Kuntz Leshner LLP

**Walter Young**

Supply Chain Management  
Shippensburg  
Volvo CE

## PRESENTING FOR MINDS@WORK



Dylan Cunningham presents as part of the Minds@Work student/faculty undergraduate research celebration in April. He worked on research with Dr. Viet Dao involving IT and sustainability reporting.

# Annual Scholarships and Awards

## **John L. and Cora I. Grove Scholars**

Emily Anderson, Kyle Blessing, Elliott Bonner, Abigail Hodge, Jordan Hurrell, Kylee Metz, Shawn Miller, Megan Morehead, Cody Olson, Jacob Pollock, David Reagan, Nathaniel Sheeder, Arlee Simendinger, Courtney Stahlman, Vanessa Thomas, Braydon Thompson, and John Weakland

## **Fred C. Archer Memorial Award**

## **Reva Hoback Brubaker Scholarship**

Rebecca Martin and Kalyn Sourwine

## **Dr. Max G. Cooley Scholarship**

Kailee Tressler

## **Harold U. and Helen F. Crouse Business Scholarship Award**

Elizabeth Karper

## **Cumberland Valley Society for Human Resource Management Scholarship**

## **Charles H. Diller, Jr. and Jane E. Diller Scholarship**

## **Dinger Scholarship**

## **Distinction of Academic Excellence Award**

Chancellor Campbell and Kailee Tressler

## **Gerald R. Fetrow Scholarship**

Zachary Amisano, Victoria Blackburn, John Castello, Chloe Collins, Emily Gigliotti, and Dustin Sleeva

## **Fogelsonger Scholarship**

Michael Bennett, Michael Lyons, and Anna Tatum

## **James Gehr Family Scholarship**

Kurt Eisele

## **Giant Food Stores Business Administration Scholarship/Scholarship/Internship Program**

Cheryl Estelle and Cory McKee

## **Ronald G. & Arlene M. (Beiler) Gipe Scholarship**

Jordan Hurrell (fall 2016) and Angela Tran (Spring 2017)

## **Dr. Edward S. Goodhart Scholarship**

Kailee Hirschbock

## **Renetta F. Heiss Scholarship**

Jason Campbell and Erin Feeser

## **Edwin L. Herr Study Abroad Scholarship**

Ethan Lum

## **Dr. Ralph T. Hocking Scholarship**

Jacob Wolfe

## **Frederick L. Peters Memorial Scholarship**

Kalyn Sourwine

## **Michael and Nancy Pinkowicz Business Scholarship**

Matthew Cheng

## **Frederick and Ann Reddig Potthoff Scholarship**

Kaitlyn Deimler

## **Ignatios and Anastasia Prokop and John L. Prokop Scholarship**

Rachel Bartlett

## **Chris and Robin Pruitt College of Business Scholarship**

Megan Moorhead

## **William C. Rodruan College of Business Finance Scholarship**

Beniamino Mazzella

## **William F. and Susannah M. Rothman Scholarship**

Allison Wilson

## **Smith Elliott Kearns & Company, LLC Scholarship Program**

Austin Bock, Kyristen Lackey, and Miranda McCleaf

## **Jack A. and Mildred Prince Squires Scholarship**

Ali Harclerode

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

Logan Snyder

## **Dr. Ronald K. & Debra A. Taylor Marketing Scholarship**

Elizabeth Karper

## **Volvo Construction Equipment North America LLC Scholarship/Internship**

Ethan Baker

## **Robert E. "Bucky" Ward Athletic Scholarship**

Collin McConnell

## **Brooke Ashley Weaver Memorial Scholarship**

Robyn Chandler

## **Franklin O. Wisman Finance Scholarship**

Jack Cornely, Marc Furfaro, Anna Tatum, and Jacob Wolfe

## **Zumbrun/Korkuch Family Scholarship**

Amber Pound



## SAP RECOGNITION AWARD CERTIFICATE PROGRAM



Grove College is a member of the SAP America University Alliance Program and offers a set of courses that allows College of Business students to earn the SAP Recognition Award Certificate.

SAP Enterprise Resource Planning (ERP) 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. Given the importance of ERP systems to businesses, ERP knowledge and experience are very valuable for prospective job seekers.

Alexander Cooper (above, center) received the SAP Student Recognition Award for spring 2017. He met the requirements for the required courses and received certification. Program benefits include gaining a deeper understanding of how business functions coordinate/integrate and develop a firmer grasp of integrated business processes, understanding how IT can enable business integration of strategic thinking with regards to IT investments, and hands-on experience with the SAP ERP system as part of the coursework.

