



**JOHN L. GROVE COLLEGE OF
BUSINESS**



A TRADITION OF EXCELLENCE
2017-18 ANNUAL REPORT



Our Goal Is Your Success

JOHN L. GROVE COLLEGE OF BUSINESS MISSION STATEMENT

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



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

A Tradition of Excellence

JOHN L. GROVE COLLEGE OF BUSINESS

I AM EXCITED TO REPORT THAT THE JOHN L. GROVE COLLEGE OF BUSINESS HAD AN EXCEPTIONAL 2017-18 ACADEMIC YEAR. ENROLLMENT IN THE JOHN L. GROVE COLLEGE OF BUSINESS CONTINUED TO INCREASE, STUDENTS WERE RECOGNIZED FOR THEIR HIGH ACHIEVEMENT, AND THERE ARE MANY EXCITING CHANGES AS WE CONTINUE TO GROW. THIS REPORT HIGHLIGHTS SOME OF THE GROVE COLLEGE ACCOMPLISHMENTS.

Value Colleges ranked the Masters of Business Administration (MBA) program as seventh out of fifty schools for the best value accelerated online MBA program. The MBA evening program is a full-time or part-time hybrid format designed for working professionals that is offered at multiple sites, including Shippensburg University and the Dixon Center in Harrisburg. The MBA Online is a convenient, 100 percent online format that can be completed in one year (full time) or two years (part time). For information about the MBA program, visit ship.edu/mba.

Our accounting students continue to make Grove College proud! I am honored to announce that three outstanding accounting majors were recipients of scholarships from the 2018 Pennsylvania CPA Foundation. Ethan Baker and Joseph Kon each received a Statewide Scholarship for \$5,000, and Jordan Back received one in the amount of \$2,000. Congratulations to Ethan, Joseph, and Jordan for their accomplishment!

Grove College continues to be ranked by *The Princeton Review* 2018 and *US News & World Report* in the top business schools among AACSB accredited schools. In addition, we received recognition in the top twenty-five management degree program in Pennsylvania. The Grove College accounting performance in passing the CPA exam ranks in the top 2 percent nationally.

Our business students participated in a Job Shadow Program that was coordinated by SU's Career, Mentoring, and Professional Development Center. The Career Center, along with Grove College and University Relations, made arrangements with companies for our students to shadow them for a day during one of their breaks. Both students and employers found that this was a very valuable experience for everyone involved. During the spring semester, we had more companies participating than students, and our goal is to encourage more student participation in the future. A huge thank you for all of the support from the companies that participated in this wonderful experience for our students!

A huge thank you to all of our Grove College Advisory Board, Finance Council, and Supply Chain Council members for their dedication and support. Your input is instrumental in leading Grove College to develop strategies to enhance the undergraduate business programs, improve student engagement, improve retention, and offer



professional experiences that our students value. Alumni, donors, parents, family and friends—your support helps us to be the best that we can be!

As we ended the academic year, Grove College had to say goodbye to a very strong figure in the college, Dr. Anthony S. Winter, former associate dean. After thirty-nine years of employment at Shippensburg University, Dr. Winter made the decision to retire and move on to his next journey in life. Dr. Winter's wealth of commitment, knowledge, and devotion to Grove College and Shippensburg University goes above and beyond and will never be forgotten. The Grove College of Business family wishes him well in his new life of retirement.

I also would like to welcome Dr. Michael Coolson to the position of interim associate dean of Grove College.

I wish you the best 2018-19 academic year and beyond.

Sincerely,

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

John L. Grove College of Business

DEGAETANO JOINS COB BOARD



JIM DEGAETANO JR. '99, graduated from Ship with a BS in accounting. As a student, he was a founding brother of Phi Delta Theta and was a member of Alpha Kappa Psi. Upon graduating, DeGaetano

learned the art of sales in the mortgage brokerage, then left when he saw turbulence ahead. He took a senior accountant position at Miller, Coffey, Tate LLP in Philadelphia where he prepared taxes, audits, consulting, and restructuring bankrupt companies to become profitable. He then accepted an opportunity to travel the world as an audit manager for Carlisle Companies, Inc. for three years.

He left to join a firm as a financial advisor, where he quickly became one of the top producers in the country. Ten years later, he started his own firm, Diamond Wealth Advisors, a Registered Investment Advisory firm.

He is a Certified Financial Planner® and Certified Public Accountant. He is a member of the Financial Planning Association, the Financial Services Institute, and the Pennsylvania Institute of CPAs. He is a past president of the Rotary Club of Carlisle and on the Board of the West Shore Tax Club. He is a frequent volunteer and speaker in the community. He also served on Ship's Finance Advisory Council before transitioning to the Grove College Advisory Board.

DeGaetano puts his clients first, listens well, and is there for his clients when their lives intersect with their finances to provide clarity for both major and minor decisions. That commitment has led to recognition as Ship's Outstanding Young Alumnus in 2013, and he was a Central Pennsylvania Top Forty Under Forty recipient in 2012. On multiple occasions, he was named a Central Pennsylvania Financial Leader (Harrisburg Magazine) and FIVE STAR Wealth Manager (Philadelphia Magazine).

DeGaetano lives in Carlisle with his wife, Jen '00, and their two kids, Anna and Garrett.



College of Business Advisory Board members are (front row, from left) Lani Longarzo, Robert (Nick) Nicholson, Bryan Wright, and Ronald Gipe; (middle, from left) Randy Fackler, Dr. Anthony Winter, Gloria Diodato, Dr. John Kooti, and James DeGaetano; (back, from left) Frank Nerenhausen, John Varvaris, Michael Palm, William Rodruan, Douglas Kubinak, Charles Nebel Jr., and Charles Diller Jr.

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

James A. DeGaetano Jr. '99

Diamond Wealth Advisors

Charles H. Diller Jr.

JLG Industries, Inc., Retired

Gloria Zook Diodato '88

M&T Bank

Jodie Vanderman Driver '00

Avantor—VWR

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

DHL

William Gindlesperger

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Smith Elliot Kearns & Co, LLC, Retired

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Scott A. Moyer '90

PricewaterhouseCooper

Charles R. Nebel Jr. '84

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World Bank, Retired

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

COB ADVISORY BOARD WELCOMES MOYER AND KUBINAK

SCOTT MOYER '90, earned his BSBA in accounting and is managing director in PricewaterhouseCoopers LLP Consumer Finance practice. He specializes in global, national, and regional financial institutions based in the United States and Europe, including commercial and retail banking, captive finance lending, mortgage banking, student lending, and multiple types of insurance entities. He provides business assurance, mortgage banking, merger and acquisition, regulatory compliance, forensic litigation support, consulting, SEC reporting, and internal control services.



For several years while living in Europe, he served clients in PwC Global Capital Markets practice. Moyer is active as a board member, speaker, and participant of several professional and community organizations in Central Pennsylvania, including Manheim Student Loan Fund Association, Manheim Central Foundation for Educational Enrich-

ment, Bible-2-School, COBYS Family Services, Pleasant View Retirement Community, East Fairview Church of the Brethren, and several community development organizations. He previously served as chair of the Financial Institutions Committee of the Pennsylvania Institute of Certified Public Accountants, and board positions on Junior Achievement of Lancaster County, Gideons International Lancaster Chapter, and Ship Alumni Association, and was a member on several other Ship committees and teams.

Douglas Kubinak '85 is vice president sales—private brands, automotive batteries for East Penn Manufacturing Co. Inc. East Penn Manufacturing is the largest privately held lead-acid battery manufacturer in the world with over 9,800 employees globally. Its product lines supply energy storage solutions for auto, off-road, and over-the-road trucks, construction, agriculture, motive power, mine car, stationary, telecommunication,



and solar applications.

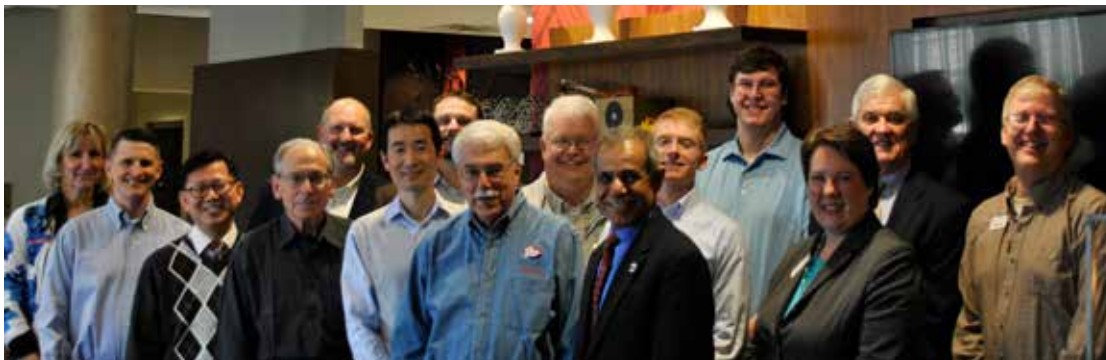
and solar applications.

Beginning his career at East Penn in August 1985 as a sales trainee, Kubinak benefitted from East Penn's growth over the decades, having held numerous positions in various regions of the United States, including account executive, OE sales, sales manager—private brands, and assistant vice president—sales.

During his three decades at East Penn, he spearheaded the company's campus recruiting, mentor/protégé program and Culture Club initiatives. Staying active in the industry's AutoCare Association—Education Committee allows him to stay in touch with others, continuing to bridge the generational gaps within college campuses and the hiring needs of today's employers.

He earned his BSBA in business management from Shippensburg in 1985 and continues his proud heritage of fellow Sigma Tau Gamma Ship alumni. He and his wife, Terri Lynn, have two children, Ian '17 and Haley Rae, a sophomore at UNC-Wilmington.

SUPPLY CHAIN ADVISORY BOARD



Supply Chain Management Advisory Board members are (front row, from left) Lani Longarzo, Erik Thompson, Dr. David Hwang, Dr. Jonathan Kohn, Dr. Fei Qin, Dr. Richard Stone, and Dr. John Kooti; (middle row, from left) Jim Griffin, Craig Lough, Thomas Hocker, David Nyswaner, and Alix Rouby; (back row, from left) Alex Barrett, Keith Walborn, and Dr. Ian Langella

Dan Altomare
Staples Distribution Center

H. Douglas Bushong '84
American Solutions for Business

Allison L. Cotter '08
Wawa, Inc.

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 International, Inc.

