

SCHOOL OF BUSINESS REPORTS

UNIVERSITY OF SOUTHERN INDIANA

Proposed building to meet needs of growing business programs

High-tech facility will support collaborative study and innovative teaching methods

A new building designed to give School of Business students the state-of-the-art facilities and technology they need to prepare appropriately for careers in business is the chief priority in the University's capital budget request for the 2005-07 biennium.

The request for the new School of Business/general classroom building is the result of significant enrollment growth in the School of Business and other academic programs.

The University is seeking bonding authority for \$33.8 million in state funds. Full funding would provide for construction of the new building and two other projects: expansion of the University's physical plant facilities and completion of the lower level of the Education Center to serve the Department of Social Work and other academic needs.

Dr. R. Eugene Klippel, dean of the School of Business, said, "I am exceedingly excited about the prospects of a



A rough sketch indicates how the proposed School of Business/general classroom building would be positioned in relation to the Liberal Arts Center and the Technology Center.

new building for the School of Business. It will permit us to aggressively pursue our strategic plan which focuses on the delivery of an outstanding educational experience for our students. A building, such as the one proposed, will enhance both our student and faculty

recruiting capabilities."

Klippel also said that the new building would offer opportunities for the school to develop new services and innovative activities to strengthen the economic well-being of the area. The school has a strong relationship

with the area business community and wants to continue to enhance its partnership with business and entrepreneurial groups to prepare

See **New building**, page 9

Couch, Renner scholarships to have profound impact on school

Two major scholarship endowments, established by loyal University friends Rebecca Nunn Couch and Aline Nunn Renner, will have a profound impact on the School of Business's ability to recruit and retain top students, said the delighted dean, Dr. R. Eugene Klippel.

He has been meeting with the school's Student Affairs Committee and University admission officers to develop strategies for awarding these scholarships to get the strongest and broadest impact for the school.

The Aline Nunn Renner Scholar-

ship fund—with its \$2 million endowment—and the William E. and Rebecca Nunn Couch Scholarship fund—with its projected \$1 million endowment—will produce more than \$27,000 in scholarship awards to business students in 2005-06 academic year. By the 2006-07 academic year, these scholarship awards are expected to increase to \$45,000, and by 2007-08 to \$63,000. Similar scholarship awards will be directed to education majors.

Aline Nunn Renner, a longtime Evansville businesswoman and life member of the USI Foundation board



Couch



Renner

of directors who died in 2002, enjoyed the time she spent with her scholarship recipients. These relationships led to the creation of her estate plan which

See **Scholarships**, page 9

Rate, magnitude of successes growing exponentially

Persistence in pursuit of excellence pays off as powerful concept moving school forward

By R. Eugene Klippel

The School of Business at USI has a long tradition of pursuing a goal of continuous improvement and excellence as it relates to key educational elements, e.g., student recruiting, faculty recruiting and development, administration staffing, development of external advisory boards, program and curricula development, innovative teaching methods, published scholarship, and service to the community. Many would contend that phrases such as "continuous improvement" and "the pursuit of excellence" have lost much of their communications impact from overuse. While this may be true, they still represent powerful concepts.

When these concepts are pursued with some sense of dedication, persistence, and pride, validated success is most often the outcome. I believe you will find this issue of the *School of Business Reports* testimony to this perspective.

There is the old adage: success breeds success! Interestingly, this appears to reflect a pattern where the cumulative effect of early successes can be portrayed in a linear fashion. However, over time, this pattern is often transformed to one which

exhibits exponential characteristics. I believe the School of Business at USI has reached this transformational point. What

does this mean for the school? It means the growth rate of new successes and their general magnitude will significantly outpace those of the past.

This issue of the *Report* offers firm support for this position. Consider the following:

- USI and its Board of Trustees have placed a new state-of-the-art

"Working together, we can truly make a positive and transforming difference."

building for the School of Business at the top of its capital budget request of \$33.8 million for the 2005-07 biennium. This new facility will truly have positive transforming capabilities.

- Contributions to support endowed business student scholarships are moving from thousand-dollar levels to million-dollar levels. It is clear many



Klippel

donors see the school with its many successes as a worthy investment that warrants their trust and financial support. This, too, clearly represents transforming capabilities for the school and its students.

- Not only are we seeing the School's graduates being placed at top firms, we are seeing the school's graduates ascend to leadership positions within these same firms.

- While providing the school's students with access to state- and national-level professional competitions is a noteworthy success, the success of winning many of these competitions is transforming for both the students and faculty involved. See the article beginning on page 12 in this *Report* about the USI accounting students who won first place in the fifth annual Indiana CPA Society's Case Study Competition.

If we are to sustain the increasing rate and magnitude of successes related to the School of Business, as suggested by these examples, it is important for you, our alumni and friends of the school, to continue your involvement and support. Working together, we can truly make a positive and transforming difference.

