

2018-19

GONZAGA UNIVERSITY SCHOOL OF BUSINESS ADMINISTRATION

# Annual Digest



School of Business  
Administration



## Letter from the Dean

Hello from your School of Business Administration. We are very pleased to bring you the fall issue of the Gonzaga University School of Business Administration Digest. We appreciate the opportunity to share with you updates and news.

The 2019-20 academic year has started and we are off to a fantastic start. We continue to offer a first-class business education. Our students, staff, and faculty continue to achieve and perform at the highest levels. We are one of the finest Jesuit business schools in the world. We have great students, an excellent faculty, and an effective, professional staff. We have successfully implemented most of our current strategic plan and we are in the process of refining and updating it. We have been mentioned in multiple national rankings, our placement rate is exceptional, our students dominate in competitions, and our faculty produces valued research. Our overall level of performance for the past few years has been validated by our accreditation status with the AACSB: we are accredited in both business and accounting....a distinction shared by fewer than 200 business schools worldwide. Our successes are a wonderful testament to our students, faculty, and staff, and to supporters like you. Thank you!!

We are proving on a daily basis that we are a global leader in Jesuit business education. This vision is driven by our values of excellence, engagement, and inspiration. While all are critical to what we do, we have chosen to focus this issue on our value of engagement. More specifically, "We actively engage in our university and our community."

As you read through this issue of our digest, you will see many examples of how we do just that. We are enthusiastically developing initiatives with other academic units (e.g., the School of Engineering & Applied Sciences) on campus. We make parts of our curriculum (e.g., our one-credit weekend courses) and selected degree programs (e.g., our minor in sustainable business) available to all Gonzaga undergraduates. We support student club initiatives and we provide support on a regular basis to university partners and their projects (e.g., Career & Professional Development Treks). We regularly call on our community partners to coach and provide feedback to our students and they are always welcome in our classrooms. All of our boards, whether at the school or discipline level are active, engaged, and making a valued contribution to our student's education. These boards keep us in touch with what is happening in today's organizations and that allows us

to design curriculums and programs that benefit our students. Speaking of boards, many of our faculty and staff serve on the boards of local organizations. This good work is a win-win for the business school. And, of course, whether its sending our students on organizational tours, giving them the opportunity to take a class on-site at one of our partners, or supporting their efforts in numerous competitions, we are finding different ways to complement the outstanding education they are receiving in the classroom.

This digest provides a glimpse into our many successes. Our students, staff, and faculty are doing tremendous things and we are very aware that none of it would happen without you. Thank you for your on-going and generous support. Best wishes for a wonderful fall 2019!



PS...A great way for you to engage with us is to attend our annual Wine & Dine dinners. It is a first class event featuring fantastic pairings of food and wine. This year's dinner is scheduled for Friday, November 22nd in the Hemmingson Center here on campus. Our Seattle dinner will be held on Friday, May 15th. You can learn more about the event and make your reservations at: [www.gonzaga.edu/winedinner](http://www.gonzaga.edu/winedinner)

Sincerely,

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

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## NEW RANKINGS

### U.S. NEWS & WORLD REPORT NATIONAL RANKINGS

**Top 23%** - undergraduate business program

Undergraduate accounting **#33**

Undergraduate entrepreneurship **#37**

Undergraduate finance **#49**

Graduate accounting **#18**

Part-time MBA finance program **#21**

Part-time MBA **#44**

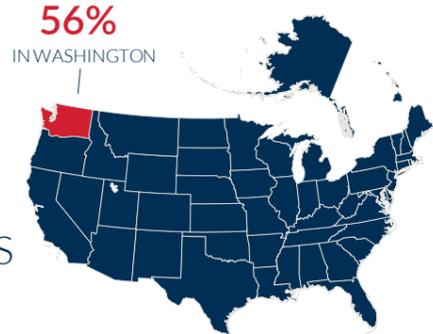
*(eleven consecutive years in the Top 100)*



**FACTS AND FIGURES**  
 SCHOOL OF BUSINESS ADMINISTRATION **UNDERGRADUATE**

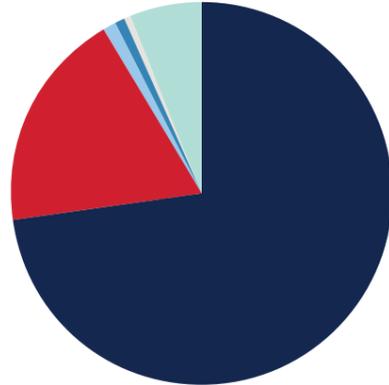
**\$49,558**  
 AVERAGE SALARY OF GRADS

GRADS ARE WORKING AND STUDYING IN **19** U.S. STATES AND **4** COUNTRIES



**96%**

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



- EMPLOYED - 78%
- CONTINUING ED - 16%
- VOLUNTEERING - 1%
- MILITARY - > 1%
- NOT SEEKING - 1%
- STILL SEEKING - 4%

**TOP EMPLOYERS**

AMAZON  
 DELOITTE  
 KPMG LLP  
 VANGUARD

**90%**  
 OF GRADS USED THE SERVICES OF **CAREER & PROFESSIONAL DEVELOPMENT**

\*BASED ON RESPONSES TO SUPPLEMENTAL SURVEY QUESTIONS

**73%**   
 OF GRADS COMPLETED AT LEAST ONE **INTERNSHIP\***

**1,400**  
 UNDERGRADUATE STUDENTS

**FACTS AND FIGURES**

SCHOOL OF BUSINESS ADMINISTRATION **GRADUATE**

**200**  
GRADUATE  
STUDENTS

**76%**  
**CPA Pass rates**

THE LATEST DATA SHOWED OUR FIRST-TIME CPA PASS RATE TO BE APPROXIMATELY 76% (

20<sup>TH</sup> IN THE COUNTRY AMONG LARGE PROGRAMS

**97%**

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

**\$64,432**

AVERAGE SALARY OF GRADS

**TOP EMPLOYERS**

DELOITTE  
GONZAGA UNIVERISTY  
MOSS ADAMS  
PWC

**TOP REPORTED INDUSTRIES**



ACCOUNTING



HIGHER  
EDUCATION



HEALTHCARE



MANUFACTURING



INVESTMENT/  
PORTFOLIO  
MANAGEMENT



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

## SBA TRANSITIONS NEW FACULTY MEMBERS

**Jillian R. LaBelle, CPA**  
Accounting Lecturer

**Yemisi Awotoye**  
Assistant Professor of Management

**John Correia**  
Assistant Professor of Management Information Systems

## SBA TRANSITIONS RETIREMENTS

### **Stacey Chatman**

Assistant Director of Admissions / AIE Program  
Manager Graduate Programs



When I think about Stacey, what comes to mind is all things warm and wonderful. She has a smile that can light up the entire world. Her heart is so big, it holds every person she has ever met. She is the epitome of hospitality. She made the School of Business at Gonzaga feel like a “home; a place to get comfortable, to settle in, to feel welcome” for students, faculty and staff alike.

