

2020-2021

GONZAGA UNIVERSITY SCHOOL OF BUSINESS ADMINISTRATION

ANNUAL DIGEST



School of Business
Administration

GONZAGA
UNIVERSITY

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LETTER FROM THE DEAN

Hello from the Jepson Center at Gonzaga University! The 2021-22 academic year has begun. In most cases, we are back in the actual, not virtual, classroom and everyone is thrilled. We have many things to tell you and we are pleased to share all our news in this the fall issue of the Gonzaga University School of Business Administration Digest.

We have three major factors affecting all we do this academic year. First, of course, is the pandemic. I'm very pleased to say that our students, staff, and faculty have handled the transition back to more "normal" times very well. More importantly, everyone seems genuinely happy to be back together! It's a cool thing to experience; we are blessed. And I know we can keep it going because we have kept it going over the past 12-18 months. Throughout this digest you will read of many of our successes and wonderful accomplishments. Our students, staff, and faculty are a resilient bunch! The second major factor is our ongoing AACSB accreditation process. Every five years, all accredited business schools go through a continuous improvement review (CIR). We have sent in our written report, and we will have a visit (likely virtual) from our peer review team in early November. We are excited to learn from this experience and, of course, confident that our accreditation status (in both business and accounting) will be extended. Finally, we are celebrating our 100th birthday this year! It is a monumental achievement, and it gives us license to look to and honor our past while preparing for our future. We will have many centennial events, and a great place to follow us is www.gonzaga.edu/sba100.

As we look forward to the next 100 years, we know that many, many challenges await us. As we move through this year and into the next, we will be thinking hard about what our next steps should be. We have great aspirations. We want to be a destination business school for students, staff, and faculty, at both the undergraduate and graduate levels. We want to have a transformational impact on the entire university. And, as our vision states, "[W]e will be a global leader in Jesuit business education". These are not small things, yet I am confident in such bold aspirations. Why? It is simple. We have great people who believe in what we do, and they go out and they do great things. It is noteworthy that at this writing we have multiple nationally ranked programs, and we are one of less than 190 business schools worldwide to have earned AACSB accreditation in both business and accounting. Our students, staff, and faculty are doing outstanding work; we are proud to share them with you in this issue of our Digest. Thank you for your on-going and generous support.

Best wishes for fall 2021. Stay safe and be well.

Kenneth S. Anderson, Ph.D.
Dean, School of Business Administration



NEW RANKINGS

US NEWS & WORLD REPORT RANKINGS:

Undergraduate
Business

Top 100

Graduate Project
Management

#26

Undergraduate
Finance

#23

Graduate
Accounting

#26

Graduate
Entrepreneurship

#26

Undergraduate
Accounting

#27

Graduate
Finance

#26

Part-time
MBA

#46

*(Ranked in the top 100 in
the country since 2010)*



Announcing our

Centennial Celebration

GONZAGA | School of Business
UNIVERSITY | Administration

100 YEARS STRONG:

GONZAGA'S SCHOOL OF BUSINESS ADMINISTRATION

Rich tradition.

Bold future.

The Business School is turning 100! Celebrate the people and stories that make our school so special as we hold signature events, share stories, and plan for the future. The year of recognition will begin September 2021.

www.gonzaga.edu/SBA100

A YEAR OF CELEBRATIONS

School of Business Administration



MBA

1961

60 YEARS

MAcc

1990

31 YEARS

Hogan

2000

21 YEARS

MBA-AIE

2001

20 YEARS

MSTax

2015

6 YEARS

FACTS AND FIGURES

SCHOOL OF
BUSINESS
ADMINISTRATION

UNDERGRADUATE



86.6%

OF GRADUATES REPORTED WORKING, CONTINUING EDUCATION, VOLUNTEER SERVICE, MILITARY SERVICE, OR NOT SEEKING AS THEIR PRIMARY ACTIVITY AFTER EARNING THEIR GONZAGA DEGREE.

50%

of students are classified as doing more than one thing. The following are the categories of classification:

- 1) Double Major
- 2) Major-Minor or
- 3) Double Concentration

If a student could be grouped into more than one of these, they will be classified as the first group that they qualify for as ordered above.



1,400

UNDERGRADUATE STUDENTS

TOP CITIES POST GRADUATION



SPOKANE, WA
SEATTLE, WA
PORTLAND, OR
LOS ANGELES, CA
CHICAGO, IL
SAN FRANCISCO, CA
NEW YORK CITY, NY

\$54,892

AVERAGE SALARY
OF GRADS

TOP EMPLOYERS

KPMG LLP
DELOITTE
AMAZON
BOEING
COSTCO
MOSS ADAMS
SLALOM CONSULTING

FACTS AND FIGURES

SCHOOL OF BUSINESS ADMINISTRATION

GRADUATE



95.7%

OF GRADUATES REPORTED WORKING, CONTINUING EDUCATION, VOLUNTEER SERVICE, MILITARY SERVICE, OR NOT SEEKING AS THEIR PRIMARY ACTIVITY AFTER EARNING THEIR GONZAGA DEGREE.

83.2%

CPA Pass rates

WITH A PASS RATE OF 83.2% ACROSS ALL SECTIONS OF THE EXAM, GONZAGA REMAINS FAR ABOVE THE NATIONAL AVERAGE FOR THE FIRST-TIME CPA PASS RATE OF **57.5%**, ACCORDING TO STATISTICS

7TH IN THE COUNTRY AMONG LARGE PROGRAMS

200

GRADUATE STUDENTS

TOP REPORTED INDUSTRIES



ACCOUNTING



HIGHER EDUCATION



INTERNET & SOFTWARE



COMMERCIAL BANKING



HEALTHCARE

\$80,119

AVERAGE SALARY OF GRADS

TOP EMPLOYERS

DELOITTE
KPMG LLP
PWC
GONZAGA UNIVERSITY
MOSS ADAMS



WE ARE ACCREDITED BY THE AACSB IN BOTH BUSINESS AND ACCOUNTING. LESS THAN 200 SCHOOLS WORLDWIDE HAVE EARNED DUAL ACCREDITATION IN BUSINESS AND ACCOUNTING.

STUDENT SUCCESSES: SBA EXCELLENCE AWARD WINNERS



JJ MITCHELL

Major: Business Administration and Sports Management with a concentration in Finance

EXTRACURRICULAR ACTIVITIES:

- Gonzaga Ambassador
- Gonzaga Athletics Peer Tutorial Program- Academic Tutor
- Employee at Rudolf Fitness Center
- Gonzaga Club Soccer President
- Student Director at Numerica Credit Union

FUTURE PLANS OR CAREER ASPIRATIONS:

I will be teaching middle school math and science next year in Denver, CO, through Teach For America. I one day hope to work in higher education either as a professor or in an administrative role.

HOW HAS YOUR MAJOR CONTRIBUTED TO YOUR PROFESSIONAL OR PERSONAL DEVELOPMENT?

While I will not be starting in a profession directly related to my business or sports management majors, the curriculum and mission of both the school of business as well as the university has taught me the value of purpose-driven work. Through my studies over the past four years, I recognized my desire to work in low income neighborhoods and give back to the community. I would never have pursued a position at Teach For America had it not been for the school's emphasis on living a life of leadership and service for the common good.

WHAT HAS BEEN YOUR PROUDEST OR MOST SIGNIFICANT ACCOMPLISHMENT DURING YOUR GONZAGA CAREER?

I'm most proud of the people I chose to surround myself with at Gonzaga. Not only was I welcomed into one of the best communities there is, but I've been given some of the best friends in the world. My friends' accomplishments will become my own, and I can't wait to see what we end up doing and how we will leave our mark.



