

2019-2020

GONZAGA UNIVERSITY SCHOOL OF BUSINESS ADMINISTRATION

# ANNUAL DIGEST



School of Business  
Administration

# LETTER FROM THE DEAN



Hello from the Jepson Center at Gonzaga University! The 2020-21 academic year has begun and like you we are all adjusting to so many things. Needless to say, a lot has happened since our last digest. We are pleased to share with you all of our news in this the fall issue of the Gonzaga University School of Business Administration Digest.

You may have heard that we moved entirely online to finish out the spring 2020 semester. Virtual-only courses also made up our summer offerings. I'm very pleased to say that our students, staff, and faculty handled this transition very well. While it made for some unusually quiet days in the Jepson Center I am

proud to say that many of us (including our students) picked up a few new skills! I also believe that every one of us gained a new appreciation for how we at Gonzaga deliver education. I am more convinced than ever that there is a very strong and growing market for a business education grounded in both the Gonzaga and Jesuit traditions. Throughout this digest you will read of many successes and wonderful accomplishments. This level of excellence is remarkable given the turbulence of the past few months.

As we start the fall 2020 semester we are still adapting. The University wanted to be sure that our education was accessible regardless of the pandemic's impact on the individual. As a result, all courses are available online with about 50% of all business courses being delivered in a hybrid format. This mix of online and in-person delivery respects such things as social distancing guidelines. Another adaptation is that many of our traditional in-person events (e.g., the accounting career fair) have shifted to a virtual format for at least the foreseeable future. While there are trade-offs the virtual format certainly makes the event available to more stakeholders (e.g., students; organizations) at many times what is a lower cost. This is a good thing. You will also read in the digest about our Mondays at Noon programming. This initiative, which came about because we had to go online last spring, will

likely still be around when we return to our new normal.

We are looking forward to a busy year. While we have made the decision to delay our centennial celebration until the 21-22 academic year (more on that soon), we still have much going on. Our enrollments are as strong as ever. We anticipate "hosting" numerous events and speakers and we hope our students will be able to participate in multiple competitions. Internships and projects are still big draws and, of course, our students still shine in areas like the CPA exam. And we are looking forward to having everyone back in class again!

Our staff and faculty continue to do fantastic work. Our faculty present research findings to their professional organizations (although it happens virtually now) and many hold leadership positions in their respective organization. Staff and faculty also have the opportunity to attend professional development workshops as well as serve on the boards of organizations. And in the spirit of being men and women for others they are very active in community service.

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. You will read about these and many

more of our accomplishments in this issue of our Digest. Our students, staff, and faculty are doing outstanding work; we are proud to share them with you. Thank you for your on-going and generous support. Best wishes for fall 2020. Stay safe and be well.

Kenneth S. Anderson, Ph.D.

Dean, School of Business Administration

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NEW RANKINGS  
US NEWS & WORLD REPORT RANKINGS:

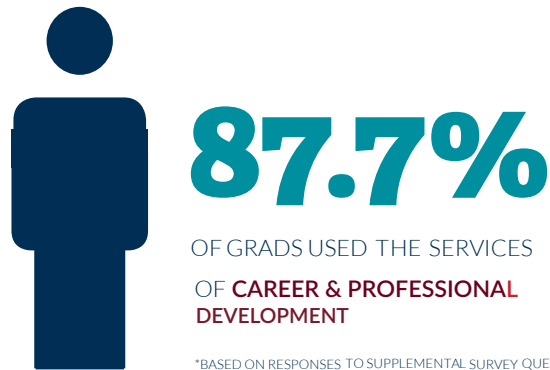
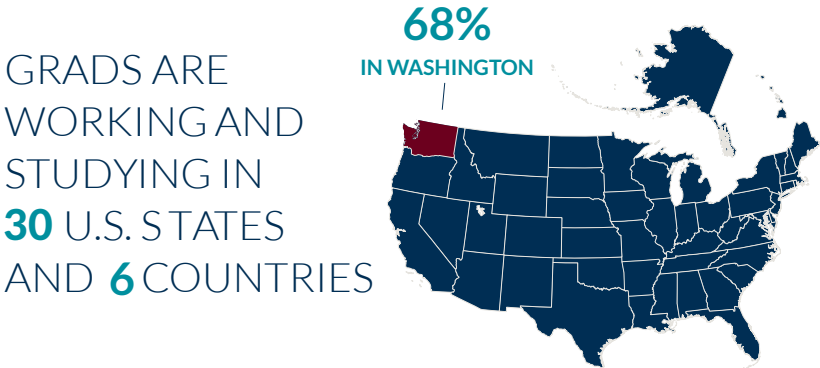
Undergraduate Business Top 100	Undergraduate Finance #23	Graduate Accounting #25
Undergraduate Accounting #27	Part-time MBA #55 (Ranked in the top 100 in the country since 2010)	





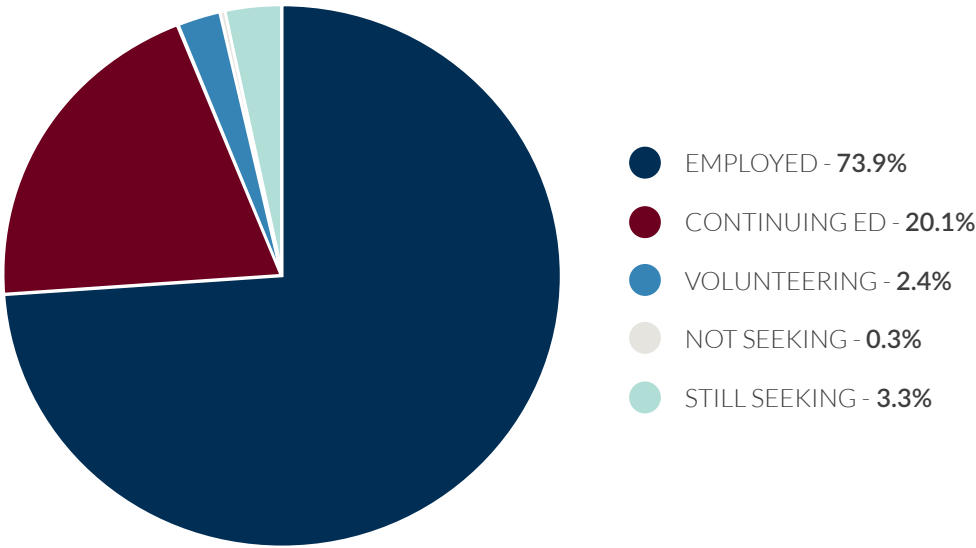
FACTS AND FIGURES  
SCHOOL OF BUSINESS ADMINISTRATION UNDERGRADUATE

\$52,560  
AVERAGE SALARY  
OF GRADS



96.7%

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



TOP EMPLOYERS

DELOITTE  
BOEING  
MOSS ADAMS  
DOCUSIGN  
VANGUARD

1,400  
UNDERGRADUATE STUDENTS



FACTS AND FIGURES  
SCHOOL OF BUSINESS ADMINISTRATION GRADUATE

200  
GRADUATE  
STUDENTS

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

98.6%

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

\$62,959

AVERAGE SALARY OF GRADS

TOP EMPLOYERS

MOSS ADAMS  
KPMG LLP  
DELOITTE  
BDO USA LLP  
GRANT THORNTON/ PWC (TIE)

TOP REPORTED INDUSTRIES



ACCOUNTING



HIGHER  
EDUCATION



INTERNET &  
SOFTWARE



COMMERCIAL  
BANKING



HEALTHCARE



AACSB  
ACCREDITED

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

## RETIREMENTS

### Connie Lipsker

Senior Lecturer of Marketing

The destiny that granted my business school colleagues and me the pleasure and privilege to work with Connie Lipsker, knew what it was doing when it brought Connie on board of the School of Business after a successful career in marketing and retail management.