Stacey worked hard for the SBA. She took on assignments that seemed daunting, or too hard, or just too much, and got it done. Some of the projects that landed in her lap put her in unexplored territory, but she had a knack for figuring it all out. It was just part of a day’s work.

She made all of us here feel like we mattered, especially her students. They knew her office was a place where the challenges of grad school could be sorted out, where problems could be solved, and where

accomplishments would be celebrated. Stacey was the first person I wanted to see when I had good news. Her joy was infectious. Happy days around her just got happier.

Along with her gracious hospitality and the shared happiness and comfort, comes food. And can Stacey cook Authentic New Orleans style! For all of us, not only here in Jepson, anyone that was invited would enjoy her homemade Jambalaya, gumbo, shrimp, crab, etoufee, cornbread, crawfish. The best parties in my memory were Stacey’s parties. Hands down. Every summer, she entertained her AIE students and all of us in Jepson with a full-on New Orleans-style luncheon that could have fed us for days. I’m sure I was always the first one to RSVP.

Stacey Chatman is a dear friend, and an incredible colleague. She is sure to be an SBA legend.

-Jane Hession

# SBA TRANSITIONS

## RETIREMENTS

### Walter Teets

#### Professor of Accounting

Walter Teets, who retired from the School of Business faculty in May of 2019, is not your typical accounting faculty member. He is, in fact, a true Renaissance man. While most accounting faculty begin their careers in public accounting or industry and transition to a career in academia, Walt's career started in music. He earned a bachelor's degree in music education from the University of Colorado, and a master's degree in music from the University of Wisconsin – Madison. An aspiring trumpeter, Walt spent the early years of his career teaching music and band at the junior high school level. After several years, however, he eventually found his way to accounting, earning a Master's of Science in Accounting from the University of Wisconsin – Whitewater and a PhD in Accounting from the University of Chicago, one of the preeminent programs in the world.

Arriving at Gonzaga in 1994, after three years at Washington University in St. Louis and five years at the University of Illinois, Walt



became an active scholar, accomplished teacher, and valued mentor to numerous faculty and students. His impressive scholarly work earned him an invitation to serve as the Academic Accounting Fellow in the Office of the Chief Accountant at the Securities and Exchange Commission (SEC) in Washington, D.C. during the 1997-98 academic year. While at the SEC, his work focused almost entirely on a new SEC rule requiring disclosures about derivatives and other market-risk sensitive assets and liabilities, and a new accounting rule providing guidance on accounting for derivative instruments and hedging activities. That year was highlighted by a presentation at the AICPA/SEC conference in Washington, D.C. to an audience of over 1,000 highly technical accountants from around the U.S.

Walt's time at the SEC and his continued professional and scholarly activities eventually led to an invitation to work at KPMG's New York City office, in the national Department of Professional Practice during the 2007-08 academic year. Here, he participated in writing comment letters to the Financial Accounting Standards Board on various technical issues, wrote newsletters on breaking accounting issues, and participated in internal training for KPMG professionals. It was during this time, while living in New York City, that Walt was able to feed his true passion – music, by attending 20 operas, over 20 other musical performances and concerts, and several Broadway musicals.

Given his extensive professional experience at the SEC and at KPMG, Walt quickly became a highly respected national speaker on technical accounting issues and SEC matters, logging over 200 presentations to professional groups over the last twenty years.

His impact on the accounting programs at Gonzaga are many and varied. Quickly after arriving in 1994, he led the efforts, along with emerita professor Kay Carnes, to secure Gonzaga's Iota Delta chapter of Beta Alpha Psi, and served as the first faculty advisor. His classes, always rigorous and challenging, were the favorite of many students who sought to go beyond a surface understanding of technical issues, and his Accounting Theory roundtables were legendary for requiring students to think outside the box. He won numerous teaching and research awards while at Gonzaga, but none were more remarkable or perhaps more meaningful than the three straight Master of Accountancy Faculty of the Year awards (voted on by students) during his last three years at Gonzaga. Talk about going out on a high note!

For his part, Walt is grateful for his time at Gonzaga and for the path he was allowed to pursue. "I was really fortunate to be at a university that allowed me to pursue a non-traditional career development path, one that included much more emphasis on high-level technical accounting practice issues than on traditional academic accounting

research. My accounting department colleagues were very supportive, and my students were willing to explore more technical accounting issues than are typically covered in accounting programs."

What does retirement hold for Walt? He tells us more time with family, more music and opera, more trumpet playing, and less accounting. It sounds like a good trade-off indeed for Gonzaga's own accounting Renaissance man.

-Dr. Gary Weber

# Career & Professional Development

## ENGAGING WITH CAREER AND PROFESSIONAL DEVELOPMENT

One of the School of Business' best community partners within the university is Career and Professional Development. Here are a few of the things we do together to make sure that our students are able to achieve their educational and career goals.

**Internships:** Students in the School of Business can receive up to three academic credits for participating in an internship. These internships go well beyond getting job experience. Students working in internships are required to set learning goals that relate to their academics and then demonstrate what they learned at the end of the internship through a paper or poster presentation. Career and Professional Development director of academic engagement and career development facilitator for the School of Business, Dr. Mary Heitkemper works with each internship student to enhance their work experience and bring the knowledge and skills gained back to the classroom. Since Dr. Heitkemper began administering the School of Business internship programs in 2017, we have seen a 265 percent increase in the number of registered internships. In the past year alone, Dr. Heitkemper worked with more than 154 business students on these experiential learning projects. She also has arranged poster sessions each semester that allow the faculty and staff of the School of Business to meet with the students and learn more about their out-of-classroom experiences. Thanks to her efforts, the outcomes of internship experiences are shared among faculty, staff and other students. The information provided in the poster sessions have given faculty ideas for engagement in the classroom. Most of all, we enjoy seeing our students shine as they describe their experiences.