Doug McLaughlin
Exel

Colette L. Raebiger '95
Johnson & Johnson Consumer

Dr. Richard D. Stone
Professor Emeritus,
SU Marketing & Logistics

Erik D. Thompson '94
Daily Express, Inc.

Keith Walborn
Cumberland-Keuka Company



KELLEY RETIRES

Karen Kelley, secretary in the Management, Marketing, and Entrepreneurship Department in the John L. Grove College of Business, retired on March 16, 2018. She began her career at Shippensburg in 1983. Her expertise and dedication to Grove College will be greatly missed by colleagues and friends.

GROVE COLLEGE FINANCE ADVISORY COUNCIL



Finance Advisory Council members are (front row, from left) Dr. Ian Langella, Dr. Suyan Zheng, Dr. Ming-Shiun Pan, Dr. June Pham, Dr. Fan Liu, Michelle Chopper, Jennifer Sassani, Craig Hinkle, and Dr. Anthony Winter; (back row, from left) David Morgan, Ralph Fetrow, Joshua Jenkins, Jonathan Moats, Dr. Hong Rim, Zach Paul, and Lani Longarzo.

Donald M. Butler '92

The Vanguard Group

Michelle R. Chopper '02

Arthur Bell

Justin J. Ellsesser '11

Missouri Local Government, Employees Retirement System

Ralph J. Fetrow

Lee A. Gardella '89

Schroder Adveq Management US, Inc.

Craig M. Hinkle '92

Knouse Foods Co-Operative, Inc.

Christopher J. Jackson '97 (Chair)

Tucker Financial Services, Inc.

Joshua L. Jenkins '12

Northwestern Mutual Life

Louise Lovell, Retired

US Nuclear Regulatory Commission

Jonathan C. Moats '10

Capital One

David J. Morgan '80

Farmer's Insurance Group

Zach T. Paul '09

Berkshire Hathaway HomeServices

Jennifer L. Sassani '93

Hershey Trust Company

Christopher S. Weber '03

DeRock Electric Co.

David C. Webster '03

Conning

TWO NEW MEMBERS JOIN FINANCE ADVISORY COUNCIL

MICHELLE CHOPPER

'02 is a leader on the team at Cohen & Company. Cohen offers asset manager clients customized solutions to respond to critical business needs, such as those related to operational infrastructure, risk management, succession planning, financial reporting, business valuation, and forecasting. Most recently her clients within the cryptocurrency space have appreciated her collaborative approach in developing back- and middle-office solutions to meet their unique business requirements.

She is involved in staff training and mentoring for Cohen's Investment Industry Services Division. She has authored articles for and spoken at various industry organizations, including CTA Intelligence, the Investment Management Due Diligence Association, Operations for Alternatives,



and MFA Compliance. She is a licensed CPA in Maryland and New Hampshire and a member of the MACPA and AICPA.

In addition to joining the Finance Advisory Council, Chopper is involved at Ship as an Alumni Admissions Representative, Accounting Club speaker, and has participated in campus recruiting events. Recognizing that financial literacy and entrepreneurship can start at a young age, she has been a passionate classroom volunteer with Junior Achievement for the last four years at her children's elementary school in Southern York County, where she also served as PTO President for the last two years.

ZACH PAUL '09 is a top producing real estate agent and team leader with Berkshire Hathaway HomeServices Fox & Roach in the Greater



Philadelphia and south-central Pennsylvania regions. He recently earned the Chairman's Circle Gold Award for his sales volume, only attained by the top 2 percent of agents nationwide.

Prior to his career with Berkshire Hathaway, Paul was a commercial real estate executive working with several different Fortune 500 Companies, handling their new store development, real estate portfolio strategy, and asset management.

He lives in King of Prussia and Philadelphia, and spends his free time managing and growing his own real estate portfolio.

COB Bids Winter Good-bye

TONY WINTER CAME TO SHIPPENSBURG UNIVERSITY AS THE ASSISTANT DIRECTOR OF THE MANAGEMENT CENTER FOR THE JOHN L. GROVE COLLEGE OF BUSINESS AND A PART-TIME FOOTBALL COACH IN 1979. WINTER RETIRED AFTER A THIRTY-NINE-YEAR STAY AS AN ADMINISTRATOR AT SHIP.

He held many positions, from assistant to the dean of Grove College, to interim dean of extended studies, and to his final role as associate dean of Grove College.

Despite his different and prestigious job titles while working at Ship, Winter emphasized that he, “really enjoyed working directly with students more than anything, especially being able to connect with them in the classroom,” during the times that he was able to teach. Winter connected with students in the classroom and also on the field while he coached the football team. Winter, an avid handball player and an athlete himself, has a passion for sports and encouraging student-athletes on and off the field.

Though he said that student connections were what he most enjoyed at Ship, Winter was involved in many memorable and groundbreaking initiatives. He played a vital role in securing national accreditation for Grove College, which he regards as one of his proudest achievements.

“The most challenging part of being a dean is balancing all of the responsibilities that I’ve had. I am involved in pretty much every aspect of the college, from student recruitment, to enrollment management,



“I’ll always have a special place for Ship in my heart, but I’m looking forward to what the future holds.”

to hiring faculty, to developing professional relationships with companies and businesses in the region. It’s just a very multi-faceted job, and trying to be able to prioritize at times can be difficult.” As he looks back, Winter, a Ship grad himself, feels proud of all that he and the university have accomplished. He said he wouldn’t change a thing if he could.

It hasn’t all been fun and games, though. Winter recalled a time when the university was at risk of losing undergraduate accreditation for Grove College because the MBA program had not yet been accredited. He was caught in a crucial dilemma. “We had a very difficult choice, to either

potentially jeopardize the accreditation by going through with trying to accredit that master’s or by phasing out our MBA program completely. We decided, as a university, to ultimately phase out the MBA program to maintain our undergraduate accreditation. That was a very difficult time for all of us,” he said. Eventually, Grove College reintroduced the MBA program as accreditation standards shifted, and Winter said the program is flourishing.

As his time at Shippensburg comes to a close, Winter looks back on his career fondly, but also sees the future with optimism. With his retirement approaching he will have more time on his hands to take part in some of his favorite hobbies. That means staying active. Formerly a student-athlete, he started playing handball after college, and has about thirty-five years of experience under his belt. He’s played in local tournaments, state tournaments, national tournaments, and even international tournaments. Winter hopes that with his free time, he can hone his skills even more and continue playing the game competitively. “I guess that competitive spirit that I had as a student-athlete kind of continued throughout my life, and I’m excited to be able to dedicate more time to it,” he said.

Winter plans to move to Fenwick Island, Delaware, with his wife. “I’m looking forward to taking the next step in my journey,” he said. “I’ll always have a special place for Ship in my heart, but I’m looking forward to what the future holds.”

JLG NAMED COMPANY OF THE YEAR

The John L. Grove College of Business proudly honored JLG Industries, Inc. (An OshKosh Corporation Company) as the 2017-18 Company of the Year. The relationship between Grove College and JLG Industries was established decades ago and continues to grow and evolve. A number of Shippensburg graduates have excelled as employees at JLG. In addition, JLG contributes to students’ success with their commitment to our internship program.

JLG Industries sponsored the fall 2017

Ice Cream Social to welcome students back to school and provide opportunities for students to learn about the various professional organizations in Grove College.

During the spring semester, Guruprasad Bandekar, JLG, vice president of global engineering, product development, and management was a featured speaker. Using his extensive and varied professional career as a foundation, Bandekar provided advice on advancing professionally across disciplines and companies.



Grove College is delighted to formally recognize its namesake firm as Company of the Year and looks forward to a productive partnership.



RAND EARNS FACULTY OF THE YEAR

Ondai Rand was recognized as the 2018 Faculty of the Year recipient at the seventh annual Scholar-Athlete and Faculty/Staff Luncheon on February.

Rand spoke passionately about the energy and work ethic of her students. “For the past, present, and future, when I feel inferior, my student-athletes just reminded me that I measure up,” Rand said. “You all are awesome. I feel privileged and great to know you. You work hard, you play hard, and in between, you leave a positive impact on people.”



(From left) President Laurie Carter, Ondai Rand, and Barbara Lyman, provost and executive vice president.

(Front, from left) Professor Jordon Carroll, Emmanuel Chibeze, and Professor Krista Carroll; (middle, from left) Sandra Kimborowicz, Carl Remy, and Dr. John Kooti; (back, from left) Dr. Anthony Winter, Patrick Luebeen, and Derek Bradley.

MENTORS LEAD STUDENTS TO SUCCESS

During the spring semester, the Grove College Student Success and Retention Center piloted a peer mentoring program. This program pairs business students who were struggling academically with upperclass business students who had more academic experience.

We had approximately eighteen junior and senior business students volunteer to serve as mentors. Our mentors make connections with their assigned mentees throughout the semester, developing positive relationships between the students. Some of our mentors met weekly to discuss with their mentees areas in which students were doing well and others that they found to be challenging.

Overall, students shared that they found their mentors to be supportive and a beneficial part of their academic experience. Our mentors also stated that they were able to get just as much benefit from the mentoring relationship. It is our hope that we will be able to continue to develop this mentoring program in future semesters.

ANNUAL GROVE COLLEGE GOLF TOURNAMENT



First place champions of the annual golf tournament with Dr. John Kooti, dean, and Dr. Tony Winter, associate dean.

SENIOR KNOWLEDGE EXIT EXAM HIGH ACHIEVERS



High achievers on the exit exam include (from left) Shawn Miller, Dr. John Kooti, Michelle Scapin, Dr. Allison Watts, and Paul Hartung

Honors Program Becomes College

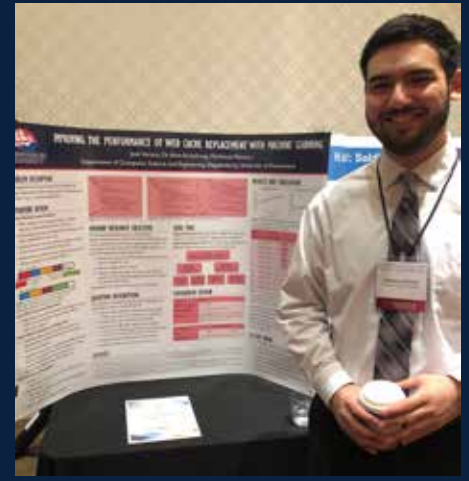
The Shippensburg University Honors Program has a longstanding tradition of engaging and fostering the academic endeavors of the university's strongest students.

This past fall, the Honors Program transitioned to become the Wood Honors College. The future is bright for the program, but it by no means distracts from its current efforts.

