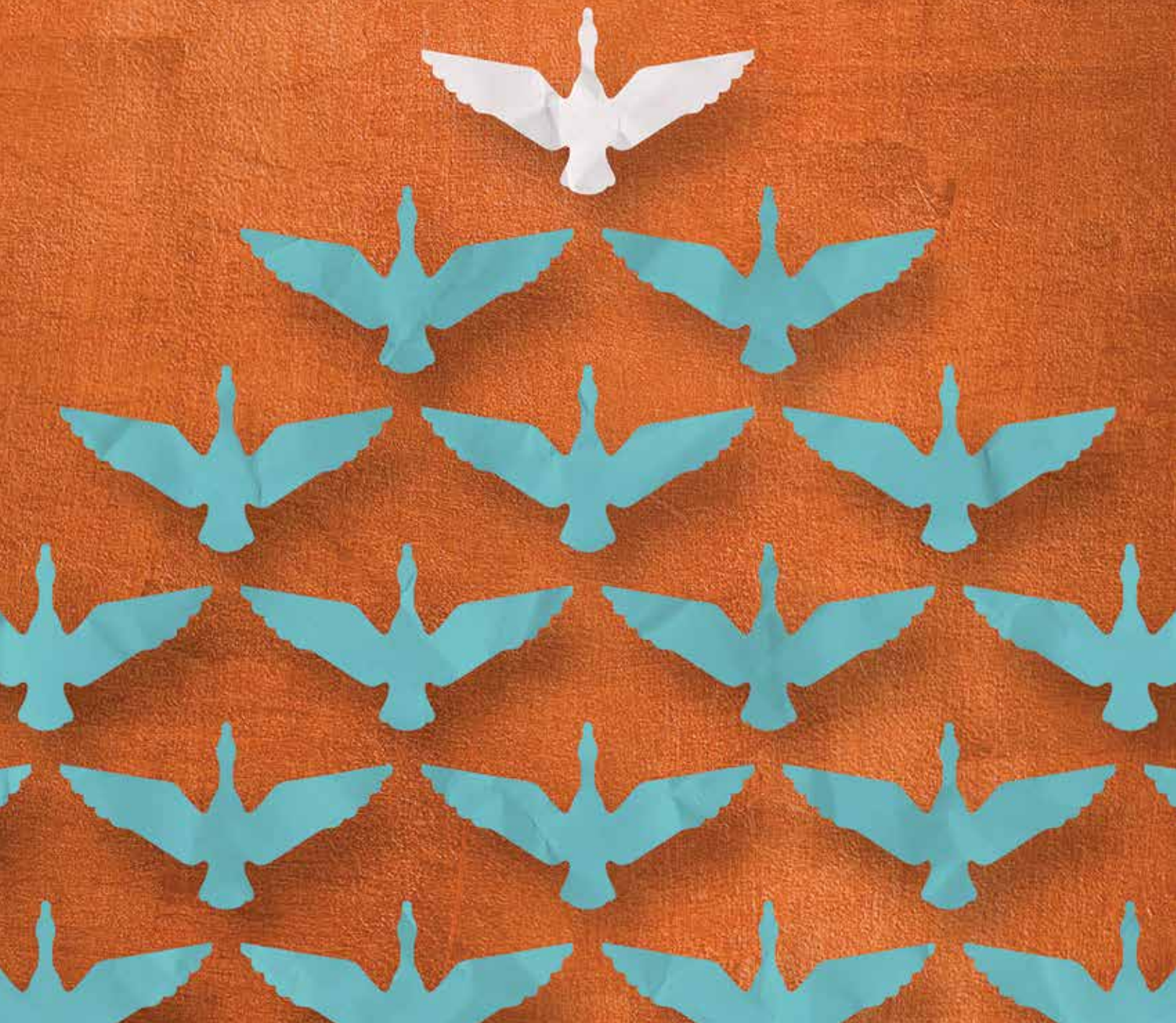


# Huntsman

ALUMNI MAGAZINE





MAVERIK STADIUM  
UTAH STATE UNIVERSITY

HOME OF THE AGGIES

UTAH STATE

Opening night, Maverik Stadium, September 1, 2016.  
Photo by Bill Garren, Assistant Athletic Director, Director of Video Productions.

# dean's message



This year, July 1 was a personal milestone: It marked my tenth year as dean of the Huntsman School. It has been a singular honor to serve in this role, and to see the progress our School has made, with the help of so many of you. In those ten years, we have been transformed, with a new name, new faculty, new facilities, and higher expectations for ourselves and our students. We became the Jon M. Huntsman School of Business on December 3, 2007. We hope to live up to the very best that name stands for: integrity, entrepreneurship, service over self, global sophistication.

In March this year, we celebrated the opening of our new world-class building, Huntsman Hall, and the renewal of the George S. Eccles Building. Equally important is the quality of the faculty and staff who have joined us in the last decade. Three out of four members of our full-time faculty and five out of six of our staff are new to the School. They come to us with an abiding passion to share our purpose: "To be an engine of

growth for our community, the state, the nation, and the world, and to enable our students to lead lives of meaning and contribution."

Last semester, I was privileged to take administrative leave and return to teach at the Harvard Business School for the first time in 29 years. I first joined the HBS faculty in 1978 and spent most of the next decade there. It was a great experience to be back in the teaching role. I hope to transfer some of what I learned teaching the course, "Leadership and Corporate Accountability," (LCA), to the Huntsman School. LCA examines the CEO's three key responsibilities—creating economic value, making ethical decisions and commitments, and ensuring adherence to the rule of law. Students are challenged to grapple with questions that are not easily characterized as "black or white," but more often take place in the "gray zone." You will read a little more about what we are doing here at Huntsman to develop responsible leaders in this issue of the *Huntsman Alumni Magazine*.

The leadership principles taught in LCA, as well as those espoused by the Huntsman School, are at their core about enabling people to lead lives of meaning. In his new book *Good Profit*, industrialist and philanthropist Charles Koch states that "the greatest gift we can receive or pass on is the opportunity to find and pursue our passion, and in doing so, to make a difference by helping others improve their lives. To be truly rich is to live a life of meaning."

The last decade has been a time of remarkable change at the Huntsman School. With state of the art facilities, outstanding faculty and staff, a supportive and engaged alumni base, and the expectation of excellence that permeates everything we do, we are poised for another great decade of growth. I hope you will join us in our mission to develop leaders of distinction in commerce and public affairs.

I hope you will join us in our mission to develop leaders of distinction in commerce and public affairs.

# Huntsman ALUMNI MAGAZINE

## FALL 2016

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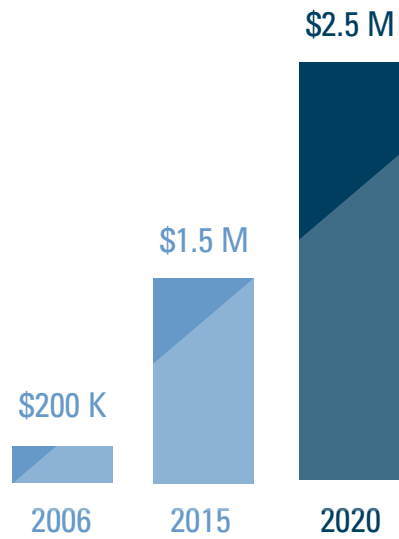
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Giving in Scholarships



# Be the Difference.

At the Huntsman School, we believe in rewarding students who work hard to live up to our school motto to “Dare Mighty Things,” but we can’t do that without your support. Our goal to reach \$2.5 million per year in Direct Student Support by 2020 is ambitious, but critical in our pursuit to provide every deserving student with the support they need to take advantage of all the opportunities the Huntsman School has to offer. Your gift, whatever the amount, can make all the difference in the life of a hard-working student.



“Utah State not only gave me an education; it gave me invaluable experiences that I cherish to this day. Whether it be singing the Scotsman in Shanghai with my Global Learning Experiences group or studying for one of Professor Jef Doyle’s Accounting exams with my colleagues until late at night, these experiences were made possible thanks to the generous donations that the school receives. I want other students to have the Huntsman experience that I was fortunate enough to have. I want to pay it forward, even if it is in a small way.

**This is why I give. ”**

— Ana Patino, BS Accounting '13, MAcc '14

## THE HUNTSMAN EXPERIENCE

BY ERIN MANN

When Breanne Yamauchi, Business Administration and Marketing, '18, tore her ACL just a few months before coming to Utah State University, she was crushed. She had always imagined herself balancing college sports with classes. Now that sports weren't an option, she would have to look elsewhere for activities to define her college experience. This was a pattern that she would see over and over again – when one door closed, another one always opened.

She had a desire to become thoroughly immersed in the campus experience, and she has done just that. From the Business Ambassadors to the Peer Mentor program to the Service Center Committee, Breanne did all she could to enhance her USU experience. “These experiences haven't just enriched my college experience, they have been my college experience,” she explained. “The relationships I've developed in these organizations have been priceless.” The dual major in Marketing and Business Administration, with a minor in Japanese, appreciated the engagement by faculty, and counts professors Susan Jones, Eric Schulz, and Kristal Ray from the Huntsman School as some of her favorites. Says Breanne, “They were passionate about what they taught and they empowered me to be a better student. I always sit front row in classes. They know me as someone who gives my very best.”

Coincidentally, these professors taught some of her hardest classes. “In Dr. Ray’s market research class we had to write an 80-page report and give an hour long oral presentation to a client. It was real work but it paid off. During the project I was offered a summer job.”

Breanne attributes much of her success and enjoyment at Utah State to scholarships. Having been financially independent since moving away to school, she’s worked hard to find scholarships to help cover the cost of tuition. “I see students who don't have scholarships and they don't have as much time to dedicate to school. I haven't had to focus on work so I've been able to be more involved on campus.”

Now in her senior year, Breanne feels prepared to enter the workforce. “If you are willing to put in the effort, the Huntsman School offers you a chance to apply what you're learning. These experiences are crucial when it comes to finding a job.”



HUNTSMAN.USU.EDU/GIVE



# LEAD

## *With Distinction*

BY DAVE PATEL

A few weeks ago I had the distinct pleasure of spending a day with Dick Motta, a great Aggie who spent a lifetime teaching young men about basketball and life. Motta won at every level of coaching, leading Grace High School to the Idaho state championship, Weber State College to three conference championships, and the NBA Washington Bullets to their only championship, in 1978. He was known as a players' coach, and his players, including former Utah Jazz head coach Jerry Sloan, were fiercely loyal to him. This from a man who never actually played the game beyond high school.