**You Can in Spokane:** The You Can in Spokane event happens every spring semester on the evening before Spokane's four-university FUSE career fair. You Can in Spokane is a joint effort of the Alumni Office, Career and Professional Development, and School of Business Administration. The event brings together students, Spokane employers, and Spokane alumni. Career and Professional Development promotes the event to Spokane employers who come to meet the Gonzaga students in preparation for the career fair. Gonzaga students network with these Spokane employers and with Gonzaga alumni to learn about opportunities in Spokane. The FUSE career fair, held the next day, brings students from Gonzaga, Eastern Washington University, Washington State University - Spokane, and Whitworth University together with Spokane employers.

**Classes:** Career and Professional Development representatives are involved in School of Business classes in many ways. They are frequent guest speakers, bringing the latest information to students on how to compete for internships and jobs. In the Principles of Management class, CPD's manager of career education and experiential engagement, Michael Gerety assists instructors with a portfolio project that involves multiple visits to the classroom. He walks students through the job application process from start to finish, helping them write excellent cover letters and resumes as well as apply for a job using Handshake, the university's job search and recruiting platform. In other classes, Dr. Mary Heitkemper helps students learn professional etiquette before attending off-campus visits to organizations as part of our one-credit

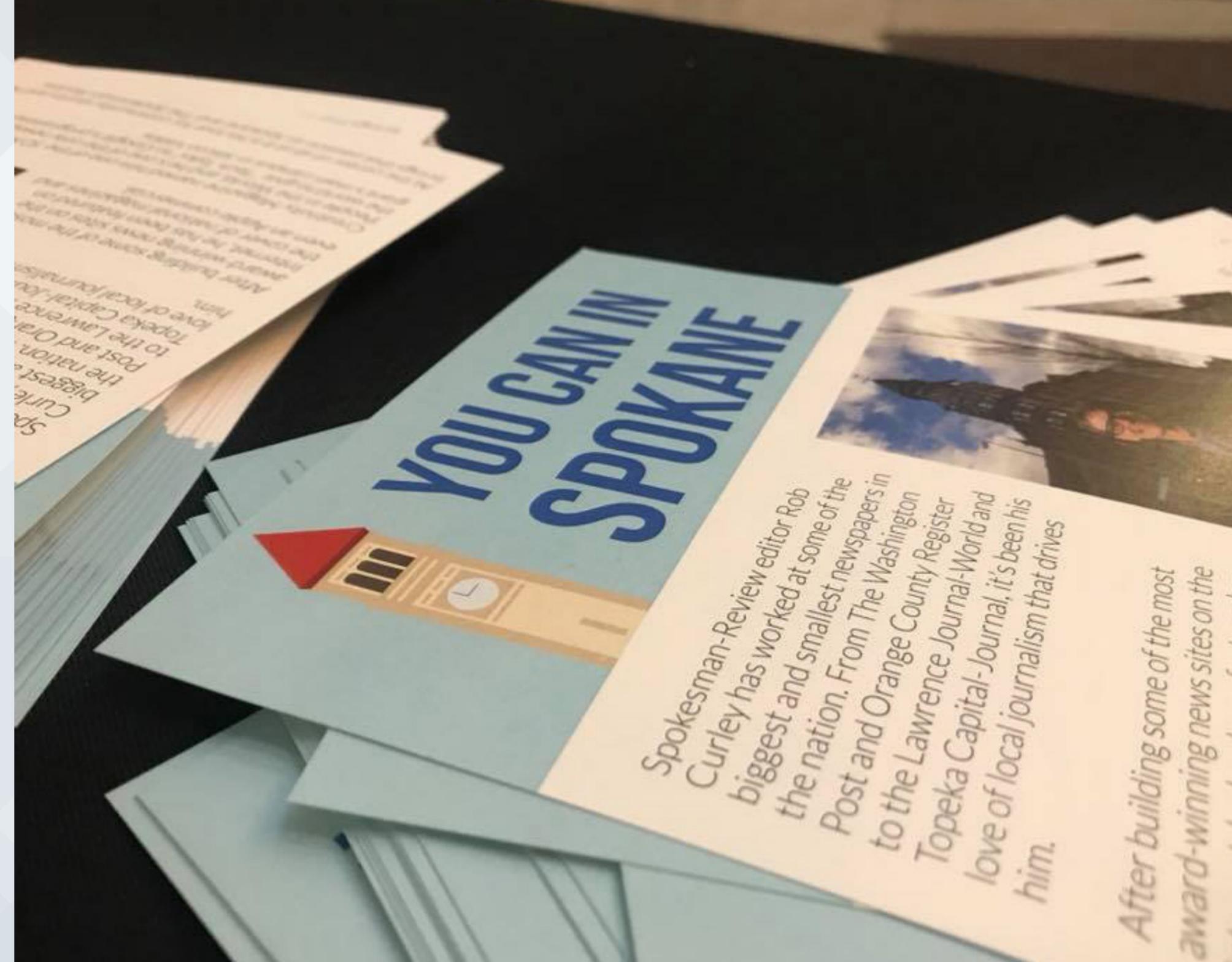
## ENGAGING WITH CAREER AND PROFESSIONAL DEVELOPMENT CONT.

weekend series. She has even been known to hold sessions on giving elevator pitches during bus rides across the state to visit Boeing or Microsoft. Further, associate director of Career Education and Experiential Engagement Brittany Leland teaches two one-credit weekend courses on careers. These courses – one designed for first-year students and sophomores who are in the “Career Preparation” stage and one designed for juniors and seniors who are in the “Career Activation” stage – are very popular with students. Juniors and seniors sometimes ask to go back and take the first-year and sophomore-level class if they missed it during their early years. These classes and all the class visits are a vital part of how the School of Business and Career and Professional Development work together to provide academic experiences that help students connect their educational and career goals.

Treks: Career and Professional Development works with the Gonzaga Alumni Mentoring Program to help Gonzaga students and alumni develop their careers by holding daylong “Treks” in key metropolitan areas. These Treks typically include a panel of speakers on careers, a city-specific career fair, excursions to local businesses, and an alumni networking event. School of Business faculty and staff frequently tag along on these trips to support the students, to meet with alumni, and to update their knowledge of business practices. The Treks are held in Denver, London, Los Angeles, New York City, Portland, San Francisco, Seattle, Silicon Valley, and San Francisco. Assistant Vice President for Career and Professional Development Ray Angle helped develop academic content for the New York City Trek to make it the only Trek that doubles as a one-credit class. School of Business Professor Danielle Xu leads the class to study content on financial markets and write a paper about their experiences.

