



# JOHN L. GROVE COLLEGE OF BUSINESS

A TRADITION OF EXCELLENCE  
2021-22 ANNUAL REPORT



## Our Goal Is Your Success

### JOHN L. GROVE COLLEGE OF BUSINESS MISSION STATEMENT

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



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*A Tradition of Excellence*

# JOHN L. GROVE COLLEGE OF BUSINESS

## IT IS MY PLEASURE TO PRESENT THE JOHN L. GROVE COLLEGE OF BUSINESS 2021-2022 ANNUAL REPORT.

The academic year saw a return to some normalcy after COVID, as we welcomed back students to face-to-face classes during the fall 2021 term.

As a unit, we remained diligent on our quest for continuous improvement. During the spring '22 semester, the Marketing Advisory Council kicked off its inaugural meeting. Recent changes to the marketing curriculum have had a positive impact on enrollment, and our Marketing Advisory Council is poised and ready to guide the marketing faculty toward meeting the demand of marketing professionals in the post-COVID environment.

The Finance Advisory Council remained active as well, and the return to the face-to-face Investment Management Program report and banquet in late April 2022 was very successful. My sincerest appreciation goes out to the members of the Grove College of Business Advisory Board, Finance Council, Supply Chain Council, and Marketing Advisory Council for their dedication and support. Their input is instrumental in leading the college to develop strategies to enhance the undergraduate business programs, improve student engagement and retention, and offer professional experiences that are of great value to our students.

During the 2021-22 academic year, the undergraduate programs undertook curriculum improvements consistent with market demand and program assessment. The Department of Accounting and Management Information Systems (MIS) initiated and successfully completed the transformation of the undergraduate program in MIS to the Bachelor of Science in Information Systems and Analytics.

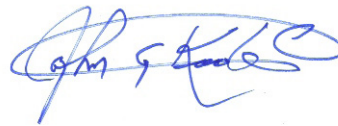
The Department of Management, Marketing, and Entrepreneurship revised several programs including the addition of a bachelor's degree in business management. We added entrepreneurship tracks in innovation management and entrepreneurship, as well as several new minor and certificate programs. The Department of Finance and Supply Chain added a minor program in supply chain management. At the graduate level, we were successful in implementing the Master of Science in Supply Chain Analytics with our first cohort beginning in fall 2022.

The John L. Grove College of Business continues to rank among AACSB-accredited schools and is widely recognized by *US News & World Report*, and *Princeton Review*. I am very proud of our faculty accomplishments in all areas of teaching, scholarship, and service. Our staff has been incredible in supporting the mission of the college.

I wish you the best during the 2022-2023 academic year and beyond.

Sincerely,

Dr. John G. Kooti, PhD, Dean



John L. Grove College of Business



## Brad E. Hollinger Stock Trading Room BETA GAMMA SIGMA "TAPPING"



In spring 2022, students were "tapped" with their invitations to join Beta Gamma Sigma, the honors organization. Students pictured with Dr. Allison Watts (far left) and Dr. John Kooti and Dr. Adam Powell (far right). Read more about Beta Gamma Sigma on page 8.



# COLLEGE OF BUSINESS ADVISORY BOARD

**Jeffrey B. Bashore '02**

Bank of America

**Douglas K. Besch '95**

KPMG, LLP

**Jeremy A. Bowersox '01**

Grove-Bowersox Funeral Home Inc.

**Barbara L. Breslin '80-'87M**

United Concordia, Retired

**Brian R. Carosielli '97**

Bank of America Securities

**Lynne A. Daley '83-'85M**

Bank of America

**Jerome M. Dean '82**

PA Department of Transportation, Retired

**Anne Deeter Gallaher '81**

Deeter Gallaher Group, LLC

**James A. DeGaetano, Jr. '99**

Diamond Wealth Advisors

**Charles H. Diller, Jr.**

JLG Industries, Inc., Retired

**Gloria Diodato '88**

M&T Bank

**Edward F. Ehret, Jr. '87**

Atlas Minerals & Chemicals, Inc.

**Alston M. Ellis '03-'07M**

MIB Group

**Robert L. Engle '73-'80M**

TE Connectivity Retired

**Kyler D. Ford '10**

Maven Machines

**Lee A. Gardella '89**

Schroders Capital Management (US) Inc.

**William A. Gindlesperger**

eLynxx Solutions

**Sean Glennon**

Volvo Construction Equipment

**Craig M. Hinkle '92**

Kouse Foods Cooperative, Inc.

**Robert S. Jones '88**

RBC Capital Markets

**Douglas A. Kubinak '85**

East Penn Manufacturing

**Robert J. Lieblein '84**

Alera Group

**Jonathan C. Moats '10**

Capital One

**Scott A. Moyer '90**

PricewaterhouseCoopers

**Charles R. Nebel, Jr. '84-'88M**

Boyer & Ritter LLC

**Frank Nerenhausen**

JLG Industries, Inc.

**Michael M. Palm '86**

CRP Industries, Inc.

**Matthew D. Perry '99**

Volvo Construction Equipment North America

**Frederick D. Potthoff '70**

Kroff, Inc.

**Christopher E. Pruitt '84**

East Penn Manufacturing Company, Inc.

**Heather A. Reed '97**

PayPal

**William C. Rodruan '76**

Armstrong World Industries, Inc., Retired

**Amey R. Sgrignoli '90-'13M**

Belco Community Credit Union

**John M. Varvaris '80**

Best Doctors, Inc., Retired

**Bryan P. Wright '88**

Constellation

**Gerard M. Zack '81**

SCCE and HCCA

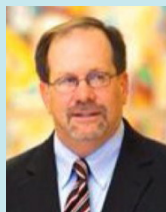
## MESSAGE FROM JOHN VARVARIS

### *Chair, College of Business Advisory Board*

The John L. Grove College of Business Advisory Board had an important year of engagement. As with the faculty and students, it was great to be back 'in person' with live meetings.

The Advisory Board's efforts over the past year focused on engagement. This included a full day of engagement with College of Business students, then separately engaging with the new Shippensburg University leadership to understand the new strategic plan and university direction.

Our day of engagement with the students started with a panel discussion including several advisory board members sharing their diverse experiences on: effective salary/benefit negotiations; balancing home/work



lives; and, creating a diverse and inclusive work environment. This exciting discussion was followed by a tour of the Charles H. Diller, Jr. Center of Entrepreneurial Leadership and Innovation, and the Mr. and Mrs. Milton K. Morgan III Makerspace

on King Street. Here the Board engaged with many CoB students and the faculty leaders discussing projects designed and built by students. After a board meeting, the advisory board attended the career fair with students. The engagement day ended at the Courtyard by Marriott with several student leaders with the goal of sharing social etiquette in a business environment. The day was a successful experience for students, faculty, and advisory board members.

Our last meeting focused on engagement with Shippensburg's President Charles E. Patterson and his strategic direction for the university. At this university engagement meeting, we also heard from Shippensburg's senior associate vice president for Enrollment Management. This meeting laid the groundwork for the advisory board's future meetings to work with Dean John Kooti and the College of Business faculty on their application, and roll out of the university's strategic plan.

Our advisory board is excited to continue to support Dr. John Kooti and his team on matters important to the Grove College of Business' future growth.



# COB ADVISORY BOARD WELCOMES NEW MEMBERS

**JEFF BASHORE '02** earned his Bachelor of Science in Business Administration from Ship, and resides in St. Augustine, Florida with his wife and two children. Jeff leads the Fraud Prevention and Detection Organization, responsible for managing risk and enabling responsible growth across consumer and small business segments—encompassing a full range of financial products and services.



Program, the Investment Management Program, the Investment Club, and the John L. Grove College of Business Student Advisory Board. John was an intern at Volvo Construction Equipment, and served as vice president of Beta Gamma Sigma. He currently lives in Aldie, VA where he graduated with an MBA in Global Management from George Washington University in 2017. Jon works as a financial planning and analysis senior manager for Capital One Financial in McLean, VA.

**MATTHEW PERRY '99**, holds a Bachelor of Science in accounting with a minor in economics from Ship, and a Bachelor of Arts from Indiana University/Kelly School of Business in Bloomington, PA. Matthew is currently the purchasing site director for Volvo Construction Equipment in Shippensburg.

**HEATHER REED '97** earned her Bachelor of Science in Business Administration with a concentration in human resources. She was a founding member of the Xi Tau Chapter of Alpha Kappa Psi Professional Business Fraternity serving as the chapter's first president. Heather was a member of the cheerleading squad, and was actively engaged in the Philadelphia Region Alumni Network and served on the Alumni Association Board of Directors after graduation. She earned a Master of Arts degree in human resource management / industrial relations from St. Francis University of Pennsylvania in 1999. She is an accomplished human resources executive with a career spanning 25 years across multiple industries, and is currently a senior director, HR business partner at PayPal. Heather resides in Austin, TX.



**LYNNE DALEY '83-'85M**, a Philadelphia, PA native, holds a Bachelor of Science and a Master of Science from Ship, and an MBA from the University of Phoenix. She's active in several non-profit and community organizations in Charlotte, NC and has served on the Shippensburg University Alumni Association Board of Directors.



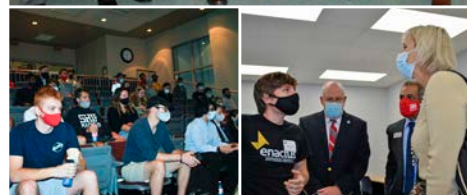
**ANNE DEETER GALLAHER '81** earned a Bachelor of Arts in Communication/Journalism. She is the owner/CEO of Deeter Gallaher Group LLC, a marketing, public relations, and digital media firm founded in 2000, with offices in Camp Hill, PA and Nashville, TN. Anne was honored as one of Pennsylvania's 50 Best Women in Business in 2021.



