

SCHOOL OF BUSINESS REPORTS

UNIVERSITY OF SOUTHERN INDIANA

Mohammed Khayum named associate dean, director of MBA program

Dr. Mohammed F. Khayum has been named associate dean of the School of Business and director of the Master of Business Administration program. The appointment was effective January 5.

Dr. R. Eugene Klippel, dean of the School of Business, in announcing the appointment, said, "Dr.



Khayum

Khayum has a sense of institutional perspective having been at USI for the past 12 years. He has demonstrated his leadership capabilities through his

role as chair of the school faculty and most recently as chair of the Department of Economics and Finance. During this time he gained extensive experience in matters related to the attainment and now maintenance of accreditation by AACSB (Association to Advance Collegiate Schools of Business). In addition, Dr. Khayum has a firm understanding of the regional business community as a result of his work in the development of the Evansville Factbook and the Business Conditions and Outlook Survey, both published by the School of Business at USI.

Khayum joined USI as assistant professor in the Department of

See **Khayum**, page 5

Large employer of alumni offers opportunity for individuals with what it takes to excel

Kimball International, Inc., a company with a long history in Jasper, Indiana, has grown into an international organization with nearly 9,000 employees with operations in 14 U.S. states, Poland, Mexico, Thailand, and China.

Through the years the company has counted on University of Southern Indiana graduates to be a part of its

growth. The company now employs approximately 70 USI alumni. More than 60 of them are graduates of programs in the School of Business, making Kimball one of the largest employers of the school's alumni.

See **Employer**, page 6



More than 60 School of Business graduates put their knowledge and skills to work for Kimball International, Inc., based in Jasper, Indiana.

Students face real-world scenario developing business plans for service-learning project

Students in the School of Business know what it takes to start or expand a small business, thanks to a service-learning project that gives them experience in helping small-business owners or would-be owners develop business plans.

Students Andrea and Erin Miller are working on a plan for a business involving restaurant equipment and supplies. They focused primarily on the financial part of the plan, putting

start-up expenses and expected revenue figures into financial statements.

"It has been a very challenging project. We had a difficult time finding the proper sales figures because there was limited information for the industry," the twin sisters said.

"Overall, we have learned that it takes a lot of hard work to start a new

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School continues to pursue tradition of excellence

Positive attitude toward change, input from stakeholders moves school forward

By R. Eugene Klippel

As this is my first "Dean's Letter" since assuming the position, I wish to acknowledge the efforts of the school's many stakeholders who have assisted in transition. In particular, I want to recognize Dean Emeritus Phil Fisher for his efforts in making this transfer of responsibility a pleasant and, I believe, successful endeavor.

As I have mentioned on numerous occasions, a key factor in seeking this deanship was the willingness by all involved with USI and the School of Business to embrace change in pursuit of excellence. Every effort will be made to foster this perspective and continue what has obviously become a tradition at USI. I believe the series of articles presented in this issue of the *School of Business Reports* effectively chronicles the many pursuits of our school in support of this goal. For example, the profile of new faculty hires presented in this report clearly demonstrates the School's quest for excellence.

Demonstrated excellence comes in many forms and dimensions. The school is fortunate to have industry

leaders who are willing to serve as role models for our students. The *School of Business Reports* highlights this year's Executive-In-Residence, Charles D. Storms. He is chairman, president, and CEO of Red Spot Paint and Varnish Co. Inc., a global leader in the production of high-performance coatings for automotive plastics. Mr. Storms conducted several meetings with our students and offered his thoughts on the importance of innovation, resiliency, and managing change within the context of a vision. Over 600 USI students participated in this all-day event.

In a normative sense, organizational leadership roles and leaders change. So, too, it is with the School of Business. With this in mind, I am pleased to report the appointment of Dr. Mohammed Khayum as the new associate dean and director of the MBA program effective January 5. Other changes



Klippel

include the appointments of two new department chairs, Dr. Sang Choe, Department of Management and Marketing, and Dr. Jong Rhim, Department of Economics and Finance. All three are very capable individuals who will bring outstanding leadership to the School of Business.

While we will continue to bring you highlights of all major events in the life of the school, I would like the *School of Business Reports* to focus on the professional activities and successes of our students and alumni. Toward this end a number of students and alumni-based articles will be featured. Of particular note in this issue are the many success stories reported by our alumni working at Kimball International, Inc., a key employer of School of Business students. Such accounts only serve to reinforce the benefits that can be attained through the partnering of academia and industry.