Career Kindler Program: Career and Professional Development offers a training series called Career Kindler. This four-part development opportunity teaches faculty how career development can be integrated into advising meetings, classroom discussions, and other interactions with students. The training includes information on resources available to students through Career and Professional Development and proven techniques for guiding students toward their career paths. Faculty who have participated in the program say it has helped them provide more and better direction to their students and advisees. It also helps faculty when speaking with employers about how to engage with students. Eight School of Business faculty members have completed the training and now proudly wear a label pin and/or have a sign on their door indicating that they are a “Career Kindler.” Many other faculty members are mid-way through the training and will be completing it in the upcoming academic year.

-Dr. Molly Pepper and Dr. Mary Heitkemper



## FACULTY AND STAFF AWARDS & RECOGNITIONS

### Centioli Faculty Scholars Excellence Awards



Congratulations to Dr. Yelin Zhang for winning the Centioli Faculty Scholars Excellence Award.

This year, Dr. Zhang published a paper at Oxford Review of Economic Policy and presented another paper at a national conference in the field of finance. He

serves as a member of the Gonzaga Spirit Advisory board. When teaching at both the undergraduate and graduate level, Dr. Zhang uses real-world examples to illustrate financial concepts and reveal to students the limitations of textbook knowledge. For example, when introducing dividend payout policy, he shows students a stock price chart demonstrating market reactions to missed dividend payout and explains to students why, in reality, dividend payout policy is a commitment public companies made to investors. He then challenges students through asking them what factors they need to consider when designing a company's dividend payout policy. His students often email him real business examples consistent with the knowledge points he covered in class. To encourage his students to become better citizens, he has incorporated business ethics in his teaching and cautioned students against fraudulent behavior when introducing the Sarbanes-Oxley Act and lessons from financial markets.

### Loeken SBA Vision & Values Award



Congratulations to Dr. Kevin Henrickson for winning one of the 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.

Dr. Henrickson's engagement with the university helps the SBA fulfill its vision and live its values. He serves as a member of the Environmental Studies Department, the Director of Economics in the College of Arts and Sciences, and the SBA representative on numerous university-level committees. This work has enabled him to make great connections across the university and bridge the divide between the School of Business and other areas of campus. His role as an Associate Editor at Economic Inquiry and his work within the community elevates and enhances the reputation of the university and the SBA. His courses continue to push students to apply their knowledge to real world situations by incorporating guest speakers, requiring students to engage in their learning through classroom experiments, and integrating data analysis into each course he teaches.

### Loeken SBA Vision & Values Award



Congratulations to Dr. Erica Johnson for winning one of the 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.

Dr. Johnson helps the SBA fulfill its vision and live its values by fostering academic excellence, engaging in the university and community, and embracing the Jesuit legacy. She changes and improves her courses every semester. This year, she added data projects to her upper division classes that involved students finding data, running simple regressions, drawing graphs, and interpreting their findings. Dr. Johnson also focused her courses on diversity and inclusion. She added examples of work from economists who are female or come from minority backgrounds, and she included a discussion about income inequality and social mobility. Her teaching is highly rated by her students. She is actively engaged in the university and the community. She invited a guest speaker from CHAS Health to talk to her class, and several students connected with the speaker to find out more about internship opportunities at CHAS. She also began teaching Economics of Environmental Protection which is a cross-listed course with Environmental Studies. She incorporates sustainability in her classes and her work. This year, she arranged for a compost bin for the Jepson lounge and for a recycling program for whiteboard markers.

### Loeken Academic Excellence Award



Congratulations to Professor Andrew Brajcich for winning the Loeken Academic Excellence Award. This award recognizes one faculty member for all-around academic excellence.

Professor Brajcich's teaching is highly rated by his students. He continuously updates his courses to contain the most recent and relevant materials, such as issues professionals are currently facing after the recent tax legislation. Professor Brajcich had four peer-reviewed articles accepted for publication this year - one in the Tennessee CPA Journal (with Dr. Gerhard Barone), one in The ATA Journal of Legal Tax Research, one in The CPA Journal, and one in The Tax Advisor. He also gave two conference presentations, one of which he earned the Best Education Paper Award. He continues to lead the effort to train and certify Gonzaga accounting students in the VITA program, where, in collaboration with the United Way, they prepare more than 800 returns that generate more than \$1 million in refunds for low-income Spokane residents. He serves as a Director on the Washington Society of CPAs, a professional organization of 8,000 members, and on the International Tax Committee of the WSCPA, a specialized area of tax accounting. Last year he was the president of the Gonzaga Alumni Association, where he helped raise more than \$50,000 for an endowed scholarship that awards 45 students a total of \$160,000. He also served as co-chair of the Dan Brajcich Scholarship Committee, which raised more than \$100,000 last year and is the largest endowed scholarship on campus.

# FACULTY AND STAFF

## AWARDS & RECOGNITIONS CONT.

### Barnes Vision Academic Excellence Award



Congratulations to Dr. Ryan Herzog for winning the Barnes Vision Academic Excellence Award. This award recognizes one faculty member for excellence in teaching and academic advising.

Dr. Herzog teaches and develops innovative courses to enhance student learning. His courses have some of the largest enrollments in the SBA and he preps more courses than most faculty members while maintaining a rigorous, innovative, and engaging teaching pedagogy. He has developed new content focusing on economic inequality and has redeveloped courses and created new lectures and assignments to reflect an emphasis on data analytics. He developed a new course – ECON 193 Global Income Inequality – as a first-year seminar with a Global Studies designation. This course links key economic issues with the aspects of the SBA and University missions around inclusion and equality. He has presented on teaching data visualization in the classroom at a number of national economic conferences and a peer-reviewed national teaching conference. Dr. Herzog serves as an author, researcher, and consultant for Principles of Economics, Essentials of Economics, and Economics in Modules by Paul Krugman and Robin Wells. In addition, he is the director of the Economics Tutoring Center for the SBA, the testing coordinator of Athletics, the discipline lead for the Economics discipline, and chair of the Faculty Compensation Committee. He also serves the local community as a member of the Numerica Credit Union Audit Committee, a member of Mayor Condon’s Economic Policy and Forecasting Committee, and as a member on Councilwomen Katie Burke’s panel on housing affordability.

### Barnes Vision Engagement Award



Congratulations to Dr. Mirjeta Beqiri for winning the Barnes Vision Engagement Award. This award recognizes one faculty member for engagement with the university and business community.