During conversations about his life in teaching and coaching, including over 25 years in the National Basketball Association, it was clear that Coach Motta knew every player as an individual, from his high school players in Grace, Idaho, to professional hall of fame players, knew every part of their lives, personally cared about them, and kept in touch with them, long after the end of their professional association. He had a deep sense of responsibility in his position as a leader of his teams.

# 10 Year Snapshot

JULY 2006 TO JULY 2016

77% of our faculty have joined us since 2006

88% of our staff have joined us since 2006

Our faculty have authored 692 articles in refereed journals, with 47 in academically elite publications, and 3 have been named USU Teachers of the Year

12 new curricular and extracurricular programs have been established

Enrollment of high-ability high school students directly admitted to HSB is up 209%

Scholarship support is up 784%

Philanthropy is up 543%

Huntsman Hall, our new building, was built with 70% of donor support

For the past ten years, the Huntsman School journey has been marked by the guiding principle to get better fast. That simple direction has created transformational change in people, places, and programs. Incredible new faculty from world renowned programs, undergraduate extracurricular programs that expose students to entrepreneurship, leadership, study abroad, and critical thinking, and a new, classroom-centered building are bringing amazing new students and engaging our alumni and friends.

The results from a focus to get better fast are reflected in the success of our students. Our nationally ranked accounting program has produced three Elijah Watt Sells Award recipients in the past five years. Student teams from our MIS Department have won two national competitions, and students in our Economics & Finance Department have received the nationally competitive Goldwater Scholarship and Truman Scholarship. Scores of others have received recognition at the region, state, and university level. Upon graduation, our students have gone to graduate programs at Harvard, Stanford, Columbia, and Chicago, or to careers with Google, Goldman Sachs, and Honeywell. The entire Huntsman School community of students, faculty, staff, alumni, and friends shares in this success.

As we look to the next ten years, our attention has shifted from the input measures required to get better fast, to the output measurement evidenced by the lives and careers of our students. In fact, the mission statement of the school has changed to reflect that goal: Our mission is to develop leaders of distinction in commerce and public affairs.

Our definition of leadership is exemplified by the classic statement from Peter Drucker: "leadership is not rank or privileges, titles, or money. Leadership is responsibility." It is also deeply rooted in the examples of Dick Motta and countless of our alumni and friends who have demonstrated a principle-centered leadership focused not on the self, but on serving others. Some of them have shared their definitions of leadership in these pages.

Leadership and Corporate Accountability (LCA), the required first-year MBA course at Harvard Business School, focuses almost entirely on the

"Leadership is not rank or privileges, titles, or money. Leadership is responsibility."

— Peter Drucker

responsibilities of leaders, whether as front line managers or chief executives. In fact, the course is divided into four modules that discuss the responsibilities of leaders to investors, customers,

employees, and society. According to Dean Doug Anderson, who taught LCA at Harvard last semester while on leave from the Huntsman School, the course "dealt with the 'gray area' issues a CEO deals with," through deep discussion of the ethical issues faced by organizations as varied as Enron, Johnson & Johnson, the National Football League, and IKEA.

"One of the cases we studied was the Enron case, which, of course, was a tremendous disaster. Jeff Skilling, the CEO of Enron at the time, graduated at the top of his class at Harvard Business School. The leadership lesson in that, for me, is to go back to the Greeks, back to Plato, which is, the importance of knowing yourself," stated Anderson.

When viewed through the lens of the leadership challenges all around us, Harvard's emphasis on teaching leadership and responsibility by making LCA a required course makes a lot of sense. From the questionable practices that contributed to the housing crisis in 2001 to the latest revelations of unethical behavior in the business community, the core issues of human behavior in the gray areas continue to vex us even while advances in technology improve the efficiencies around the mechanics of business operations.

For the past ten years, the Huntsman School journey has been marked by the guiding principle to get better fast.

Huntsman accounting professor Kari Olsen's research on CEO narcissism also provides some evidence of the negative impact of aggressive or questionable behavior by corporate leaders with skewed views about responsibility, while research by Nate Washburn, another Huntsman faculty member, shows that leaders focused on others, be

they employees, investors, or customers, and who practice a leadership based in humility, tend to be much more successful. At the Huntsman School, the thought process for ways to better prepare our students for the gray areas they will encounter throughout their lives has been to supplement a skills-based education with curricular and extracurricular courses and initiatives centered around attributes such as integrity, responsibility, and ethical leadership. The 2015 redesign of our core curriculum, the courses required of all business majors, and the expansion and creation of programs in leadership are based on providing context for business decisions, so that students better understand the political, cultural, and ethical dimensions of an issue while also possessing the analytical skills required in any vocation.

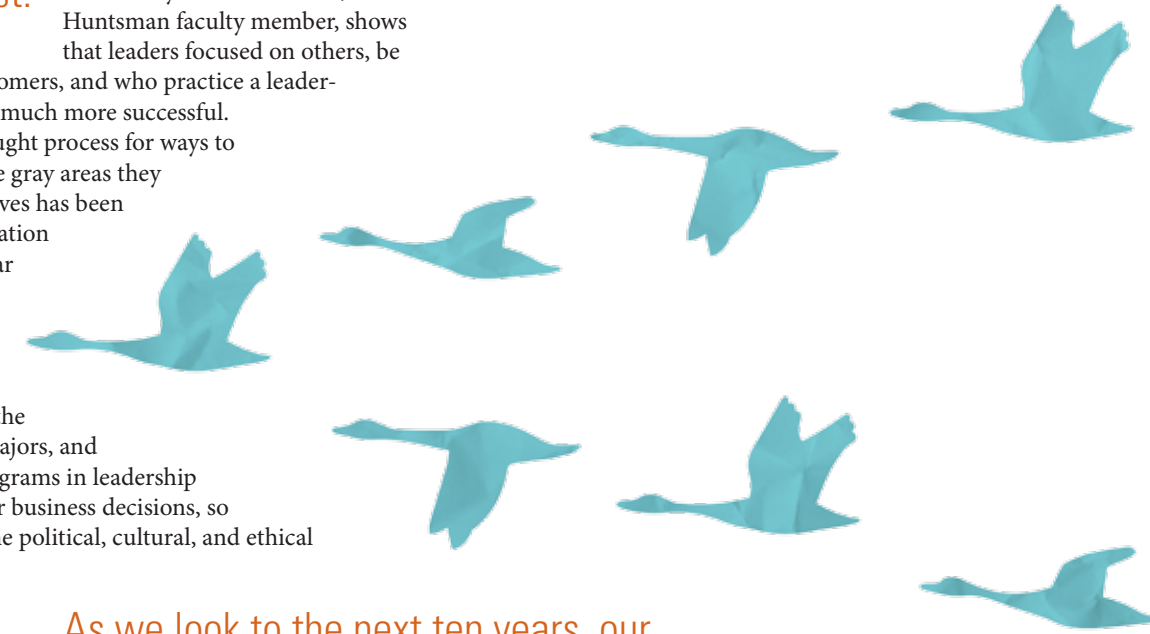
Among the initiatives to help us achieve our output-based mission of developing leaders of distinction are two new required courses, the Foundations of Business course for those entering the Huntsman School, and a capstone leadership course for departing seniors. Professors John Ferguson and Bret Crane led development of those two courses, highlighted on pages 14-15. These curricular offerings will be supplemented by a host of experiential opportunities, including our new initiative, entitled Focused Fridays, whereby we provide day-long programming designed to sharpen skills, explore career opportunities, and expose our students directly to the ethical leadership it takes to serve others, and thereby lead lives of meaning and contribution. It is also complemented by existing extracurricular opportunities such as our Buehler Leadership Scholar Program, a semester-long leadership development program whereby students learn about and cultivate leadership qualities through weekly readings and discussion-based learning.

The goal, as always, is to provide opportunities for our students so that they can compete with the best anywhere in the world, and more importantly, to provide experiences so that they can create value in the world, and thus make the world a better place.

As you read the definitions of leadership provided by a few of our alumni and friends, I hope you will reflect on your own experiences at Utah State University, how those experiences have contributed to your life today, and how you can engage with us to help future generations of students.

The Huntsman School is a very different place than it was ten years ago. It is focused on a mission to prepare young men and women for positions of responsible leadership in the world at a time when the world desperately needs more Aggies!

As we look to the next ten years, our attention has shifted...to the output measurement evidenced by the lives and careers of our students.



Focused Fridays  
[huntsman.usu.edu/focusedfridays](http://huntsman.usu.edu/focusedfridays)

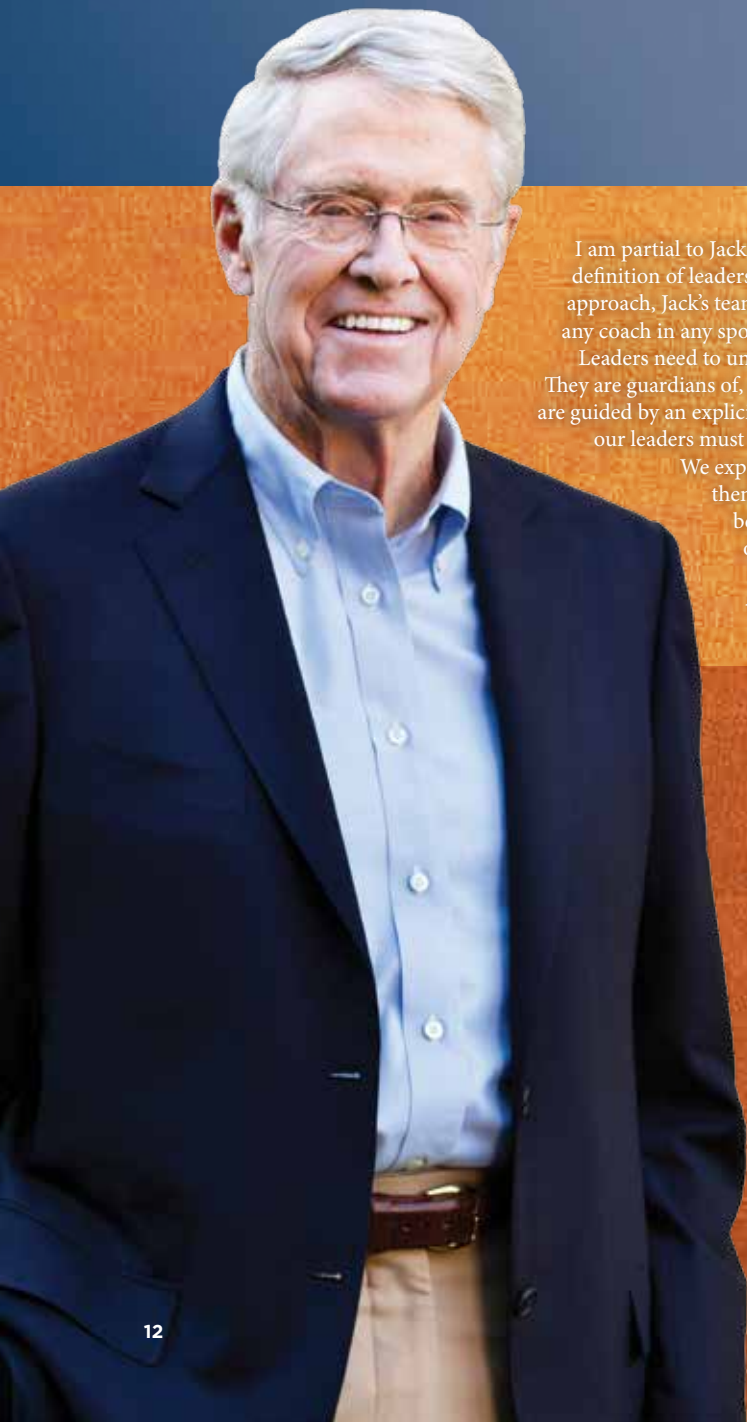
Buehler Leadership Scholar Program  
[huntsman.usu.edu/buehlerscholars](http://huntsman.usu.edu/buehlerscholars)

# leadership is responsibility

A responsible leader admits their mistakes and understands that some of the best learning comes from the mistakes they and their team make.

