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TENNESSEE ARCHWAYS

WINTER 2013

THE UNIVERSITY OF TENNESSEE • COLLEGE OF BUSINESS ADMINISTRATION

For the Love of Food

UT Business Grads Serve up Success

FEATURING

Shirley Pih Broadbery, Cindy Chen, John Compton, Joe Crafton, and Scott Daniel

PLUS

SUPER STUDENTS
Alter-Egos Come Naturally in the MBA Program

BUILDING A LEGACY
As He Retires, Dean Jan Williams Leaves a Firm Foundation



A photograph of three people walking on a paved path outdoors. On the left is a young man with blonde hair wearing an orange polo shirt, khaki pants, and a green backpack. In the middle is a man with a beard wearing a yellow long-sleeved shirt and dark blue pants. On the right is a woman with dark hair wearing a teal top and a white cardigan. They are all smiling and looking towards the right. The background shows trees with yellow and green leaves, suggesting an autumn setting.

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John Compton
CEO, Pilot Flying J

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■ A Message from The Dean



Each fall, I describe the high level of activity in our college and on the UT campus in general. Well, 2012 certainly is no exception. Things are moving quickly, and those of us in leadership positions are challenged daily to keep pace.

“Continuous improvement” is one of the expectations that resulted from the accreditation process that was described in our last *Tennessee Archways*. In this issue, you will see the results of some of our continuous improvement efforts.

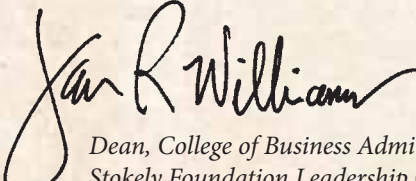
Recruiting and retaining faculty is one of our greatest challenges. We would all agree that a necessary ingredient of a good school is outstanding faculty. In business schools, we operate in a highly competitive labor market in which many schools are experiencing turnover, primarily due to retirements.

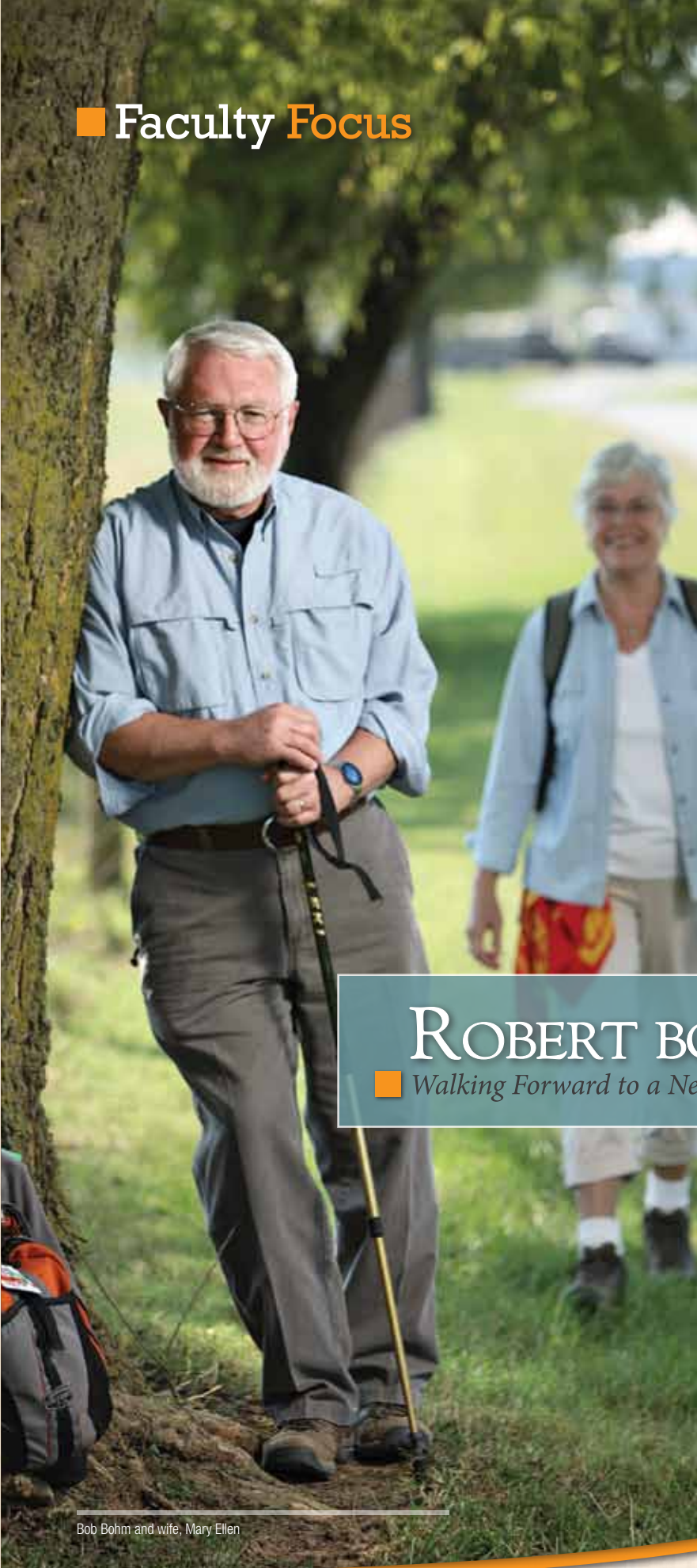
The supply of new faculty completing PhD programs in most fields of business is far less than the demand, resulting in each entrant having multiple opportunities in the marketplace. So far, we are keeping pace and have been able to hire our first choice of candidates for most faculty openings. The private support for faculty in the form of chairs, professorships, and other designations is critical to our ability to hire and retain faculty. This is one of our most important and constant continuous improvement efforts, and your support is greatly needed and appreciated.

The 2013-2014 academic year will be our 100th anniversary as a college. A century ago, Theodore Glocker came to UT as the lone business faculty member. That first year, he had 11 students. Today, we have 130 faculty members and nearly 5,000 business majors from the undergraduate to the PhD level. We also serve many other students who minor in business and who take one or more business courses as part of their non-business curricula.