Dr. Beqiri is committed to volunteerism, service-learning, educational programming and outreach, real-world implementation, and community partnerships. Dr. Beqiri volunteers to teach an Introduction to Business course for Jesuit Worldwide Learning. She also incorporates service-learning into her classes. In one of her classes, students worked with organizations as data analysts. Students performed statistical analysis for these organizations and provided recommendations on how to address different issues. After taking this course, one of her former students is establishing a Consulting Club on campus. Dr. Beqiri presented on issues in higher education to several universities in Spain and Albania. Her Doing Business in Europe course was offered for the third time this year. She led students in visits to organizations in Brussels and Florence, including the European Commission, European Parliament, Coca Cola, and Paganini. Her courses include guest speakers and field trips to local businesses. To better serve SBA students, Dr. Beqiri earned the Career and Professional Development “Kindler” certification. In addition to serving as MBA Programs director, she chairs both the university Academic Council Curriculum Committee and the Faculty Senate Academic Committee

### Barnes Vision Inspiration Award



Congratulations to Dr. Peggy Sue Loro for winning the Barnes Vision Inspiration Award. This award recognizes one faculty member for engagement with the Jesuit mission of the university through teaching, research, advising, or service.

Gonzaga’s Jesuit mission is very important to Dr. Loro and she strives to use it as a guide for her professional life. Dr. Loro and Dr. Patil were named the first Faculty Fellows for Mission for their work on mission outcomes assessment. With funding from the Association of Catholic Colleges and Universities, they developed an instrument and surveyed Freshmen (September 2016) and Seniors (April 2017) to assess mission growth over time. They presented the results at the IAJS/CJBE conference in July 2018 and received the best paper award. They concluded their fellowship with a presentation as part of Ethics Week, in collaboration with the Office of Mission and Ministry. In addition, both of Dr. Loro’s forthcoming business cases examine mission-related practices. She is also working on a research project that examines consumer reactions to brands taking a public stance on a political/social issue, and she has incorporated this research into a module on brand activism in her classes. In the classroom, Dr. Loro links to mission frequently. She added a module on implicit bias to help students understand that phenomenon and how it shapes the experiences of marginalized populations. She served as an Act Six mentor and regularly attends diversity-related events. She is a board member of Catholic Charities, which has significantly increased her understanding of the experiences of the vulnerable in the community.

### Barnes Research Awards

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), between June 1, 2017 and May 31, 2018. Congratulations to all of them for the awards received due to their published research in the past year.

DR. PEGGY SUE LOROZ

DR. CASEY MCNELLIS

DR. TIM OLSEN

DR. RANDY BENNETT

DR. JASON CHEN

DR. TODD FINKLE

DR. GERHARD BARONE

#### University faculty awards

Danielle Xu, Finance and Tim Olsen, Business MIS for Collaborative Work

Dan Stewart, Entrepreneurship for Diversity Leadership

#### Long-serving faculty awarded emeritus status

G. Eddy Birrer, Professor of Accounting

Kent Hickman, Professor of Finance

#### Promotion: Assistant Professor to Associate Professor

Andrew Brajcich, Accounting

Matthew Hoag, Accounting

#### Tenure

Andrew Brajcich, Accounting

Matthew Hoag, Accounting



## Moving Beyond the Classroom: PRINCIPLES OF MANAGEMENT TEACHING OUTSIDE THE CLASSROOM

A new unique educational opportunity for classes, in the School of Business, is to take students out of the classroom and get a more hands-on experience by researching and visiting local companies. Dr. Rebecca Bull Schaefer, Associate Professor of Management, is one of the faculty members that is embracing this tactic in her Principles of Management (MGMT 350) class.

In this MGMT 350 class, students are required to research the company's mission that they will tour by accessing local press articles and releases to examine the company's history. The students can learn about different industries (depending on their tour) and how that particular organization competes in today's market. Each organization speaks to their different culture and strategy (grocery industry compared to a blood bank; bank differences to credit unions, etc.). Students see the different layouts of office space, ask questions on communication effectiveness, and learn about how employees engage with the company's mission. Each tour is unique based on other aspects the companies are comfortable or willing to talk about. Students tend to sign-up for a tour that works within their schedule and thus it may not be an organization they are naturally attracted to. Students have been very complimentary after the trips, finding the time spent very informative.

In addition to local organizational tours, Dr. Bull Schaefer has taken Gonzaga-in-Florence students to a wine museum and winery. Using these tours to focus on labor practices and marketing strategies within the agricultural business of wine production and distribution in Tuscany as compared to Washington and California.

"When our students enroll in classes abroad (such as our Gonzaga-in-Florence program), they immerse themselves in the local community. They have assumptions that the city they study in is different, offers a unique perspective, or is glamorous in some way compared to their home or the USA. When students come to Gonzaga, many hold assumptions that since Spokane is not the home of the large corporations they hear about in the national media, that there are no opportunities for them professionally, and they make a lot of assumptions of for-profit versus not-for-profit organizations. I incorporate examples of businesses and leadership styles from local, state, national, and international organizations to demonstrate class concepts throughout the semester. When we go on a tour to a Spokane business, they get to see examples of concepts we address in class regarding strategy, culture, structure, organization, and how employees make or break the businesses they partner in as a result of their level of engagement."-- Dr. Bull Schaefer.

Here is what some of the MGMT 350 Students had to say about their tour experiences.

“The process of collecting blood has never been so intricately explained to me before. Aside from ROTC members handing out fliers, outside of Hemmingson, urging me to donate blood, my impression of donating blood would simply be the large trucks that are set up for donors. The moment I took a step inside the doors of Vitalant my impression changed. There were so many different parts that work harmoniously together to serve the greater community of Spokane and its patients.”

“Something that really impacted my understanding of WorkSource was the immense effort to treat customers like customers and not just unemployed individuals. I personally did not know that WorkSource was a government funded agency that worked with specifically unemployed individuals, but they strive to exist as any other agency that retains customers’ worth and professionalism. Even in just the language that employees use to their “customers” to maintain the morale of customers and create a more inviting, professionally-enticing environment.”

“I learned that governing a city takes long stressful hours each day and each department plays an essential role in creating a community that people want to live in. Whether it’s the police protecting, or the economists creating revenue for the city, or the parks and rec. department making sure our city looks appealing and has resources for adventuring outdoors, each person needs to work together in order for the system to work as a whole. This can be applied to nearly every position in every company and industry.”

## Companies visited by the MGMT 350 class

### Local Companies:

HUB International

Washington Trust Bank

Kootenai Health Simulation Training Center

Northwest Farm Credit Services

WorkSource Spokane

City of Spokane

Vanessa Behan Crisis Nursery

Vitalant

Yoke’s

Inland Empire Paper Company

### Florence, Italy:

Villa le Corti

*(Principe Corsini Winery in Tuscany’s Chianti Classico region)*

Museo della Vite e del Vino

*(wine museum in Montespertoli)*



## Moving Beyond the Classroom: NUMERICA-GONZAGA BOARD PARTNERSHIP PROGRAM

This past year, two School of Business students joined Numerica Credit Union's board of directors as part of a Numerica-Gonzaga School of Business Board Partnership Program.