# GROVE COLLEGE ENDOWMENTS

**THE JOHN L. GROVE COLLEGE OF BUSINESS HAS SEVERAL SPECIAL ENDOWMENTS THAT PROVIDE CONTINUING SUPPORT TO COLLEGE PROGRAMS AND ACTIVITIES THAT OTHERWISE MIGHT NOT BE POSSIBLE. IF YOU ARE INTERESTED IN CREATING AN ENDOWMENT THROUGH THE SHIPPENSBURG UNIVERSITY FOUNDATION FOR THE BENEFIT OF THE JOHN L. GROVE COLLEGE OF BUSINESS, CALL LANI LONGARZO, SU FOUNDATION AT (717) 477-1377 OR VISIT THE WEBSITE AT WWW.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 Reva Hoback Brubaker Scholarship Fund**

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

## **The John E. Clinton Scholarship** (not yet active)

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

## **The Dr. Max G. Cooley Scholarship Fund**

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

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

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

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

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

## **The Dinger Scholarship Fund**

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

## **The Mr. Robert L. and Kathy E. Engle College of Business Scholarship Fund** (not yet active)

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

## **The Gerald R. Fetrow Scholarship Fund**

For a student-athlete enrolled in an undergraduate degree program within John L. Grove College of Business who intends to become a student in good standing in

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

## **The Fogelsonger Scholarship Fund**

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

## **The James A. Gehr Family Scholarship Fund**

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

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

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

## **The Dr. Edward S. Goodhart Endowment Scholarship Fund**

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

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

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

## **NEW The Bonnie (Gentry) Hathcock College of Business Scholarship** (not yet active)

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

## **The Brian L. Heckler Accounting Scholarship Fund** (not yet active)

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

## **The Renetta F. Heiss Scholarship Fund**

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

## **The Edwin L. Herr Study Abroad Scholarship Fund**

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

## **The Drs. Ralph T. and Deborah E. Hocking Scholarship Fund**

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

## **The Mr. Robert and Mrs. Lorie (Miller) Klinger College of Business Study Abroad Scholarship Fund** (not yet active)

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

## **The Frederick L. Peters Memorial Scholarship Fund**

Established in memory of Mr. Peters who earned his

bachelor's and master's degree in business administration from Shippensburg and was employed by the university as an accountant for more than twenty years. 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 Fund**

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

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

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

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

Established by John L. Prokop, '57-'73 this scholarship is for entering freshmen pursuing an Information Technology for Business Education degree with priority given to students from Cumberland, Dauphin, Lancaster, and York counties.

**The Chris and Robin Pruitt College of Business Scholarship Fund**

This four-year freshman scholarship, established by Chris '84 and Robin '84 Pruitt who graduated with degrees in accounting and elementary education, respectively, benefits students entering any degree program in Grove College.

**NEW Dr. Hong and Mrs. Susan Young Rim Finance Scholarship** (not yet active)

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

**The William C. Rodruan College of Business Scholarship Fund**

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

**The William F. and Susannah M. Rothman Scholarship Fund**

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

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

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

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

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

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

This upper division scholarship is for academically talented students majoring in marketing with preference given to students enrolled in the ROTC

Program or the Honors Program at Shippensburg University.

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

A four-year scholarship for academically talented Grove College students with a required internship the summer between their junior and senior year.

**The Brian and Ellen Walsh College of Business Scholarship Fund** (not yet active)

Brian '80 and Ellen '80 Walsh have established this scholarship for upper division students in the Grove College who are members in good standing of a social fraternity or sorority.

**The Robert E. "Bucky" Ward Athletic Scholarship Fund**

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

**The Brooke Ashley Weaver Memorial Scholarship Fund**

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

**Franklin O. Wisman Finance Scholarship**

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

**The Zumbrun/Korkuch Family Scholarship Fund**

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

**OTHER ENDOWMENTS**

**The Edward and Anita Buchanan Entrepreneurial Endowment for the Center for Entrepreneurial Leadership and Innovation** (not yet active)

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

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

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

**The Harry R. Frehn Research Fellowship Endowment**

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

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

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

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

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

*Continued on the next page*

### **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 has been established by Ron '64 and Dee Kearns to bring prominent business leaders and entrepreneurs to campus to share their expertise and experience with Shippensburg University students.

### **The Norman E. King Fund**

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

### **The Dean John G. Kooti Lecture Endowment** (not yet active)

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

### **NEW The David O. McCain III Entrepreneurship Endowment** (not yet active)

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

### **The Wisman Endowment**

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** (not yet active)

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

### **FUTURE SCHOLARSHIPS** **Endowments Funded through a Planned Gift**

#### **The Doug and Angela Besch Accounting Scholarship**

This upper division scholarship for students majoring in accounting has been established by Doug '95 and Angela Besch '95, who were both accounting majors.

### **The Judy K. Fogelsoner Scholarship Fund**

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

### **The Scott Moyer Accounting Scholarship**

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

### **The Ernest M. and Teresa S. Rosetty Memorial Scholarship**

A four-year scholarship for a College of Business student demonstrating financial need.

### **The Steven H. and Susan A. Runkle Business Scholarship**

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

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

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

### **The Richard W. Tomlinson Football Scholarship**

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

### **The Dean 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 who also intends to become a member of one of Shippensburg University's intercollegiate athletic team, with a preference for the football team.