The circle started at Gonzaga, where Connie studied, forged friendships that withstood the test of time, enjoyed watching basketball, and was preparing to become one of the leaders for the greater good. Coming from a family of entrepreneurs who were deeply rooted in the community of Port Angeles, she had few doubts about what she wanted to do out of college.

She wanted to work in business and to contribute to local communities. The test of this determination came with her very first job out of college, as a Buyer for Bon Marche. After ten years of buying and directing



various women's clothing divisions in Seattle, marriage necessitated a move back to Spokane, where the company's opportunities included positions in store management. The citizens of Spokane who are visiting Valley Mall Macy's should really thank Connie who was the first manager of this store and influenced its design and structure of its operations. After 28 years in corporate retail, she decided to leverage her marketing knowledge toward more entrepreneurial work, and a consulting practice was launched to assist local and regional businesses with business planning and marketing strategies. Clients of her consultancy have ranged from family owned stores and professional service offices to the Coeur d' Alene Resort. The ability to handle stress in a fast paced retail environment and a vast experience in retail A and marketing is what Connie Lipsker brought to Gonzaga when she returned to her alma mater as an Adjunct Faculty fifteen years ago.

Over all of the years that transpired since then, Connie has been leading our students in their academic pursuits and generously shared her professional expertise with them as well as with her Business School colleagues. She has touched all of our lives during this time, and we are sad to see her go. Connie showed that you can make a difference in a student's life by the day-to-day things you do for them. We all knew that if you needed to talk to Connie, you would have a hard time catching up with her during her office hours because you would have to compete for her attention with her students and advisees. There

were always some students in her hospitable office, seeking her advice, asking for help, or just sharing with her.

I remember the last time I went to visit her classroom for a peer review process. Speaking in her soft voice, Connie was like a mother to her "Principles of Marketing" students: sharing, caring, and leading the way. Connie took advantage of every spare minute she had to teach her students and to do it best. She has devoted countless hours to advising and consulting students including time as the Director of Internships at the School of Business, prior to the transfer of this function to the CPD center. When she took over the Promotion project in 2019, she led her team to do the project for Big Brothers, Big Sisters. Remarkably, her student team ended up raising \$5,000 for this charity and for the first time in history Gonzaga Promotion project class earned a front page article in the Spokesman Review (a big score for Connie and for Gonzaga!)

Connie has been an amazing teacher, but she is also a great colleague and friend. If you ever needed advice on dealing with a challenging situation in class, Connie was always there as an empathetic listener and a wise advisor.

The big beneficiaries of her retirement will be her family and her beautiful garden because she will finally be able to devote more of her time to them. However, their gain is our loss as our marketing group will

see her less, not to mention that no one will be able to replace Connie in a semiofficial role of "the school of business icon of style."

I have recently stumbled upon the following quotation by John Steinbeck and I want to share it with you: "I have come to believe that a great teacher is a great artist, and that there are as few as there are any other great artists. Teaching might even be the greatest of the arts since the medium is the human mind and spirit."

Connie Lipsker is one of the great artists of the teaching profession. She has made a lasting impression on the world through the lives of the students taught by her. Years ago Gonzaga education prepared Connie to become one of the leaders for the common good. Connie paid it forward by bringing up a whole cohort of the bright business leaders who will lead in a Gonzaga way!

-Lada Kurpis



# SBA TRANSITIONS

## RETIREMENTS

### David F. Elloy, Ph.D.

Professor of Management

I first met Dave Elloy in 1988 at my job interview for a faculty position at Gonzaga. I was struck then by his friendliness and humility – two traits that he has consistently exhibited to me and other colleagues throughout his 35 year tenure at Gonzaga.



Dave was a key member of a talented group of faculty that formed the foundation for the School of Business Administration’s initial AACSB accreditation. Since joining the faculty in 1985, Dave has been a productive, consistent scholar. His work on self-managed work teams, job involvement, burnout and stress, and dual career couples has made a significant impact on the fields of organizational behavior and human resource management. As a testament to his reputation as a scholar, Dave was involved on a long-term assignment with the United Nations Development and International Labor Organization programs to develop and implement a Management Skills Development program for senior-level executives of the government of Nepal and Nepalese public enterprises. On another project, he worked with the International Labor

Organization to implement a human resource development plan for the UVA Regional Government of Sri Lanka. A common theme throughout all of Dave’s scholarly work is social justice. In his professional development role, he has clearly contributed to Gonzaga’s mission to promote justice and the common good.

Dave is an outstanding teacher and is loved by his students. He exemplifies the Jesuit value of cura personalis, care for the whole person, both in and out of the classroom. You will often see students visiting with him in his office or the hallway. He is particularly welcoming to our international students and has developed lasting relationships with many students over the years. In addition to teaching at Gonzaga, Dave has been a Visiting Professor at the Graduate School of Management at the University of Western Australia (Perth), Javeriana University (Bogata), Massey University (New Zealand), International MBA Program at Peking University (Beijing), IQS School of Management (Barcelona), and Chang Gung University (Taipei). His global experience and perspectives have been tremendous assets to the SBA and to our students.

Simply put, throughout his many years in the SBA, Dave has been an exemplary professional and colleague. Yet, along with his many accomplishments and recognitions, he remains a humble person. He always has a kind greeting and words of encouragement and support for colleagues and students alike. Beyond Gonzaga, Dave is devoted to his wife Shareen, his family, his faith, friends and our community. While we will certainly miss his friendly and calming presence in the Jepson Center, we wish him all the best as he transits to the next chapter in life.

# SBA TRANSITIONS

## NEW HIRES

### Mariella C. Zavala

Assistant Professor of Marketing



Dr. Zavala’s research interests include consumer-object relationships, retail design, social media, and sociocultural aspects of consumer behavior. Dr. Zavala is interested in how marketplaces can be disruptive and affect consumer experience. She has presented her work at various conferences,

including the Consumer Culture Theory Conference, the Transformative Consumer Research Conference, and the Association for Consumer Research North American Conference. Her research can also be found in the Journal of Business Research.

#### EDUCATION

Ph.D. in Management with a Concentration in Marketing  
University of California, Irvine

B.B.A. in Marketing with a Second Major in Philosophy University of Texas-Pan American (Now University of Texas-Rio Grande Valley)

### Richard J. Vann

Assistant Professor Marketing

Dr. Vann's research interests include; explaining problematic consumer goal pursuits and disengagement by connecting goal pursuit phases, mindsets, evaluations, and affect Applying improved goal disengagement theory to predict, encourage, and intervene for better health, sustainability, and well-being outcomes. And developing new constructs and measures to reveal barriers and facilitating factors for consumer goal pursuits with transformative potential

#### EDUCATION

Ph.D. in Marketing with Sustainability  
University of Wyoming

MIT Masters in Teaching  
Gonzaga University

MBA with a Marketing Concentration  
Gonzaga University

BS in Multinational Business  
Florida State University



# FACULTY AND STAFF

## AWARDS & RECOGNITIONS



### Centioli Faculty Scholars Excellence Award

Congratulations to Dr. John Correia for receiving the 2019-2020 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. The other award winner is Yemisi Awotoye.