As another means to promote continuous improvement, I invite and encourage your thoughts and comments regarding the School of Business. With your assistance the School of Business will build upon its fine tradition of excellence.

I look forward to working with you in the years ahead.

Red Spot chairman credits innovation, resiliency, and vision for 100 years of operation



Elizabeth Courtney-USI

A company that organized 100 years ago in Evansville to sell paint at the wholesale and retail levels is now an industry leader in developing and marketing specialized paints and coatings used throughout the world. The chairman, president, and CEO of Red Spot Paint and Varnish Co. Inc. told School of Business faculty and students that innovation, resiliency, and vision have enabled the company to survive and thrive in a changing marketplace. Charles D. Storms presented the School of Business Executive-in-Residence program November 19.

Red Spot is recognized as the leader in the production of high-performance coatings for automotive plastics. Its products are used on a wide variety of interior and exterior automotive parts. From a company that first advertised its products regionally with signs painted on barns to a company that now does over \$100 million in sales a year, Red Spot has continued to reinvent itself. Storms said the company invests heavily in research "because we want to be the first to market."

Charles Storms talked with both large and small groups of students and faculty as Executive-in-Residence. The annual School of Business program brings a senior executive to campus for a day of presentations.

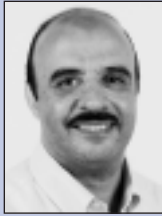
School welcomes seven to faculty



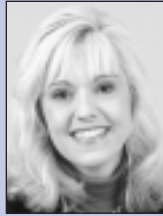
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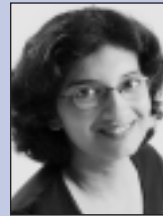
Hartmann



Khallaf



Kovanic



Roy



Shanklin



Tanner

The School of Business welcomed seven faculty members to its roster in fall semester.

- Richard "Scott" Anderson, instructor in computer science, is known in Evansville for his work in renovation of historic properties. His company AREM Corporation did preservation work on the Old Jail, Old Post Office Place, General Cigar Building, Old Eagles Home Building, Curtis Building, and the Citizens Insurance Building. Anderson is a former owner of Anderson BDG Corporation, which provided point-of-sale computer systems for automotive repair facilities. He also has worked as an assistant professor at University of Evansville and as a team leader at Hughes Aircraft Company in Fullerton, California. He holds a B.S. in computer science from Western Kentucky University and an M.S. in computer science from University of Southern California.

- Michael Hartmann '99, instructor in finance, completed two internships at BDO Deutschewarentreuhand AG in Cologne, Germany. Responsibilities included translation of financial accounting documents from German into English, duties in information technology, the audit of a Chinese import-export company doing business in Cologne, and development of a business plan for an Internet-based health-care referral company. He also has served as an adjunct faculty member in economics and finance at USI. Hartmann earned a B.A. in business administration at USI and completed an M.B.A. in international business at

University of Memphis in 2002. He lives in Mount Vernon, Indiana. Hartmann, a leader in Boy Scouts of America, also is a member of KPE, a scouting organization in Germany.

- Ashraf Khallaf, instructor in accounting, previously worked as an adjunct accounting instructor at Assiut University in Egypt, his native country. He anticipates receiving later this year a Ph.D. from Florida Atlantic University, where he taught a variety of accounting subjects while pursuing the degree. Khallaf holds an M.S. in accounting from Assiut University. He attended the Ph.D. Students Consortium in Lake Tahoe, California, and is a member of the American Accounting Association.

- Nancy Kovanic, visiting professor of management, previously was lead consultant for the organizational and professional development team of USI Extended Services. Associated with USI since 1997, she has taught as an adjunct faculty member for the School of Business and for USI's master's program in industrial management. Kovanic earned a bachelor's degree from Indiana State University in 1983, a master's from Eastern Illinois University in 1991, and a doctorate from University of Illinois in 1997.

- Dr. Anusuya Roy, assistant professor of economics, previously worked as a lecturer at State University of New York-Albany, where she completed an M.A. in 2001 and a Ph.D. in 2003. She also has earned an M.A. from Delhi School of Economics in India and a B.A. from Jadavpur University,

also in India. Her research interests include health economics, labor economics, public policy, and applied econometrics. In 1999-2000, she served as a research associate in a project to estimate costs for outpatient alcohol and substance abuse clinics in New York. The study was conducted by the Research Foundation for Mental Hygiene in Albany.