As always, in the spirit of continuous improvement, we welcome your thoughts and comments regarding the School of Business.

Click on <http://business.usi.edu/> for information you can use

Business Conditions and Outlook Survey

A quarterly survey of businesses in the Evansville area indicating the direction of change in overall business activity and in various measures of activity including employment, capital expenditures, employee compensation, borrowing, Internet activity, and pricing decisions.

Evansville Factbook

Demographic, economic, and social information on the City of Evansville, the Evansville Metropolitan Statistical Area, and Region 11

Prepared by Dr. Mohammed Khayum, Associate Dean, USI School of Business

Three join faculty for 2004-05

Three faculty members have joined the School of Business.

• **Dr. Gary W. Black**, assistant professor of production/operations management, previously was an assistant professor at Tennessee Technological University. He has worked as an industrial engineer at Siemens Energy and Automation and at Raytheon Company. Black earned a doctorate in industrial and systems engineering at University of Alabama-Huntsville, where he received the 2001-02 Outstanding Graduate Student Award. He holds a master's from University of Tennessee and a bachelor's from The Pennsylvania State University.



Black

• **Dr. Margaret Chen**, assistant professor of finance, was most recently a visiting assistant professor at Louisiana Tech University, where she earned a doctorate in business administration. She completed a master's at Louisiana Tech and a bachelor's at National Taiwan University. Chen's research, titled



Chen

"The Behavior of Chinese Stock Market" and "Does Free Cash Flow Predict Corporate Fixed Investment," was selected for presentation in December at the meeting of the American Academy of Accounting and Finance in New Orleans.

• **Dr. Allen K. Hunt**, assistant professor of accounting, was formerly an assistant professor at the University of Memphis. He earned a doctorate from Louisiana State University, a master's in business administration from Southern Methodist University, and a bachelor's degree from Harding University. His teaching interests are financial accounting, managerial accounting, and auditing. His research interest is the economic effect of accounting numbers.



Hunt

McGuire, Ehlen assume additional responsibilities

Dr. Brian McGuire, associate professor of accounting, has assumed the role of chair of the Department of Accounting and Business Law. McGuire is a certified public accountant, certified management accountant, and a certified business manager. In addition,



McGuire

he recently was recognized by the American Institute of Certified Public Accountants (AICPA) as a certified information technology professional. McGuire joined USI in 1995.

Dr. Craig R. Ehlen, professor of accounting, has been named director of the Master of Science in Accountancy (MSA) program. A specialist in auditing, financial accounting, fraud auditing, and forensic accounting, he has 20 years of experience in public accounting and senior financial management with public companies. He is a certified public accountant and a certified fraud examiner. Ehlen joined the School of Business in 1989.



Ehlen

Khallaf earns doctorate

Dr. Ashraf Khallaf, instructor in accounting, completed a doctorate in August at Florida Atlantic University, where he taught a variety of accounting subjects while pursuing the degree. He previously taught as an adjunct faculty member at Assiut University in Egypt, his native country. Khallaf joined USI in 2003.



Khallaf

Shields recognized

Dr. Peggy Shields, associate professor of marketing, was recognized at the Atlantic Marketing Association 2004 conference for her article, "Marketing Majors' Role Identity: A Lesson for Marketing Educators," named best paper in the marketing education track.

Journal names Celuch

Dr. Kevin Celuch, professor of marketing and USI's Blair Chair Professor of Business Science, has been named an associate editor of the *Journal of Consumer Satisfaction/Dissatisfaction and Complaining Behavior* (CS/D&CB), published each December. CS/D&CB, the organization which publishes the journal, holds a conference in odd-numbered years to bring together scholars from academia and industry to hear and comment on one another's research.

Rotary honors Foroughi

The Rotary Club of Evansville named **Dr. Abbas Foroughi**, professor of computer information systems, Rotarian of the Year for his service as chair of the education committee.

Mead Johnson Nutritionals

A subsidiary of Bristol-Myers Squibb

Alumni find rewarding, challenging careers at worldwide headquarters

Many School of Business students pass the worldwide headquarters of Mead Johnson Nutritionals on the Lloyd Expressway on their way to campus. But the leading U.S. maker of infant formula and other nutritional products has more than global markets and a convenient location going for it. Alumni who work there praise its mission, its work environment, and the opportunity the company gives them to practice what they know and continue to advance in their careers.

Mead Johnson employs about 70 School of Business alumni, making it one of the leading employers of the school's graduates.

In addition to its headquarters office, the company has a manufacturing facility for the liquid form of its Enfamil infant formula in Evansville. Pharmaceutical products also are produced in Evansville and in Mount Vernon, Indiana. Mead Johnson is a subsidiary of Bristol-Myers Squibb, a Fortune 500 company. Employees in the Tri-State area number more than 2,000.