Our current two-year Century Campaign celebrates our 100th “birthday” by raising the college’s endowment to a goal of \$100 million. Much of the additional funding coming from that campaign will be used as direct support for students and faculty. As state support wanes, your faithfulness in giving is greatly appreciated and provides a margin of excellence that would otherwise be impossible.

One of our athletic cheers goes, “IT’S GREAT TO BE A TENNESSEE VOL!” That is true for academics as well as athletics. It is truly a blessing to work here and have the chance to impact the lives of our students, faculty, and staff. Alumni support is a critical part of making UT’s College of Business Administration the great place it is today and will become in the future. All of us who work in the college thank our alums and other partners with great enthusiasm and optimism for what we are accomplishing here.


Dean, College of Business Administration
Stokely Foundation Leadership Chair



Bob Bohm and wife, Mary Ellen

ROBERT BOHM

Walking Forward to a New Destination

Take a walk with Robert (Bob) Bohm, and you are really going places. Bohm, who retired in December as head of the Department of Economics for the University of Tennessee, Knoxville, College of Business Administration will celebrate that milestone by taking his seventh walking tour of Europe.


“It is an exceptional way to see the countryside,” says Bohm. He and his wife, Mary Ellen, are packing their gear to walk Sicily in 2013. “You walk down country roads to European villages and are able to see the area as people saw it decades ago. The natural beauty surrounds you, but so does the sensibility of the way the towns were before cars made a mile seem so short. Small towns were established about a half-day’s walk apart, with larger ones interspersed, so travelers could have a place for food and lodging. Mary Ellen and I pick up our hiking sticks and step back into history.”

These back-to-nature trips provided a respite for Bohm, 70, as his career put him at the helm of a department that embraces a global perspective. He came to UT in 1968 as an assistant professor and has been head of the economics department since 2002. “When I became head of the department, we were in a transition period. I think there were 12 people at my first faculty meeting. Rebuilding the team became our first priority!”

The department now has 23 full-time faculty and staff members, plus several part-time and affiliated faculty members. Bohm’s legacy, however, reaches beyond the numbers. “We not only have an excellent faculty, we have a good mix of perspectives and experience, including a group of young assistant professors and lecturers who create an electric atmosphere,” he says.

Bohm says his management style is to lead with a gentle hand. “I believe in delegating responsibilities and giving that person the authority to carry out his or her plan.”

His plan is to enjoy the fruits of his labor, as well as the fruit of the vine. Bohm is an enthusiastic wine collector, and, although he says his wine cellar is “less than impressive in looks,” it holds more than 200 bottles of good wine, plus a couple of bottles of an impressive Lafite Rothschild that he acquired when he was buying wine futures.

His family also promises to take him to new destinations. He and Mary Ellen raised three daughters, and now there are grandchildren. “Grandson Joshua is a freshman at UT, majoring in economics,” says Bohm. “And I have three grandchildren who are seven years old: Timothy and the twins, Madison and Sophie. I feel confident there will be plenty to do after I have turned off the office lights for the last time.” 

Bruce Behn is a man of many faces, and he has the gear—hunting, fishing, traveling, beekeeping, sports fan—for each. For his professional face, he wears a tie.

“The tie’s new,” jokes Behn, who has been head of the Department of Accounting and Information Management (AIM) at the University of Tennessee, Knoxville, since August. “I’m more of a khakis and t-shirt kind of guy.”

Whichever face looks back at him from the mirror, it is one that is ready for a day of action—whether it is cheering on the Green Bay Packers or luring a swarm of bees into a new hive. “My wife, Julianne, is the queen bee; I am the worker bee!”


Keeping a “worker bee” pace isn’t foreign to Behn. He joined the accounting faculty in 1994 after completing his doctorate at Arizona State University. In addition to being department head, he holds the college’s esteemed Ergen Professorship and is a Faculty Fellow of the college’s Center for Business and Economic Research. He also recently chaired the

prestigious Pathways Commission, a partnership between the American Accounting Association and the American Institute of Certified Public Accountants to improve the accounting profession.

It has been quite a journey for the guy whose childhood face was that of a farm boy from Northern Wisconsin. He might have returned to the farm had he listened to an early college advisor. “On my first calculus test at the University of Wisconsin at Madison, I made the lowest grade and had to see my advisor,” Behn remembers. “She looked at my profile and said, ‘I don’t think you are college material.’ It was the motivation I needed.”

Behn decided to major in accounting after taking his first accounting class. “The graduate assistant was wearing a tie-dyed t-shirt with his hair in a braid. I thought, ‘If that guy can be an accounting major, so can I.’”

When Behn can get away, he really gets away. He loves to travel, and the countries he visits aren’t on a typical tourist’s agenda: Macau, Vietnam, Thailand, Malaysia, Singapore, Tanzania, Egypt, and Nepal. “Every trip is different, but Machu Picchu in Peru is a must-see.”

Behn’s professional face smiles as he talks about his new duties as department head. “It is exhilarating to work at an institution striving to become a Top 25 public university, and we have to help meet this lofty goal,” says Behn. “Our department is full of hardworking, caring, creative individuals ready to take us to the next level. When you work with people who want to make a difference in the lives they touch, have a willingness to work hard, and step up when there is a need, then anything is possible!” 



BRUCE BEHN

 *The Man of Many Faces Keeps Smiling*



■ New Faculty

UT's College of Business Administration proudly welcomes several new members to our faculty. Brief introductions to these esteemed colleagues are below.

MANAGEMENT



Rhonda Reger ▶
Professor of Management

Rhonda Reger joins UT from the University of Maryland, College Park, where she taught strategic management and entrepreneurship. She previously served on the faculties of Arizona State University and the University of Illinois at Chicago.

Reger's research contributes to strategic management and entrepreneurship scholarship. She is the author of 30 publications in prestigious venues, such as the *Academy of Management Journal*, *Academy of Management Review*, *Academy of Management Executive*, *Strategic Management Journal*, *Journal of Management*,

Journal of Management Studies, and *Organization Science*. Her research is highly cited in the areas of cognitive strategic groups, competition, and organizational identity. She has won several teaching awards and distinctions and has demonstrated a high level of mentoring to undergraduate, full-time and executive-level MBA, and PhD students.