We can be a leader every day by living our lives with integrity and mutual respect towards those who come in contact with us. When you are a leader of a team you have an obligation to do the best you can to help guide everyone to a common vision. A true leader listens, works hard, sets an example for those around them, makes a decision of a direction to pursue and stays out of the way after a vision is established. A responsible leader admits their mistakes and understands that some of the best learning comes from the mistakes they and their team make. There are many types of leaders in the world, but for me the best leader is the leader that can inspire others to be their best.

— Crystal Maggelet, President & CEO, FJ Management, Inc.



I am partial to Jack Clark's definition of leadership. Jack, the longtime rugby coach at Cal, says "Our definition of leadership is to make those around you better and more productive." As a result of that approach, Jack's teams have won 27 national championships — which as far as I know is the most of any coach in any sport in NCAA history.

Leaders need to understand that they set the standard — both by how they lead and what they do. They are guardians of, and must be held accountable for, the culture of the organization. At Koch, we are guided by an explicit set of principles, including integrity, respect, and fulfillment. To be effective, our leaders must internalize and consistently apply these principles in a way that produces results.

We expect our leaders to not only be open to challenges from employees, but to solicit them. Humility is essential for leadership. No leader can know everything or always be right. Having the humility to seek the best knowledge — no matter where it originates — is a sure sign of good leadership.

— Charles G. Koch, Chairman & CEO, Koch Industries



Business in its best form has certain understood responsibilities to society, including economic, social, and ethical components. These responsibilities are only truly accomplished through exceptional leadership. When properly understood and practiced, leadership builds and improves communities, provides valuable and meaningful employment, develops individuals for excellence, and creates something of greater value out of something of lesser value. I firmly believe that if these key objectives are addressed first, with a passion that is clearly visible to the organization, all other financial objectives are more likely achieved and leadership's inherent responsibility is confirmed as essential for society.

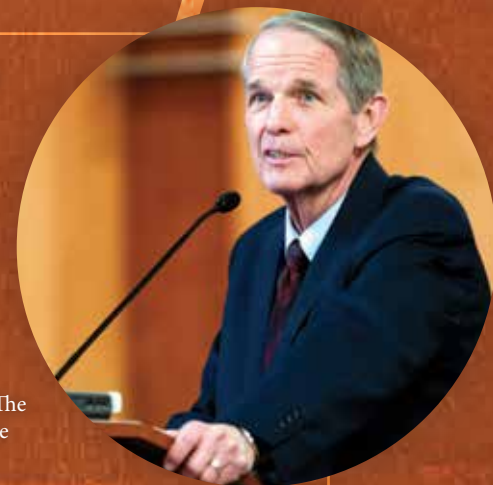
— David Jenkins, '95, Founder, President & CEO, Conservice



Two great historical figures portrayed leadership in distinctively different ways. Former Israeli Prime Minister Golda Meir counseled that "a leader who doesn't hesitate before he sends his nation into battle is not fit to be a leader." In contrast, Christian apologist Thomas Aquinas observed that "if the highest aim of a captain were to preserve his ship, he would keep it in port forever."

Both perspectives are necessary to be an effective leader. When entrusted with decision-making authority, a leader must be careful about making rash commitments. At the same time, leadership cannot be divorced from risk-taking. The ship that remains forever in port is nothing more than a slowly rotting floating pier.

— The Honorable Craig Petersen, '68, Mayor, Logan City



Great leaders operate from a platform of fixed principles, including personal integrity, accepting responsibility, having self-awareness to mindfully listen, and creating an environment where the truth can be spoken.

Great leaders put their own needs second to the needs of those whom they lead by understanding that their role is to provide the tools, guidance, and support required for success. When we are willing to allow people to experience personal growth by making decisions and being accountable, we set up our organizations for long term growth and sustainability.

— John Miller, '77, Chairman and Managing Director, Dakota Pacific LLC

Great leaders put their own needs second to the needs of those whom they lead.

The exercise of identifying when to lead versus lean on others is truly at the heart of responsible leadership.

I used to think leadership was an amorphous concept, one that called to mind the charismatic politician or the cool CEO. As something of an introvert, I had a hard time identifying with these archetypal leaders. It wasn't until college that my perspective on leadership broadened and matured. Group work in my business classes and my involvement in the Huntsman Scholar Program helped me see that leadership first and foremost means taking responsibility for yourself. Groups don't function well when every member tries to be the loudest, most dominant voice. But a group that complacently files behind a self-asserted or designated leader is also no better off.

This exercise of identifying when to lead versus lean on others is truly at the heart of responsible leadership. When looked at through the lens of personal responsibility, leadership is so much more than telling others what to do from a position of authority — it's recognizing our individual strengths and weaknesses, and then communicating them to those who are depending on us to do our parts.

— Madelyn Fife, '18, Truman Scholar, Huntsman Scholar Program Co-President



# Leadership in the Classroom

The Huntsman School instituted a new core curriculum, the set of courses required of all business majors, beginning this fall semester. Two new courses, MGT 1050, Foundations of Business, and MGT 3800, Leadership, serve as bookends to our core curriculum, and help provide the curricular component of our mission to develop leaders of distinction in commerce and public affairs.

## THE FOUNDATIONS OF BUSINESS

In September of 2014, Dean Douglas Anderson called me into his office. Inspired by efforts at Boston College, he wanted to create a course that would help students see the field of business in a holistic manner and create a set of expectations for incoming students aligned with our culture of excellence.

In the interest of creating a collaborative work I partnered with Dr. Shannon Peterson, Director of the Huntsman Scholar Program, and we put together a team of 15 students who would help create this new class. Since this was a unique course with no clear predecessor we spent the next 18 months collecting data from students, faculty, alumni and employers. Based on hundreds of interviews and surveys we found that Huntsman students needed engaged, challenging courses where they were pushed to consider different perspectives. The most interesting part of the research turned out to be the response we received from employers. Unanimously, and rather vociferously, every employer we talked to pointed to two themes: they wanted to hire people who were critical-thinking problem solvers and who could communicate clearly.

Given the task before us and the data we collected, we set out to create a course from a different perspective. Instead of using the usual business materials, we found ways of introducing students to the world of business through literature, art, history, philosophy and other liberal arts disciplines. We decided to introduce ethical dilemmas by having students read Aristotle and Locke, to grapple with questions of leadership and power by reading Dostoevsky and viewing Picasso, and think about organizations by reading Orwell and Tennyson. By forcing students out of their traditional comfort zones of learning we are hoping to create enough cognitive dissonance that students begin to question their assumptions and

start thinking critically and creatively about business and the world around them.

Creating this course was one of the most rigorous and well-researched experiences I have had as a professor. I have high hopes that we will achieve our goals of creating a holistic introduction to business and of setting performance expectations for all Huntsman students. The best assessment of success right now may be from the students who took the pilot course during Spring 2016. As one student explained in their course evaluation, "(Because of this class) I feel now as though I have a purpose in being in college. Before, college was just a means to an end. But now I care about my education, I want to do the absolute best that I can." Our hope is that they will take that excitement with them as they go through the Huntsman School and focus on how they can make a positive difference in the world.



John Ferguson is the course lead for the Foundations course and associate director of the Huntsman Scholar Program.

## LEADERSHIP

My first assignment, almost as soon as I joined the Huntsman School last year, was to develop and launch a new leadership course that would be required for all business majors. I began course development by analyzing syllabi and reaching out to colleagues from top business schools including Georgetown, Harvard, Stanford, Boston University and the University of Virginia. Through these discussions, I found that similar courses were designed to increase individual leadership capability and favored the application of leadership concepts through experiential learning, including real world projects. Building off these insights, we created a course that utilizes cutting edge theory coupled with innovative individual exercises and team-based activities to help students assess and develop leadership skills.

The guiding principles of the new leadership class are; first, leadership is positive influence, is not associated with a formal title and can be performed by anyone. Second, leadership development is the result of increased-self awareness, knowledge of leadership practices and principles, purposeful practice and thoughtful reflection. Finally, leadership is challenging and requires individuals to step out of their comfort zone.

To help students step out of their comfort zone, provide a real world opportunity for leadership practice and instill the values of the Huntsman School, students are required to develop and execute a "leadership challenge project". This project requires students to identify a need in the community or at large, recruit team members, create a plan and lead a service effort to achieve an extraordinary result. Students are required to individually dedicate and lead a minimum of 16 hours of service

during the 7-week class. Students have demonstrated both creativity and strong leadership in achieving remarkable results.

Projects included:

- Donating 120 winter hats to children in Mongolia.
- A fundraiser that resulted in purchasing and gifting two cars for refugees in Cache Valley.
- A USU football "superfan" experience for an individual with special needs.
- A bubble ball tournament that raised over \$1,000 for Project Smile.
- A reading glasses drive for individuals in the Philippines with deteriorating eyesight. 67 glasses were donated within 24 hours.

One indicator of the impact of the new class can be found in the response of students. In the words of one accounting major: "Beginning this class, I was not sure what I expected. I came in as an Accounting major, my brain scattered with numbers and equations, not at all what this class was about to start teaching me. What have I learned so far? I'm more than just a number-crunching accountant. I can be a leader and make a difference, and I'm just now learning the tools to become a great one."

