

JOHN L. GROVE COLLEGE OF  
**BUSINESS**

**A TRADITION OF EXCELLENCE**  
2019-20 ANNUAL REPORT

## *Our Goal Is Your Success*

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

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



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*A Tradition of Excellence*

# JOHN L. GROVE COLLEGE OF BUSINESS

**IT IS MY PLEASURE TO PRESENT THE JOHN L. GROVE COLLEGE OF BUSINESS 2019-2020 ANNUAL REPORT. THE 2019-2020 ACADEMIC YEAR HAS BEEN AN EXTRAORDINARY YEAR, TO SAY THE LEAST.**

Our university had to alter its operation from a face-to-face on campus environment to remote operations in a matter of two weeks in March 2020. Certainly, COVID-19 has tested the resilience and strength of our faculty, staff, and administration. We experienced people coming together despite physically being apart from one another. As a dean and individual, COVID-19 has taught me a new outlook on life, as well as the capability and strength of our people.

Despite COVID-19 and other budget challenges, the college has had a successful year as highlighted in this year's annual report. During 2019-2020, our people have come together to complete the Continuous Improvement Report and its supplements in preparation for the AACSB Peer Review Team visit scheduled for October 18-20, 2020.

The Grove College of Business continues to be highly ranked among AACSB accredited schools by the widely recognized *US News & World Report* and *Princeton Review*.

I am very proud of our faculty accomplishments in all areas of teaching, scholarship, and service. Our staff has been incredible in supporting the mission of the college.

I would like to express my sincere appreciation to the Grove College of Business Advisory Board, Finance Council, and Supply Chain Council members for their dedication and support. Your input is instrumental in leading the college to develop strategies to enhance the undergraduate business programs, improve student engagement, retention, and offer professional experiences that are of great value to our students.

I wish you the best during the 2020-2021 academic year and beyond.

Sincerely,

Dr. John G. Kooti, PhD, Dean

John L. Grove College of Business



## ONLINE MBA RANKED ONE OF THE BEST

### THE GROVE COLLEGE ONLINE MBA PROGRAM

recently received a major boost in the published ratings by *U.S. News & World Report*. The popular graduate program from the John L. Grove College of Business is now ranked No. 1 for faculty qualification among the fourteen State System universities in the *U.S. News & World Report 2020 MBA* ranking. Overall, the program is ranked 161 in the nation among MBA programs.

"The quality of faculty and faculty credentials is of critical value to students who join our online MBA program," said Dr. John Kooti, dean of the college. "Our faculty is uniquely qualified to teach graduate courses online. Many students who enroll in online MBA are already working professionals who seek an additional graduate degree to enhance chances of job promotion, salary increases, etc. Having the support of qualified faculty who are able to meet these student demands is of high value, and we are

happy to announce that we are meeting the criterion head on."

Peer reviews of the program show its reputation ranks higher than those at other State System schools. According to the *U.S. News* ranking, "A survey of high-ranking academic officials at MBA programs helps account for intangible factors affecting program quality that statistics do not capture. Also, employers may hold in high regard MBAs earned from programs that academics respect."

Kooti said they are working to improve identified areas in the program, since online students are served differently from those on campus. Distance learning this spring will help faculty use tools such as Zoom to connect more students in online programs.

According to the *U.S. News* ranking, "Quality online MBA programs promote participation in courses, allowing students opportunities

to readily interact with their instructors and classmates, as is possible in a campus-based setting. In turn, instructors are not only accessible and responsive, but they are also tasked with helping to create an experience rewarding enough that students stay enrolled and complete their degrees in a reasonable amount of time."

Kooti and his team couldn't agree more. "We conduct internal surveys every year for program assessment, and these allow us to identify and work on those areas within the program that are facing challenges or have scope for further improvement."



Seated: T. Luke Hutchison, Thomas (TJ) Dooley, Grace Penney, Dr. Irma Hunt, Frederick Potoff, and Bryan Wright. Second Row: Robert Engle, Jonathan Klinedinst, Dr. John Kooti, Rebecca Gardner, Robin Burtner, Jeremy Bowersox, Jerome Dean, Charles Diller Jr., John Varvaris, Dr. Bryan Wentz, Dr. Adam Powell, Robert Jones, and Amey Sgrignoli. Back Row: Gerald Zack, Lani Longarzo, Steven Belmonte, Jim DeGaetano Jr., Dr. William Bealing, Dr. Michael Coolsen, Craig Hinkle, and Dr. Thomas Morgan.

# COLLEGE OF BUSINESS ADVISORY BOARD

**Douglas K. Besch '95**  
KPMG LLP

**Jeremy A. Bowersox '01**  
Grove-Bowersox Funeral Home

**Barbara L. Breslin '80-'87m**  
United Concordia Dental, Retired

**Edward Buchanan IV '71**  
Smith Elliott Kearns & Company, LLC, Retired

**Brian R. Carosielli '97**  
Bank of America Merrill Lynch

**Jerome M. Dean '83**  
PA Department of Transportation, Retired

**James A. DeGaetano Jr. '99**  
Diamond Wealth Advisors

**Charles H. Diller Jr.**  
JLG Industries, Inc., Retired

**Gloria Zook Diodato '88**  
M&T Bank

**Jodie Vanderman Driver '00**  
VWR, Part of Avantar

**Edward F. Ehret '87**  
Atlas Minerals & Chemicals, Inc.

**Alston M. Ellis '03**  
Crump Life Insurance Services

**Robert L. Engle '73**  
TE Connectivity, Retired

**Lee A. Gardella '89**  
Schroder Adveq, Retired

**William A. Gindlesperger**  
eLynxx Solutions

**Ronald G. Gipe '71**  
Martin's Famous Pastry Shoppe, Inc., Retired

**Sean Glennon**  
Volvo Construction Equipment

**Craig M. Hinkle '92**  
Knouse Foods Co-Operative, Inc.

**Brad E. Hollinger '76**  
Vibra Healthcare

**Robert S. Jones '88**  
RBS Capital Markets

**Douglas A. Kubinak '85**  
East Penn Manufacturing Co., Inc.

**Scott A. Moyer '90**  
PricewaterhouseCooper

**Charles R. Nebel Jr. '84**  
Boyer & Ritter, LLC

**Frank Nerenhausen '86**  
JLG Industries, Inc.

**Michael M. Palm '86**  
CRP Industries, Inc.

**Frederick D. Potthoff '70**  
Kroff Chemical Company, Inc.

**Christopher E. Pruitt '84**  
East Penn Manufacturing Co., Inc.

**William C. Rodruan, '76**  
Armstrong World Industries, Retired

**Amey R. Sgrignoli '90**  
Belco Community Credit

**Frank Stern**  
Sunrise Computers & Electronics, Retired

**John M. Varvaris '80**  
Best Doctors Inc., Retired

**Robert E. Ward '77**  
Computer Aid, Inc., Retired

**Bryan P. Wright '88, Chair**  
Exelon Generation

**Gerald M. Zack '81**  
Society of Corporate Compliance and Ethics

## COB ADVISORY BOARD WELCOMES NEW MEMBERS

**BARBARA BRESLIN '80** graduated from Shippensburg with a BSBA in accounting. She moved to Millville, New Jersey, where she worked in the internal audit area of the Prudential Insurance Company. In 1983, she moved to Harrisburg to be closer to family and friends. She joined Pennsylvania Blue Shield (now Highmark) and began a thirty-five-year career that was different than what she imagined after earning an accounting degree and an MBA from Shippensburg in 1987. Her start as a staff analyst assigned to a team developing a new claims processing system was the start of a journey in the IT world that provided



experiences in application systems development and maintenance. In 1994, Breslin transitioned to United Concordia, the dental subsidiary of Highmark, and remained with the operations area in various project

leadership and management roles, retiring in 2019 as the senior vice president of operations.

**CRAIG HINKLE '92** earned his BSBA in accounting from Ship and an MBA from Penn State University. He is the vice president of finance and chief financial officer of Knouse Foods Cooperative, Inc., in Peach Glen. Knouse



Foods is owned by more than 150 fruit growers throughout the Appalachian region and is known for selling Musselman's Apple Sauce and other fruit products. Hinkle joined Knouse Foods in 1991 and has served in various roles. He was named treasurer in 2006 and CFO in 2018. Hinkle

is a member of Beta Gamma Sigma, National Society of Accountants for Cooperatives, and is treasurer of the US Apple Association. Prior to joining the College Advisory Board, Craig served on the Finance Advisory Council. He and his wife, Pam, live in Mechanicsburg.

# MESSAGE FROM JOHN VARVARIS

*Chair, College of Business Advisory Board*

As incoming John L. Grove College of Business Advisory Board chair, I'd first like to thank Bryan Wright for the leadership and enthusiasm he brought to the Advisory Board. During Bryan's tenure as the chair, he added structure and focus to the Advisory Board and depth to the matters discussed. We engaged not only with the faculty, students, and leadership of the College of Business, but Bryan also coordinated Advisory Board involvement with various members of university leadership, including President Carter. Thank you for all you've done, Bryan.



As chair, it is a privilege to continue with the groundwork Bryan has laid for depth of topics considered, Advisory Board member engagement with students and faculty, and assistance to Dr. Kooti and his team on matters important to the College of Business. As a Shippensburg alumnus, I want to give back to the university that allowed me to achieve my career goals. It has been a pleasure to take part in the Advisory Board and various student and faculty support activities over the last several years as a board member; I'm excited to get more involved as incoming chair.

This fall, the College of Business is engaged in the periodic accreditation review by the AACSB. It will be critical for the Advisory Board to support Dr. Kooti and his staff in this important process.

The coronavirus pandemic has placed new challenges in front of Shippensburg University and the College of Business. The Advisory Board will be a resource for the College of Business during the changing landscape of business resulting from the pandemic. Our well qualified, diverse, and expert Advisory Board members will provide insight to Dr. Kooti, his staff, and faculty for new ideas and new opportunities that the current and future business environment will demand.

# DR. RIM RETIRES

After thirty-four years serving the finance department, Dr. Hong Rim has retired. Rim is known as a cherished and respected colleague, a prolific researcher and scientist, and an effective and passionate teacher and advisor.



He made essential contributions to the Finance Department by teaching a plethora of graduate and undergraduate classes in finance over the years. This has included the Investment Management Program class, the gem of our finance program, which has blossomed under his tutelage.

He leaves Shippensburg University as the tenth most cited professor, with more than 650 citations in his career. He has authored or coauthored more than 100 articles and presentations. He is a respected member of a department that prides itself on unparalleled research prowess. He took his role as a scientist very seriously, and society has benefited from his research.

Rim has represented our department and college on every important committee the university has to offer. In his profession, he has served as a reviewer for many journals and as session chair and discussant at an enviable amount of international conferences. He is the recipient of numerous teaching, research, and service awards over his career. He also served as chair of the Finance and Supply Chain Management departments for many years.

Congratulations on your well-deserved retirement!

## ICE CREAM SOCIAL





Front row: Dr. John Kooti, Dr. William Oberman, Nicholas Seymour, Destinee Bobo, Dr. Suyan Zheng, and Jonathan Moats. Back row: Christopher Weber, Lani Longarzo, Kyle McGinnis, Dr. Hong Rim, John Morey, Dr. Fan Liu, Jennifer Sassani, Chris Jackson, Corbin Chevaux, David Morgan, and Jeremie Patrick.

