

SCHOOL OF BUSINESS REPORTS

UNIVERSITY OF SOUTHERN INDIANA

Employers recruiting new grads give the nod to interns, co-ops

For many School of Business students, preparation for a career starts not only in the classroom but also in the University's Office of Career Services and Placement where students learn about internships and co-operative programs in their field. Others find internships or part-time work through personal networking or pick up valuable career tips from business leaders who serve as willing mentors.

From summer 2003 through spring 2004, more than 100 School of Business students completed internships or co-operative programs with 55 employers.

These experiences give students an edge. They apply classroom knowledge and find out what is in store for them in the workplace once they receive a diploma. In the profiles that follow, recent School of Business graduates tell how they made the transition from student to intern/co-op student/part-time employee to full-time employee in a desirable job.

Part-timer stays the course for full-time opportunity

Nathan Willis '04

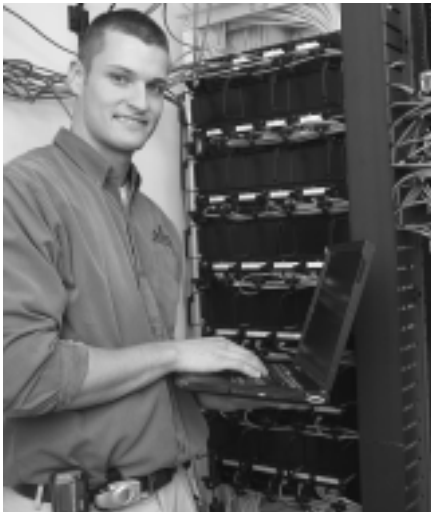
Applied computer science

An entry-level position as a student was the proverbial foot-in-the-door that opened wider opportunities for **Nathan Willis**, an applied computer science major.

As a freshman, Willis heard from an aunt about a temporary job with Tri-State Medical Management, which was setting up a new group-practice management system for Deaconess Hospital. Willis got the job, glad to be involved in a position related to his major. He worked about 30 hours a week in data entry to help get the system going and then provided support once it was in place.

After a year-and-a-half, Willis and other employees with Tri-State Medical Management became associated directly with Deaconess. Willis worked about 20 hours a week on the hospital's help desk, coming to the aid of employees who needed assistance with computer functions. Because the hospital is a 24-7 operation, Willis often worked the third shift on weekends, which kept him alert from 7 p.m. Saturday to 7 a.m. Sunday and again from Sunday night until Monday morning.

Now the freshly minted USI graduate is a system engineer at Deaconess. He has turned over the part-time help-desk duties to another USI student in applied computer science, **Adam Bertram**, who applied for and got the job.



Elizabeth Courtney-USI

Nathan Willis '04 is a system engineer for Deaconess Hospital in Evansville.

MBA students impress community groups with leadership, service

Leaders of local community and campus organizations are wowed by the leadership skills of students in USI's Master of Business Administration program.

Nancy Kovanic, assistant professor of management and marketing, assigned students in an MBA course to complete service-learning projects that would demonstrate their leadership skills and give back to the community. "I wanted it to be applied in nature," she said.

Working in five groups, the students exceeded expectations. The assignment required students to identify a need, research and execute the project, and prepare a paper and an oral presentation. They were required to spend at least six out-of-class hours on service learning. Instead, they averaged 15 hours.

One group collected food and supplies for Archibald's Food Closet, a campus program administered by the Office of Student Wellness for students in need. **Jeannie Kuebler**, administrative assistant in Student Wellness, said, "It was unreal the things they brought in here — things we don't usually get like cases of spaghetti and Alfredo sauce and paper products. We've got lots and it's wonderful."

The amount of food collected exceeded available storage space.

Rakhi Agarwal, a full-time MBA student, worked on the

See **MBA students**, page 6

See **Jobs**, page 4

Year in review: fast start, successful finish

Faculty, students, advisors actively engaged;
School to build on intern/co-op program

By Dr. R. Eugene Klippel

It is difficult to believe that a year has passed since I assumed duties as dean of the School of Business. It has been an exciting time and, I believe, a successful period in the life of the school.

During the 2003-04 academic year, the school enjoyed a successful faculty recruiting effort. In a very competitive and difficult marketplace, the school hired three outstanding new faculty members. They are **Dr. Gary Black**, assistant professor of production/operations management; **Dr. Margaret Chen**, assistant professor of finance; and **Dr. Alan Hunt**, assistant professor of accounting. They will be profiled in the next *School of Business Reports*.

At a recent meeting of the Board of Visitors, a motion was made to change the name of the group to the Board of Advisors. The feeling was "Board of Advisors" more accurately reflects the role of this group. The motion passed unanimously. In addition, seven business and civic leaders were nominated and approved for membership to the board. This expansion broadens the board's representation of key constituencies and provides additional perspectives useful to the school. The listing and profile of these new members also will be provided in the next issue of the *School of Business Reports*.

Student groups and organizations have been extremely active during this academic year. They, too, have enjoyed considerable external recognition for their efforts and, while this is important, the real success comes in seeing

our students actively engage in these organizations. Student groups participating in competitions this year included the Accounting and Professional Services Club, student members of the Association of Information Technology Professionals (AITP), and the student chapter of the Society for Human Resource Management. It also is important to recognize those students who gave of their time and talents by participating in the Volunteer Income Tax Assistance (VITA) program.

Other activities which continue to elicit positive feedback are the school's Executive-in-Residence and Alumni-in-Residence programs. The last issue of this newsletter highlighted the visit to campus by **Charles Storms**, chairman, president, and CEO of Red Spot Paint and Varnish Co., Inc. Profiled in this issue is **Kelly Dillon**, a 1992 graduate of the School of Business, and a member of the management team at Toyota Motor Manufacturing Indiana (TMMI). Both of these individuals contributed greatly to the educational experience received by our students.