Throughout the year, the Honors Program enriched and enhanced the educational experience of honors students across all disciplines. This included many students of the John L. Grove College of Business. Honors business students Jason Laubach and Cody Olson developed an interactive town hall negotiation simulation and teaching plan that they presented at the Eastern Academy of Management in Providence, Rhode Island. Another Honors business student, Leah Fleming, developed a mathematical model to illustrate the costs and benefit of utilizing solar panels in Pennsylvania municipalities.

Fleming and another Honors business student, Jordan Back (pictured bottom right), were selected to represent Shippensburg at Pennsylvania's State System of Higher Education Summer Honors Program. Over the summer, they traveled to Belize and conducted field research pertaining to economic development, globalization, and multiculturalism in the developing nation. Honors senior Josh Varone (above) presented his capstone project, "Improving the Performance of Web Cache Replacement with Machine Learning," at the 2018 Regional Honors Conference. Additionally, Varone was recognized as the APSCUF-SU Student of the Year for the College of Business.

This year has brought many changes to Shippensburg University and the Honors College, but the dedication of the program to its students remains the same. The Honors College's commitment to excellence and supporting its students in their academic pursuits has enabled Honors students to excel and make Ship happen far and wide.



SAP STUDENT AWARD CERTIFICATE PROGRAM

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

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

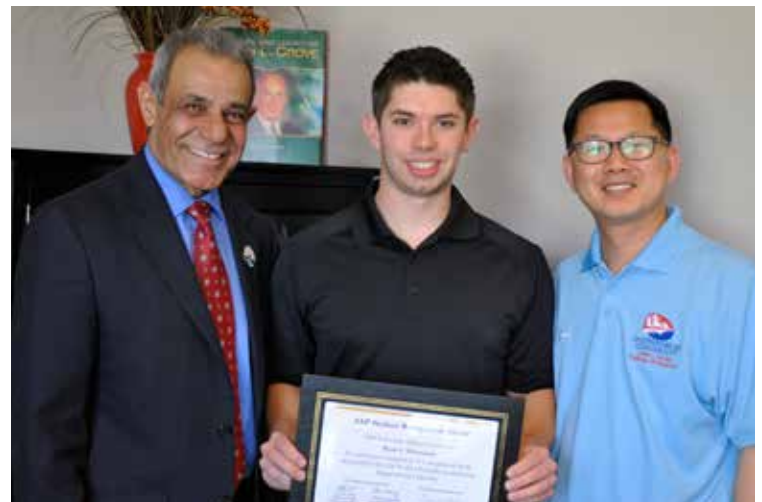
Given the importance of ERP systems to businesses, ERP knowledge and experience are valuable for prospective job seekers.

Students who complete the required classes with a C or better receive the SAP Student

Recognition Award certificate. Each of the classes includes significant ERP content and SAP ERP hands-on experience.

Students who receive the certificate benefit from the following.

- Gain deeper understanding of how business functions coordinate/integrate and develop a firmer grasp of integrated business processes.
- Gain deeper understanding of how IT can enable business integration and of strategic thinking with regards to IT investments.



(From left) Dr. John Kooti, Ryan Newcomer, and Dr. David Hwang

- Gain hands-on experience with the SAP ERP system as part of your coursework. ERP knowledge and experience is very valuable for prospective job seekers, and the SAP Recognition Award Certificate is a good way to demonstrate familiarity with the SAP System.

SMOOTH STEPS TO TRANSITION

STEPS (Student Transfer Engagement Partnership and Support) is a mentor club for business transfer students. STEPS connects with incoming transfer students to assist with the students' transition to Ship. The club holds a few events each year to try and connect with the transfer community. In the fall, we held a trivia night, and this spring, we participated in President Laurie Carter's inauguration events.

Next fall, the group will start a meet-and-greet event to get to know mentees better. In the future, members plan to start fundraising in order to provide a scholarship for transfer students.



STEPS Club members are Brandon Weaver, Noah Kissinger, Alexis Broadbent, Christina Rudy, and Cassandra Murphy.



STEPS students helping to renovate a house during President Laurie Carter's Acts of Kindness Inauguration project in April.



EXCELLENT OUTDOOR EDUCATIONAL SPACE

Dr. Wendy Becker took her class outside on a beautiful day to enjoy the space outside the John L. Grove College of Business building.

STUDENTS ASSIST WITH SHIP PHONATHON

In February, Grove College students participated in the Beta Gamma Sigma phoneathon. They called 550 prospective students. Both graduate and undergraduate students made calls and answered any questions/concerns that prospective students may have had regarding SU. They also sent notes to other offices for further clarification on subjects in which they needed more information. Students who volunteered included Alex Wilson, Kyle

Taylor, Louis Aguilar, Darren Fosset, John Weakland, Rebecca Gardner, Ashley Nygun, Jordan Goode, Ali Harclerode, Jeff Steelwagon, Alan Ennis, and Shane Sarbieski.



SCARR JOINS POST-GRAD SCHOLARSHIP ELITE

Shippensburg University senior field hockey player Madison Scarr become the tenth Shippensburg University student-athlete in history to receive an NCAA Postgraduate Scholarship.

The NCAA awards one-time, educational grants to a select number of student-athletes for the fall, winter, and spring seasons. Scarr, an accounting major with a 3.81 cumulative GPA, will receive a \$7,500 scholarship to be applied toward the graduate degree of her choice.

Scarr, the 2017-18 Shippensburg University Student Government Association president, ranked fifth in scoring (sixteen points) on the Raider squad that won the 2017 NCAA Division II National Championship. She ranked fourth on the team with a career-high seven goals, her last being her only career



game-winning goal—the opening tally in the 2017 NCAA Championship victory over LIU Post.

Scarr was recognized three times as a National Field Hockey Coaches Association (NFHCA) Scholar of Distinction

and All-Academic honoree. Scholars of Distinction are recognized for possessing cumulative GPAs of 3.9 or higher at the time of the award.

Scarr is the 2016 NCAA Elite 90 award recipient for possessing the highest GPA of all competitors at the NCAA Field Hockey Final Four that season.

Overall, she scored fourteen goals and seven assists for thirty-five career points in fifty-nine career games as a Raider field hockey player.

Student Spotlight: Sandra Kimborowicz

My name is Sandra Kimborowicz, and I graduated in May 2018 with a degree in international management.

It is truly humbling to reflect on my four years, as they have been an incredible roller coaster of learning experiences. I was able to be part of many clubs and organizations, including president, Women Leaders in the College of Business; president, fundraising chair of Shippensburg's Ski and Snowboarding Club; social media ambassador for Shippensburg University; ambassador, recruitment chair for Grove College; Orientation Committee/team leader; Circle K member; student tour guide and admission rep volunteer; secretary for Adventure Club; mentor for Emerging Scholars; and mentor for students in the College of Business. It does appear that I was very busy and found success throughout my time at Shippensburg University; however, it was not always this way.



My college experience did not begin the way that I had imagined. For starters, I began my undergrad career as a biology major, which I quickly learned was not the major for me. In addition, poor studying and social habits paired with lack of motivation led to what appeared to be insurmountable challenges ahead—namely, academic probation-level grades. However, I did not let this knock me down, as we always have choices to make in times of hardships.

As arduous of a position as I found myself in, the key to my success was equally demanding: getting involved. My sophomore year, I officially switched majors to international management and began campus involvement as a student tour guide, Circle K member, Orientation Team representative, and in the Ski and Snowboard Club. Being involved in all of these, whether simply as a general member or as a club executive, taught me several things. Above all, it taught me responsibility and accountability. My actions and attitudes were now not just a reflection of myself, but a reflection of the clubs and teams I was part of and the members of those clubs with which I associated.

Additionally, college has taught me to take

initiative. When I found myself unsure of my major, I immediately sought out the help of Dean Winter. He helped me to choose the right major and to set up a system for myself to change not only my grades, but also me as a person. With his help I was able to dramatically improve my grades, continue to get involved, and make a difference at Shippensburg University. I quickly learned then that college has all of the resources we need, we just need to take advantage of them during our time here.

“I quickly learned that college has all of the resources we need, we just need to take advantage of them.”

Not all that I have learned has been internal narratives, though. For example, joining the cross country and track and field teams as a junior taught me that having people around you who support you and your goals is just as important as having goals and ambitions in the first place. Shippensburg teaches us to have a drive that not many other schools offer. It is not something that can be taught, but it is so prominent among students here. For instance, I had an internship with the food and beverage team at Kalahari Resorts and Conventions the summer of my senior year. I started this internship as an administrative position, doing my work with precision and in a timely fashion. The owner of the company took notice of my work ethic and offered me a supervisor position in their fine dining steakhouse. This was an achievement that I could not even dream of, but my hard work and motivation spoke for itself. I took the knowledge and skills taught in the College of Business and applied them to my internship and saw immediate results.

Being an international management major would not be as genuine had I not studied abroad. I chose to be part of the summer political science program led by Dr. Neil Brasher. There, I fully stepped out of my comfort zone to truly immerse myself in the various cultures that we visited. We had the chance to explore eight countries throughout our time overseas, where we learned about the history of each place and also many valuable lessons about ourselves. I would not

be who I am today without this experience, and I recommend it to everyone I know. College is the best time to study abroad, as it is the time when you are truly transforming into the adult that our professors and parents warned us we would become. Being in a new country is like stepping foot on campus for the first time—it is so rare and so intriguing, though with time, it quickly becomes home.

Finally, I would like to leave a few pieces of advice for those who can relate to my story, those on their own unique path, or those who are simply reading this. First, when there is no leader, become one. I used my struggle with grades and finding myself not as a pity story but as a motivator. I know that I am not the first person to struggle with grades and not being in a major they like, so I wanted to help those students. I worked with Jordan Carroll and Dean Winter to begin a mentoring program for students that are on the same road that I was. I wanted to be a tangible example that hard work and a great support system truly pay off. Second, be adventurous. Whether it's adventuring with the study abroad program, or simply being adventurous as far as joining a new club, the process of going outside of your comfort zone will spark creativity, drive passion, and provide opportunities that you otherwise would have never experienced. Finally, embrace the unknown with vigor and preparedness. As a first-generation American, and now first-generation college graduate, I have faced my fair share of new experiences, challenges, and unprecedented experiences. However, it is these battles with the uncertainty of the future that shape our character and ready us for future adventures.



Student Professional Organizations



SHRM members at the College of Business's Ice Cream Social in August 2017, (from left) Emilee Fox, Erica Battin, Arlee Simendinger, Jenna Neiderer, and Janelle Hutchinson.