# FINANCE ADVISORY COUNCIL

**Donald M. Butler '92**  
Vanguard Group, Inc.

**Michelle R. Chopper '02**  
Arthur Bell

**Justin J. Ellsesser '11**  
AndCo Consulting

**Christopher J. Jackson '97**  
Tucker Financial Services, Inc.

**Joshua L. Jenkins '12**  
Northwestern Mutual Life

**Timothy G. Long**  
The Advisors at Cornerstone Financial

**Louise Lovell**  
US Nuclear Regulatory Commission, Retired

**Jonathan C. Moats '10**  
Capital One

**David J. Morgan '80**  
Farmers Insurance Group, Retired

**Joseph T. Nicholas III '99**  
Wilmington Trust

**Zach T. Paul '09**  
Berkshire Hathaway HomeServices

**Lisa H. Percetti '15**  
Ernst & Young

**Richard F. Powers '98**  
Vanguard

**Jennifer L. Sassani '93, Chair**  
Hershey Trust Company

**Christopher S. Weber '03**  
DeRock Electric Co.

## NEW MEMBERS TO FINANCE ADVISORY COUNCIL

**RICH POWERS '98** joined Vanguard immediately after graduating from Ship. In 2005, he earned an MBA from Drexel University in Philadelphia. He has held several client and investment roles during his tenure with Vanguard and is now the head of ETF Product Management for the firm. Powers and his team meet with clients and prospects to discuss Vanguard's \$1 trillion ETF lineup, conduct surveillance of competitor products, publish noteworthy developments in the ETF marketplace, and enhance Vanguard's ETF lineup via changes to existing products or launching new products. He lives in Malvern with his daughter and son.



across the United States. Prior to Wilmington Trust he worked at J.P. Morgan Private Bank for twenty years in the service group and as a client advisor. He holds the certified financial planner designation. He serves the community through several organizations, including volunteering in the Boy's Program at The Garage, an after-school youth organization in Kennett Square. He lives in Landenberg with his wife, Heather, and daughter, Tess.

**LISA PERCETTI '15** earned her BSBA in accounting and finance and is now a licensed certified public accountant. She began her career at Ernst and Young, LLP (EY) in the Financial Services Assurance practice, and holds a manager position. She is responsible for managing the engagement teams and overseeing financial statement audits for non-registered private equity funds and hedge funds, as well as registered mutual funds. She lives in Harleysville with her husband Tom, also a Ship COB



alumnus. They met in their last semester of college and were married in September 2019.

**TIM LONG** is president of The Advisors at Cornerstone Financial in Chambersburg, is a certified financial planner, advisor representative of ProEquities, Inc., and is a licensed insurance agent and investment advisor. In addition to serving as a member of the Finance Advisory Council, Long is an adjunct professor of finance at Shippensburg University and dedicated his time as the associate director of music at St. John's UC Church in Chambersburg. He received a Bachelor of Art in Sacred Music from Lebanon Valley College in 1982, earned an MBA in finance from St. Joseph's University in 1990, and completed the Certified Financial Planning program at Boston University in 2011.



**JOE NICHOLAS III '99** is a senior relationship manager at Wilmington Trust. He and his team provide support and advice to multi-generational families



# FAC ANNUAL REPORT REMARKS

*Jon Moats '10*

Serving on the Finance Advisory Council (FAC) has been such a joy for the past five years. It is firmly the unique combination of outstanding faculty, the Dean's Office, the SU Foundation, and the FAC that afford us the ability to offer a best-in-class finance program to our students.



Each one of those stakeholders are all contributing in major ways behind the scenes. Our group of working and retired professionals volunteer both their time and treasures. We enjoy spending time with faculty, staff, the Foundation, and students discussing experiences, current trends, networking, jobs, internships, resume help, the economy, and general advice. We have spent the last few years filling our ranks with personal and professional diversity.

We are comprised of investment managers, personal financial planners, accountants, insurance professionals, real estate agents, bankers, and corporate finance professionals. Leveraging the power of academic rigor and world class experience has demonstrated success through our graduates time and time again.

It seems like just yesterday I was sitting in the classes of the same professors with whom I am working today. Our finance program flagship, the Investment Management Program, is valued at over \$225,000 dollars as of YE 2019. That number was only \$65,000 when I was a senior! We've been handing out scholarships to finance students ever since the fund crossed the \$100,000 mark. What a living legacy to the fund's founder, Mr. Frank Wisman.

I was saddened that we could not meet in person this year for our regular meetings and student presentations due to the COVID-19 pandemic. Watching our students rally through that semester was amazing to see. It didn't stop any of our great people working from their homes continuing to make Ship happen. When the world is ready to return to meeting in person, so will we.



## Students Travel to Alpha Kappa Psi Convention

On July 30, 2019, Rosaria Amato and Rebecca Lennon traveled to Dallas, Texas, to attend their first Alpha Kappa Psi Convention. The convention is a four-day fraternity event that is held every two years, and it is a chance for volunteers, alumni, and current members to reunite and re-establish their purpose in the organization.



During this trip, they were able to experience and participate in chapter congress, where they voted on a new fraternity president and established new bylaws to influence positive change for the next two years to come. They attended conferences and meetings to grow the fraternity's knowledge, business knowledge, and professional development. There were endless amounts of opportunities to network and make new friends from other chapters. They each had the opportunity to work in groups with different members to learn from one another and to take new ideas and concepts to the rest of the brotherhood back home.

They met members from different chapters, including Washington State, Louisiana State, and many more. They had the chance to experience Texas with hundreds of brothers from around the world at Eddy Deen's Ranch. They learned to square dance, ride a steer, and eat a never-ending amount of BBQ. This opportunity has brought forth an endless amount of personal growth as well as fraternity knowledge that will be shared with brothers of Shippensburg University.



## NORI AWARD

Don Nori Jr. presents Kimberly Loughlin with a \$1,000 award as the first recipient of the Don Sr. and Cathy Nori College of Business Award.

# SUPPLY CHAIN MANAGEMENT ADVISORY COUNCIL

**Dan Altomare**

Staples Distribution Center, Inc.

**H. Douglas Bushong '84**

Cushman & Wakefield

**Allison L. Cotter '08**

Wawa, Inc.

**Dr. Jonathan W. Kohn**

Emeritus Shippensburg University Supply Chain Management Professor

**Craig A. Lough '02**

C.H. Robinson International, Inc.

**Craig M. Robinson '07**

Ulta Beauty

**Kevin L. Shoemaker '90**

Integration Point

**Dr. Richard D. Stone**

Emeritus Shippensburg University Marketing Professor

**Erik D. Thompson '94**

Daily Express, Inc.

**Keith Walborn**

Cumberland-Keuka Company

# SHRM AT SHIP EARNS SUPERIOR MERIT AWARD



## ONE OF SHIP'S FINEST CLUBS WAS NATIONALLY RECOGNIZED FOR ITS COMMITMENT TO EXCELLENCE.

The Human Resource Management Club, also known as SHRM at Ship, received the 2019-2020 Superior Merit Award from the Society for Human Resource Management (SHRM) for their efforts in providing growth and development opportunities to student members.

The Superior Merit Award is designated specifically for SHRM student chapters who implement about a dozen different

activities during the year. Chapters are recognized based on: chapter operations, chapter programming and professional development of its members, support of the human resource profession, and SHRM engagement.

SHRM at Ship members went above and beyond to achieve this designation. They arranged speakers and panel discussions, attended professional development workshops, published monthly newsletters, participated in internships, engaged in philanthropic, community-based activities, and promoted the human resources major and profession at campus career events.

Senior human resources management major and current president of SHRM at Ship, Samantha Black, could not be prouder of the club and its officers. "It is amazing what less than fifteen students can do when we all work together for a common goal."

Black thanked last year's E-Board and SHRM president, Eliza Fullerton, for successfully running the chapter amid the pandemic. She also shared appreciation for SHRM's advisor, Dr. Vicki Taylor, for helping the club "thrive," and the College of Business for its contribution to the club's success.

*(continued on page 25)*

## SCM ADVISORY COUNCIL UPDATES

The Supply Chain Management Advisory Council met on November 22, 2019. This group of industrial practitioners directly support the program by providing jobs, internships, advice, and financial support. During the meeting, Dr. John Kooti and Dr. Ian Langella updated the members on the state of the college and department, respectively. Victoria Kerr, director of the Career, Mentoring, and Professional Development Center, and Lani Longarzo, Major Gifts Officer with the SU Foundation also provided traditional updates. We were grateful for their attendance and ongoing cooperation with this group and our program. Lastly, student officers from the Supply Chain and Logistics clubs presented their activities to the group and thanked them for their constant, unwavering support.

There were several strategic issues deliberated by the group. The first was student recruiting.

While the group felt the size of the program was adequate, we remain one of very few supply chain programs in the Commonwealth. In our neighborhood, there are many supply chain openings, and yet many local students choose to study further away. It was decided that we may want to visit high school career days in Bloomsburg, West Chester, and Indiana.

The second main issue was the roll out of our Master of Science in Supply Chain Analytics program. The program was initially suggested by this group some time ago. Faculty has crafted cutting edge curriculum that has made its way through SU's checks and balances and is on its way to the chancellor's office in Harrisburg. The advisory council is exceedingly keen to make sure that this program is rolled out as soon as it can be and faculty are engaging in additional professional

development topics from blockchain technology to machine learning applications. This program will greatly enhance the stature of our program and increase enrollment across campus.

The last strategic issue was the undergraduate curriculum and the logistics concentration, which we are considering tweaking the curriculum. Faculty make curriculum decisions, and we are one of the few departments on campus that have such a group to advise us. We are truly grateful for their sage and learned advice.

The spring 2020 meeting was canceled due to the coronavirus as were so many other supply chain events. The council will meet virtually and consider new ways to make our bi-annual meetings innovative and fresh.





# WEAVER RECOGNIZED FOR EXTRAORDINARY EFFORT

## STAFF HIGHLIGHT

Anita Weaver, administrative assistant in the John L. Grove College of Business, continuously serves students, faculty, and colleagues with an extraordinary compassion focused on serving others. Over the past year, this focus on compassion and customer service was demonstrated when she became aware of a student who faced losing federal financial aid and was considering leaving the university.

The student had a 3.9 GPA, was estranged from family, and was told due to federal regulations that financial independent status could not be achieved. Weaver advocated for this student, personally contacting members of the university administration and helping the student to put together the necessary documentation to apply for exemption. Thanks to her willingness to go above and beyond the expectations of her position, the student was able to gain financial independence and continued her educational experience at Shippensburg University.

This is just one example of Weaver's commitment to Grove College and Shippensburg University. She is focused on continued improvement and exemplifies what it means to serve in a staff support role at an AACSB accredited institution.

"A Shippensburg University education has the power to change lives. I am privileged to have the opportunity to work with many outstanding folks in the Grove College of Business and Shippensburg University," she said. "Working together, we all support each other to provide the best possible educational experience for students. Positive interactions with others, no matter how great or small, influence personal lives and society as a whole. It is important to me to demonstrate this on a daily basis, and if I accomplish this, well then, I have had a good day!"