In the past academic year, John had two journal articles accepted to A-level journals. The first article, Targeting Insider's Weak Password Behavior, contributes to the literature by providing an empirical study focused on various password-related self-efficacies. The second article, Privacy Maintenance in Self-digitization: Information Disclosure Decisions and Fitness Technology Usage, found that privacy does matter in a post-adoption context and that future research should look at more ways to integrate both areas of research. John also previously published an article in ACM SIGMIS Database: The Data Base for Advances in Information Systems on individual security behavior.

In the classroom, John utilized a new online book that allowed students to be interactively introduced to the material before class. He concluded the semester with a novel and practical final project. The project allowed students to choose a topic of their own professional interest and design a program that could be used in an interview or

elevator pitch to signal to a potential employer that they are able to apply their technical training in their domain. John worked with Career and Professional Development to queue up a virtual interview prompt where students were asked to provide an example of how they can apply their technical skills to the specific domain of interest. Students recorded a virtual response and had career development staff provide specific individual feedback. In the spring semester, John continued to teach synchronously throughout the semester and integrated COVID-19 concepts into the understanding of fundamental information technology in business. He had students conceptually develop a technology that used mobile phones to calculate a person's probability of having COVID-19 (e.g., microphone to monitor coughing, camera to monitor mask wearing, Bluetooth to monitor proximity to others). He later had students discuss the privacy implications of such a technology with someone older than they are. Additionally, he brought in several practitioners including alums from Microsoft, Slalom and West Monroe Partners. Further, he brought in several MIS seniors to reflect on their journey through the program and provide advice for those interested in studying MIS.

John served in a leadership role on the SBA's Data Analytics Task Force and as a member of the Continuous Improvement Committee Member. He also was a project sponsor for Computer Science Senior Design Project.



### Centioli Faculty Scholars Excellence Award

Congratulations to Dr. Yemisi Awotoye for receiving the 2019-2020 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. The other award winner is John Correia.

Yemisi had two articles published recently in peer-reviewed journals. The first, Work from home and organizational commitment: The sequential mediation of job stress and satisfaction, was published in the Journal of Organizational Psychology. The second, Immigrant entrepreneurs in the USA: A conceptual discussion of the demands of immigration and entrepreneurial intentions, was published in the New England Journal of Entrepreneurship. She also presented Work from Home and Organizational Commitment: The Sequential Mediation of Job Stress and Satisfaction at the 2019 Academy of Management Meeting in Boston.

In the classroom, Yemisi adopted different innovative methods including the use of two simulations to give students hands-on experience of real-life business environments. To encourage students to prepare for class, she included a reading assignment that required them to respond to questions online before the first day of class for

the week. From the syllabus to the discussions, Yemisi encouraged the students to ask themselves constantly, "What is the broad question we are trying to answer in this course" to help keep them focused and engaged.

Yemisi encourages students to think outside the box through reflection papers. She also administered the START-STOP-CONTINUE evaluation in her classes to get some feedback on her teaching. She then responded to the feedback accordingly. Following the transition to online delivery, many students understood the simulation, but a few struggled. To address this, she scheduled a meeting with all 23 teams to discuss their performance and address their concerns. She also asked each team to provide a slide deck on Blackboard to elicit feedback from their classmates.

Yemisi provides students with multiple modes of exposure to address their various learning needs. She also prioritizes being available to support students. While strategic management is what she teaches, she also believes that her role as an instructor involves inspiring students. She therefore freely shares her story of perseverance and determination, and reminds students constantly that with God, all things are possible. She encourages them to reach for the best, be the best version of themselves, and treat others the way they would want to be treated while doing it.

# FACULTY AND STAFF

## AWARDS & RECOGNITIONS CONT.



### Loeken SBA Vision & Values Award

Congratulations to Dr. Annie Voy for receiving one of the two 2019-2020 Loeken SBA Vision and Values Awards. The other award winner is Dr. Danielle Xu. This award recognizes two faculty members for their significant contribution in helping the SBA fulfill its vision and live its values.

Annie has implemented an innovative engagement policy in her courses. She allows student to earn “Citizenship Points” for engaging in civil activities such as registering to vote, voting, watching political debates (national or local), and engaging in other citizenship behaviors. While Citizenship Points are small compared to the other points awarded in the class, Annie has found that these points are enough to remind and incentivize students to engage in the civic process. Annie also provides her students with voter registration cards and free stamps. Students are able to pick these cards up discretely after class and are encouraged to take extra to give to friends. She ties this to a lesson on how underrepresented the students’ age group is among voters and how that directly correlates to a lack of representation of their political, economic and social interests. This is not a political discussion but a lesson in civics and the importance of making their voices heard if they want the country to represent them. She also uses this time to remind students of the local rules on voting by mail

and whether they should/can (re)register in Spokane or request an absentee ballot from their home county. She links to voter registration sites on Blackboard and in her e-mail signature to make it easier for students to register online in their home state if they so wish.

During COVID-19, Annie recognized that several students were distressed. She conducted a survey asking student to rate their pandemic anxiety on a 1-10 scale. Several students selected 9 and 10. Annie realized she needed to support students’ mental health as much as their education during this rough transition. She read that students with a .edu email address could sign up for a free subscription of the Headspace meditation app. Annie shared this with her students and told them she would give CP for students who logged their meditation (or other forms of self-care including yoga). Among the students that gave it a shot, feedback was that they really noticed a much-needed reduction in their stress-level.

When COVID-19 shutdown schools and impacted the SBA’s involvement in the weekend meal support Bite2Go program for students at Linwood Elementary School, in Spokane, Annie stepped up to deliver meals to families who did not have transportation to travel to Linwood to pick up food. In the first few weeks, Annie delivered approximately 30 Bite2Go meal sacks per week to those families.

Annie is a member of the Committee on Academic Standing, the SBA Continuous Improvement Committee, the SBA Diversity and Inclusion Task Force, the Economics Program Review Committee,

and the International Studies Advisory Committee. She served as a faculty mentor on Economics senior theses and as a career/college fair volunteer representing Gonzaga University at Prairie View Elementary School in Spokane. In the community, she is a member of the Equity Advisory and Boundary Revision committees in the Mead School District in Spokane.



### Loeken SBA Vision & Values Award

Congratulations to Dr. Danielle Xu for receiving one of the two 2019-2020 Loeken SBA Vision and Values Awards. The other award winner is Dr. Annie Voy. This award recognizes two faculty members for their significant contribution in helping the SBA fulfill its vision and live its values.

Danielle and Dr. Tim Olsen founded the study abroad program in China in the summer of 2016 and continued it in 2017 and 2019. They foresaw it as a regular program in the future. They believe this is an innovative program for both School of Business Administration and Gonzaga University and it has had a big impact on students’ lives and the SBA’s curriculum. The four-week program allowed the undergraduate students to understand the financial system in China, the investment opportunities in China, and the technology and E-commerce development in China. In addition, it included several field trips to various multinational and local businesses and network

opportunities with the Chinese university students. This helps fulfill the SBA vision and strategic plan of providing global exposures to students and preparing them to become global citizens. Specifically, it fulfills our strategic plan to “deliver a rigorous, relevant and dynamic curriculum to meet the needs of our changing world” and our vision to “make our school a global leader in Jesuit education.”

The trips to Adidas, Nike and Microsoft offices in China also helped to strengthen the SBA’s relationships with its long-term partners. Danielle and Tim plan to include visits to Starbucks and Boeing in China in the near future.

Danielle traveled with students to Boeing in Seattle as a part of the project management class, to the New York as part of the Career and Professional Development Trek, and to Bellingham for a DECA regional competition. She has supported and co-sponsored students’ business case competitions including the CFA research challenge, ACG cup and Venture Capital investment competitions.