- Dr. Stephen B. Shanklin of Martin, Tennessee, is visiting assistant professor of accounting. He previously worked as a visiting professor of accounting and international business at University of Tennessee at Martin, assistant professor of accounting at Lambuth University in Tennessee, adjunct instructor of accounting at Washington University-St. Louis, and adjunct instructor of accounting at St. Louis University, where he earned a Ph.D. He also holds an M.B.A. and B.S. from University of Tennessee and a B.S.B.A. from Murray State University. Shanklin was named Lambuth University's Educator of the Year in 2002 and received the University of Tennessee at Martin School of Business Outstanding Teacher Award in 2003. He is a member of the American Institute of Certified Public Accountants, the Tennessee Society of CPAs, and the West Tennessee Society of CPAs.

- Jason D. Tanner, instructor in business communications, previously worked at Southern Illinois University-Carbondale as recruitment coordinator

See **Faculty**, page 4

James Bush commended in TIME for performance in Top-10 internship

James Bush, a School of Business student majoring in management, has been honored by Northwestern Mutual Financial Network as one of 50 top interns from a field of 1,000. The company saluted his performance by picturing him in an advertisement in the October 13 issue of *TIME* magazine which was distributed in the Louisville, Kentucky, area where Bush completed the internship in summer 2003.

Bush also received a congratulatory letter from Edward J. Zore, president and CEO of the company. "Your performance means you ranked among the top five percent in the entire program," he said.

Northwestern's internship program has been ranked by the *Princeton Review* as one of the top 10 in the country. Bush interned with the Woody Financial Group in Louisville during May through August. His duties included selling insurance, mutual funds, and long-term care policies. "They start you out doing joint work with veteran staff members," he said.

Bush's area of interest is human resources. He has a minor in marketing.

Faculty

Continued from page 3

for the College of Mass Communication and Media Arts and as a graduate assistant for the Department of Workforce Education and Development. He earned bachelor's and master's degrees in education at SIU-Carbondale, where his master's degree research project dealt with the importance of e-mail instruction in high schools. Tanner is a member of the Southern Illinois Business Education Association, the Illinois Business Education Association, National Business Education Association, Delta Pi Epsilon, and the Association for Career and Technical Education. He is a resident of Marion, Illinois.



Business graduate works for World Series winner

Brian Chattin '96, a former USI Presidential Scholar and School of Business graduate, is the assistant director of player development for the World Series Champion Florida Marlins and traveled with the team during the 2003 post season. In the photo, he is standing on the field at Yankee Stadium before the deciding Game 6 of the World Series.

Alumna Casey Nations named assistant coach

A recent School of Business graduate was a management trainee with the Enterprise Rent-A-Car company in the St. Louis area before learning about an opening for assistant women's basketball coach with the Screaming Eagles.

Former USI women's basketball player Casey Nations '02, who earned a bachelor's degree in business administration, has been named an assistant to Rick Stein '92, head coach for women's basketball and also a School of Business graduate.

Nations said she had not thought about a career in coaching until she learned about the opening. "I had so many fond memories of playing basketball here and my time here that when the opportunity came open,

it was something I wanted to do."

Her School of Business education is important as a member of the coaching staff. "I'm definitely using the skills that I learned in school and in management training. The job is very task-oriented and there's a lot to do. Time management definitely comes into play."

As a former post player, Nations focuses on post play as one of her coaching duties.

As a player, Nations helped USI to the 2001 NCAA Division II Elite Eight, a GLVC regular-season and tournament championship, and a 28-4 record. She played in 31 games during her senior season, averaging 4.3 points and 4.8 rebounds per game. Nations played basketball at Belleville Area College in Illinois, averaging 11.0 points and 9.5 rebounds as a sophomore. She then spent a season at the University of New Mexico before joining the Eagles.



Nations

Khayum

Continued from page 1

Economics and Finance in 1991 and was promoted to associate professor in 1995. He was named professor in 2001 and has served as chair of the Department of Economics and Finance since that time.

From the perspective of associate dean, Khayum said that one objective of the school is to prepare students to

Evansville Factbook

Business Conditions and
Outlook Survey

<http://business.usi.edu/>

address issues “at the intersection of business and society.” These include issues of recent interest such as ethical business practices, accountability, effective leadership, and adjusting to global competition. Other goals include continuing to adapt to changes in technology to improve teaching and learning and preparing the school to confront future challenges.

Khayum earned three degrees in economics — a bachelor’s from University of Guyana and a master’s and doctorate from Temple University. His research interests include input-output analysis, service sector growth, economic development, exchange rate determination, consumption behavior, and the New Economy. He has made numerous presentations at local, regional, national, and international events. His articles have been pub-

lished in a wide variety of professional journals. He is the author of two books on economic issues related to developing countries.