# INVITATION TO THE AMERICA250PA COMMISSION

During the fall 2019 semester, Dr. Morgan Clevenger and a student team contributed ideas to the America250PA project. This project helps to plan, encourage, develop, and coordinate Pennsylvania's effort in the 250th anniversary of the founding of the United States.



The ideas provided by Shippensburg's student team helped shape the vision for Pennsylvania's role in the celebration.

Because of Ship's participation, Clevenger was invited to join the inaugural America250PA Academic Commission this January by Pedro A. Rivera, the state Secretary of Education. This advisory body will convene twice a year to discuss ideas and stories for the America250PA project from Ship.

In Rivera's letter to Clevenger, he wrote, "We want the nation and the world to see why we choose to call Pennsylvania home, and why we are Pennsylvania proud. The commission appreciates your efforts."



## AMERICA250PA



(From left to right: Austin Moreno, Johnmichael Harriman, Briana Paey, and Megan Swam.)

# Beta Gamma Sigma Annual Report



Shippensburg University Beta Gamma Sigma Advisors Dr. Allison Watts and Dr. Irma Hunt along with Odie (seeing eye puppy in training) and BGS President T. Luke Hutchison provide popcorn for BGS Movie Night.

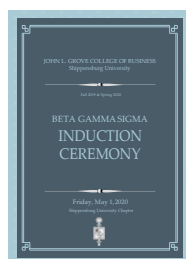
**WHY BGS?** BGS members want more than just a line on a resume. Students in BGS have excellent academic achievements and gain an edge from attaining access to a global network of BGS members, programs designed to provide an advantage in today's job market, and benefits and services that can be used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

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

**WHO IS BGS?** BGS members are the top 10 percent of undergraduate students and the top 20 percent of graduate students and all doctoral candidates who have successfully defended their dissertation at an AACSB accredited business school. AACSB accredits just 5% percent of schools worldwide, assuring that BGS members belong to an organization synonymous with the highest standards of academic excellence.

## FALL 2019 AND SPRING 2020 BETA GAMMA SIGMA INDUCTEES

**SENIORS** Jared Bixler, Madeline Carson, Erika Heishman, Bethany Hey, Mary Hykes, Ian Ried, Mari Reott, Nina Shoemaker, Abigail Tamburro



**JUNIORS** Jacob Alvarez, Rachel Bruno, Bradley Davis, Nathaniel Dunbar, Hunter Keck, Morgan Funk, Lindsey Neidinger, Alexandria Papoutis, Ryan Rose, Juho Saukko, Daphne Shmuck, Valerie Snyder, Alexandra Spease, Jillian Stachura, Joachim Theophile, Ashley Wagner, Eric Zimmerman

**MBA** Adam Fell, Raven Francis, Lauren Garrett\*, Patrick Hallock, Sue Horner (Gerhart)\*, Joseph Kon\*, Zach McLaren, Katherine Rothrock\*, Nithya Sukumar, Lance Walter

(\*denotes second recognition)

**FACULTY** Dr. David Hwang, Dr. Sunhee Choi

## STUDENT AWARDS

### DISTINCTION OF ACADEMIC EXCELLENCE

Samantha Brown and Ian Reid

### BETA GAMMA SIGMA SCHOLARSHIP

Daphne Schmuck

## BGS CHAPTER HONOREE

**JENNIFER SASSANI '93** joined the Hershey Trust Company in 2017 as vice president and investment officer and director of Real Assets. She is responsible for the development and oversight of the Real Assets portfolio, which includes public strategies (commodities, natural resource equities, MLPs, TIPs, and REITs) and private strategies (real estate, oil and gas, mines and minerals, timber, and infrastructure, for example). She also oversees the internal team that manages the local, directly-held real estate portfolio.

Prior to joining the Hershey Trust Company, Sassani was the second investment professional hired to manage Lehigh University's \$1.3 billion endowment. For nine years, she served as director of alternative investments and the chief operating officer of the Investment Office. From 1999 through 2007, she held various roles with the Pennsylvania State Employees' Retirement System ("SERS"), most recently as co-director of alternative investments. She was one of four investment professionals managing SERS' \$10 billion private equity program.

She has a BSBA from Shippensburg University and an MSBA from Bucknell University. She served as chair of Shippensburg University's Finance Advisory Council from 2018 to 2020.

## BGS CONFERENCE IN CHICAGO *by TJ Dooley*

Through our time in The Windy City, we were able to learn about the future of work while also meeting some great people from around the world. Some sessions that made a huge impact on us included:

• **CLIFTON STRENGTHS:** We broke down our personal strengths as a leader, compared them to others, and were told to capitalize and continue to develop those strengths.

• **PERSONALIZATION IN THE WORKPLACE:** We were taught how personalization is shaping the future of our work environment and the products that will continue to be released to the public.

• **'HOW TO GET HIRED' PANEL:** We learned from three recruitment officers on what they look for from applicants and what students can do now to better their chances at landing a job.

From a personal standpoint, I also gained an immense amount from the team members who attended the event with me. We seemed to have always been in sync and served as great complements to each other. Without the ability to attend this event, I would have never benefited from such important information or got to know two people who I'm glad to call good friends.



From left, Corbin Chevaux, Thomas (TJ) Dooley, and Sara Rosario.

# FOUNDATION PAGE

# EAST PENN MANUFACTURING HONORED AS COMPANY OF THE YEAR



The John L. Grove College of Business is proud to honor East Penn Manufacturing Company as our 2019-2020 Company of the Year. East Penn Manufacturing, located in Lyon Station, is the largest single-site, lead battery manufacturing facility in the world. Serving the transportation, motive power, reserve power, and wire and cable industry segments, East Penn has a diverse product line of innovative and sustainable products. From their humble beginnings rebuilding old batteries, East Penn

has grown to design and produce more than 450 products and has been recognized for its manufacturing and environmental excellence. As the energy landscape changes and evolves, East Penn seeks to provide high-quality, sustainable energy storage, transfer, and power system solutions.

From a one-room battery shop in 1946, it has grown to a private, yet still family-owned, company of over 10,500 employees. The core cultural values focus on its stakeholders (employee, customers, suppliers, competitors, partners, and community) and foster respect, integrity, quality, environmental stewardship, and innovation.

Having been designated as a “PA Best Places to Work” seventeen out of the past eighteen years is a tribute to these cultural values. Recognized by *Forbes* as one of America’s Best Large Employers the past two years speaks to the many opportunities available at this Berks County based leader in safe and clean stored energy. From sales to engineering, QC to IT, from health and safety to environmental awareness and protection, East Penn is a destination for many qualified Shippensburg University graduates now, and will be in the years to come.



## YEAR'S HIGHLIGHTS FROM THE DILLER CENTER



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

A Catalyst for the Entrepreneurial Mindset

The Charles H. Diller Jr. Center for Entrepreneurial Leadership and Innovation continued to offer activities and events that included a 3-Day Startup Program on October 4-6, 2019; one Innovation Hour Mixer on December 3, 2019; two Innovation Hour Luncheons on November 7, 2019, and February 5, 2020; three speakers: Michael Shevack trademarked for the slogan “The Best a Man Can Get” on November 18, 2019, Jeremy Wenger from Primerica on November 20, 2019, and Jessica Diehl, co-founder of Zestt Organics on March 3, 2020; Business Expo on February 6, 2020, for student engagement with local vendors and entrepreneurs; The Main

Street Panel on February 15, 2020, offered a Q&A with students and community members in the audience, engaging campus and community interactions; held SHIP Tank on February 26, 2020, with six SU student teams competing for the best business model; and showed the movie *Code: Debugging the Gender Gap* (held in collaboration with the SU Women’s Center) on March 3, 2020.

The Diller Center ended the year with PASSHE Business Plan Awards via Zoom on April 22, 2020, with eighty-nine guests logging in, including Chancellor Dan Greenstein and Cynthia Shapira, Board of Governors chair, and President Laurie

Carter. Shippensburg University students participated in the competition this past year, but unfortunately did not advance to the final round.

The Diller Center Makerspace project on King Street continues to move forward. Throughout the fiscal year, donors and prospective donors have been engaged with the Diller Center by way of invitations to and participation in the 3-Day Start Up program as mentors and panelists, innovation mixers, etc.

# Jessica Lawrence

## STUDENT SPOTLIGHT



My name is Jessica Lawrence, and I graduated with a dual BSBA degree in marketing and finance with a concentration in personal financial planning in May 2020. Shippensburg University and the John L. Grove College of Business provided me with countless opportunities to grow as both a student and an individual entering the workforce, and I am extremely thankful for how my department and the university allowed me to leverage a variety of skills in all of my future endeavors.

My four years at Shippensburg are very memorable. When I first stepped onto Ship's campus my freshman year, I knew I wanted to make the most out of the experience. I knew I needed to get involved not only in my academics, but also by joining different clubs and organizations. In fact, a lot of my accomplishments and acquired skills came from the Women Business Leaders, a completely female and student run organization that looks to connect women with opportunities to become successful in their desired field. The club was originally established in 2015, and therefore, it was only one year old when I moved to campus. With the club being so new, I was able to recognize that it had a lot of room to improve and grow into something great, and I was determined to be a part of this exponential growth.

With that being said, during my sophomore year, I was elected to be the secretary on the club's executive board. Our club began its initial stages during this period in discussing a long-lived dream in creating an organization on campus that was easily accessible and allowed students to get professional dress clothing at a low cost or completely free. During my junior year, this dream finally came to fruition when I became president of the Women Business Leaders and led our club to become a founder of the Raider Ready Professional Dress Closet (RRPDC). I cannot thank Janet McKeithan-Janifer, Alix Rouby, Victoria Kerr, and the rest of the Career, Mentor, and Professional Development Center (CMPDC) staff enough for allowing this to happen. We officially launched the opening of the RRPDC in the fall of 2018. The RRPDC is designed for Ship graduate and undergraduate students

to get free professional clothing for presentations, job fairs, interviews, internships, etc.

Additionally, under my presidency, the club was able to connect with Shippensburg Produce and Outreach (SPO), where we had our club members volunteer in asking the local community of Shippensburg for donations of personal hygiene products. It was a simple, yet extremely effective, way

for the club to give back to the community. Throughout the years, we were also able to continue our mentoring program, and we went to the PA forum of Women in Business conference in Harrisburg in 2018.

Perhaps the achievement I am most proud of is that our organization won its first awards at the Student Life Awards Ceremony in 2019. Our club won the Emerging Student Group Award and an honorable mention for the Advocacy Award. We also won the Program Innovation Award at the Student Life Awards in 2020.

During the 2019-2020 academic year, I continued holding the president position for the Women Business Leaders. This year, we expanded the RRPDC because our inventory was expanding due to overwhelming popularity. In this expansion, we added a dressing room and built additional shelving.