In the profiles that follow, alumni tell about their experiences in the USI School of Business and their careers with Mead Johnson.

Sarah Dalp

'87, Management and Business Education

Every year on August 17, the anniversary of her employment date, **Sarah Kinney Dalp** calls Forrest Snead, the Mead Johnson official, now retired, who hired her right after graduation from Evansville's North High School in 1981 to work in the company's Data Services department.

"I tell him how grateful I am that he hired me," said Dalp, who has advanced from a keypunch operator working third shift to her present position as senior manager for sales support

Approximately 70 graduates of the USI School of Business work at Mead Johnson worldwide headquarters in Evansville.

Terry McGinnis



and systems technology in the company's retail sales organization.

Dalp said that she owes a lot to Mead Johnson. The company helped financially with her college education through its tuition reimbursement program. She met her husband Steve on the job.

"Without Mead Johnson, I'd have such a different life," she said.

Dalp took a full schedule of day classes while working from 11:30 p.m. to 7:30 a.m. on her first job at Mead Johnson. She earned an associate degree in computer science in 1986 at the University of Evansville before transferring to USI to major in both management and business education.

After completing the bachelor's degree in 1987, she moved to Mead Johnson's computer programming area as a COBOL programmer. Three years later, she transferred to marketing services, serving as a liaison between marketing and the information management group. Later, she became involved with market research, where her primary responsibilities were the incentive compensation system for the medical sales representatives and quantitative data analysis on the infant formula category.

Dalp also has handled retail promotions, such as "buy one, get one free" offers and product displays. That responsibility evolved into her

present position with duties related to the retail sales organization's Web site and incentive compensation payout, hardware and software rollout to the field, and sales reporting.

"Because of my degree, I've been able to move to all these departments," Dalp said. "The degree provided me a breadth of knowledge to go across areas." She credits faculty for motivating and challenging her to work hard.

Dalp also holds an M.B.A., which she completed in 1989 when the program was offered jointly by USI and the University of Evansville. Her goal in pursuing higher education was to earn a master's degree before starting her family. She accomplished that. She and her husband are the parents of Daniel, 14, and Katie, 11.

Derek Faughn

'84, Computer Information Systems

Derek Faughn never intended to go to college. He took a job right out of high school as a lab technician at Mead Johnson.

"My boss encouraged me to take a class, and I did that for five-and-a-half years at night. Then, I took a year off from work and completed 44 hours in two semesters and a summer session. It was a walk in the park compared to going to work full time and doing nine

hours at night,” he said.

Faughn joined Mead Johnson in 1977 and finished a bachelor’s degree in computer information systems in 1984. When he first enrolled at USI, he was unsure of a major.

“We started to automate the lab, and I just naturally got interested in writing the programs to control lab instrumentation,” he said.

After completing the undergraduate degree, Faughn went back to Mead Johnson as a programmer.

Today he is senior director for information management, responsible for information management for Mead Johnson on a global basis and for information management for all of Bristol-Myers Squibb in the Asia-Pacific region. He manages one division (Mead Johnson) globally and five divisions (Mead Johnson, worldwide medicines, technical operations, medical imaging, and consumer medicine) regionally. He supervises about 100 employees in 16 countries.

His responsibilities keep him on the go. Faughn is in the Asia-Pacific region four to six times a year, staying up to three weeks at a time.

“It’s challenging from a cultural perspective. The countries from Japan to China to Taiwan to Thailand have diverse cultural backgrounds and interesting bureaucracies. The differences from one country to another in Asia-Pacific can be significant,” he said.

Faughn said it is becoming more difficult for CIS graduates to find entry-level positions in large multinational corporations due to global sourcing. Entry-level jobs with small or regional companies in metropolitan markets offer good training opportunities. Multinational companies often seek individuals with three-to-five years of experience to handle more senior responsibilities.

“Learn as much as you can, and volunteer for as much as you can. If your track is technical, go back and get an MBA. Then Fortune 500 companies are going to be more interested in you,” he advised.

Faughn enjoys working at Mead Johnson because he believes in its mission to extend and enhance human

life. “Most people don’t know that we’re the number-one infant formula company in the United States and that we make special formulas for babies with serious feeding problems and disorders,” he said.

He also praised the company for rewarding and recognizing employees. “If you make decisions based on the best interests of the company and you perform well, you will be rewarded,” he said.

Tammy Little

’01, Economics, ’05 M.S.I.M.

Tammy Little has worked for Bristol-Myers Squibb since 1986. For much of that time, she also has been a USI student, earning associate and bachelor’s degrees and recently completing requirements for a graduate degree.