Danielle served as the Finance discipline lead and was a member of the SBA Mission and University Library committees. She co-authored a published article in Journal of Applied Business and Economics. She was the faculty advisor to the student DECA group, participated in 2nd Harvest’s Bite-to-Go project, engaged in NE Placed Initiatives Project discussions and volunteered in spring NE community center cleanups. She also served as a mentor for visiting scholar Dildora Abdusattarova from Uzbekistan.



# FACULTY AND STAFF

## AWARDS & RECOGNITIONS CONT.



### Loeken Academic Excellence Award

Congratulations to Dr. Ryan Herzog for receiving the 2019-2020 Loeken Academic Excellence Award. This award recognizes all-around academic excellence in teaching, intellectual contributions, service, and other professional activities.

Ryan has demonstrated his commitment to a rigorous, relevant and dynamic curriculum this past year by hosting a series of guest scholars for the university community. These scholars provided valuable and impactful information for students and the community during a period of economic turmoil and change. He also began working with the board of the Institute for Hate Studies to better understand hate within economics. He is coauthoring a supplement for principles level courses on racial inequality. Both of these are innovative in the field of economics.

Ryan also encouraged and supported scholarly activities that contribute to disciplines and the common good. He worked with colleagues from across the country to prepare a working paper titled “Overview of the Social, Economic, Political and Ecclesial Context of the USA West Province.” His contributions focused on the growing inequality, lack of affordable housing, and political tensions in the west. This paper will impact Jesuit works in the United States.

Ryan inspired greater student performance and accountability in curricular and co-curricular activities, including starting and continuing the economics tutoring center and acting as lead of the economics discipline which included developing a summer research program (temporarily on hold) and an annual guest speaker series.

Ryan actively engaged in the university and the community to develop rich learning experiences that engage students with real business and community challenges and opportunities. This year, he hosted Len Keifer, deputy chief economist at Freddie Mac, in an event that included the participation of many bankers and real estate professionals. He also worked with colleagues within the SBA to establish a case competition on affordable housing.

Ryan contributed to the excellence and reputation of the university in many ways including giving talks through the community, being interviewed by the Spokesman Review on the effects of the New NAFTA trade agreement, and participating in a radio session with 1080 The Fan (Portland, OR) on the future of sports and economic/financial literacy.

Ryan embraced the Jesuit legacy of inspired, confident and innovative action by seeking to deepen our understanding of and commitment to Jesuit values and pedagogy. He developed a new course in global income inequality that incorporates Jesuit values and the university mission in the context of economic growth and economic inequality. He also developed a branding strategy that highlights the distinctiveness

of Jesuit business education. His courses incorporate content on social issues including sustainable growth, economic inequality, and racial injustice.

Ryan also led as the discipline lead for economics, chair of the university Faculty Compensation Committee, director of the Economics Tutoring Center, and coordinator of Athletics Testing. He is a member of the university Retirement Committee, President McCulloh’s Colleagues Advisory Group, and the SBA Strategic Policy and Planning Committee. He is a member of the Numerica Credit Union Board of Directors and serves on the audit committee.



### Barnes Vision Academic Excellence Award

Congratulations to Dr. Molly Pepper for receiving the 2019-2020 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.

Molly served as the co-chair (with Maureen Duclos) for the School of Business Administration’s Diversity and Inclusion Task Force. This task force examined data from the Campus Climate Survey, belongingness surveys from SBA students, and employer focus groups (conducted by the co-chairs with alums and employers in Portland and Seattle).

The task force completed its work in one academic year and made recommendations to the dean. Molly also co-facilitates (with Chief Diversity Officer Dr. Raymond Reyes) the Center for Teaching and Advising’s Productive Discomfort faculty affinity group. She coordinated several meetings each semester for discussion of making classrooms welcoming to all students while engaging in difficult conversations on diverse topics. She co-presented a paper titled “Engaging the Whole Professor and Preparing Students For More Inclusive Organizations” at the Midwest Academy of Management. She also presented two papers on education issues at the Colleagues in Jesuit Business Education conference.

In experiential learning activities, Molly coordinated “You Can in Spokane,” an event designed to encourage students to consider staying in Spokane after graduation. Molly arranged a speaker to shine a spotlight on the positives of Spokane, used the event as an experiential learning initiative in her training and development course, and coordinated the networking of students with employers and alums. She coordinated with CPD and the Alumni Office to recruit employers and alums to attend.

As for national recognition, Molly is the incoming president of the national group Colleagues in Jesuit Business Education which is part of the international group International Association of Jesuit Business Schools. The principal and home office of Colleagues in Jesuit Business Education is the work address of its president. Therefore, for the next two years, Gonzaga will be the home office of Colleagues in Jesuit Business Education.



# FACULTY AND STAFF

## AWARDS & RECOGNITIONS CONT.

At the university level, Molly is a member of the Core Executive Committee, the Faculty Formation Task Force (Mission and Ministry), and the Council on Diversity, Equity, and Inclusion. In the SBA, Molly serves on the Continuous Improvement Committee. In the community, Molly is an active member of the Rotary 21 club, serving on foster kids, invocation, and vaccination committees. She also manages a writing group of Spokane community members who are working on fiction, non-fiction, and poetry.



### Barnes Vision Engagement Award

Congratulations to Dr. Vivek Patil for receiving the 2019-2020 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.

In addition to his courses at Gonzaga, Vivek teaches in the DBA program at Creighton University. This work engages him with other faculty and constituents of the Jesuit network. Through those connections with students, he has two articles under review and three working papers with two DBA students. He also chaired the DBA dissertation of Dr. Chandu Valluri, who started a tenure-track job

after his DBA. In addition to this avenue of scholarship with students of a sister-Jesuit institution, Vivek worked on research topics that deal head-on with topics tied to Jesuit mission. A case in point would be his presentation at the 2019 International Association of Jesuit Business Schools conference on the development of the visualization of the MAPS project for community development and his work with Dr. Peggy Sue Loroz on the assessment of the Jesuit mission of the university that have twice been published in the Journal of Jesuit Business Education (2019 and 2014). These works have involved two conference presentations, one of which won the best paper award during the 2018 CJBE/IAJBS conference in Seattle.

In Fall 2019, when Fr. Max Oliva, S.J. announced that he was offering commuter retreats to School of Business Administration faculty, Vivek leapt at that opportunity and was probably Fr. Max’s first non-Catholic disciple. Fr. Max has become a good friend and mentor.

Vivek continues to seek meaningful opportunities to contribute to the local community. This past year, he was on the marketing committee of the Board of Vanessa Behan Crises Nursery. After the MAPS project, he now works more closely with the Center for Community Engagement’s Place-Based Initiative, Opportunity North East, as a research fellow. More recently, in May 2020, Vivek developed a dashboard for the potential impact of Coronavirus for the North East neighborhood that is the focus of the Place-based Initiative. This was in addition to the dashboards for the cities of Spokane, Spokane

Valley, and Liberty Lake that he had created and sent to mayors Nadine Woodward (Spokane) and Shane Brickner (Liberty Lake). Vivek continues to organize the R-user group in Spokane. Through the group, he now has a coauthor, Fred Franken, Ph.D., who is working on a project with him on how to improve display of numbers in correlation matrices.

At the university-level, Vivek is a member of the Rank and Tenure committee. He is a reviewer for the International Journal of Business and Systems Research. He made three presentations this year at academic conferences.



### Barnes Vision Inspiration Award

Congratulations to Dr. Mirjeta Beqiri for receiving the 2019-2020 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.