Outside of this organization, I was also involved in the dean's Student Advisory Council, was a general member of the American Marketing Association, and completed the Leader@Ship program. Shippensburg University gave me opportunities that allowed myself to flourish, to develop my leadership skills, and to get involved with the local community. In the summer of 2019, I was also a marketing intern at MassMutual Greater Philadelphia (MMGP) where I was able to dip my feet into the financial services industry. While I was there, I planned six company-held events by assisting with prep and design, ordering decorations, and organizing the facility the event was being

held in. I was also able to revamp and redesign various sectors of the company's website. My internship with MMGP created an interest in Ship's campus and student community, and I was able to connect them with the Shippensburg Internship Program. Now, many business students who reside close to the Philadelphia area have access to an amazing internship opportunity.

If you had told me as a freshman that I would not only join a club, but become president of that club, and lead it down a path of success that resulted in momentous changes across Ship's campus, I'm not quite sure I would believe you. Shippensburg allowed me to broach territories outside of my comfort zone, and for that I am very grateful. My advice to all incoming students is to get involved and take

as many chances as possible; it is extremely crucial in your college career to think about the necessary steps in becoming the best version of yourself, and to do that, you need to actively learn and try new things. It may not be comfortable at first, but it has the capacity to change the course of your life forever, and is therefore necessary.

The 2019-2020 academic year certainly ended in a way none could expect, and

although these unprecedented times may make it seem like the future is unknown, I know that all of the things I learned during my four years at Ship will allow me to continue to sail onward and make the most of any situation that I come across. Thanks to Ship, I am prepared to continue to succeed in anything that I do. I know that without the endless guidance and support that my mentors offered, I would not currently be where I am today, and I am forever thankful for them.

**“My advice to all incoming students is to get involved and take as many chances as possible... actively learn and try new things.”**

# FACULTY PUBLICATIONS/ RECOGNITIONS 2019-20

## DR. VICKI TAYLOR

Dr. Vicki Taylor received the Shippensburg University Provost Teaching Innovations in Pedagogy and Scholarship (TIPS) Teaching Award for her innovative teaching



practices. She uses active learning methods to foster student mastery of course materials and builds classroom engagement by providing students with discipline-specific experiences. She created and adapted five experiential exercises for her Compensation course to furnish her students with hands-on experience performing compensation-related activities. The completed projects represent a portfolio of work that students can share with prospective employers that demonstrate compensation-related competencies. Taylor published two of her original exercises in peer-reviewed outlets and will be publishing additional innovative activities in a forthcoming Compensation textbook that she is co-authoring.

“Improving Academic Literacy in the Management Classroom: Are Your Students Lost in Translation?”

*Management Teaching Review*

“Bringing Mindfulness Practice to Leadership and Business Education”

*Journal of Leadership, Accountability and Ethics*

## DR. WILLIAM BEALING

“Build an ARC (Accounting Resource Center) and They Will Come... Or Will They?”

*Journal of Education for Business (C) 2020*



## DR. WENDY BECKER

“Managing Business Ethics”

*Personnel Psychology (A\*) 2019*



## DR. DAVID HWANG

Conference Presentation 2019

“Impacts of Distributors & Group Purchasing Organizations on Hospital Efficiency”

*National Association of Business, Economics, and Technology*

“The effect of ethical leadership on purchasers’ unethical behavior in China: The moderating role of ethical ideology”

*Journal of Purchasing and Supply Management (B) 2019*



## DR. IAN LANGELLA

“Teaching students supply chain risk using a linear programming model of the fictitious online retailer *Elbe*”

*Journal of Education for Business (C) 2020*  
with Dr. Robert Neidigh



## DR. FAN LIU

“Does Identity Theft Insurance Undermine Risk Perceptions and Increase Risky Behavioral Intentions?”

*Asian Economic and Financial Review*



## DR. OTSO MASSALA

“Operational Flexibility for Mitigating Risk in Global Supply Chains”

with Dr. Robert Neidigh and Dr. Ian Langella



## DR. ROBERT NEIDIGH

“Teaching students supply chain risk using a linear programming model of the fictitious online retailer *Elbe*”

*Journal of Education for Business (C) 2020*  
with Dr. Ian Langella



## DR. JUNE PHAM

“The Hidden Side of Stock Buyouts”

*Academy of Research*

“Unexpected Share Repurchase Announcements”

*Journal of Behavioral Finance*



## DR. HONG RIM AND DR. ROBERT SETAPUTRA

“Equity Market Integration and Diversification: Evidence from Emerging and Developed Countries”

*International Journal of Business and Finance Research 14 (2), 51-60, 2020.*



## DR. MOHAMMAD RAHMAN

“Setting the Future of Digital and Social Media Marketing Research: Perspectives and Research Propositions”

*International Journal of Information Management (ABDC-A\*) 2020*

## DR. AMIR AMINI SEDEH

*Journal of Small Business & Enterprise Development*  
Paper accepted

## DR. ROBERT STEPHENS

“Leveraging Language Proficiency Through Cultural Intelligence To Improve Global Virtual Team Performance”

*2020 Academy of International Business, Paper accepted*

“Where You Are From Is More Important Than What You Do: The Impact of Nationality on Peer Evaluations in Global Virtual Teams”

*2020 Academy of International Business, Paper accepted*

## FACULTY AWARDS

### Brian and Heather Carosielli Award

Ondai Rand, *academic advisor*  
\$1,000 • Advising

### Charles Nebel Award

Dr. Jerry Carbo, *professor of management*  
\$1,000 • Teaching

### APX Enclosures, Inc. Award

Dr. Allison Watts, *associate professor of management*  
\$1,000 • Service

### Robert S. Jones Award

Dr. Fei Qin, *associate professor of supply chain management*  
\$1,000 • Research

### William J. Wollyung Award

Dr. Janice Rummell, *associate professor of accounting*  
\$1,000 • Teaching

### Dean's Award for Outstanding Service to the Grove College of Business

Dr. Brian Wentz, *associate professor of management information systems*  
\$1,000 • Service

### Martin D. Babinec Award

Dr. Amir Sedeh, *associate professor of management*  
\$1,000 • Research

### Jeremy A. Bowersox Award

Dr. Keng-Ming Tien, *associate professor of accounting*  
\$1,000 • Research

### Edward F. Ehret Award

Dr. Ian Langella, *professor of supply chain management*  
\$1,000 • Teaching

### Mr. and Mrs. Milton K Morgan, III Award

Dr. David Hwang, *associate professor of supply chain management department*  
\$1,000 • Research

### Grove Faculty Research Fellowship

Dr. Fan Liu, *associate professor of finance*  
\$2,500

### Harry R. Frehn Faculty Research Fellowship

Dr. June Pham, *associate professor of finance*  
\$2,500

### John L. Grove Summer Fellowship

Dr. Yucong Liu, *associate professor of management information systems*  
\$4,500

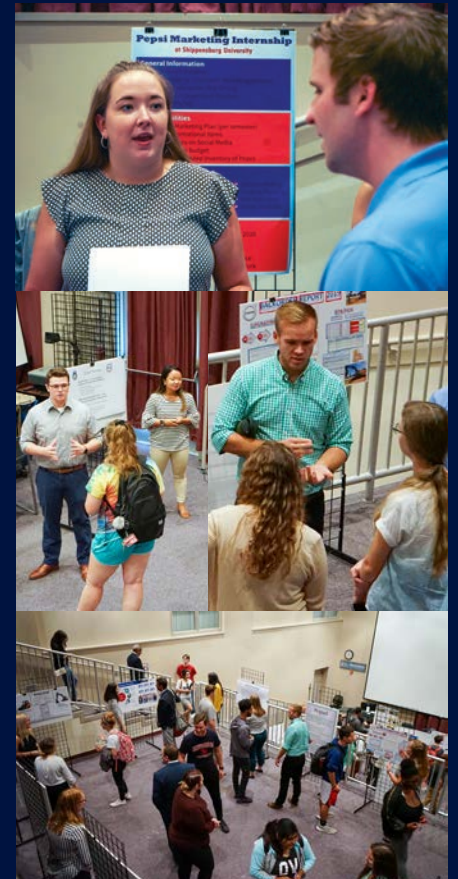
# INAUGURAL INTERN SHOWCASE

The first Intern Showcase was held during the fall 2019 semester, founded by senior Grace Penney, who was studying supply chain management and management information systems. The event for underclassmen created visibility of different internships students' have held. Upperclassmen presented their internships, created a poster with their day-to-day tasks, shared big projects they completed, and provided any other information they wanted to share. With the help of Alix Rouby, director of internships, and the John L. Grove College of Business, the first annual Intern Showcase attracted a lot of students, faculty, staff, and potential employers looking to see the talented students Shippensburg University has to offer.



The John L. Grove College of Business held a Business Etiquette Dinner in October. This event was generously sponsored by APX Enclosures, Inc., represented by Andy and Judy Papoutsis. Nearly sixty students, faculty, and staff were educated and entertained by John Breil and Christina Butler from The Professional Edge. Attendees learned of pitfalls that can occur during business dinners. They were treated to a meal that included several challenging foods such as french onion soup, olives with the pits, cherry tomatoes, chicken with fettuccini, and apple pie a-la-mode. Students attended from management, marketing, accounting, entrepreneurship, education, business general, management

information systems, and supply chain management. Also in attendance were Bill Gindlesperger and Stephen Washington, Board of Trustee members; Dr. Leslie Folmer Clinton, president and CEO of the SU Foundation; Dr. John Kooti, dean of the John L. Grove College of Business; and six faculty members.



# SAP STUDENT RECOGNITION AWARD CERTIFICATE PROGRAM

The Grove College of Business is a member of the SAP America University Alliance Program (SAP UAP) and offers a set of courses that allows College of Business students to earn the SAP Recognition Award Certificate.

SAP ERP (Enterprise Resource Planning) system is a complex set of business applications that work together using a common set of data. ERP systems enable businesses to integrate their operation across multiple business functions and multiple business partners. All large companies rely on ERP systems for their operation, and ERP systems have been increasingly popular among mid-sized companies. SAP is the largest vendor of ERP systems globally.

Given the importance of ERP systems to businesses, ERP knowledge and experience are very valuable for prospective job seekers.

## SAP University Alliances



Spring 2020 SAP Student Recognition Award winners Emily Fox (left), Grace Penney (right) and Emily Picciotto (below).



# Daniel Rowe

## STUDENT SPOTLIGHT

My name is Daniel Rowe, and in May, I graduated from Shippensburg University with a master's degree in business administration. I have been employed at Geisinger Health System, a rural hospital in Pennsylvania, for ten years. I decided to return to school so that I could become more agile and advance my career. While searching for grad school, I wanted something affordable, but also an innovative school where I felt I would be challenged and pushed to learn. I researched schools online, and through their curriculum and online reviews, I landed on Shippensburg and set sail. Working in health care, and specifically, information technology, I decided to pursue an MBA at Shippensburg to elevate my skill set. I feel having a strong business background will allow me to not only better myself but enhance how I can serve others and further grow in leadership.

Returning to grad school after a ten-year hiatus from undergrad schooling, I was nervous to say the least. Now juggling a full-time job, having a family, and raising two young girls, I often questioned the lack of free time I had before I went back to school and wondered how I'd ever find the time to dedicate to my studies. However, upon settling in, I felt the faculty and administration helped make the transition seamless. I quickly learned I was surrounded by professionals who were invested in me and worked diligently to help me achieve my goals.