HALEY MEI WILSON

Major: Business Administration and English with concentrations in Economics and Writing **Minor:** Women's and Gender Studies

EXTRACURRICULAR ACTIVITIES:

- Writing Tutor, Director of Diversity and Inclusion for GSBA
- Volunteer at GECO (Gonzaga ESL Community Outreach)

FUTURE PLANS OR CAREER ASPIRATIONS:

Post graduation, I will be working as a rotational development partner in Finance at the Starbucks Headquarters in Seattle, WA.

HOW HAS YOUR MAJOR CONTRIBUTED TO YOUR PROFESSIONAL OR PERSONAL DEVELOPMENT?

Both of my majors and my minor have been foundational to my experience at Gonzaga University and my development as a whole

person. While English may seem far removed from Business, my English major has hugely shaped the way I approach problems, the way I construct presentations and craft compelling stories, and the way I problem solve. While Business has given me the foundational knowledge of the corporate world and equipped me with strategies for success, English has proven to be the skillset that enhances those abilities and has propelled me in my past business internships, and hopefully will continue to in my career. Adding WGST to this mix is what has allowed me to grow and develop a stronger understanding of my identity, and positionality in the world throughout college. Without the WGST minor, I would not feel as equipped to enter the "real world" with confidence, courage, and tools to thrive as a person of my particular identities. I am so thankful to the professors and friends who have made all the academic programs I've been involved in exceptional.

WHAT HAS BEEN YOUR PROUDEST OR MOST SIGNIFICANT ACCOMPLISHMENT DURING YOUR GONZAGA CAREER?

During my senior year at Gonzaga, I served the Gonzaga Student Body Association as the Director of Diversity and Inclusion. Taking inspiration from a previous internship, I spearheaded the "Zags for Black Lives Matter" T-shirt initiative at GU. It was an incredible amount of work, and something that had not been done before, but my team felt that creating community wide awareness about the importance of anti-racism and the lifelong process of allyship was essential. I am proud of the shirts but I am prouder of the anti-racism pledges that 2000 of our community members signed, and hope that the shirts and the pledges will persist in the future years as reminders of the importance of uplifting action and positive change that is not performative.

STUDENT SUCSESSES CONT:

MBA-AIE STUDENT EARNS REDW ACCOUNTING SCHOLARSHIP



Isabel Yasana Hawley, member of the Klamath Tribes and a student in Gonzaga's MBA in American Indian Entrepreneurship program, is one of two recipients of the REDW Native American Scholarship in Accounting. REDW LLC is one of the Southwest's 10 largest public accounting and business advisory firms.

The scholarship is administered by the American Indian Graduate Center, a national nonprofit organization supporting American Indian and Alaska Native college students throughout the United States. The other recipient is Christian Hopkins, a member of the Narragansett Indian Tribe of Rhode Island, who is pursuing an MBA at the University of Kansas.

"We congratulate Isabel and Christian as the 2020 REDW Scholarship recipients, in taking this important next step in completing their education," said Corrine Wilson (Ft. McDermitt Paiute-Shoshone Tribe of Nevada), REDW principal and national tribal practice co-leader. "We're proud to honor their hard work and determination with recognition

and financial support. These young people have already shown their dedication to continue using their knowledge and skills to improve life in tribal communities."

Gonzaga's MBA AIE program launched in 2001 after receiving support from the Johnson Scholarship Foundation. Since then, the Foundation has provided 74 scholarships for qualified Native American students who have graduated and are making a difference in their communities.

Hawley has been building her career as a brand manager for Nike while pursuing her MBA — acquiring leadership skills for executive advancement.

"I hope to inspire the next generation of Indigenous leaders to chase their crazy dreams and bring them to fruition," she said.

MBA Programs Director Mirjeta Beqiri, Ph.D., professor of operations management, who taught Hawley, called the honor "very well deserved."

"Izzy is an asset to our program and a pleasure to have in any course. What has impressed me most about Izzy is her dedication to her studies and her perseverance to excel," Beqiri said. "Her positive attitude, graciousness, and care for others, especially during this incredibly challenging time, are highly valued. She exemplifies Gonzaga's highest ideals."

Beqiri also thanked REDW, the American Indian Graduate Center, and the Johnson Scholarship Foundation for supporting

Gonzaga's MBA AIE program through student scholarships.

"We are immensely grateful for the support of all these wonderful organizations," Beqiri said.

Deserving students awarded the REDW Native American Scholarship in Accounting are pursuing degrees in the field of accounting and finance; the scholarship is open to undergraduate and graduate level Native American students.

"Our scholarship continues a long tradition at REDW of supporting tribal youth and encouraging them to pursue careers in accounting and finance," said Wesley Benally (Navajo Nation), REDW senior manager and National Tribal Practice co-leader. "Our program benefits not only these individual students, but every tribal community they give back to."

Angelique Albert (Confederated Salish & Kootenai Tribes), executive director of the American Indian Graduate Center, noted, "Partnering with organizations like REDW allows us to increase our impact across Indian Country and empower more Native scholars to achieve their educational goals. Building partnerships like the one we have created with REDW is critical to continuing our success as an organization. We look forward to continuing this relationship and strengthening our mutual commitment to Native education."

STUDENT SUCCESSES CONT: ENTREPRENEURIAL SUCCESS: A PIECE OF CAKE' FOR THESE ZAGS

Piece of Cake team members (from left):
Thea Skokan, Grace Siemering, and Elizabeth Redmond.



Gonzaga University rising seniors Thea Skokan, Grace Siemering, and Elizabeth Redmond wowed the judges and the public to capture second place and “the Fan Favorite” — and \$5,000 — in the recent Northwest Entrepreneur Competition for their team titled, “Piece of Cake.”

The competition, held in April, is a forum for high school and college students from the Pacific Northwest to pitch their business ideas to a board of well-established entrepreneurs, said Siemering.

“There are three categories of competition — open, traditional, and technology. We competed in traditional business due to our business model,” Skokan added.

In the competition’s three stages, student teams are judged and narrowed until the final stage, when they deliver a five-minute pitch to the judges. Winners receive various cash prizes, and the winner of the People’s Choice Award also receives \$2,000.

The big idea behind “Piece of Cake” was to create a subscription-based service that brought baked goods straight to subscribers’ doors.

“There’s nothing more appealing than comfort delivered straight to your door,” Skokan said.

In developing their entrepreneurial plan, “Piece of Cake” emerged as the students aimed to create a name that captured their passion for baked goods.

Skokan explains, “We wanted to convey the nature of our product while keeping it fun. Piece of Cake aims to put the ease back in baking, what better way to say that than by saying it is a piece of cake?”

Their success was no fluke. The students’ attention to detail elevated “Piece of Cake” to the fore among the public. Their attention to the personable aspect of baking, bringing families together and creating memories in the kitchen, made them the Fan Favorite.

“Winning the ‘People’s Choice Award’ meant a lot to us,” said Siemering about the team’s success in the event that included 50 other competitors.

“This is something I never ever saw myself doing, so to not only have done it but to have won is incredible,” Skokan said.

The success was certainly a team effort and the students credit significant help from Todd Finkle, Ph.D., the Pigott Professor of Entrepreneurship, and Scott Rozic, adjunct professor of entrepreneurship.

“I would absolutely want to thank Todd Finkle and Scott Rozic. Their help over the past year is immeasurable, we definitely would not have made it anywhere near as far as we did without them,” Skokan said, adding the two professors were always there to lend advice and a helping hand to the students.

The success in the competition is just the beginning for the members of “Piece of Cake.” Skokan, Siemering, and Redmond are excited to follow their career paths and entrepreneurial aspirations.

“Having so many people supporting us, believing in us, and cheering us on made us confident that we have the ability to make something as huge as starting a business happen,” Siemering said.