Reger currently serves on the editorial review board for the *Strategic Management Journal*; she has served as the senior associate editor of the *Journal of Management* and on the review boards of the *Academy of Management Review*, *Organization Science*, and the *Journal of Quality Management*. She is active in the Academy of Management and the Strategic Management Society. She received her bachelor's degree in marketing from Texas A&M University, and her MBA and PhD degrees from the University of Illinois at Urbana-Champaign.



Timothy Munyon ▶
Assistant Professor of Management

Timothy P. Munyon received his PhD in organizational behavior and human resource management from Florida State University in 2009. His current research interests include personality, social influence, and social context effects in management. He is an incoming associate editor for the *Journal of Occupational and Organizational Psychology* and currently serves on the editorial boards of *Business Horizons*, *Human Resource Management Review*, *Journal of Character and Leadership Integration*, and *Journal of Organizational Behavior*.

Munyon is a member of the Academy of Management, American Psychological Association, Society for Human Resource Management, Society for Industrial and Organizational Psychology, and Southern Management Association. He also conducts trainings on succession planning, knowledge management, conflict management, and communication. He previously served on the faculties of West Virginia University and the University of Central Florida. Before transitioning to academia, Munyon worked in airport planning and consulting.

MARKETING & SUPPLY CHAIN MANAGEMENT



Xiang (Sean) Wan ▶
Assistant Professor of Supply Chain Management

Xiang (Sean) Wan joined the UT faculty from Marquette University. He holds a bachelor's degree in computer science from Nanchang University, China; a master's degree in economics from Xi'an Jiaotong University, China; and a doctoral degree in supply chain management from Smith School of Business, University of Maryland. While at Maryland, he earned top 15 percent

teaching awards in 2009 and 2010, the Krowe Teaching Award in 2010, and the Allan N. Nash Outstanding Doctoral Student award in 2011. He also received the Council of Supply Chain Management Professionals' 2012 Doctoral Dissertation Award.

Wan's research, which has been published in highly recognized global supply chain publications, connects academic study to industry practice. His interests include product and service variety in supply chains, inventory management, product quality control, and transportation management.

Since his hometown is in a valley in Southeast China, Wan feels right at home in the East Tennessee valley of Knoxville.

ACCOUNTING & INFORMATION MANAGEMENT



Leigh Mutchler ▶ **Lecturer**

Leigh A. Mutchler joined UT's Department of Accounting and Information Management as a lecturer; she teaches business process analysis and other information management courses. Mutchler entered academia after 15 years as a partner and owner of a computer information systems consulting firm. She holds a bachelor's degree in mechanical engineering from the University of Memphis and graduated December 2012 with a PhD in management information

systems from Mississippi State University. Her research interests include human behaviors toward information systems security, communications through computer mediated systems, and management of organizational knowledge assets. **UT**

Student Brag Book



*Standing Ready:
Military Hero
Ready to Soar in
Business World*

TROY BOONSTRA

■ *Aerospace & Defense MBA
December 2012*

When the world changed on September 11, 2001, Troy Boonstra stood ready to serve. And serve he did, as a U.S. Army helicopter pilot with the prestigious 160th Special Operations Aviation Regiment Airborne, also known as the Night Stalkers.

Boonstra, who graduated from the University of Tennessee Aerospace & Defense MBA (ADMBA) program in December, was at home in Kentucky when the first plane hit.

"I told my wife, 'This is no accident,' and I headed out the door for the base. I knew something very foreboding was happening."

Boonstra was walking in the door at his office when the second plane hit the Twin Towers. The elite military team around him stood silent and focused.

"We all just looked at each other and silently started preparing—boxes being packed, gear put in order," says Boonstra. "We knew. Even in the midst of the tragedy, I felt such pride that we were ready. We didn't know how, why, or what, but we were ready."

The unit was deployed almost immediately. "The 160th was smaller then," says Boonstra. "It is the only unit I know of that has been constantly deployed since 9-11."

Boonstra's deployments included two tours of duty in Afghanistan and 13 tours of duty in Iraq. He was part of the

Jessica Lynch rescue, providing aviation support for the ground forces that went in to get her.

There were other rescue missions for Boonstra, but the details aren't the things he can talk about. "Rescue operations always touch something in a soldier. Being able to bring someone home to enjoy the freedoms we are fighting for is a great honor," says the recipient of the Distinguished Flying Cross for heroism.

Boonstra retired in 2009 and is now with Raytheon Company, which specializes in defense, homeland security, and other government markets. He says that the lessons he learned in his almost 25 years of service have transferred very well to the business world and to the ADMBA program.

"What makes a successful business is very much like what makes a good special ops unit," says Boonstra. "You need a high reliability organization with processes and procedures for getting things done. But you also need leaders who can make decisions based on gut and intuition. In business and in the military, that intuition is based on your experiences, years of learning, pattern recognition, and the ability to think on your feet. These traits are prominent in many of my classmates. The ADMBA faculty and Class of 2012 are another exceptional team of which I am proud to be a part." **UT**



Stepping onto a Path of Healing

ANDREW HAAG

■ *Full-Time MBA, December 2012*

When you experience a tragedy in life, you hold tight to the good things. Andrew Haag has a reason to hold tight. Last December, he earned his Master's of Business Administration degree and took a major step toward his goal of becoming a hospital administrator.

His steps to this milestone have not been easy ones. Haag's tragedy occurred one Christmas Eve; he was eight years old and riding in the car with his father and two brothers. A subsequent crash killed his father and middle brother and severely injured Andrew and his oldest brother. Andrew suffered a broken lower back and major abdominal injuries, leaving him unable to walk without forearm crutches and leg braces.


"I know a little about hospitals," Haag says with his irresistible smile that shows a positive outlook on life. "I was at Vanderbilt Children's Hospital for three months. I see hospitals as a place of healing."