I wholeheartedly feel every class in pursuit of my MBA challenged me in some way. The courses pushed me to expand and grow. I learned a great deal, not only about the subject matter, but also, perhaps sometimes more importantly, about myself. Having served in the workforce for ten years, I had to acknowledge and accept that there were some areas where I formed bad habits. I set a personal goal to highlight those areas and better myself through my experiences at Ship.

The MBA program at Shippensburg has taught me to

appreciate school in ways I hadn't in the past. I found myself savoring every class, looking forward to reading and researching more, and applying that knowledge to my career. It was extremely comfortable having conversations with faculty about applying concepts to my current work experiences, and how I could use my coursework to become more effective and efficient in the workplace. From applying forecasts in Dr. Neidigh's Contemporary Decision-Making course, learning insights about my company's marketing tactics from Dr. Coolson, to analyzing myself as a leader in Dr. Hunt's lessons, I continuously find myself recalling references from sources in class and still using them in my daily tasks.

I feel the administration and faculty were exceptional and have provided me an unforeseen motivation and desire to further my education and pursue a doctoral degree. One aspect I enjoyed most was the application of nearly every class to my day-to-day life, whether it be on a professional or personal level. The MBA program at Ship offered conversations with other classmates that enhanced not only the education but offered insightful methods that I either previously overlooked or simply never thought of in my current professional environment. The distance learning aspect of the classroom turned out to be an extremely unmeasurable facet of the program. Graduating into the dynamic, unexpected, and ever-evolving world that we are now experiencing, I feel

confident and very well prepared to continue to adapt and advance my skills from the educational foundation I received.

My time at Ship has taught me many valuable lessons. It has provided me motivation to never be complacent, never stop learning, and be humble enough to admit when I don't know something. It afforded me the opportunity to better, not only myself, but the people around me. For me, Ship has been the perfect choice, and I cannot imagine a more supportive, encouraging environment for which to sail the rough waters I encounter in my journey through life.

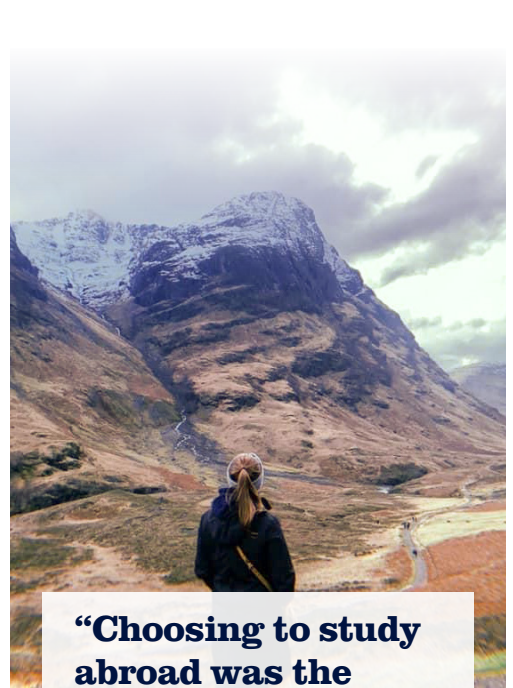






# PUBLIC ACCOUNTING NIGHT

The Accounting Club sponsored their annual Public Accounting Night on September 17, 2019. Prior to the event, the Career and Community Engagement Center met with the accounting students to provide assistance with resume writing and interviewing tips. Public Accounting Night allows students interested in accounting careers to meet with firms and hear about potential opportunities for internships and full-time careers. Representatives from sixteen public accounting firms were present. The event kicked off with a reception for the firms with the accounting club officers, staff, and faculty. Approximately seventy students participated in the event, dressing professionally and coming prepared with resumes to discuss career opportunities with the firms of their choice. Public Accounting Night is a great recruiting opportunity for students and the accounting firms.



**“Choosing to study abroad was the best decision I ever made. Making new friends, great memories, and having wonderful opportunities in a place I never thought I would live was life changing in the best way possible. I went with an open mind and returned with a brighter plan for my future and experiences that will last a lifetime.”**

*—Abygale Repsher, supply chain management major with international studies minor*



# INVESTMENT MANAGEMENT PROGRAM (IMP)

The finance discipline at Shippensburg University is on the forefront of encouraging students to integrate theory with practice in investments and portfolio management. IMP is an innovative program that provides university students a hands-on educational experience with full discretion over the management of a *real dollar* portfolio.

The Wisman Fund at Shippensburg University was created under the leadership of Dr.

James Pope, former dean of the College of Business, and with a donation by Mr. Frank Wisman through the SU Foundation. Students have been enriched by the educational foundation that is created through coursework in the finance program of the John L. Grove College of Business, the Finance Advisory Council, Shippensburg University, and the Shippensburg University Foundation. Students in the class make all the decisions involving the management of the investment portfolio

by analyzing the economy/industry, by evaluating portfolio holdings and investment opportunities, and by screening securities on an expectation and predictive basis. IMP students have a valuable opportunity to manage an active fund in the legitimate financial markets.

Wisman strongly believed that students needed to have real world experiences that gave them depth and confidence when they started their

**“I can’t say enough about the IMP. It is a differentiated class that provides students an opportunity to apply academic skills to real world investment decision making and to observe the results.”**

—*Finance Advisory Council Chair  
Jennifer Sassani*

*“Shippensburg also offers students access to Bloomberg terminals, another resource that separates Shippensburg apart from other programs. Students who participate in IMP are inquisitive, motivated, professional, and are getting a head start to successful careers.”*



Fall 2019 IMP Class (back, from left): Andrew Butz, Corbin Chevaux, Sean Fox, Matthew Lownsbery; (front, from left) Kyle McGinnis, Shelby Denlinger, Nicolas Seymour, Destinee Bobo, Tyler Hahn, and John Morey.



Spring 2020 IMP Class (back, from left): Tyler Hahn, John Morey, Corbin Chevaux, Sean Fox, Cedric Adams; (front, from left) Nicolas Seymour, Madison Eutzy, Hannah Hunt, Morgan Kowalski, Jack Cornely, and Andrew Butz.

careers. IMP gives students the opportunity to analyze business trends, evaluate corporate strategies and performance, and make and direct investment decisions. In addition, he believed the return on investment should have a philanthropic goal. It was his desire that when the assets in the endowment reached \$100,000, scholarships would be awarded to academically talented business majors. After reaching the landmark of \$100,000 in 2004, his wish came true. From the fall 2015 semester, a \$1,000 scholarship per student has been awarded to an incoming freshman and a sophomore, junior, and senior finance major.

Over the past year, IMP has enhanced operational processes, standards of reporting securities, and annual and semiannual reports that have contributed to the value of continual improvement. Students realized growth during 2019 as they saw companies benefit from increased consumer spending and industrial expansion driven by the Fed, lowering interest

rates to fuel continued economic growth. During the spring of 2020, the IMP managers faced adversity due to the COVID-19 pandemic that swept the world. Not only did the fund experience a significant loss in value, the managers were forced to adapt to a situation that altered how the program had traditionally operated.

Since the university decided to move classes online in March 2020, the fund's managers were not able to meet face to face, had no access to the trading room and Bloomberg Terminal for data analyses, and eventually left campus to work from their homes. To continue their work with the fund, the managers held meetings via video conferencing software. Finally, through the stress, confusion, and anxiety, the IMP managers made the best use of the limited resources available to finish the school year strong and present their Annual Report virtually to stakeholders in May 2020.

In addition, the IMP managers were stripped of the opportunity to have a memorable

experience attending the GAME (Global Asset Management) Forum, sponsored by Quinnipiac University (NY). GAME is a global financial education forum, held in New York City, that offers a great opportunity to display the fund's performance, gain valuable knowledge, and improve upon skills. Despite not being able to personally attend GAME, the IMP team was awarded third place in the Undergraduate Value Fund category. John L. College of Business would like to extend this honor to the 2019 Spring IMP class who helped contribute to the 2019 performance. The managers of the Wisman Fund would like to extend their appreciation to the donors of the fund, the SU Foundation, finance faculty, our faculty member of record Dr. Rim, and additional key stakeholders of the John L. Grove College of Business who have an integral role in sustaining the fund and program. College of Business is truly grateful for your continued help and support.

# Lauren Grzybowski

## STUDENT SPOTLIGHT

Lauren Grzybowski is a graduate student pursuing her MBA, which she will complete in spring 2020. She recently completed her bachelor's degree at Shippensburg University with academic honors as an accounting major with criminal justice and political science minors.

She is a graduate assistant for the College of Business in its MBA and business internship concentrated fields. She chose Shippensburg University because of the AACSB internationally accredited business program that is offered at the university, as she envisioned that this high-quality educational experience had the potential to create many opportunities for her to excel as a leader in today's global business society.

Her growth opportunities as an undergraduate included studying abroad in eight different countries all across Europe, peer mentoring

College of Business students in their first year at the university, volunteering as a tax preparer for the IRS to offer free tax services to the elderly and less fortunate, while representing the student body as a senator for the Student Government Association on campus. After networking at many public

accounting nights that the College of Business offers to its students, she was able to land two internships with Simon Lever, LLP, a regional accounting firm located in Mechanicsburg, and once getting her feet wet in the accounting industry, she received an offer from Big 4 accounting firm, PricewaterhouseCoopers, LLP, as a Core Assurance intern this past summer. Upon completing her internship with PricewaterhouseCoopers, LLP, she received an offer from the firm in their Forensic Consulting division located in the Washington, DC, Metro Area, where she began her professional career in the summer of 2020.

Her advice to incoming and current undergrad students is to capitalize on all of the opportunities that the College of Business and Shippensburg University offer to its students, because these opportunities will help you network and develop into whatever field and/or industry you decide to embark on.



# GROVE COLLEGE INTERNSHIPS

**FOR MORE THAN FORTY YEARS, OUR BUSINESS INTERNSHIP PROGRAM HAS PROVIDED STUDENTS WITH THE OPPORTUNITY TO GAIN VALUABLE PRACTICAL AND PROFESSIONAL EXPERIENCE IN THEIR FIELD OF STUDY. GROVE COLLEGE OF BUSINESS STUDENTS CAN RECEIVE ACADEMIC CREDIT FOR THEIR INTERNSHIPS. FOLLOWING IS A LIST OF BUSINESS STUDENTS WHO COMPLETED AN ACADEMIC INTERNSHIP FOR CREDIT THIS PAST ACADEMIC YEAR:**

## SUMMER 2019

### **Whitney Allen**

Volvo Construction Equipment

### **Rosaria Amato**

Volvo Construction Equipment

### **Steven Belmonte**

Pfizer Pharmaceutical Company

### **Thomas Block**

Capital Blue Cross

### **Timothy Bradley**

PJM Interconnection

### **Thompson Braydon**

Royer's Flowers

### **Joshua Bream**

Career Mentoring and Professional Development Center

### **Samantha Brown**

Target Inc.