June 09, 2021 | Hunter Hauser ('23)



FINDING DIRECTION IN ALL THE RIGHT PLACES

By Dale Goodwin ('86)

A chance meeting in a Budapest bar opened up the world of possibilities for Jackie Tanios, who received her Master's in Business Administration from Gonzaga this May.

The daughter of refugee parents from Lebanon who moved to Sweden and divorced when she was 6, Tanios grew up learning to be agile while adjusting to new circumstances.

In summer 2018, the practicing nurse manager in Sweden was traveling Europe and ran into Gonzaga law student Phillip Silcher. They struck up a conversation, he took her Florence to show off his university's Italian campus and she was hooked.

So taken by this American institution with the international campus – and perhaps a little by the man awaiting the results of the Washington bar exam who identified himself an “almost lawyer” – that within a year, she packed her bags, applied for a visa and was on her way to begin an M.B.A. program in Spokane.

“I left everything and everyone I have ever known. I remember walking in the grocery store and only hearing people speaking English around me and I thought ‘English

is not my first language, it is not even my second language, what am I doing getting a master's degree here, I can't compete!?” she says. “And yet, after joining the Gonzaga community, I soon realized that I was not alone.”

Raised in Sweden, she learned English by watching The Simpsons. “So my application to the M.B.A. program had a few ‘doh’s’ and ‘ay carambas’ in it,” she jokes in her commencement speech to her Class of 2021 mates, who nominated her to reflect on their behalf. “The Simpsons might have taught me the language but Gonzaga taught me how to communicate, how to listen and how to go out in the business world and be a leader,” she says.

Tanios especially appreciates Professor Mirjeta Beqiri for her resounding faith in, and support of, Tanios. She recalls her first accounting class with Professor Gary Weber, and telling Silcher “It is so much fun, it's like a puzzle.” Next came finance with Professor Danielle Xu. “I came home and told my boyfriend I definitely want to be an investor, it's like trying to predict the future. And then came marketing and you can imagine that conversation,” she says.

One of her last classes was Ethics with Professor Brian Steverson. “The conversations we had in that class I will take with me forever. I was able to share my thoughts on life, education, right and wrong, God, my professional pursuits, politics and much more,” she says. “I walked away from every session feeling heard, important and valuable.”

Paying Her Dues

To help pay for her education here, Tanios worked as a graduate assistant in business, for Assistant Professor Yemise Awotoye, conducting research, “something not available to students in

Sweden.” She worked a second graduate assistantship in Nursing for Lecturer Dana Jacobson, measuring student performance pre and post-COVID, as well as how undergraduate grade point averages of graduate nursing students affect their progress through the graduate program.

Now, about to embark on new adventures, Tanios feels confident interacting with professionals and asking legitimate questions. “And now I know what I'm talking about. I can talk accounting, balance sheets, financial statements and analyze the market.”

She's grateful to a university community that welcomed her in, and made her feel comfortable and accepted. “There are so many terrible things going on where my family comes from in the middle East, with people struggling to feed their kids. What do I have to worry about? Not raising my hand in class? If I'm unhappy about something, I have the tools to fix that.

“I approach life with a positive attitude. If you worry about things all the time it is apt to steer you in a direction you don't want to go,” she says. “If I had let fear steer me, I wouldn't be here. Trust in God and He'll make sure you are where you need to be . . . and then it's up to you to make the best of it.”

Now she is looking for a job in or around Spokane where she can apply her business and/or health care skills, perhaps with a business with global perspective. But before settling in, she'll fly back to Sweden to embrace her mom and share the graduation celebration that mom was unable to attend. A fitting next step for the woman who found her initial direction in a Budapest bar.

ALUMNI SUCCESS

AICPA HONORS ACCOUNTING ALUMNA JULIE BAKER

“The success I enjoyed on the CPA exams would not have been possible without my Gonzaga education. The faculty genuinely care about each student’s success and they create a tight-knit environment where all students are motivated to thrive and to help one another succeed,”



Julie Baker, who earned a Bachelor of Business Administration degree in accounting and finance from Gonzaga University in 2020, is among 89 winners of the prestigious 2020 Elijah Watt Sells Award from the American Institute of CPAs (AICPA) honoring the nation’s top performers on the Uniform CPA Examination.

To qualify for the award, CPA candidates must obtain a cumulative average score above 95.50 across all four sections of the Uniform CPA Examination, pass all four sections on their first attempt and have completed testing in 2020.

One of nearly 75,000 individuals who sat for the CPA Exam in 2020, Baker credited Gonzaga for preparing her to excel.

“The success I enjoyed on the CPA exams would not have been possible without my Gonzaga education. The faculty genuinely care about each student’s success and they create a tight-knit environment where all students are motivated to thrive and to help one another succeed,” said Baker, who serves as an audit associate at KPMG in Seattle. “In that regard, I must thank my peers who made the countless hours in the library bearable (if not fun). I’m honored to have been a part of the Gonzaga accounting program.”

Matthew Hoag, Ph.D., CPA, coordinator of accounting, described Baker as a hard-working and inquisitive student.

“We are excited for Julie and congratulate her for winning the Elijah Watt Sells Award, which is an impressive honor and is a testament to Julie’s hard work and technical acumen,” said Hoag. “Throughout her time at Gonzaga, Julie excelled as a student and her natural curiosity and hard work made those around her better. As a student, she consistently asked insightful questions, she was diligent and driven to master the technical subject matter, and she engaged her classmates to facilitate the sense of community

that makes Gonzaga accounting special. We celebrate Julie and her enormous success on the CPA exam, and we look forward to seeing her make her mark on accounting in the years ahead.”

In addition, Baker spent a semester studying abroad at Gonzaga-in-Florence, Italy, and still completed her degree in four years.

Gonzaga ranks 10th best in the nation among large programs for its first-time pass rate on the Uniform Certified Public Accountant Examination, according to results recently released by the National Association of State Boards of Accountancy. Gonzaga also remains No. 1 among schools in the Pacific Northwest and on the West Coast.

With a pass rate of 82.4% across all sections of the exam, Gonzaga remains far above the national average for the first-time CPA pass rate of around 50%, according to statistics published by the NASBA.

The Elijah Watt Sells Award program was established by the AICPA in 1923 to recognize outstanding performance on the CPA Exam. Sells, one of the first CPAs in the U.S., was active in the establishment of the AICPA and played a key role advancing professional education within the profession.

FACULTY AND STAFF SUCCESSES

TIMOTHY OLSEN FULBRIGHT SCHOLAR



Timothy Olsen, Ph.D., assistant professor of management information systems, has been selected as a Fulbright U.S. Scholar for the 2020-2021 academic year by the U.S. Department of State and the Fulbright Foreign Scholarship Board.

Olsen is currently scheduled to travel to Kuala Lumpur, the capital city of Malaysia — in the Klang Valley — where he will live and teach at the University of Malaya. He will conduct research with a government agency in Cyberjaya, 30 minutes south of Kuala Lumpur.

High unemployment and lack of work opportunity for historically marginalized people are challenges many countries face. Olsen's research will explore a question many have asked: Can crowdsourcing offer viable employment opportunities to these populations?

"Internet platforms and apps have enabled people to easily earn extra income — we are familiar with the examples of Uber, Airbnb, and DoorDash here in the United States. Similar platforms are being used in Southeast Asia and afford decent work opportunities across several industries for people who may otherwise not have alternatives. The interesting question is how the poorest citizens, who may not have access to capital or resources like a car, can take advantage of new opportunities through new government practices and policies," Olsen notes. "Malaysia has been thinking about this question longer and more deeply than any other government, and it is exciting to have the opportunity to study their innovative crowdsourcing programs."