**JON MOATS '10** graduated Magna Cum Laude from Ship with a Bachelor of Science in Business Administration in finance. During his time at Ship he was a member of the Honors



The Grove College of Business hosted a breakfast series panel discussion October 7, 2021 with leaders addressing topics like balancing work and home life, negotiating salary and benefits, and diversity and inclusion in the workplace. Panelists included Jerome Dean '82, Scott Moyer '90, Lynne Daley '83-'85M, Craig Hinkle '92, Aaron Maun '17, and Jonathan Glennon '16.



The day included a tour of the Diller Center.



**“Ship afforded me the opportunity to be a part of something bigger than myself and a chance to compete at the highest level athletically, while getting a quality education.”**

—Jazmin Petrantonio '22, International Management and Accounting major, National Field Hockey Coaches Association (NFHCA) Division II National Player of the Year (2021 and 2018), and 2022 Division II Honda Athlete of the Year







(Left to right, back row): Sean Bernhardt (IMP Student), Brett Stewart (IMP Student), Noah Eshenaur (IMP Student), Andrew DiTullio (IMP Student), Ryan Waguespack (IMP Student), Dr. Ming-Shiun Pan, and Dr. Fan Liu. (Left to right, front row): Joseph Nicholas, Jonathan Moats, Richard Powers, Tayler McAllister (IMP Student), Drew Breuning (IMP Student), and Dr. June Pham.

## FINANCE ADVISORY COUNCIL

**Michelle R. Chopper '02**

Cohen and Company, Ltd.

**Justin J. Ellsesser '11**

AndCo Consulting

**Joshua L. Jenkins '12**

Northwestern Mutual Life

**Timothy G. Long**

The Advisors at Cornerstone Financial

**Louise Lovell**

US Nuclear Regulatory Commission, Retired

**Jonathan C. Moats '10**

Capital One

**David J. Morgan '80**

Farmers Insurance Group, Retired

**Joseph T. Nicholas, III '99**

Wilmington Trust Company

**Zachary T. Paul '09**

Berkshire Hathaway HomeServices

**Lisa H. Percetti '15**

Ernst & Young LLP

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

Vanguard Group, Inc.

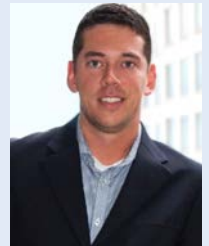
**Chris S. Weber '03**

DeRock Electric Co.

## FAC ANNUAL REPORT REMARKS

*Jon Moats '10*

The Finance Advisory Council (FAC) was excited to finally get back to campus last year to meet with students, faculty, and staff that support the Finance Department. The world has taught us



that virtual meetings can work, but there is nothing like getting together in person. The FAC is comprised of both working and retired professionals whose aim is to bring a strong connection to the real-life trends and expertise of the finance job field. We are especially proud of our finance faculty who have continued to provide top-tier instruction through several challenges over the last couple of years.

At year-end 2021, our Investment Management Program (IMP) student-led fund outperformed the fund's benchmark and was valued over \$324,000 dollars, a 22 percent increase over \$265,000 at year-end 2020. The students presented the 2021 Annual Report as well as a 2022 year-to-date update to various stakeholders at the annual dinner on April 30. The SU Foundation did a wonderful job hosting after not being able to have this special event for two years in a row. I hope the fund's founder, Mr. Frank Wisman, would be proud of our tenacity and his living legacy.

As the world markets wrestle with a crisis in Ukraine, navigating post-COVID changes, a 40-year unprecedented rate environment in the US, looming recession, volatile energy prices, and more, the finance discipline sits at the intersection. These challenges provide extraordinary learning opportunities, and the Finance Advisory Council stands ready to support the education, both in and out of the classroom, for the students in the Grove College of Business Finance program.



(Left to right) Dr. Adam Powell, Janice Houston, Mike Ross, Dr. Charles Patterson, Colleen Patterson, Charles Diller, David Mackley, and Dr. John Kooti.

# SCM COUNCIL REMARKS

*Bob Setaputra*

The Supply Chain Management (SCM) Advisory Council met twice in the 2021-22 academic year. This group of industrial practitioners directly and actively support the program by providing job opportunities, internships, career-related advice, and financial support. The fall meeting was held at The Makerspace in downtown Shippensburg on November 19, 2021. Dr. Otso Massala welcomed the group and started the meeting with a tour of the facility. The Makerspace provides unique support to the faculty and staff, students, and the local community. Dr. Bill Oberman gave an update on the state of the university, and the John L. Grove College of Business.

The group discussed several challenges. The first was devising the student recruitment strategy. While the program size was adequate,



with expected challenges ahead, especially pandemic-related, the group continues to explore novel and innovative ways to attract high school students. The second challenge was how the pandemic has impacted higher education, business, and the job market. Several members of the council noted that their businesses have seen a higher volume and noted several new warehouse additions in the area. Lastly, the Supply Chain and Logistics Club student representatives gave an update on their activities.

The spring meeting was held at Shippensburg's Courtyard by Marriott Hotel on April 29, 2022. Dr. Otso Massala welcomed and updated the group on the state of the department. Dr. John Kooti and Dr. Adam Powell gave an update on the state of the university and the Grove College of Business. Victoria Kerr, the director of the Career, Mentoring, and Professional Development Center, presented on transitioning from students to SCM professionals. Student representatives

from the Supply Chain and Logistics Club gave an update on their activities and spoke about career opportunities and plans after graduation. The club organized tours to the Port of Philadelphia, and the Ulta Distribution and FedEx Ground facilities. The club also hosted DHL professionals who spoke about their supply chain designs and innovations.

The group discussed the impact of the pandemic and current inflation on costs and salaries. The group also talked about practical analytical applications that may help students starting careers. Lastly, there was an update on the status of the Master of Science in Supply Chain Analytics. The program was approved and launched in fall 2022. Our hope is that it will greatly enhance the stature of our SCM program and increase enrollment across campus.

## SUPPLY CHAIN MANAGEMENT ADVISORY COUNCIL

**H. Douglas Bushong '84**  
American Solutions for Business

**Allison L. Cotter '08**  
Wawa, Inc.

**Kasilee E. Curcio '11-'21M**  
ArcBest Freight, Inc.

**Jared A. Ellis '06-'09M**  
Clark Associates Inc. Charitable Foundation

**James Griffin**  
Staples Distribution Center

**Jonathan W. Kohn**  
Shippensburg University, Emeritus

**Craig A. Lough '02**  
Dolly

**Craig M. Robinson '07**  
Shipfusion

**Holly M. Rozelle '08**  
Nature's Way—Schwabe North America

**Kevin L. Shoemaker '90**  
Zonos

**Richard D. Stone**  
Shippensburg University, Emeritus

**Keith Walborn**  
Cumberland Keuka Company



(Left to right) Jared Ellis '06 (Clark Associates, Inc.), and recipients of the Clark Associates Scholarship, Bryan Rottkamp and Rue Case.



(Left to right) Dr. Ian Langella, Jared Ellis '06 (Clark Associates, Inc.), Bryan Rottkamp, Rue Case, and Madeline Johnson.





(Left to right, front to back): Dr. Sunhee Choi, Dr. Adam Powell, Mr. Michael Fague '76, Kriston Ohm '99, Dan Williard '16M, Scott Hershberger '07, Jennifer Ross '93, Dr. Yancy Edwards, Mark Bodenhorn '84, Don Nori '05-'15M, Dr. Michael Coolsen, Claudia Gironda '91, and Dr. Mohammad Rahman. (Not pictured Rachel Jarabeck '98, and Dr. Ronald Taylor, Professor Emeritus.)

## MARKETING COUNCIL REMARKS

*Dr. W. Adam Powell*

In the spring of 2021 the marketing faculty successfully formed a Marketing Advisory Council of the John L. Grove College of Business. Recruitment for the membership of this council commenced through the summer and fall of 2021 by Lani Longarzo of the Shippensburg University Foundation and Shippensburg University faculty Dr. Michael Coolsen and Dr. Adam Powell.



## MARKETING ADVISORY COUNCIL

The inaugural meeting of the Marketing Advisory Council took place on campus at Shippensburg University on April 8, 2022. The Council welcomes new members:

**Mark D. Bodenhorn '84**

Carlisle Productions

**Michael J. Fague '76**

Pague and Fegan Hardware

**Claudia Gironda '91**

Bayer Pharmaceuticals

**Scott R. Hershberger '07**

UPMC

**Rachel Jarabeck '98**

Atlas Management Resources

**Donald F. Nori, Jr. '05-'15M**

Nori Media Group

**Kriston H. Ohm '99**

Turkey Hill

**Jennifer Ross '93**

Insurance Agents and Brokers

**Ronald K. Taylor**

Shippensburg University, Emeritus

**Dan Williard '16M**

Hershey Company

## ERIN BURNEY TAKES THIRD IN STATE SYSTEM STARTUP CHALLENGE

Senior management major Erin Burney took home third place and \$3,000 during the annual State System Startup Challenge. The competition sponsored by Pennsylvania's State System of Higher Education, allows students to pitch their original business plans to a panel of judges for a chance to win funds to support their start-up or expand their business. This year's competition aired live on PCN.

Burney pitched IRE Productions, a prop making company that primarily services cosplayers with high-quality and affordable pieces. Customers can select from exclusive designs of weapons, armor and other accessories to complete a cosplay ensemble or enjoy the experience of providing their own design.