One small step to Haag's healing came from an unexpected source. Already big fans of University of Tennessee football, Haag and his brother, Eric, received phone calls a week after the accident that made them life-long fans. Then UT Head Football Coach Phillip Fulmer and quarterback Peyton Manning heard about the accident and called the hospital.

"I remember looking across the hall and seeing my brother's excitement while talking on the phone," remembers Haag. "Then, my phone rang. It was Coach Fulmer and Peyton Manning. They were in Florida for the Citrus Bowl, and they called us! There are no words to describe what that means to a child at a time like that."

Over the years, Fulmer remained in contact with the family, bringing both Haag and his brother under his wing as student equipment managers in the Vols football program. With the obvious tie to sports, Haag originally thought his path would be sport management or marketing.

"In my senior year as a marketing major, I decided that sports wasn't the path I wanted to travel," says Haag. "I kept thinking about my childhood experiences and realized that the hospital setting was where I could have the most impact. I wasn't interested in the clinical side—I wanted administration—so I knew I needed to get my MBA."

While earning his MBA, Haag worked as an administrative intern at the University of Tennessee Medical Center. "Being in the hospital strengthened my commitment to the path I am on," he says. "Whether wearing a white coat in the patient's room or a business suit in the accounting office, caring for patients is the first priority." 



Farm Bureau Insurance

**HATS OFF TO THE FACULTY:
COMPANY ENCOURAGES QUALITY IN THE CLASSROOM
AS A WAY TO BUILD FOR THE FUTURE**

Farm Bureau Insurance-Tennessee's Chief Administrative Officer Neal Townsend (*center*) with College of Business Administration Dean Jan Williams (*left*) and recipient Don Graham (*right*)

■ Donor Spotlight

If you purchased a trademark Farm Bureau Insurance-Tennessee hat for every family the company touches, you would be buying a lot of hats: approximately 656,000. Multiply that by three—the average number of people each family represents—and the number of hats you would need would reach almost two million.

Farm Bureau Insurance-Tennessee is the auto, homeowners, and life insurance arm of Tennessee Farm Bureau. “The Tennessee Farm Bureau is the largest state Farm Bureau in the nation, and Farm Bureau Insurance-Tennessee is proud to be affiliated with it,” says University of Tennessee, Knoxville, College of Business Administration graduate Neal Townsend, chief administrative officer with Farm Bureau Insurance-Tennessee.

“Our roots reach back to when agriculture was the largest business in the state.”

Farm Bureau Insurance-Tennessee complements the grassroots nature of the Tennessee Farm Bureau organization, which was born in 1921 in the basement of the Maury County Courthouse in Columbia, Tennessee. It had a single table, two cane-bottom chairs, a secondhand typewriter, and a sign that read: “The Tennessee Farm Bureau.” The Tennessee bureau was part of a growing group of state organizations forming through the American Farm Bureau, which was established in 1919.

In Tennessee, the insurance arm of the organization started in the post-World War II era, when property insurers widely shunned farm operations as too risky. So, in 1948, the Tennessee Farm Bureau launched its own company—Tennessee Farmers Mutual. Coverage was only available to farm families at first, but the company’s reputation

for personal service at affordable prices created a demand to extend membership eligibility to all Tennessee residents. This move propelled the Tennessee Farm Bureau to the top of the American Farm Bureau movement, where it remains. In 1973, Tennessee Farmers Life Insurance Company was established, and it has grown to be the state’s number one writer of personal life policies.

The Tennessee companies grew solely by word of mouth until 2006, when a statewide

“OUR FINANCIAL SUPPORT FOR THE EXCELLENT FACULTY AT UT’S COLLEGE OF BUSINESS ADMINISTRATION TRANSLATES INTO TANGIBLE RESULTS FOR THE STUDENTS.”

integrated media campaign rebranded them as Farm Bureau Insurance-Tennessee. Soon, the wise Farmer Charlie character appeared, and now almost everyone knows, “You don’t have to be a farmer to get Farm Bureau Insurance.”

“Our organization grew because there was a need for farmers’ voices to be heard,” says Townsend. “And our insurance company grew because those farmers needed insurance coverage. Our founders gave us a forward-looking legacy.”

Farm Bureau Insurance-Tennessee is looking to the future along with UT’s College of Business Administration. The company is participating in the Chancellor’s Faculty Support Challenge—which gives monetary awards, professorships, and chairs to university faculty—by establishing the Farm Bureau Insurance-Tennessee Lecturer in Insurance/Risk Management. The first recipient is Don Graham, insurance lecturer in the Department of Finance.

“Our financial support for the excellent faculty at UT’s College of Business Administration translates into tangible results for the students,” says Townsend. “Just as we look for the best and the brightest employees to help us continue our traditions, a stronger financial structure for the college will help it continue attracting a strong faculty.”

Townsend says the collaboration among the Tennessee Farm Bureau family of members lays the foundation for the company’s strength, just as interaction with faculty, students, and the business world gives depth to what students learn in UT’s classrooms.

“Many of our members are third- and fourth-generation policyholders. Add that to the fact that we have agents

in every county in Tennessee, and you see a very locally based organization,” Townsend says. “Our agents may have the drive of a salesperson, but they have hearts for service.”

The relationship between the company and the College of Business Administration strengthens every time a graduate tries a Farm Bureau Insurance career hat on for size. “The success of any organization depends on its people,” says Townsend. “Having great graduates who want to wear that iconic red Farm Bureau Insurance hat is especially important. We are very selective in contracting with our agents, and it results in a 70 percent agency force retention rate. That compares well with the industry average of only 20 percent.”

So while the color of the Farm Bureau Insurance-Tennessee hat is red instead of UT orange, its trademark message fits well with the College of Business Administration: You don’t have to be a farmer to support excellence in education. **UT**

A portrait of Cheryl Massingale, a woman with blonde hair, wearing a black blazer and a pearl necklace, sitting in a classroom. The background shows rows of desks and chairs.