Malaysia identified crowdsourcing as a way to provide work opportunities to the unemployed and underemployed in 2013. By January 2021, Malaysia's state-funded Digital Economy Corporation (MDEC) will have seven years' experience using crowdsourcing to provide work opportunities to the unemployed

and under-employed through the eRezeki and Global Online Workforce (GLOW) initiatives. The eRezeki program consists of low-skill work that is done online (e.g., data entry, data extraction) or coordinated online (e.g., delivery services, car repair, cleaning). The GLOW initiative encompasses more professional work (e.g., programming, graphic design, content writing).

Olsen will examine, through a qualitative case study, how Malaysia has developed these programs. Data collection efforts will include stakeholder interviews including with directors of the National Crowdsourcing Initiative, managers of partner platforms, training coordinators, crowd workers, document analysis of internal and external reports and strategic plans, and observations of planning meetings, and worker trainings. This case study will illuminate valuable lessons learned that may be useful to other governments and nonprofits, as well as academic insight into the factors that made it possible.

His research will proceed with a simple question: How is the government of Malaysia preparing its citizens for new job opportunities and facilitating the growth of available work through the National Crowdsourcing Initiative(s)?

Olsen began teaching at Gonzaga in 2014. His areas of research include crowdsourcing of business processes, and business process management. He is recognized as a leading academic on the business potential for crowd labor. His work is published in MIT Sloan Management Review and other top conferences and journals including Strategic Outsourcing, and Computer Supported Cooperative Work. He earned a Ph.D. from Georgia State University (2012). Prior to that, he worked as a systems engineer at FamilySearch.org and as an associate at Ernst &

Young and earned a master's degree in information systems management from Brigham Young University (2007).

Olsen is one of more than 800 U.S. citizens who will conduct research and/or teach abroad for the 2021-2022 academic year through the Fulbright U.S. Scholar Program. Fulbrighters engage in cutting-edge research and expand their professional networks, often continuing research collaborations started abroad and laying the groundwork for future partnerships between institutions. Upon returning to their home countries, institutions, labs, and classrooms, they share their stories and often become active supporters of international exchange, inviting foreign scholars to campus and encouraging colleagues and students to go abroad. As Fulbright Scholar alumni, their careers are enriched by joining a network of thousands of esteemed scholars, many of whom are leaders in their fields. Fulbright alumni include 60 Nobel Prize laureates, 88 Pulitzer Prize recipients, and 37 who have served as a head of state or government.

The Fulbright Program is the flagship international educational exchange program sponsored by the U.S. government. It is designed to forge lasting connections between the people of the United States and of other countries, and help people and nations work toward common goals. Since its establishment in 1946, the Fulbright Program has enabled more than 390,000 dedicated and accomplished students, scholars, artists, teachers, and professionals of all backgrounds to study, teach and conduct research, exchange ideas, and find solutions to shared international concerns.

For more information about the Fulbright Program, visit <http://eca.state.gov/fulbright>.

SBA TRANSITIONS:

RETIREMENTS

Rich Tradition. Bold Future.



Jason C.H. Chen, Ph.D.

Professor Emeritus Management Information Systems

After dedicating 36 years of his life to the School of Business Administration at Gonzaga University, Dr. Jason Chen retired from a career that he had been committed to since his early adulthood. His career in education began as a high school teacher as soon as he graduated from Taiwan Normal University, a prominent university in Taiwan. During his tenure at Gonzaga University, Jason left several legacies to the business school and the Management Information Systems discipline. He was the founder of the MIS discipline, the recipient of plenty of awards, and founding editor of several reputable MIS journals.

Jason's dedication and commitment to the business school and the MIS discipline was exemplary. Arriving at Gonzaga in 1985, Jason was recruited to teach quantitative subjects. Before

long, he recognized the importance of information technology in the business education and expected the growth of the MIS profession. In the mid-1990s, he founded the MIS discipline and built the program from ground up. Since then, he almost singlehandedly designed the MIS curriculum, acquired external funding for technologies in the early days of the discipline (commercial values at more than four million), and recruited and mentored newly hired MIS faculty members. I, for one, been benefited from his dedication and mentorship. From the mid-1990s to 2007, he assumed the role of the MIS discipline coordinator and led the discipline. Under his leadership, the MIS discipline had grown to a prosperous area with four full-time faculty members, half dozen part time instructors, and hundreds of students at its peak.

In addition to being a dedicated educator, Jason was a prolific researcher and an achieved scholar. Over the years, he published about 80 academic articles and made nearly 60 presentations. His contribution to academic literature had earned him University Exemplary Award for Faculty Excellence five times (2002, 2004, 2006, 2011, and 2014). He was rewarded with C.H. Barnes Faculty Fellowship Achievement Award six times in a row (2013 – 2018), with Centioli Faculty Excellence Award twice (2002, 2004), with Coeur D'Alene Mines Faculty Research Award twice (2008, 2011) and with Faculty Fellowship more than 15 times. Jason was the Honorary International Chair Professor at the National Taipei University of Technology for three years (2012 – 2015). His achievements in this regard were clearly

extraordinary.

Due to his outstanding academic achievement, Jason was invited to serve as the founding editor and, thereafter, the Editor-In-Chief of two journals: International Journal of Revenue Management, and International Journal of Business and Systems Research. He was frequently sought to serve as program chairs of conferences and constantly invited to give talks at universities in countries such as Spain, Poland, China and Taiwan. One of the great honors was that he was invited as the keynote speaker giving a talk on creating and sustaining competitive advantage for SME using information technology for Ministry of Economic Affairs in Taiwan in 2010. He represented Gonzaga University in various avenues well.

Besides his accomplishment in academics, Jason also made an impactful contribution to the practice in the industry. In the years of 1992 – 1994, he was the system designer for an MIS project in China, which was a United Nation Development Program (UNDP) project sponsored by the World Bank. In this project, he designed a spark program information system. In 1998, he was awarded the Boeing Business Faculty Fellowship and functioned as faculty in residence at Boeing. He participated and observed the operations of information systems in Boeing and then made recommendations for improving internal performance to top managers at Boeing.

Jason had made a remarkable career at Gonzaga University and is ready for a new chapter of his life. He will surely be missed!

– Dr. Ta-Tao Chuang

SBA TRANSITIONS:

RETIREMENTS
CONT.

**Rich
Tradition.
Bold
Future.**



Mark J. Shrader, Ph.D.
Professor Emeritus Finance

When I was in about 7th grade, I recall learning about “Venn Diagrams.” These illustrations consisted of a series of circles which could be used to sort individuals according to the traits or conditions shared by those subjects within each circle. The area where these circles overlapped captured what those individuals had in common: the shared all the traits of the intersecting circles. In other words, the breadth of anyone’s background, interests, and characteristics could be depicted by the number of circles in their Venn Diagram. But, the uniqueness of any individual’s profile could be thought of as the inverse proportion of the diagram’s overall area that is made up of the overlapping areas among their personal circles. That is, the smaller the region of intersect, the more unique the person.

Mark Shrader’s Venn Diagram has many circles, and they share a very small area of overlap, particularly among Gonzaga professors. First, upon his retirement, Mark qualified as “an institution” at GU, having arrived in 1987 and staying over 33 years. This places Mark in a circle shared by just a few other Emeritus Professors with long tenures at Gonzaga such as Drs. Eddy Birrer, Dan Brajcich, and Jasen Chen. Next, as a past winner of the University’s annual Exemplary Faculty Award, Mark joins a small number of his peers whose contributions were not confined to their students’ learning, but who were also effective at promoting the institutional success of Gonzaga and its mission. Additionally, Mark’s research spanned topics as diverse as entrepreneurship, financial education, philanthropic motivation, investments, and corporate decision-making. Thus, in an academic world that’s characterized by the specialist, Mark’s interests and knowledge were broad, making him a unique resource for students and for his colleagues alike.