### **FUTURE ENDOWMENT 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 Grove College.

## **ON-CAMPUS RECRUITMENT**

ABF Freight System, Inc.  
Axa Advisors  
Baker Tilly  
BDO USA LLP  
Boyer & Ritter, Certified Public Accountants and Consultants  
Brown Schultz Sheridan & Fritz  
Defense Information Systems Agency  
Deloitte Consulting  
Deloitte US Delivery Center  
Enterprise Holdings  
Exel

Federated Insurance Companies  
Flickinger & Co., LLC  
KPMG LLP  
Mastery Charter Schools  
McKonly & Asbury  
Nationwide Insurance  
Oshkosh Corporation  
Padden, Guerrini & Associates, PC  
Pennsy Supply, Inc.  
Penske Logistics  
Person Directed Supports  
Techtronic Industries North America, Inc. (TTi)

The Prudential Insurance Company of America  
PSECU  
RKL  
RLH CPAs & Business Advisors  
Rotz & Stonesifer, PC  
Rubino & Company, Chartered  
Sarfino and Rhoades, LLP  
Shippensburg University  
Graduate School—Counseling and College Student Personnel  
Simon Lever LLP  
Smith Elliott Kearns & Company

Stambaugh Ness PC  
Target  
Techtronic Industries North America, Inc. (TTi)  
Trout, Ebersole, & Groff LLP  
ULTA Beauty Distribution Center  
Waffle House  
Walz Group  
United States Marine Corps

# CONTRIBUTIONS BENEFITING COB



## SIEG RECEIVES NATIONAL SCHOLARSHIP

Taylor Sieg, recipient of the Harold & Muriel Berkman Scholarship, with Dr. John Kooti, dean, and Sieg's advisor, Dr. Ronald Taylor, professor of marketing. Nearly one hundred students from universities nationwide received scholarships. The foundation continues to pursue the Berkman's commitment to higher education, particularly in preparing future business leaders.

## GRATEFUL FOR SUPPORT THROUGH GROVE



My name is Elizabeth Karper, and I am from Chambersburg. I will graduate summa cum laude in May 2017 with majors in marketing and supply chain management. I also will graduate as a proud member of the Shippensburg University Honors Program.

At SU, I tried to make the most of my education and extracurricular activities. Within the College of Business, I served as a student ambassador, member of the Supply Chain Management Club, secretary for Women Leaders in Grove College, and secretary for Future Business Leaders of America—Phi Beta Lambda. I was honored to be inducted into Beta Gamma Sigma, the national honorary business society, and Mu Kappa Tau, the national marketing honors society.

I represented the Supply Chain Management Department at the 2016 Council of Supply Chain Management Professionals (CSCMP) Conference in Orlando, Florida. Within the Honors Program, I served as the alumni relations coordinator, recruitment committee co-chair, summer orientation leader, and student mentor. I also was privileged to attend and present at two national honors conferences in Chicago and Seattle as well as two regional conferences in Harrisburg. Two of my greatest accomplishments in

college were coordinating and hosting the 2016 Pennsylvania State System of Higher Education Honors Student Conference and completing my Honors Program capstone project with Reach Out, a student organization I worked with for four years in the public relations committee. Reach Out is the Honors Program literacy and leadership initiative in the Dominican Republic. For my capstone project, I created a marketing plan for Reach Out to ensure the sustainability of the program. I also have participated in Alumni Ambassadors, Seavers Hall Council, and my sorority Phi Sigma Sigma.

For two years, I was a buyer intern for Volvo Construction Equipment, learning about procurement and supply chain and developing as a professional. The skills I learned helped me stand out as a candidate for the full-time job that I accepted. I will begin work with Booz Allen Hamilton in June as an enterprise resource planning and supply chain management quality assurance tester.

I cannot express how thankful I am for all the university faculty and staff who helped me and told me I could do anything I set my mind to. As a senior, I was awarded the Honors Program's Spirit of Honors Award and the 2017 Who's Who Among American Universities and Colleges. Who I am today as a business professional is a direct result of the dedication and support of the faculty, staff, students, and alumni I have worked with along the way.

# CREATING A HOME AT SHIP

I graduated from Shippensburg University in May with a degree in entrepreneurship and finance combined with a minor in French. I served as president of the Investment Management



Program, as the Grove College representative on Student Senate, and helped found the Shippensburg Chapter of the Collegiate Entrepreneurs' Organization. I am very fortunate to have been able to call Shippensburg home for the past four years because of all the tremendous opportunities I was able to take advantage of during my time here. I want to thank all of my peers, professors, and faculty for making Shippensburg so special.

The administration at Ship facilitated countless avenues and opportunities for learning and growth inside and outside of the classroom. The resources provided to student groups, programs like study abroad, and the excellent facilities were all instrumental to my high-quality college experience. Over the past four years I certainly learned that you get out exactly what you put in, meaning that if you don't leverage the resources and opportunities that are out there, you won't get that impactful experience that everyone wants but few seek.

Grove College, although part of a medium-sized state school in south-central Pennsylvania, holds a lot of weight among employers in the business world, which is something I learned while interviewing for internships and potential career paths. The name is recognized and there are Ship graduates all over doing very well for themselves, granted they persisted to work throughout their careers. The administration has worked very hard to establish connections with business professionals and employers to help students find the paths they desire. There are a lot of schools out there, but they just aren't Ship!