Cheryl Massingale

TEACHING THE NEXT GENERATION “TO FISH”

■ Donor Spotlight

Cheryl Massingale wants to pass along the joy she has had as a teacher and, in the process, change lives. The retired College of Business Administration teacher and dual-degree UT graduate is a donor in the Chancellor's Faculty Support Challenge. The challenge, created July 2011, gives awards, professorships, and chairs to university faculty as a catalyst to retain and recruit outstanding faculty.

For Massingale, the Faculty Support Challenge was a perfect fit. "Teaching was one of the great joys of my life," she says. "To be able to still have an impact on teaching bright business students through supporting other faculty members is as much a gift to me as it is to them."

The inaugural Massingale Scholar is Andy Puckett, an associate professor in the Department of Finance. Puckett teaches both undergraduate and graduate students; his primary research interests are in institutional investing, analysts, taxes, and market microstructure.

"What a great opportunity it is to see where the donation is going and the impact it is having," says Massingale. "If something good touches a teacher, it touches the students. I think I understand that impact even better because I have stood in front of a classroom."

Massingale first thought she would stand in a courtroom, not a classroom. She was a dual-degree student in the early 1980s, graduating with a law degree and MBA in 1985. "The dual-degree program at UT was small then, but it appealed to me," says Massingale. "I went to summer school in England to study international comparative law and got interested in the business aspect of the profession. I always assumed I would practice law, but I loved teaching. I taught at Webb School of Knoxville for three years before I went to law school. When I graduated, the business college was looking for a business law professor, and it seemed like a good fit. It must have been because I stayed for 20 years!"



“WHAT A GREAT OPPORTUNITY IT IS TO SEE WHERE THE DONATION IS GOING AND THE IMPACT IT IS HAVING . . . IF SOMETHING GOOD TOUCHES A TEACHER, IT TOUCHES THE STUDENTS.”

In addition to teaching business law, Massingale was on the forefront of developing a healthcare curriculum for the college's MBA program. "The college saw an interest and demand for more concentrated courses on the business of healthcare. I understood the healthcare industry, so I volunteered to teach it. There were no textbooks available. I attended conferences and pulled together everything I could find on the subject. It was definitely a moving target! The healthcare industry was changing so quickly."

Massingale has seen many changes in her years with UT. "The college is working its way to the pinnacle of excellence, and a lot of faculty members have been crucial to that climb. The college always has had very good, and *adaptable*, teachers!"

Massingale remembers once walking into a classroom with over a hundred students. The classroom had no elevated seating, so

students at the back of the room could not see her. "I stood on a chair and carried around a microphone pack the whole semester so that the students could both hear and *see* me! Although our Haslam Business Building has taken care of

situations such as that, these faculty grants are just another way to reward our faculty for what they give to our students, and our college."

Faculty members do more than teach classes, says Massingale. "Some of what they do is intangible. For instance, their teaching in the executive-level MBA programs keeps them in touch with business professionals. These are real-world experiences for the faculty that enhance other aspects of the college's curricula. We are not an ivory tower college. We are constantly in the trenches with influential business people."

An old saying comes to Massingale's mind when she reflects on the need to support the faculty. "I want to teach students 'how to fish,' not just give them a fish. For that reason, education has been the focus of my charitable giving for a long time. A gift that helps education has long-term benefits that keep on giving." **UT**



For the Love of Food

UT Business Grads Serve up Success

“There is no sincerer love than the love of food.” Renowned playwright George Bernard Shaw said it, and we embrace it daily with every craving for an ice-cold cola, a fresh burger, or a cream-filled cookie.

That love translates into a \$1.1 trillion business annually that the College of

Business Administration at the University of Tennessee, Knoxville, is capitalizing on. Graduates are following their passions to fill leadership positions in some of the largest and most prestigious companies in the food and beverage world. Meet five alumni who are cutting the mustard in the food and beverage industry.



As John Compton and his daughter, Kendall, crossed the border from Virginia to Tennessee in August 2012, there is little doubt that dad's thoughts were on moving his first-born from their Connecticut home to the University of Tennessee, Knoxville, to begin her life as a student.

When he answered his cell phone, however, Compton began a conversation that would ultimately culminate in transporting the entire Compton family "home" and signal the start of a new adventure.

The call was from Jimmy Haslam, then-CEO of Pilot Flying J, who wanted to talk to Compton about his leaving his position as president of PepsiCo to take the wheel at Pilot Flying J. Compton, a native Tennessean and a 1983 graduate of the University of Tennessee, Knoxville, College of Business Administration, says that, while there were many questions and details to discuss, he thinks he felt immediately that this was a move he was going to make.

"All the signs pointed to this being the right move for us and our three children," says Compton.

It has been an interesting road from Grandma's Cookies to Pilot Flying J. Compton began his career at PepsiCo straight out of UT as a production supervisor in Pulaski, Tennessee, at the Grandma's Cookies manufacturing plant. "I was a front-line supervisor, riding the cookie line on the third shift," remembers Compton. "I thought I wanted to be a banker, but when I met the people at PepsiCo, I knew it was a company that would help me become a good leader and a good manager."

As he worked his way up, Compton became familiar with many of the PepsiCo brands that are now in the Pilot Flying J stores: Frito-Lay®, Tropicana®, Gatorade®, and Pepsi™. When he became president of PepsiCo in March 2012, it was the culmination of a 29-year tenure with a company that has \$60 billion in revenues, has more than 285,000 employees, and is the second largest food and

beverage company in the world.

Transitioning to becoming CEO at Pilot Flying J is not as different a road as it might seem, says Compton. "Pilot Flying J is a remarkable company. We are in 48 U.S. states and six Canadian provinces; we are the market leader in an industry of fuel suppliers. The company has a history of great growth, being led by a family that has made wise, strategic decisions that have moved the company forward."

The business culture at Pilot Flying J is one that Compton is embracing with excitement. "One of the great strengths of this company is that people don't know just how big it is. Management works hard so that we are a 'big, but small' company. We have almost \$30 billion in revenue and employ 25,000 people. But the goal is to maintain a family-like culture."

Compton's connection to the College of Business Administration family was already in place; he has served on the college's Advisory Council to the Deans for the past 12 years and, while at PepsiCo, was active in raising money for both the university and college.