"Ship has really made it so amazing and pretty easy to get to this point. Every step of the way, I've had support. Professor Morrisette has really helped out and made sure I knew exactly what I was doing. If I had any questions I could go to him and he made sure I had all the resources at my fingertips," said Burney.

**"Ship has really made it so amazing and pretty easy to get to this point. Every step of the way, I've had support."**

Burney is excited to make her plan a reality and Ship is proud of her accomplishment.

"Erin has taken it to a new level and we're exceedingly proud of her and her accomplishments. It's all good for Ship and PASSHE and everybody," said Dr. Shelley Morrisette, associate professor of entrepreneurship.



# AUDITOR GENERAL VISITS SHIPPENSBURG UNIVERSITY HIGHLIGHTING CAREER OPPORTUNITIES FOR STUDENTS

*This story first appeared on PaAuditor.gov.*

Auditor General Timothy L. DeFoor met with students from Shippensburg University of Pennsylvania in Cumberland County on October 21 to discuss ways they can help their communities become financially literate, as well as future career opportunities within the Department of Auditor General.

“Understanding how your money is being spent is one of the most important lessons a person can learn in order to set themselves up for future financial success,” DeFoor said. “It’s also important for young adults to be concerned about holding government accountable for how it spends our tax dollars—which is exactly what my department does.”

During his visits to colleges and universities across Pennsylvania to emphasize the importance of financial literacy, the Auditor General is making students aware of future career opportunities at his department and highlighting the benefits of working in the public sector.

“Today’s college students are the auditors of the future, and by working together we can create a more financially secure and successful commonwealth,” he added. “We want individuals who have a passion for accounting and public service to join our team.”

**“Today’s college students are the auditors of the future, and by working together we can create a more financially secure and successful commonwealth.”**



Auditor General DeFoor said that because a significant number of

his department’s employees will be eligible for retirement in the next few years, recruiting qualified job candidates is among the top priorities for the transformation initiative he recently launched to better serve taxpayers.

When new positions are available, they are posted on the Auditor General’s website at [paauditor.gov/careers](http://paauditor.gov/careers).

“On behalf of the university and the John L. Grove College of Business, I would like to thank Auditor General DeFoor for taking time from his busy schedule to speak to our students,” said Dr. John Kooti, dean of the John L. Grove College of Business. “His insight on the topics of financial literacy and state government employment opportunities are timely and highly appreciated.”

Learn more about the Department of the Auditor General online at [PaAuditor.gov](http://PaAuditor.gov).



The annual CoB spring social, held April 26, was a chance for students, faculty, and staff to celebrate the end of the semester. This year’s sponsor was Fastenal.



# Beta Gamma Sigma Annual Report

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

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

**WHO IS BGS?** BGS members are the top 10 percent of undergraduate students, the top

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



(Left to right) Dr. John Kooti, Dr. Allison Watts, Dr. Adam Powell, and Amey Sgrignoli.

## BGS SUMMARY 2021-2022

The Beta Gamma Sigma Shippensburg University Chapter had a great year! Our chapter was recognized as an Honors Chapter, based on both our academic excellence and our work to highlight Beta Gamma Sigma's presence on campus.

In the fall semester we had our BGS breakfast series featuring Pennsylvania Auditor General Anthony DeFoor, who discussed financial literacy and employment opportunities in state government. In the spring semester we had a "Meet and Eat" with new BGS members.

We inducted 26 undergraduate, four graduate and one honorary member at our induction ceremony in April 2022. The ceremony was presided over by chapter president, Chase Carpenter with assistance from vice president of finance, Noah Eshenaur and vice president of membership and PR, Marianna Echeverry. Ms. Amey R. Sgrignoli '90, '13M, president and CEO of Belco Community Credit Union, was our honorary inductee and featured speaker.



(Left to right) First row: Hannah Knouse, Kristen Zellner, Grace Kyle, and Dr. Adam Powell. Second row: Dr. John Kooti, Amey Sgrignoli, Dr. Allison Watts, Tyler Leisher, Keegan Fonder, Chase Carpenter, Chase Slenker, Noah Koppenhaver, Adrian Perez, Casey Platts, Noah Eshenaur, Derek Harlacher, and Marianna Echeverry.



(Left to right) Noah Eshenaur (VP of Membership), Dr. Allison Watts (Chapter advisor), Anita Weaver (Advisor support), Chase Carpenter (President), and Marianna Echeverry (VP of Membership and PR).



# SHIP TANK SHOWCASES INNOVATION



Ship Tank allows students to express their unique ideas and pitch them in front of a panel of judges to win cash prizes. They have the option of forming a team or coming up

with an idea on their own. Students are given four categories in which their business idea is judged: uniqueness, sustainability, pitch delivery, and business model.

There were brilliant ideas showcased in the spring '22 Ship Tank event! Some included:

- **HEATED HUGS BY RUSSELL STEVENS**  
**FIRST PLACE**

A heated stuffed animal that is powered by a USB phone power bank. It is made with a cloth heating element sewn into the fabric to prevent overheating or burning. The heat level can be adjusted using a button inside the animal.

- **EIR SOFTWARE BY KENDAL CLEWELL**  
**SECOND PLACE**

A subscription-based medical management software that gives medical professionals a database of their patient's medical history, documentation, scheduling, e-prescription, and billing.

- **CLEAN GREEN CRYPTO-MINING MACHINE BY QUSAI HASSAN** **THIRD PLACE**

A Bitcoin mining rig that uses hydropower from a nearby body of water. The hydropower dismisses one of the most controversial aspects of mining crypto currencies—its negative effect on the environment.

- **LITTLE WHEREABOUTS BY RYAN SCICCHITANO, IAN SHERLOCK, AND AIDEN GONDER** **FOURTH PLACE/CROWD FAVORITE**

A clothing brand that has a unique twist. Every article of clothing has a customizable logo database where people can wear the town or city where they are located. It has a massive database of templates, silhouettes, and customizable map outlines for customers.

- **SQUIRREL FUND BY AYANNA WILLIAMS**  
**FIFTH PLACE**

A mobile app designed to help users save money in groups. Users will all contribute to the mutual fund and can withdrawal funds with a digital debit card after they are given permission by other users in the group.

After the pitches, judges asked questions to understand the thought process behind pitch ideas. Students received a ranking based on the judges' scores and won cash prizes. Spectators chose the crowd favorite, Little



(Left to right, back row) Keegan Houston, Russell Stevens, Qusai Hassan, Aiden Gonder, Ian Sherlock, Ian Scicchitano, Jeffery Snyder, and Daniel Perry. (Left to right, front row) Dr. John Kooti, Kendal Clewell, Julie Fitchet, Dr. Adam Powell, Ayanna Williams, and Dr. Michael Coolson.

Whereabouts, with a prize of \$500 (sponsored by the SU Foundation) and participated in Kahoot games that quizzed them on entrepreneurship facts.

The judges were comprised of two Shippensburg University alumni, Julie R. H. Fitchet '06 Qwner, president and CEO of American Micro Industries, Jeffery Snyder '88 president of Valtec Group LLC and one current student, Keegan Houston, owner of Impact Digital Marketing. Dr. Michael Coolson served as the Master of Ceremony for the event.



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

A Catalyst for the Entrepreneurial Mindset

## FALL PICNIC

Faculty, staff, and guests enjoyed the annual fall picnic held August 20, 2021.





# Student Organizations

## ALPHA KAPPA PSI

Alpha Kappa Psi had the opportunity to attend the 61st convention in Miami. The business fraternity on campus gets to send two representatives on a bi-annual basis. This year's convention was attended by Austin Correll and Tyler Leisher, both executive board members of the organization. At this convention, Tyler and Austin had the opportunity to network with hundreds of other students and alumni from across the country and world through different events. Some of the events included a baseball

game, a boat cruise, a trip to the Everglades, professional dinners, and meetings regarding the national fraternity. It was the perfect mix of fun and professional activities. Through this convention, these students also got to attend seminars on leadership, growing their network, and other valuable business culture skills which they hope to bring back to their chapter and university. They are looking forward to a great senior year.



(Left to right) Jacob Schulte (University of Cincinnati), Zach Kershner (University of Cincinnati), Austin Correll, and Tyler Leisher.



(Left to right) Peter Nekos, Tyler Leisher, Aaron Lamar, and Austin Correll.

## AMERICAN MARKETING ASSOCIATION

American Marketing Association (AMA) student chapter had a guest speaker event in November 2021. Brad Garfinkel '93, vice president of retail services from Members 1st Federal Credit Union provided an insightful talk on managing retail services in the ever-changing digital context. Our students obtained first-hand knowledge on the importance of building long term relationships through community engagement and public relations as some of the core value of promotional mix. Thanks to Brad Garfinkel and our local Members 1st branch manager Molly Frohm for their valuable insights.



Brad Garfinkel and Molly Frohm

Brad Garfinkel during his talk

Brad Garfinkel and Owen Iacobelli, vice president AMA student chapter

## REDUCING RAIDER WASTE: TRACTOR CAMPAIGN

ShipComposts is a collaborative effort between Enactus, Center for Land Use and Sustainability (CLUS), and Green League.  SHIPPENSBURG UNIVERSITY They started composting on campus to reduce Ship's climate footprint. They recently held a fundraiser that raised over \$7,000 to help purchase a new tractor.

## SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM) CHAPTER

SHRM (the Society for Human Resource Management) awarded a 2021-2022 Superior Merit Award designation to Shippensburg's SHRM student chapter for providing superior growth and development opportunities to its student members.



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

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

SHRM student chapters have the opportunity to earn an award based on the number of activities they complete during the merit award cycle, the most recent one of which lasted from May 1, 2021, to April 30, 2022.



Last year, Dr. Powell participated in a "pie your instructor" fundraising event for SHRM.