Mirjeta incorporates mission in all the courses that she teaches - qualitative and quantitative. In quantitative and stats analysis courses, students continue to work, when possible, with non-for-profit organizations as data analysts. Such a course has had such an impact and inspired one of her former students in developing and teaching a

Business Consulting Projects Lab course. In operations-related courses, Mirjeta discusses such matters as (un)ethical issues of outsourcing (sweatshops, etc.) and sustainability practices in supply chain. The Gonzaga in Belgium and Italy program serves as a platform to share her passion as a global world citizen. Its goal is to inspire students to become individuals that the world needs most. In addition to visiting the European Commission, students also visit sustainable businesses, such as Funghi Express. Additionally, she volunteered to teach in Fall “Introduction to Business” course for Jesuit Worldwide Learning, and she is teaching this summer, as well, an experience that continues to be highly rewarding and inspiring.

Mirjeta strongly believes in the value of mentorship and mentors students at all levels, across different schools, universities, and borders. While she officially stepped down as DECA’s advisor this year, she served as a mentor to Dr. Danielle Xu. She also continues to serve as Supply Chain Association’s co-advisor. Additionally, when the MBA team was getting ready to compete in the ACG Cup Competition and was very determined to go to Portland (in early March), she was by their side without any hesitation despite the circumstances. Furthermore, she mentored several DNP, Ph.D, and DBA students. Moreover, she served as facilitator for the New Student Orientation – ZagHelpsZags.

At the university level, Mirjeta serves as chair of the Academic Council Graduate Curriculum Committee (spring) and chair of the Academic Committee in the Faculty Senate. She also is a member of the Pandemic

# FACULTY AND STAFF

## AWARDS & RECOGNITIONS CONT.

Task Force and its Academic Instruction and Learning sub-Committee, the Board of Regents, the Academic Council, the Faculty Senate, the Academic Technology Committee, the International Education Council, the Assessing Mission Formation Group, and the Native American Programming Committee. In the SBA, she served as the discipline lead for the operations discipline in the fall semester. She is a member of the Reappointment, Promotion and Tenure committee, the Continuous Improvement Review Committee, and the Diversity and Inclusion Task Force. In the community, she is a board member for Big Brothers Big Sisters of Inland Northwest Board.

### 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) Congratulations to all of them for the awards received due to their published research in the past year.

YEMISI AWOTOYE	SARA KERN
GERHARD BARONE	DANIEL LAW
RANDY BENNETT	ADRIANE LEITHAUSER
SCOTT BOZMAN	CASEY MCNELLIS
ANDREW BRAJCICH	MATTHEW MCPHERSON
REBECCA BULL SCHAEFER	JUSTIN MORSCHECK
JASON CHEN	ASHISH THATTE
TODD FINKLE	DANIELLE XU
DONALD HACKNEY	

## UNIVERSITY FACULTY AWARDS

- Teaching in Excellence Award**  
Donald Hackney, Associate Professor of Business  
Cathy Dehart, Lecturer of Accounting
- Long-serving Faculty Awarded Emeritus Status**  
David Elloy, Professor of Management
- 2020 Compass Award Winner**  
Rebecca Bull Schaefer, Associate Professor of Management
- Promotion: Assistant Professor to Associate Professor**  
J.D. Morscheck, Associate Professor of Finance



# MOVING BEYOND THE CLASSROOM

## SUMMER EXPERIENTIAL INTENSIVE COURSES

The SBA heard from the students that the COVID-19 health crisis made it difficult to find or keep a summer internship. In a regular summer, many of them would be doing internships for academic credit or for zero credit (no tuition) with a waiver of the experiential requirement of the business major.

With this rising concern the SBA stepped up and offered two summer classes to help those rising juniors and seniors, who had their internships and other educational opportunities canceled or were not been able to attain an internship due to the COVID-19 health crisis, meet their experiential requirement.

The Summer Experiential Intensive courses included two different sections; one section for zero credit and could be taken without paying tuition. Successful completion of this course waived the three-credit experiential requirement in the business major but does not provide the student with any credits. The second section counted for three credits and requires paying tuition. The content and requirements of both sections are the same.

Both sections of the class included one core experience on career preparedness and then required each student to select three modules of experiential content from a menu.

### MODULES INCLUDED

#### **Accounting Innovation and Technology**

Matt Hoag, Associate Professor of Accounting; and  
Dr. Mary Heitkemper

#### **Personal Finance Skills**

Matt Hoag, Coordinator of Accounting &  
Associate Professor of Accounting

#### **Decision Making for Managers**

Mirjeta Beqiri, MBA Programs Director &  
Professor of Operations Management

#### **Vocation**

Molly Pepper, Associate Dean of Undergraduate Programs &  
Professor of Management

#### **COVID-19: Innovation and Customer Responsiveness**

Chris Stevens, Associate Professor of Entrepreneurship

#### **Gender in the Workplace**

Molly Pepper, Associate Dean of Undergraduate Programs &  
Professor of Management



# MOVING BEYOND THE CLASSROOM

## MONDAYS AT NOON

This past spring the School of Business began an on-line program called Mondays at Noon. This hour long program was designed to help the school stay connected with our students and other stakeholders. Available via Zoom each week, we feature a noteworthy leader from the Gonzaga network who provides insight and commentary on the world of business..Additionally, we use this time to give the listeners a chance to interact with the speakers and leadership of the business school.



All our Mondays at Noon recordings can be found on our Zagbusiness Events YouTube Channel

### FEATURED SPEAKERS

**Stuart McKee '93**  
Chief Technology Officer, State & Local Government  
Microsoft

**Jennifer West '87**  
Reputation Management Consultant

**Katy Bruya '99**  
Senior Vice-President for Human Resources  
Washington Trust Bank

**Mary Kuney**  
Spokane County Commissioner

**Antonella Mediat**  
Brain-Based Leadership Coach

**Ken Anderson '81**  
Dean of the School of Business Administration  
Gonzaga University

**Gary Weber**  
Professor of Accounting and  
Kinsey Robinson Chair of Business Administration  
Gonzaga University

**Will McCahill '13**  
Business Manager  
Microsoft

**Dr. Charlita Shelton**  
Special Consultant to President McCulloh  
Gonzaga University

**Joe Smith**  
Head of Sponsorships & Regional Marketing  
Truist

**Jane Hession '72,'77**  
Academic Advisor, School of Business Administration  
Gonzaga University

**Matt Santagelo**  
Executive Director  
Hoopfest

**Dr. Mirjeta Beqiri**  
Professor of Operations & Supply Chain Management and Director,  
Graduate School of Business programs.  
Gonzaga University

**Kyle Teater**  
Director of Finance / CFO, Boeing Research and Technology,  
Enterprise Engineering

**Alex Flake**  
Senior Program Manager at Amazon

**Ryan Boscow**  
Senior Program Manager/Talent Advisor - WW Devices & Business  
Development; Amazon Student Programs

**Andrew Sorenson**  
Operations Director, Strategic Manufacturing Capabilities  
Nike







## A TRIP TO BOEING

### APPLIED PROJECT MANAGEMENT AT BOEING

In the days leading up to the Boeing excursion, my excitement grew as I devoured the recommended course materials. Before stepping foot on the bus destined for Boeing's production facility in Everett, I developed a foundational knowledge in project management through the recommended reading of the Harvard Business Review's Guide to Project Management. Additionally, I explored lean manufacturing principles and watched the recommended Boeing videos with eyes opened wide. The videos ignited my imagination as I began envisioning the upcoming Boeing excursion, and the experience I would soon share –with the Gonzaga MBA crew!