An outdoor sportsman whose passions included golf, skeet shooting, and fly fishing; Mark was a mentor to many of us who chose to follow his footsteps into one of those interests that lend themselves to living in the Pacific Northwest. His easy-going, measured, native-Texan manner was as evident when he taught

me to fly fish as it was to the students in his classroom, although the latter probably had more long-term success but not more enjoyment! Perhaps Mark’s most important and unusual quality is his judgment. Many of us sought his wise counsel when facing a daunting choice or when tempted to pursue a rash action: many times Mark “saved my bacon” by injecting clear-headed and rational good sense for my consideration when I was tempted by passionate detours into poorly considered decisions. Mark, therefore, was truly a necessary condition for my career having turned out as well as it did. Like many others, I owe him a lot.

Returning to 7th grade, I can imagine drawing a Venn diagram that includes a Texan with good judgement (!), an amiable resource and a productive scholar, a knowledgeable and dedicated professional, a long-term contributor to multiple facets of our university’s mission, someone who really made going to work fun and stimulating. Those represent “Venn circles” that have rarely overlapped, but where they did, there Gonzaga found Mark Shrader. Thank goodness.

-Dr. Kent Hickman

SBA TRANSITIONS:

NEW HIRES

**Rich
Tradition.
Bold
Future.**



Yoonsoo Nam

Assistant Professor
Finance

EDUCATION

Ph.D., Finance, Washington State University
M.A., Economics, University of Montana
B.S., Economics, University of Oregon

ABOUT

Dr. Yoonsoo Nam teaches Intermediate Finance at undergraduate level.

Dr. Nam's research interest focuses on capital raising, capital structure, corporate governance, law, lease, regulation, and risk management. His research works are published in *Journal of Financial and Quantitative Analysis*, *Financial Management*, *Pacific Basin Finance Journal*, *Journal of Behavioral Finance*, *Australian Journal of Management*, and *Journal of International Financial Markets, Institutions, and Money*. He has presented scholarly works at Financial Management Association Annual Meeting, Financial Management Association Doctoral Student Consortium, Southern Finance Association Annual Meeting, Hawai'i Accounting Research Conference, and Annual Mannheim Taxation Conference.

Dr. Nam serves as a reviewer for journals and academic conferences, including *Journal of Business Finance and Accounting*, and Financial Management Association Annual Meeting.



Shan Xiao

Assistant Professor
Management Information Systems

EDUCATION

Ph.D. Mississippi State University,
M.S. Middle Tennessee State University
B.A. Dalian Minzu University, China

ABOUT

Dr. Shan Xiao joined the School of Business Administration at Gonzaga University as an Assistant Professor of Management Information Systems in the fall of 2021. She received her doctoral degree in Management Information Systems from Mississippi State University and she had over six years of field experience in information systems at Hewlett Packard. She is Project Management Professional (PMP) certified. Her research interest concentrates on individuals' decisions on cybersecurity behaviors, such as persuasive communication, information security compliance, and data privacy issues.

FEATURED EVENTS:

Chris Lowney on Leadership: LIVE FOR PURPOSE GREATER THAN YOUR OWN



Noted author and business leader Chris Lowney left little doubt about his Jesuit influence as he delivered the first lecture in the Canfield Family Lifelong Learning Series, Nov. 5, 2020 hosted by the Gonzaga University School of Business Administration.

The one-time Jesuit scholastic who later served in key international managerial posts for JP Morgan and currently as board vice-chair of CommonSpirit Health, the nation's largest nonprofit health system by revenue, often finds himself asking, "What would Ignatius do?"

In fact, the first of his eight books is "Heroic Leadership: Best Practices from a 450-Year-Old Company that Changed the World" (2003), and later, "Pope Francis: Why He Leads the Way He Leads: Lessons from the First Jesuit Pope" (2013).

He told a live streamed audience about how what he learned in 2020 to help him lead better in 2021. The first important step is to acknowledge that 2020 has been a year of great volatility, where complexity, ambiguity and uncertainty are the common denominators.

"When I don't know how the world will be in six months, let alone in a year, it is very tough to make a call," he says. Pope Francis offered an apropos meditation that resonates with Lowney.

"We cannot simply wait for what we are experiencing to pass, under the illusion that things will return to being how they were before," Pope Francis said.

Lowney says leading in the world of volatility, uncertainty, complexity and ambiguity means we all have to become comfortable in leading in this world of discomfort.

He referenced a recent Deloitte survey of their clients, 80% of which cited leadership as a top priority, but only 41% of those same folks think their organizations are ready to lead in this new pandemic-riddled world.

These calamitous times require a new culture of leadership, he says, where everyone embraces their own leadership opportunity and responsibility.

He says we all must improve our leadership skills, be more adaptive, become more ingenious, characterized by inner freedom. Be ready to shift to plan B. He suggests acquiring a daily habit of reflection to stay centered as the world around us continues to swirl. Finally, he says we need to live for purpose greater than ourselves, and to be grateful.

BECOMING MORE INGENUOUS, ADAPTIVE LEADERS

He finds examples of these concepts on the streets, literally, of New York City.

He described a hospital in downtown Los Angeles which closed at the end of 2019, and how his hospital system, CommonHealth, reached out, and together the two groups, through a new cultural leadership, reinvented the hospital to serve as a center to treat

the most ill COVID-19 patients. Within a matter of weeks, the hospital was operational. Normally, this would have taken a year or more. But there was a need, health care providers skilled in other disciplines all became COVID doctors and nurses for the time being, and lives were being saved. People adapted with ingenuity and creativity.

He believes higher education, technology and manufacturing enterprises have adapted to a new cultural leadership “because we had no other choice.”

UNLOAD YOUR INNER BAGGAGE

When COVID-19 came, food pantries shut down and shelters closed their doors. For some time Lowney and others had handed out food on Tuesday nights in New York City to those living without homes. Because the pantry was shut down, volunteers drove around the city offering handouts from their cars.

New York City had become a ghost town. One evening driving around, Lowney encountered a man, Bob, charging his phone at a street charging station. Bob formerly charged his phone in a library to get off the street and out of the cold. Libraries closed down. So did fast food restaurants and other public places, which made urination a demoralizing task for Bob.

Lowney said, “I had worked with corporate leaders who were not halfway as resilient as Bob was, despite all of his hardship.” This man understood this world didn’t revolve around him, and he knows he doesn’t control the world, and he was OK with that.

One of the proofs that gives us courage to cope is to come to grips with humility, Lowney says. “It’s not my world alone and I can’t control it. I might not always be right, so I need to listen to others.”

WORLD DOESN’T REVOLVE AROUND YOU

Another night on his Tuesday deliveries, he saw a man, Dev, and asked if he would like a peanut butter sandwich. “He was so grateful to me; he had tears in his eyes,” Lowney recalls. They talked a bit, it was near the end of his shift, and he offered Dev another sandwich. Dev stepped back and said no. He said there are people up the street under some scaffolding and they need it more.

“I was so struck by this man’s sense of gratitude. Why should the fact I have a full pantry make me any less grateful than Dev?”

The power of gratitude is so important, Lowney says. Then he invited everyone in his virtual audience to stop right there and

take a minute to send a text or an email of gratitude to someone they care about. If we could make places full of more gratitude, we would have happier and more productive places, he says.

In his stories, he did not speak a thing about tactics. Rather, he spoke about “how do I think about my life as a leader and what kind of behavior do I exhibit.”