Little presently is senior package engineer for Indiana technical operations, handling 10 production lines with as many as 20 to 40 different products running on each line. Her responsibility is tied closely to what research and development employees are doing elsewhere in the country.

An east coast package development group works with the Pharmaceutical Research Institute and other company research and marketing functions. Little’s role is to make sure the desired packaging for each product will run on the production equipment at the facility in Mount Vernon, Indiana.

In her first job at the company, Little served as a bid-pricing techni-



“Without Mead Johnson, I’d have such a different life.”

—Sarah Dalp



“The differences from one country to another in Asia-Pacific can be significant.”

—Derek Faughn



“I wanted to finish what I started.”

—Tammy Little

cian in the finance department. She enrolled in courses in the USI School of Business in 1987 after learning about her employer’s tuition reimbursement program.

“I worked full time at Bristol-Myers Squibb and took three classes at night,” she said.

Along the way, Little interrupted progress toward the degree, taking a year off from school when she and her husband Donald became parents of a son, Cory, born in 1991. She again took time off from classes when their second son, Austin, was born in 1995.

Little completed an associate degree in business in 1993, thinking that would be a good stopping point. She also completed a company training program to become a certified electronics technician and worked in electronics maintenance for the company. Still, Little wanted more responsibility. “The associate degree wasn’t going to give me the advancement opportunity I wanted,” she said. She re-enrolled in the USI School of Business to pursue a bachelor’s degree.

Little moved to the package engineering area in 2000 and was promoted to her present position in 2001, the

See Mead Johnson, page 6

Mead Johnson

Continued from page 5

same year that she completed an undergraduate degree in economics.

Her most recent academic accomplishment is the completion of requirements for a Master of Science in Industrial Management through courses offered onsite at Mead Johnson by USI's Extended Services and the Pott School of Science and Engineering. She and company classmates completed the final course during fall semester.

Little is proud of her perseverance. "I wanted to finish what I started," she said.

Always a non-traditional student, she said, "It was easy for me to incorporate myself into USI. The professors understand life outside of school."

Jeff Martin

'94, Business Administration, '01, M.B.A.

Jeff Martin helps his company boost the bottom line by dealing effectively with returns. He is senior manager for reverse logistics, part of the Mead Johnson supply chain for North America. His job involves managing products that are returned for reasons such as damage, expiration date, or customer over-purchase.

One of the greatest helps to Martin in minimizing and handling returns is talking with customers. In October, he was part of a cross-functional team that visited Walgreens headquarters in Chicago, meeting with about 15 representatives of the drug-store chain.

"We talk with our customers about the issues we see with them and how we can improve. It's beneficial to both of us," Martin said. "And it's not just about reverse logistics. We talk about warehousing, distribution, inventory levels, and much more."

In future issues

Other leading employers of School of Business graduates will be profiled in future issues of this newsletter.

Martin also has worked in research and development and as a brand manager in both pediatric marketing and adult nutritional marketing. As a brand manager in marketing, he also had opportunities to talk with customers.

"I went with medical sales representatives to visit doctors and clinics to see how our products were used and to talk with them about how we could make our products work better for them," he said.

Martin's career with Mead Johnson and his academic experience at USI are closely interwoven. He enrolled at USI in the early '80s but decided college was not for him at that time. An Evansville native, he worked for his parents' auto-repair business until taking a production job at Mead Johnson in 1988. A year later he transferred to a job in a company lab.

"Once I got that job in the lab, I was working second shift," he said.

That freed his days to attend class. He returned to USI to pursue a degree in business administration. After completing the undergraduate degree in 1994, he advanced to a supervisory position in quality assurance. Then to further enhance his career choices, he enrolled in 1997 in USI's MBA program. For both degrees, he took advantage of Mead Johnson's tuition reimbursement program.

Martin became senior manager for quality assurance in 2002 and advanced to his present position in 2004. His responsibility includes reverse logistics for nutritional products as well as for consumer medicine products.

So what happens to the Enfamil® infant formula, Excedrin®, or No Doz®



"We talk with our customers... about how we can improve."

—Jeff Martin



"The MBA program exposed me to a lot of things I now meet on a regular basis."

—Keith Rawley



"People here are extremely cooperative and want to work together."

—Wes Wilmes

that for one reason or another is returned to the company? Because of the nature of most of the products, they cannot be resold. Some that come back in complete cases, are undamaged, and meet other criteria may be donated to organizations such as Second Harvest, which distributes to food banks. Most must be destroyed.

Keith Rawley

'96, Industrial Supervision, '02, M.B.A.

When Keith Rawley goes to work, he feels that he is helping people around the world.

"Medicines save lives," said Rawley, who joined Bristol-Myers Squibb in 1998 as an industrial engineer after two years with Gibbs Die Casting in Henderson, Kentucky.

