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 two 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 valuable contributions to our students’ education. These boards keep us in touch with what is happening in today’s organizations and that allows us to design curricula 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 it’s 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

Sincerely,

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

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

73% OF GRADS COMPLETED AT LEAST ONE INTERNSHIP

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

56% IN WASHINGTON

1,400 UNDERGRADUATE STUDENTS

TOP EMPLOYERS
AMAZON
DELOITTE
KPMG LLP
VANGUARD

96% OF GRADS REPORTED WORKING, CONTINUING EDUCATION, VOLUNTEER SERVICE, MILITARY SERVICE, OR NOT SEEKING AS THEIR PRIMARY ACTIVITY AFTER EARNING THEIR GONZAGA DEGREE.

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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% (20TH IN THE COUNTRY AMONG LARGE PROGRAMS)

TOP REPORTED INDUSTRIES
ACCOUNTING  HIGHER EDUCATION  HEALTHCARE  MANUFACTURING  INVESTMENT/PORTFOLIO MANAGEMENT

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

THE LATEST DATA SHOWED OUR FIRST-TIME CPA PASS RATE TO BE APPROXIMATELY 76% (20TH IN THE COUNTRY AMONG LARGE PROGRAMS)

TOP EMPLOYERS
DELOITE GONZAGA UNIVERISTY MOSS ADAMS PWC

WE ARE ACCREDITED BY THE AACSB IN BOTH BUSINESS AND ACCOUNTING, LESS THAN 200 SCHOOLS WORLDWIDE HAVE EARNED DUAL ACCREDITATION IN BUSINESS AND ACCOUNTING.
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, etouffee, 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
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 emeritus 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 Accounting 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
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 Greety 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
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 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
Sarbanes–Oxley Act and lessons from financial markets. To encourage his students to become committed 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.

Professor Brajcich’s teaching is highly rated by his students. He continuously updates his courses to contain the most recent and relevant materials. Students are consistently satisfied with courses 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 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 the university.

This year, Dr. Zhang published a paper at the Oxford Review of Economic Policy and presented another paper at a national conference in the field of finance. He has published three papers in the Journal of Legal Tax Research, one in The CPA Journal, and 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 CPA Journal. 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 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 the university.

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This year, Dr. Johnson published a paper at the Oxford Review of Economic Policy and presented another paper at a national conference in the field of finance. He has published three papers in the Journal of Legal Tax Research, one in The CPA Journal, and 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 CPA Journal. 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 Loeken SBA Vision & Values Award

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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 where he has 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 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 Tutoring Center for the SBA and University missions around inclusion and equality.

Barnes Vision Engagement Award

Congratulations to Dr. Miljeta 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 implementations, 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, her former students are establishing a Consulting Club on campus. Dr. Beqiri presented on issues in higher education and created new lectures and assignments to reflect an emphasis on data analytics. She 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. She 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 Tutoring Center for the SBA and University missions around inclusion and equality.

Barnes Vision Inspiration Award

Congratulations to Dr. Peggy Sue Loroz 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. Loroz and she strives to use it as a guide for her professional life. Dr. Loroz 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 IAJBS/CJBE conference in July 2018 and received the best paper award. They then continued work on this topic, with a number of student co-authors, as part of Ethics Week, in collaboration with the Office of Mission and Ministry. In addition, both of Dr. Loroz’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. Loroz 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-reviewed article(s) or unconditonal 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. PAUL BULLER
DR. CASEY MCNEILLIS DR. DAN AVI
DR. TIM OLSEN DR. MATT MCPHERSON
DR. RANDY BENNETT DR. VIVEK PATIL
DR. JASON CHEN DR. MOLLY PEPPER
DR. TODD FINKLE DR. ASHISH THATTE
DR. GERHARD BARONE

University faculty awards

Congratulations to the following faculty members for their work on mission outcomes assessment. They were selected based on their contribution to the university through teaching, research, advising, or service.

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

Long-serving faculty awarded emeritus status

Congratulations to the following faculty members for their many years of service to Gonzaga University.

C. 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

FACULTY & STAFF
AWARDS & RECOGNITIONS CONT.
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.
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)

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.”
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.
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 programming 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**
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 Íñigo 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 Monserrat.