As reflected by the focus of this issue, the School of Business strongly supports the University's co-operative and internship program. The school also is fortunate to have the service of **Janet L. Johnson**, career coordinator, USI Career Services and Placement Office. She works directly with the



Klippel

school to manage and expand this important program.

I can speak with some knowledge about the value of a co-operative/internship experience as part of the educational process. As an undergraduate at the University of Cincinnati, I spent four years as a co-op student with NCR, then known as The National Cash Register Company. This was a wonderful educational experience, and after graduation I joined NCR on a full-time basis.

The co-operative/internship program is not a program where students are the only beneficiaries. True, students learn many lessons that cannot be simulated in the classroom. However, faculty benefit since they are presented with students who can better relate to the materials being presented, as well as pursue lines of inquiry that were not possible before. Firms also benefit by having talented and capable individuals as employees. This also can be an effective screening and recruiting tool for the firm as many of their co-ops/interns are offered full-time employment after graduation.

Given the dynamics of the current business environment, the ability of today's students to gain a co-operative/internship experience may be more important than in decades past. With this in mind, I plan to allocate appropriate resources to ensure the continued success of this program.

Needless to say, we would welcome the participation of additional firms in this program. Please contact us if you know of firms or not-for-profit organizations that may be interested in establishing such a relationship.

In summary, I have enjoyed my first year as dean of the School of Business. I do believe we are off to a successful start and, with your continued support, look forward to an exciting and productive 2004-05 academic year.

As always, we welcome your thoughts and comments regarding the School of Business.

For information about the USI School of Business, the quarterly Business Outlook Survey, and the Evansville Factbook go to <http://business.usi.edu/>



Elizabeth Courtney-USI

Faculty members recognized for excellence

The School of Business has recognized three faculty members for excellence during the 2003-04 academic year. The award winners are Dr. Leslie E. Nunn, assistant professor of business law, excellence in teaching; Dr. Sudesh Mujumdar, assistant professor of economics, excellence in research; and Dr. Abbas Foroughi, professor of computer information systems, excellence in service. Recipients were honored at a reception in May. Last year's winners — Dr. Mehmet Kocakulah, Dr. Craig Ehlen, and Dr. Brian McGuire — served on the selection committee. From left are Kocakulah; Ehlen; Nunn; Dr. Eugene Klippel, dean of the School of Business; Mujumdar; Foroughi; and McGuire.

Erin Ward honored with Trustees Merit Award

Erin C. Ward, a 2004 graduate with a double major in business administration and Spanish, received the Trustees Distinguished Merit Award, the highest recognition bestowed on a student during Honors Week.

Ward maintained a 4.0 grade-point average. She is a Bristol-Myers Squibb Presidential Scholar, a President's Medal finalist, and National Merit

finalist. She served as president of the Student Ambassadors and president of the USI Honors Program. She is considering pursuing a graduate degree in student affairs.



Ward

Student achievement recognized on Honors Day

Outstanding graduates in each major were recognized on School of Business Honors Day with Academic Achievement Awards. Recipients, chosen by the faculty in each discipline, are (front row from left) Michelle Clausen, accounting and professional services; Jamie Will, business administration; Trent Staggs, business education; Stephanie Lengacher, associate of science in business; Arin Gelhausen, applied computer science; and (back row from left) Kevin Wichman, accounting and professional services; Matt Oliver,



marketing; Michael Boyle, economics; Gerald Papineau, entrepreneurship/small business; and Adam Schmidt, finance.

Three promoted; One granted tenure

Three School of Business faculty members — **Dr. Eva Jermakowicz**, **Dr. Leslie Nunn**, and **Dr. Jennifer Williams** — have been promoted.

Jermakowicz, promoted to professor of accounting, earned a doctorate at Warsaw Technical University in 1982 and joined USI in 1987. She was on leave during 2003-04 to complete a Fulbright fellowship. (See page 9.)

Nunn, promoted to associate professor of business law, has been associated with the School of Business since 1983. He completed a *Juris Doctorate* at University of Denver in 1967.

Williams was promoted to professor of computer information systems. She earned a doctorate in business administration at Southern Illinois University and joined the School of Business faculty in 1992.

Promotions are effective in August 2004.

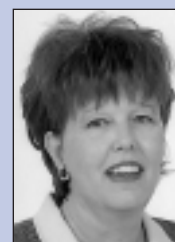
Dr. Marvin L. Albin, professor of computer information systems, was awarded tenure effective August 2005. He completed a doctorate in education at Arizona State University and joined USI in 2000.



Jermakowicz



Nunn



Williams



Albin

Jobs

Continued from page 1

Willis is settling in as a full-time employee with a regular workday from 8 a.m. to 5 p.m. in the telecommunications job that gives him responsibility for communications between computer equipment, including the hospital's new wireless networks. He was awarded the job in February.

"It goes to show you that, if you can get your foot in the door in an entry-level position, what you want may come before you know it," he said. "You may not like some of the shifts or tasks, but they will eventually pay off."

As soon as he heard about the telecommunications job, Willis applied. While his education in computer science and his experience at Deaconess gave him solid qualifications, the mock interview and instruction on writing a resume from business communication classes at USI also helped in his quest for a professional position. "They teach you what to expect and how to act," he said.

Steve Niemeier of Human Resources Support Inc., conducted the mock interview which helped Willis understand the kinds of questions that might pop up in a real situation.

Willis is from Newburgh, Ind.