# Beta Gamma Sigma Review

**BETA GAMMA SIGMA IS RESPECTED.** Since its founding in 1913, the International Honor Society Beta Gamma Sigma has recognized the outstanding academic achievements of collegiate business and management scholars.

**BGS IS PRESTIGIOUS.** Lifetime membership is the highest recognition business scholars can receive internationally at a business program accredited by AACSB International. Only the top scholars of these programs are invited to join BGS, an organization that recognizes academic excellence in business studies.

**BGS IS GLOBAL.** Beta Gamma Sigma has established more than 525 collegiate chapters in over twenty countries and territories worldwide, and has inducted more than 725,000 outstanding scholars into membership. Members serve in corporate, government, nonprofit, educational and other management positions at every level of responsibility.

## IN 2017, THE JOHN L. GROVE COLLEGE OF BUSINESS EARNED RECOGNITION BY BGS AS A “2017 OUTSTANDING CHAPTER—HONORABLE MENTION.”

Grove College ranked in the top six out of 576 BGS chapters. Dr. Irma Hunt received the award at the AACSB ICAM conference in Houston, Texas, in April. Because of this award, Grove College received a \$500 scholarship for one of its BGS members. Grove College awarded both this and their annual \$500 scholarship through the college to Alexander Wilson (top right) and Leah Fleming (bottom right).



BGS students Jacob Painter, president; Michele Bradley, VP of programming; and, Gwendolyn Hartung, VP of alumni relations attended the 2016 Global Leadership Summit in Orlando, Florida.

In April, 130 parents, friends, administrators, faculty, staff, and BGS members attended the annual Grove College of Business Induction Ceremony and Awards Banquet. This year, fifty-nine members were inducted in the society including thirty-two juniors; twelve seniors, and fifteen MBA. Two faculty members were inducted and numerous faculty members were honored for their contributions in their fields of study. Charles R. Nebel Jr., Partner at Boyer & Ritter, CPA was inducted as the Grove College of Business BGS Chapter Honoree for 2017. Richard Pensabene, president of the Philadelphia BGS Alumni Chapter, attended the banquet and provided a few remarks to the group.

During 2016-17, the Grove College BGS Chapter implemented the BGS Breakfast Speaker Series. Members of the COB Advisory Board spoke to business students to share their experiences and professional advice. Speakers included John Varvaris (below left), retired president and CEO, Best Doctors, Inc.; Bill Rodruan (below right), retired vice president finance for global flooring, Armstrong;



## 2016-17 BGS INDUCTEES



### JUNIORS

Michael Bennett, Austin Bock, Ruben Bourdeau, Cody Bryner, Patrick Carney, Michael Cassidy, Clayton Conner, Brett Cooney, Leah Fleming, Jackson Fuhrer, Elijah Goodhear, Sarah Kramer, Steven Kressley, Steven Lefort, Jamie McAnally, Morgan Miller, Jenna Neiderer, Ryan Newcomer, Cody Olson, Megan Repman, Amanda Sallade, Madison Scarr, James Smith, Karen Soto, Kalyn Sourwine, Heidi Stein, Teri Stoner, Jonathan Swartz, Hayley Tomaselli, Alexander Wilson, Walter Young, and Lauren Zengulis

### SENIORS

Courtney Balaban, Zakary Dakes, Erin Feaser, Alexa Furlong, Rebecca Gross, Brandon Hollister, Alexander Nosek, Justin Pyle, Thomas Smink, Morgan Snyder, Angela Tran, and Lillian Valved

### MBA

Mohammad Almari, Azhary Alyami, Kevin Burns, Nicholas Caprioli, Barbara Dennen, Andrea Featherstone, Jesse Hood, Marcie Little, Kristie Lowe, Kevin Myers, Abigail Overly, Joshua Raber, Edward Tierney, Kelly Tucciarone, and Yaron Yaniv



Dr. John Kooti, dean, personally visited students in the classroom to invite them to join Beta Gamma Sigma. Pictured with then-junior Ruben Bourdeau.



and Nora Habig, group manager—middle market, M&T Bank. BGS plans to continue this speaker series in 2017-18.

The students held their second annual

Movie Night, screening, *The Pursuit of Happyness*. The BGS Chapter also participated in the SU Children's Fair in the spring. Michelle Bradley put her artistic skills to work and provided a booth for face painting. To end the year, Madison Scarr (right), senior accounting major, received the BGS scholarship for the Philadelphia Beta Gamma Sigma Alumni Chapter.



# SBDC Year in Review

**HOUSED WITHIN SHIPPENSBURG UNIVERSITY'S JOHN L. GROVE COLLEGE OF BUSINESS IS A SMALL BUSINESS DEVELOPMENT CENTER (SBDC) THAT SERVES ADAMS, CUMBERLAND, FRANKLIN, AND YORK COUNTIES.**

The SBDC provides no-cost confidential consulting and low-cost training to help entrepreneurs and small business owners make sound decisions for the successful launch, operation, and growth of their business.