Compton says he isn't surprised that a number of College of Business Administration graduates find success in the food and beverage industry. "UT's business graduates are a good fit for the industry, whether it is at Pilot Flying J, PepsiCo, or Nabisco. All of these companies are vertically integrated and front-line driven. They make products, sell products, and move products. What companies see in UT College of Business Administration graduates are students who are well-educated in all aspects of business, from brand management to accounting and shopper marketing to supply chain.

Says Compton: "I believe it is my responsibility to give back. One of my life tenets is 'Learn, Earn, Return.' Whatever your level of success, you ultimately need to return the gifts you have been given." **UT**



1. John Compton

CEO, PILOT FLYING J

Piloting His Way Back Home





Coca-Cola

2. Shirley Pih Broadbery

**GLOBAL FINANCE
TRANSFORMATION
DIRECTOR**
THE COCA-COLA COMPANY

Passport in Hand,
She Opens
“Happiness”
in Over
50 Countries

It is said that “Coca-Cola” is the second most recognized word in any language, a good factoid for Shirley Pih Broadbery. The University of Tennessee, Knoxville, College of Business Administration accounting graduate joined The Coca-Cola Company in 1982 as an international internal auditor. Her office? The world!

“I was 25 years old and single, with two suitcases, an audit bag, and an around-the-world ticket,” says Broadbery. As the first woman on the international audit staff, she also was a pioneer for the company. Now in her 30th year

with Coca-Cola, Broadbery has had financial responsibility for more than 50 countries throughout her career.

As an international auditor, Broadbery had assignments that crisscrossed Europe, Asia, South Africa, and Latin America. After four years in that role, she returned to Atlanta to join the controller’s financial services team supporting the Pacific and entertainment groups. “I came back at an exciting time,” she says. “Coca-Cola was spinning off its entertainment business into Columbia Pictures Entertainment.”

Although she spent most of her career in Coca-Cola’s international arena, this opportunity in the States gave Broadbery her first big break—as an integral part of the Columbia Pictures de-consolidation process. “It was early in my career and a wonderful experience to be given such an important responsibility.”

Three years later, Broadbery found herself packing again, this time for the Southeast and West Asia Division. Again, she was part of history; Broadbery was involved in preparing Coca-Cola for the lifting of the U.S. trade embargo in Indochina. “I was based in Bangkok but responsible for financial management across the region, in areas such as Singapore, Indonesia, Pakistan, Sri Lanka, and Nepal,” she says. “Plus, we were getting ready to enter Vietnam and Cambodia when the embargo lifted.”

The passport stamps and areas of responsibility continued to multiply for Broadbery. She moved to Oslo, Norway, as finance director for 11 countries in Coke’s Nordic and Northern Eurasia Division. Next, she served as CFO for the Coke bottling joint-venture for the Nordic countries based in Copenhagen, Denmark; finance director for Southeast Europe and Gulf Division in Athens, Greece; and CFO for CCEAG, a German bottler based in Berlin. Given her global experience and broad knowledge of financial operations and processes around the world, she returned to Atlanta in 2007 to take on the role as global finance transformation director.

“I spent 17 years overseas,” says Broadbery. “It was a great opportunity to bring all my international experiences to my new role; plus, I was closer to my family.”

Happy that she and her husband are back in the U.S., Broadbery says they do not intend to let their passports collect dust. “Paul is Irish, and we met and married in Copenhagen. He is a world explorer, too, so we will always travel. Wherever we go, we’ll share the global language of opening ‘happiness’ with a Coke!” **UT**

3. Joe Crafton

PRESIDENT, CROSSMARK

Coming Full Circle with Shopper Marketing

Joe Crafton, president of CROSSMARK, has leveraged his University of Tennessee, Knoxville, College of Business Administration education to succeed in a big company, grow a small company, and then give back to the college where it all began.

Crafton, a 1984 graduate of the college, is a leader—in both his business and involvement with the college—in the emerging field of shopper marketing.

“When I first started with Procter & Gamble, the name of the game was broadcasting a marketing message to influence consumers while they were at home. Retailers merely fulfilled the demand that marketing created.

“Fast-forward to early 2000 when, due to changing media habits, traditional marketing lost much of its impact. Retailers became more sophisticated marketers when they realized that more than 70 percent of purchasing decisions were being made in the store.”

Influencing the shopper on the path to purchase became known as “Shopper Marketing.” As the retail industry changed, thousands of people were needed for jobs that required marketing, sales, and analytic skills, as well as retailer knowledge.



“The question for employers became, ‘Who is going to fill these jobs in the future?’” says Crafton.

“When I joined CROSSMARK in 1988, we had three offices and about 100 employees,” says Crafton. “At that time, we offered outsourced sales and marketing services to consumer goods companies, but we realized that the industry was consolidating. We therefore starting making regional acquisitions in 1996, and by 2000 we had acquired 55 regional sales brokerage companies. Since that time, we have added services and have grown dramatically to over 35,000 associates in five countries. We now are the leader in in-store marketing services and are even developing innovative solutions for mobile marketing.”

Crafton says much of the passion he has for the industry comes from his days in the College of Business Administration. “UT helped me realize that marketing was an exciting and rewarding career option for me.”

Working with friend and former classmate John Compton, Crafton envisioned an opportunity for UT to be a national leader and the go-to university for an education in shopper marketing. “In November 2009, 31 executives from 16 major firms met on the UT campus for UT’s first annual Shopper Marketing Forum. That was the genesis of what is now a multi-tiered program that includes the forum and the funding of a full-time MBA shopper marketing scholarship.”

Crafton recruits on many campuses each year and has hired eight UT College of Business Administration graduates as management trainees. “I can already see the difference in these students and their knowledge of shopper marketing,” he says. “The UT program blends the study of retail, branding, and sales, and offers an emphasis on analysis and shopper insights. Graduates come to work with that knowledge already under their belts.

“It is stimulating to help shape a changing industry, and I am honored to be part of something that is making a difference in the business and academic arenas.”  





4.