Today he is team leader for materials management and sourcing. Rawley works for the Bristol-Myers Squibb units that produce pharmaceuticals and consumer medicines, including products for high-blood pressure and HIV and over-the counter medicines for pain and cold relief.

The materials management group helps turn product specifications into items for consumption by ordering components and raw materials and

fitting production into a manufacturing schedule. The sourcing group deals with lead times, cost-savings initiatives, quality improvements, and contracts with preferred suppliers.

Rawley enrolled in the USI School of Business MBA program in spring 1997 to round out his education. The undergraduate degree in industrial supervision gave him exposure to scientific and technical knowledge. "I wanted to open up my career possibilities by adding the aspect of business," he said. "The MBA program exposed me to a lot of things I now meet on a regular basis. We work in a very dynamic atmosphere and the MBA program gave me a heads up. It taught me the business lingo and made me aware of what challenges other departments are up against and the importance of what they are doing."

Due to the nature of its products, Bristol-Myers Squibb and its employees work closely with the Federal Drug Administration and the U.S. Drug Enforcement Administration.

"We are highly regulated and have a lot of procedures in place to make sure we get the top-quality product to the customer," Rawley said. "There are numerous checks and balances."

Working at Bristol-Myers Squibb has at least two attractions for Rawley. First, he believes in the company mission of making products that help extend and enhance human life. Second, he feels that he has opportunities to grow and advance in his career by being connected with a company on the Fortune 500 list.

Wes Wilmes

'86, Accounting

Wes Wilmes took a chance in 1991 when he left an accounting job where he had been successful to become a contract worker for Mead Johnson Nutritionals. "I had heard legendary stories about what a great place Mead Johnson was," he said. "I had experience in the service industry, but I wanted to get some experience with a manufacturing company."

There was no guarantee that the contract work would lead to a full-time

job. "There were no kids at that time so I took a chance," Wilmes said.

A year-and-a-half later he joined the company to work in market accounting. Today he is associate director—North American supply chain finance, a position that makes him financially responsible for manufacturing, distribution, procurement, and planning in North America.

What makes Mead Johnson a good place to work?

"It's a variety of things," Wilmes said. "You can work and learn in a number of areas. If you want to work internationally, you can. If you want to work in the United States, you can. You also can work in various areas of accounting because Evansville is the headquarters office.

"People here are extremely cooperative and want to work together. There's a positive energy."

When Wilmes enrolled in the School of Business, he was following in the footsteps of brothers Paul '81 and Jeff '81 and sister Jackie Hunt '84, also USI accounting graduates.

Wilmes said the School of Business gave him a good background in accounting principles and theory and an appreciation for lifelong learning.

"One thing that stood out was the teaching of **Wanda Hibbitts** [professor emerita of business]," he said. "She demonstrated every day her love for accounting."

Wilmes noted that the field of accounting is ever-changing. Staying on top of technology is one of the challenges. In 1998, Mead Johnson implemented new software to manage its systems. Another new center of attention for accounting professionals is the Sarbanes-Oxley Act of 2002 regarding corporate governance and financial reporting. "We are more focused on stewardship," Wilmes said.

For those who want to work in a global company, Wilmes emphasized learning a second language. He said much of Mead Johnson's growth is in international markets. China, for instance, is an expanding market with a booming economy.

Wilmes and his wife Jody '95 have expanded their family in recent years. They have three children, ages 1 to 9.

Mead Johnson interns are part of the team

Mark Heuring thought he might be looking over people's shoulders when he accepted an internship at Mead Johnson in May.

Instead, the School of Business student found himself immediately immersed in assignments, including work on a project for the medical sales force. He joined a team that was upgrading both hardware and software used by sales representatives when they visit physician offices with information about infant formula.



"I've been *Heuring* given the opportunity to network with a bunch of information technology professionals. All the people here are willing to help if I have questions," Heuring said.

His previous part-time work experience had been as a team leader at Wendy's restaurant and as a machine operator at Indiana Tube Corporation. The internship afforded him his first taste of work in his major, computer information systems. "I'm really a hands-on type of guy," he said.

Heuring completed degree requirements in December. He worked 40 hours a week at Mead Johnson during the summer internship and continued to work 20 hours a week during fall semester.

Referring to the television commercials in which Tour de France champion Lance Armstrong praises Bristol-Myers Squibb medicines, Heuring said, "It makes me feel good to be part of this company."

In addition to Heuring, the following students recently completed internships at Mead Johnson or Bristol-Myers Squibb:

- **Kimberly Doshier** and **Jennifer Fonner**, accounting/finance
- **Tori Osban**, accounting

Princeton Review features USI MBA Program

The MBA program in the School of Business is featured in the student opinion-driven guidebook *Best 143 Business Schools*, published September 21 by Princeton Review.