TAKE A PIT STOP

Ignatius invites us to take a mental pit stop every day, Lowney continues. Every race car driver knows they need to stop as they can’t complete the race without it. He suggests your pit stop include these things:

1. A reminder of what you’re grateful for.
2. Expanding or uplifting your horizon. Taking time to think beyond the emails, phone and text messages that are right in front of you.
3. Reviewing your day so far, problems you had to deal with, and take away some little lesson you can use in the next few hours. Maybe make amends.

The genius of this simple practice becomes so obvious. We float along on this river of emails, meetings, text messages and phone calls, and when we get to the end of the day, we find ourselves 100% present to every distraction that blocks our radar. But the only thing we haven’t been present to is the most important one, that being what’s going on inside of us, and what’s our relationship with our Creator, Lowney says.

Doing this process every day, says Lowney, “automatically helps me review and acquire some of the virtues, gratitude and understanding that it’s not my world. This allows me to review and incorporate some of these leadership values I’ve been talking about.”

The Canfield Family Lifelong Learning Series was established in 2018 by Brad (’80) Canfield, wife Lesley and their children Jessica (’17) and Max (’19), to drive intellectual dialogue through high-profile speakers.

Lowney’s speech is available at <https://www.youtube.com/watch?v=jia4o72V2Mw>.

By Dale Goodwin (’86)

FEATURED EVENTS CONT:

ARAM LECTURE ON BUSINESS ETHICS



In the fall of 2020 the SBA held its 6th Annual Ethics Week. During the week, attendees listened to business and industry experts discussing topics related to business ethics and best practices, corporate social responsibility, the environment, and sustainable business strategies.

The featured event was the 12th Annual Aram Lecture on Business Ethics, Ethics and Equity in the Midst of a Pandemic featuring

keynote speaker Julie Frye, Principal, Strategic Investment Fund at the Bill & Melinda Gates Foundation. Julie spoke on the topic “Ethics and Equity in the Midst of a Pandemic.” Back in March 2020, hospitals across the U.S. had to make decisions about who would receive care amidst a shortage of hospital beds. Seven months later, many global leaders continue to make painful trade-offs daily: Does a country buy 10 malaria tests or one COVID-19 test? Do test results matter if a country can’t afford to care for these patients? Who should receive the limited global supply of vaccines? But the story doesn’t end here. Amidst mounting challenges, leaders are demanding more equitable access to critical COVID supplies, with some surprising results.

Julie is a Principal for the \$2 billion Strategic Investment Fund of the Bill & Melinda Gates Foundation.

Her portfolio primarily contains companies that improve primary healthcare, maternal and child health, and infectious disease. Recognizing that there will never be enough trained medical providers she is particularly focused on the role that technology-enabled diagnostics, devices, and software can enable doctors, midwives, and community health workers to provide higher quality care in low- and middle-income countries.

Before joining the foundation, Julie held finance roles at a publicly traded company and with a microfinance organization in Nicaragua. She began her career in public accounting with KPMG and is a proud graduate of Gonzaga University.

The Aram Lecture is a keynote address given each year by a visiting lecturer invited by Gonzaga University's John L. Aram Professor of Business Ethics (currently held by Dr. Brian Steverson). The professorship was established in honor of John Aram, a Gonzaga trustee and benefactor. The goal is to give students greater awareness of the ethical dilemmas faced by decision makers in business and government.

PIGOTT ENTREPRENEURSHIP LECTURE



In the Spring of 2021 the SBA hosted the 9th Annual Pigott Entrepreneurship Lecture Kaspian: 0 to 90 in 7, featuring keynote speaker Tom Simpson, Entrepreneur, Angel Investor, Mentor, and Co-founder of Kaspian (formerly etailz). The presentation highlighted Tom Simpson’s background as an investment banker

and venture capitalist, how Kaspian was incubated at Gonzaga University, the drivers behind the company’s growth, the impact on the Spokane community and lessons learned.

Tom Simpson is CEO of Ignite Northwest which focuses on funding, enlightening and mentoring explosively growing companies in the Spokane region. He has over 35 years of

experience as an investment banker, venture capitalist, angel investor and entrepreneur. In addition to his role with Ignite, he is President of the Spokane Angel Alliance, Managing Member of Kick-Start angel investment funds and serves on the boards of Arevo Health, GenPrime, Kaspian, Medcurity, Reenue, and Vaagen Timbers. Previously, he was co-founder and Executive Chairman of Kaspian, an innovative eCommerce company which grew to \$120 million in revenues prior to being acquired in 2016. He holds a BA in business administration from the University of Washington and an MBA from The Wharton School.

In 2018, Tom was inducted into Spokane's Citizen Hall of Fame for his contributions to Economic Development and Business in the region.

The entrepreneurship lecture is made possible through a permanent endowment established by the Pigott family to educate the next generation of global leaders.

HOUSING AFFORDABILITY: UNDERSTANDING THIS IMPORTANT ISSUE LECTURE

The Mozilo Chair of Business Administration and Gonzaga School of Business presented, Housing Affordability: Understanding this Important Issue. The moderator was Adriane Leithauser, Lecturer - Business Ethics Gonzaga University and the guest speakers included: Ben Stuckart, Director, Spokane Low Income Housing Consortium, Jonathan Mallahan, Vice President, Housing, Catholic Charities Spokane and Terri Anderson, Director, Tenants Union of Washington State, Spokane