## PHI BETA LAMBDA 2021-2022 ANNUAL REPORT

With membership beginning at zero, Phi Beta Lambda (PBL) was revived during the 2021-2022 academic year. They are ending the year with nine active members. The largest student vocational association in America dedicated to service, education, and progress, PBL works to improve university-community relations through projects with the business community. Membership is open to all students.

This year's officer board was:

- President: Sierra Miller
- Vice President: William Barton
- Secretary: Nathan Zeigler
- Treasurer: Alex Palmer
- Marketing Officers: Mikayla Germek and Andrew Cronlund
- Reporter: Liam Ocker

During the year, they hosted a variety of speakers. Several included:

- Michael Handschew '95, vice president at Fulton Financial Advisors
- Allison Wilson '17, former Ship PBL president, and CPA at Boyer & Ritter
- Matthew Germek, district director at AAA Club Alliance
- Ed Trainer, vice president of human resources at the Rolling Bearing Company (a partnered speaker event with SHRM)
- Michael Urban '18, Clark Associates procurement analyst

They also held several social events including a Jeopardy and ice cream night, and a game night. This year, they served at King's Kettle



(Left to right) Members, Andrew Cronlund and Alex Palmer, running the Valentine's fundraiser table.

food pantry in the fall and Katie's Place, a local thrift store, in the spring. They also held a Valentine's Day fundraiser, selling candy and wooden flowers.

Besides their presence on campus, PBL had the opportunity to attend the virtual PA PBL State Leadership Conference. The conference was full of speakers, workshops, and competitive events. Six of their members placed in a total of eight events.

- William Barton—Economic Analysis and Decision Making (1st)
- Sierra Miller—Financial Concept (1st) and Personal Finance (1st)
- Liam Ocker—Business Presentation (1st) and Desktop Publishing (3rd)
- Alex Palmer—Microeconomics (2nd)
- Kyle Stretch Jr.—Job Interview (3rd)
- Nathan Zeigler—Networking Concepts (1st)

This summer, Kyle Stretch, Jr. and Mikayla Germek attended the PBL National Leadership Conference in Chicago.



Kyle Stretch Jr. and William Barton tabling at Admitted Students Day.



Liam Ocker, Reiner Heydemann, Mikayla Germek, Alex Palmer, Sierra Miller, and Andrew Cronlund volunteer at Katie's Place.



Michael Urban, Clark Procurement Analyst, speaking at a PBL meeting.



End of semester dinner with advisor Dr. Edward Pitingolo.



Ed Trainer, VP of the Rolling Bearing Company, speaking at a PBL meeting.

## NEW PROGRAMS

### NEW MARKETING MAJOR CONCENTRATIONS

Beginning with the fall 2021 semester, the marketing major made some revisions to offer two new concentrations and a minor. The new concentrations include marketing management and digital marketing and analytics. Marketing management focuses on the components of advertising, services, marketing strategy and international marketing. The focus is on generating business through contemporary marketing practices. The digital marketing and analytics concentration focuses on the digital and social media components of marketing as well as techniques used to analyze large amounts of data collected and used in digital marketing. The focus is on generating business through data-driven, digital means.

The marketing minor is designed for non-business majors who have an interest in marketing, providing students with the tools necessary to implement marketing strategies and practices. Three of the six courses are electives allowing students to tailor their learning to their career interests.

**“...it's super important in college to work with real businesses because it shows you what you're learning is valuable—that you have the skillset to do the real-life job that you're preparing for after graduation.”**

*—Rebecca Fickel '22, Marketing and Management dual-major*



# Khalilh Jackson

## STUDENT EXPERIENCE

My name is Khalilh Jackson and I am a senior majoring in management at the John L. Grove College of Business.

Reflecting on my experience at Shippensburg University and the John L. Grove College of Business has overcome me with joy. I am so grateful for all the opportunities, experiences and the chances to lead, participate in, and connect with others in the greater university community. Shippensburg has been a home away from home for me since the summer of 2019 starting with the Academic Success Program (ASP). While being away from home for the first time, I was feeling unsure about my future and where I would end up—a common experience for first-year students. Mentors and fellow students helped ease the shyness and anxiety making that summer one of the best summers of my life.

During my first year, I quickly sought out ways to be involved in the community I grew to love over that summer. I joined the Investment Club, Budget and Finance Committee through the Student Government Association (SGA), Activities Program Board (APB) and Hall Council. My involvement in all these organizations helped me develop my compassion, empathy, and desire to continue fostering a sense of community wherever I went. I learned so many lessons my freshman year from how to balance my time between activities that were important to me and how to be inclusive and accepting of others. Some of my fondest memories stem from freshman year where I met some of my nearest and dearest friends. I truly learned the importance of responsibilities and upholding commitments.

During my second year, I honed in on my interests so I could make a greater impact on campus and in the community. I knew I had a passion for helping other students which guided my decision in becoming a resident assistant. This allowed me to directly influence other students through hosting events, and

assess a variety of student opinions to report back to the President's Student Advisory Council. Beyond this, I assisted my residents in navigating their first-year experience by aiding in the process of declaring their majors, scheduling, picking classes and encouraging them to put themselves out there to become student leaders on campus.

I focused my third year on professional development to set me up for a career after graduation in client services and relationship management. I accepted an internship with Schrodgers Investment Management in New York City. I learned a lot about managing relationships in my past involvements in student organizations when I was president of Investment Club, and an active member of Alpha Kappa Psi Professional Business Fraternity. Even now I serve on SGA as the Grove College of Business senator going into my senior year.

My summer in New York City and my efforts to obtain perspectives from students around

the globe have helped me develop a vision of what I can contribute to business students in my final year at Ship through SGA. In the upcoming year, I plan on representing all students' concerns and increase everyone's sense of belonging to the greater college. I intend to motivate students to get involved and be active. I believe that the combination of academics and leadership experience is key to winning opportunities outside the university and setting yourself up for success after graduation. I learned from many students that using down time to improve yourself and enjoy your time at Ship is the best way to become a well-rounded individual.

Though I've yet to start my senior year, my plans to better the Grove College of Business, and the university, have already started. I have three main objectives to accomplish during my final year at Ship as the CoB senator. First, I intend on increasing the collaboration between student groups by encouraging co-hosted student group events. Second, I plan on connecting with the Career Center to increase participation in resume workshops, fine-tuning interviewing skills, uncovering networking opportunities, and my favorite, optimizing LinkedIn as a career tool. Third, I would like to develop a program that will allow students to gain real-world work experience through targeted opportunities centered around specific skill development such as social media management and marketing as seen in the PSECU Student Ambassador Program. My goal for this year is to help students get a kick start in planning their professional careers.

Ultimately, I am extremely excited to start my senior year taking advantage of opportunities that come my way and enjoying my final year of undergrad. To my professors, friends, and mentors, thank you for all you've done for me and enabling me to make Ship Happen.

**“My summer in New York City and my efforts to obtain perspectives from students around the globe have helped me develop a vision of what I can contribute to Grove students in my final year at Ship through SGA.”**







## FEI CENTRAL PENNSYLVANIA CHAPTER

### STUDENT AWARDS RECAP MARCH 30, 2022

Our chapter appreciates the opportunity to recognize outstanding students of finance, economics, accounting and other business majors at a number of our local colleges and universities. We thank our local sponsors for providing funding for these awards.



Shippensburg University represented by Ed Pitingolo sponsored by Citizens Bank (Ed Tosti) awarded to Chase Carpenter.

## PAVING YOUR PATH TO SUCCESS BREAKFAST SERIES

The John L. Grove College of Business hosted the business breakfast series "Paving Your Path to Success" on February 17. Three alumni shared their paths to career success during the discussion.

Students had the chance to ask questions and get tips on launching their own successful careers.



Panel members included: Lynne Daley '83-'85M, senior vice president, business support manager employee experience, technology chief operations officer, Bank

of America; Jerome Dean '82, special agent (retired), US Department of Environmental Protection Agency; and, Alston Ellis '03-'07M, vice president, member solutions, Medical Information Bureau Group.

## ALL TREATS—NO TRICKS!

### MANAGEMENT, MARKETING, AND ENTREPRENEURSHIP DEPARTMENT HOST TABLE AT TREATS NO TRICKS COMMUNITY EVENT

On October 25, 2021, several members of the Management, Marketing and Entrepreneurship Department represented the Grove College of Business at the annual "Treats No Tricks" Halloween program for area families. We provided materials for local children to make Tootsie Pop spiders and with over 278 children in attendance, that was a lot of spiders! There were over 193 student volunteers and 21 faculty/staff volunteers at 34 booths and activities. In attendance Dr. Adam Powell, Dr. Yancy Edwards, Dr. Mohammad Rahman, Dr. Allison Watts, Melissa Kougher, and GA Sarah Womer.





## VOLUNTEER INCOME TAX ASSISTANCE (VITA) PROGRAM

The VITA program is designed to provide low-to moderate-income working families help completing their federal, state, and local income tax returns. The program relies heavily on student volunteers each year to assist the members of the community with their returns. Each volunteer must pass a series of exams before they are able to begin preparing taxes, including the volunteer standards of conduct exam and a basic or advanced certification level exam. This program greatly helps students use the material learned in their taxation course and apply it to the real world.

During the spring of 2020, our program was put on hold due to COVID-19. Although, we managed to facilitate a way clients could scan their tax documents and have them prepared remotely. In 2020 the entire program prepared 2,367 tax returns, resulting in more than three million dollars returned to local families.