*"Leadership is positive influence, is not associated with a formal title and can be performed by anyone."*

Bret Crane teaches Leadership and is an assistant professor with the Huntsman School.





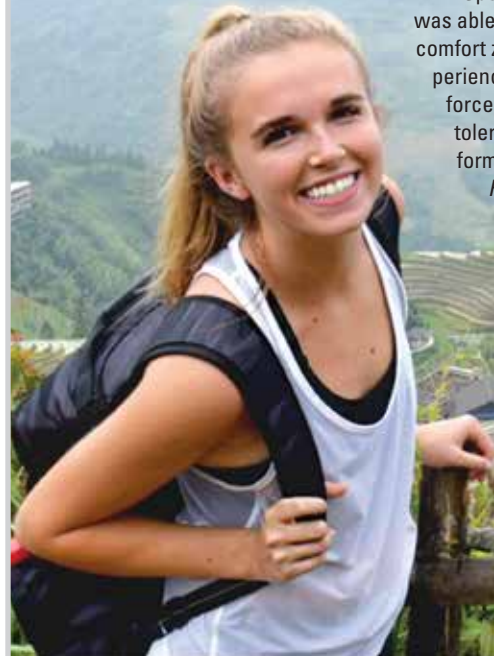
# How I Spent My Summer

## Adventure in Asia

Last summer, I had the opportunity to visit businesses and learn about culture in Vietnam, Thailand, and China with the Global Learning Experiences Program at the Huntsman School of Business. This experience has been the highlight of my college experience. This amazing experience provided me with an opportunity to expand and strengthen my own perspective, and helped me one to understand and better analyze global business issues in a broader perspective. Moreover, the cultural experience helped me, as a student, and a future worker, to think objectively about myself, tolerate differences, and recognize and appreciate diversity.

Spending extensive time abroad gave me a new perspective through which I was able to challenge myself both personally and academically. Getting out of my comfort zone opened my eyes up to the countless new options and ideas. These experiences have better prepared me for my last year at Utah State and for the work force. I gained skills and experiences to that have made me more open-minded, tolerant, and considerate of others, I have broadened my network, and I have formed lifetime friendships with members of my group.

*Ruby Parkin Earl is graduating with a BA in Marketing in Spring 2017.*



## Teaching and Learning in the Philippines

Not many people can say they had the chance to work with their spouse in a foreign country for three months, but we did just that through the SEED program at USU. My wife and I have very different backgrounds—she studied vocal performance and I studied finance and economics—and that worked to our advantage in the Philippines. We connected with our clients in different ways and worked with them to achieve their personal and business goals.

We taught basic business principles to our clients and one of our most gratifying, memorable experiences happened after teaching a small restaurant owner about recording income and expenses. When we met the following week, he had faithfully tracked both categories for the entire week! He was excited by all the insights he gained through tracking and recording information about his business. We watched his business begin to grow and mature as he applied the principles he learned.

My wife shared her musical talents through both presentation and performance. She inspired groups of youth in Pasig to keep learning and to achieve the goals they set for themselves. She even worked with a local choir and instilled confidence that they could better their lives and to lift the lives of those around them.



We are grateful to the Jeffrey D. Clark Center for Entrepreneurship, the SEED program, and the Huntsman School of Business for the amazing opportunity we had to spend a summer in the Philippines. We loved working with local entrepreneurs and go-get-em youth. We will never forget the people we worked with, the memories we made, and the things we learned. Go Aggies!!!!

*In May, Seth and Kimberly Muhlestein graduated with their bachelor's degrees. Seth is pursuing his Master of Science in Financial Economics degree in the Huntsman School and Kimberly is a Faculty Associate in the Caine College of Arts Music Department.*

## FOCUSED FRIDAYS *sharpen. explore. aspire.*

A new initiative at the Huntsman School, Focused Fridays provides programming to build skill sets and explore opportunities for life after school. After considerable conversations between students, faculty, and USU administration, the Huntsman School altered class schedules to a M-W and T-H schedule, with Fridays devoted to extracurricular programming to better prepare students to enter the workforce.

Events include résumé workshops, industry panels, skill-specific bootcamps, and the signature leadership forum, which brings senior executives to discuss leadership.

Videos of past leadership forums can be found at [huntsman.usu.edu/focusedfridays](http://huntsman.usu.edu/focusedfridays)

For more information on how to get involved email [huntsman@usu.edu](mailto:huntsman@usu.edu)



# New Huntsman School Faculty



**Quyen Nguyen**

*Economics & Finance  
PhD, University of Arizona*

**What I love about Cache Valley:** Berries! Freshly picked raspberries, blackberries, elderberries...you name it! In addition, I was impressed by the level of devotion the faculty and staff at Huntsman show towards their work.

**Lin Bennion**

*Management  
Information Systems  
MA, Brigham Young University*

**My hidden talent:** I'm a dab hand at snow shoveling.

**Alex Romney**

*Management  
PhD, University of Utah*

**My roots:** My grandparents on both sides are from Cache Valley and I was drawn to the Huntsman School's focus on students.

**Devon Erickson**

*School of Accountancy  
PhD, Indiana University*

**My advice to students:** Keep the big picture in mind. If you attend class with your end goal in mind, you will be more interested in the material and you will enjoy your college experience to a greater degree.

**Cassandra Davis**

*Management  
PhD, University of Arkansas*

**I would trade lives with:** Maya Angelou, Zora Neal Hurston, or Beyoncé—all three are influential women of color who have shaped American culture.

**Danjue Shang**

*Economics & Finance  
PhD, University of Arizona*

**My real world tip:** Finance majors should add reading the *Wall Street Journal* to their daily routine.

**Gary Thurgood**

*Management  
PhD, Texas A&M University*

**My advice to students:** Make the most of your time in college. It may not seem like it now, but these are some of the greatest experiences of your life and the time will be gone before you know it.

**Julena Bonner**

*Management  
PhD, Oklahoma State University*

**If I could travel anywhere:** One day I hope to experience Victoria Falls in southern Africa.

**Rachel Martin**

*School of Accountancy  
PhD, University of Wisconsin-Madison*

**I recommend:** *Blink* by Malcolm Gladwell. I read it in my master's program and it really changed my perspective on business.

**Magno Queiroz**

*Management  
Information Systems  
PhD, University of Wollongong, Australia*

**My advice to students:** Enjoy every opportunity to engage with fellow students and with the University community during your studies. This is a time of joy, realizations, and growth.

**TJ Bond**

*Economics & Finance  
PhD, Harvard University*

**Why I chose the Huntsman School:** I was really impressed by the dedication to teaching and delivering a high quality experience to the student body.

## Pam Dupin-Bryant — Passion For Higher Education

In a constantly changing world, where the concept of working in one field, let alone for one employer, for a lifetime, is becoming a rare thing, Dr. Pamela Dupin-Bryant has been a 'True Blooded Aggie' for over twenty years. She completed both her undergraduate and graduate degrees at Utah State and has held academic positions at USU since 1994. Dr. Dupin-Bryant attributes this longevity to her passion for teaching young people and for her love of Utah State. This dedication to teaching has brought numerous accolades throughout her career, with the latest the recognition by USU as the 2016 Eldon J. Gardner Teacher of the Year.

Dr. Dupin-Bryant has taught Management Information Systems at the Huntsman School of Business since 2006. In 2015, she was promoted and recognized as a full professor. When asked about her career success, Dr. Dupin-Bryant stated that she works really hard at all the small things which collectively make up a big thing. "I do my best little bits at a time," she states. Her inspiration comes from Helen Keller, who stated, "I long to accomplish a great and noble task; but it is my chief duty to accomplish small tasks as if they were great and noble."

This mentality has allowed Dr. Dupin-Bryant to be successful both inside and outside of the classroom. Even though she has a myriad of awards and honors, Dr. Dupin-Bryant remains down to earth. When asked about her successes she noted that she is "happy with the progress I make but I am constantly self-evaluating."

Dr. Dupin-Bryant attributes her career in higher education and her passion for teaching to her parents. Both were involved in education and watching them influence their students helped push her towards a career in teaching. One of her former students, Caleb Wilkinson, states, "Pam is a wonderful teacher! Her personality keeps

the class interactive and highly involved. On top of all this Pam empowers her students and allows them to improve through her mentorship."

Dr. Dupin-Bryant tells her students to "be a positive force in the lives of people around you" and she leads by example. When asked what advice she would give to students who are looking for success she stated, "Don't let your disadvantages allow you to make excuses. Having difficult circumstances challenges you to take it up a notch." Her contagious energy and enthusiasm for life continues to influence her students, colleagues, and all those who come in contact with her.



"I do my best, little bits at a time."

## The Holy Grail of Information Security?

Patent #9391962, "Multi-node Encryption", is an idea that could potentially upset the entire internet industry. Describing the genesis of his idea, Huntsman Associate Professor Jeff Johnson offered the following analogy, "In the cyber world we have bad guys who are constantly trying to hurt us. Our defense against these bad guys is to build great stone walls that



act as a shield. Unfortunately, over time the bad guys obtain machines that can crush stone. Surprisingly, our solution is to simply use more stones in the wall." So, why then are we building our defenses out of the very source of our enemy's strength?

He went on to explain that the defensive "stone wall"

represents math encryption (the traditional form of cyber security). The bad guys' "stone crushing machines" are computers designed with the very purpose of processing mathematical codes better and faster than humans ever could.

But computers struggle with some forms of language based information. The idea of language based authentication dates back to biblical times. Armies would use a particular word as a form of authentication for soldiers passing in and out of guarded borders. Each word used was selected because it was extremely difficult for their enemies to pronounce correctly. Thus, making it even more effective.

After spending the last five years researching and developing his idea, Professor Johnson was granted a patent on the second section of his project. He is continuing his efforts to obtain the patent for the first section of his proposal. In the meantime, he plans to refine his work by building and testing prototype systems.

## New Editorial Position Brings International Visibility

"Governments spend billions of dollars on social programs each year. To what extent are these programs successful at helping individuals, and how can our resources be put to more efficient use?" asks Dr. Scott Findley, associate professor of Economics and Finance.

The analytical rigor that Dr. Findley applies to his study of policy problems contributed to his recent appointment as editor of Public Finance Review (PFR), a journal with a strong reputation in the field of public economics. PFR focuses on the impact of government within the economy, and includes topics such as social security financing and reform, government budget deficits, the financing of public education, and design and reform of tax systems.