Internship — two-way mirror for student, employer

Darren Verkamp '02

Business administration with marketing emphasis

Darren Verkamp looked through a big book of internship opportunities in the USI Office of Career Services and Placement, selecting Rexam Closures and Containers in Princeton, Ind., as a place to interview.

"I needed a job, and I knew I needed to go into the field of my



Verkamp

major because at graduation it's hard to get a job in the field without experience," said Verkamp, recalling his thought process in January of his senior year.

After a series of interviews, Verkamp began working three days a week in a marketing internship program at Rexam while he also attended classes. His internship involved working on direct mail projects, helping put together sales presentations, creating a prospective customer data base, internal promotions, and communications with trade magazines.

"With no previous business experience, I didn't know what to expect. It brought me up to speed on how a business runs," he said. Verkamp grew up on a farm in Celestine, Ind., in Dubois County.

After finishing requirements for the bachelor's degree, Verkamp interviewed with several companies but preferred the opportunity that Rexam offered. The company created a hybrid position in marketing and sales. In the full-time job that he began in January 2002, Verkamp handles the marketing responsibilities he had as an intern along with new duties in inside sales.

Verkamp said the internship was almost like an "eight-month interview" that gave him a chance to learn the company and the company a chance to evaluate how he could contribute.

Another opportunity — a mentoring program provided by the Downtown Rotary Club — also helped Verkamp prepare for the workplace. His Rotary mentor **Darla Woodall '77**, Evansville postmaster, set up mock interviews and a job shadowing experience for him.

The job shadow with a Mead Johnson marketing manager gave him insight into consumer packaging, as opposed to the business-to-business character of Rexam's manufacturing. "I saw him set up incentive programs and got to sit in on meetings to see how the work flowed," Verkamp said.

Verkamp is continuing his formal education. He is about halfway through USI's MBA program, enhancing his skills and knowledge for the future.

GE selects USI co-op student for prestigious program

Jarod Morrison '03

Finance

Jarod Morrison has advice for students who would participate in internships or co-op programs. "One important thing I was told is that



Morrison

you're there to get ready for a job and you want to make a great impression," he said, "so don't just do your job. Try to think of at least one thing that's outside of your job that you

can accomplish. Employers look for you to go above and beyond."

The advice worked for Morrison. He co-oped as a junior and senior with GE Plastics in Mt. Vernon, Ind., always looking for that extra project. One of the first he initiated was a challenge related to inventory process issues.

Morrison worked with the operations people on that project. "It was a good eye-opener for me because not only was I working with finance people, but I would go over into the plant and help them learn what they needed to do to improve," he said.

After graduation, Morrison was selected in a competitive interview process for GE's financial management program (FMP), a two-year training program with four rotational assignments led by senior GE professionals and mentors. In its FMP recruitment materials, the company says, "We are looking for enthusiastic, energetic, intelligent, driven people with a high level of integrity, who enjoy working towards common goals in a team environment."

Morrison flew to Pittsfield, Mass., the location of the headquarters for GE Advanced Materials, the combined entity of GE's former plastics, silicones, and quartz businesses, for the FMP interview.

"My resume looked great because I had worked for three different managers in Mt. Vernon," Morrison said. "I had five interviews with teams of two

— CFOs of specific businesses within the company. It went really smoothly because I was familiar with the things they talked about and familiar with the culture of GE.”

Morrison is one of 29 FMP candidates in the United States and one of 15 selected for the class that began the program in July 2003. He did his first rotation in Pittsfield in global marketing, working on the budget plan for 2004. Other rotations could take him to locations of GE Advanced Materials in North Carolina, Michigan, Connecticut, Alabama, Pennsylvania, West Virginia, New York, or Ohio or back to Mt. Vernon. Sites abroad include the Netherlands and Shanghai.

Throughout the program FMP candidates take classes that include tests and presentations. “I’m glad that I work in an environment that pushes me to continue learning,” Morrison said.

Morrison is from Dale, Ind. The FMP program has given him an opportunity to travel. “I’ve seen the whole east coast and been to New York and Boston,” he said.

Marketing graduate finds that networking works

Lisa Doddridge '04

Marketing
Advertising (School of Liberal Arts)

After completing an internship, participating in a mentoring program, and securing a full-time job a semester before graduation,

Lisa Doddridge appreciates the advantages of getting to know contacts in her chosen field.

“At the beginning of school as a freshman and sophomore, faculty stressed networking, but I brushed it off initially,” she said. “Once I got into it, I realized it is important.”

In May, Doddridge completed a Bachelor of Arts degree with a double major in marketing and advertising.



Doddridge

She said, “Marketing is the business side and advertising is more the creative side.”

To learn more about jobs in her field, Doddridge signed up at the suggestion of a School of Business faculty member for the Downtown Rotary Club’s mentoring program, which turned out to be one of her first pathways to making contacts with area marketing and advertising professionals. Her mentor was **Gwen Seikman** of Evansville’s KFS and Associates.

“I job shadowed her for a day, went to a few Rotary Club meetings, and stayed in touch. She introduced me to a lot of people,” Doddridge said. “She was involved with the Advertising Club of Evansville so I had her as a contact for that and was able to work on some joint projects with that club and the USI Advertising Club.”

Doddridge completed an internship with Kitch and Schreiber, an Evansville advertising agency.

“Since it is a small agency, I got to do a lot of different things,” she said. “I helped out with the creative department’s brainstorming and concepting. I worked with the account executive. I was involved with the creative side as well as the sales side.”

Following the internship, Doddridge continued to work part time for the agency, spending about a year-and-a-half there.

While working on a student advertising team preparing for a competition, Doddridge met **Joan French** of Evansville’s Keller Crescent Company. Keller Crescent gave the students access to computer research databases for their project.