SHRM

It has been a busy academic year for Shippensburg University's Human Resource Management Club. The HRMC club held a total of six chapter meetings this year. For each chapter meeting, our club hosted a human resource professional to discuss a selected HR topic with students. Topics this year ranged from background checks to evaluating a benefits package. The HRMC strived to find HR topics that are typically not covered in the classroom to create interesting and educational chapter meetings.

Behind each chapter meeting was an officer meeting where our members strategically planned to recruit new members, raise funds, plan professional development events, and network with HR professionals. We held six officer meetings this academic year. There was a total of eight officer positions in the HRMC, which included president, vice president, treasurer, secretary, vice president of merit, fundraising, philanthropy, and newsletter editor.

While coordinating chapter meetings is the primary function of the HRMC club, we engaged in several other functions to make our club thrive. To begin with philanthropy, the HRMC hosted a flower fundraiser in October that benefited the National Breast Cancer Foundation. We also had a canned food event where we donated non-perishable food items to King's Kettle. Likewise, our club volunteered at a variety

of Shippensburg's Open Houses to promote the HR concentration to potential Ship students. The HRMC also held fundraisers this academic year at Aroogas, Chipotle, and Panera Bread. We also sold flowers in the CUB on Valentine's Day. Such funds are used to attend the Society of Human Resource Management (SHRM) student case competition.

SHRM did not host a student case competition this academic year, but we look forward to potentially attending a student case competition next year. Moreover, HRMC attended the Student Involvement Services (SIS) Fair, the John L. Grove Ice Cream Social, and spoke at the BSN 101 class to attract new members. A key concept that the HRMC embraces is professional development. The HRMC partnered with Alpha Kappa Psi to host a resume workshop at Shippensburg's Career Center this past November. Lastly, all of our officer positions are filled for the upcoming academic year, which displays a solid foundation for the HRMC to go onward and upward.



Touring Volvo CE were (from left) Zack Zoller, Kevin Rice, Mitch Small, Jared Bauer, Ryan Martin, Ashley Minner, Devin Fisher, Dan Nyswaner, and John Deutsch

SUPPLY CHAIN CLUB

The Supply Chain Management Club is an educational club meant to provide students the chance to get involved in their field of study outside of the classroom. We provide club opportunities to go on tours to company's facilities, bring in guest speakers who have experience in the supply chain field, and offer advice and insight on internship/job opportunities that may not be available elsewhere. As a club,

we went on three tours during the year—two in the fall and one in the spring—competed in a case competition, and had guest speakers come and share with us their experiences.

Early in the fall semester of 2017, we took the Supply Chain Management club to Volvo Construction Equipment in Shippensburg for a tour of their fabrication plant, assembly lines, inventory warehouse, and offices. We learned about the process involved in creating soil and asphalt compactors and got to see them up close. Starting from early in the production, we saw some of the parts that were fabricated, such as the drum that required rolling a large sheet of metal into a circle and welding it. We also were able to view the assembly and work in process of the compactors and how these machines were constructed. It was an eye-opening experience.

Near the end of the fall 2017 semester, the club held its annual mixer at the Courtyard Marriott. We invited alumni and asked them to share with us their career paths, opportunities, and successes. Students interacted with alumni by moving to different tables where alumni were stationed and enjoying light food and drinks along the way.

In the middle of the fall semester of 2017, the club visited Target's distribution center in Chambersburg. On our visit, we saw the entire process from inbound to outbound loads, and learned how Target manages and sorts its products that come in and are later sent to its customers. We then sat down with several of Target's operation managers and discussed Target's future supply chain plans as well as changes that will be implemented to stay competitive. It was a great learning opportunity and networking opportunity.

Early in the spring semester of 2018, the club toured the Staples Fulfillment Center in Hagerstown. The visit started with the club sitting down with some of the managers at Staples and discussed with them their logistics strategy and how it is a key factor to the company's success. We were shown where each distribution was located in the United States and why they chose each

location to further advance their logistics. Next, we were taken on a tour and taken through each step in the process from inbound loads to shipping outbound. At the end we were given some practical problems that Staples had in the past and asked how we would solve them.

Early in April, members of the club competed in a case study hosted by Towson University. JR Young, Dan Nyswaner, and Ryan Martin all competed and were assisted by Bob Setaputra. The case was a logistical problem where each team had to present their own solution and provide data and persuade the judge as to why their solution was best. The club placed fourth and received positive feedback from the judge about their unique and thoughtful ideas.

The supply chain management club had two guest speakers in the spring semester of 2018. Our first guest speaker was Chris Sherrill, who is in graduate school studying to get his MBA with a concentration in supply chain management. We also had nine individuals from JLG as speakers, including the director and VP of procurement. They told us about their industry and talked with our club about potential job and internship opportunities.



Megan Reeser (right) preparing taxes for VITA clients.

VITA PROGRAM

Shippensburg University College of Business offered the Volunteer Income Tax Assistance (VITA) program during the 2018 tax filing season to provide free tax preparation assistance for low and moderate income individuals and families. The VITA program at Shippensburg University, coordinated by Dr. Huilan Zhang, runs every Wednesday from 5:00 to 9:00PM started on January 31 and continued through April 11. This year, seven trained students from the Accounting Department served as volunteers to prepare



MIS CLUB

The MIS Club visiting the Highmark Data Center.

and file individual income tax returns. The student volunteers all completed training under the guidance of Zhang and passed a certification test before the VITA program started.

The VITA program at Shippensburg University prepared eighty-one federal income tax returns, helping tax payers claim \$83,245 federal tax refund during the 2017 filing season. The student volunteers reinforced classroom learning while gaining practical and professional experience in working with clients that will be useful to them and to their future employers.



WOMEN LEADERS

This year, Women Leaders truly made an impact throughout the university and is ready to start the next semester full force. With increasing numbers in membership and many new events, we are thrilled to see what the future holds for this club.

Women Leaders is well known for its annual mentoring program. This program uniquely pairs a member of Women Leaders with a working professional as their mentor.

Women Leaders gained valuable insight from their mentors, whether it was tailoring their resume or attending a job shadow led by their own mentor. This is possible with the help of NEW, Networking with Executive Women, which pairs club members with mentors from companies such as Ahold, Hershey, and UTZ. The mentors offer a true taste of what the Women Leaders could anticipate once they join the workforce after graduating. This helps prepare them to enter the business world as a strong woman leader.

In addition to the mentoring program, Women Leaders is excited to be working with the Career Center and our very own Alix Rouby to spearhead Shippensburg's first "Red Raider Closet." This has been a full-time project for all working parties in preparation for the opening this coming fall. The Red Raider Closet will be a one-stop shop for students seeking to look the part when going to an interview or preparing for an internship. Women Leaders realized the high costs that come along with becoming a business professional and worked hard to put together a plan to gather donations from professors and business professionals for gently used business clothes that can then be picked out by students.

Women Leaders is excited to continue growing in size and to help pioneer the Red Raider Closet. Thank you to each and every person who has helped us get to where we are today. We look forward to what's ahead!

Student Engagement

JOB SHADOW PROGRAM

Over seventy-five students were placed with alumni during Shippensburg University's 2017-18 fall and spring breaks, allowing students to shadow alumni in their workplace. Students range from first year to seniors with a variety of majors, including human communication studies, business, political science, psychology, computer science, MIS, accounting, supply chain management, social work, and software engineering.

"Shadowing is one of the best programs offered by the university, engaging current students with alumni." said George McElwee '98, managing partner, Commonwealth Strategic Consulting/Government Affairs in Washington DC.

Sites are located in Philadelphia, Harrisburg, Shippensburg, Baltimore, Connecticut, and New York City. Some sites include:

- ABC 27 WHTM, Mike Parker '00, former evening anchor/reporter
- East Penn Manufacturing, Doug Kubinak '85, vice president sales
- Pennsylvania Government, Toni Marchowsky '05-'06M, special assistant, Pennsylvania Capitol
- Global Data Consultants, Megan Estep '12, applications developer
- PrimePay, Jessica Kornfield '14, senior marketing manager
- McKonley & Asbury LLP, James Shellenberger '01, principal
- US Dept of Health and Human Services, Sonia Haynes '79, program specialist
- Cosmopolitan Capital Funding, LLC, Chris Kelly '80, president and CEO
- House Energy and Commerce hearing in Washington, DC, George McElwee '98
- The Carlisle Group, Bert Wendeln '89
- Tucker Financial, Chris Jackson '97
- WellSpan Health, Lisa Woods '05-'13M
- Pennsylvania Government Criminal Courts, the Hon. Judge Tully and Bobby Sisock '05-'06M
- Exelon, Bryan Wright '88



Bryan Wright, SVP and CFO of Exelon Generation, hosted junior accounting major John Weakland. for a productive job shadow.



IMP HEADS TO NYC

Students from the Investment Management Program were in New York City for Quinnipiac's Global Asset Management Education Forum. The forum gathers some of the most successful people in finance to share their knowledge, expertise, and outlook for the future with students. Participants included (first row, from left) John Kooti, Jose Polanco, Karen Soto, Christina Reeder, Ashley Nguyen, and Gaige Barahona; (second row, from left) Michael Schock, Daniel White, Jackson Fuhrer, Andrew Crum, Michael Bennett, Carter Schubach, and Ruben Bourdeau

ANNUAL ACTIVITIES



Business students at the etiquette dinner (top) and during the Grove College ice cream social.



OTHER NOTABLE MOMENTS IN GROVE COLLEGE included the Spring Social volleyball tournament (top left) and kickball tournament (bottom left). During the Dean's Walk-in session (top right), Shannon Minnis met with Dr. John Kooti and Dr. Tony Winter. And in March, Dr. June Pham received the Award for Innovative Use of Technology at the Technology and Library Services Luncheon (bottom right).

BUSINESS INTERNSHIP PROGRAM

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

Our faculty's goal is to provide students 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. Students' educational experiences are 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 students to interact on a one-to-one basis. This helps students to develop strong communication, interpersonal, teamwork skills, and leadership.

INFORMATION

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

X-CULTURE OFFERS GLOBAL LEARNING EXPERIENCE

In October 2017, I traveled to Washington, DC, to join a global team of students who worked on a solution to improve the business of Perkins Management service. I was one of fifty students from twenty-one countries in this X-Culture challenge.