Dr. Findley was a recipient of the Young Economists Award of the International Institute of Public Finance in 2008 for research that stands out for its "scientific quality, creativity, and relevance." In addition to his research, his visibility and experiences with the international academic community drew the attention of the publisher of PFR, who was seeking to expand the international exposure and scientific impact of the journal. Dr. Findley has presented his research more than 60 times worldwide and has held two international research fellowships, one at the Network for Studies on Pensions, Aging and Retirement in the Netherlands, and the other at the Center for Economic Studies in Munich, Germany. His international connections and global vision for the journal will prove valuable in organizing and managing an editorial board and soliciting reviewers for papers.



## What are your employees saying about you?

In an article published in the Harvard Business Review, Huntsman School Associate Professor Nate Washburn, along with Ben Galvin from BYU, provides some suggestions for leaders to develop powerful and inspirational leadership.

Washburn and Galvin argue that the most powerful form of communication is often not the formal communications emanating from the corner office, but rather the spontaneous stories about leaders that employees hear from their peers. Their research indicates that the stories told informally by what they call leader surrogates – employees who have deep admiration for the CEO, is a very powerful way to foster deep attachment to the organization.

But how does a busy executive develop the type of relationships whereby leader surrogates propagate a positive view of leadership? The authors provide six suggestions, including spending time with employees, allowing for spontaneity, focusing on a couple of areas of personal development, creating a few meaningful relationships, doing rather than talking, and identifying and working on voids within your organization so you can focus surrogate development.



## Accounting Awards

Kari Olsen, assistant professor of accounting, was recently selected as the recipient of the 2016 IRF Emerging Scholar Manuscript Award by the Institute of Management Accountants. He was also awarded a grant from the Institute for Management Accountants to support work examining the effect of relative performance information feedback frequency and personality characteristics on performance.

Dr. Olsen joined the Huntsman School in 2015 after completing his PhD at the University of Southern California. He teaches Strategic Cost Management and Managerial Accounting Principles, and his research interests are in management control systems and personality characteristics. His research has been published in Journal of Management Accounting Research, Journal of the American Taxation Association, and Issues in Accounting Education.



# Huntsman Inaugural Emeriti Luncheon

This spring marked the inauguration of our new Huntsman Hall. As new doors were opened and the dust settled, we took time to reflect on the school's journey and the legacy that Huntsman Hall houses. And so the inaugural Emeriti Luncheon came to be. A perfect marriage of the old and new, the luncheon bridged the gap and provided an opportunity for current faculty to interact with their predecessors. The day also included tours of the new facility and, of course, no visit to campus is complete without Aggie Ice Cream. Senior Associate Dean, Department Head, and EY Professor, Larry Walther, states, "The Emeriti luncheon provided a

great opportunity for me to showcase our new building to recently-retired friends, and to meet for the first time some of the not-so-recently-retired stalwarts who gave so much to initially establish the School of Business that we enjoy today."

As the Jon M. Huntsman School of Business evolves we reflect on the foundation upon which it is built. The gratitude we feel for the faculty is pronounced and we look forward to making the Emeriti Luncheon a long standing tradition at the Jon M. Huntsman School of Business.



◀ (left to right) Alan Stephens, Steve Hanks, Kay Kartchner, Alan Kartchner, Margaret Kartchner, Eugene Kartchner, DaNee Robson, Ross Robson, Karen Peterson, Max Peterson, Basudeb Biswas, J. Clair Batty, Karen Olsen Batty, Lorraine Randle, Paul Randle, Richard Johnson, Ronna Daines David Daines, David Luthy, Karen Luthy, Frank Condie, John Cragun, Cris Lewis, Gale Brackner, Larry Walther, James Brackner, Chris Skousen, Vijay Kannan

# alumninews

Have you written a book or climbed a mountain? Had a baby or started a new job? We would like to know—and so would your classmates! Share your news by submitting your class note online at [usu.edu/alumni/records](http://usu.edu/alumni/records)

Don't miss out—let your fellow alumni know what you're up to!

## '70s

Ronald R. Durtschi, 1976, CEO at Enerlyte in Kaysville, UT  
Russ Kaufman, 1979, Senior Designer at Russco resides in Santa Maria, CA.

## '80s

Paul A. Krepinski, 1980, Senior Manager, Supervision and Controls at Charles Schwab Corporation resides in Aurora, CO.

David D. Bernhisel, 1982, Owner/Operator at JJBE, LTD resides in Farmington, UT.

Mike Merrill, 1982, Owner/President at Rocky Mountain Design lives in Sandy, UT.

Gayle Adamowicz-Bray, 1983, Co-founder at Roadrunner Pizza resides in Seattle, WA.

Douglas W. Snow, 1983, Senior Engineer at American Specialty Manufacturing lives in Tooele, UT.

Mark Zollinger, 1983, Therapeutic Specialty Representative at Gilead Sciences lives in South Jordan, UT.

Kay Lynn Anderson, 1984, Publications Coordinator at Orbital ATK resides in Ogden, UT.

Richard Kent Murdoch, 1984, Intelligence Community (IC) Strategy, Director/Gen at BAE Systems Inc lives in Kyle, TX.

Todd V. Erickson, 1985, Controller at ReplacementParts.com resides in North Salt Lake, UT.

John C. Fjeldsted, 1985, Account Development Representative at Solutionreach resides in Midvale, UT.

Clark P. Skeen, 1985, President at Cubiscan lives in Ogden, UT.

Lane H. Sparks, 1985, Manager Pyrotechnic Processes at Autoliv ASP Inc. lives in Layton, UT.

Jeffrey A. Abplanalp, 1986, Chief Financial Officer at Sharkey Transportation resides in Quincy, IL.

Curtis W. Anderson, 1986, VP SBA and Commercial Lending at Town and Country Bank resides in Saint George, UT.

Thomas Steven Biesinger, 1986, Financial Analyst at Alliance Healthcare, LLC resides in Riverton, UT.

Rick W. Johnson, 1986, Business Systems Analyst at Autoliv ASP Inc. resides in Brigham City, UT.

Dr. Kamarudin Bin Min, 1986, Senior Special Tasks Officer at Malaysian Prime Minister's Department lives in Malaysia.

Richard P. Mortensen, 1986, Pharmaceutical Representative at Pfizer, Inc. lives in Mountain Green, UT.

Robert N. Jackson, 1987, HR Manager at Rockwell Collins resides in Kaysville, UT.

Craig Crockett, 1988, Mortgage Loan Originator at Lewiston State Bank resides in Hyde Park, UT.

Dr. Mark M. Cronin, 1988, Owner at Ability in Motion resides in Brigham City, UT.

Daniel Scott Wilson, 1988, Regional Manager at Soft Wave Innovations lives in Parker, TX.

Roline G. Artist, 1989, Director of Community Relations at Renew Home Health and Hospice resides in Logan, UT.

Todd Reese, 1989, Chief Financial Officer at Multidimensional Software Creations, LLC lives in Logan, UT.

Patrick Shawn McGinnis, 1992, President at FreeMotion Fitness, Inc. lives in Lexington, SC.

Wendy M. Moffitt, 1992, Human Resource Representative at Autoliv ASP Inc. lives in Brigham City, UT.

Michael Perry, 1992, Vice President of Telecommunications & Networking at Five9 lives in Draper, UT.

Tamara J. Pugsley, 1992, Entitlement Program Manager at Micron Technology Inc. lives in Caldwell, ID.

Steven D. Seamons, 1992, Director of Operations at National Museum of Wildlife Art lives in Thayne, WY.

Aimee LaRee Wilson, 1992, Senior Vice President at O.C. Tanner Company lives in Salt Lake City, UT.

Emma Rachelle Gurr, 1993, Accountant at NS Tech resides in Tracy, CA.

Jeffrey Dale Hansen, 1993, Head of Worldwide Sales at Lytro, Inc. resides in Redmond, WA.

Steve K. Jenson, 1993, Director, Honda Sales at Autoliv ASP Inc. resides in Providence, UT.

Danna Redmond, 1993, Founder at Mohair Consulting lives in Seattle, WA.

Danny Roundy, 1993, Product Administrator at Autoliv ASP Inc. lives in Wellsville, UT.

David King Eaton, 1994, Financial Advisor at Navigate Private Wealth resides in Sandy, UT.

Bobby B. Hagan, Jr., 1994, Advanced Development Buyer at Autoliv ASP Inc. resides in Salt Lake City, UT.

Bryer K. Hastings, 1994, Owner at Headwaters Construction resides in Tetonia, ID.

Eric C. Johnson, 1994, Partner at Eide Bailly resides in Morgan, UT.

Mike Poindexter, 1994, CEO at Poindexter Nut Co. lives in Clovis, CA.

Eric Daryl South, 1994, Program Quality Manager at BAE Systems Inc Air Force Strategic Programs lives in Ogden, UT.

Douglas K. Stott, 1994, Operations Manager at Intel Corporation lives in Hillsboro, OR.

## '90s

Nathan H. Abegg, 1990, Principal at KPMG resides in New York, NY.

Scott Bunnell, 1990, Financial Advisor at Navigate Private Wealth resides in Midvale, UT.

Brent W. Law, 1990, Buyer at Autoliv ASP Inc. resides in Ogden, UT.

Diana Cannell, 1991, Fiscal Officer at Bear River Early Head Start resides in Logan, UT.

Wayne Orson Whitaker, 1991, Vice President at Oxbow CarbonTreasury lives in Wellington, FL.

Jacob Christensen-Roed, 1992, CEO at Virinco resides in Oslo, Norway.

Clayton J. Housley, 1992, Benefits Service Manager at Aon Hewitt resides in Cary, NC.

Richard L. Jardine, 1992, VP of Enterprise Security Support at Symantec Corporation resides in American Fork, UT.

Michael E. Macrum, 1992, Managing Partner/Co-Owner at AcquireMed resides in Layton, UT.



## Rising Star

**Fredric J. Gooch, BA Economics '00,** was recently named to the HousingWire.com 2016 Rising Stars List of 50 young leaders energizing the housing economy. He is the General Counsel and VP of

Compliance at Docutech, LLC, a company based in Idaho Falls, Idaho. Under his leadership, his team has facilitated webcasts on critical mortgage industry topics to over 500 lenders across the country.

Docutech produces loan document preparation software for the financial services industry. Fred manages the legal and regulatory compliance affairs, including ensuring that the software is compliant with numerous federal and state laws, regulations, and rules. He also handles general legal matters for the company.

"The financial services industry is highly regulated and I want our clients to know that our solution can be trusted to deliver products and services that are compliant with all applicable laws, rules, and regulations. This position allows me to be on the ground floor to help the industry manage regulatory burden."

While studying at the Huntsman School of Business, Fred became particularly interested in markets and learning more about how regulation impacts market outcomes. This perspective has helped him understand Docutech's customers and helped the company produce technological solutions that help financial institutions deal with the regulatory burdens they face.