In the Evansville area, Khayum has contributed his expertise to a number of economic impact studies, needs assessment projects, and other activities in his field. He prepares the quarterly Business Conditions and Outlook Survey and compiles the Evansville Factbook, a compendium of demographic, economic, and social information about Southwestern Indiana.

In his new post, Khayum succeeds Dr. Ernest H. Hall Jr., who has served as associate dean and director of the MBA program since August 2000. In this capacity, Hall contributed greatly to the success of the school, Klippel said. Hall will continue as professor of management.

Business plans

Continued from page 1

business. Many hours go into creating a successful plan. We also learned how financial statements are put together in the ‘real’ world. We were able to put a little book knowledge into practice. We had a real-life scenario to work with instead of a story made up in a textbook.”

Called the Collegiate Management Assistance (CMA) program, the project began last summer when members of Alpha Kappa Psi business fraternity and business owners were teamed through a partnership with the Southwestern Indiana Small Business Development Center (SBDC) of the Metropolitan Evansville Chamber of Commerce. Students helped gather information related to starting a computer repair and a plumbing supply business.

Members of the Economics and Finance Club joined with Alpha Kappa Psi in the fall to develop business plans for the restaurant equipment and supplies business and for a laundromat.

Dr. Mohammed F. Khayum, faculty advisor to the two student organizations, said the project began when

Vinnie Miller ’03, vice president of performance for Alpha Kappa Psi, contacted Julie Newton at SBDC about a service opportunity. Now the students work with her successor, Kyle L. Johnson, small business counselor.

Johnson said, “The CMA program serves as a valuable tool for students and SBDC clients alike by establishing team work concepts in a real world setting.”

Clients get the benefit of the center’s counseling as well as the expertise of USI faculty and students.

Khayum said, “The project allows students to apply their classroom concepts in a real-world setting and trains them on how to do research. They said that it is one of the most rewarding experiences they have had at USI.”

Khayum also said that students develop a better understanding of how the business disciplines are related

because they combine marketing, accounting, finance, and all the business disciplines to develop the plans.

Students who worked on business plans last summer include Stephanie

Hobson Curran, April Wilz, Elizabeth Raiche, Jennifer Clements, Tammy Berg, and Rob Langolf.

Curran, who worked on three-year projected financial statements for the proposed plumbing business, said, “I live in California now. Whenever I go to interviews and they

see the Small Business Development Center project on my resume, they are impressed.”

In addition to the Miller sisters, students involved in the fall projects were Toni Boester and Adam Schmidt.

Dr. Jong Rhim, Dr. Kevin Celuch, and Michael Hartmann of the faculty also have assisted in the CMA program.

*“Whenever I go to interviews
and they see the Small Business
Development Center
project on my resume, they are
impressed.”*

Stephanie Hobson Curran ’03

Employer

Continued from page 1

Kimball is a vertically integrated and diversified manufacturer and marketer of high-quality consumer durable products. Once known for pianos and organs, Kimball now offers a vast array of products from two business segments. The Furniture and Cabinets segment provides furniture for the office, residential, and lodging, industries, all sold under the company's family of brand names. Other products produced on a contract basis include television cabinets and stands, residential furniture, retail store fixtures, and furniture components. The Electronic Contract Assemblies segment provides engineering and manufacturing services to a variety of industries on a global scale.

Since its founding in 1950, Kimball has grown from a local company with fewer than 30 employees into an international organization. When recruiting employees for its varied operations, Kimball has a number of needs for individuals with a business education.

Randy Catt, executive vice president of human resources for Kimball International, said, "As a financially strong and growing company, Kimball offers opportunities in a wide variety of areas, from finance and accounting, to marketing and sales, human resources and administration... People can come here to Kimball and not simply get a job, they can build a career."

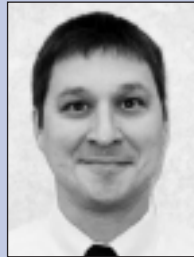
Like most employers, Kimball wants employees whose education goes beyond knowledge acquired in the classroom.

"As a global company, Kimball looks for traits that transcend borders and cultures; by that I mean traits like

personal initiative, good problem-solving skills, the ability to handle change and adapt, and a good team player attitude," Catt said.

"We look for people who fit the Kimball culture, who enjoy working in a low rules environment, who have the ability to excel in an unstructured environment...people who have good leadership skills and the ability to grow into positions of leadership."

with First Indiana in 1990, he joined Kimball, starting as a corporate recruiter in the human resources department of Kimball International. A series of promotions led to his present position as director of human resources for the company's flexcel unit, a provider of contract manufacturing services to leading original equipment manufacturers and consumer brand companies.