Through her association with Keller Crescent, she learned of an opening for a media coordinator, applied, and got the job. She began in January with Keller Crescent allowing her an extended lunch hour to complete the one French class that she needed to meet graduation requirements.

Doddridge’s job involves sending out orders to magazines, broadcast stations, or newspapers and making sure that advertisements or commercials run as planned. “There are a lot of numbers and a lot of decision-making

and judgment calls in the job,” she said.

Doddridge is from Milltown, Ind., about 30 miles west of Louisville, Ky.

Choice job — a big four in big city

Jeremy Gallion '04

Accounting

A job in a big city with a big-four accounting firm is the goal attained by **Jeremy Gallion**, an accounting graduate who completed an internship at Integra Bank and a co-op at GE Plastics while studying accounting at USI.

“I thought it would be in my best interest to do an internship and a co-op to get as much experience as I could,” said the staff accountant at Ernst & Young in Indianapolis.

When Gallion finished his course work in December 2003, he had five job offers ranging from industry to accounting firms. He has been happy with his choice. “I do auditing so I have had a wide exposure to a variety of industries – real estate, manufacturing, broadcasting, and health care. The job is always different. Every client has a different issue.”

Ernst & Young is located in the Bank One building on Monument Circle in downtown Indianapolis. Gallion’s primary client, Emmis Communications, also is located on the circle. The job involves some travel. In April, Gallion spent a week in Austin, Texas, for an audit of an Emmis property.

“I really like living and working in Indy,” Gallion said. “We have almost every professional sport and a variety of things to do.”

In his summer 2002 internship at Integra Bank, Gallion worked in the credit department, becoming familiar with balance sheet accounts, income statements, and tax returns. During co-op rotations at GE in fall 2002 and



Gallion

See **Jobs**, page 6

Jobs

Continued from page 5

summer 2003, his main experience was in inventory. He also participated in the Downtown Rotary Club's mentoring program, getting advice about his resume and cover letter from **Jerry Moore** of The DOMA Group.

Gallion said Ernst & Young provides excellent training for its new staff members. When he began working for the company, he joined other new hires for a week of training in Cincinnati. He will have an additional week of company training in October. *Training* magazine lists Ernst & Young as number eight this year in its Top 100 ranking of companies.

Gallion is from Orleans, Ind., north of Paoli.

Accounting programs apply for honor society charter

The School of Business accounting and professional services programs have petitioned to charter a campus chapter of Beta Alpha Psi, an honor society for accounting, finance, and information systems majors. A new chapter must be in its fourth semester to qualify for the charter. USI chapter officers are **Tanya Scherle**, president; **Donovan Sexton**, president elect; **Kim Doshier**, vice president, membership; **April Williams** and **Brad Holtz**, vice presidents, activities; **Lindsey Jones**, vice president, publicity; **Jeff Straub**, reporter; and **Skii Robling**, voting committee officer. Four officers attended a regional meeting in Columbus, Ohio.

Four attain Toastmasters honor

Four members of the Speaking Eagles student chapter of Toastmasters achieved the Competent Toastmaster (CTM) award during spring semester. They are **Jennifer Cecil**, **Emily Campbell**, **Emily Gessner**, and **Arthur Helm**. CTM is the first level of achievement in the Toastmasters communication and leadership program. It requires completion of 10 speeches developing various aspects of public speaking. The USI chapter of Toastmasters is supported by the Accounting Circle.

MBA students

Continued from page 1

project for the food closet. "The small project kept getting bigger and better because we wanted to do a very good job," she said.

The six-member team contacted USI students and 85 local businesses. They prepared table tents for student dining areas to spread the word about the food drive and sponsored a competition among Greek organizations. Team members employed their skills in areas such as advertising, marketing, and logistics.

"We divided our work and coordinated it ourselves. We learned how to work in teams, delegate, and complete a task on time. We learned about putting forth our best effort together to achieve a task," she said. Agarwal earned an undergraduate degree in supply chain management at Michigan State University.

Another student MBA group raised money to revitalize a play therapy room at Evansville Psychiatric Children's Center. At press time, they had raised almost \$6,000. The first \$3,500 will fulfill the needs for the play therapy room. Additional money will go toward revitalization of a related family room and dining area, also a part of the therapeutic environment.

Tamra Klausmeier, quality improvement coordinator and community service director for the center, said the USI students were successful because they were "go-getters."

"They know how to present the needs, and they do good follow-up," she said. "They had a well thought-out plan and their contacts were in order."

Ryan Brown '02, a member of the six-member team that collected funds for the Evansville Psychiatric Children's Center, learned about the need from team member **Jeff Miller**, whose wife is a therapist there.

"We met out there to get a feel for the facility," Brown said. "We took photos to show when we solicited donations."

The team prepared a fact sheet, wrote a letter addressing the needs and the center's budget shortfall, and obtained a letter from a center official confirming the students' relationship to the fund-raising. They developed a list of potential donors from rosters of the Better Business Bureau and Chamber of Commerce.

"We realized that we were able to work together to solve a problem for a worthwhile cause. The best thing that came out of it is that we established a relationship with people — telling them what function this organization serves," Brown said. Risk manager for Raben Tire Company in Evansville, Brown earned an undergraduate degree in business administration from the USI School of Business.

Other teams in Kovanic's class completed a landscaping project for the Vanderburgh Humane Society, collected socks and underwear for the Evansville Rescue Mission, and organized a donors' luncheon for Habitat for Humanity.



MBA student Rakhi Agarwal collects food for Archibald's Food Closet.