The challenge contained six key components:

- A cross-cultural comparison of the food-to-table movement in different countries
- Conducting a market attractiveness analysis of the four sites that Perkins management identified as potential starting sites
- Focus on the site that shows the most promise and address how farm-to-table enhances the customer experience at that site
- Determine the best method for Perkins to pursue a farm-to-table initiative at the recommended site

- Determine specific components Perkins would have to put in place to maximize benefits of farm-to-table initiative?
- Determine the return on investment

I worked with students from Italy, Canada, Kenya, France, and the United States. We communicated over e-mail, social media, etc. before meeting in DC. Dealing with the time difference, language barriers, and different cultural perspectives is a big part of these symposiums that improves problem-solving skills on a global scale.

In DC, Mr. Perkins brought his whole team to the symposium, and each group was supervised by one of his board members.

Overall, there were eight teams at the symposium and my team got first place, providing the best and most useful solution to Mr. Perkins and his team.



X-Culture is a collaborative effort of dozens of instructors around the world who strive to enhance learning in their International Management/Business courses by providing their students with an opportunity to gain first-hand experience in international collaboration and cross-cultural communication.

Dr. Robert Stephens is using the X-Culture challenge in his International Business class. I thank him for the opportunities he provided me with. —Jan Striewe

Student Spotlight: Alexander Wilson

My name is Alexander Wilson, and I graduated cum laude with a BSBA degree in accounting in May 2018.

Shippensburg University and Grove College have given me tremendous opportunities to grow socially, academically, and professionally.



My start to college was a difficult and uncertain one. I started as a conditionally admitted student through the Academic Success Program. This amazing program that Shippensburg offers to recent high school graduates who are academically unqualified for regular admission gives students like me a chance at secondary education. Since then, I took advantage of all of the opportunities that were presented to me.

I started my sophomore year in Grove College by joining the world's first and largest business fraternity, Alpha Kappa Psi. AKP is an organization that focuses on service in the community and professional development. I later became president of this organization, allowing me to gain leadership, communication, and problem-

“It absolutely astonishes me how much Shippensburg has impacted my life in such a positive way.”

solving skills through the planning and coordination of professional workshops and volunteer initiatives. During my junior year I was inducted into the prestigious business honor society Beta Gamma Sigma. This is an organization where you must be in the top 10 percent of your class in order to receive an invitation for membership. I was extremely honored to be appointed president of this organization. These organizations not only taught me professional skills, but also allowed opportunities for me to travel all over the US for conferences and leadership programs with no-out-of-pocket expenses from me. I was fortunate to travel and network with students in places like Orlando, Florida; Indianapolis, Indiana; Las Vegas, Nevada; and, Boston Massachusetts.

These organizations as well as the College of Business' strategic preparation allowed me to get a lot of work experience during

my four years. I was able to secure three paid internships while in school. My first position was an internship at JLG Industries doing accounting and budgeting for the engineering department. My second internship was at Volvo Construction Equipment in the remarketing department; and, lastly I had a public accounting position with BDO as an audit intern. I was also blessed to be selected as a peer mentor for the ten-week summer Academic Success Program allowing me to give back to the program that brought me to the university.

I am currently pursuing my master's degree through Shippensburg Universities 4+1 program in order to graduate in May of 2019. It absolutely astonishes me how much Shippensburg has impacted my life in such a positive way. The opportunities here are endless and ever-evolving. This university is exceptional in every way, and I will be proud to call this university my alma mater. At the beginning of this journey I thought I would never attend college because it was a waste of time and money. Now I am finishing up my fifth year to get my master's degree and have an amazing career trajectory and connections out of school, I guess it's true what they say, "Ship Happens."

Student Spotlight: Madison Scarr

My name is Madison Scarr, and I am from Lewisburg. I graduated Summa Cum Laude in May 2018 with a bachelor's degree in accounting.

During my time at Shippensburg University, I got involved in many organizations, because I have always believed it is impossible to be well-rounded without a variety of exposure.

First and foremost, I was dedicated to academics. I worked day in and day out to understand the material, to make connections with my professors and classmates, and to grow as a young business professional. Despite the challenging program at Grove College, my desire for success in the classroom led to my induction into the National Honorary Business Society, Beta Gamma Sigma. I was able to obtain work experience outside of the classroom by obtaining four internships—two in tax at Rotz & Stonesifer, finance at Geisinger, a major health system, and advisory at KPMG. These real-world experiences allowed me to learn skills that I would not have otherwise gained in a classroom setting.



“My undergraduate years at Shippensburg University were ones that helped me grow as a young professional, an athlete, and a human being overall.”

My love for sports developed at a young age and that love

continued throughout my college career. I played on the SU field hockey team for four years and was a member of the 2016 and 2017 National Championship teams. My commitment to academics was apparent when I received the Elite 90 Award during the 2016 championship for having the highest GPA at the Final Four. The lessons learned from athletics will carry forward with me as I pursue my career.

Outside of the classroom and off the field I found time to pursue other passions, specifically student government. Over the course of three years, I served as the College of Business senator, athletic senator, and president. Through my involvement with this organization, especially as president, I was

given the opportunity to represent my fellow students and the university in an honorable manner. I was also involved in Kieffer Hall Council, Circle K, Tau Kappa, and many university committees throughout my tenure at Shippensburg University. My involvement taught me skills that are applicable to my life as a professional.

My undergraduate years at Shippensburg University were ones that helped me grow as a young professional, an athlete, and a human being overall. I cannot describe the love and appreciation I have for everything and everyone that has impacted my life while at Ship. Shippensburg University has always felt like my home away from home, and I consider the people at Ship to be my second family. I am looking forward to returning to Ship to pursue a Master's of Business Administration.

PICPA SCHOLARSHIPS

Two accounting students, Kalyn Sourwine of Levittown and Allison Wilson of Harrisburg, have earned prestigious PICPA scholarships for their hard work and academic success.

Both scholarships are multi-year and renewable at the \$2,000 per-year level. The scholarships are subject to the students maintaining PICPA criteria. Grove College congratulates Sourwine and Wilson on their accomplishments. The



PICPA helps future CPAs reach their goals with scholarships and awards that honor outstanding scholastic achievement. For information about PICPA scholarships, visit picpa.org/future-cpas/scholarships-awards.



STUDENTS MEET WITH TECHWISE GROUP

Students from the Strategy Implementation class (MGT498) participated in an experiential learning project with TechWise Group, a technology services firm in Conshohocken. The Strategy Implementation class, taught by Allison Watts, is the capstone course for management majors and includes a project where student analyze and make recommendations for a company or organization. Pictured are (from left) Mark Knight, TechWise Group CEO Lauren Schwartz, Michael Hafer, Teresa Phan, and Brian Winfield.

GROVE COLLEGE INTERNSHIPS

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

Fall 2018

Alexander Davis

Marketing
Fastenal Company

Chelsea Keefer

Management
Meadowland Homes Inc.

Steven Kephart

Finance
Sterling Property Management Inc.

Kelsi Knarr

Management
Volvo CE

Michael McCartney

Accounting
Volvo Group Trucks Operations

Liashira Rivera

Management
Chambersburg Hospital

James Roop

Accounting
Shippensburg University CUB

Courtney Schlusser

Accounting
Carlisle Construction Material

Mitchel Small

Supply Chain Management
Volvo Powertrain

Allison Wilson

Accounting
Boyer & Ritter LLC

Spring 2018

Hunter Artman

Finance
New Day USA

Erica Battin

Management
Volvo CE

Trent Bauer

Management
Shippensburg University

Austin Bock

Accounting
Smith Elliott Kearns & Company

John Bonawitz

Accounting
Brown, Schultz, Sheridan & Fritz

Kevin Bushong

Accounting
RLH CPA's and Business Advisors, LLC

Michael Cassidy

Finance
New Day USA

Lauren Ceschini

Management
Volvo CE

Samantha DeBlass

Marketing
Shippensburg University Conference Center

Logan Feltman

Accounting
Cinteot, Inc.

Michael Gibbs

Finance
New Day USA

Tyler Gilbert

Management Information Systems
United Concordia

Collin Godshall

Accounting
Volvo CE

Jordan Good

Management
Hungry Run Wine and Spirits

Elijah Goodyear

Entrepreneurship
Sands and Sons Garage Doors Gurus

Kristen Haupt

Management Information Systems
Volvo CE

Ashton Houck

Accounting
Kern and Company, PC

Benjamin Hursh

Accounting
Smith Elliott Kearns & Company

Rashawn Johnson

Accounting
Simon Lever

Alyssa Jumper

Management
WITF

Mackenzie Klock

Management
Hersheypark

Kelsi Knarr

Management
Volvo CE

Joseph Kon

Accounting
Harshbarger and Co.

Chad Lewis

Marketing
New Day USA

Ajdin Ljuca

Supply Chain Management
Schenider

Matthew Manz

Finance
Honey R. Capital

Michael McCarthy

Accounting
Smith Elliott Kearns & Company

Miranda McCleaf

Accounting
Smith Elliott Kearns & Company

Megan Moorhead

Accounting
Smith Elliott Kearns & Company

Chelsea Natale

Accounting
BDO, USA, LLP

Bradlee Rosenzweig

Accounting
Kern and Company, PC

Madison Scarr

Accounting
Rotz & Stonesifer

Zachary Shockey

Finance
New Day USA

Natalie Sorber

Finance
Belco Community Credit Union

Kalyn Sourwine

Accounting
Baker, Tilly, Virchow, Krause LLP

Vanessa Thomas

Accounting
Rotz & Stonesifer

Matthew Wanbaugh

Management
Volvo CE

Gabriella Weigel

Accounting
Smith Elliott Kearns & Company

Kaitlyn Yoder

Accounting
Kern and Company, PC

Summer 2018

Lorenzo Adiletta

Finance
Identocard

Joshua Alexander

Supply Chain Management
Volvo CE

Jordan Back
Accounting
Squire, Lemkin and Company, LLP

Ethan Baker
Accounting
Wagner, Dreese, Elsasser & Associates, PC

Wendell Banks
Management Information Systems
Pennsylvania Turnpike Commission

Adasha Barnette
Marketing
Earthnet Energy and Brim Builders, Inc.

Trent Bauer
Management
Highway West Vacation

Noah Braun
Management
HL Wilker Inc.

Dashaun Buchanan
Management Information Systems
Tribe Culture Media

Michael Chrencik
Marketing
Phoenix Contact

Kaitlin Deimler
Accounting
Stambaughness

Sean Donohue
Marketing
Suburban Wholesale Lighting

Derek Gaskins
Accounting
Northrop Grumman-Mission Systems

Candace Gerber
Marketing
Enterprise Holdings Inc.