The immersive visit to Boeing began with an inspiring introduction led by Rodney Armstrong, Director of Supply Chain Finance Analytics. During the session, I was surprised by his honest critique of Boeing regarding continuous improvement, admitting the natural tendency for Boeing employees to fixate on their jobs without understanding the why behind what they do. For instance, very few challenge the status quo processes. Reflecting on his words, I realized the importance of facing the unknown, stepping outside my comfort zone, and challenging the status quo to pursue continuous improvement in my own life, my work, and the world.

Armstrong's Keys to Success left a lasting impression on me. A few items on his list deeply resonated with me. Firstly, I am a strong believer in his recommendation, "don't sign work you wouldn't be proud of", which signifies effort in striving to put only my best work forward.

Second, I need to remember the value of "be(ing) a first-time learner". I tend to fall into the trap of perfectionism, which ultimately prevents me from continuous improvement when the fear of failure prevents me from challenging the status quo. Viewing mistakes as learning opportunities will overpower my inclination to dwell on a mistake, especially with negative thinking and harshness. Lastly, I often forget to "have fun". Having fun was an item I was surprised to see on his list, especially because I put a lot of pressure on myself to perform. As I move forward from this experience, I will aim to integrate more fun into my work rather than approaching work with a mindset of perfection and pressure. Indeed, I gleaned valuable perspective from Armstrong's Keys to Success to apply throughout my career.

Following Rodney's session, we segued to a presentation on Project Management. When discussing the four stages of monitoring and controlling the project, the importance of the planning phase was emphasized. The common phrase "haste makes waste" set in my mind. Admittedly, I can recall smaller projects when I failed to give the planning phase adequate attention due to my eagerness to dive into the execution phase. Reflecting on my experience with project management, I acknowledge that the best projects are the result of proper initiation (clearly defined objectives), adequate planning, strategic execution, and an intentional closing process to capture valuable lessons learned.

The most noteworthy project I managed in my career to date was a store opening for Lululemon Athletica in a new market. During each



phase in the project management process, I worked closely with key stakeholders from the corporate office headquartered in Vancouver, British Columbia. With clear objectives defined from the beginning, we spent a significant amount of time and effort in the planning stage. Before opening the store, we identified the major tasks at hand, evaluated resources, and determined a realistic timeline. Next, I was responsible for assembling my “dream team” based on the key skills required to open and operate a new store. Once the team was hired, I further broke down key tasks into more detailed assignments and areas of responsibilities based on the skillsets of employees. Together, we worked to complete the new store checklist while working diligently to stay on schedule.

After substantial preparation, the highly anticipated grand opening day finally arrived! In the execution phase, performance data was collected and evaluated against our objectives. Reports on sales, inventory, and budgets were compared to actual results before being shared with key stakeholders during the store opening’s execution phase. I’m pleased to report that total sales reached 153% to plan during the store’s opening weekend! Additionally, the store was recognized among the top three stores based on total sales for three consecutive weeks. In closing the new store opening project, I met with stakeholders from the corporate office as well as the district and regional managers to capture lessons learned. The closing phase also brought a celebration with the team to reward our achievements!

Reflecting on the Boeing excursion in its entirety, I am filled with gratitude and return to Gonzaga with an augmented perspective, additional knowledge, and valuable insights to apply to my work and career. The overarching theme that resonates within me as I depart from Boeing is continuous improvement. Continuous improvement

becomes reality only by taking initiative, following my passions, and challenging myself day in and day out. While the relentless pursuit of continuous improvement calls for courage, I know in my heart that it’s the path to pursue to ensure I live my best life, leave a legacy, and positively impact the world.

Without a doubt, I highly recommend MBA students participate in the immersive visit to Boeing. As I expressed in my reflection paper, I gleaned valuable insight from the experience and such learning is impossible to replicate in a classroom setting. The experience facilitated deeper learning as I was able to draw from concepts introduced in the classroom setting, such as supply chain management and lean production, throughout my time at Boeing. Not only do I recommend the Boeing trip to MBA students, but I also recommend developing additional immersive visits to enhance the learning process in other key business disciplines or industries.

*-Haley Topliff*

# CAREER KINDLER TRAINING PROGRAM

Faculty and staff are invited to participate in a series of learning sessions to help them integrate career development into their advising meetings, classroom discussions, and other interactions with students. Career & Professional Development provides faculty and staff with the tools necessary to assist students in their career journey. As a result of the training, participants will be more prepared to converse with students and alumni about their careers in a meaningful way. Staff and faculty will learn proven methods and techniques on how to illuminate the career path of Gonzaga University students in powerful and impactful ways.

The School of Business had 18 Career Kindlers participate in the program over the last 3 years. As a result, they were presented with the following:

- Letter to incorporate into faculty members application for rank and tenure (upon request)
- Certificate of completion of the Career Kindler Training program
- Official pin to designate your Career Kindler status
- Sign for the office door that displays that you have received specialized training in career development



## School of Business Administration Career Kindlers

Gerhard Barone	Jillian LaBelle
Mirjeta Beqiri	Adriane Leithauser
Becky Bull Schaefer	Connie Lipsker
Cathy DeHart	Peggy Sue Loroz
Maureen Duclos	Fr. Max Oliva
Don Hackney	Molly Pepper
AJ Hawk	Chris Stevens
Jane Hession	Masha Tackett
Erica Johnson	Haley Topliff



# 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



360 Consulting Group  
Ace Hardware Corp  
Amazon  
Anastasi Moore & Martin  
Apple, Inc  
Archbright  
Avista Corp.  
Axis Capital  
Baker Construction  
Bank of America  
Belladona  
Berntson Porter & Company, PLLC  
Boeing  
Brighton Jones Wealth Management  
Central Holdings, LLC  
City of Spokane  
Clark Nuber PS  
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 Attroneys  
Gonzaga University  
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  
HUB International  
Husted Leadership Consulting, LLC  
Imprezzio  
Inland Northwest Blood Center  
Inland TechStart Fund  
Itron, Inc.  
Kootenai Health  
Kristofer Capital Management, LLC  
Lakeside Capital Group, LLC  
Lee & Hayes

Lydig Construction  
Lyft  
M&M Housing Solutions LLC  
Mercer  
Microsoft Corp  
Microsoft, Bridal Bliss  
Moss Adams LLP  
Movsi.com  
MW Consulting Engineers  
Nike  
Northwest Farm Credit Services  
Numerica Credit Union  
Nuvodia  
Oil Analysis Lab, Inc  
Pacific Coast Banking School  
Pantry Fuel, LLC  
PepsiCo  
Personal Wealth Attorneys, LLC  
Peterson Sullivan LLP  
Potlatch Corporation  
Providence Health Care  
Purrfect Logos, LLC  
PwC  
Quanta Subsurface, LLC  
Red Lions Hotel Corp  
RiskLens  
Rockwood Health System  
s•squared marketing &

communications  
Schoolhouse Electric Co.  
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.

# STUDENT SUCCESSES

## SUPERIOR MERIT AWARD



The Society for Human Resource Management (SHRM) awarded a 2019-2020 Superior Merit Award for designation to the Gonzaga University School of Business SHRM student chapter for providing superior growth and development opportunities to its student members.

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

“Today’s members of our student chapters are the HR leaders of tomorrow. They are the movers and shakers of the future, and we cannot understate the vital role they play in SHRM’s success,” said Johnny C. Taylor, Jr., SHRM-SCP, SHRM president and CEO. “The Gonzaga SHRM Chapter #5444 is evidence that the future of HR is, indeed, in good hands. I applaud their accomplishments and ability to fiercely move forward during a time of such change and uncertainty in the workplace.”