"It was during my time at the Huntsman School of Business that I realized that the academic principles that I was learning had real life applications. I also really enjoyed my time working with Dr. Chris Lewis in the economics department as I had the opportunity to work as a teaching assistant in his courses on Microeconomics."

Fred also manages a law practice that focuses on document preparation for residential mortgage loans in Texas, and is involved with the Mortgage Bankers Association and lobbying efforts on behalf of the industry.

Fred and his wife, Hilary, have four children and are welcoming a new baby in January. He enjoys serving in his church and supporting the Aggies—missing only one home football game in the last 12 years.

Brandon T. Eggett, 1996, Associate Director Commercial Operations at ThermoFisher Scientific resides in Ogden, UT.

Kevin Ross Fox, 1996, Plant Manager at Autoliv ASP Inc. resides in Tremonton, UT.

Dennis M. Nielsen, 1996, Director of Global Supplier Quality at Autoliv ASP Inc. lives in Ogden, UT.

Kyle B. Bennion, 1997, Sr. Director, Product Management at Carondelet Health Network resides in Gilbert, AZ.

Chris L. Brabham, 1997, Zone Sales Manager at American Honda Motor Company Inc. resides in Laguna Niguel, CA.

April Juliana Cooper, 1997, President/CEO at Alpine Companies resides in Alpine, UT.

Daniel S. Garceau, 1997, President at Autoliv ASP Inc. resides in Ogden, UT.

Steve C. Hallows, 1997, Senior Vice President at Heber Valley Bank resides in Heber City, UT.

Mark N. Hepworth, 1997, Global Project Manager at Autoliv ASP Inc. resides in Bountiful, UT.

Traci A. Lamb, 1997, Partner Implementation Manager at HealthEquity, Inc. resides in Draper, UT.

Matt D. Malone, 1997, Operations Manager at Autoliv ASP Inc. resides in Hooper, UT.



## Launching a new venture

**Sean Bailey, BS Accounting '12, MAcc '13,** is the Co-Founder of CPA Rivals, a

mobile application which allows CPA candidates and accounting enthusiasts to study in a new and exciting way. The app was built on the premise that competition makes studying more manageable. Users are able to challenge one another to sets of retired CPA exam questions and their scores are tallied and applied to their school's or

firm's overall score.

"The Huntsman School of Business gave me the skills and confidence necessary to start a business and follow through with my professional aspirations. My personal interactions with professors and peers was very meaningful for me. Especially in the MAcc, the class sizes were very small which allowed professors to provide more one-on-one interactions and tailored instructions. This also allowed me to get to know my classmates on a much deeper level."

Brandon Rees, 1997, Enterprise Sales Manager at Comcast lives in Coalville, UT.

Bridgette Shields, 1997, Program Management Director at Ancestry.com lives in Draper, UT.

Jeremy B. Carr, 1998, Senior Applications Analyst at Alliance of Chicago Community Health Services.

Stephen Cornelsen, 1998, Sales Manager at Vivint resides in Rio Rancho, NM.

Kris Howard Frisby, 1998, Grant/Contract Officer at Huntsman Cancer Institute.

Jeffrey Rossell Grandia, 1998, Vice President at HealthCatalyst resides in Farmington, UT.

Lixin Shi, 1998, Country Manager at AT&T China.

Tara Jean Smith, 1998, Manager-Tax services at Rio Tinto Minerals lives in Riverton, UT.

Major Ken S. Thompson, 1998, COO at Pro Star Logistics lives in Kaysville, UT.

Kelly S. Ballif, 1999, Manager at Papa J's resides in Clifton, ID.

John D. Borget, 1999, Administrative Services Director at City of Provo resides in Provo, UT.

Dominic Michael Carl Dewitte, 1999, Principal Program Manager at Rockwell Collins resides in Ogden, UT.

Matt Egnew, 1999, Owner at LME Tax and Accounting Services resides in Bountiful, UT.

Trevor S. Rawlings, 1999, Vice President Leasing and Equipment Finance Group at Celtic Bank lives in Ogden, UT.

Lara Sojka-Anderson, 1999, Vice President and Controller at Liberty Mutual lives in Wellesley Hills, MA.

Emily Farmer, 2002, Redevelopment Manager at County of Salt Lake - Water Conservancy District resides in Salt Lake City, UT.

Bradey M. Lee, 2002, Sales Representative at Stryker Spine resides in Sandy, UT.

Michael T. McCafferty, 2002, Curriculum Developer at E-trade resides in Herriman, UT.

Guy W. Nalder, 2002, Quality Engineer at Autoliv ASP Inc. lives in Roy, UT.

Douglas B. Repasi, 2002, Legal and Compliance Counsel at Baker Hughes lives in New Braunfels, TX.

Blake N. Schroeder, 2002, Chief Operating Officer at ForeverGreen Worldwide Corporation lives in Escondido, CA.

Matthew D. Adams, 2003, Mortgage Loan Officer at Lewiston State Bank resides in Logan, UT.

Justin Albrecht, 2003, Vice President at Dealertrack resides in Sandy, UT.

Layne Jibson, 2003, Plant Controller at Autoliv ASP Inc. resides in Brigham City, UT.

Alan Kendrick, 2003, Program Manager at Autoliv ASP Inc. resides in Hooper, UT.

Jacob L. McBride, 2003, Associate Attorney at Hiersche, Hayward, Drakeley & Urbach Law Offices resides in Plano, TX.

Kraig Mueller, 2003, Manager at Autoliv ASP Inc. lives in Brigham City, UT.

Dr. Bonney Sam Oommen, 2003, Vice President - Business Management/Commercial at Glanbia lives in Salt Lake City, UT.

Jacob A. Patterson, 2003, Finance Director at ThermoFisher Scientific lives in Roscoe, IL.

Mark T. Seymour, 2003, Risk Advisor at Archibald Leavitt Insurance lives in Ammon, ID.

Mindie Sorenson, 2003, Director of Platform Development at Wells Council lives in Santaquin, UT.

Jacob Walters, 2003, Human Resources Manager at The Church of Jesus Christ of Latter-day Saints lives in Clearfield, UT.

Bryce A. Baxter, 2004, Partner Implementation Manager at HealthEquity, Inc. resides in Salt Lake City, UT.

Ryan J. Cash, 2004, Vice President Relationship Manager III at JPMorgan Chase & Co resides in New York, NY.

Jacob D. Folsom, 2004, Technical Account Manager Customer Advocacy at Domo Inc. resides in West Bountiful, UT.

Tyler B. Heap, 2004, Vice President of Corporate Underwriting at TAB Bank resides in Bountiful, UT.

Benjamin P. Johnson, 2004, Partner, Head of Portfolio Construction at Summit Trail Advisors resides in Aurora, IL.

Lionel P. Kwek, 2004, Systems Engineer at Rainmaker Systems Inc resides in San Jose, CA.

Anthony Jacob Louviere, 2004, Risk Analyst at Morgan Stanley Wealth Management resides in West Jordan, UT.

Nick C. Luekenga, 2004, CEO and Founder at Neuromonitoring Associates resides in Kaysville, UT.

Jonathan A. Phillips, 2004, Mass Affluent Segment Manager at Bank of Oklahoma lives in Tulsa, OK.

Paul R. Southam, 2004, President at Clear Solar lives in Salem, UT.

Dr. Richard S. Swart, 2004, Chief Strategy Officer at NextGeneration Crowdfunding lives in Riverton, UT.

Jacob C. Wiberg, 2004, President at Wiberg Corporation lives in Hyrum, UT.

Terrell Z. Andersen, 2005, Quality Engineer at Lockheed Martin resides in Draper, UT.

Jonathon G. Beadles, 2005, Owner at RHB Enterprises resides in Providence, UT.

Kiel S. Berry, 2005, Construction Contracts & Claims Manager at Intel Corporation resides in Phoenix, AZ.

James G. Coburn, 2005, Director, Media Operations at Alliance Healthcare, LLC resides in Salt Lake City, UT.



Rustin P. Diehl, 2005, Attorney/Counselor at Allegis Law Offices resides in Cedar Hills, UT.

Andrew R. Gray, 2005, Software Tester at Move Networks resides in American Fork, UT.

Ragnar H. Hartzheim, 2005, Senior Account Executive at Houston Rockets resides in Humble, TX.

Darryn Hodgson, 2005, Chief Financial Officer at Members First Credit Union resides in Perry, UT.

Jonathan A. Jackson, 2005, Chief Operating Officer at State of Utah Utah Technology Council resides in Heber City, UT.

Jason B. Jorgensen, 2005, Economist/Mortgage Modeler at JPMorgan Chase & Co resides in Ostrander, OH.

Cleveland D. Karren, 2005, Management and Program Analyst at Department of Veteran Affairs.

Joshua J. Kitt, 2005, Estimator Project Manager at Taylor Electric Inc. resides in Salt Lake City, UT.

Russ L. Labrum, 2005, Director of Fuel Operations at Western Petroleum, Inc. resides in Vernal, UT.

Robert S. Liffert, 2005, Vice President of Human Resources at Alliance Healthcare, LLC resides in Layton, UT.

Joshua L. Schulmire, 2005, HR Business Partner at Goodman Manufacturing Co lives in Magnolia, TX.

Jared D. Witte, 2005, Product Portfolio Manager at HealthEquity, Inc. lives in Salt Lake City, UT.

Robert Levi Checketts, 2006, Data Warehouse Analyst III at University of Utah Health Care resides in Salt Lake City, UT.

Brandon J. Foote, 2006, Vice President at Redmond Minerals Inc. resides in Aurora, UT.

## Aggies Move to LA

A lot can happen in a year. Recent alumni **Andrew**, BS Accounting & Finance '14, MAcc '15 and **Stephanie Loaiza** (BS Communication Studies '13) know this better than most. Andrew passed the CPA exam and accepted a full-time position at Ernst & Young LLP, in downtown Los Angeles. Steph is co-owner of Six Sisters Stuff, a family-oriented and owned business, which just published their fifth cookbook. Last December, Andrew and Steph welcomed twin baby girls, Olivia and Brooklyn, into their home. Combined with multiple relocations, these Aggies have had a year to remember.

As an Experienced Associate at EY, Andrew works with healthcare/life sciences clients with diverse responsibilities such as compliance testing with the Sarbanes-Oxley Act, fundamental testing of accounts, and critically analyzing key estimates and assumptions. Andrew is driven to succeed at EY because of the opportunities he has to learn, to improve, and to interact with people from all over the world. He credits his experiences at the Huntsman School with empowering his career options and opportunities.