Sierra Groft
Accounting
Giant Food Stores, LLC

Clarence Grutza
Supply Chain Management
Electromet Corporation

Patrick Hart
Finance
Mid Penn Bank

Samantha Himes
Finance
Turkey Hill Dairy

Emmery Johnson
Finance
Army Contracting Command

Kevin Johnson
Accounting
Giant Food Stores, LLC

Kaitlyn Livelsberger
Marketing
UTZ Quality Foods, Inc.

Patrick Luebben
Management
SIS International Research

Taylor Lyles
Management
Hershey Entertainment and Resorts

Brianna Malason
Management
McLaren Philadelphia

Cynthia Martin
Finance
Volvo CE

David Martin
Management
Volvo CE

Juan Martinez
Supply Chain Management
Volvo Construction Equipment

Barbara Megonnell
Accounting
Pennsylvania State Employees Credit Union

Karyssa Messner
Supply Chain Management
Globus Medical

Angel Moyer
Finance
Enterprise Holdings

Kevin Norris
Supply Chain Management
Ulta Beauty

Brandon O'Donnell
Management
West End Fire and Rescue

Omar Ramirez Estrada
Supply Chain Management
PVH Corp.

Brian Riley
Marketing
Luhrs Performing Arts Center

Amanda Schmid
Management
Enterprise Holdings

James Sheridan
Management Information Systems
JLG Industries

Madison Small
Management
D&H Distributing

Ryan Tait
Management Information Systems
Menu Drive

Kyle Taylor
Accounting
Boyer & Ritter CPA & Consultants

Tyler Thomas
Supply Chain Management
Supervalu Inc.

Grace Van Gilder
Management
Shiple Energy

Steven Wargo
Management
Weis Markets

ANNUAL GROVE COLLEGE PICNIC



“The Investment Management Program is aimed at providing students with the skills, theories, and concepts needed to become portfolio managers through a pro-active educational environment. As a portfolio manager within IMP, students gain practical experience investing in securities, build teamwork skills and apply coursework to further develop their own knowledge.”



— Dr. Fan Liu on the value of the IMP class

Annual Scholarships and Awards

John L. and Cora I. Grove Scholars

Emily Anderson, Jared Bixler, Kyle Blessing, Joseph Deemer, Abigail Esch, Kerri Loy, Matthew McGrath, Shawn Miller, Megan Moorhead, Jenna Niederer, Cody Olson, Jacob Pollock, David Reagan, Nathaniel Sheeder, Arlee Simendinger, Alexandra Spease, Vanessa Thomas, Braydon Thompson, John Weakland, and Eric Zimmerman

Fred C. Archer Memorial Award—Open

Reva Hoback Brubaker Scholarship

Rebecca Martin and Kalyn Sourwine

Dr. Max G. Cooley Scholarship

Marc Shaffer

Lt. Col. Barbara B. Cross Scholarship

Ryan Rose

Harold U. and Helen F. Crouse Business Scholarship Award

Jenna Niederer

Cumberland Valley Society for Human Resource Management Scholarship

Arlee Simendinger

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

Rachel Bruno

Dinger Scholarship—Open

Distinction of Academic Excellence Award

Leah Fleming and Joshua Varone

Gerald R. Fetrow Scholarship

Zachary Amisano, Liliann Benzel, Victoria Blackburn, John Castello, Chloe Collins, Courtney Coy, Noah Inch, Daniel Johnson, Scout Knotts, Jacob Pollock, Zachary Sims, Domenick Sleva, Dustin Sleva, Nicholas Spangler, and Logan Williamson

Fogelsonger Scholarship

Ruben Bordeau, Cynthia Martin, and Zachary Zoller

James Gehr Family Scholarship

Logan Williamson

Gettysburg Area Personnel Association (GAPA) Scholarship—NEW (not yet active)

Giant Food Stores Business Administration Scholarship/Scholarship/Internship Program

Cheryl Estelle and Sierra Groft

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

Alexander Wilson

Dr. Edward S. Goodhart Scholarship

Cassandra Root

Renetta F. Heiss Scholarship

Noah Kissinger, Jennifer Maxwell, and Tiffany Nguyen

Edwin L. Herr Study Abroad Scholarship

Joseph Reyes and John Weakland

Dr. Ralph T. Hocking and Deborah E. Hocking Scholarship—Open

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

Dr. Hong and Mrs. Susan Young Rim Finance Scholarship

Alexandria Papoutsis

William C. Rodruan College of Business Finance Scholarship

Lindsae Jones

William F. and Susannah M. Rothman Scholarship

Trey-Anthony Paul

Smith Elliott Kearns & Company, LLC Scholarship Program

Austin Bock, Michael McCartney, and Miranda McCleaf

Jack A. and Mildred Prince Squires Scholarship

Arlee Simendinger

Dr. Richard D. Stone Women's Basketball Scholarship

Liliann Benzel

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

Cody Olson

Volvo Construction Equipment North America LLC Scholarship/Internship

Ethan Baker

Robert E. "Bucky" Ward Athletic Scholarship

Gabriel Mosser

Brooke Ashley Weaver Memorial Scholarship

Robyn Chandler

Franklin O. Wisman Finance Scholarship

Michael Bennett, Jack Cornely, Jason Driver, and Logan Williamson

Zumbrun/Korkuch Family Scholarship

Kerri Loy, Amber Pound, and Eric Zimmerman



“The ability to find funding through the SU Foundation has allowed myself to meet industry leaders and business students from across the world. This funding has allowed me to experience different cultures and travel for the first time in my life.”

— Alexander Wilson, accounting, senior

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.

NEW The Doug and Angela Besch Accounting Scholarship (not yet active)

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

The Reva Hoback Brubaker Scholarship Fund

Established by Ronald C. Brubaker in memory of his wife Reva Hoback Brubaker. This 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.

NEW The Lt. Col. Barbara B. Cross Scholarship

Established by Barbara Cross '04M, this scholarship is for freshmen that intend to enroll in the ROTC program with a preference for Science, Technology, Engineering or Mathematics (STEM) disciplines or supply chain management. Applicants must meet SAT and GPA requirements, demonstrate financial, need and be residents of the Commonwealth of Pennsylvania.

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

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.

NEW The Judy K. Fogelsonger Scholarship Fund (not yet active)

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

The Fogelsonger Scholarship Fund

Established in honor of alumnus Ned R. Fogelsonger, 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.

NEW The Ken and Ginny Gill Scholarship for Business

Related Degrees (not yet active)
Established by Ken '65-'72M and Ginny Gill, this scholarship is for full-time incoming freshmen pursuing a degree offered through the John L. Grove College of Business. First preference is given to a student from Snyder County, Pennsylvania, demonstrating financial need.

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

This scholarship is for students who have completed 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.

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 Ignatius 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.

Dr. Hong and Mrs. Susan Young Rim Finance Scholarship

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

The William C. Rodruan College of Business Scholarship Fund

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

The William F. and Susannah M. Rothman Scholarship Fund

This four-year scholarship is for 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.

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 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 accounting 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



“The chance to use actual money from the SU Foundation when dealing with the market has given students the ability to get a real-world experience.”

— Jose Polanco, finance, senior

student who is the first in the immediate family to attend college.

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

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

The Richard W. Tomlinson 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.

NEW The Jerry and Janice Regan MBA Endowment

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

CONTRIBUTIONS BENEFITING COB



START-UP LLC TOURS JLG

Professor Krista Carroll and students from the Grove Start-Up Living Learning Community toured the JLG facility in Shippensburg.



HERTZ NAMED TO THE ALL-PSAC FIRST TEAM

Shippensburg University junior defender Valerie Hertz was named Thursday afternoon to the 2018 All-Pennsylvania State Athletic Conference Lacrosse First Team, marking the second consecutive year that she has received the honor from the league's coaches.

Hertz leads the PSAC and ranks third in Division II with 3.0 caused turnovers per game. Her fifty-one caused turnovers this season is a school record.

She is also ranked third in the PSAC and fifth in Division II with 4.47 groundballs per game. Her seventy-six groundballs ranks second in SU single-season history.

Also this season, Hertz is ranked seventh in the PSAC with sixty-seven draw controls, a total that ranks third in SU single-season history.

Hertz completed her first season as a team captain by starting all seventeen games for the Raiders. Through three seasons, Hertz has totaled 165 groundballs, 115 draw controls and 115 caused turnovers, all totals that rank among the Top 5 all-time in school history.

NEW BUSINESS ANALYTICS MBA

Grove College now offers business analytics as a program within the MBA. Whether you are ready to advance your career, start your own business, or become a leader within a corporation, Grove College can prepare you for achieving your personal and professional goals.

The 12-credit graduate certificate program is a blend of online and in-class participation. Courses are offered once each calendar year, making it easy to complete the certificate in one year.

The business analytics courses can be applied to the MBA program as a concentration.

Skills for Success

Learn the core concepts and gain hands-on experience:

- Search large data sets
- Build predictive models
- Develop interactive data-visualization tools using charts and heatmaps
- Maximize the use of Excel add-ins and XLMiner software for data mining
- Make data-driven marketing and business strategies

Program Outcomes

Students completing this certificate will develop skills in data mining, data visualization, and will be able to search through large data sets and develop predictive models. They will be able to use tools such as spreadsheets, statistical analysis software, and databases to manage and analyze large data sets. They will also develop skills to enable interaction with other organizational personnel specializing in analytics.

For more information on course scheduling and registration, visit ship.edu/PCDE/Registration_Information/

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.

BGS MEMBERS ARE VALUED. Employers and graduate programs value the significance of BGS membership. Including BGS on a resume highlights achievement and distinguishes members from the rest.

BGS MEMBERS ARE INTELLIGENT. Induction into BGS signals high academic achievement at the world's best business schools. Of the thousands of students that complete their business degree, only the best qualify for membership.

BGS MEMBERS ARE LEADERS. Members of Beta Gamma Sigma comprise an exceptional group of business leaders—roughly half hold title of senior executive, group/division director, department manager, or supervisor.

Three BGS students were invited to attend the 2017 Global Leadership Summit in Orlando, Florida. Students representing Grove College were Alexander Wilson, student president; Amanda Sallade, vice president of programming; and, Elijah Goodyear, vice president of alumni relations. Attendees described the Global Leadership Summit as a “life-changing experience,” allowing them to meet people from different cultures around the world.