The Shippensburg site operates from February until April, on Wednesday nights from 5:00-9:00PM in the Ceddia Union Building. This year we have the most volunteers in the history of the program, but unfortunately the number of clients we see each week fluctuates significantly. Overall, for the 2021 tax season we have completed 2,667 returns with refunds exceeding four million dollars.



(Left to right, back row) Todd Nace, Aaron Mason, Spencer Hood, Chase Slenker, and Brian Weller. (Left to right, front row) Lauren Garrett, Erica Weaver, and Olivia Hartlaub.



## JOHN L. GROVE COLLEGE OF BUSINESS BRING BACK ETIQUETTE DINNER

On March 18, the CoB sponsored a “Personal and Professional Polish Seminar and Etiquette Dinner” presented by Marcia Wharton. Students were treated to an afternoon workshop which provided information on professionalism, first impressions, effective conversation, exiting a conversation, reception etiquette, hosting and being a gracious guest, and finally, dining etiquette. Following the workshop, students had the chance to practice their new skills at a reception and dinner with local business professionals, faculty, staff and President Charles Patterson. Forty-five students, seven faculty/staff, and six business representatives were in attendance.

The etiquette dinner has been presented for the past 20+ years and we were happy to bring it back after a two-year pandemic hiatus.

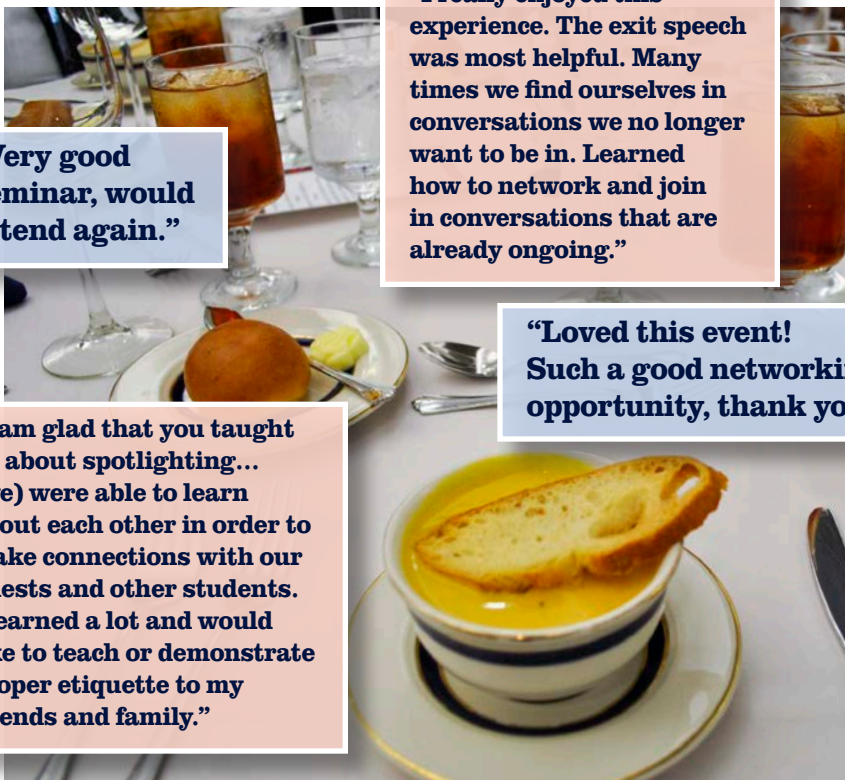


**“Very good seminar, would attend again.”**

**“I really enjoyed this experience. The exit speech was most helpful. Many times we find ourselves in conversations we no longer want to be in. Learned how to network and join in conversations that are already ongoing.”**

**“I am glad that you taught us about spotlighting... (we) were able to learn about each other in order to make connections with our guests and other students. I learned a lot and would like to teach or demonstrate proper etiquette to my friends and family.”**

**“Loved this event! Such a good networking opportunity, thank you!”**





# Sean Bernhardt

## STUDENT EXPERIENCE

My name is Sean Bernhardt. In May 2022 I will graduate from Shippensburg University with a BSBA in Finance. Over the past four years, there have been many obstacles that I've overcome which helped me grow as a professional and a person. Through all the smoke, I made lifelong friendships and memories. To all my professors, friends, and classmates: thank you for providing me with so much support. The impact from all of you is what I will remember the most about Ship.

In 2018, I came to Shippensburg University as a wide-eyed freshman not knowing how I would adapt to a small community since I was coming from West Chester, PA. Adapting to the college lifestyle with a full class load while trying to become integrated on campus took the support from faculty and other students to make the transition easier. The most pivotal moment of my freshman year was when I went to the Career, Mentoring and Professional Development Center for the first time, and I met Alix Rouby. When I met Alix my only intention was to get help on structuring a resume. After our first session together, I knew we would be friends and she'd be my most important resource in professional growth. She helped teach me the value of networking and joining organizations to get the skills and experience needed for an internship. This advice laid the groundwork to help me thrive later in my college career.

My first semester in college I set many goals like getting into Beta Gamma Sigma, working multiple internships, and holding leadership positions. I started making headway on these goals right away. First semester I joined the Men's Club Lacrosse and Investment Club, where I was able to obtain leadership positions. During my second semester, I joined Alpha Kappa Psi. This organization provided me with the amazing personal and professional growth.

When I entered my sophomore year of college, I was more motivated than ever to push myself to new heights. I was currently in two leadership roles, and was hired as a remarketing intern in March for Volvo Construction Equipment. What I did not realize is that everything would turn upside down, and my college experience would completely change when COVID-19 hit in March '20. When

the e-mail came out that school would be virtual, and the nation was shut down right in the middle of spring break my mind was blown into a million pieces. All I could think of was how am I going to work at my internship? Not fall behind in school? Adjust to the life of moving back home? Luckily with the help of Volvo and Shippensburg, I was able to continue my education and internship online. Through the rest of the semester I learned great lessons about how to adapt to be more efficient and professional while in a completely remote environment.

My junior year of college felt like a dream since nothing was normal. Classes were virtual, and I was working and taking classes five feet from my bed. Worry set in that the drive I had would vanish and I would not grow, but during this year I accomplished more than expected. During my junior year, I completed two of my goals which included getting into Beta Gamma

**“Ship will become your second home so make sure to fill your home with the people who love and care for your success.”**



Sigma and securing a new summer internship at Corning Incorporated. I felt like I could finally breathe and embrace all the hard work that I put in over the past three years. I made it through a year of a pandemic, and I was still able to adapt and overcome the challenges that were thrown at me. With the success in my third year, I was excited to start the final lap at Ship.

In my last year, I had one goal left to accomplish and that was to find out who I was, and leave college a new person. Senior year propelled me with new challenges. Luckily, as a student, I was able to utilize the counseling center on campus and rely on my involvement in organizations to build me up. Through the counseling center, I learned to embrace and listen to my feelings instead of hiding my emotions.

Being a part of Alpha Kappa Psi provided me with more support than I ever imagined. The members of this organization are my lifelong friends and always there for me when I need a shoulder to cry on. Even though the start of the semester was mentally challenging, I was rewarded for waking up every day. In September '21, I was offered a full-time position as a financial rotational analyst for Corning Inc. starting post-graduation. Receiving this position meant the world to me. I was up against people from prestigious colleges but in the end, the skill of networking and being professional helped me secure my first job!

My college experience at Shippensburg was not the typical experience most college graduates could relate to, but my journey is what shaped me into the person I am today. Ship will become your second home so make sure to fill your home with the people who love and care for your success. Thank you to all the people I have interacted with at Shippensburg because of all of you I am now on the path I have always wanted. Being a Raider is truly an honor and I will never forget the time spent here on campus.



# De'Shaun Wilson

## STUDENT EXPERIENCE

As I say my goodbyes to all my peers and staff members who have made an impact on me at Shippensburg University and helped me prepare for the real world ahead of me, I can only look back and reflect on how my time was here at Ship. Coming to Ship as an 18-year-old kid playing football to a soon to be 22-year-old graduate of college with a degree in business management from one of the best accredited business schools around was a life changing experience for me. I am appreciative for all the hard work and effort that the people of Shippensburg have done for me which ultimately allowed me to accept a job offer into the Enterprise Management trainee position.

I was able to learn how to face adversity and my fears on my own with the guidance of such wonderful professors as well as the people I call my friends and even some close enough to be considered family. Throughout my journey there were many bumps in the road, some bumps bigger than others and obstacles that I couldn't have seen my younger self getting through. As I continued to grow and develop

not only physically but mentally, it really was eye opening to see how Ship can develop you into an adult who is ready to attack the real world with open arms.

I had to learn to adapt quickly at my time at Ship as nagging injuries and other real-world obstacles presented themselves to the point where I had to step away from the game I loved so much (football). I ultimately knew I wanted to be involved in something here on campus, as that sort of affection and togetherness is something I so highly praise. I decided to join a fraternity junior year also known as Phi Sigma Kappa where I decided to take an executive position to help instill my leadership values to those who were willing to follow. Joining this

fraternity ultimately brought me closer to a group of men who will one day be standing in my wedding, as I will be theirs. The bonds that Shippensburg has brought me is one that I will never take for granted. It has taught me more about myself then I could have ever imagined from all the great memories to all the times where adversity presented itself and I had to overcome it to the best of my ability.

My best piece of advice to those who are soon graduating or considering Shippensburg as their place of study is to never take it for granted, and understand that outside of the wonderful education you will obtain in your years here, the bonds and connections you will develop are ones you will cherish forever.



**"My Ship experience allowed me to grow through trial and error and allowed me to establish myself as the individual I strive to be. Countless hours of preparation and helping hands allowed me to grow and realize the paths I wished to take to move forward."**

## ICE CREAM SOCIAL

The annual ice cream social marked the beginning of the fall 2021 semester. Held August 26, this year's even was sponsored by the Company of the Year, Clark Associates, Inc.