The next day, a day-long climb of more than a thousand meters over 27 kilometers brought our group to the plateau of Monserrat (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 Monserrat, 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 Iriberri, S.J. & Chris Lowney (Ediciones Mansajero, Spain)

Dr. Christopher Stevens
changes and challenges of this iconic, Spokane event. Bloomsday's founder and Race Director Don
balloons to participate in one of America's largest road races: Spokane's
on foot – thousands of individuals gather behind a banner of multicolored
tank tops, running shoes and bold numbers – some in wheelchairs, some
activity bursts through the streets of Spokane. Donned in athletic shorts,
Kardong.
8th Annual Pigott Entrepreneurship Lecture Series featured Don
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
Mozilo Lecture on Affordable Housing
ACADEMIC LECTURES & EVENTS
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, globalisation, 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
experienced locally sourced food and wine. This event generated over
$60,000 in net revenue.
3rd Annual (Seattle) Wine and Dine - The SBA hosted its 3rd 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
purpose, the workshop was free of charge. It included a networking social
and an introduction for the lobby screens, a self-evaluation, a supervisory
evaluation and (possibly) other assignments as named in the original
learning agreement.
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, how 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.

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, to provide 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...", which usually include a panel presentation and a networking social. The
speakers, usually GU alumni, talk about career paths, how 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
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requirements. Other assignments included a blurb for the webpage, an
introduction for the lobby screens, a self-evaluation, a supervisory evaluation, and some possible assignments as named in the original
learning agreement.

5th ANNUAL AWARD LECTURE ON BUSINESS ETHICS
Featuring Scott Morris, Chairman President CEO at Avista
Thursday, October 16, 2019 | 5:30-8:00
Jepson Center Wolff Auditorium

9th ANNUAL PIGOTT ENTREPRENEURSHIP LECTURE
Featuring Josh Nebbitt & Tom Simpson
Wednesday, April 8, 2020 | 5:30-8:00
Jepson Center Wolff Auditorium

7th ANNUAL COMMUNITY PARTNERS EVENT
Friday, May 14, 2020 | 5:00-7:00
Jepson Center Shanaman Family Alumni Lobby

2nd ANNUAL SEATTLE WINE AND DINE
Friday, May 15, 2020 | 6:00-9:00
TBD

ETHICS WEEK
Monday, October 14-18,2019 | Jepson Center Wolff Audit.

11th 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

5TH ANNUAL WINE AND DINE
Friday, November 22, 2019 | 6:00-9:00
Hemmingson Center Grand Ballroom

4TH ANNUAL WINE AND DINE
Friday, May 15, 2020 | 6:00-9:00
Jepson Center Wolff Auditorium

3RD ANNUAL WINE AND DINE
Thursday, May 14, 2020 | 5:00-7:00
Jepson Center Shanaman Family Alumni Lobby