The SU SBDC is part of a statewide network of college and university centers, which is a joint venture of federal, state, and private sector agencies and organizations including the US Small Business Administration (SBA) and the Pennsylvania Department of Community and Economic Development (DCED). Each agency and host university contributes to the financial support of the program.

In January 2017 the SU SBDC commemorated ten years since joining the Pennsylvania Small Business Development Centers (PASBDC) network. Our center is recognized for strong pre-venture and general management consulting services and for the Environmental Management Assistance Program (EMAP).

The SBDC provides consulting services to established businesses including one-on-one consulting in business planning, marketing and promotion, financial analysis, accounting, record keeping, human resources, strategic planning, new market diversification, and other areas. Several specialized programs of the PASBDC are available to clients, including:

**THE PROCUREMENT TECHNICAL ASSISTANCE PROGRAM**—available for companies that want to get certified to bid on government contracts.

**INTERNATIONAL TRADE SPECIALISTS**—available to consult with firms that want to enter or expand in the global marketplace.

**ENVIRONMENTAL MANAGEMENT ASSISTANCE PROGRAM**—provides news and information on environmental regulatory requirements that small businesses need to know and confidential one-on-one assistance for understanding environmental permit and compliance requirements including air, water, waste, storage tank, and other regulatory requirements.

**TECHNOLOGY COMMERCIALIZATION ASSISTANCE**—available to high growth and technology firms with sophisticated business management issues as well as to businesses with innovative products or services seeking a pathway to the marketplace.

## 2015-16 HIGHLIGHTS

- The National Small Business Environmental Assistance Program (SBEAP) recognized EMAP client PikRite, Inc. as the 2017 winner of its Small Business Environmental Stewardship Award. The Lewisburg company designs and manufactures innovative, quality-built vegetable harvesters, agricultural manure spreaders, commercial waste handling, and specialized vacuum tanks, dump bodies, and debris collectors. Pik Rite, Inc. was recognized for its accomplishments in the areas of



The SU SBDC earned recognition by the Small Business Administration with the 2017 “Small Business Development Center Excellence and Innovation” award in Pennsylvania. This award honors one SBDC in each state for excellence in providing value to small businesses from diverse backgrounds and advancing program delivery and management through innovation. Michael Unruh and Cheryl Young joined SBA Eastern Pennsylvania District Director Antonio Leta for a photo with the award.

environmental compliance, implementing energy efficiency and pollution prevention practices, bringing new innovative products to market, and for developing lean manufacturing practices.

- Hauk Designs LLC, of Chambersburg has a new reality show on the History Channel titled *Road Hawks*. Kenny Hauk, owner and lead designer, works with his crew of expert mechanics and fabricators to build ultra-powerful, one-of-a-kind vehicles.
- Two of SU’s SBDC client success stories feature start-up clients: Yianni Barakos founded the Mason-Dixon Distillery in Gettysburg and Matt and Susan Dunn launched the Desperate Times Brewery in Carlisle.

The SBDC maintains confidential records on all consulting clients and reports outcomes and impact to the SBA as required. The following provides a snapshot of SBDC services in 2016:

## 2015 OUTCOMES

- 357 clients
- 2,445 client hours
- \$10,219,930 in capital formation
- 38 new businesses
- 5 businesses purchased
- 187 jobs created or saved
- \$5,178,211 in increased saleses

## STAFF

**Dr. Michael Unruh**, director

**Robin Burtner**, budget/ed programs coordinator, business consultant

**Charles Haney**, environmental consultant

**Cheryl Young**, consulting manager

# FACULTY ACCOMPLISHMENTS

## DR. JOSEPH BECK

Associate Professor of Management

### Academic Degrees

PhD, Merage School of Business, UC Irvine; MBA, University of Oregon; BA, University of California, Berkeley

### Refereed Articles

Wiersema, MF and Beck, JB (in press, 2017). Corporate or Product Diversification. Oxford Research Encyclopedia of Business and Management.

## DR. WENDY S. BECKER

Professor of Management

Visiting Professor, MCI Management Law Center, Innsbruck, Austria

### Academic Degrees

PhD, MS, and BS, Pennsylvania State University

### Refereed Proceedings

Becker, W.S (2017). Personnel Selection in Forensic Science: Using Measurement to Hire Pattern Evidence Examiners. The National Academy of Science.

## DR. JERRY A. CARBO

Associate Professor of Management

### Academic Degrees

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

### Book

Carbo, JA (2016). *Understanding, Defining and Eliminating Workplace Bullying: Assuring Dignity at Work*, Gower Publishing.

## DR. JOSEPH T. CATANIO

Associate Professor of Management Information Systems

### Academic Degrees

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

### Refereed Articles

Catanio, JT, Danesh, A, & Dao, V. (2017). Technology Competency and the Millennials. American Journal of Information Technology.

### Research Grant—Not Funded

2016-2017 [Year 1 of 3]: Catanio, JT. Autism and NFC Health Monitoring, Principal Investigator, GOV-National Science Foundation (NSF).