Dr. Mohammed Khayum, associate dean of the USI School of Business and director of the MBA program, said, "To be included in the book is a tremendous accomplishment for an MBA program that has been in existence for just over a decade."

The Princeton Review surveyed approximately 11,000 MBA students at campuses across the country and collected institutional data to compile the book.

A two-page descriptive profile in "Best 143 Business Schools" covers each school's academics, admission, student life and campus environment, and career and recruiting. Each profile includes student comments about their experiences. USI MBA students said that they receive "good academic 'bang for the buck'" and that "you can definitely take pride in this school."

First Board of Advisors chair turns novelist

Evansville businessman **Robert M. Leich Jr.** drew upon both his personal and business experience to write his first novel, *Not My Father's War*, published in May 2004. Leich was a founding member of the School of Business Board of Advisors (originally known as the Board of Visitors) and served as its first chair in 1990.

His novel deals with a young man in the mid-'60s experiencing the Vietnam war and its aftermath. Though the book is only partly autobiographical, its lead character has similarities to the author. Leich was commissioned a second lieutenant after graduating from Yale in 1965 and served in Vietnam almost a year. The protagonist in the story is a 1966 Yale graduate and a second lieutenant in Vietnam.

Plot development came easy for Leich. Having written so many business proposals over the years, he felt comfortable moving the story forward. He read crime fiction to develop skill in writing dialogue.

Leich was the longtime president of Charles Leich and Company, a wholesale pharmaceutical company, and its successor company, Diversified Health Care, Inc. He presently is president of Pulse Computer Systems, Inc. and managing partner of Pulse Energy Systems LLC.

Leich's next novel will involve internal fraud and computer-hacking at a New York Stock Exchange company. "It combines Adelpia, Enron, and HealthSouth with the Internet high-tech angle," he said.

He has two other writing projects in mind. The first involves scripts from his grandfather's radio show "Looking Out at the World" which aired from 1936-48 on WGBF, Evansville's first radio station. The second is a coffee-table book featuring official World War II military photos which his father saved from destruction.



Elizabeth Courney-Usi

Robert Leich's Vietnam experience inspired his first novel.



Bolger offers advice on how to be successful

John Bolger '80, retired managing director of Commercial Credit Corporation and former CEO of American General Finance in Evansville, has written *I Wish Someone Would Have Told Me*, a book he calls a "no-nonsense approach on how to be successful at work, at home, and at life in general." Topics include building relationships that matter, becoming a respected leader, and getting noticed in the workplace. A former member of the

School of Business Board of Advisors, Bolger was for many years a guest speaker in business classes and established a scholarship for business students. He is a member of the USI Foundation Advisory Council.

Accounting presentation attracts high-school students

More than 60 high-school students and their parents learned about School of Business accounting programs November 15 at "Fun Beyond the Numbers," an all-day program sponsored by the Department of Accounting and Business Law, the USI Office of Admission, and the Accounting Circle.

The program drew students from Indianapolis, Martinsville, Bloomington, Walton, and other Indiana communities to hear representatives of USI's Career Services, accounting students and faculty, and Accounting Circle members talk about USI's academic accounting program and career opportunities. Accounting Circle members **Connie Wellemeyer '84** and **Steve Farrell '73** chaired the program. **Dr. Brian McGuire**, chair of the Department of Accounting and Business Law, said a number of attendees indicated interest in enrolling in USI's accounting programs, including one student who said, "I've found my place." A similar event for high-school students will be held in fall 2005.

New building

Continued from page 1

the workforce, conduct applied research, and share faculty expertise.

From 1993 to 2003, School of Business enrollment in bachelor and master's degree programs increased from 1,399 to 1,809 students, an increase of 29 percent. Enrollment for fall 2004 was 1,900 students.

To serve a growing number of students, the size of the full-time faculty in the School of Business also has increased. The school has grown from 35 full-time faculty in 1994 to 46 in 2004. In addition, the number of part-time faculty members has expanded.

Increased enrollment throughout the University also affects the need for School of Business facilities. Students majoring in other fields are encouraged to complement their academic programs with business courses, and students meeting University Core Curriculum requirements enroll in business courses. Overall USI enrollment has increased from 6,480 students in 1990 to 10,050 in fall 2004.

The Robert D. Orr Center, which the School of Business shares with student services, business offices, Extended Services, and other University departments, opened in 1990.

The building was not specifically designed for the needs of students studying business and lacks many of the structural features found in facilities

designed for contemporary schools of business. Many of the academic programs in the school require advanced technology in the classroom.