Scott Daniel

MARKETING DIRECTOR
BUSH'S BAKED BEANS

Career Rolls On
with Duke and
"That Beautiful
Bean Footage"

Scott Daniel works with two superstars, and one of them has four legs. As marketing director for Bush's Baked Beans at Bush Brothers & Company, Daniel oversees the company's iconic advertising campaign featuring Jay Bush and Duke, his "talking" golden retriever. In the dog-eat-dog world of advertising, the longevity of the campaign is something Daniel sees as a blessing.

"Being able to work with a campaign that consumers are still interested in after 17 years is incredible," says Daniel.

Daniel was in high school when Duke first told Jay to "Roll that beautiful bean footage." "Who would have thought that I would be working on that campaign all these years later? It is now the second-longest-running advertising campaign in the United States."

Keeping the campaign fresh and fun provides plenty of career challenges, says Daniel. "Advertising is a very funny business. We are blessed that consumers are still interested in what Duke is going to do—and say—next. One of our most valuable assets beyond our people is the brand itself."

Being responsible for promoting the Bush brand wasn't what Daniel expected when he majored in speech and communication at UT or earned his Doctor of Jurisprudence from the UT College of Law. Perhaps it was his MBA in marketing from the UT College of Business Administration that motivated him.

"The opportunities that I had when I was in college were incredible; they helped shape my goals and desires," says Daniel. "During my eight years at UT, I had internships with Walt Disney World, the Atlanta Braves, Senator Fred Thompson, and Procter & Gamble."

After he completed his law degree, Daniel joined Procter & Gamble, where he worked for almost five years. He was the brand manager of the team that created the award-winning "talking stain" ad for Tide® to Go, which aired during the 2008 Super Bowl.

At Bush Brothers, Daniel has had plenty on his plate to keep him challenged, including marketing 15 flavors of Baked and Grillin' Beans. "Although our marketing department manages the go-to-market strategy for the baked beans business, we have a team of 700 employees who help produce, sell, and market America's favorite baked beans."

The team approach is the way Bush Brothers does business, but it is an approach Daniel first learned at UT. "At UT, I learned how to work with people who had different backgrounds and interests, and I learned how to be creative in solving problems," says Daniel.

Duke's wily antics in trying to sell the secret family recipe continue to inspire the marketing team in interesting directions. "Duke recently launched a pig into the air after Jay agreed to sell the recipe 'when pigs fly,'" says Daniel. "I am fortunate to work with a brand that people love and a marketing campaign that keeps consumers entertained, especially since we never know what devious scheme Duke will come up with next." **UT**

5.

Cindy Chen

MARKETING DIRECTOR, OREO

Give Life a “Twist” and Find a Sweet Adventure

Cindy Chen recently brought a new “twist” to an iconic company. The playful, yet strategic, combination of Chen’s campaign for Oreo mirrors her own mix of a zest for life and drive for success.

Chen, a University of Tennessee, Knoxville, College of Business Administration MBA graduate with a dual concentration in marketing and supply chain management, became marketing director for Oreo 14 months ago. Almost immediately, she spearheaded the “Daily Twist” social media campaign that created a different digital ad daily, using images of an Oreo cookie and milk.

“We had an Oreo shaped like Elvis, a red-filled Oreo with tire tracks to celebrate the Mars Rover landing, and one celebrating the NFL referees’ return to work,” says Chen. The Oreo Facebook page now has over 30 million fans, and the campaign broke brand records with an average of 110 percent growth in fan interaction per social media post.

“The Twist campaign was new every morning,” says Chen. “We looked at what was trending on social media—from the panda Shin Shin giving birth to the anniversary of finding Old Faithful—and created ads through the eyes of the world’s favorite cookie. It was fun and spoke to our inner-child.”

It was Chen’s inner-child that spoke to her as she made decisions about school and career. Chen, who is from Shanghai, China, says she wanted to embrace new experiences, so she came to the U.S. to earn her MBA. “Shanghai is a very big city, but I felt there was this huge world out there that I had not seen,” says Chen. “I looked at business programs all over the country. The UT MBA program had the combination of marketing and supply chain management that I knew would give me the tools I needed to be successful.”

At Oreo, Chen is finding success to be energizing. For example, the Twist campaign took her to a temporary glass-box office constructed in Times Square for the last day

of the campaign. As social media buzzed with nominations for what the final 100th Twist ad should be, Chen and a team of 15 others monitored on-line voting. As time ticked down, the ‘Anniversary of the High Five’ won and was posted to Facebook by 2 p.m.

“Working in real-time is nerve-wracking, but exhilarating,” says Chen. “It fits with my philosophy that you have to be fearless and always willing to take risks!”

Working with Mondelez International, formerly part of Kraft Foods, is a family venture. Chen’s husband, fellow MBA classmate Sohail Ahmad, also is with the company. The couple stays busy and enjoys life away from the office as their son, Farris, introduces them to the world of kindergarten.

It all comes together just like a little sandwich cookie, says Chen. “Life is a lot of fun. Sometimes you just have to give it a ‘twist.’” **UT**