# JOHN L. GROVE COLLEGE OF BUSINESS 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:**

Drake Brenize, *Volvo Construction Equipment*  
Benjamin Brett, *PA Health Management*  
Nicole Calandrelle, *Rotz and Stonesifer, PC*  
Rue Case, *Amazon Fulfillment LLC*  
Bailey Charters, *Smith Elliot Kearns & Company, LLC*  
Jessica Chinikaylo, *Ross Stores, Inc.*  
Brice Feagley, *Chambersburg Country Club*  
Dylan Free, *Knouse Foods Corp, Inc.*  
Sabrina Gallen, *Shippensburg Area Chamber of Commerce*  
Natalie Geesaman, *Fairfield Inn & Suites*

Spencer Hood, *SEK, CPAs & Advisors*  
Hayden Hunt, *Volvo Construction*  
Huston Keegan, *Avalanche Industries*  
Joshua Koh-Swineford, *Northwestern Mutual*  
Dzurko Madison, *PNC*  
Nicholas Maggipinto, *Smith Elliot Kearns & Company, LLC*  
Jillian Manangan, *Berkshire Hathaway GUARD Insurance*  
Cote Marina, *Launch UX*  
Alivia Martin, *J.B. Hunt Transport*  
Taylor Martin, *Nutrient Control Systems*

Conor McCormick, *Rotz and Stonesifer, PC*  
Morgan McSherry, *The Beistle Company*  
Cristen Metzger, *Pearl Jade Marketing*  
Sierra Miller, *SEK, CPAs & Advisors*  
Hannah Mummert, *Taryn Allander Photography*  
Jacob Mundis, *Members 1st Federal Credit Union*  
Kaitlyn Murray, *Hershey Entertainment & Resorts*  
Logan Neumann, *SEK, CPAs & Advisors*  
Alex Palmer, *Smith Elliot Kearns & Company, LLC*  
Ryan Pearson, *USTA Tennis*  
Rachel Petrina, *Select Medical*  
Christina Pinto, *The Advisors at Cornerstone Financial, LLC*  
Edward Pustynovich, *Chick-Fil-A*  
Joseph Royle, *Royle Plumbing*  
Mike Saint, *Juste AFLAC of Columbus*  
Alyson Sanchez, *Law Office of Kristin Young PA*

Justin Schwartz, *Sloane Porsche of Warrington*  
Leah Seville, *Martin's Famous Pastry Shoppe, Inc.*  
Ian Shook, *SEK, CPAs & Advisors*  
Miller Sierra, *McKonly & Asbury*  
Chase Slenker, *Clark Associates*  
Holden Smith, *The Garlic Knot*  
Alyssa Spease, *Shippensburg Area Chamber of Commerce*  
Brandin Trippeda, *Letterkenny Army Depot*  
Talley Troy, *Sherwin Williams*  
Carson Uebersax, *RSM US LLP*  
Madison Vallonio, *Willow Street Pictures*  
Tyler Wagner, *Hershey Creamery*  
Travis West, *Volvo Construction*  
Matthew Wetzel, *Trout CPA*  
Madison Williams, *Armada Supply Chain Solutions*  
Zachary Wilson, *Randi's House of Angels*  
Nicholas Zanic, *Letterkenny Army Depot*

## ONDAI RAND

### STAFF HIGHLIGHT

Ondai Rand, known to her students as Professor Rand, is the faculty advisor in the Student Support and Retention Center (SSRC) for the John L. Grove College of Business. This center serves mainly as an advising center with the primary focus being on student success and retention. In her current role, Professor Rand advises a large portion of the business administration, major undecided students comprised mostly of first-year students and she works heavily with students struggling academically. In addition, she serves as the faculty advisor for the transfer student mentor program in the College of Business known as T.I.E. (Transition, Integration, and Engagement).



Professor Rand is an alumna of Shippensburg University's MBA program. After working as an accountant for 11 years, she began her career with Shippensburg University in January of 2016 as an adjunct instructor in the accounting department. Since then, she has taught in other areas as needed. Although Professor Rand enjoys teaching, advising holds a special place in heart because she feels it allows her to make a deeper connection with her students.

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

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

### INFORMATION

Ceddia Union Building  
(717) 477-1595  
bip@ship.edu





# FACULTY PUBLICATIONS/ RECOGNITIONS 2021-22

## DR. HYUNPYO KIM

- Research paper entitled “Corporate social responsibility and operating cash flows management: An examination of credit market incentives” published in the *Journal of Business Finance and Accounting* which is listed as an A+ journal on ABDC in July/August 2021.



## DR. JERRY CARBO

- Book chapter on Ray Anderson was published in the *Palgrave Handbook of Global Sustainability* ([https://link.springer.com/referenceworkentry/10.1007/978-3-030-38948-2\\_192-1](https://link.springer.com/referenceworkentry/10.1007/978-3-030-38948-2_192-1)).
- Paper accepted to the International Association of Workplace Bullying and Harassment 2022 Conference in San Diego, CA “A Mixed Methods Approach to Defining Dignity at Work as a Positive Rights Approach to Addressing Workplace Bullying and Harassment.”
- Served on conference organizing committee for the IAWBH 2022 Conference.
- Quoted in *Psychology Today* on the definition of workplace bullying “Pushed outside the inner circle at work exclusion as a form of workplace bullying.” Posted December 15, 2021 (<https://www.psychologytoday.com/us/blog/bullying-wise/202112/pushed-outside-the-inner-circle-work>).
- Quoted in Truthout.org, “How Can Workers in ‘The Great Resignation’ Harness Leverage Long-Term?”, Dec. 28, 2021.
- Appeared on Retail War Zone to discuss workplace bullying in the retail industry, January 20, 2022.



## DR. VICKI TAYLOR

- Taylor, Vicki Fairbanks (2022). The Pay Mix Exercise. *Proceedings of the Management and Organizational Behavior Teaching Society*.
- Co-Chair for the 2022 Academy of Management, Teaching and Learning Conference, Seattle, Washington.
- Three presentations at the Academy of Management Annual Meeting in Seattle, Washington:
  - Finding and Creating Experiential Learning Activities for your Classroom
  - Encouraging and Assessing Class Participation
  - Exempt or Non-exempt: Innovative and Experiential Approaches to Teaching Human Resource Management
- Nominated and confirmed a Fellow of the Eastern Academy of Management, May 2022.
- Management and Organizational Behavior Teaching Society (MOBTS). The *Management Teaching Review's (MTR) Best Pedagogical Contribution Award* annually recognizes an article published in MTR that enhances teaching and learning in the classroom by way of innovation, creativity, and practicality all while being recognized as an approach that will have a broad appeal and maintain a high level of usefulness and impact in the future. The 2022 Best Pedagogical Contribution Awards goes to Vicki Fairbanks Taylor (Shippensburg University), Lisa Stickney (University of Baltimore), Bev DeMarr (Ferris State University), and Melissa Fender (*Rutgers University-Camden*) for their paper, “Improving Academic Literacy in the Management Classroom: Are Your Students Lost in Translation?”



## DR. BRIAN WENTZ

- Publication in the *Journal of Business and Technology Law* “A Socio-Legal Framework for Improving the Accessibility of Research Articles for People With Disabilities.”



## DR. VIET DAO

- Publication in the *Pacific Asia Journal of the Association for Information Systems* “An Empirical Examination of the Use of IS-Enabled Sustainability Initiatives Across the Integrated Sustainability Framework.”
- Conference proceeding at the Americas Conference on Information Systems “Bibliometric Analysis of Sustainability Information Systems Research.”



## DR. DUNG PHAM

- Conference proceeding at SIBR 2021 Conference on Interdisciplinary Business and Economics Research “The Decline of Branch Banking and the Transformation of Bank Accessibility.”
- Conference proceeding at IGBR Institute for Global Business Research “Do Family Firms Exploit Voluntary Disclosure Practices Before Share Repurchases and Seasoned Equity Offerings?”



## DR. MING-SHIUN PAN

- “Do IPOs Outperform Treasury Bills?” G.-C. Huang, K. Liano, and M.-S. Pan, *Finance Research Letters* 37 (A), June 2022, 102610.
- “Are REIT Dividend Changes a Firm-Specific or an Industry-Level Signal? Evidence from the Decomposition of Stock Returns” J.-R. Chiou, G.-C. Huang, K. Liano, and M.-S. Pan, accepted for publication in *Journal of Real Estate Portfolio Management*, May 2022.



**DR. ROBERT STEPHENS**

- Named as a recipient for the 2022-1 Best X-Culture Educator Award (<https://x-culture.org/2022-1-best-x-culture-educators>).
- Article in the *Journal of Telecommunications and the Digital Economy*, 10(2), 26–4, Soares, A. M., Stephens, R., and Dong, L. (2022). Does National Diversity Impact Conflict in Global Virtual Teams? The Role of Language Factors. Journal Information: Scimago SJR (2020): 0.2/Q2 (Media Technology) / Q3 (Communication).
- Publication in *International Business Review* “Nationality biases in peer evaluations: The country-of-origin effect in global virtual teams.”
- Conference proceeding at International Conference on Digital Economy “The Impact of National Diversity on Task Conflict in Global Virtual Teams: The Moderating Effect of Language Factors.”

**DR. MOHAMMAD RAHMAN**

- Conference proceeding at Academy of Marketing Science “Competing Through Compelling FLOW Experiences: Examining the Antecedents and Consequences of Chinese Video Gamers: An Abstract” with Dr. Adam Powell.