Steph and her five sisters have created a successful blog filled with family-friendly recipes and projects. Steph oversees e-commerce, advertising, and social media for the SixSistersStuff.com website. She loves working on content and recipe creation. With over 3,000 recipes, Steph says her go-to dish is actually Andrew's specialty, Honey Lime Enchiladas.

Andrew and Steph are both from Davis County, Utah, and while the year has presented unique experiences, they agree that the foundation from their time at USU has prepared them to face any challenge as they continue to Dare Mighty Things.

# Celebrating 45 Years

*"At PiB, we believe that stimulating independent intellectual curiosity, cultivating a commitment to lifelong learning and the systematic renewal of content knowledge are essential features of building the next generation of organizational leaders. We hope to be your partner in helping you effectively build both individual and team leadership potential within your organization."*



— DR. CHRIS FAWSON, EXECUTIVE DIRECTOR OF PARTNERS IN BUSINESS

For the past 45 years, the Partners in Business program, in the Jon M. Huntsman School of Business, is dedicated to helping small, medium and large organizations effectively implement a comprehensive leadership development program that is both impactful and cost effective. Offering five extraordinary conferences that focus on human resources, accounting, operational excellence, data analytics and leadership. Each conference focuses on professional talent development and is designed to inspire participants to learn how to apply the concepts learned.

JON M. HUNTSMAN SCHOOL OF BUSINESS  
Utah State University

PARTNERS IN BUSINESS

# 2016 Distinguished Executive Alumnus

DR. STEPHEN NEELEMAN, '94  
FOUNDER AND VICE CHAIRMAN, HEALTHEQUITY

The idea for HealthEquity, one of the nation's largest health savings custodians, was germinated in a class at USU during Steve Neeleman's sophomore year. "I took this class, medical sociology, taught by Reed Geertsen, and it really opened my eyes to the cost of healthcare and our system of health insurance," recounted Neeleman. After graduating from Utah State, where he also played football, he went on to the University of Utah Medical School. After juggling two careers, as a surgeon and running HealthEquity for more than a decade, Steve gave up practicing surgery about 18 months ago to focus his time and energy to building HealthEquity.

"I decided to start HealthEquity as I was completing my surgical residency. I love practicing medicine and feel a great sense of responsibility for patients who have been entrusted to my care. That being said, I realized that while a busy surgeon may treat several thousand patients and employ a few dozen people during the course of a long career, starting a company has the potential to serve millions of people."

Today, HealthEquity services more than 2 million health savings accounts for 80 health plan partners and employees at more than 33,000 companies across the US. The company went public during the summer of 2014, and has \$4.2 billion of assets under management. And while the financials remain on a growth trajectory, Neeleman

is perhaps most proud of the company culture. The firm encourages community

"Culture eats strategy for breakfast."

— Peter Drucker

volunteerism, refers to workers as team members instead of employees, and even has a designated company color, purple, meant to denote HealthEquity as unique and exceptional. Quoting Peter Drucker, Neeleman states that "culture eats strategy for breakfast." This focus on company culture has led to HealthEquity being regularly ranked as a great workplace.

Neeleman believes that the link between health care and personal savings puts his company in a unique position. "There are few things more important than people's families, faith, their finances, and health care. By managing people's money in a health setting, we have a wonderful opportunity to impact lives in a meaningful way."



PHOTO COURTESY OF HEALTH EQUITY, INC.



# HOMECOMING

Tailgating—Huntsman School style:  
Friends, family, games, and don't forget the Aggie Ice Cream!



Jonathan R. George, 2006, Owner at Sunrise Satellite resides in Kaysville, UT.

Brady B. Hoggan, 2006, Vice President of Finance at LGCY Power resides in Clearfield, UT.

Caleb T. Jones, 2006, Director of US Operations at US Zinc-Votorantim Metais resides in Humble, TX.

Courtney D. Leishman, 2006, Commercial Sales Manager at Auric Solar resides in Kaysville, UT.

Holly Lewis, 2006, Corporate Event Planning Manager at ThermoFisher Scientific resides in Wellsville, UT.

Preston Douglas Marx, 2006, VP Information Systems at Uintah Basin Medical Center resides in Roosevelt, UT.

Lelani Nelson, 2006, HR Manager at Autoliv ASP Inc. lives in Collinston, UT.

Franklin Colton Parry, 2006, Project Manager at Nudge lives in Eagle Mountain, UT.

Jacob J. Parson, 2006, VP of Business Development at Oldcastle Materials lives in Flower Mound, TX.

Brad R. Phillips, 2006, Integrated Scheduler at Boeing Company lives in Mesa, AZ.

Miran S. Soskin, 2006, Manager at Siegfried Group lives in Fairfax, VA.

Janica M. Wright, 2006, Manager of Interprise Operations at Merit Medical Systems, Inc. lives in West Jordan, UT.

Timothy Bowen, 2007, Senior Sales Analyst at ThermoFisher Scientific resides in Providence, UT.

Jill Gibbons, 2007, Tax Manager at Fusion-io resides in South Jordan, UT.

William M. Hadfield, 2007, Financial Analyst at ThermoFisher Scientific resides in Mendon, UT.

Greg M. Newman, 2007, Associate at Ray Quinney & Nebeker lives in West Jordan, UT.

Shane Ryan Russell, 2007, Investment and Financial Analyst at FJ Management Inc. lives in Driggs, ID.

Eric B. Whiting, 2007, Attorney at York Howell & Guyman Law Offices lives in Draper, UT.

Devin James Anderson, 2008, Financial Planning and Analysis Manager at Vivint Solar resides in Draper, UT.

Bryan A. Bostrom, 2008, Controller at Avalon Hills resides in Logan, UT.

Molly R. Flynn, 2008, Convention Sales Manager at Visit Salt Lake resides in Salt Lake City, UT.

Whitney Elizabeth Garrett, 2008, Human Resources Generalist at Juniper Systems, Inc. resides in Valdosta, GA.

Alan Michael Gubler, 2008, Assistant Manager at Gubler Insurance Agency LLC resides in Tooele, UT.

Joshua James Hancey, 2008, Director - Safety & Risk Management at Vivint Solar.

Kelly Albert Johnson, 2008, Manager of Software Development at Intel Corporation resides in Rigby, ID.

Eagle Cheung Ying Li, 2008, Senior Project Manager at L'Oreal Paris-North Asia Zone resides in Hong Kong.

Jacob Danyl Marble, 2008, CID Cost/Price Analyst at United States Government Department of Defense resides in Saint Petersburg, FL.

Rylee Travis Mcdermott, 2008, Owner at McDermott Law lives in Herriman, UT.

Abhinav Pathak, 2008, Clinical/Programs Business Analyst at ActiveHealth Management lives in New York, NY.

Curtis P. Stacey, 2008, Software Engineer in Test at HealthEquity, Inc. lives in South Jordan, UT.

Aaron Tyler Cazier, 2009, Software Technician at SirsiDynix resides in Salt Lake City, UT.

Darin Shea Cottle, 2009, Instructional Designer at American Honda Motor Company Inc. resides in Marysville, OH.

Dale Lynn Crawford, 2009, Director at Intermountain Wind & Solar Marketing & Business Management resides in Ogden, UT.

Wesley D. Elder, 2009, Quality Engineer at Autoliv ASP Inc. resides in Hyrum, UT.

Bezhn Morteza Fargam, 2009, Controller at Celtic Bank resides in South Jordan, UT.

Brent M. Farley, 2009, Attorney at Kennedy Sutherland resides in Pflugerville, TX.

Danielle V. Franks, 2009, Program Manager at Bill & Melinda Gates Foundation resides in Seattle, WA.

Kevin C. Godfrey, 2009, Financial Analyst at ThermoFisher Scientific resides in Clarkston, UT.

Ryan Clifford Hansen, 2009, Purchasing Controller at Autoliv ASP Inc. resides in Ogden, UT.

Bevin Ray Johnson, 2009, Programmer Analyst at Deseret Mutual resides in Price, UT.

Jeffery Scott Johnson, 2009, Commercial Relationship Officer at Zions First National Bank resides in Vernal, UT.

Joshua Roland Lockhart, 2009, HR Manager at Deseret Ranches of Florida resides in Elberta, UT.

Jacob M. Matthews, 2009, Performance Manager & Quality Improvement Coordinator at Weber Morgan Health Department resides in West Jordan, UT.

Nathan Needham, 2009, Strategic Financial Analyst at Intel Corporation.

Nathan E. Nelson, 2009, Operations Team Manager at Goldman Sachs, and Company lives in Sandy, UT.

Preston David Perkes, 2009, Director of Project Management at S & S Worldwide Inc. lives in Smithfield, UT.

James B. Porter, 2009, Network Engineer at Goldman Sachs, and Company lives in Layton, UT.

K. Bradley Carr, 2010, Attorney at Law Offices of James H Woodall resides in Tooele, UT.

Jacqueline Cloud, 2010, Realtor at Exit Realty Legacy resides in Kaysville, UT.

Jacob W. Cook, 2010, Customer Insights Analyst at JetBlue Airways resides in Brigham City, UT.

Jay Alan Fernelius, 2010, Auditor at United States Department of the Treasury resides in Layton, UT.

Mark K. Francom, 2010, Project Manager at United States Department of Defense resides in Tremonton, UT.

## '10s



Paul Douglas Kelley, 2010, Accountant at Juniper Systems, Inc.

Michael T. Koch, 2010, Benefits Manager at Savage Services Corporation resides in Sandy, UT.

Jacob Ryan Kopenhefer, 2010, Co Founder at Little Fawn Clothing resides in American Fork, UT.

Bingzhe Liu, 2010, General Manager at Innor Mongolia Norda Metal Co. Ltd.

Michael D. Mansfield, 2010, ATR Process Lead at Kimberly-Clark Corporation resides in Midway, UT.

William B. Merrell, 2010, Financial Advisor at Karras Company lives in Kaysville, UT.

Brooke J. Moss, 2010, Human Resources Manager at Park City Municipal Corporation lives in Park City, UT.

Richard T. Nelson, 2010, Senior Sales Manager at Sleep Number lives in Minneapolis, MN.

Gregory J. Palmer, 2010, District Sales Representative at Nucor Steel Company lives in Tremonton, UT.

Patrick J. Scales, 2010, Football Player for the Chicago Bears.

Bryan K. Steck, 2010, Senior Product Manager at Ancestry.com lives in Orem, UT.

Daniel Glenn Walker, 2010, Project Manager at Health and Communications lives in Lehi, UT.

Stephen Gary Allred, 2011, HR Generalist at Zions First National Bank resides in Farmington, UT.