### Papers

Catanio, JT (2017). "The Evolving Role of the MIS Professional."

## DR. VIET T. DAO

Professor of Management Information Systems

### Academic Degrees

PhD, University of Oklahoma; MSc, University of Leeds; BSc, Hanoi University of Technology

### Refereed Articles

Catanio, J, Danesh, A, & Dao, V. (in press, 2016). Technology Competency and the Millennials. American Journal of Information Technology.

### Refereed Proceedings

Abraham, T & Dao, V. (2017). An Empirical Investigation of Sustainability Innovation Systems and the Stages of Sustainability Maturity. Americas Conference on Information Systems.

## DR. M. BLAKE HARGROVE

Professor of Management

### Academic Degrees

PhD, University of Texas at Arlington; MA, Webster University; BA, University of the State of New York, Regents College

### Refereed Articles

Wright, TA, Quick, JC, Hannah, ST, and Hargrove, MB. (2017). Best Practice Recommendations for Scale Construction in Organizational Research: The Development and Initial Validation of the Character Strength Inventory (CSI). Journal of Organizational Behavior.

## DR. IRMA L. HUNT

Associate Professor of Foundations of Business Administration

### Academic Degrees

EdD, Pennsylvania State University; MBA, American University; MLIS, University of Texas at Austin; Bachelor of Arts Degree, University of Texas at Austin

### Refereed Articles

Hunt, I. (in press, 2017). Advisory Board Engagement: Assisting Undergraduates with Resume Development. Journal of Education for Business.

Walmart's International Expansion: Successes and Miscalculations. Journal of Business Strategy.

Hunt, I. (in press, 2016). A Proposed Economic Development Cairn Model Designed to Enhance Small Town Success: A Case Study of Two Communities. Journal of the Northeastern Association of Business, Economics, and Technology.

### Refereed Proceedings

Full Paper

Hunt, I. And Taylor, RK (2016). Advisory Board Usage: Giving Real-World Counsel to Undergraduates for Resume Development. The Association for Business Communications 81st Annual International Conference.

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### Presentation of Refereed Papers

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**DR. DAVID HWANG**  
Associate Professor  
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Management

**Academic Degrees**

PhD and MBA,  
University of Toledo;  
MS and BS, Hanyang  
University

**Peer Reviewed Journal  
Publications**

**Refereed Articles**

Hwang, DW, Hong, PC, and Lee, DY. (2016).  
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Performance: A Comparison of China, Japan,  
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and Transport Logistics*, 9 (1), 107-129

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*Full Paper*

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*National*

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*Working Paper*

Hwang, DW, Hwang, PJ, and Lee, C. (2016).  
"Implementing Electronic Medical Records in  
Small Clinics: Improvement in the Healthcare  
Setting," targeted for Technovation.

**DR. IAN LANGELLA**  
Professor and  
Department Chair  
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**Academic Degrees**

PhD, University of  
Magdeburg; MA and  
BS (?), Maine Maritime  
Academy



**Refereed Articles**

Inderfurth, K, Langella, IM, Transchel, S,  
and Vogelgesang, S. (2017). A heuristic  
solution method for disassemble-to-order  
problems with binomial disassembly  
yields. *International Journal of Production  
Economics*.

**DR. FAN LIU**  
Associate  
Professor, Finance

**Academic Degrees**

PhD, Georgia State  
University; MS,  
Katholieke Universiteit;  
BS, Tongji University

**Refereed Articles**

*Individual Risk*

Preferences and Better Car Replacement.  
*Journal of Finance and Economics*, 4 (4),  
1-10.

**Presentation of Refereed Papers**

*National*

Liu, F. (2016-2017). Individual Risk  
Preferences and Better Car Replacement.  
Academy of Financial Service, Las Vegas,  
Nebraska.

**DR. OTSO MASSALA**  
Associate Professor  
of Finance and  
Supply Chain  
Management,  
Director of Center  
for Entrepreneurial  
Leadership and  
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**Academic Degrees**

PhD and MSc, INSEAD; MSc, Lappeenranta  
University of Technology,

**Presentation of Refereed Papers**

*National*

Massala, O. (2016-2017). Impact of  
evaluation uncertainty for innovation  
behavior. POMS, Orlando, Florida.

*Working Paper*

Massala, O and Girotra, K. (2016). "Role of  
Evaluation Ability in Innovation Contests."

**DR. ROBERT O.  
NEIDIGH**  
Assistant Professor  
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Management

**Academic Degrees**

PhD and MMM, Penn  
State University;  
BSBA, Shippensburg



## BRYANT RETIRES

After thirty years in  
higher education,  
eleven of which  
she spent at Ship,  
Dr. Sarah Bryant,  
professor of finance,  
has retired. During  
her tenure at Ship,  
Bryant said the people  
made Grove College  
a phenomenal place  
to work. "Everybody cares about  
everybody. We are different, but still all  
get along."

Bryant worked at several institutions  
in various positions over the years,  
including George Washington, John  
Hopkins, and City University in England.  
She also was dean of business at  
Clarion University, but wanted to get  
back into the classroom. "This position  
came open, and I was blessed to be  
hired here," she said. "I devoted myself  
to student preparation and help."