As alumnus and business leader, Sendelweck brings energy, expertise to Board of Advisors

The road connecting Jasper, Ind., with the University of Southern Indiana campus is a familiar one to **Ken Sendelweck '76**, a member of the School of Business Board of Advisors (formerly Board of Visitors) since 1993. He served as chair of the group for 2003-04, completing an eventful term that saw the successful transition to a new dean, the beginning of activities related to reaccreditation by AACSB International, the formation of a faculty strategic planning committee, and continuing development of curriculum.



Sendelweck

Sendelweck is president/CEO of German American Bank, headquartered in Jasper.

Members of the Board of Advisors for the School of Business commit to attend a full board meeting once each semester and, as officers or committee members, dedicate themselves to additional meetings throughout the year. Sendelweck believes the group has "many opportunities to add value to the ultimate progression of the School of Business."

As he passed the baton to incoming chair **Allen Mounts**, he listed a number of areas where the Board of Advisors has made and can make a difference for the school:

- **Reaccreditation** — "Accreditation is the exclamation point that is a testament to the quality of the programs in the School of Business," he said.

Sendelweck complimented the naming by Dr. Gene Klippel, dean of the school, of a faculty committee that will develop a strategic plan, as required by the accrediting body AACSB International (The Association to Advance Collegiate Schools of Business). Sendelweck said the dean would bring in the Board of Advisors at the appropriate time to serve as a sounding board for those putting

together a direction for the future.

- **Internships and Co-ops** — Sendelweck asked board members to serve as a conduit for internships and co-op programs for the students as well as the faculty. "There's a lot to be gained by the faculty in spending some time out in the business world," he commented.

- **Curriculum expansion** — "The board can provide food for thought, related to such programs as e-business, distance learning, and partnership with the new USI engineering program," Sendelweck said.

- **Student recruitment** — Sendelweck called for the board to serve as regional ambassadors, hosting receptions and serving as spokespersons for the School of Business. "In many cases, we're alumni so we can speak from the heart," he said. Sendelweck majored in accounting at USI.

- **Regional economic development** — "We can help the school by being a resource for economic development," he said. He cited the school's Center for Business and Economic Research and other opportunities for

"It's not just about the economic vitality of the region. It's the sports, the arts, the humanities, the students' involvement in outreach, and what the University means as a whole to the quality of life where we live."

— Ken Sendelweck

networking and partnerships. The location of a regional state office for economic development on campus gives USI an opportunity to participate more closely in activities to benefit the region.

- **New building** — Sendelweck asked board members to make their state legislators aware of the need for a

Mounts to chair Board of Advisors

Allen R. Mounts '74, M.B.A. '91, will chair the School of Business Board of Advisors for 2004-05. Mounts is senior vice president and director of human resources for Old National Bancorp in Evansville. He is a charter member of the Board of Advisors, which recently changed its name. Formerly called the Board of Visitors, the group was organized in 1989.

new building to house the School of Business. University leaders will petition the Indiana General Assembly in its next session for building funds.

While Sendelweck has an interest in giving back to the School of Business because of the education he received, he also wants to help the University contribute to the overall quality of life in the region.

"It's not just about the economic vitality of the region. It's the sports, the arts, the humanities, the students' involvement in outreach, and what the University means as a whole to the quality of life where we live," he said.

In addition to his role as president/CEO of German American Bank, Sendelweck is secretary/treasurer of German American Bancorp and chairman/secretary of German American Financial Advisors and Trust Company. A \$1 billion financial services company, German American Bancorp has 27 retail banking offices in eight Southwestern Indiana counties and a business lending center in Evansville.

At USI, he also serves on the USI Foundation board and is a member of the Foundation's investment committee. For the School of Business, he was a founding member of the Accounting Circle, a group of senior executives in public and private accounting who serve as an advisory group to the accounting programs. He received the Distinguished Alumni Award from the USI Alumni Association in 1997 and served as School of Business Alumnus-in-Residence in 2000.

Company we keep

Speakers

The following individuals were among speakers to business classes.

Howard Abrams
DeJong's (Retired)

Nancy Bizal
University of Southern Indiana

Don Breivogel '83
American General Financial Services

Tim Buecher
University of Southern Indiana

Steve Byelick
Bank of Evansville

Norm Campbell
Energy Systems Group, LLC

Dan Carwile
Integra Bank

Pat Coslett
Pat Coslett's Furniture Festival

Marilyn Doyle
United Fidelity Bank

Steve Farrell '73
Gaither Rutherford & Co.

Jeffery W. Foye
Lynch and Associates

William T. Gavin
Federal Reserve Bank of St. Louis

Vernon P. Germano
Mead Johnson Nutritionals

Donna Harris '94, M.B.A. '01
Community Methodist Hospital

Suzanne Hilbert
St. Mary's Medical Center

Pete Hollenbach
U.S. Department of the Treasury

J. Zachary Hopkins
Lynch and Associates

Mark Horswood
Isaac Paul & Associates

Jennifer Kellams
University of Southern Indiana

Jacqueline Kerwin
Deaconess Hospital

Karl Kissinger
Fifth Third Bank

Mike Lamey
American General Financial Services

Michelle Land Harris
Evansville Courier Company

Mike Libs '73
Mike Libs Candies

Dorrie LoBue
Evansville Chamber of Commerce

Harry Lukens
Jesse F. Stock Insurance, Inc.

James D. Lynch
Lynch and Associates

Ryan T. Lynch
Lynch and Associates

Steven R. Malin
Federal Reserve Bank of New York

Phil Malone
Kimball International

Cecile Martin
BodyWorks School of Massage

Tim McGuire '86
CMC

Lana Meyer
Northwestern Mutual Financial Services

Jerry Moore
DOMA Group

Steve Mudd
Riney Hancock and Co.