**DR. WILLIAM “ADAM” POWELL**

- Conference proceeding at Academy of Marketing Science “Competing Through Compelling FLOW Experiences: Examining the Antecedents and Consequences of Chinese Video Gamers: An Abstract” with Dr. Mohammad Rahman.
- Conference proceeding at Society for Marketing Advances “Organizational Politics and Employee Identification: The Mediating Effect of Equal Treatment” and “The Influence of Avatar Similarity on Psychological Ownership and Rental Intentions.”

**DR. JOSEPH CATANIO**

- Conference proceeding at the annual Northeast Decision Sciences (NEDSI) conference in Newark, New Jersey with Nathan Neil. Presented a paper titled *Using Analytics to Quantify the Best Advertising Medium*. The paper was subsequently published in the *Journal of Decision Sciences*.
- Recipient of the Robert S. and Deborah Jones, Grove College of Business award for leading the effort to update the Management Information Systems (MIS) program to a more relevant and desirable Information Systems and Analytics (ISA) program.
- Currently working with Casey Platts, MIS student, on an Honors project involving Cybersecurity. We will present our research at three conferences and publish in a journal during the 2022-2023 academic year.

**DR. WENDY BECKER**

- Publication in the *Journal of Human Resources Education*, ‘The Real CSI: Retention of Key Employees in the Crime Lab’. Becker, W. S., and Dale, W. M. (2021). The real CSI: Retention of key employees in the crime lab. *Journal of Human Resources Education*, 15, 1, 1-9.
- <https://journals.troy.edu/index.php/JHRE>
- During 2021–2022 served as content expert for a scientific laboratory reaccreditation project for SNA International.
- Mentored senior Cassandra Oakes on a research paper published in 2022 Write the Ship. The paper is titled, “A Cultural Comparison of Workplace Bullying in The United Kingdom and the United States.”
- Instructor at the MCI Management Law Center—The Entrepreneurial School (<https://www.mci4me.at/de>) in Innsbruck, Austria, June 7-10, 2022, teaching *International Human Resource Management*.

**DR. DAVID HWANG**

- Publication in the *Journal of International Technology and Information Management*, 30(5). Article 4. Chung, D., Lee, C. C., and Hwang, D. (2021). Analyzing social media implementation in hospitals in the U.S. Midwest region. Available at <https://scholarworks.lib.csusb.edu/jitim/vol30/iss5/4>.



## AMERICA250PA 2021 DIRECT EFFECT INNOVATION CHALLENGE

Our Ship students participated in the 2021 Direct Effect Innovation Challenge (DEIC) organized by @America250PA. The purpose of DEIC is to provide students with a blank canvas to get creative and design an integrated strategy to celebrate and innovate. Students were tasked with 2026 #EPIC, as we Educate, Preserve, Innovate, and Celebrate Pennsylvania’s rich history, culture, and future over these next five years! The event was hosted by the student chapter of the American Marketing Association of Shippensburg

University where student teams designed and pitched an integrated marketing campaign for the celebration of America’s 250th birthday.



Winning team (left to right) Kersten Wolf, Rebecca Fickle, Sarah Demuth, and Madison Vallonio.



Runner Up (left to right) Luisa Reck, Bruno Yacoboni, and Andrew Cronlund.



## **PENNSYLVANIA'S EMAP RECEIVES 2022 NATIONAL SMALL BUSINESS ENVIRONMENTAL ASSISTANCE PROGRAM EXCELLENCE AWARD**

The National Steering Committee (NSC) of Small Business Environmental Assistance Programs (SBEAPs) and Small Business Ombudsmen (SBO) have presented the Environmental Management Assistance Program (EMAP) of Widener University with the 2022 Small Business Environmental Assistance Program Excellence Award. This award category recognizes exemplary performance of a state SBEAP in the areas of compliance assistance, sustainability, advocacy, and collaboration at the national level. The SBEAP Excellence Award emphasizes program leadership where they have created resources and work products, promoted policy advancements, developed program innovations, and established new partnerships to build a strong network of small business assistance.

Since 1997, EMAP has provided free and confidential environmental technical assistance to the small business community in the Commonwealth of Pennsylvania. Headquartered at Widener University in the School of Business Administration on Widener's main campus located in Chester, Pennsylvania, EMAP services are available throughout the entire network of the Pennsylvania Small Business Development Centers (SBDC) to any Pennsylvania small business seeking assistance with issues of air quality and environmental compliance.

The EMAP team, which includes Lee Ann Briggs, Jeremy Hancher, Charles Haney, and Carrie Wintersteen, was chosen by the SBEAP/SBO for their involvement and leadership with the National Steering Committee, the Technical and Annual Training Subcommittees, and the Environmental Justice Workgroup. In addition, EMAP was recognized for performing small business analyses on several Pennsylvania air quality rulemakings, for collaborating with the SBDCs and the Pennsylvania DEP Small Business Ombudsman to conduct in-person workshops and virtual webinars on environmental resources, and partnering with other



EMAP Team Members  
(left to right) Carrie  
Wintersteen, Jeremy  
Hancher, Lee Ann  
Briggs, and Charles  
Haney.

Pennsylvania stakeholder organizations and trade associations.

Since 2018, EMAP Program Manager Jeremy Hancher has served as an appointee from Pennsylvania Governor Tom Wolf on the Pennsylvania Department of Environmental Protection's (DEP) Small Business Compliance Advisory Committee (SBCAC). This committee provides timely feedback on Pennsylvania air quality regulations and proposed rulemakings, environmental policies and programs, and represents the perspectives and challenges faced by Pennsylvania small businesses.

Dale Kaplan, owner of Kaplan's Careful Cleaners and long-time Chair of the SBCAC, commented on EMAP services and having received the award by saying, "I have been with the DEP Small Business Compliance Advisory Committee for 26 years and EMAP has stepped up to the plate, the whole team, along with the 16 SBDC universities across the state and have served small businesses in a way that is really phenomenal. You deserve what you are getting, thank you."

Several EMAP small business clients have received National SBEAP small business awards of their own including Pennsylvania small businesses Abilene Boot Company in 2022, Dent Design Hardware in 2021, Gate 7 LLC in 2020, and Pik Rite, Inc. in 2017. During the COVID-19 pandemic, EMAP continued to be a reliable and steady presence to Pennsylvania small businesses needing environmental assistance and support. EMAP even pivoted during the early stages

of COVID to utilize its connections within the Pennsylvania SBDC to provide firsthand knowledge of economic opportunities so that small businesses could access small business grants and low-interest loans related to COVID related shutdown orders.

Always looking to better assist Pennsylvania small businesses in any way they can, the EMAP team recently surveyed their small business clients that received technical assistance in 2021. One small business noted the following in the survey: "I've worked with EMAP for many years. The services they provide to small businesses are exceptional. I have and will continue to work with and support EMAP and continue to recommend and refer them to others as well."

The SBEAP/SBO NSC Awards are the states' premier awards program for recognizing outstanding environmental leadership among small businesses and small business assistance providers. These awards recognize small businesses, SBEAP/SBO programs and individuals, trade associations and other business assistance providers who have made significant contributions to protecting the environment. The awards program is sponsored by the SBEAP/SBO NSC in partnership with US EPA Asbestos and Small Business Office.

More information about the state SBEAP/SBO is available at <https://nationalsbeap.org>.

# FOUNDATION PAGE



# AWARDS AND SCHOLARSHIPS

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

Austin Correll, Veronika D'Amore, Elena Facey, Keegan Fonder, Abigail Fortnum, Alex Gonzalez, Jonathan Hinderliter, Garrison Johnson, Michael Lazor, Matthew Leonard, Krysten Mahoney, Troy Oswald, Nicholas Pellegrino, Bryan Rottkamp, Joseph Royle, Ethan Shellenberger, Brian Weller, Kristen Zellner

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

Alexis Stutz

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

Spencer Hood

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

Molly Lively

## **REVA HOBACK BRUBAKER SCHOLARSHIP**

Garrison Johnson

## **CLARK ASSOCIATES SCHOLARSHIP**

Rue Case, Bryan Rottkamp

## **JOHN E. CLINTON SCHOLARSHIP NEW**

Victoria McGuire

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

Olivia Schweigert

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

Kara Rickenbach

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

Mason Smith

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

Molly Lively

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

Harsh Aujla, Sam Cuomo, Anthony McCloskey, Casey Shoff, Chase Slenker

## **DINGER SCHOLARSHIP**

Open

## **DISTINCTION OF ACADEMIC EXCELLENCE AWARD**

Grace Kyle, Matthew Lawrence

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

Olivia Hartlaub

## **GERALD R. FETROW SCHOLARSHIP**

Jacob Biss, Eric Bohenek, Morgan DeFeo, Carter Hinds, Noah Inch, Maelynn Leber, Jackson LoBianco, Noah Nabholz, Lauren Pettis, Domenick Sleva