Anthony Kaskurs and Micaela Granberg served as the 2018-2019 student directors on Numerica's board. Both students are pursuing degrees in the financial industry, but said that Numerica's strong community involvement and focus on corporate culture were also important lessons they hoped to learn while on the board.

Kaskurs, from Orcas Island, WA., was a junior at Gonzaga. He is majoring in business administration with concentrations in finance and economics and a minor in computer science. He is working towards pursuing a career in financial management or treasury management for a firm that specializes in technological and quantitative financial analysis. He also plays cello for the Gonzaga Symphony Orchestra.

Kaskurs' interest in being a student member of Numerica's board of directors stems from his appreciation for local business.

"I did some research and learned that Numerica is an institution that truly understands the importance of helping both locals and local business thrive," Kaskurs said. "I wanted to join Numerica and learn more about the ins and outs of how it assists local families and businesses so that I could bring that knowledge back to my community."

Being a student director on Numerica's board also helped Anthony learn how a credit union differs from a traditional commercial bank, how financials are reported and evaluated at the management level, and interpersonal skills necessary in business and banking.

"I've learned that it is important to speak up and to not be afraid when it comes to sharing your opinions or concerns with others, and that other people truly want to help you be the best team member you can be," Kaskurs explained.

Granberg, from Mount Vernon, WA., was a senior at Gonzaga. Graduating this spring with a bachelor's degree in accounting, she plans to continue working towards a Master of Science degree in taxation at Gonzaga, during the 2019/20 school year. During her time at Gonzaga, Granberg was involved in many campus activities including membership in Alpha Kappa Psi and the Living and Learning Community. In 2017, Granberg studied abroad at Gonzaga's Florence, Italy campus.

Granberg's future career will begin with an internship the summer of 2019 at Deloitte's Seattle office. She hopes to work in the non-profit sector as a tax consultant. This drive to give back to her community is one of the reasons she was interested in becoming a student director at Numerica.

"My connection to Numerica's core values was the driving factor behind my decision to apply," Granberg said. "We both share in the belief that we

have a commitment to give back to our communities and be leaders within them."

Granberg's role here has allowed her to gain a wealth of knowledge in the financial industry as well as learn the importance of a healthy corporate culture.

"The most important aspect I can take away is that a successful business doesn't merely rely on profit," Granberg explained. "It relies on the people that make up that business and the passion they bring to their work."

Numerica Credit Union currently has over 145,000 members throughout Central and Eastern Washington and Northern Idaho and \$2.2 billion in assets. It offers a full line of financial products and services, including mortgages and business products, and is committed to giving back five percent of their earnings to the community each year. Numerica is federally insured by NCUA and an Equal Housing Opportunity lender. Membership is open to anyone who lives or works in the state of Washington or the Idaho Panhandle.



## ADVISORY BOARDS

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.

THE SCHOOL OF BUSINESS HAS  
**125+** BOARD MEMBERS  
 SERVING ON **7** BOARDS  
 FROM **6** STATES



REPRESENTING **100+** COMPANIES



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 David Green CPA PLLC  
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 Hecla Mining Co  
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 Lakeside Capital Group, LLC  
 Lee & Hayes

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 M&M Housing Solutions LLC  
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 Microsoft, Bridal Bliss  
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 Nuvodia  
 Oil Analysis Lab, Inc  
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 Personal Wealth Attorneys, LLC  
 Peterson Sullivan LLP  
 Potlatch Corporation  
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 Quanta Subsurface, LLC  
 Red Lions Hotel Corp  
 RiskLens  
 Rockwood Health System  
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Signia Capital Management  
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 Spokane International Airport  
 Spokane Overstock  
 Spokane Rock Products  
 Spokane Teacher Credit Union  
 Sustainable Organization  
 Teach for America  
 TG  
 The Old Gold, Paydirt & Tough Luck Bars  
 The Wolff Company  
 Triad Behavioral Health  
 TruRooms INC.  
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## MY WALK ALONG THE CAMINO IGNACIANO

On a chilly morning nearly a year ago, I emerged from a charter bus in front of a sleepy gas station along Spain's A-2. Along with 20 other travelers I began a rich - if abbreviated - journey in the steps of St. Ignatius of Loyola. For five days, my fellow pilgrims and I retraced the last leg of Iñigo de López de Loyola's 1522 journey from his ancestral home to the caves of Manresa, more than 400 miles away.

My walk along the Camino Ignaciano was part of an immersion experience offered by our colleagues at Fordham University's Executive MBA Program. The previous spring, my colleague Molly Pepper had taken part in this experience. Her enthusiasm upon her return, and our desire to replicate the experience at Gonzaga, led me to this experience.

Over those five gorgeous fall days, our group of MBA students traced an 80-mile ring around the mountains and valleys surrounding Barcelona. Along with my friends and colleagues Chris Lowney (author of *Heroic Leadership*) and Karin Botto of LeMoyne College, my group and I walked the same paths that Ignatius walked nearly 500 years ago, stayed in the same villages that provided him sanctuary in the night, and reflected on the same natural beauty (largely unspoiled) that he would have observed. Along the way, we reflected on themes of pilgrimage – the desire to serve others, the need for belonging and place, and the responsibilities of leaders to guide the way in business and in life.

Our journey took us from the charming town of Verdú – the birthplace of St. Peter Claver – to the ancient university city of Cervera – a walled city whose original buildings date back to the 1300s. From Cervera, we hiked to Igualada, a major city in the Catalan region where St. Ignatius prepared for his ascent the next day to the mountain-top monastery of Montserrat.

The next day, a day-long climb of more than a thousand meters over 27 kilometers brought our group to the plateau of Montserrat (Spanish for “saw-toothed mountain”) - the home to a sanctuary dating back to at least the 8th century - just in time for the final mass of the day. The next day, after taking in the sweeping views from Montserrat, we descended to our final destination – the “Ignatian City” of Manresa. It was in Manresa that Ignatius, seeking a re-dedication of his life to the service of God, spent his next 10 months in quiet and reflection; it is here that the foundations of the Society of Jesus emerged.