Tom Heeke '86

..."business is a lot about building relationships."



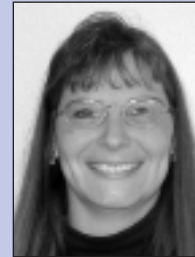
Jay T. Nelson '83

"We had small classes and a good working relationship with professors."



Marvin Reinbrecht '94

"The MBA helped me learn the language of business."



Michelle Schroeder '96

"USI gave me the background to know where to go to do research."



Mike Sergesketter '81

"[USI professors] were not just teaching theory but how to apply it in practical situations."

The profiles that follow are just a few of the many stories that illustrate the strong relationship between USI School of Business graduates and Kimball International.

Tom Heeke

'86, management
Director of Human Resources flexcel

Tom Heeke was a native of Dubois County and a graduate of Northeast Dubois High School when he headed to the University of Southern Indiana. He had visited the school, knew the good reputation of the business program, and liked the idea that student housing was new and available.

After graduation from USI, he became associated with the Mt. Vernon Indiana office of Midwest Federal Savings Bank. When the bank merged

Reflecting on his business education at USI, Heeke said that one of the most advantageous aspects was the number of case studies that professors had the classes prepare.

"USI helped you be a business partner. By working in a functional area, you were able to dialogue with counterparts in other areas, and that's a mock of what business is all about. What I experienced in my senior-level classes replicated what is in the real world. It's just a little more complex than it was in that case study," he said.

Heeke also continues to use what he learned about building relationships. "After being in the professional world a few years, I know that business is a lot about building relationships. When I was at USI, it was relatively small. That really allowed me to build relationships with students as well as with faculty."

Jay T. Nelson

'83, business management
**Director of Demand Management
and Vendor Relations
Furniture Brands Group**

As a 1979 graduate of Southridge High School in Huntingburg, Indiana, Jay Nelson's first thought when he entered USI was to major in education and become a teacher and coach. He played tennis at USI from 1980-83 under coach Jack Marr, now retired.

But sometime during his first year at USI, Nelson talked with his academic advisor about career fields that were experiencing growth.

"I leaned toward the business side, and computers seemed to be a focus so I made the change halfway through my freshman year," he said.

He majored in business management and earned a minor in data processing technology. After graduation, he worked for UPS in Huntingburg until joining Kimball in early 1984. Nelson already had an interest in furniture manufacturing because his father was associated for many years with Huntingburg's Dolly Madison Industries.

Nelson began at Kimball as a sales coordinator and took on increasing responsibilities. Today, as director of demand management and vendor relations for the Furniture Brands Group, he and his staff serve as the major liaison between sales and marketing functions and the manufacturing units. His area manages about \$25 million in inventory each year.

"One of the things I really enjoyed at USI was the faculty to student ratio," Nelson said. "We had small classes and a good working relationship with professors."

Nelson was a founding member of the USI chapter of Lambda Chi Alpha fraternity.

Marvin Reinbrecht

'94, Master of Business
Administration.
**Network Analyst,
Kimball Information Tech-
nology Infrastructure Center**

Marvin Reinbrecht joined Kimball in 1995 after earning a master's degree in business administration from USI in 1994. The graduate degree complements his undergraduate education in engineering.

While pursuing a degree in electrical engineering at the University of Evansville, Reinbrecht completed an engineering co-operative program at Western Electric (a manufacturing arm of AT&T) in Indianapolis. After graduation, he went to work for AT&T Microelectronics in Kansas City, Missouri. In 1989, a transfer to a sales support position with AT&T brought him back to Evansville.

As an engineer, Reinbrecht's formal schooling was highly technical. "The MBA helped me learn the language of business," he said. "It was an excellent way to build networking." He began work on the graduate degree in Kansas City and completed it at USI.

In his present job at Kimball, Reinbrecht can make use of both his business and technical skills. The Information Technology Infrastructure Center, part of Kimball's corporate information technology organization, provides the computing services that support Kimball's 4,500 plus computer users around the clock every day of the year throughout the world. Among many responsibilities, he has helped to develop and maintain an IT resumption plan for recovery in the event a disaster should strike the company's data center.

Reinbrecht said the addition of the graduate education in business administration has allowed an "old engineer" to do new things that blend the best of technical and business knowledge and skills.