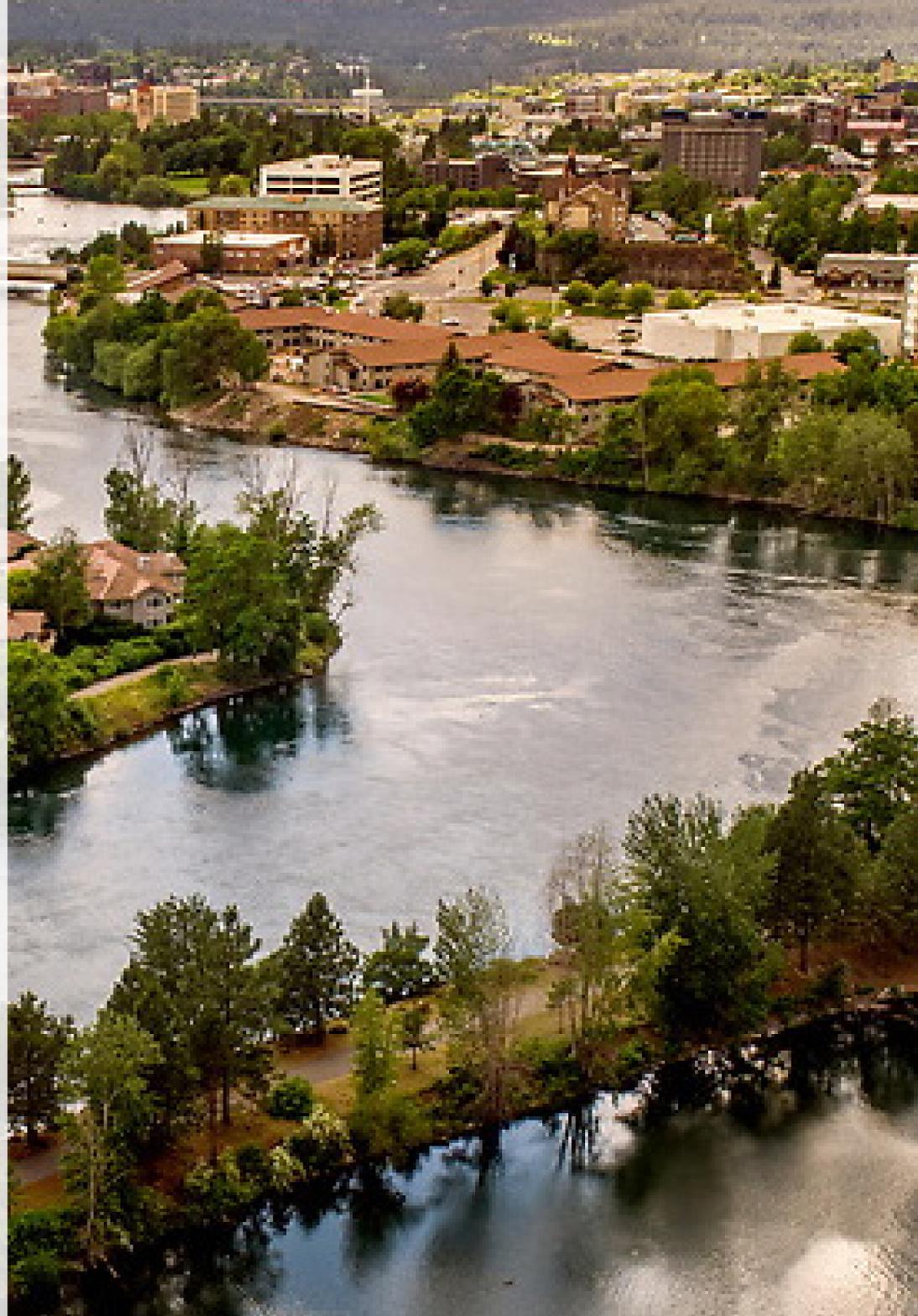
ADVISORY BOARDS

THE SCHOOL OF BUSINESS HAS
125+ BOARD MEMBERS
SERVING ON **10** BOARDS
FROM **6** STATES
REPRESENTING **100+** COMPANIES

The SBA has a number of advisory boards that include individuals from within Gonzaga, from across the region, and experts from different industries who have extensive experience in business and other related fields.

Advisory Board members contribute to the business school in a number of ways: committing their time, energy, expertise and their financial resources to helping the school achieve its mission. Our Board members help determine the school's direction, develop priorities, participate in programing and other educational initiatives, and serve as advocates in business, community, and educational circles.

The SBA is extremely thankful to these talented and generous individuals for the many ways they have shaped our purpose and our impact.



360 Consulting Group
Ace Hardware Corp
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Apple, Inc
Archbright
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Axis Capital
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Convoy
David Green CPA PLLC
Deloitte Tax LLP
Demars Financial Group LLC
Eide Bailly LLP
Entrepreneurship Resources, Inc.
Etailz
eTrade
Farm Credit Financial Partners, Inc.

Fed Credit Union Insurance
General Dynamics Mission Systems
Gesa Credit Union
GFMI
GGG Attrorneys
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Grant Thornton LLP
Graphiq! + Melee
Group Health Cooperative
Health & Welfard Consulting, Arthur J. Gallagher & Co
Health Care Co. (Boise, ID)
Hecla Mining Co
Heiskell MacGillyray & Associates, PS
HMA CPA, PS
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Husted Leadership Consulting, LLC
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Itron, Inc.
Kootenai Health
Kristofer Capital Management, LLC
Lakeside Capital Group, LLC
Lee & Hayes

Lydig Construction
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Microsoft Corp
Microsoft, Bridal Bliss
Moss Adams LLP
Movsi.com
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Nike
Northwest Farm Credit Services
Numerica Credit Union
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Seattle Mariners
Signia Capital Management
Spokane Club
Spokane International Airport
Spokane Overstock
Spokane Rock Products
Spokane Teacher Credit Union
Sustainable Organization
Teach for America
TG
The Fish Folks
The Old Gold, Paydirt & Tough Luck Bars
The Wolff Company
Triad Behavioral Health
TruRooms INC.
University of Oregon
URM Stores
US Bank
Valleyfest
Velop and Needsmet
Washington Trust Bank
WildRide
Witherspoon Brajcich McPhee
Yokes Foods, Inc.

FACULTY AND STAFF

AWARDS & RECOGNITIONS

Barnes Vision Academic Excellence Award

Congratulations to **Dr. Rebecca Bull Schaefer** for receiving the 2020-2021 Barnes Academic Excellence Award. This award recognizes excellence in teaching and academic advising as well as diversity and inclusion initiatives, experiential learning initiatives and bringing national recognition to the SBA.

Barnes Vision Engagement Award

Congratulations to **Jillian LaBelle** for receiving the 2020-2021 Barnes Engagement Award. This award recognizes engagement with the university and business community. It includes service and involving the business community in the school as well as volunteerism, educational programming and outreach, partnerships with community stakeholders, and community-engaged learning.

Barnes Vision Inspiration Award

Congratulations to **Dr. Kevin Henrickson** for receiving the 2020-2021 Barnes Inspiration Award. This award recognizes engagement with the Jesuit mission of the university through teaching, research, advising or service and includes leadership in mission activities on campus, student mentoring activities, and sustainability initiatives.

Centioli Faculty Scholars Excellence Award

Congratulations to **Dr. Todd Finkle** and **Dr. Vivek Patil** for receiving the 2020-2021 Centioli Faculty Scholars Excellence Award. This award is given to two faculty members in recognition of all-around academic excellence in intellectual contributions and teaching effectiveness.

Loeken Academic Excellence Award

Congratulations to **Dr. Peggy Sue Loroz** for receiving the 2020-2021 Loeken Academic Excellence Award. This award recognizes all-around academic excellence in teaching, intellectual contributions, service, and other professional activities.

Loeken SBA Vision & Values Award

Congratulations to **Dr. Sara Kern** and **Dr. Brian Steverson** for receiving the 2020-2021 Loeken SBA Vision and Values Awards. This award recognizes two faculty members for their significant contribution in helping the SBA fulfill its vision and live its values.

Zimmer Intersection Award

Congratulations to **Dr. Ta-Tao Chuang** for receiving the 2020-2021 Zimmer Intersection Award. This award recognizes a faculty member who designs and implements a new upper division course that brings the three values of our business school together – Excel, Engage and Inspire. The course will be academically challenging (excel), it will involve individuals from outside the business school (engage), and it will have a significant mission component (inspire). A course release will also be made available to the faculty member, to be used the semester after the teaching of the newly designed course.

Barnes Faculty Fellowships

Each of the following faculty members will receive a Clarence H. Barnes Fellowship award based on their publication of peer-refereed article(s) or unconditional acceptance of a peer-reviewed article(s). Congratulations to all of them for the awards received due to their published research in the past year.

Bud Barnes

Mirjeta Beqiri

Scott Bozman

Paul Buller

Don Hackney

Dan Law

Matt McPherson

Masha Tackett

Danielle Xu

Yelin Zhang

PROMOTIONS:

Cathy DeHart, Senior Lecturer of Accounting

Donald Hackney, Professor of Business

Casey McNellis, Associate Professor of Accounting

Justin Morscheck, Associate Professor of Finance

LONG-SERVING FACULTY AWARDED

EMERITUS STATUS:

Jason C.H. Chen, Professor Emeritus of MIS

Mark Shrader, Professor Emeritus of Finance

FACULTY PUBLICATIONS

School of Business Administration faculty members embrace the vision and values of the school exemplified by their professional development work. The research produced by our faculty allows them to bring cutting-edge knowledge to the classroom, helping ensure that the SBA delivers a high quality, relevant education to all its students. This is particularly valuable in the SBA's graduate programs where our students are more likely to take this knowledge back to the organizations they serve. Beyond the classroom, our faculty deliver knowledge to our community partners through consulting, speeches and talks, board service, and other networking opportunities. All of these activities allow for a higher quality of engagement between the SBA and the communities it serves.

Explore the depth and breadth of our faculty's most recent publications, and ongoing research.

YEMISI AWOTOYE

Awotoye, Y. F., Javadian, G., & Kpekpena, I. (2020). Examining the Impact of Working from Home on a Working Mother's Organizational Commitment: The Mediating Role of Occupational Stress and Job Satisfaction. *Journal of Organizational Psychology*.