Our journey along the road of St. Ignatius allowed us the time in an otherwise busy, noisy, and crowded life to think deeply about what mattered to us, how we embraced the call to service of others articulated by St. Ignatius, and how the experience of pilgrimage is unique to each of us.

This summer, Dr. Molly Pepper and I, along with colleagues from the School of Leadership Studies and the School of Law, will launch a new graduate study abroad course that leads students from all three programs on the Camino Ignaciano and the Camino Santiago (the Way of St. James); these new courses will encourage our students to create their own pilgrimage experience and better understand their commitment to service, leadership, and excellence.

You can read more about the Camino Ignaciano in *Guide to the Camino Ignaciano*, by Joe Luis Iriberry, S.J. & Chris Lowney (Edicinoes Mansajero, Spain)

-Dr. Christopher Stevens

## ACADEMIC LECTURES & EVENTS

The 10<sup>th</sup> Annual Aram Lecture on Business Ethics featured Christine Uri, Chief Legal and Human Resources Officer, ENGIE Insight. She explored how being a good steward of the world we live in is an essential component of business ethics and an imperative for business success. Christine oversees ENGIE Insight's Legal and Human Resources teams, including Talent Acquisition, Corporate Responsibility, Safety and Employee Engagement, and serves as the company's Ethics Officer.

**Ethics Week Panel Discussion** – Mission Driven Leadership: Investing in Spokane. Local entrepreneurs and small business owners discussed from a mission-driven perspective the opportunities and challenges of doing business in Spokane.

**Ethos Statement Signing Ceremony** - Students, faculty and staff joined together to sign the Ethos statement in support of the goal to build a sense of community around the shared ideals and commitments that define our SBA mission.

**Mozilo Lecture on Affordable Housing** – Community, business, and university leaders presented an informative program on the critical issue of housing affordability. The presentation was very well received by an audience packed into Wolff Auditorium.

**8th Annual Pigott Entrepreneurship Lecture Series featured Don Kardong.** Every year on the first Sunday of May, a bubble of energy and activity bursts through the streets of Spokane. Donned in athletic shorts, tank tops, running shoes and bold numbers – some in wheelchairs, some on foot – thousands of individuals gather behind a banner of multicolored balloons to participate in one of America's largest road races: Spokane's annual Lilac Bloomsday Run. Bloomsday's founder and Race Director Don Kardong – retiring after Bloomsday 2019 – reflected on the origin story, changes and challenges of this iconic, Spokane event.

The 26th annual Economics Symposium featured Bud Barnes, Professor of Economics & Dean Emeritus, Gonzaga University. Rising income and wealth inequality have contributed to growing political polarization and increased tension across the United States. In his talk, Dr. Barnes offered an economist's perspective on controversial topics including, immigration, globalization, climate change, and health care, tying them to both inequality and the political divide.

**4th Annual (Spokane) Wine and Dine** - The SBA hosted its 4th Annual Wine and Dine fundraising event. The evening started off with a reception, followed by an exceptional dining experience courtesy of Sodexo's top chefs. The theme was the Pacific Northwest, where guests enjoyed locally sourced food and wine. This event generated over \$60,000 in net revenue.

**1st Annual (Seattle) Wine and Dine** - The SBA hosted its 1st Annual Wine and Dine fundraising event at the Columbia Tower in downtown Seattle. The evening started off with a reception, followed by an exceptional dining experience. This event generated over \$20,000 in net revenue.

**Lifelong Learning Portland/Denver** - The SBA continued to present its Lifelong Learning workshops. Ken Anderson, Dean of Gonzaga University School of Business Administration, presented a workshop on Negotiations. In support of the "ongoing, voluntary, and self-motivated" pursuit of knowledge, for either personal or professional reasons, the Lifelong Learning Series is our newest initiative that highlights each of our three core values. It not only enhances social inclusion, active citizenship, and personal development, but also self-sustainability, as well as competitiveness and employability. It further engages our alumni and friends of the school in meaningful and fulfilling ways. The program is made up of three parts: (1) introduction and overview of GU/SBA; (2) course content; and (3) social/networking.

**The 6th Annual Community Partners Event** - The SBA takes this opportunity to honor the members of the business school who are retiring, and to celebrate our successes and milestones from the current academic year, preview what might be on the horizon for next year, and to host our valued partners in the business community who have been involved in the life of the school. The work we do as a business school is only possible with the collaboration and support of our community partners and alumni.

**"Careers in..." Events** - We continue our strong tradition of "Careers in ..." events. These programs, organized by discipline (e.g., Careers in Finance) usually include a panel presentation and a networking social. The speakers, usually GU alumni, talk about career paths, what it takes to land a job as a college graduate, and what firms are looking for in potential employees. A question and answer session follows the panel presentation.

**Careers in Posters (Internships)** – SBA held its annual session of poster presentations. This event was conceived by the Internship Task Force to give faculty and staff the opportunity to learn more about what our students are doing in their internships. Rating sheets were available to provide feedback on the posters and the session in general. The posters are one part of the students' post-internship requirements. Other assignments included a blurb for the webpage, an introduction for the lobby screens, a self-evaluation, a supervisory evaluation and (possibly) other assignments as named in the original learning agreement.

## UPCOMING LECTURES & EVENTS

### ETHICS WEEK

Monday, October 14-18, 2019 | Jepson Center Wolff Audt.

### 11<sup>TH</sup> ANNUAL ARAM LECTURE ON BUSINESS ETHICS

Featuring Scott Morris, Chairman President CEO at Avista

Wednesday, October 16, 2019 | 5:30-8:00

Jepson Center Wolff Auditorium

### 5<sup>TH</sup> ANNUAL WINE AND DINE

Friday, November 22, 2019 | 6:00-9:00

Hemmingson Center Grand Ballroom

### 9<sup>TH</sup> ANNUAL PIGOTT ENTREPRENEURSHIP LECTURE

Featuring Josh Neblett & Tom Simpson

Wednesday, April 8, 2020 | 5:30-8:00

Jepson Center Wolff Auditorium

### 7<sup>TH</sup> ANNUAL COMMUNITY PARTNERS EVENT

Thursday, May 14, 2020 | 5:00-7:00

Jepson Center Shanaman Family Alumni Lobby

### 2<sup>ND</sup> ANNUAL SEATTLE WINE AND DINE

Friday, May 15, 2020 | 6:00-9:00

TBD

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Gary Agatep and Christine Hennig-Agatep

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Jim and Mary Angelosante

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Avista Corporation

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Mirjeta Beqiri

Gerald Berger

Berntson Porter & Company, PLLC

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George Binczewski

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Anna Brajcich

Benjamin Brajcich

Douglas Brajcich

Douglas J. Brajcich, Jr.