While at Ship, she taught classes like  
global financial management and real  
estate. She oversaw the Investment  
Management Program several times  
and helped to develop a finance  
concentration for the MBA. She  
also served on several committees,  
conducted research, and advised new  
faculty members in Grove College.  
"It was so important to me to stay  
involved," she said.

Bryant said Ship students are diligent  
and respectful. She taught her students  
that everything they accomplish in  
college should be done to build up their  
portfolios toward a final goal. "Employers  
always asked for Ship students, and  
they were easy to recommend."

In retirement, Bryant headed down to  
her home state of South Carolina and  
looks forward to more opportunities for  
travel. She is serving as the executive  
vice president for the International  
Trade and Finance Association,  
planning the association's annual  
conference in Poland in May.

She already misses Grove College.  
"I was in the best department at this  
university. I had the best colleagues  
and best students."



Hepworth, A and Schumann, DW (2016). A Semiotic Analysis of Pharmaceutical Commercials - Panel on Innovative Research in Healthcare Advertising. American Marketing Association Summer Marketing Educators' Conference.

Chaker, N, Powell, A, and Beeler, L. (2016). Interfunctional Tension: Considering a Socio-psychological Inhibitor of Sales Cross Functional Integration. American Marketing Association Summer Marketing Educators' Conference.

**DR. HONG K. RIM**  
Professor of Finance



**Academic Degrees**  
PhD, Pennsylvania State University

**Refereed Proceedings**  
Rim, HK and Setaputra, R. (in press, 2017). Impacts of Economic Crises on Stock Markets: Comparative Study for the US and Greek Crises. International Trade and Finance Association.

**DR. RONALD K. TAYLOR**  
Professor of Marketing

**Academic Degrees**  
DBA, Southern Illinois University; EdS, Austin Peay State University; MS and BS, Western Illinois University

**Refereed Articles**  
Taylor, RK and Hunt, I. (2016). A Proposed Economic Development Cain Model

Designed to Enhance and Small Town Success: A Case Study of Two Communities. Journal of Northeastern Association of Business, Economics, and Technology, 19 (1), 25-42.

**DR. VICKI L. TAYLOR**  
Associate Professor of Human Resource Management



**Academic Degrees**  
PhD, Temple University; MA, St. Francis University; BSBA, Shippensburg University

**Refereed Articles**  
Taylor, VF and Goates, NW. (2017). Rope or Elephant's Tail: Different Frames of Culture. Organization Management Journal.

**DR. BRIAN WENTZ**  
Associate Professor of Management Information Systems



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

**Refereed Articles**  
Wentz, B, Pham, D, and Tressler, K. (2017). Exploring the Accessibility of Banking and Finance Systems for Blind Users. First Monday (online journal) [firstmonday.org/idea.html](http://firstmonday.org/idea.html).

# FACULTY AWARDS AND GRANTS

## FACULTY AWARDS

- uFinancial Group Advising Award  
Dr. Irma Hunt
- Edward F. Ehret Jr. Teaching Award  
Dr. Brian Wentz
- Christopher and Robin Pruitt Service Award  
Dr. William Bealing
- Volvo Construction Equipment North America Research Award  
Dr. Michael Coolsen
- Robert S. Jones Service Award  
Dr. Hong Rim
- Dean Kooti Service Award  
Dr. M. Blake Hargrove
- Charles R. and Joletta Nebel Jr. Dean's Service Award  
Dr. Allison Watts
- Schwab Charitable Fund—Robert E. Hamill Research Award  
Dr. Joseph Catanio
- Martin and Krista Babinec Research Award  
Dr. Ronald Taylor
- Brad Hollinger Service Award  
Dr. June Pham
- The Diller's Dean Award  
Dr. Vicki Taylor

## FACULTY RESEARCH GRANTS

- Dale Kann Research Award  
Dr. M. Blake Hargrove
- Harry R. Frehn Faculty Research Fellowship  
Dr. Adam Powell
- Grove Faculty Research Fellowship  
Dr. David Hwang
- Grove Summer Fellowship Award  
Dr. Huilan Zhang



BETA GAMMA SIGMA FACULTY AWARD CEREMONY RECIPIENTS: Front row, from left: David Hwang, Huilan Zhang, Hong Rim, Sarah Bryant, Vicki Taylor, Irma Hunt, Allison Watts, Ronald Taylor. Second row, from left: A. Winter, June Pham, Brian Wentz, William Bealing, William Oberman, J. Kooti, T. Schoolcraft, Charles Nebel, Jr., Joseph Catanio. Third row, from left: M. Blake Hargrove, Michael Coolsen, Viet Dao, W. Adam Powell.

# SHAPING THE TRANSFER EXPERIENCE THROUGH THE STEPS PROGRAM



My name is Lana Kuhn and I graduated from Shippensburg this past May with a bachelor's degree in human resources management after transferring from Harrisburg Area Community College.

During my two years at Shippensburg, I was part of the Grove College of Business STEPS program.