Greg Newman '88
Kemper CPA Group

Jeanne Oakes
Vectren Corporation

Dane Partridge
University of Southern Indiana

Kenneth Preston
Visteon

Gary Price
Bowers and Harrison

Al Ritz
CMC

Bob Smith
Berry Plastics Corporation

Rick Stivers
Deaconess Hospital

Charles Storms
Red Spot Paint & Varnish Co., Inc.

Terry Stumpf '77
Toyota Motor Manufacturing Indiana

Camilla Swain
Needy Feet Ministries, Inc.

Rachel Tyler
U.S. Department of the Treasury

Kevin Vickorey
Bank of Evansville

Carolyn Walters
C.C. Boone Electric Company

Connie Wellmeyer '84
Toyota Motor Manufacturing Indiana

Jason Whann '97
SpectraCare HealthCare, Inc.

Marvin Wright
Wright Consultants

Demetrius Young
KCARC

Mock interviews

These individuals conducted mock employment interviews for students in the career planning and professional development classes.

Mendi Bartlett
Mead Johnson Nutritionals/Kelly Services

Julie Bennett '96
Old National Bancorp

Brenda Bosecker
Red Spot Paint & Varnish Co., Inc.

Jason Braun
Rexam Closures

Angie Brawdy '93, M.B.A. '99
University of Southern Indiana

Cindy Brinker
University of Southern Indiana

Mark Chandler '01
Old National Bank

Michelle Choate '91
Red Spot Paint & Varnish Co., Inc.

Cindy Cole
Deaconess Hospital

Mandy Covington
HR Solutions Inc.

Fred Cox
Vectren Corporation

Chasity Coy '99
Integra Bank

Jean Crowe
Casino Aztar

Jennifer Cruz
American General Financial Services

Katie Dahmer
CMC

Andy Ellerbrook '98
Shoe Carnival

Nancy Epperson
Integra Bancshares

Nancy Evans
Old National Bank

Susan Everett '81, M.B.A. '99
Keller Crescent Co.

Chris Feagens
Keller Crescent Co.

Darlene Fisher
University of Southern Indiana

Jeff Fischer '01
Silgan Closures

Debbie Fleck '91, M.B.A. '00
American General Financial Services

Cheryl Giesman
Koch Air

Robert Gossman
Bootz Manufacturing

Sarah Goulet
Welborn Clinic

Kim Greenlee
University of Southern Indiana

Christine Hachmeister
Omnisource

John Halverson
Human Resource Support, Inc.

Ashley Hamilton
American General Financial Services

Judy Hamilton '84
Keller Schroeder & Associates

Donna Harris '94, M.B.A. '01
Methodist Hospital

Donna Hasselbrinck
Shoe Carnival

Jamie Heeke '00
Shoe Carnival

Danny Henderson
Casino Aztar

Chris Herr
Fifth Third Bank

Scott Herrell
Rexam Closures

Suzanne Hilbert
St. Mary's Medical Center

Rachel Howard '03
HR Solutions, Inc.

April Jones
Cintas Corporation

Frank Kanowsky
Ferro Corporation

Sheri Kennedy '98, M.I.M. '02
Rexam Closures

Amanda Klass
St. Mary's Medical Center

Michelle Land Harris
Evansville Courier Company

Sara Lipking '89
Casino Aztar

Dick Lynch
Vectren Corporation

Stuart Martin '97
Keller Crescent Co.

Susie Mattingly '84
Keller Schroeder & Associates

Molly McConnell
University of Southern Indiana

Cindy McGee
Old National Bancorp

Carol McMichael
CMC

Vickie Mehringer '99
Old National Bank

LaKeisha Minor
Integra Bank

Linda Minton
Vectren Corporation

Thom Mominee '72
Evansville Courier Company

Mike Murphy
Shoe Carnival

Joe Neidig M.A.L.S. '01
Red Spot Paint & Varnish Co., Inc.

Steve Niemeier
Human Resources Support, Inc.

Bryan Norman
Berry Plastics Corporation

Barbara Oehmler
Old National Bank

Janice Oliver
Keller Crescent Co.

Vickie Oshodi
University of Southern Indiana

Brad Platts
Keller Crescent Co.

Stephanie Polen '98
CMC

Mary Reese
Berry Plastics Corporation

Sam Rogers
Deaconess Hospital

Bob Scheller
Deaconess Hospital

Jennifer Sontz
HR Outsource

Cris Stichler
St. Mary's Medical Center

Lindsey Sutton '01
HR Solutions Inc.

Robyn Taylor '92
Frontier-Kemper Constructors

Susie Traylor
CMC

Tom Utley
Koch Air

Emily VanWinkle '99,
M.B.A. '04
Vectren Corporation

Brian Wallace
American General Financial
Services

Gene Weisheit
Central Tower Inc.

Jeff Whiteside
Vectren Corporation

Joella Wilson
Fifth Third Bank

Susan Wilson
Old National Bank

Autumn Winterheimer
St. Mary's Medical Center

Scott Wunderlich '98
Old National Bank

Career exploration

These individuals provided career exploration or job shadowing experiences for students in personal selling and marketing management classes.

Jody Barrett
InterCall, Inc.

Stacey Campbell
C & C Sports

Lanna Doyle
Greenwell Chisholm Printing
Company

Ryan Fears '03
Sigecom

Denny Garness
Faultless Caster

Eric Gobin
Fastenal Industrial &
Construction Supplies

Leslie Hires '01
American Red Cross

Gene Jarvis
Hobart Sales and Service

Chad Johnson
Zimmer, Inc.