### **Rebecca Brown**

Fine Wine & Good Spirits

### **Chase Buterbaugh**

Alexander Financial Group

### **Daniel Calvert**

Camp Seph Mack, Laurel Highlands Council

### **Leah Carey**

Volvo Construction Equipment

### **Madeline Carson**

Nori Media Group

### **Robyn Chandler**

Utz Quality Foods

### **Matthew Coakley**

Techtronic Industries

### **Deirdre Conway**

Alpha Media

### **Carly Decembrino**

Penn Medicine

### **Ryleigh Delong**

The Highlands at Wyomissing

### **Meghan Diffenderfer**

Volvo Construction Equipment

### **Steven Dorsey**

Withum, Smith & Brown

### **Sara Dyche**

Tractor Supply Co.

### **Daniel Fennessy**

Open Minds

### **Alexis Hammons**

Members First

### **Neil Harkins**

A. Duie Pyle

### **Kira Holt**

Country Meadows

### **Jessica King-Cunningham**

Qdoba Mexican Eats

### **Cierra Leathery**

Capital Blue Cross

### **Christopher Mantell**

The Carlisle Group

### **Madison McDaniel**

Foot Locker

### **Jacob Pollock**

Watts Group

### **Christina Rudy**

PricewaterhouseCoopers

### **Kevin Scheaffer**

Hershey Entertainment

### **Adam Schmick**

Pierson Computing Connection

### **Daphne Schmuck**

Walz Group

### **John Selle**

OneMain Financial

### **Griffin Stambaugh**

East Penn Manufacturing

### **Hannah Strickengloss**

Specialty Granules LLC

### **Lauren Sweeney**

Sands Casino Resort Bethlehem

## FALL 2019

### **Joshua Bream**

Shippensburg Produce and Outreach

### **Matthew Coyle**

Letterkenny Army Depot

### **Rebecca Lennon**

Volvo Construction Equipment

### **Rebecca Martin**

Volvo Construction Equipment

### **Alexis Hammons**

Members 1st Credit Union

### **Gabrielle James**

The Carlisle Group

### **Gretta Schaefer**

Volvo Construction Equipment

### **Brandon Nace**

Adams County

### **Katrina Ross**

Key Options LLC

### **Tristan Enck**

Volvo Construction Equipment

### **Emily Franklin**

Shippensburg University—Pepsi Grant

### **Connor Shoop**

Carlisle Construction Materials

## SPRING 2020

### **Kelly Ahearn**

Volvo Construction Equipment

### **Jared Bixler**

RKL

### **Kyle Blessing**

SEK

### **Mara Bowman**

Rotz and Stonesifer, P.C.

### **Rachel Bruno**

Dr. Kimberly Garris

### **Hailey Bryett**

Volvo Construction Equipment

### **Nicole Calandrelle**

Boyer & Ritter, LLC

### **Courtney Carroll**

MedStaffers

### **Jordan Cassat**

Volvo Logistics Engineering

### **Cody Elliot**

PSECU

### **Sean Fox**

Volvo Construction Equipment

### **Lucas Glunt**

Smith Elliott Kearns & Company, LLC

### **Thomas Gomez**

Volvo Construction Equipment

### **Christian Hennel**

NewDay USA

### **Jessica King-Cunningham**

Sheetz

### **Morgan Landman**

SEK CPAs & Advisors

### **Shana Louden**

The JDK Group Catering & Events

### **Rachel Miller**

Boyer & Ritter, LLC

### **Tyler Morton**

Smith Elliott Kearns & Company, LLC

### **Erin Murphy**

Volvo Construction Equipment

### **Mackenzie Reichert**

H. Ric Luhrs Performing Arts Center

### **Tanner Rohrer**

Smith Elliott Kearns & Company, LLC

### **Cassandra Root**

Boyer & Ritter, LLC

### **Katrina Roshak**

BAE Systems, Inc.

### **Samuel Snoko**

Martin's Famous Pastry Shoppe

### **Valerie Snyder**

SEK

### **John Statham**

Enterprise Rent-A-Car

### **Spencer Tate**

McKonly & Asbury LLP

### **Katie Trinka**

Ruggieri Enterprise

### **Noah Turner**

Career, Mentoring, and Professional Development Center

### **Austin Yetter**

NewDay USA

## COB PICNIC



# ON-CAMPUS RECRUITMENT

A. Duie Pyle

Achieve Energy Solutions, LLC

ArcBest

Armstrong World Industries

Boyer & Ritter, Certified Public Accountants and Consultants

Brown Schultz Sheridan & Fritz

Camp Canadensis

Deloitte US Delivery Center

DHL Supply Chain

Enterprise Holdings

Flickinger & Co., LLC

McKonly & Asbury

Oshkosh Corporation

Pennsylvania Counseling Services—Lebanon

PriceWaterhouseCoopers (PwC)

Prudential Insurance Company of America

Renewal by Andersen Windows

Rotz & Stonesifer, PC

Shippensburg University—Alpha Kappa Psi

Shippensburg University—Career, Mentoring, and Professional Development Center

Shippensburg University—First-Year Experience and Community Engagement

Shippensburg University—Union & Student Activities (CUB)

Simon Lever LLP

Smith Elliott Kearns & Company

Squire, Lemkin + Company LLP

T.W. Ponessa and Associates Counseling Services

Techtronic Industries North America, Inc. (TTi)

Trout, Ebersole, & Groff LLP

Walz Group

# Student Organizations

## ACCOUNTING CLUB

**THE ACCOUNTING CLUB** is an academic club in the John L. Grove College of Business. The club's goal is to prepare accounting students for a future in an accounting career while connecting with Shippensburg alumni and accounting firms within the industry. Our main event started at the beginning of the fall semester with Public Accounting Night. This event consisted of eighteen accounting firms coming onto campus and networking with Ship's accounting students. Many of these firms returned to campus to conduct interviews for future internships and career positions with our students.

Throughout the year, we had several guest speakers to inform students about the different areas of interest in accounting such as the public, private, and governmental sectors. Mark Webb from Dayton Parts in Harrisburg, visited and spoke to our club about private accounting and his personal experiences. Then in November, Pennsylvania Department of Revenue presented to the college of business about career opportunities with the Commonwealth. Lastly, to wrap up the fall semester, we had a movie night highlighting multiple fraud cases concerning Barry Minkow.

The club had a busy spring semester planned but, unfortunately, it was cut short due to the COVID-19 pandemic. Early on during this semester, Becker CPA Review spoke to

our club about the CPA exam and its testing materials. The club was looking forward to other guest speakers visiting such as Ernst & Young, RKL, and Pennsylvania Office of the Budget. Due to the rest of the spring semester being moved online, these events had to be canceled, but we hope to reschedule these activities in the fall 2020 semester!

## STEPS

In the 2019-2020 academic year, **STEPS** (Student Transfer Engagement Partnership and Support) made great strides in expanding and promoting the club within the College of Business. In the fall, STEPS hosted a Trivia Night, as well as the first three Personal Development Series Talks. The PDS was a new initiative for STEPS this year, aimed at helping not only transfer students, but all students to become more aware of the benefits of things such as study abroad, the mentorship experience, and time management.

Also in the fall, several STEPS mentors, as well as our advisor, Anita Weaver, participated in a service day for a local small business. STEPS members cleaned, painted, and did yard work for a future coffee shop in Newville. At the end of the fall semester, STEPS created a mission statement to accurately reflect who we are as a club and what we strive to achieve.

Spring presented a set of challenges, given the current health crisis. Several activities were canceled, but members were encouraged

to give blood through the Red Cross on their own. Despite COVID-19, STEPS was able to help ENCATUS with campus food recovery, host a Personal Development Series Talk on all the wonderful resources of the College of Business, grow our membership, as well as elect officers for the 2020-2021 academic year. We are looking forward to helping students in years to come.

## INVESTMENT CLUB

**THE INVESTMENT CLUB** is an organization for students who are interested in finance-related fields. The club also manages the Ship Global Collegiate Fund, which is a real dollar portfolio with a value of around \$26,000. The fund is run and maintained by club members and has the intention of providing students with an actual and experimental educational experience in investing. In addition to managing the fund, the club holds weekly meetings covering financial markets, current events, and professional development.

This year we had guest speakers from Merrill Lynch, uFinancial Group, and Scott Barton, who is the university's senior vice president of administration and finance. The club's executive board attends the Quinnipiac GAME (Global Asset Management Education) Forum in New York City every year. The forum provides a platform that connects students and faculty with Wall Street professionals in interactive discussions. The forum also includes student workshops geared toward learning investment strategies and industry best practices. More than 1,500 students and faculty from 160 colleges and universities, representing fifty-four countries and forty-eight states participated in last year's forum. Due to COVID-19, this year's forum was canceled.

While the forum was canceled, schools with student managed investment funds were still able to participate in the portfolio competition. The portfolio competition is based on a portfolio's twelve-month risk-adjusted return in 2019. The Ship Global Collegiate Fund was placed No. 5 in the undergraduate value style division. Our fund has a return of 34.25% last year versus 31.49% for the S&P 500 index. The portfolio's top three investments in 2019 are Apple Inc. (AAPL) with 86.2% return, Lannett Company (LCI) with 77.8% return, and Microsoft Corp. (MSFT) with 55.3% return.



Past presidents of Accounting Club: (from left to right) Ethan Baker, Kimberly Loughlin, Alan Ennis, and Kyle Taylor.



## PHI BETA LAMBDA

Phi Beta Lambda (PBL) is the college continuation of America's largest and oldest high school club, FBLA, the Future Business Leaders of America organization. The purpose of FBLA-PBL is to bring business and education together in a positive working relationship through innovative leadership and career development programs. We participate in weekly volunteer service events such as helping out with Shippensburg Produce and Outreach (SPO), a thrift store called Katie's Place, and Hounds Pack. Throughout the year, we have held many general meetings that encourage our students' personal and professional growth by bringing in guest speakers to speak with them. We also participate in competitive events for the State Leadership Conferences that pertain to a variety of different business fields and are open to all members. PBL also holds a National Leadership Conference event yearly in cities across the US that present us with fun travel opportunities and great ways to meet business professionals at the local and national workshops.

In March, Shippensburg University's chapter of Phi Beta Lambda (PBL) was set to attend the Pennsylvania State Leadership Conference in Harrisburg to participate in networking events, volunteer opportunities, educational workshops, and business-focused academic competitions. However, the conference was canceled this year due to the COVID-19. The participants who had competed in events at the beginning of March at Shippensburg University can still earn eligibility to attend the FBLA-PBL's premier event, the National Leadership Conference (NLC) if they pass the state level. The NLC this year would have been held in Salt Lake City, Utah, in June, where these members represented Shippensburg University by competing in academic competitions at the national level. However, the NLC will be held virtually this year due to the COVID-19 pandemic.

## ENACTUS

The Shippensburg University Enactus team consists of twenty-eight active members (from all different classes and colleges) along with two advisors.

Any current expenditures incurred by our team are either covered through funds from our Student Government Association, large donations by generous organizations, or reserves from our fundraising efforts.

**PEOPLE OVER PROFIT** takes overproduced food from our campus's main dining hall to one of seven free meal services in Shippensburg. This project keeps safe, edible food out of landfills, gets university students involved in the community, and most importantly, feeds people who need it.