## **FOGELSONGER SCHOLARSHIP**

Austin Correll, Nathaniel Dunbar, Christina Pinto

## **JAMES GEHR FAMILY SCHOLARSHIP**

Troy Oswald

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

Erica Weaver

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

Ziad Ahmed

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

Laci Exline

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

Noah Koppenhaver

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

Morgan Landman

## **RENETTA F. HEISS SCHOLARSHIP**

Noriana Cooley, Dennis Ejzak

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

Kyrsten Mahoney

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

Tyler Petucci

## **NANCY A. KING SCHOLARSHIP**

Bailey Charters

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

Keegan Huston

## **LINDA MAUGER-HARNISH AND MARTIN HARNISH COLLEGE OF BUSINESS SCHOLARSHIP NEW**

Brittany Kennedy

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

Nina Mitchell

## **WILLIAM K. NITTERHOUSE SCHOLARSHIP**

Bryanna Conway

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

Cody Willoughby

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

Brenna McKnight

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

John Bullock

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

Austin Correll

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

Andrew Pelow

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

Thomas Scott

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

Deyanery Rodriguez

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

Jody Boyer

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

Joskar Julian

## **EDWARD CHRISTIAN RUTH MEMORIAL SCHOLARSHIP NEW**

Joshua Strayer

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

Mason Gembe, Olivia Hartlaub, Logan Neumann

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

Sean Bernhardt

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

Lauren Pettis

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

Kyrsten Mahoney

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

Carlos Carter

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

Rebecca Fickel

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

Lindsay Seifert

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

Owen Iacobelli

## **BROOKE ASHLEY WEAVER MEMORIAL SCHOLARSHIP**

McKenna Borrell

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

Sean Bernhardt, Camryn Cerninaro, Jonathan Hinderliter, Christina Pinto

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

Riley Tryniewski

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

Miranda Gratkowski, Tyler Leisher

## **ZUMBRUN/KORKUCH FAMILY SCHOLARSHIP**

Gwendolyn Elsey, Sophia Stauffer

# JOHN L. GROVE COLLEGE OF BUSINESS ENDOWMENTS

The John L. Grove College Of Business has several special endowments that provide continuing support to college programs and activities that otherwise might not be possible. If you are interested in creating an endowment through the Shippensburg University Foundation for the benefit of the John L. Grove College of Business, call **Lani Longarzo**, SU Foundation, at (717) 477-1377, or visit the website at [SUFoundation.org](http://SUFoundation.org).

## THE FRED C. ARCHER MEMORIAL AWARD FUND

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

## THE DOUG AND ANGELA BESCH ACCOUNTING SCHOLARSHIP

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

## **NEW** BRIGHT FUTURES COLLEGE OF BUSINESS SCHOLARSHIP (not yet active)

Established by Amey Sgrignoli '90-'13M, this scholarship benefits full-time first-year students pursuing an undergraduate degree in the John L. Grove College of Business.

## THE REVA HOBACK BRUBAKER SCHOLARSHIP

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

## THE JOHN E. CLINTON SCHOLARSHIP

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

## W. STEWART CONNARD ACCOUNTING SCHOLARSHIP

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

## THE DR. MAX G. COOLEY SCHOLARSHIP

This scholarship was established in honor of Dr. Cooley at the time of his retirement from Shippensburg University to provide financial

support for students majoring in business education.

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

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

## THE HAROLD U. AND HELEN F. CROUSE BUSINESS SCHOLARSHIP

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

## THE CHARLES H., JR. AND JANE EAGLE DILLER SCHOLARSHIP

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

## THE DINGER SCHOLARSHIP

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

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

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

## THE GERALD R. FETROW SCHOLARSHIP

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

## THE JUDY K. FOGELSONGER SCHOLARSHIP (not yet active)

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

## THE FOGELSONGER SCHOLARSHIP

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

## THE JAMES A. GEHR FAMILY SCHOLARSHIP

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

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

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

## THE RONALD G. AND ARLENE M. (BEILER) GIPE SCHOLARSHIP

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

## THE DR. EDWARD S. GOODHART ENDOWED SCHOLARSHIP

This scholarship is for incoming full-time first-year students entering an undergraduate degree program administered by the Accounting Department of the John L. Grove



College of Business. This is a four-year scholarship with minimum GPA and academic credit requirements. First preference will be given to students who graduated from Shippensburg Area Senior High School.

#### **THE JOHN L. AND CORA I. GROVE SCHOLARS PROGRAM ENDOWMENT**

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

#### **LINDA MAUGER-HARNISH AND MARTIN HARNISH COLLEGE OF BUSINESS SCHOLARSHIP**

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

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

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

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

This scholarship is for an incoming full-time first-year student with financial need who is entering an undergraduate degree program administered by the Accounting Department of the John L. Grove College of Business. First preference will be given to students from underrepresented populations.

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

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

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

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

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

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

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

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

#### **NEW ROBERT J. LIEBLEIN COLLEGE OF BUSINESS SCHOLARSHIP (not yet active)**

Established by Robert J. Lieblein '83, this scholarship benefits full-time first-year students pursuing an undergraduate degree in any major within the John L. Grove College of Business.

#### **MCDONALD CZIRAKY WOMEN'S BASKETBALL SCHOLARSHIP**

Established by Marie McDonald '97 and her husband, David Cziraky, this scholarship is for a member in good standing of the Shippensburg University women's basketball team. First preference will be given to students pursuing an undergraduate degree in the John L. Grove College of Business.

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

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

#### **NEW DR. DONNA T. MOTTILLA COLLEGE OF BUSINESS MEMORIAL SCHOLARSHIP (not yet active)**

Established by Brendan Barclay in memory of his mother and former faculty member and Interim Dean of the John L. Grove College of Business, Dr. Donna T. Mottilla. This scholarship benefits full-time first-year students pursuing an undergraduate degree in the John L. Grove College of Business.

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

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

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

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

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

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

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

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

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

This four-year first-year student scholarship, established by Chris and Robin Pruitt who graduated in 1984 with degrees in accounting and elementary education, benefits students entering any degree program in the John L. Grove College of Business.

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

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

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

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

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

This four-year scholarship is for an incoming first-year student pursuing a degree in the John L. Grove College of Business. First preference will be given to students who graduated from Harrisburg City School District with second preference given to students from Steelton-Highspire School District. Third preference is given to students who have graduated from Central Dauphin School District. Recipients must demonstrate financial need.

#### **EDWARD CHRISTIAN RUTH MEMORIAL SCHOLARSHIP**

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

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

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

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

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

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

This upper division scholarship is for academically talented students majoring in marketing with preference given to students enrolled in the ROTC program or the Wood Honors College at Shippensburg University.

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

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

### **THE VOLVO CONSTRUCTION EQUIPMENT NORTH AMERICA, LLC, SCHOLARSHIP/ INTERNSHIP PROGRAM**

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

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

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

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

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

### **THE BROOKE ASHLEY WEAVER MEMORIAL SCHOLARSHIP**

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

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

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

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

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

### **NEW MR. GERARD ZACK AND DR. APRIL EICHMEIER COLLEGE OF BUSINESS STUDY ABROAD SCHOLARSHIP (not yet active)**

Established by Gerard Zack '81 and his wife, April Eichmeier, this scholarship benefits upper division students in the John L. Grove College of Business who participate in a registered study abroad experience.

### **ZOOK DIODATO COLLEGE OF BUSINESS SCHOLARSHIP**

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

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

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

## **CURRENT ANNUAL SCHOLARSHIPS (NON-ENDOWED)**

### **NEW BOYER & RITTER LLC IMPACT SCHOLARSHIP**

This scholarship was established by Boyer & Ritter LLC for full-time undergraduate students enrolled in the John L. Grove College of Business who are majoring in accounting. Recipients are expected to complete a compensated internship during the same year they receive the scholarship.

### **CLARK ASSOCIATES SCHOLARSHIP**

This scholarship was established by Clark Associates for full-time undergraduate students enrolled in the John L. Grove College of Business who are majoring in supply chain management.

### **NEW DHL SUPPLY CHAIN FUTURE LEADERS IMPACT SCHOLARSHIP**

This scholarship was established by DHL Supply Chain for full-time undergraduate students enrolled in the John L. Grove College of Business who are majoring in supply chain management.

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

This scholarship was established by SEK for full-time undergraduate students enrolled in the John L. Grove College of Business who are majoring in accounting. Recipients must complete a compensated internship with SEK.

## **OTHER ENDOWMENTS**

### **THE EDWARD AND ANITA BUCHANAN ENTREPRENEURIAL ENDOWMENT FOR THE CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION**

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

### **THE CHARLES H. JR. AND JANE E. DILLER ENDOWMENT FOR THE CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION**

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

### **THE HARRY R. FREHN RESEARCH FELLOWSHIP ENDOWMENT**

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

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

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



### **THE JOHN L. AND CORA I. GROVE ENDOWMENT FOR FACULTY RESEARCH AND DEVELOPMENT**

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

### **THE DALE E. KANN ENDOWMENT**

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

### **THE RON AND DEE KEARNS ENTREPRENEURIAL SPEAKER ENDOWMENT**

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

### **THE NORMAN E. KING FUND**

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

### **THE DEAN JOHN G. KOOTI LECTURE ENDOWMENT (not yet active)**

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

### **THE DAVID O. MCCAIN III ENTREPRENEURSHIP ENDOWMENT**

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

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

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

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

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

### **THE WISMAN ENDOWMENT**

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

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

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

## **FUTURE SCHOLARSHIP ENDOWMENTS FUNDED THROUGH A PLANNED GIFT**

### **THE SCOTT MOYER ACCOUNTING SCHOLARSHIP**

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

### **THE ERNEST M. AND TERESSA S. ROSETTY MEMORIAL SCHOLARSHIP**

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

### **THE STEVEN H. AND SUSAN A. RUNKLE BUSINESS SCHOLARSHIP**

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

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

This scholarship benefits incoming first-year students enrolled in any major in the John L. Grove College of Business.

### **THE ANTHONY S. AND MRS. LINDA N. WINTER JOHN L. GROVE COLLEGE OF BUSINESS TRANSFER STUDENT-ATHLETE SCHOLARSHIP**

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

## **FUTURE ENDOWMENTS FUNDED THROUGH A PLANNED GIFT**

### **THE DR. JAMES A. POPE STUDENT INTERNATIONAL EXPERIENCE PROGRAM**

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



John L. Grove  
**College of Business**

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