# STUDENT SUCCESSES

## AWARD WINNERS

### AICPA HONORS ACCOUNTING ALUMNUS



Chase Ronderos, who earned a Master’s of Science in Taxation (MSTax) degree from Gonzaga in 2019 and a bachelor’s in accounting in 2018, is among 137 winners of the prestigious 2019 Elijah Watt Sells Award from the American Institute of CPAs 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 95.5% across all four sections of the Uniform CPA Examination, pass all four sections on their first attempt, and have completed testing in 2019. One of nearly 75,000 individuals who sat for the CPA Exam in 2019, Ronderos said the award honors both him and Gonzaga’s faculty.

“Receiving this award represents the culmination of not only my efforts but also those of the faculty at Gonzaga who have helped me over the years,” said Ronderos, who is employed with BDO USA, in San Jose, California. “My professors in the MSTax program always emphasized the importance of learning how to research rather than attempting to memorize the material word-for-word. This was more important than ever on the CPA exam where the sheer breadth of the material made

rote memorization nigh impossible, particularly in regard to the task-based simulations. I’m happy to say that the skills my professors taught me in the classroom have applied not only to the CPA exam but also to my work in public accounting.”

Gary Weber, Ph.D., director of Gonzaga’s Graduate Accounting Programs, congratulated Ronderos for the achievement.

“We are pleased to see Chase win the Elijah Watt Sells Award and share in his excitement about this remarkable accomplishment. He was an exceptional student in our program who really distinguished himself through his hard work, attention to detail, and outstanding attitude. Chase is an excellent representative of Gonzaga’s program, and we can see in graduates like Chase just how well a Gonzaga accounting education prepares students for success in their careers.”

Mike Decker, AICPA vice president of examinations, commended Ronderos and all the 2019 Elijah Sells Award winners. “The CPA Exam is a rigorous assessment and these candidates should be proud of their exceptional performance.”

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 United States, was active in the establishment of the AICPA and played a key role in advancing professional education within the profession. The AICPA, which owns and scores the CPA Exam, works with hundreds of volunteers and other stakeholders to maintain its relevance to the profession and alignment with the knowledge and skills required of a newly licensed CPA.



# STUDENT SUCCESSES

## SBA EXCELLENCE AWARD WINNERS



**BRIAN BOWERS**

**Hometown:** Bellevue, Washington

**Degree:** Bachelor of Business Administration with concentrations in Finance and Product Management and a minor in the Hogan Entrepreneurial Leadership Program

**Post-Grad:** Operations Excellence Consultant for West Monroe Partners



**ANTHONY KASKURS**

**Hometown:** Orcas Island, Washington

**Degree:** Bachelor of Business Administration with a concentration in Finance and a minor in Computer Science

**Post-Grad:** Investment Analyst for RVK Inc.

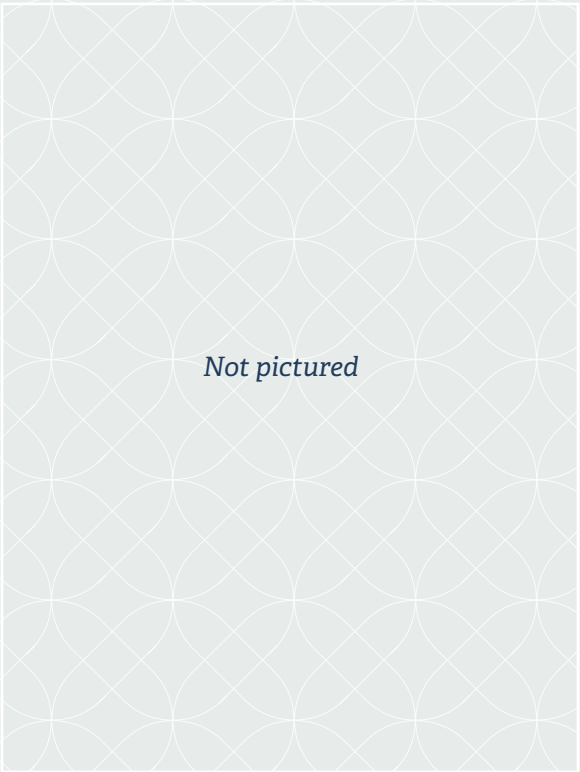


**CHRIS KEANE**

**Hometown:** San Diego, California

**Degree:** Bachelor of Business Administration with a concentration in Finance and minors in Entrepreneurial Leadership and Spanish

**Post-Grad:** West Monroe Partners, Financial Services Team



**RACHEL DESIMONE**

**Degree:** Bachelor of Business Administration with a concentration in Law and Public Policy



# STUDENT SUCCESS

## COMPETITIONS



### TEAM WINS DELOITTE'S REGIONAL AUDIT INNOVATION CAMPUS CHALLENGE

Team members (from left): Trevor Diuco; Andre Eason; Natalie Veto; Emily Pinder, Sam McEwan and Thea Pelz.

A six-member team of Gonzaga School of Business Administration accounting students won the regional competition of Deloitte's Audit Innovation Campus Challenge and was among 12 teams nationwide that advanced to the national finals at Deloitte University in Westlake, Texas.

#### THE TEAM INCLUDES:

Sophomore Trevor Diuco, from Rancho Mission Viejo, California; Juniors Andre Eason, Bellevue, Washington; Thea Pelz, Danville, California; Emily Pinder, Portland, Oregon; Natalie Veto, Tiburon, California, and Senior Sam McEwan, Boise, Idaho.

Teams representing 50 colleges and universities nationwide participated in the regional competitions Nov. 21 and 22 in Atlanta, Boston, Chicago, Dallas, Los Angeles and Minneapolis. The Gonzaga team had five weeks to respond to a challenge statement released in October.

"The students made an awesome presentation at the regional competition," said Gonzaga accounting Professor Sara Kern, one of the team's advisers. "They faced some tough competition and I am incredibly proud of the Gonzaga team. We are very excited to compete at the national competition."

Casey McNellis, assistant professor of accounting and a team adviser, said the accomplishment reflects the students' strong collaborative work and innovative thinking.

"The team addressed the growing concern of data privacy and proposed a unique and practical solution that leverages specific competencies of the accounting profession," McNellis said. "During the competition, the students worked closely with Deloitte professionals, and I am excited that they will be continue this valuable learning experience in preparation for the national competition."

### ENTREPRENEURSHIP STUDENTS RECEIVE HONORS

Out of 115 teams from 10 schools that applied to enter the 2020 Northwest Entrepreneur Competition, Gonzaga University had 6 teams from its Entrepreneurship Programs that were finalists. Two of those teams placed in the finals and won prize money.

In the Business Division, Perfect Plastic, a product which reduces waste, placed in 3rd place. It was created by all Entrepreneurship & Innovation students: Mohammed Ageez, Corey Kispert, Killian Tille, Dylan Hay, Cameron Custodio, and Bryan Husin.

In the Technology Division, Magna Hip, a hip replacement product, came in 3rd place. It was created by Megan Nakamura (Entrepreneurship & Innovation and Human Physiology), Charles Debaise (Mechanical Engineering), Joseph Heston (Mechanical Engineering), Bassel Mufarreh (Human Physiology), Madeline Robinson (Mechanical Engineering).