In May, nearly 200 parents, friends, administrators, faculty, staff, and BGS members attended the annual Grove College of Business Induction Ceremony and Awards Banquet. This year, sixty-eight members were inducted in the society, including thirty juniors, sixteen seniors, and eighteen MBA. Three faculty members were inducted and numerous faculty members were honored for their contributions in their fields of study. Bryan P. Wright, senior vice president of corporate finance, Exelon Generation, was inducted as the Grove College of Business BGS Chapter Honoree for 2018. Richard Pensabene, president of the Philadelphia BGS Alumni Chapter, attended the banquet and provided a few remarks to the group.

This past year, BGS continued the Breakfast Seminar Series and brought in speakers to share their experiences with the business students. Speakers included James DeGaetano, Diamond Wealth Advisors, president and Laurie Carter, Shippensburg University, president.

The students held their second annual Movie Night, screening, *The Pursuit of Happiness*.



(From top) Grove College Beta Gamma Sigma induction; BGS officers; BGS scholarship recipient Timothy Luke Hutchinson; Breakfast Series speaker President Laurie Carter; and (below) BGS tapping.



Serving Adams, Cumberland, Franklin and York Counties
January 1, 2017–December 31, 2017

Services Summary

332
Clients

2,934
Consulting
Hours

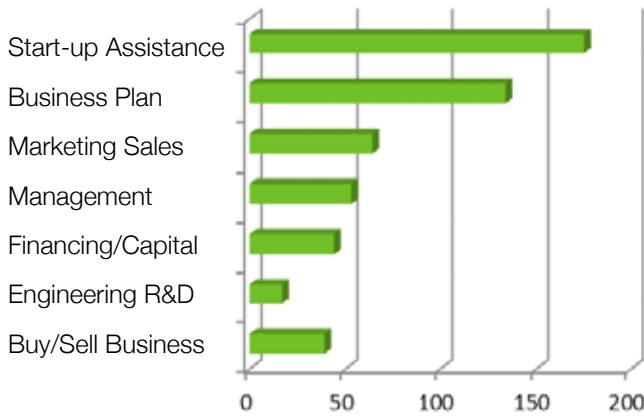
17
Educational
Events

145
Educational
Event
Attendees

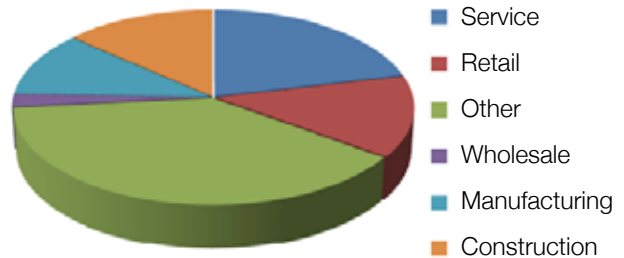
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Financial
Projections
Created

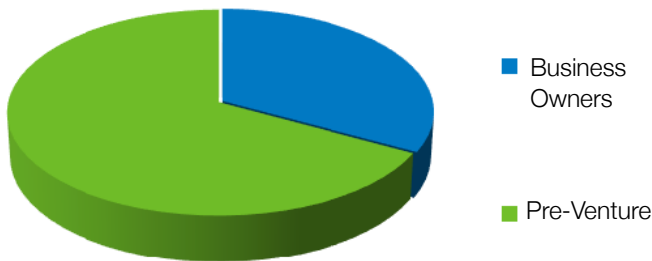
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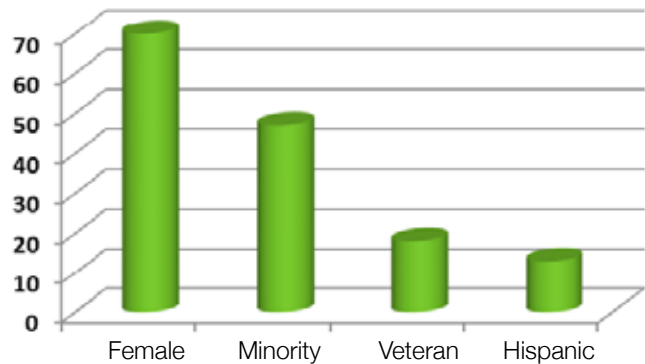
Type of Business



Client Status



Client Profile



Client Outcomes

\$5.5MIL
Increase in Sales

\$24MIL
In Capital
Formation

123
Jobs
Created/
Saved

29
New
Businesses
Started

5
Businesses
Purchased

FACULTY ACCOMPLISHMENTS

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., Burke, M., & Kayes, C. (2017). "Learning through organizational crisis and disaster." *Society of Industrial-Organizational Psychology*.

Refereed Articles

Hargrove, M.B., Hargrove, D., & Becker, W.S. (2017). Managing Stress: Human Resource Management interventions in distress and eustress. *Journal of Human Resource Education*.

Presentation of Refereed Papers

International

Becker, W.S., Burke, M., & Kayes, D. Christopher (2017-2018). "Learning through organizational crisis and disaster." Academy of Management, Atlanta, Georgia

DR. JERRY A. CARBO

Associate Professor of Management

Refereed Articles

Carbo, J.A., Haase, S. J., & Hargrove, M.B. (2018). "Democracy, Militancy and Union Revitalization, the DEMREV Model of Union Renewal: A Sustainable, Strategic Model Expanding on the Voss and Sherman Model." *Advances in Industrial and Labor Relations*.

Refereed Proceedings

Carbo, J.A. & Langella, I.M. (2017). "Workplace Bullying and Measuring Social Sustainability: Lessons from the UDHR and the EEOC Select Task Force on the Study of Workplace Harassment." *Academy of Business Research*.

Carbo, J. A. & Langella, I. M. (2017). "Operationalizing the triple bottom line in



models for operations and supply chain management." *Academy of Business Research*.

Book

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

Abstract

Carbo, J. A. (in press, 2017). "ELA PDW: Experiential Exercises for Teaching Human Resource Management #69." *Eastern Academy of Management*.

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, J.T. & Neil, N. (in press, 2018). "A Proposed Data Driven Healthcare Monitoring System Using NFC." *Management in Healthcare*, 3 (1), 16.

DR. MICHAEL COOLSEN

Interim Associate Dean of the Grove College of Business

Academic Degrees

PhD, University of North Carolina at Chapel Hill; MS, Shippensburg University; BA, Lafayette College

Refereed Articles

Quesenberry, K.A. & Coolsen, M.K. (in press, 2018). "What Makes Facebook Brand Posts Engaging? A Content Analysis of Facebook Brand Post Text That Increase Shares, Likes and Comments to Influence Organic Viral Reach." *Journal of Current Issues and Research in Advertising*.

Abstract

Coolsen, M.K. & Kumashiro, M. (in press, 2018). "Growing together as individuals and as a couple: Covariation of commitment and affirmation in newly committed couples." *International Association for Relationship Research Conference*.

Quesenberry, K.A. & Coolsen, M.K.



(2017). Facebook organic reach has viral marketers down: Post content that drives shares, likes and comments. The Association for Education in Journalism and Mass Communication's (AEJMC) Annual Conference.

Quesenberry, K.A. & Coolsen, M.K. (2017). What makes a video go viral? Five-act dramatic form impacts viral marketing video shares and views. *AMA Winter Marketing Educators' Conference*

DR. AZIM DANESH

Professor of Management Information Systems

Academic Degrees

PhD, Temple University; MSIS and MS, Shippensburg University; BS, Point Park University

Refereed Articles

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

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. (2017). "Technology Competency and the Millennials." *American Journal of Information Technology*.

Refereed Proceedings

Dao, V. & Abraham, T. (2018). "An Exploratory Empirical Examination of the Integrated Sustainability Framework via Case Study." *Americas Conference on Information Systems*.

Presentation of Refereed Papers

International

Dao, V. & Abraham, T. (2017-2018). "An Empirical Investigation of Sustainability Innovation Systems and the Stages



of Sustainability Maturity.” Americas Conference on Information Systems, Boston, United States of America.

DR. NATHAN W. GOATES
Assistant Professor of Management



Academic Degrees

PhD, Vanderbilt University

Refereed Proceedings

Goates, N.W. (2017). “Conflict as icebreaker: Using the prisoner’s dilemma to highlight the relevance of building social capital when participating in group project work.” Eastern Academy of Management.

Presentation of Refereed Papers

International

Laubach, J., Olsen, C., & Goates, N.W. (2017-2018, April). “A Hog Farm for S-Burg? An Interactive Town hall Negotiation Simulation and Teaching Plan.” Eastern Academy of Management, Providence, Rhode Island.

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

Lavelle, J.J., Harris, C.M., Rupp, D.E., Herda, D.N., Young, R.F., Lavelle, J.J., Harris, C.M., Rupp, D.E., Herda, D.N., Young, R.F., Hargrove, M.B., & Thornton-Lugo, M.A. (2018). “Multifoci effects of injustice and counterproductive work behaviors and the moderating roles of symbolization and victim sensitivity.” *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. (2018). “Wal-Mart’s International Expansion: Successes and Miscalculations.” *Journal of Business Strategy*, 39 (2), doi: 10.1108/JBS-02-2017-0013.

Presentation of Refereed Papers

International

Hunt, I., Taylor, R.K., & Oberman, W. D. (2017-2018). “Business Closures: Communicating Bad News to Employees, Shareholders and Communities—Use and Effects of Social Media.” ABC 82nd Annual International Conference in Dun Laoghaire, Dublin, Ireland, October 18-21, 2017, Dublin, Ireland.

DR. DAVID HWANG
Associate Professor of Supply Chain Management



Academic Degrees

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

Presentation of Non-Refereed Papers

National

Hwang, D., Lee, G., & Kang, M. (2017-2018). “The Impact of Outsourcers’ Long-term Orientation toward Suppliers on Outsourcing Performance.” Decision Sciences Institute, Washington, DC, United States of America.

Hwang, D. & Hwang, P. (2017-2018). “Measuring Hospital Performance by Comparing the Efficiencies of Nurse Practitioners and General Practitioners in Hospitals.” Decision Sciences Institute, Washington, DC, United States of America.

DR. HYUNPYO KIM
Associate Professor of Accounting



Academic Degrees

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

Refereed Articles

Kim, H. (2018). “Foreign director on the board and investment efficiency.” *Korean Accounting Review*.

Kim, H. (2018). “Is asymmetric cos behavior affected by competition factors?” *Asia-Pacific*

Journal of Accounting and Economics.

Kim, H. (2017). “Board diversity and real earnings management.” *Korean Accounting Journal*.

Kim, H. (2017). “The effect of the ratio of SG&A expenses on the stock price crash risk.” *Korean Accounting Review*.