2ND ANNUAL SEATTLE WINE AND DINE
Friday, May 15, 2020 | 6:00-9:00
TBD

UPCOMING LECTURES & EVENTS
HONOR ROLL

Abbot Downing
Gary Agatep and Christine
Hening-Agatep
Ken and Sue Anderson
Jim and Mary Angiolo
Asaure Northwest Health
Avista Corporation
AT&T Specialty U.S. Services, Inc.
Bank of America
Bank of America Foundation
Richard and Joanne (Daly)
Barber
Chris B. Barnes
Dr. Clarence Barnes
Theresa (Bauman) and Jeffrey
Barnes
Dr. Clarence Barnes
Chris B. Barnes
Barber
Bank of America Foundation
AXIS Specialty U.S. Services, Inc.
Avista Corporation
Asuris Northwest Health
Jim and Mary Angelosante
Ken and Sue Anderson
Hennig-Agatep
Abbot Downing
Darris Cassidy
Jacob Carrasquer
Brad and Lesley Canfield
Dennis and Peggy (Morton)
Cooper
Jay and Jackie Caferro
Paul and Pattie Buller
Jim and Jackie Caferro
Dennis and Peggy (Morton)
Caffee
Brad and Lexley Canfield
Kay C. Carnes
Jacob Caveruer
Darrs Cassidy
Tom and Jean Cavo
ACRNen Inc.
Gerard Centoli
Centoli Family LLC
John and Gerri Ceserani
Sylvester and Stacey Chairman
Chinnok Capital Advisors
Lincoln and Theresa (Scheider)
Clark
My. Charles A. Cleveland and
The Honorable Joyce J.
McCown
Equity Platforms
Columbia Bank
Nicole E. Cook
Jim and Terry Coombes
Jac and Jacqueline Cooper
Jeffrey and Shawnan Carretti
Architects of Seattle
Tom and Janie Carroll
Dorn and Tanta Cox
Pete and Morag Caver
Samuel Crosby and Christopher
Hodges
Gene Cunneely
Linda L. Curtis
Davidson Companies
Kevin and Mary Jean Daniels
Dennis Real Estate
Robert J. and Raelce A. Day
Maureen C. Hogan
Bradford and Caroline Dear
Jeffrey and Susan Debard
Mr. and Mrs. Kurt Dehmer
Debiole Foundation
Greg and Margaret (Jones)
Dearing
Theofigh M. Dole
Francisco and Teresa
Dominguez
Ken and Jackie Drisscll
Richard E. Driscoll
Kelsey J. Dunn
Robert and Mary Dunn
John and Allison Durkin
Brian and Megan (Boaske) Eke
Bill and Alberta Eng
Carol Eng
Ivan Ejskovln and Irina
Solovey
Tammy Erickson
Emi & Young Foundation
Emil Fecoco
Dr. Joseph Fedock
Jane [Ferguson] Belinfante
Fidelity Investments Charitable
Gift Fund
Brendon Finngan
Melquiades Flores and Carreia
Cervantes
Allan R. Foster
Michael and Mary Fox
Lucas J. Gately
Clark H. Gemmill
HOTSTART, Inc.
Gregory, J. Hurners
Jamie Hournes
Klaus O. Huschle
I.S. & Emily C. Fetterman
Foundation
Independent Colleges of
Washington
Dan and Kelly Jackson
David Jackson
Sheldon Jackson
Jack and Veronica Jacobs
Philip and Anne-Marie Jesse
Jennifer Jewkes
Mark and Jennifer Johnson
Johnson Scholarship Foundation
Johnston Fx Foundation
Erich Jones
Kapitol Tribal Economic
Authority
Dr. and Mrs. Kenneth J.
Kapstoer
Agill Kelley
Carolyn S. Kelly
Sara Kern
Zakary and Kelly Kessler
Gary and Diane King
Petie King
Edward Kirk
Rick E. Koch
Tyler R. Kowal
KPMG Foundation
Angelo and Tony (Bretting)
Krakoff
Lawrence J. Krauter, Jr.
Stephen and Donna Knoke
Jillian LaBelle
John E. Lake
Lakeisde Capital Group LLC
Trevor P. Lampe
Carrie and John Lapke
Church and Mike Larsen
Joseph P. Lambch
The Leavy Family Fund
Jenette E. (Mae) Lannos
Cory Leveque Adams
William L. Lewis
David M. Lincoln
Connie (Ruddell) Lloker
Andrew Livingston
Wii and Pat Loecken
Mike and Peggy Sue (Loring)
Lorenz
Tony and Kelly (Judge) Lucarelli
Stanford and Gloria Lum
John MacKenzie
George and Barb Majetta
Dr. Michael W. Maler
Dan and Kathy Malke
Michael and Deborah Maline
Sandra Matheson
Austin T. Mait
Christopher and Carrie
McCarthy
Pat and Trik McFarland
Anonymous in memory of Anita
L. (Speak) McKee
Anonymous
Kevan and Debbie McQuillen
and Family
Edward McDonald and Anita
Gibbs
Larry Meyers
Mike and Rita (Reid) Michalak
Microsoft Corporation
Bradley Miller and Anna Davidson
Dr. and Mrs. Joseph G. Monks
Darren and Caleen Morehouse
Moss Adams Foundation
Moss Adams LLP
Angelo Mozilo
Rande Mufflick
Amber Myrick
John Naelke

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GONZAGA SCHOOL OF BUSINESS ADMINISTRATION
STUDENT SCHOLARSHIPS

Total Scholarship given:

$690,501

Number of students receiving scholarships from the SBA:

245
GERHARD BARONE


RANDY BENNETT

ANDREW BRAJCICH


TOOD FINKLE


JASON CHEN


FACULTY PUBLICATIONS

School of Business Administration faculty members embrace the vision and values of the school—enshrined, they say, in 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.
CASEY MCNELLIS


MATT MCPHERSON

TIM OLSEN


KEVIN HENRICKSON

ERICA JOHNSON

DAN LAW

PEGGY SUE LOROZ


VIVEK PATIL

MOLLY PEPPER

ASHISH THATTE

YELIN ZHANG