**Our Team**

Megan Nakamura  
CEO  
Human Physiology  
Entrepreneurship

Charles Debaise  
COO  
Mechanical Engineering  
Pre-Med

Joseph Heston  
COO  
Mechanical Engineering

Bassel Mufarreh  
CRO  
Human Physiology  
Psychology

Madeline Robinson  
CFO  
Mechanical Engineering

*Advisory Board: Dr. Patrick Devanny (Orthopedic Surgeon), Dr. Lex Gidley (Human Physiology & Biomedical Engineering), Shane Pacini (Electrical Engineering) and Philip Pintor (Mechanical Engineering)*



# STUDENT SUCCESS

## COMPETITIONS CONT.



### MBA STUDENTS PLACED THIRD AT ACG CUP

In March, a team of MBA students from the Graduate School of Business placed third at the Association for Corporate Growth case study competition in Portland, Oregon. ACG is an organization that brings together finance professionals in the fields of M&A, investment banking, private equity, and financial advisory. The northwest chapters of the group host a competition every year for students to solve a real-life problem in a high-pressure setting, as well as to network with employers and professionals in the area. Eight schools made it to the semi-finals and Gonzaga’s team tied for 3rd place.

#### THE TEAM INCLUDED:

Nicholas Shields, Ciera Thornton, Austin Wahl, Anthony Mazzola, and Matthew Rhew

The competition consisted of a pitch to a panel of judges detailing the groups’ recommended course of action for the case study: a restaurant that had received a tender offer from a holding company. The groups created detailed financial analyses for the different possible scenarios. The final round required groups to perform the same presentation for new judges, taking into account the feedback from the first group. Gonzaga’s team was complimented for having the best analysis of the company’s management and the most creative solution to the case.

The trip was sponsored by the Mozilo Student Experiential Fund.



# HONOR ROLL

Abbot Downing

ACRAnet Inc.

Gary Agatep and Christine Hennig-Agatep

Pepe Albi, Jr. (RIP)

Dave and Shana (Squier) Alles

Ken and Sue Anderson

Archdiocese of Seattle

James and Irene Arnaldo

Avista Corporation

Carmelita Ballard

Bank of America

Dr. Clarence Barnes

Katherine Barth

Michael and Julie Bearup

Benevity

Gerald Berger

Fred and Paula Bevegni Fund

Eddy and TerryKay Birrer

The Boeing Company

John and Linda (Hensle) Bowers, Jr.

Eric Brady

Andrew and Alexandra Brajcich

Holly Brajcich and Tom Krzyminski

Leah Brajcich and Christopher Richard

Matt D. Brajcich

Frederick and Paulita Rosario Lauzon (Pinto) Broderick

Mark and Elizabeth Bruskotter

Paul and Pattie Buller

Stevie (Cada) Burke

Vic Cain

Brad and Lesley Canfield

Kay C. Carnes

Jacob Carrasquer

John and Gerri Ceserani

Edmond F. Charette, Jr.

Lincoln and Theresa (Schneider) Clark

Columbia Bank

ConocoPhillips

Nicole E. Cook

Jim and Terry Coombes

Jeffrey and Shannon Corbett

Stephen and Kathleen Corrick

Cowles Publishing Co.

Donn and Tania Cox

Linda L. Curtis

Kevin and Mary Jean Daniels

Robert and Raeceil Day

Jeffrey and Susan deBoer

Mr. and Mrs. Kurt Dehmer

The Luino and Margaret Dell'Osso Family Foundation

Deloitte Foundation

Daniel Dieckgraeff and Denise Thanepohn

Eileen L. (Leonard) Diekemper

Greg and Margaret (Jones) Doering

Francisco and Teresa Dominguez

Kevin and Jackie Driscoll Charitable Fund

Richard E. Driscoll

Robert and Mary Dunn

Steve Duvoisin

Brian and Meghan (Bookey) Eike

Engie

Robert and Katherine Erickson

Tammy Erickson

Ernst & Young Foundation

Expedia

Fidelity Investments Charitable Gift Fund

Eileen M. Flaherty

Melquisedec Flores and Camila Cervantes

Michael and Mary Fox

Franklin Templeton

Gabriel Gagner

Joanne Galli

Garco Construction

Sarah L. Gehman

Clark H. Gemmill

Good Done Great

Zachary Paul Goodwin

Grant Thornton Foundation

Grant Thornton LLP

James Graue

Don and Sherie Hackney

Thomas and Thomasin Hammer

Jason and Annette Harrison

Brandon A. Haugen

John Hemmingson

Henningsen Cold Storage Co.

Dennis and Jane (McFaul) Hession

Matthew and Cara (Gish) Hoag

Margaret Hoffmann

Maureen C. Hogan

HOTSTART, Inc.

Klaus O. Huschke

I.S. & Emily C. Fetterman Foundation

Independent Colleges of Washington

Inland Group Inc.

Sheldon Jackson

Jack and Veronica Jacobs

Richard W. Janssen

Mark and Jennifer Johnson

Johnson Scholarship Foundation

Eric Jones

Dr. and Mrs. Kennard J. Kapstafer

Scotland E. Kapstafer

Robert and Michelle Keasal

Daniel P. Kelly

David Kelly

Zakary and Kelli Kessler

Pete King

Liesel M. Kittlitz

Rick E. Koch

Tyler R. Kowal

KPMG Foundation

Lada Kurpis

JoAnna E. Lake

Lakeside Capital Group LLC

Trevor P. Lampe

Steve and Lori (Abraham) Lane

The Lapke Family Fund

Christy and Mike Larsen

Leahy Family Fund

William L. Lewis

Andrew Livingston

Steven P. Lodzinski

Wil and Pat Loeken

Mike and Peggy Sue (Lorang) Loro

Tony and Kelly (Judge) Lucarelli

Stanford and Gloria Lum

John MacKenzie

George and Barb Maffeo

Thomas and Kimberly Maguire

Dan and Kathy Mallea

Jim McCarthy and Carla Firey

Anonymous in memory of Anita L. (Sherar) McKee

Grant T. McNamara

Mercer

Larry Meyers

Microsoft Corporation

Theresa (Bauman) and Jeffrey Miller

Mark and Catherine Mollandor

Arnie and Kathryn Mondloch

Dr. and Mrs. Joseph G. Monks

Jan R. Montanye

Darren and Coleen Morehead

Jill (Gibbon) and John Morones

Moss Adams Foundation

Moss Adams LLP

Angelo Mozilo

The Phyllis and Angelo Mozilo Family Foundation

John Naekel

Thomas and Liesl (Handwerker) Nebel

Don and Jeanette Nelles



Emile A. Nelson	D. Michael and Trea Reilly	Sam and Lindsey (McLafferty) Shaw	Hugh Toland
Robert D. Nelson	Martin and Pamela Riley	Kimberly Ann (Smith) and Michael Sheehy	Frank Tomsick
Mark and Sarah Neupert	Matt and Jeannette Ring	Darrell and Patricia Siria	Towers Watson
Nordstrom, Inc.	James Rivard	Maurice and Margan (Haley) Smith, Jr.	Toyota Motor Sales U S A
Numerica Credit Union	Shane and Amanda (Silva) Roach	Jim and Jeannine Songey	U.S. Bancorp Foundation
NVIDIA Corporation	David and Larissa (Holland) Robinson	Spokane International Airport	URM Stores Inc.
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Total Scholarship given:

\$556,996

Number of students receiving scholarships from the SBA:

215

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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. (in press, 2020). Work from home and organizational commitment: The sequential mediation of job stress and satisfaction. *Journal of Organizational Psychology*.

## GERHARD BARONE

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## PAUL BULLER

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## REBECCA BULL-SCHAEFER

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## SARA KERN

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## DAN LAW

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## ADRIANE LEITHAUSER

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## MATTHEW MCPHERSON

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## VIVEK PATIL

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## MOLLY PEPPER

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## ASHISH THATTE

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## YELIN ZHANG

**Zhang, Y.**, Cumming, D., & Johan, S. (in press, 2019). The Role of Diligence in Crowdfunding Platforms. *Journal of Banking and Finance*.



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