Katie Ann Astle, 2011, Portfolio Manager at Zions First National Bank resides in Herriman, UT.

Ryan B. Ennis, 2011, IRA Analyst at CIT Group Inc lives in Farmington, UT.

Tanner Craig Forman, 2011, Attorney at Glast, Phillips & Murray, P.C. resides in Plano, TX.

William Joseph Heath, 2011, HR Analyst at Alliance Healthcare, LLC lives in Salt Lake City, UT.

Jacob B. Hillyard, 2011, Assistant Manager US Corporate Tax Services at Deloitte & Touche LLP resides in London, UK.

Gregory T. Levesque, 2011, Senior Advisor at Tong Energy resides in Arlington, VA.

Jared W. McBride, 2011, Financial Advisor at Edward Jones Investments resides in Austin, TX.

Marcus Timothy Morrison, 2011, Recruiter at Amazon.com Inc.

Ryen Lee Salazar, 2011, Business Analyst at Tooele Applied Technology College lives in West Valley City, UT.

Jennica Nicole Zern, 2011, Human Capital Manager, Sales at Vivint Solar lives in Draper, UT.

Kendall Andersen, 2012, Senior HR Manager at ThermoFisher Scientific resides in Woods Cross, UT.

Ryan S. Beus, 2012, Design Engineer at ThermoFisher Scientific resides in Providence, UT.

Shane P. Brennan, 2012, Owner/Operator at Brennan Holdings resides in Tooele, UT.

Brandon B. Christensen, 2012, Enterprise Data Engineer at Alliance Healthcare, LLC resides in Tooele, UT.

Hillori Crandall, 2012, Data Conversion Consultant at Workday resides in Riverton, UT.

Daniel C. Edwards, 2012, Close and Reporting Senior Accountant at Intel Corporation resides in Littleton, CO.

Brett Samuel Hancock, 2012, Accountant at iDevice Daily resides in South Jordan, UT.

Xavier N. Martin, 2012, Lead Marketing Operations at MindTouch resides in San Francisco, CA.



### A Workday in Ireland

**Devin Pearce, BS Economics '15, recently relocated to Dublin, Ireland, to open the European operations for**

**Workday's Lifecycle Deployment Services team. His primary responsibilities include building and training a new team and working with Workday's partners across Europe to ensure customer needs are met. His favorite responsibilities are training and mentoring new team members and creating more efficient operations. Prior to relocating, Devin worked as an analyst for Workday in Salt Lake City. Devin credits his studies in economics for giving him an excellent framework to innovate and to make business decisions.**



Vaishnavi Mukhopadhyay, 2013, Programmer Analyst at Goldman Sachs, and Company.

Xiuwen Shi, 2013, Executive President and General Manager at Aztec-Beijing.

Jeremiah Workman, 2013, Financial Analyst at Mountain America Credit Union lives in West Jordan, UT.

Alyssa Leigh Blake, 2014, Legal Contracts Associate at Workday resides in North Salt Lake, UT.

Bradley B. Carling, 2014, Accountant at Rocky Mountain Power resides in Layton, UT.

Jolynn M. Carr, 2014, International Project Coordinator at Franklin Covey Co. resides in Salt Lake City, UT.

Justin Phuc Hinh, 2014, CEO at Industries Incorporated resides in Washington, DC.

Garrett K. Jensen, 2014, Asset Servicing at Goldman Sachs, and Company resides in Ogden, UT.

Derek M. Pike, 2014, Manager at Corvette Recycling lives in North Salt Lake, UT.

Jacob Leon Bartholomew, 2015, Audit Associate at Tanner & Company resides in Farmington, UT.

Bryan Groll, 2015, Deployment Analyst at Workday resides in Farmington, UT.

Jacob Mark Haueter, 2015, COO of Real Food Services at Real Salt Lake resides in Salt Lake City, UT.

Cooper P. Larsen, 2015, Investment Analyst at Goldman Sachs, and Company resides in Brigham City, UT.

Jacob B. Maughan, 2015, Director at Corbis Digital resides in Spanish Fork, UT.

Emmalynn Pugmire, 2015, Operations Analyst at Goldman Sachs, and Company lives in Salt Lake City, UT.

Brett Arlin Sawyer, 2015, Women's Basketball Assistant Coach at University of Alaska.

Steven Wayne Tompkins, 2015, Space Launch System Project Manager Specialist at Boeing Company.

Melinda Ulibarri, 2015, Director of Human Resources at Bridge Investment Group Holdings lives in South Jordan, UT.



### Valedictorian Fulfills Dream

**Jill Aoki, BS, Accounting & Finance & Economics '11, MAcc '12, recently moved to California and is a Senior Financial Accounting Analyst for The Walt Disney Company. Jill is part of the Retail Controllship group,**

**which manages the accounting, reporting, and controls for The Disney Stores (220+ locations in North America, as well as online shopping). She spent the previous three years at Ernst & Young in Salt Lake City.**

**"I find it extremely rewarding to see my work contributing to the successful operations of my company. I enjoy knowing that I am providing meaningful analysis, especially when it supports a company that I am so passionate about. I also enjoy learning and find that taking on new assignments provides opportunities for exploring more about business operations, technical accounting guidance, problem solving, or collaborating with others, all of which further my knowledge."**

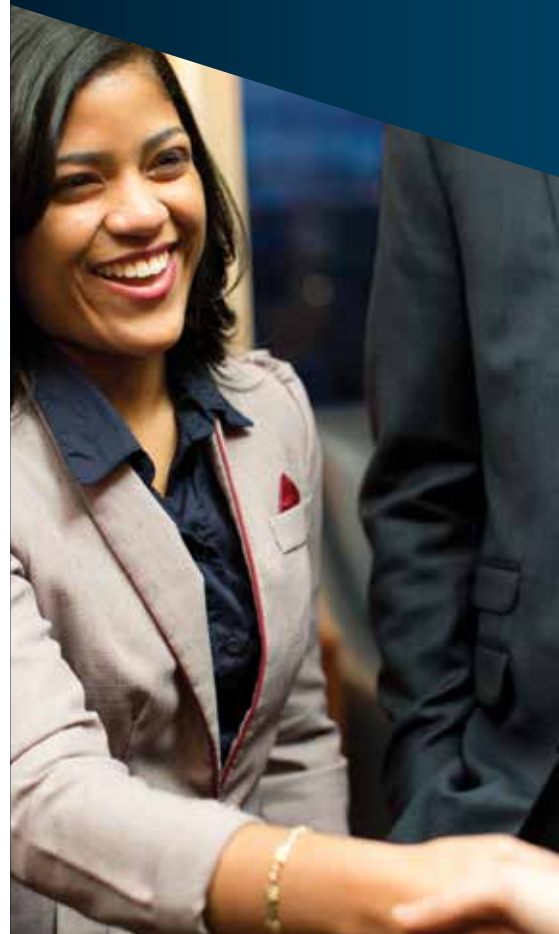
**Jill credits the technical knowledge she gained at the Huntsman School for helping her pass the CPA exam and building a strong foundation of general business knowledge. She participated in a host of extracurricular activities, including the Huntsman Scholar Program, Global Learning Experience, Beta Alpha Psi, club leadership, and the Volunteer Income Tax Assistance.**

**These clubs and organizations also helped her develop leadership and teamwork skills.**

**Working for The Walt Disney Company was always a dream for Jill. In her 2012 Huntsman School Valedictory Address, Jill quoted several songs from Disney movies as life lessons to the graduates.**



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# How I'm BUILDING HUNTSMAN

Theresa Foxley, '04

Deputy Director, Utah Governor's Office of Economic Development;  
Huntsman School National Advisory Board Member

From snowy walks up Old Main Hill, to thundering basketball games in the Dee Glen Smith Spectrum, to late night study sessions in the library, I loved my time at Utah State University and the opportunities it offered me. Attending USU opened my eyes to different perspectives, places, and things — I made friends from small western towns and big international cities. I studied abroad in France and interned on Capitol Hill in Washington, D.C. These opportunities, which shaped me as a person and helped me find my way down a rewarding career path, were made possible by the vision and generosity of others.

Making those types of opportunities and others available to current and future Aggies is *why* I'm building Huntsman. But *how* am I building Huntsman?

- 1) **Staying Engaged:** Dean Anderson asked me to serve on the Huntsman School of Business National Advisory Board in 2013. I was honored to accept the position. In this role, the Board provides strategic advice and support to the Huntsman School.
- 2) **Promoting the School:** I have been accused of being a USU "homer" — and it's true. I find that one of the best ways to build Huntsman is to be aware of the tremendous assets within the school and to widely promote Huntsman as the world-class institution it is. Through my involvement on the National Advisory Board I've learned a tremendous amount about the School, what it offers students, and its very real and tremendous impact on our community. That story deserves to be told!

3) **Mentoring Students:** The energy of college students is contagious. I love interacting with students, learning what makes them tick, and offering insight and sharing experiences. By serving as an informal mentor, I am able to help students achieve their goals and deepen the Aggie network.

I encourage my fellow alums to engage with the school in any way that aligns with your passion. Building Huntsman today will ensure that generations of Aggie scholars to come will continue to "Dare Mighty Things."

Every one of us has the power to help Build Huntsman and propel us forward in our journey to the top-tier. It's as simple as:

- ▶ Coming to campus
- ▶ Speaking in a class
- ▶ Mentoring students
- ▶ Hiring our students
- ▶ Making a gift

Visit [huntsman.usu.edu](http://huntsman.usu.edu) to get involved and help Build Huntsman for the next generation of Aggies.

Office of the Dean  
3500 Old Main Hill  
Logan, UT 84322-3500

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Utah State  
University



## On Our Bookshelf

Stain-resistant carpet, stretch denim jeans, absorbent diapers, and the connectors in cellphones are just a few of the products made by Koch Industries, a \$100 billion privately-held company with over 100,000 employees in 60 countries. How did this company, whose growth exceeds the S&P 500's five-decade growth by 27-fold, become so profitable?

In *Good Profit*, Charles Koch, the chairman and CEO of Koch Industries since 1967, lays out an argument that good profit results from products and services that customers vote for freely with their money, products that improve people's lives, and a culture where employees are empowered to act entrepreneurially. It is about creating long-term value for customers, employees, shareholders, and society.

The framework for generating good profit is Koch's own system, termed Market-Based Management. The MBM system includes five dimensions, including crafting a vision to thrive in times of disruption; selecting a workforce possessing virtue and talent, with the emphasis on virtue; creating an environment of knowledge sharing at every level; awarding employees decision rights; and structuring incentives aligned with value creation.