Kimball provides meaningful internships

Kimball International, Inc. has a long record of providing internship opportunities for School of Business students. The most recent interns were accounting majors Emily Gessner, Alisa Hart, and Kevin Wichman, who completed internships last summer.

Michelle Schroeder

'96, accounting
**Corporate Controller
Kimball International**

Michelle Schroeder's career with Kimball is a before-and-after story. She worked for Kimball for eight years in the marketing communications department before deciding to earn a degree in accounting.

As a non-traditional student, she studied for two years at Vincennes University Jasper Campus while working part time at Kimball. Then she transferred to USI, attending full time. In summer 1995, she completed an internship in Kimball's corporate accounting department. Soon company officials invited her to work full time after graduation. She started in an entry-level position as a financial analyst and now is corporate controller.

Schroeder said that School of Business professors "took an interest in my being successful." Team activities in accounting classes helped her learn to work with different types of personalities, and case studies prepared her for the real world of accounting. She said that her accounting education also gave her the background to know where to go to do research and taught her an understanding of how to apply rules in certain situations.

"Because Kimball is global, we have to be cognizant of accounting standards throughout the world," she said.

In future issues

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

See **Employer**, page 8

Employer

Continued from page 7

Mike Sergesketter

'81, accounting

Vice President,

Chief Financial Officer

Kimball Electronics Group

Mike Sergesketter went to work for Kimball right after graduating from USI, beginning a career that now gives him responsibility for overseeing a global financial organization.

Starting as an internal auditor, he spent 15 years in the internal audit group, rising to corporate vice president. He transferred to the Electronics Groups in 1996.

"All of my experience had been at the corporate office. I wanted to get operational experience," he said.

One of the most significant projects in which he has been involved since joining the Electronics Group was a start-up in Thailand. He was in Thailand off and on for months, participating in choosing the site, hiring workers, and making decisions on other aspects of getting the automotive electronics facility up and running. His years with Kimball have given him many opportunities for travel through Asia and Europe.

A native of Dale, Indiana, Sergesketter said the USI School of Business fit his needs.

"I worked my way through college and got a good education," he said. "The accounting program and professors were very practical. They were not just teaching theory but how to apply it in practical situations."

Accounting students attend national meeting

Six accounting students and three School of Business faculty members participated in the Fourth Annual Institute of Management Accountants National Student Conference in Indianapolis during fall semester.

Nancy Bizal, coordinator of School of Business external relations and instructor in administrative systems, presented two sessions of a workshop called "Luncheon View, with an Emphasis on Interviewing Protocol." Her presentation combined protocol training and interview practice. She presents similar information to USI students in business career planning and professional development classes.

USI accounting majors Jennifer Fonner, Brad Hotz, Skii Robling, Nicole Sanders, Maria Cuthill, and Donovan Sexton were among approximately 450 students attending the two-day national student conference. Dr. Brian McGuire and Dr. Les Nunn



USI students and faculty met Pam Prinz Stewart, right, senior vice president of Robert Half International and a general session speaker at the conference. With her are, from left, Maria Cuthill; Les Nunn, assistant professor of business law; Brad Hotz, Donovan Sexton, and Skii Robling.

also attended as faculty advisors to the USI Accounting and Professional Services Club.

The conference included opportunities to hear nationally recognized speakers; network with accounting, finance, and information technology professionals and educators; attend workshops on leadership development; meet with sponsors and exhibitors regarding employment opportunities; and tour Indianapolis-area businesses.

Sang Choe, Jong Rhim named department chairs

The School of Business has announced new chairs for the Department of Management and Marketing and the Department of Economics and Finance.

Dr. Sang Choe, professor of marketing, will lead Management and Marketing. He earned a doctorate in business administration from Mississippi State University. Choe joined the USI faculty in 1985. His research interests include consumer behavior, international marketing, and research methodology. He is advisor to the Marketing Club.

Dr. Jong Rhim, professor of finance, has been named chair of the Department of Economics and Finance. He succeeds Dr. Mohammed F. Khayum, who has been named associate dean of



Choe



Rhim

the school and director of the MBA program. Rhim earned a doctorate from University of Missouri-Columbia. He joined USI in 1989. His research interests are corporate financial issues such as capital project analysis, capital structure management, foreign exchange markets, and behavior of security prices.

Mary McGrew: advocate for students

On top of changes through 25 years of service

Mary McGrew is the first person visitors see when they enter the School of Business administrative offices on the third floor of Orr Center.

And that's for a reason. Her love for working with students shows in everything she does on the job as senior administrative assistant. In the fall, McGrew was recognized on Founders Day for 25 years of service to the University.