To be situated between the Liberal Arts Center and the Technology Center, the proposed building will incorporate rapidly evolving technologies in instruction, scholarship, and engagement. The design will include the following:

- **General and specialized classrooms** to incorporate state-of-the-art multimedia, to provide Web-based learning opportunities, and to provide networks to allow faculty to access their office computer systems from the classroom

- **A lecture hall** with at least 300 seats and learning-related technology

- **Specialized laboratories and instructional space** including behavior research labs and observation rooms, a trading simulation laboratory with stock exchange monitors and technology for live financial news updates, seminar rooms with video-conferencing capabilities, and rooms where students can use computer and Internet capability for team projects

- **Computer laboratories**

- **Community resource centers** for services such as business and economic research, entrepreneurship and small business development, and applied research and economic development

- **Student study areas**

- **Faculty and administrative offices**

The new building will offer more than 78,000 square feet of space, including some for academic areas other than business. Specialized laboratories and classrooms will support the University's new engineering program, the proposed manufacturing technology degree program, and other academic units.

Cynthia Brinker, USI vice president for Governmental Relations, said the University presented the Capital Budget Request to the Indiana Commission for Higher Education (ICHE) during the summer. The State Budget Committee heard USI President H. Ray Hoops present the University's budget requests on October 5.

Since that time, ICHE has recommended to the State Budget Committee that USI receive in the 2005-07 biennial budget \$6,616,509 in state funds as follows: \$1,860,063 to expand the physical plant, \$2,710,377 to complete the lower level of the Education Center, and \$2,046,069 to proceed with design work for the proposed School of Business building.

Should the full funding of \$33.8 million be approved in spring 2005, construction of the new building could begin as early as 2006 with completion expected for 2008.

Future plans call for the Orr Center to continue to provide classroom and office space for the University.

Scholarships

Continued from page 1

left over \$2 million to the USI Foundation to enhance her scholarship's endowment. Her sister, Rebecca Nunn Couch, who also worked in the Nunn Milling family business and was a life member of the Foundation board, died in April. Mrs. Couch's estate plan leaves an estimated \$1 million in bequests to enhance her scholarship fund. The balance of her estate gift is expected this year.

The sisters, who frequently consulted each other when making their charitable gifts, left specific instructions for awarding their scholarships, which are designed to help meet financial need and reward scholastic achievement. The Couch and Renner scholarships have identical criteria: recipients must be enrolled at USI as full-time students, maintaining a minimum 3.0 GPA, graduating in the top 15 percent of their

high-school class, coming from within a 100-mile radius of the USI campus, and majoring in business or education. The scholarships will be renewable for up to 124 hours over four years if the students maintain a 3.0 GPA. The annual awards may be applied to tuition, fees, books, room, and/or board.

Dr. Leslie E. Nunn, School of Business associate professor of business law, is a nephew of the sisters.

Renner and Couch are recipients of honorary Doctor of Laws degrees from the University. Each endowed a Presidential Scholarship during *Campaign USI*. They were named to The President's Circle in 1996 in recognition of their "personal volunteer efforts, advice, and expertise consistently present in shaping the University." The sisters underwrote the technology and equipment in the Couch/Renner Lecture Hall in the new Torrington Wing of the Science and Education Center.

Farrell named first Distinguished Accountant

MSA scholarship named to honor Daniel Wade

Steven F. Farrell '73, a partner in the Evansville firm of Gaither Rutherford & Co., received the first USI Distinguished Accountant Award recognizing professional achievement, service to the region and/or the University, and service to the profession.

The award was presented September 15 during the Accounting Circle Celebration, an event for USI accounting majors and faculty and members of the Accounting Circle, an advisory board.

Farrell is a founding member of the Accounting Circle and served as chair in 2002-03. At Gaither Rutherford, he is director of management advisory services and litigation consult-

ing. In addition to his accreditation as a CPA, he holds the Accredited in Business Valuation (ABV) designation awarded by the American Institute of Certified Public Accountants.

The USI Distinguished Accountant Award was established by the Department of Accounting and Business Law and the Accounting Circle.

Also at the Accounting Circle Celebration, members announced that the organization's scholarship for a student in the Master of Science in Accountancy program would be named to honor Dr. Daniel Wade, professor of accounting. Wade chaired the Department of Accounting and Business Law from 1998 through 2004. In April 2003, while he was chair, the School of Business programs in accounting received separate accreditation from AACSB



Dr. Daniel Wade, left, was recognized with the naming of an MSA scholarship in his honor, and Steve Farrell was named the first USI Distinguished Accountant.

International—The Association to Advance Collegiate Schools of Business.

Case study

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third place. Other teams in the final round represented Butler University, Indiana University - Bloomington, and the University of Notre Dame. Teams from Purdue University, Purdue University North Central, and Valparaiso University also entered the competition.

Awards were presented following the competition at the CPA Celebration at the Indiana Roof Ballroom. Each member of the winning team received \$1,000. Students on the second- and third-place teams each received \$750 and \$500, respectively.