There was a clear need outlined in our community with free meal services being held on almost every day of the week. The poverty rate in the town of Shippensburg is 23.7%, blowing away the national average of 13.1%. For families who identify as living below this poverty line, obtaining a sustainable source of food is rather difficult. With this blatant need in mind, we set out to connect with our dining services to start saving good food and fostered the connection between this source and free meal services in town.



**SHIP COMPOSTING** takes leftover scraps from Reisner Dining Hall, Kriner Dining Hall, as well as food facilities in the Ceddia Union Building to use as compost at the university farm. Our end goal for this project is to expand our current compost pile at the university farm and make it big enough to accommodate all food waste coming from on-campus food services.

By composting, we are striving to reverse degradation of land and stop the loss of biodiversity.

Our team identified a need for becoming greener and eco-friendlier as a university and as a community. We saw an opportunity to stop wasting resources like food scraps and making them useful by using them as composting material.

**SHIP SENDS** seeks to empower veterans in their transition into civilian life by connecting them with local businesses and equipping them with the tools they need to run their own business. We boost morale and show our support for deployed service members by sending them care packages. We are communicating with ROTC, the Shippensburg Veterans Affairs department, and local business owners to expand Ship Sends into a veteran business empowerment project.

Ship Sends began as a project that sent care packages to deployed services members. Since its creation, it has expanded into a veteran empowerment project. We intend to create a platform that would allow veterans to connect with business owners who participate in our program. We are boosting morale of deployed soldiers who are separated from their families and helping veterans learn how to operate their own businesses.

**TEXTBOOKS FOR ALL** focuses on finding ways to reduce the financial burden of purchasing textbooks for students. We are trying to help by finding funds to purchase textbooks or donations to make available for all students taking classes. To maximize the impact of this effort, we are asking professors to synchronize the textbooks used for similar classes. In an effort to increase the sustainability and to minimize waste, the project is also looking into online resources instead of physical books. This will increase the reach of the project to summer online classes.

## SUPPLY CHAIN MANAGEMENT / LOGISTICS MANAGEMENT CLUB:

The Supply Chain Management Club participated in multiple events in the field this past semester. The club partnered with APICS, American Production and Inventory Control Society, on a tour of the Defense Logistics Agency in New Cumberland. The club learned about the operation and its support of the Department of Defense and the US military forces. The tour was very beneficial to the members of the club because of the high demand for supply chain graduates.

Annually, the Supply Chain Management Department and club partners to hold an annual networking event for all graduates of the department. The event had nearly fifteen graduates, the Supply Chain Advisory Council members, and students network at the Marriott hotel in Shippensburg. Earlier in the day, the department and club successfully held a panel that featured five graduates and had nearly 100 students attend the event to learn more about the field of supply chain.

In addition to the tour and networking social, the Supply Chain Management Club laid the framework to multiple initiatives across campus. The club began implementation of the DSAC scorecard to the club operations, worked with Dr. Ian Langella on incorporating supply chain consultations with Shippensburg Produce Outreach, and participated in all Shippensburg University open houses to recruit potential students.

## WOMEN BUSINESS LEADERS

This year, the Women Business Leaders continued to make an impact throughout the university, and they are ready to start the next semester in full swing. Next semester promises to be a positive one with its increasing memberships and the new events and activities planned within the Shippensburg community. Members are thrilled to see what the future holds!

Women Business Leaders are continually making improvements to the Raider Ready Professional Dress Closet (RRPDC) on campus. They are in the second year of the official launch of the RRPDC, and this year they assisted with moving and expanding locations alongside the Career Center and Alix Rouby. The club's responsibilities are to keep track of inventory and to maintain organization of the closet. They try their best to make sure all students have the right dress wear for interviews, job fairs, class presentations, etc.

Women Business Leaders is well known for its mentoring program with Network of Executive Women (N.E.W). This program pairs each member with a mentor who is a working professional within the student's intended field. Members gain valuable insight from their mentors on resume building, job shadow opportunities, and networking events. The mentors help members gain a true taste of what the workforce is like after graduating, and additionally, they aid significantly in preparing each student to emerge as a strong leader.

This past year, Women Business Leaders planned additional guest speaker events. They had Northwestern Mutual, the 2019 Business Women of the Year, among others. These speakers gave the members more ideas on creating their careers and built on connections. They recently received the Program Innovation

Award at the 2019-2020 Student Life Awards for their outstanding commitment to the campus and surrounding community.

The Women Business Leaders continued their philanthropy event with Shippensburg Produce Outreach (SPO). Each semester they collect personal hygiene items outside of the local Dollar Tree. They have collected over 500 items to contribute to SPO's personal hygiene bank. They have also started to volunteer in distributing the items at Katie's Place to help give back to the community. Women Business Leaders are excited to see what next year brings as they continue to make a difference within the campus and outside community.

Women Business Leaders are excited to continue growing in size, building connections on and off campus, and to continue the growth of the RRDPC. They thank everyone who aided



From left to right: Madison Frain, Melanie Wang, Jessica Lawrence, Mari Reott, and Colleen Mooney



From left to right: Jamilyn Smith, Jessica Lawrence, and Olivia Sommers



Women Business Leaders members and Rebecca Foote, The 2019 Business Women of the Year.



in getting them to where they currently are today, and they are continually looking onward and to the future.

## AMERICAN MARKETING ASSOCIATION

### THE AMERICAN MARKETING ASSOCIATION'S (AMA) goal of the year was to raise the

number of collegiate members along with its campus presence. AMA has raised our numbers to thirty students who have paid dues and are official members of the chapter at Shippensburg, along with several other students who attend the bi-weekly meetings. AMA's officers and members were able to do this through fundraisers, helping/hosting at campus events, and attending conferences.

AMA hosted a sunset yoga fundraiser on the quad at the beginning of the fall semester that was very successful and got students on campus active and involved. Due to how successful this fundraiser was, other yoga events were hosted. We partnered with Alpha Kappa Psi to offer professional headshots to the John L. Grove College of Business students.

AMA hosted or helped with several events on campus including resume workshop both in the fall and spring that allowed students to bring their resumes and get recommendations by professors on how to improve them. In the spring semester, a mock interview was held. AMA partnered to help host the America250PA event that was a direct effect innovation challenge where students made teams and competed against one another. The first place team went on to compete at the regional conference at Lycoming College.

AMA members attend conferences throughout the year that allowed them to network with other marketing students and gain connections with professional speakers within the marketing field. In previous years, some of our members have had the opportunity to network with Google, Twitter, and McCormick. Four of our members attended a conference at Penn State University in October 2019. There were several professional speakers there, including Christian Molnar who is the director of team relations for the Philadelphia Eagles. In November, ten of our members attended a conference at Temple University where Dietz and Watson and SAP were speakers. In the spring, members started to work on what is necessary for the Shippensburg AMA to be able to host our own conference in the near future.

AMA continues to strive to provide opportunities and professional development for members and students that will help them gain real-world experience.



AMA's sunset yoga on the quad fundraiser.



AMA Officers, front row left to right: Emily Ott, Samantha Black, Emily Franklin. Back row: Ashley Myers, Shana Loudon, Morgan Lombard, Devanie Heller, Jenna Mandes.

## JOHN L. GROVE COLLEGE OF BUSINESS EARNS RECOGNITION

Shippensburg University's John L. Grove College of Business Master in Business Administration was named to *The Princeton Review's*® "Best Business School for 2020." This prestigious accolade is determined by eighteen categories, "including career outcomes, admissions selectivity, and academic rigor."

"What makes our 'Best Business Schools' designations unique is that we take into account the opinions of students attending the schools about their campus and classroom experiences. For our 2020 list, we surveyed more than 20,700 students at 248 business schools," said Rob Franek, *The Princeton Review's* editor-in-chief.

The designation is also based on data collected from surveys of administrators at business schools. The administrator survey covered topics from academic offerings and admission requirements to data about currently enrolled students as well as graduates' employment.

"We recommend Shippensburg University as an excellent choice for a student aspiring to earn an MBA," added Franek.

"This distinction is a testament to the hard work of our tremendous faculty who are experts in their field and dedicated to building a bright future for our students," said Dr. John Kooti, dean of the John L. Grove College of Business.

Founded in 1971, the John L. Grove College of Business offers three different options for MBA programs: a part-time night program, a full-time program on campus, and an online program for its students.

**SBDC ANNUAL REPORT**

The Shippensburg University Small Business Development Center (SBDC) serves Adams, Cumberland, Franklin, and York counties in south-central Pennsylvania and lives within the John L. Grove College of Business, a college with a proud tradition of excellence accredited by AACSB International. The SBDC plays a significant role for Grove College and the university in the areas of community outreach and engagement, economic development, and legislative relations.

The Shippensburg University SBDC is in its thirteenth year of operations, having joined the PASBDC network in 2007. The center has established strong pre-venture and general management consulting services, basic level international and technology services, and offers environmental compliance services through the Environmental Management Assistance Program (EMAP) specialist. Shippensburg University SBDC services in the region are valued greatly as evidenced in client letters and survey responses and via communications from partner and stakeholder organizations. The university administration values the contributions of the SBDC to the regional service and educational mission of the institution.

**This year was unlike any other year for the Shippensburg University SBDC. The founding director retired and a new director was named, new consulting staff were hired, new grants were obtained, and COVID-19 impacted our center and clients.**

**MICHAEL UNRUH RETIRES**

Founding director of the Shippensburg University Small Business Development Center (SBDC), Mike Unruh, retired August 30. He wrote the proposal for Shippensburg University to join the Pennsylvania SBDC network. His dedication to the center, network, and region will be missed by the SBDC. "My greatest satisfaction from the SBDC comes from all the small business owners who clearly appreciate and value the personal attention and assistance they received, and continue to receive, from the outstanding SBDC staff," he said.



**ROBIN BURTNER NAMED NEW DIRECTOR**

Robin Burtner has been named director of the Shippensburg University SBDC. She is responsible for planning, developing, and implementing all programs offered by the SBDC; identifying resource requirements and strategies in the delivery of such programs and services; and securing and maintaining the funding necessary to accomplish program goals and objectives in the four-county service area. She has been with the SBDC since it opened in January 2007.



Burtner has an MBA and a master's degree in higher education administration from West Virginia University. She has been surrounded by small business and entrepreneurs in her personal life. Her father was a small business owner and her husband owns his own business. "I look forward to continuing to help businesses start, grow, and prosper as we search for our new SBDC director," she said.

**NEW CONSULTING TEAM**

Charles Haney is the environmental consultant and consulting manager. He has been with the SBDC since 2009. He has a BS in environmental resource management and an MS in environmental science and management. As an environmental consultant, his duties include assisting businesses with environmental compliance and energy efficiency.



Jen Horning joined the SBDC in 2019 and is the primary consultant for York County. She earned a BS in marketing from Shippensburg University and an MBA from Penn State University. She brings a unique blend of human resources, marketing, public affairs, and business management experience from the retail, manufacturing, insurance, and nonprofit sectors. Her passion is to provide exceptional customer service to small businesses.