"The students are the highlight of my USI career," McGrew said. "I get to talk to them every day. And that's why I like my job so much."

In remarks honoring McGrew on Founders Day, William C. Henderson, assistant dean of the School of Business, said, "She is a real advocate for students and provides unerringly good advice to them."

One of McGrew's chief responsibilities is working with business undergraduates to make sure they are on track to graduate.

In April 1978, McGrew was looking for a part-time job. She and her husband Fred had a son, Michael, who was 9-years-old at the time. The nine-months position advertised in the newspaper at the University of Southern Indiana, six miles east of their home in the St. Philip area, seemed to



Elizabeth Courtney-USI

Bill Henderson, assistant dean of the School of Business, congratulates Mary McGrew on completing 25 years of service with the School of Business.

be just what she needed—a job that would give her summers off to spend with Michael. Her job now is a 10-month position.

Dr. Kenneth B. Settle, professor emeritus of business, was McGrew's first boss at USI. "I found her to have great integrity and a sunny disposition under any condition," he said.

In 25 years at USI, McGrew has seen the School of Business (or its predecessor the Division of Business) move from the Science Center to the Wright Administration Building to its current home in Orr Center. When she joined USI, there were about 830 business majors. Now there are almost 1,800.

Henderson said, "During Mary's time at the University, we have moved from registering students on the large boards in the registrar's office, to computerized registration in the registrar's office, to computerized registration by staff in the school offices, to registration by faculty in their own offices, to registration by students over the telephone and Internet. Through all these changes Mary has adapted and figured out how to make them work best for our students."

Christine Schmitt Cumbee '88, management, was a student worker for three years in the School of Business offices. "Students always felt very comfortable coming in and getting advice from Mary about their core classes. She was always patient and helpful," said Cumbee, a customer service representative with Fifth Third Bank in St. Philip.

When it comes to learning new technology, McGrew said that one benefit of being in the School of Business has been proximity to faculty members who teach in the computer field. She said, "We had the computer teachers walking through all the time, so we learned from them—and from the students."

McGrew's son, Michael, earned an associate degree at USI and now is associated with Toyota Motor Manufacturing Indiana in Princeton. Her younger son, Erik, is a freshman at USI. He plans to major in marketing. To be sure, his mother will monitor his progress to ensure that he meets all the requirements for graduation.

Case Writers Workshop attracts business faculty from 38 campuses

Dr. Phil Fisher, dean emeritus of the School of Business, was chair in July for the 25th annual Summer Case Writers' Workshop held on the University of Southern Indiana campus.

The July 24-26 workshop attracted more than 45 faculty members in the field of business from 38 college campuses coast-to-coast and Hawaii.

Dr. Jane A. Johansen, associate professor of business education at USI, was one of the participants.

The Society for Case Research (SCR) sponsors the

workshop each summer on a college campus to bring together authors and potential authors of business cases. Participants work in small groups discussing and critiquing cases. The workshop is intended to help authors strengthen their cases for classroom presentation and publication.

Fisher is SCR vice president for 2003-04 with responsibility for the 2003 workshop. SCR was formed in 1978 by educators in the Midwest to help develop case writing and to apply case methodology. Today SCR has more than 250 members from all over the world.

Accounting Celebration leads to one-on-one mentoring opportunities—even a job offer

The accounting and professional services programs kicked off the academic year with a celebration that included a presentation by the leader of the Indiana CPA Society and an activity that led to additional networking and mentoring opportunities for students and area professionals.

Gary Bolinger, president and chief executive officer of the Indiana CPA Society, gave a presentation on current issues affecting CPAs and the business community at the September 17 event sponsored by the Accounting Circle.

The evening in Carter Hall included a pizza dinner and a Jeopardy-style accounting game designed to foster interaction between students and members of the Accounting Circle, which is composed of senior executives in both public and private accounting. Members of winning teams were invited to a one-on-one lunch with an area accounting executive.

After the game, a Circle member from a winning team turned over a certificate for a lunch to Emily Campbell, senior, because he felt it would best be used by a student.

“I was excited to receive a certificate and the opportunity to learn more from Darryl Spurlock,” Campbell said. “We had lunch on October 9, which was the day before I traveled to Indy to participate in the Indiana CPA Society Case Finals.”

Spurlock is managing partner of Umbach and Associates LLP in Evansville.

“He gave me some good tips for the upcoming presentation at INCPAS



Elizabeth Courtney-USI

Dr. Daniel E. Wade, left, director of accounting programs for USI, introduces Scott Reed, president of the Accounting Club, to Gary Bolinger, head of the Indiana CPA Society.