Working Papers

Kim, H. (2018). “Investigating the perception of K-IFRS adoption: Evidence from Interview and Survey.”

Kim, H. (2018). “Investigating Perceptions Concerning the Adoption of International Financial Reporting Standards (IFRS) Among College Students.”

Kim, H. (2018). “The effect of earnings management on asymmetry of earnings recognition timeliness.”

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

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

DR. IAN LANGELLA
Professor and Department Chair of Finance and Supply Chain Management;



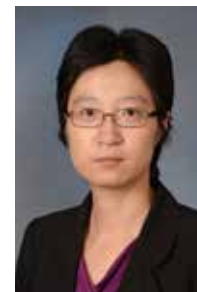
Academic Degrees

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

Refereed Articles

Inderfurth, K., Langella, I. M., Transchel, S., & 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

Liu, F. (in press, 2018). “Why Buy Accident Forgiveness Policies? An Experiment.” *International Journal of Economics and Finance*.

DR. YUCONG LIU

Associate Professor of Management Information Systems

Academic Degrees

PhD, University of Kansas

Refereed Articles

Liu, Y. (2017). "The Moderating Effects of Network Centrality between IT Initiatives and Firm Performance: An Empirical Study." *GSTF Journal on Computing*.

DR. SHELLEY MORRISETTE

Associate Professor of Entrepreneurship

Academic Degrees

PhD, University of Mississippi; ABD, Pennsylvania State University; MA, MBA and BS, Old Dominion University

**Refereed Articles**

Morrisette, H. S., Oberman, W. D., & Watts, A. D. (2017). "Multidexterity: TMT Composition as a Contingency for Rapid Adaptation." *Journal of Applied Management and Entrepreneurship*, 23 (1), 67-83.

DR. JUNE DUNG PHAM
Associate Professor of Finance**Academic Degrees**

PhD, University of South Florida; MBA, Marshall University; BBA, Hanoi Foreign Trade University; Financial Risk Manager certification; Teaching Online Certification Course; Certificate of Teaching Effectiveness

**Refereed Articles**

Pham, D., Nguyen, T., & Adhikari, H. (2018). "Determinants of Divestiture Methods for US firms: Asset Sell-off versus Equity Carve-out." *Review of Accounting and Finance*, 17 (1).

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

Working Paper

Pham, D. (2017). "Do Family Firms Exploit Voluntary Disclosure Practices?."

DR. EDWARD PITINGOLO

Associate Professor of Accounting

Academic Degrees

DBA, University of Maryland; MBA, Kutztown University; BS, Pennsylvania State University, Harrisburg

Refereed Articles

Grandzol, C., Grandzol, J., & Pitingolo, E. D. (2017). "Supplier managed inventory in boutique manufacturing: A chance to build a better performing supply chain?" *Journal of the Academy of Business Education*, 18 (1), 143-160.

DR. W. ADAM POWELL
Associate Professor of Marketing**Academic Degrees**

PhD, University of Tennessee; MBA, Brigham Young University; BS, Wilmington University; AS, Gloucester County College

**Refereed Article**

Powell, A., Noble, S., Noble, C., & Han, S. (in press, 2017). "Man vs. Machine: Relational and Performance Outcomes of Technology Utilization in Small Business CRM Support Capabilities." *European Journal of Marketing*.

Abstract Only

Chaker, N. & Powell, A. (2017). "Both Hindering and Motivating: The Role of Interfunctional Tension in Salesperson Cross-functional Integration." *Society for Marketing Advances Annual Conference*, 392-393.

DR. FEI QIN
Associate Professor of Supply Chain Management**Academic Degrees**

PhD, University of Tennessee; MBA, Brigham Young University; BS, Wilmington University; AS, Gloucester County College

Refereed Articles

Liu, Q., Xu, J., & Qin, F. (2017). "Optimization for the Integrated Operations in an Uncertain Construction Supply Chain." *IEEE Transactions On Engineering Management*, 64 (3), 400 - 414, doi: 10.1109/TEM.2017.2686489.

**DR. HONG K. RIM**

Professor of Finance

Academic Degrees

PhD, University of Cincinnati

Refereed Articles

Rim, H.K. & Setaputra, R. (2018). "Volatility Spillover and Comovement between Stock Markets: Comparative Study for the US and Greek Crises." *International Business and Economics Research Journal*, 16 (1), 51-56.

Refereed Proceedings

Rim, H. K. & Setaputra, R. (2018). "Volatility Spillover and Comovement between Stock Markets: Comparative Study for the US and Greek Crises." (IISES 35th) *International Academic Conference*.

Abstract Only

Rim, H.K. & Setaputra, R. (2018). "Volatility Spillover and Comovement between Stock Markets: Comparative Study for the US and Greek Crises." In Robert Holman (Ed.) (IISES 35th) *International Academic Conference*, 35 (1), Barcelona, Spain: *International Business and Economics*, 10.

Rim, H.K. & Setaputra, R. (2017). "Comparative Study on the Impacts of Financial Crises on Equity Markets in the US and Greece." In Edd Joyner (Ed.) *Academic Business World International Conference*, 59.

Presentation of Refereed Papers

Rim, H.K. & Setaputra, R. (2017-2018, May). "Volatility Spillover and Comovement between Stock Markets: Comparative Study for the US and Greek Crises." (IISES 35th) *International Academic Conference*, Barcelona, Spain.

DR. ROBERT D. STEPHENS
Associate Professor of Management**Academic Degrees**

PhD, Indiana University; MBA, University of Pittsburgh; BA, Brigham Young University

Refereed Paper

Striwe, J. & Stephens, R. D. (2017-2018, April). "Enhancing Understanding of World



Englishes by Native English Speakers Working in Global Virtual Teams.” *Minds@Work*, Shippensburg, Pennsylvania.

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, R. K. & Hunt, I. L. (in press, 2017). “Advisory Board Engagement: Assisting Undergraduates with Resume Development.” *Journal of Education for Business*.

Refereed Proceedings

Taylor, R. K., Hubt, I. L., & Oberman, B. (in press, 2017). “Business Closures: Communicating Bad News to Employees, Shareholders and Communities -- Use and Effects of Social Media.” In Leigh Ann Whittle, Editor (Ed.) *ABC 82nd Annual International Conference in Dun Laoghaire*, Dublin, Ireland, October 18-21, 2017.

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



Academic Degrees

PhD, Temple University; MA, St. Francis University; BSBA, Shippensburg University

Refereed Proceedings

Taylor, V.F., Stickney, L., Fender, C.M., & DeMarr, B. (2018). “Lost in Translation: Helping Students Understand Scholarly Works.” *Management and Organizational Behavior Teaching Society*.

Taylor, V.M. (2017). “Managing LMX: A Follower’s Perspective.” *Southern Management Association Proceedings*.

Taylor, V.F., Carbo, J., David, J., Golden, T., & Fender, C.M. (2017). “Experiential Exercises for Teaching Human Resource Management.” *Eastern Academy of Management*.

Taylor, V.F. (2017). “Teaching Leadership as a Visioning Exercise.” *Mid-Atlantic Organizational Behavior Teaching Conference*.

Cases

Taylor, V.F. (2018). “Digging into

Discrimination,” In Press, In Suzanne de Janasz and Joanna Crossman (Eds.), *Teaching Human Resource Management*.

Refereed Papers

National
Taylor, V.F., Stickney, L., Fender, C.M., & DeMarr, B. (2017-2018, June). “Lost in Translation: Helping Students Understand Scholarly Works.” *Management and Organizational Behavior Teaching Society*, Myrtle Beach, South Carolina.

Working Paper

Taylor, V. F. & Foster, M. K. (2017). “Strategic Recruiting at Fairfield Retirement Community,” targeted for *The Case Research Journal*.

DR. ALLISON D. WATTS
Associate Professor of Management



Academic Degrees

PhD, Temple University; MS, University of Pennsylvania; BSBA, Bloomsburg University

Refereed Article

Hunt, I., Watts, A., & Bryant, S.K. (2018). “Wal-Mart’s International Expansion: Successes and Miscalculations.” *Journal of Business Strategy*, 39 (2), doi: 10.1108/JBS-02-2017-0013.

Morrisette, H.S., Oberman, W.D., & Watts, A.D. (2017). Multidexterity: TMT Composition as a Contingency for Rapid Adaptation. *Journal of Applied Management and Entrepreneurship*, 23 (1), 67-83, doi: <https://doi.org/10.9774/TandF.3709.2017.0c.00007>.

DR. BRIAN WENTZ
Associate Professor of Management Information Systems



Academic Degrees

DSIT, Towson University; MS, Pennsylvania State University

Refereed Articles

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

Non-Refereed Book Chapter

Lazar, J. & Wentz, B. (2018). Making the Web

More Interactive and Accessible for Blind People. In Press, *Routledge Companion to Disability and Media*.

Wentz, B., Jaeger, P.T., & Bertot, J. (2017). “The intersection of human rights, social justice, the Internet, and accessibility in libraries: access, education, and inclusion.” *Disability, Human Rights, and Information Technology*. University of Pennsylvania Press.

Lazar, J., Wentz, B., & Winckler, M. (2017). Information Privacy and Security as a Human Right for People with Disabilities. *Disability, Human Rights, and Information Technology*. University of Pennsylvania Press.

DR. HUILAN ZHANG
Associate Professor of Accounting

Academic Degrees

PhD, University of Toledo; MS, Philadelphia University; MS and BS, Southwestern University of Finance and Economics

Refereed Paper

Zhang, H. (2017-2018, November). “The Impact of Lean Implementation and Board Composition on Healthcare Outcomes.” *Decision Sciences Institute Annual Meeting*, Washington DC, United States of America.

Papers Under Review

Zhang, H. (2017). “The Role of Managerial Ability in Mediating the Relation between Lean Implementation and Performance—Evidence from US Hospitals,” 1st revise and resubmit to *Advances in Management Accounting*.

Zhang, H. & Yang, X. (2017). “Extreme Absolute Strength of Stocks and Performance of Momentum Strat,” 1st revise and resubmit to *Journal of Financial Markets*.

DR. SUYAN ZHENG
Associate Professor of Finance

Academic Degrees

PhD, University of Cincinnati

Refereed Paper

Zheng, S. (in press, 2018). “The Impact of Dividend Reinvestment Plans on Firm Payout Choices - Evidence from Real Estate Investment Trusts.” *Real Estate Economics*.

Zheng, S. (2017). “Can Corporate Diversification Induce More Tax Avoidance Practices?” *Journal of Multinational Financial Management*.

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