Holly Brajcich and Tom Krzyminski

Matt D. Brajcich

Cooper G. Brandt

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Aaron Schaefer and Rebecca Bull Schaefer

Paul and Pattie Buller

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Darris Cassidy

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Samuel Crosby and Christopher Hodges

Gene Cunneely

Linda L. Curtis

Davidson Companies

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Daniels Real Estate

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Bradford and Caroline Dear

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Dr. Michael W. Maher

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Michael and Deborah Malone

Sandra Matheson

Austin T. Maul

Christopher and Carrie McCarthy

Pat and Trish McFarland

Anonymous in memory of Anita L. (Sherar) McKee

Grant T. McNamara

Kevin and Debbie McQuilkin and Family

Edward McReynolds and Anita Grinich

Larry Meyers

Mike and Rita (Reed) Michalak

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Emile A. Nelson	Pitch CPA, LLC	Amanda Schaffer	Walter and Mary Anne Teets	Bridget Walden
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New York Life Insurance Co.	Albert B. Poston	David J. Schrieber	The Luino and Margaret Dell'Osso Family Foundation	Sophia Waltier
Nordstrom, Inc.	Pricewaterhouse Coopers LLP	Robert and Judy Schroeder	The Phyllis and Angelo Mozilo Family Foundation	Washington State Auto Dealers Services, Inc.
Northwest Farm Credit Services	Quanta Subsurface	Schweitzer Engineering Laboratories	The Schwab Fund for Charitable Giving	Washington Trust Bank
Northwest Real Estate Management, LLC	David Raines	Clay D. Scollard	The Seattle Foundation	Todd and Christine (Hohman) Weaver
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## STUDENT SCHOLARSHIPS

Total Scholarship given:

**\$690,501**

Number of students receiving scholarships from the SBA:

**245**

# Thank you, for investing in our students!

## Business Scholarships

### A O & EVELYN FOSTER

Kimberly May  
Kailey Phillips

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Abran Alvarez  
Brian Bowers  
Brooke Cummins  
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Thomas Kaempf  
Tristana Leist  
Brogan Meyers  
Linh Nguyen  
Abigail Reohr  
Shain Scott  
Tatum Shirts  
Nicolas Silva  
Fiona Sutherland  
Joseph Syren  
Nicholas Walchenbach  
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Carter Saar

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Chase Jacobson  
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Kimberly Lonowski  
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Charles Kelleher

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Reid Elliott  
Lili Jeffers  
April Marquis  
Nicholas McLain  
Austin Salvador

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Rebecca Collins  
Mayra de Anda

### WILLIAM H SCHUMACHER

Meghan Hayes  
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Sydney Ackerman  
Keely Anderson  
Joseph Applewhite  
Tyler Baxter  
Kevin Boercker  
Carrie Bolinger  
Heather Bowers  
Adam N. Bozman  
Ryan Clarry  
Cameron Cox  
William Dimlow  
Morgan Douglass  
Sasha Ducey  
Morgan D. Espinoza  
Monty C. Galloway  
Kelly Garrett  
Sarah Godbehre

Michael Green

Timothy Hill

Gregory Hoff

Tobias D. Holstein

George Joslin

Coral Lepin

Regor Marin

Dana McCullough

Alyssa McDonald

Courtney Moran

Matthew Mortimer

Carter Padgham

Justin Page

Kylie Parker

Ethan Parrish

Marshall Piatt

Kale Reichersamer  
Brady Ryan

Emily Schmidt

Phillip Siemens

Audrey Snyder

Christopher Sowers

Micah Spanner

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Huiying Li  
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Marvin Muruthi  
Dinh Ngoc Phung  
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Rishi Singh  
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## Accounting Scholarships

### BDO LLP SCHOLARSHIP FUND

Annabella Labate

### BERNTSON & PORTER

Jayson Knapp

### BIRRER

Joye Sumner

### DANIEL G. BRAJCICH

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Sydney Ackerman  
Sofia Alvarez  
Alexandria Amirfaiz  
Alexandra Balkovatz  
Andrew Barrer  
Isabel Beaulieu  
Kacie Bell  
Heather Bowers  
Jordan Boyle  
Megan Bruno

Charles Buker  
Alexander DeLucia  
Sasha Ducey

Kyle Erne

Ariel Evans

Giovanni Flavel

Megan Fraser

Kelly Garrett

Angelica Gianatassio

Micaela Granberg

Alexandra Grant

Clayton Grisham

Brendon Hayhurst

Andrew Hecker

Gregory Hoff

Brittany Horne

Hannah Hudson

Brady Johnson

Jacob Juetten

Kara Kasavana

Anthony Kaskurs

Lucas Kennedy

Lisa Kinne

Jakob Kirschenmann

Coral Lepin

Ashley Lezard

Jacob Luster

Regor Marin

Leah Matthews

Caitlin May

Kimberly May

Courtney Moran

Kassidy Morlan

Matthew Mortimer

Carter Padgham

Eric Pendergraft

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Joseph Preston

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Graham Wendle

Amanda Whitesitt

Valerie Wirfel

Tyler Zangaglia

Payton Zenier

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### DELOITTE & TOUCHE GRAD ACCOUNTING

Sasha Ducey

### GRANT THORNTON SCHOLARSHIP

Sarah Walters

### KPMG SCHOLARSHIP

Isabel Beaulieu

### MOSS ADAMS SCHOLARSHIP

Vanessa Fisher

Anna Hauge

Brendon Hayhurst

Tianna Helm

### PCAOB SCHOLARSHIP

Kelly Garrett

### PWC SCHOLARSHIP

Brittany Horne

### ROGER & MARION FRUCI ACCOUNTING

Jonathan Lazo

# 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 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.

## GERHARD BARONE

Barone, G., & Hickman, L. (2018). Agency Problems, Information Asymmetry, and Socially Responsible Investing in the Wake of Citizens United: A Call for the Disclosure of Corporate Political Contributions in the United States. *Journal of Accounting, Ethics, and Public Policy*, 19(3) 1-11.

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## PAUL BULLER

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## JASON CHEN

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## TODD FINKLE

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### KEVIN HENRICKSON

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### ERICA JOHNSON

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### DAN LAW

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### PEGGY SUE LOROZ

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### CASEY MCNELLIS

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### MATT MCPHERSON

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### TIM OLSEN

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### VIVEK PATIL

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### MOLLY PEPPER

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### ASHISH THATTE

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### YELIN ZHANG

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