(See story below), critiqued my resume, gave me invaluable advice on my future

I was amazed at the commitment these professionals have to our school. Seeing the backing and support that I have as a USI accounting student motivates me to do my best...

—Emily Campbell
Senior

career and education goals, and told me about the Accounting Circle.

“He explained the Circle’s history and informed me of all the behind-the-scenes work it does to help better USI’s

accounting program. I was amazed at the commitment these professionals have to our school. Seeing the backing and support that I have as a USI accounting student motivates me to do my best to show these dedicated Circle members that their efforts are not in vain.”

Another accounting student, junior Kim Doshier, learned about a job opening during her luncheon with an accounting professional, applied for the position, and received an offer.

Steve Farrell ’72, a partner with Gaither Rutherford and Company LLP in Evansville, had lunch with Doshier. He said she had

many questions about public accounting during their lunch at O’Charley’s restaurant.

He said, “I took the opportunity at lunch to give her a mini-interview. We had an opening for a tax coordinator. This position does not actually prepare returns but coordinates all the information provided by the client and delivers the data to the return preparer.

“Although this position would not allow Kim to utilize her income tax preparation skills, she would be able to observe our processes and be involved with how a CPA firm operates. We feel this also gives her experience to transition into a tax internship for tax season of 2005.”

Doshier was interested in the position and interviewed with the Gaither Rutherford office manager. She received a job offer and began work for Gaither Rutherford and Company in January.

Students analyze Sarbanes-Oxley in final round of state competition

A team of four senior accounting students from the School of Business was one of six teams participating October 10 as finalists in the Indiana CPA Society’s Case Study Competition for 2003.

Emily Campbell, Laura Davis, Jennifer Fonner, and Scott Reed had a 10-day time frame to prepare and

submit a detailed proposal addressing the issues and challenges of the case. Their proposal won them one of six slots in the finals in competition with proposals submitted by students from 13 Indiana colleges and universities.

The teams advancing to the final round then had less than a week to prepare a detailed oral presentation

using PowerPoint slides and appropriate handouts. In this year’s case competition, teams presented responses to issues concerning the regulation of the accounting profession and internal controls through an in-depth analysis of the Sarbanes-Oxley Act of 2002.

Continued on next page

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The law was enacted in response to the high-profile Enron and WorldCom financial scandals to protect shareholders and the general public from accounting errors and fraudulent practices. For the oral presentation, each team was assigned the role of managing partner and had to address the judges as the firm's partners for the case.

Dr. Craig Ehlen, USI professor of accounting, said, "Our students were clearly a team. They really nailed their presentation. They started strong, made seamless transitions, and kept getting even stronger, handling the question and answer session extremely well."

The final competition was held in Indianapolis. All finalists were honored afterwards at a CPA celebration dinner.

The competition provides students with experience in solving real business issues. It also is designed to promote the Indiana CPA Society and enhance the image of the CPA profession.

Dean meets Jasper-area alumni



Dr. Gene Klippel, dean of the School of Business since July 1, met USI alumni in the Jasper, Indiana, area at a fall reception at Jasper Country Club. From left are Klippel; Blake Krueger '93, '96; John Newlin '02; and Nick Schnarr '00. Krueger and Newlin are School of Business graduates; Schnarr earned a degree in communications.

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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Please submit this information to the Alumni Today section of *USI Magazine* and online publications.

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MSA graduate scores in top 10 statewide on CPA exam

Jill Welden, staff accountant at Kemper CPA Group LLC in Evansville, ranked in the top 10 statewide on the CPA Examination administered in November 2002. Welden's score placed her in a tie for fourth.

In 2000, Welden earned a bachelor's degree in accounting from the USI School of Business, graduating summa cum laude and receiving the President's Medal, the highest honor the University bestows on a graduating senior.

She completed the School of Business master's program in accountancy in 2001.

Welden joined Kemper in September 2000. She is developing a specialty in estate and trust taxation.

In order to receive a CPA designation in Indiana, an individual must complete education requirements that include 150 hours of education and a baccalaureate (or baccalaureate and graduate degree) from an accredited



Elizabeth Courtney-USI

Jill Welden, a staff accountant at Kemper CPA Group LLC in Evansville, talks with Robert W. Swan '72, partner and senior member in the firm and a member of the School of Business Board of Visitors and Accounting Circle.

institution, pass the CPA Exam, and complete two years of work experience. Welden has met all requirements.

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