Being part of this program was an awesome experience for me as a transfer student. The first experience I had with STEPS happened before I even started at Shippensburg. I received an e-mail from a current student at Ship who was a transfer student as well. This contact made me feel so much more comfortable about transferring to Ship. It was nice knowing that there were other students who transferred. It made me feel less of an outcast, because before that, I did not believe many people transferred schools during their college career. This connection also gave me the opportunity to ask questions about things that I was confused on or unsure about.

Once I got to Shippensburg, I learned more about STEPS and decided that I wanted to join and help this organization grow. I felt that STEPS was a very important asset to transfer students, as it helped me a lot. Because I joined, I made great friends

that had taken the same path I did, which consisted of going to a community college first and then transferring to Ship. It was a great feeling having people that could relate to my college experiences and I to them. It also felt really good to be able to help orient other students who have transferred to Ship.

Being in STEPS really shaped my college experience. I have gained lifelong friends that I would never had met had it not been for my involvement in STEPS. I also met my roommate through STEPS as well. I had reached out to her over the summer and we talked for a little bit. When she went to find an apartment, she noticed that my e-mail was on one of the apartments that needed another person. It was a really good experience getting to room with someone who once again came from the same background as me.

STEPS also gave me the opportunity and confidence to be part of Shippensburg University's Orientation Team as well as an ambassador for the Grove College of Business. Looking back, I would not have done anything differently when it came to joining STEPS.

# GROVE COLLEGE WELCOMES GUEST SPEAKERS



Several guest speakers shared their expertise with classes in Grove College this past year, including (from top) Steve Creskoff (left) with Dr. Sarah Bryant and Dr. John Kooti; Professor Craig Mackenzie with Lynn Rotz, CPA, 1981 SU alum; and Tony Curtis with Bryant.

# Studying In South Korea

Before ever starting my college experience, I knew that I wanted to study abroad. However, with the plethora of destinations available to a Ship student, I found myself in quite the predicament. I wanted to go everywhere. I don't remember the exact reason I chose to go to South Korea. Perhaps it was for the cultural experience, or the language, or maybe it was just all the great businesses that are unique to South Korea. Whatever the reason, going to South Korea opened my eyes to the world in a way I didn't realize was possible for me. By totally separating myself from our culture, I could look at life and the rest of the globe from an entirely new perspective. Getting a grasp on the history of the nation and the values of the people made me feel as if I were experiencing life in a brand new way.

Attending Soonchunhyang University, I was introduced to hundreds of students from across the globe, and my suite of 12 students had people from across Asia, Europe, and the Americas. It was with this group of guys that I did most of my exploring. We traveled throughout Korea, visiting Seoul, Busan, and Jeju to name a few. We watched the light show on the Han River, biked around Udo Island, and climbed to the summit of Bukhansan. While some returning students traveled outside of the country to Japan and China, I was too enthralled with the Korean culture to leave.

The university itself was a picturesque campus in the quiet town of Sinchang, which is about an hour south of Seoul by KTX. Most of the classes that I took were focused on learning the language,



culture, and history of Korea along with a few international business courses. My cultural courses took field trips to events like professional basketball games and cherry blossom festivals. My business classes brought me to the headquarters of large Korean companies, like Samsung and Hyundai, where we toured their facilities. Due to the time and year of my study abroad experience, I had the unique opportunity to witness the impeachment and election of South Korea's president. While we're advised to stay away from political events, one of our classes went to see a local debate between some of the candidates' advocates.

I enjoyed travelling to the edges of the country, but some of my most memorable experiences happened right on campus. The study abroad program at Soonchunhyang had each English-speaking student paired with seven Korean students who would meet throughout each week to

help improve their English language skills. For this time we took them out for coffee, to karaoke, or out to eat for kimchi jjigae. Some of my closest friendships in Korea came from this exchange program. Toward the end of the semester, I treated some of my exchange partners to a day at a water park closer to Seoul. This outing with my Korean friends remains the most vivid memory from this semester.

Studying abroad will forever be one of the most memorable experiences of my life. The friends I made around the world will be ones I cherish for years to come. One day I hope to return to South Korea, hopefully for longer than a semester. Until then, I hope to encourage my peers at Ship to take advantage of the unique opportunity they all have to study at any of the multitude of universities around the world. There is nothing like a study abroad experience, and I cannot thank Shippensburg University enough for supporting mine.

## GROVE COLLEGE ENJOYS ANNUAL SPRING SOCIAL



# EVENTS THROUGH GROVE COLLEGE



**1** The ninth annual Grove College of Business Golf Outing was held at Eagles Crossing. **2** Members of Grove College joined teams for Trivia Night. **3 and 4** Grove College continued its annual tradition of hosting a picnic at the beginning of the semester for administrators, faculty, staff, and their families. The event provides an opportunity to join for great food, fellowship, and lots of fun. **5** Student-athletes from Grove College, Colleen Young and Logan Snyder, performed at an exceptional level both in the classroom and on the court. **6 and 7** During the annual ice cream social, students and faculty enjoyed sweet treats and time to mingle outside of the classroom.



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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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