Larry McGregor
French Implement

Justin Newton
Thrifty Nickel

Eugene Radcliff
Kirby Vacuum

Nick Rasche
Bankers Life and Casualty

Bob Schoen
McNeil Pharmaceuticals

Leslie Seibert '99
UPS

Terry Silver
Central Industries

Ryan Simmons '02
Cintas Corporation

Todd Whalen
Buffalo Trace Council of the
Boy Scouts of America

Robert Whitten, Jr. '86
Whitten Sales, Inc.

Internships and cooperative programs

More than 100 School of Business students were in internships and cooperative programs at the following 55 employers during summer 2003, fall 2003, and spring 2004.

Accuride
Atlas World Group
Axiom Marketing & Advertising
Berry Plastic Corporation

BKD
Buehler's Buy Low
Casino Aztar
CGM Computer Consulting
City of Evansville
Clearwave Communications
Comprehensive Accounting
Services
Deaconess Hospital
Disinger Kruger Jewelers
Downtown Evansville, Inc.
Edward Jones
Escalade Sports
Evansville Bluecats
Evansville Chamber of
Commerce
Evansville Federal Credit Union
Evansville Housing Authority
Tucker Publishing Group
Evansville Otters
Gaither Rutherford & Company
GE Plastics
Guardian Automotive
Harding, Shymanski & Co.
Hurst Mfg.
IBM
Kimball International
Koch Air
Little Chapel Church
Mead Johnson Nutritionals
Media Mix
Northwestern Mutual Financial
Network
Old National Bancorp
OneStar Communication
OneStar Long Distance
Operation City Beautiful
Radisson Hotel at Star Plaza
Raymond James Financial
Services
Reitz Home Museum
Signature Energy Management

Solarbron
Southern Indiana Development
Corporation
St. Mary's Medical Center
St. Paul's United Church
of Christ
Super Bike
The Realty Group
Toyota Motor Manufacturing
Indiana
USA Defense Finance and
Accounting Services
University of Southern Indiana
Human Resources
Vanderburgh County
Treasurer
Vector Marketing
Vectren Corporation
Walt Disney World

Service learning

These organizations provided service-learning opportunities for students in the MBA leadership class.

USI's Archibald Food Closet
Evansville Psychiatric Children's
Center
Vanderburgh Humane Society
Evansville Rescue Mission
Habitat for Humanity

Site visitations

Corporate Design
Kinder Moving & Storage
Phoenix Imaging
Southwind Maritime Center



Eva Jermakowicz visited the home of the European Parliament in Brussels. Membership in the European Union increased from 15 to 25 countries during the time of her Fulbright fellowship.

Jermakowicz studies accounting standards in Brussels

Dr. Eva Jermakowicz '87, associate professor of accounting, spent the academic year learning about the introduction of the most sweeping changes in financial reporting in Europe in 30 years. She was a Fulbright scholar studying the topic "Convergence of National Accounting Practices with International Financial Reporting Standards (IFRS) in the European Union." All European Union companies must meet IFRS standards starting in January 2005.

Her host institution was the European Institute of Advanced Studies in Management in Brussels. As part of her research, she met people from the business community, the European Commission, and academia.

"I interviewed several financial officers of multinational companies which are first-time adopters of IFRS, investigating the impact of the conversion to IFRS on the company's equity and profits," she said.

She attended conferences on implementing IFRS in different countries and presented a paper during the 2004 Congress of the European Accounting Association in Prague.

In March, she attended an eight-day conference with other European Fulbright recipients. They spent two days in Luxembourg, learning about the European Court of Justice as guests of the U.S. Embassy and the Luxembourg Ministry of Education and then went to Brussels to visit the Council of Ministers, the European Parliament, and the European Commission.

In Belgium, they also visited NATO Headquarters in Mons and were guests of the College of Europe in Brugge, where the world's first stock exchange was established.

Also in March, she presented research at a Fulbright conference in Berlin.

Jermakowicz is slated to return to the United States in July.

Toyota official is Alumna-in-Residence

Kelly Dillon '92, assistant manager of public relations for Toyota Motor Manufacturing Indiana, was on the platform giving a presentation to School of Business faculty and students February 23, but she reminded them that it was not so long ago that she was in their seats.

A business administration major with marketing/management emphases, Dillon said, "The things that you do on campus end up being a lot of value later on."

Dillon, who grew up on a family farm, made a series of presentations to faculty and students on the theme "Tractors to Toyota" as Alumna-in-Residence for the School of Business. Her areas of responsibility at Toyota include community relations, govern-

ment relations, volunteer activities, communications, and special events.

In her presentations, Dillon stressed the value of teamwork, urging students to learn from group activities in their courses.

"At Toyota, all employees are called team members from the president on down," she said. "It just works better if you're working as a team. The result is better. It might be quicker or easier to do an assignment on your own, but try to contribute as a team member because it will help you in your career."

Dillon worked at Mead Johnson while attending USI and was later a USI admission counselor. Before joining Toyota she worked as a private client officer with Old National Bank



Jenny Medcraft

Kelly Dillon talks with students and Dr. Eugene Klippel, dean of the School of Business, during Alumna-in-Residence presentations. From left are Jill Harper, Dillon, Klippel, and Tara Chaffin.

in Evansville. From 1996-2002, she served as vice president of membership and marketing for the Metropolitan Evansville Chamber of Commerce and as its interim president and CEO for one year.