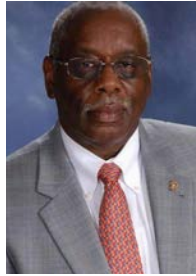


Katie Neiderer joined the SBDC in 2019 and is the primary consultant for Adams County. She has a BA from Mount Saint Mary's University. Her experience is in project management,



banking, and the real estate industry. In her role, Neiderer manages website content, coordinating educational programs, budget coordination, reporting, and providing support for the delivery of business consulting and technical assistance.

Wilbert Wilkinson started in 2020 and is the primary consultant for Cumberland County. Wilkinson earned a BS in business administration and human resource, an MBA in finance, and an MS in organizational



development. He has a diversified work experience of project management, auditing, operations management, human resource management, business analysis, strategic planning, risk and quality management, and financial management. As a member of Rotary International and the Chambers of Commerce, his passion is developing small businesses and providing humanitarian service.

Georgina Cranston was hired in 2020 and is the primary consultant for Franklin County. She earned her BA from Indiana University and her MBA from Penn State. She was an educator and tutor at a private boarding school, owning her own tutoring company and specializing

in standardized test prep. Most recently, she ran a local chamber of commerce. Her experience as an educator, small business owner, and chamber executive has made her a champion for small businesses.



### EXPANSION OF SERVICES/FUNDING SOURCES

This year, the SBDC acquired two additional awards that increased the services and funds for the center.

1. Engage!—The SBDC has become an Engage! Partner in our four-county region. Engage! is a statewide business retention and expansion (BRE) program designed to regularly and proactively interact with targeted companies.
2. CARES Act—The SBDC received additional funds from the Small Business Administration (SBA) to assist businesses impacted by COVID-19.

These funds are in addition to our yearly awards from Small Business Administration, Pennsylvania Department of Community and Economic Development, Pennsylvania Department of Environmental Protection, and Shippensburg University.

### COLLABORATION WITH COLLEGE OF BUSINESS

In the past year, the SBDC has increased collaboration efforts with the College of Business.

- The SBDC collaborated with the Diller Center on Speaker Series, Innovative Luncheon Hour, and 3DS startup.
- Four experiential learning class projects with two business professors. The projects were mystery shopper and marketing plans. Unfortunately, COVID-19 impacted the class projects.

### UPCOMING YEAR

Our primary focus for the next academic year is ramping up capacity in our region and campus with our new consulting team and COVID-19 recovery assistance.

## SHRM AT SHIP EARNS SUPERIOR MERIT AWARD

(Continued from page 6)

Taylor commends her students for gaining national recognition and receiving the Superior Merit Award. She also praised them “for their commitment and the time they allocated from busy academic work schedules.”

Dr. John Kooti, dean of the John L. Grove College of Business, extended his congratulations as well. “We are extremely proud of the Human Resource Management Club and Dr. Taylor for

their commitment to excellence, which earned them this distinguished award,” said Kooti.

Black strongly believes achieving the Superior Merit Award positively impacts more than just Shippensburg University.

“To be nationally recognized with hundreds of human resource professionals watching makes me hopeful for not only our students at Shippensburg, but all the other university

students who will be looking for jobs here in the next few years.”

SHRM at Ship students should be incredibly proud, but the work does not stop here. They hope their efforts this year will lead to the 2020-2021 Outstanding Merit Award.

If last year is any indication, SHRM at Ship's future certainly looks bright.

# AWARDS AND SCHOLARSHIPS

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

Pablo Alvarez, Emily Anderson, Jessica Bauer, Jared Bixler, Kyle Blessing, Austin Correll, Veronika D'Amore, Thomas Hoopes, Morgan Kowalski, Kerri Loy, Krysten Mahoney, Matthew McGrath, Jacob Pollock, Bryan Rottkamp, Joseph Royle, Ethan Shellenberger, Alexandra Spease, Kristen Zellner, Eric Zimmerman

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

Jiciana Knight

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

Megan Parsons

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

Jacob Pollock

## **REVA HOBACK BRUBAKER SCHOLARSHIP**

Morgan Landman, Rebecca Martin

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

Erika Heishman

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

Ryan Rose

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

Larissa Follweiler

## **CHARLES H. DILLER JR. AND JANE EAGLE DILLER SCHOLARSHIP**

Rachel Bruno, Chase Slenker

## **DINGER SCHOLARSHIP**

Open

## **DISTINCTION OF ACADEMIC EXCELLENCE AWARD**

Samantha Brown, Ian Reid

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

Olivia Hartlaub

## **GERALD R. FETROW SCHOLARSHIP**

Jacob Biss, John Castello, Courtney Coy, Morgan DeFeo, Christopher Douglass, Morgan Fetter, Andres Garcia, Kiernan Higgins, Noah Inch, Scout Knotts, Noah Nabholz, Lauren Pettis, Jacob Pollock, Domenick Sleva, Anthony Vavaroutsos

## **FOGELSONGER SCHOLARSHIP**

Landon Archangelo, Kimberly Loughlin, Madison McDaniel

## **JAMES GEHR FAMILY SCHOLARSHIP**

Matthew McGrath

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

Erica Weaver

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

Christina Rudy

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

Cassandra Root

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

Noah Koppenhaver

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

Morgan Landman

## **RENETTA F. HEISS SCHOLARSHIP**

Kenzie Hall, Grace Penney, Isaiah Seilhamer

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

Jiciana Knight

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

Tyler Petucci

## **NANCY A. KING SCHOLARSHIP**

Bailey Charters

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

Abygale Repsher

## **WILLIAM K. NITTERHOUSE SCHOLARSHIP**

Bryanna Conway

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

Thomas Dooley, T. Luke Hutchison, Grace Penney

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

Brenna McKnight

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

Xavier Brooks

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

Breanna Peterson

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

Jordan Cook

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

Thomas Scott

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

Alexandria Papoutsis

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

Kimberly Loughlin

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

Trey-Anthony Paul

## **SMITH ELLIOTT KEARNS AND COMPANY, LLC SCHOLARSHIP PROGRAM**

Makayla Glass, Morgan Hill, Tanner Rohrer

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

T. Luke Hutchison

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

Lauren Pettis

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

Lindsey Neidinger

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

Carlos Carter

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

Rebecca Fickel

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

Austin Yetter

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

Owen Iacobelli

## **BROOKE ASHLEY WEAVER MEMORIAL SCHOLARSHIP**

Robyn Chandler

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

Sean Bernhardt, Jack Cornely, Matthew McGrath, Christina Pinto

## **ZUMBRUN/KORKUCH FAMILY SCHOLARSHIP**

Kerri Loy, Eric Zimmerman

# COLLEGE OF BUSINESS ENDOWMENTS

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

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

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

## **THE DOUG AND ANGELA BESCH ACCOUNTING SCHOLARSHIP**

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

## **THE REVA HOBACK BRUBAKER SCHOLARSHIP FUND**

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

## **THE JOHN E. CLINTON SCHOLARSHIP (not yet active)**

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

## **NEW W. STEWART CONNARD ACCOUNTING SCHOLARSHIP (not yet active)**

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

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

This scholarship was established in honor of Dr. Cooley at the time of his retirement from Shippensburg University to provide financial support for students majoring in business education.

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

Established by Barbara Cross '04M, this scholarship is for freshman who intend to enroll in the ROTC program with a preference for science, technology, engineering or mathematics (STEM) disciplines or supply chain management. Applicants must meet SAT and GPA requirements, demonstrate financial need and be residents of the Commonwealth of Pennsylvania.

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

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

## **NEW THE CHARLES H. JR. AND JANE EAGLE DILLER SCHOLARSHIP FOR CUMBERLAND VALLEY HIGH SCHOOL STUDENTS (not yet active)**

Established by Mr. Diller, member of the John L. Grove College of Business Advisory Board and retired executive of JLG Industries, this scholarship benefits full-time freshmen pursuing an undergraduate degree administered by the John L. Grove College of Business. Preference is given to students majoring in entrepreneurship.

## **THE CHARLES H. JR. AND JANE EAGLE DILLER SCHOLARSHIP FUND FOR EAST PENNSBORO AND MECHANICSBURG HIGH SCHOOL STUDENTS**

Established by Mr. Diller, member of the John L. Grove College of Business Advisory Board and retired executive of JLG Industries, this scholarship benefits full-time freshmen business majors who graduated from East Pennsboro High School or Mechanicsburg Area Senior High School.

## **THE DINGER SCHOLARSHIP FUND**

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

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

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

## **THE GERALD R. FETROW SCHOLARSHIP FUND**

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

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

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

## **THE FOGELSONGER SCHOLARSHIP FUND**

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

## **THE JAMES A. GEHR FAMILY SCHOLARSHIP FUND**

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

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

Established by Ken '65, '72M and Ginny Gill, this scholarship is for full-time incoming freshmen pursuing a degree offered through the John L. Grove College of Business. First preference is given to a student from Snyder County, Pennsylvania, demonstrating financial need.

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

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

### **THE DR. EDWARD S. GOODHART ENDOWED SCHOLARSHIP FUND**

This scholarship is for incoming full-time freshmen entering an undergraduate degree program administered by the Accounting Department of the John L. Grove College of Business. This is a four-year scholarship with minimum GPA and academic credit requirements.

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

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

### **NEW THE LINDA MAUGER-HARNISH AND MARTIN HARNISH COLLEGE OF BUSINESS SCHOLARSHIP FUND (not yet active)**

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

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

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

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

This scholarship is for an incoming full-time freshmen with financial need who is entering an undergraduate degree program administered by the Accounting Department of the John L. Grove College of Business.

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

This scholarship provides assistance to an incoming student enrolled in business education or office administration based upon academic excellence and promise of success.

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

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

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

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

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

This study abroad scholarship is awarded to students with financial need who have earned at least 30 credits and are enrolled in a

degree program in the John L. Grove College of Business.

### **NEW DAVID AND LAURIE SCHULTZ MORGAN COLLEGE OF BUSINESS SCHOLARSHIP (not yet active)**

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

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

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

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

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

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

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

### **THE IGNATIOS AND ANASTASIA PROKOP AND JOHN L. PROKOP SCHOLARSHIP FUND**

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

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

This four-year freshman scholarship, established by Chris and Robin Pruitt who graduated in 1984 with degrees in accounting

and elementary education, benefits students entering any degree program in the John L. Grove College of Business.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

This four-year scholarship is for academically talented John L. Grove College of Business students with a required internship the summer between their junior and senior year.

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

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

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

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

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

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

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

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

### **NEW W.J. WOLLYUNG III COLLEGE OF BUSINESS SCHOLARSHIP (not yet active)**

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

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

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

## **OTHER ENDOWMENTS**

### **THE EDWARD & ANITA BUCHANAN ENTREPRENEURIAL ENDOWMENT FOR THE CENTER FOR ENTREPRENEURIAL LEADERSHIP AND INNOVATION (not yet active)**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### **THE DAVID O. MCCAIN III ENTREPRENEURSHIP ENDOWMENT (not yet active)**

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

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

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

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

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

### **THE WISMAN ENDOWMENT**

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

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

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

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

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

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

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

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

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

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

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

This scholarship for incoming freshmen benefits students enrolled in any major in the John L. Grove College of Business.

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

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

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

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

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

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

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

### **INFORMATION**

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