CLARENCE H. BARNES

Barnes, C. H., & Buller, P. F. (2021). Student Managed Investment Funds: An Exploratory Study of a Model That Works. *Journal of Accounting and Finance*.

GERHARD BARONE

Barone, G. J. (2020). Larson Industries: A Case on Identifying and Researching Revenue Recognition Issues. *Issues in Accounting Education*.

RANDALL BENNETT

Bennett, R. W. (in press, 2020). Next Game Reaction to Mispriced Betting Lines in College Football. *Applied Economics Letters*.

CARL BOZMAN

Bozman, A., Xu, D., & Bozman, C. S. (in press, 2020). The Incremental Effect of Satisfaction on Stock Price. *Journal of Applied Business and Economics*.

McPherson, M., Friesner, D., & Bozman, C. S. (in press, 2020). Mapping the Inter-Relationships between Community Assets. *International Journal of Social Economics*.

Friesner, D., Bozman, C. S., McPherson, M., Valente, F., & Zhang, A. (in press, 2020). Information Entropy and Scale Development. *Journal of Survey Statistics and Methodology*.

ANDREW BRAJCICH

Friesner, D. L., & Brajcich, A. M. (in press, 2021). Assessing Financial Statement Comparability Using Spreadsheet Modeling. *Journal of Theoretical Accounting Research*.

Brajcich, A. M. (2020). The Credit Shelter Trust in the Time of Portability. *Insights*.

PAUL BULLER

Barnes, C. H., & Buller, P. F. (2021). Student Managed Investment Funds: An Exploratory Study of a Model That Works. *Journal of Accounting and Finance*.

Santos, N., Porth, S., Lee, J., & Buller, P. F. (2020). Editorial: After the Pandemic, Rebuilding with Ethics and Justice. *Journal of Jesuit Business Education*.

REBECCA BULL-SCHAEFER

O'Brien, J., & Bull Schaefer, R. A. (2020). Deadly Distraction – Eastern Air 401: The Accident that Changed Aviation Forever. *The Case Journal*.

TA-TAO CHUANG

Chuang, T., Nakatani, K., & Patil, V. H. (2020). A Concentric Framework for Leveraging Big Data for Business Value. *International Journal of Big Data Management*, 1 (2), 166-180, doi: 10.1504/IJBDM.2020.112414.

Chuang, T. (in press, 2020). A Comparison Between Expected Value and Perceived Realized Value of Cloud Computing: An Exploratory Study. *International Journal of Business and Systems Research*.

JOHN CORREIA

Compeau, D., Correia, J., & Jason, T. (in press, 2021). When Constructs Become Obsolete: A Systematic Approach to Evaluating and Updating Constructs for Information Systems Research. *MIS Quarterly*.

Marshall, B., Curry, M., Crossler, R., & Correia, J. (in press, 2021). Machine Learning and Survey-based Indicators of InfoSec Non-Compliance. *ACM Transactions on Management Information Systems*.

Belanger, F., Crossler, R. E., & Correia, J. (2021). Privacy Maintenance in Self-digitization: Information Disclosure Decisions and Fitness Technology Usage. *The Data Base for Advances in Information Systems*.

TODD FINKLE

Finkle, T. A. (2021). Job market trends in the field of entrepreneurship during a Pandemic. *Journal of Management and Marketing Research*.

Finkle, T. A. (2020). Is there a need for entrepreneurship faculty in higher education?. *Research in Higher Education Journal*.

FACULTY PUBLICATIONS CONT.

DONALD HACKNEY

Hackney, D. D. (in press, 2021). Critical Thinking, Curriculum Mapping, and Economic Education: An Essay. *International Journal of Pluralism and Economic Education*.

Hackney, D. D., & Schibik, T. (2021). Mapping Foundations of Logical Analysis to Principles of Economics Courses. *International Journal of Pluralism and Economic Education*.

SARA KERN

Brody, R., Kern, S., & Ogunade, K. (2020). An insider's look at the rise of Nigerian 419 scams. *Journal of Financial Crime*.

DANIEL LAW

Knight, M. E., Cooper, M. L., & Law, D. W. (in press, 2021). Exhaustion and Job Performance in Public Accounting: The Mediating Role of Job Satisfaction. *Global Journal of Accounting and Finance*.

PEGGY SUE LOROZ

Loroz, P., & Braig, B. M. (2021). How the Marriage of Nike and Tiger Woods Survived. *Business Case Journal*.

CASEY MCNELLIS

McNellis, C., Sweeney, J., & Dalton, K. (in press, 2020). The Impact of Requiring Audit Documentation on Judgments of Audit Quality and Auditor Responsibility. *Advances in Accounting Behavioral Research*, 24, 87-116.

VIVEK PATIL

Joanis, S. T., & Patil, V. H. (in press, 2021). Alphabetical ordering of author surnames in academic publishing: a detriment to teamwork. *PLOS ONE*, 16 (5), e0251176, doi: 10.1371/journal.pone.0251176.

Chuang, T., Nakatani, K., & Patil, V. H. (2020). A Concentric Framework for Leveraging Big Data for Business Value. *International Journal of Big Data Management*, 1 (2), 166-180, doi: 10.1504/IJBDM.2020.112414.

CHRISTOPHER STEVENS

Stevens, C. E. (2020). 90-second selling - An exercise in communicating value and persuading. *Journal of Marketing Development and Competitiveness*, 14 (4), 39-50.

MARIA TACKETT

Hall, J., Lacombe, D., & Tackett, M. (2020). Income Tax Adoption and Spatial Diffusion. *Atlantic Economic Journal*, 48 (5), 185-193.

ASHISH THATTE

Thatte, A., & Dhupal, P. (in press, 2020). Insights Into Responsiveness Criteria Impacting Firm Competitiveness. *Journal of Competitiveness Studies*.

Thatte, A., Agrawal, V., & Dhupal, P. (2020). A Dimension Level Exploratory Study of Supply Chain Responsiveness and SCM Practices. *Journal of International Business Disciplines*.

RICHARD VANN

Tanner, E. C., Vann, R. J., & Kizilova, E. (2020). Consumer-Level Perceived Access to Health Services and Its Effects on Vulnerability and Health Outcomes. *Journal of Public Policy & Marketing*.

Stornelli, J., Pereira, B., & Vann, R. J. (2020). Big Picture, Bad Outcomes: When Visual Perspectives Harm Health Goal Pursuit. *Journal of Consumer Psychology*.

DANIELLE XU

Maio, P., & Xu, D. (2020). • Cashflow or Return Predictability at Long Horizons? The Case of Earnings Yield. *Journal of Empirical Finance*.

Chen, L., Jiang, G., Xu, D., & Yao, T. (2020). Dissecting the Idiosyncratic Volatility Anomaly. *Journal of Empirical Finance*.

Xu, D., Bozman, A., & Bozman, C. (2020). • The Incremental Effect of Satisfaction on Stock Price, With Adam Bozman and Carl Bozman. *Journal of Applied Business and Economics*.

YELIN ZHANG

Johan, S., & Zhang, Y. (in press, 2020). Quality Revealing versus Overstating in Equity Crowdfunding. *Journal of Corporate Finance*.

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Bank of America Charitable Gift Fund

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Holly Brajcich and Tom

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Rebecca Cates

John and Gerri Ceserani

Tanner Chaffin

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Caitlin Curran

John and Linda Curtis

Kevin and Mary Jean Daniels

Robert and Raeceil Day

Jeffrey and Susan deBoer

Mr. and Mrs. Kurt Dehmer

Deloitte Foundation

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Francisco and Teresa Dominguez

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Robert F. Gillo and Michele Tiesse-Gilb

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