Information technology professionals to advise School of Business programs

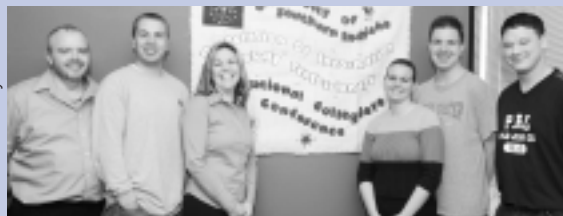
A new group of Evansville-area senior professionals in the information technology field has been formed to advise the computer information systems (CIS) and applied computer science (ACS) programs. **Dr. Marvin L. Albin**, professor of computer information systems, is faculty liaison for the IT (Information Technology) Alliance.

"It is our hope that the IT Alliance will result in more opportunities for CIS and ACS students to gain exposure and experience to the IT working environment through shadowing, internships, and cooperative education," he said. "In addition, we look forward to the professionals giving us feedback and advice regarding our curricula."

The group, which held an organizational meeting in April, also may work to improve funding, especially for scholarships.

Members include **Dick Arneson**, vice president, information technology, Atlas World Group; **Dan Bugher**, vice president, information technology, Vectren Enterprises; **James Derk**, Six Sigma Black Belt, GE Plastics; **Susan Everett '81, M.B.A. '99**, vice president, information technology, Keller Crescent Co.; **Phil Lieberman**, president, The Lieberman Group; **Larry May**, president, Keller Schroeder & Associates; **Mike Neeley**, CIO, Deaconess Hospital; **Jerry Peters '85**, vice president, Harding Shymanski & Co.; and **Dave Smith**, senior director of information technology, CMC.

Elizabeth Courtney-USI



AITP members win awards at national conference

Students in the USI chapter of the Association of Information Technology Professionals (AITP) returned from the Ninth Annual AITP National Collegiate Conference in Omaha with awards for their performance in competition with students from other universities.

School of Business students won the following awards: USI chapter, second in the Banner Competition; **John Russell '04** and **Jason Hopp**, third of 28 teams in Web design; **Lisa Mitsdarffer '04**, seventh of 26 participants in the paper-writing competition for her entry on e-business; **Ann Patterson '04** and **Lindsey Simpson '04**, honorable mention (top 10 finish) among 42 teams in the Visual Basic programming competition.

Mitsdarffer, an e-business major, said, "The conference is a great opportunity for students to gain exposure to real-life situations through the competitions. It also allows students to network with professionals and other students from around the country."

Ernest E. Nolan, assistant professor of computer information systems and AITP faculty advisor, accompanied the students. USI AITP members **John Brock '04** and **Scott Ruwe '04** also attended the conference, which attracted more than 600 students from 84 colleges and universities.

AITP members met to celebrate their showing in national competition. From left are John Brock, president; Scott Ruwe; Lisa Mitsdarffer; Ann Patterson; Jason Hopp; and John Russell. A second-place award for the banner shown here was among chapter honors.

SHRM participates in Regional Games

Students from the USI student chapter of the Society for Human Resource Management (SHRM) had a chance to apply knowledge of their field in matches at the North Central Region Human Resources Games recently in Ypsilanti, Mich. The USI team — **Tara Chaffin**, captain; **Jill Harper**; and **Kristin Ridgway** — won its first two matches, defeating teams from the University of Minnesota-Duluth and Eastern Michigan University before finishing with a 2-2 record.

Twenty-five teams participated in the competition, which includes categories similar to those used in the Professional in Human Resources (PHR) certification exam. Next year's Regional Games will be held April 7-8 at the University of Illinois-Urbana/Champaign.

From left are Dr. Dane Partridge, associate professor of management and SHRM advisor; Jill Harper; Kristin Ridgway; and Tara Chaffin.



Valentine receives Harrington Award

Dr. Gregory P. Valentine, associate professor of business education and director of the Center for Economic Education in Southwest Indiana, received the Harrington Award from the Indiana Council for Economic Education (ICEE).

The award was presented in Indianapolis October 10 at a meeting honoring ICEE's 50th anniversary.

The Harrington Award is given annually to center directors who have shown excellence in either research or teacher services within the region or state. Valentine received the award for teacher services. In 2003, he gave presentations and trained more than 400 elementary, middle school, or high-school teachers on how to incorporate economics into their classroom teaching.

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 _____

Class of _____ Major _____ Telephone (home) _____ (work) _____ E-mail _____

HOME

Address _____

City, State, ZIP _____

Check here if home address is new

Preferred mailing address Home Business

BUSINESS

Your title/date effective _____

Company name _____

Address _____

City, State, ZIP _____

Check here if business address is new

News Item _____

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

Please use this information only to maintain accurate alumni records.

Two receive grants for summer research

Online financial services and employer-provided health-care insurance are under study by faculty members who have been awarded summer research fellowships thanks to funding from private gifts.

Dr. Stephen Callaway, assistant professor of management, received the R. Malcolm Koch Memorial Research Award. **Dr. Anusuya Roy**, assistant professor of economics, received the School of Business Research Award. Each award includes a stipend for 10 weeks of summer research and a part-time student assistant.

Callaway will investigate the impact of the Internet on the diversification of financial services firms. "The Internet may provide a means for firms to offer 'one-stop shopping' for customers, that is, diversify their product offerings. Moreover, the Internet, being a global medium, also may encourage firms to diversify internationally," he said.



Callaway



Roy

Roy is researching a topic of concern to millions of people in the United States — the fate of health insurance coverage during an economic downturn.

She is using a national representative sample to study how an economic recession can affect the types of plans offered by an employer and the services covered. Her research also will address whether increases in the unemployment rate significantly affect the use of certain health-care facilities, such as emergency rooms.

Inside this issue

Ann Patterson '04, computer information systems, was among members of the USI student chapter of the Association of Information Technology Professionals (AITP) who earned honors in competition at an AITP national conference. Read about the student competition and the new IT Alliance on page 10.



Elizabeth Courtney-USI

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