The Indiana CPA Society began the case study competition in 2000 to give students the kind of practical experience they might use as a CPA. USI has competed for four years, placing among the final six in three of the four years.

This year's contest required the teams to develop a recommendation for an accounting firm's growth strategy, taking into account issues related to client niche and the effects of the Sarbanes-Oxley Act on firm quality control practices, firm culture, and client relationships, as well as other regulatory and marketplace factors.

The students presented their growth strategy recommendation as if they were partners speaking to fellow partners in the firm at their annual meeting.

Maier-Lytle said that the judges were interested in what the USI School of Business is doing to perfect the students' presentation skills. "They were astounded by the team's ability to cite information and numbers without notes. We explained about our campus Toastmasters Club, which we feel contributed to their speaking ability. We also mentioned that the students give presentations in many of their classes."

Willis and Sexton are members of the USI Speaking Eagles chapter of Toastmasters International, begun several years ago upon the initiation of the Accounting Circle, an advisory group, to help students improve their communications skills. Willis is president of the student group. "The speaking experience was helpful in the presentation, but where it really paid off was in the question-and-answer period," she said.

Sixteen high-school students were in the room during the USI team's presentation. The presence of observers added to the pressure, but USI students had practiced role-playing and developed an ability to think on their feet from club activities and class assignments, Willis said.

She said the case study expanded her knowledge of Sarbanes-Oxley and also was an experience which she was able to talk about during recent job interviews. Willis will work as an intern at the accounting firm of BKD in Evansville during tax season and will

join the firm full time in August after completing additional credit hours beyond the bachelor's degree to fulfill the state requirement to sit for the CPA licensing exam.

"They [judges] were astounded by the team's ability to cite information and numbers without notes."

—Jeanette Maier-Lytle

Regency executives tell how team operates to add value

James McKinney, president and chief executive officer of Regency Commercial Associates in Evansville, believes in selecting the right people and getting out of the way so they can do their jobs.

McKinney brought the company's executive team to present the annual Executive-in-Residence program for the School of Business. The presentation focused on how teams function in a business environment.

Marian Blackford '80, vice president/chief financial officer, said that Regency typically establishes project teams of four to eight people chosen for their complementary skills. "There are situations where you get more value if you put people together," she said.

Team members also said that crossover teams that include vendors can be beneficial. All of the expertise needed for a project may not be available within the company.

Joe Kiefer '97 M.A.L.S., director of sales and leasing for Regency,

encouraged faculty and students to recognize and employ concepts of teamwork in work or volunteer activity for nonprofit organizations or in projects that involve private/public partnerships. Kiefer is an Evansville city councilman.

Regency develops, manages, and owns shopping centers and office buildings in Indiana, Illinois, and Kentucky. It is the primary developer of Evansville's Cross Pointe Commerce Center, a 142-acre business park.



Elizabeth Courtney-USI

A member of the school's Board of Advisors, Jim McKinney, standing, brought the executive team from Regency Commercial Associates for the Executive-in-Residence program. With him, from left, are Joe Kiefer, Julie Clayton, Jeff Howell, and Marian Blackford.

Let us hear from you!

We welcome comments from our alumni and friends regarding accomplishments, career choices, and momentous personal events. Send to Nancy F. Bizal, School of Business, University of Southern Indiana, 8600 University Boulevard, Evansville, IN 47712-3597 or nbizal@usi.edu.

Name _____ Your student record name _____

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Case study team beats opponents from eight universities

Accounting students win 1st place for USI; each team member nets \$1,000 from INCPAS

Four School of Business students in accounting are each \$1,000 richer after 10 days of intense work on a report and then a presentation that garnered them first place in the fifth annual Indiana CPA Society Case Study Competition in Indianapolis.

Jamie Willis, a senior from Petersburg, Indiana, said, "I'm proud that we could be the first ones to bring home the first-place award for USI."

Other USI team members were **Donovan Sexton**, a senior from Newburgh, Indiana; **Scott Dennis**, a junior from Evansville; and **Brad Hotz**, a senior from Jasper, Indiana.

Faculty advisor for the team was **Jeanette Maier-Lytle '88 B.S. '95 M.B.A.**, USI instructor in accounting.



LaVene Jones-USI

Jeanette Maier-Lytle, seated right, was faculty sponsor for the winning team which included Jamie Willis, seated left, and, back row from left, Donovan Sexton, Scott Dennis, and Brad Hotz.


Teams from nine Indiana colleges entered the competition in September by submitting written responses to a case study. The teams had 10 days to research the case and prepare a written

report. Judges chose the top six teams as finalists, and those teams were invited to Indianapolis October 15 for the oral presentations.

Indiana University Purdue University Indianapolis placed second and Manchester College won

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