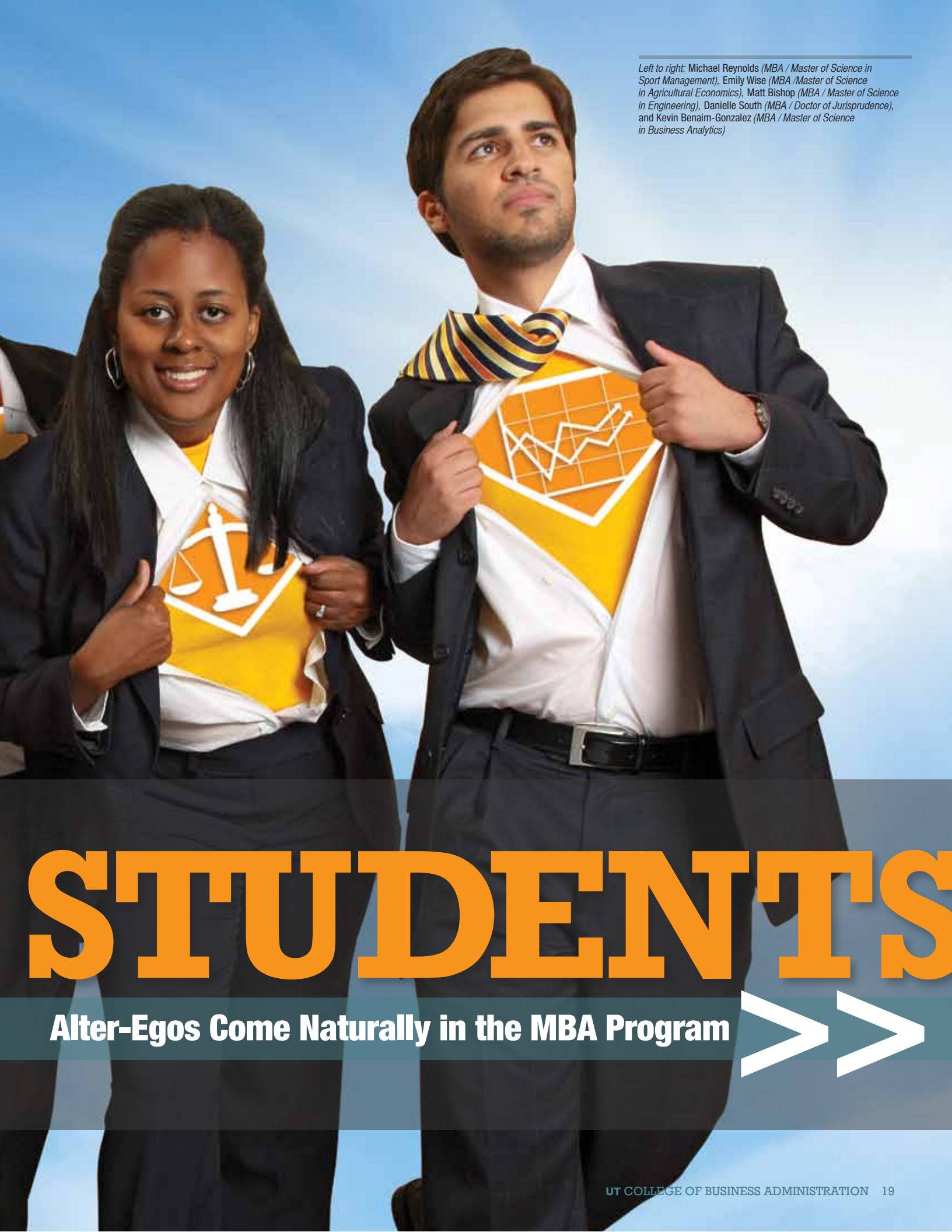


■ Feature Story



SUPER

Left to right: Michael Reynolds (MBA / Master of Science in Sport Management), Emily Wise (MBA / Master of Science in Agricultural Economics), Matt Bishop (MBA / Master of Science in Engineering), Danielle South (MBA / Doctor of Jurisprudence), and Kevin Benaim-Gonzalez (MBA / Master of Science in Business Analytics)



STUDENTS

Alter-Egos Come Naturally in the MBA Program



When in need of unique talent to fulfill employment opportunities at their companies, business recruiters and employers often turn to the University of Tennessee, Knoxville, MBA program. Why? Because they know the highly qualified UT MBA and dual-degree “super” students are well-prepared and well-positioned for success.

Amy Cathey, executive director of the College of Business Administration’s full-time MBA program, says that the demand for all MBA graduates is strong, and that the six MBA dual-degree programs generate particularly high interest from students and employers. “The dual-degree programs allow students to complete two graduate degrees simultaneously,” says Cathey. “In addition to helping students differentiate themselves in the job market, they save between nine and 15 hours of coursework, or approximately one semester. This conserves two of the most important resources that the students have: time and money.”

These “super” students are impressing employers with their breadth of knowledge

and preparedness. “Recruiters and employers are motivated to look at our dual-degree graduates because they have unique skillsets that provide real value. Not only do our dual-degree graduates have technical knowledge from their fields of study, but they also can lead and manage people, think strategically, look at and understand data, and make recommendations that address critical business issues,” says Cathey. “All of that contributes to value in the marketplace and highly desirable job placements of our students after graduation.”

UT’s dual-degree MBA offerings are growing rapidly, says Cathey, with two new dual-degree programs (MBA/master’s in business analytics and MBA/PharmD) added in the last two years.

“We have 76 students in the MBA Class of 2013, and 33 percent of those are dual-degree students,” says Cathey. “This confirms our research that we are filling a need in the marketplace and have the right programming and student talent interested in each of the respective dual-

degree disciplines. In fact, UT’s dual-degree structure has become a benchmark for many schools across the country.” Nationally, about 20 percent of colleges and universities offer joint programs, and about 12 percent of all MBA degrees conferred are part of dual-degree programs.

Dual-degree candidates, regardless of area of study, recognize the immeasurable value of acquiring business savvy and expertise, says Cathey. “Students who aspire to significant leadership roles in their respective professions appreciate the competitive advantage that an MBA degree can provide.”

The MBA curriculum has remained relevant and on the cutting-edge, says Cathey. It recently was revised with input not only from the college’s faculty and administrators but also from business leaders and employers. “The college has responded to current trends and industry needs by infusing critical business skills into the MBA program,” she says. “In addition, the college’s thought leadership in business analytics, entrepreneurship, shopper marketing, and

Super Thoughts: In Their Own Words

Kevin Benaim-Gonzalez

Dual-Degree: MBA /Master of Science in Business Analytics >> Class of 2013

Benaim-Gonzalez began his educational endeavor earning his master’s in business analytics degree, but he transferred to the dual-degree program to round out his understanding of business concepts.

“The MBA/master’s in business analytics dual-degree program offers the best combination of strong data analytics and integral business knowledge. Both skills are developed in a collaborative and competitive environment where teamwork is the key for success. Just completing my first year, I have grown as a person and as a professional. I am better prepared to accept the big challenges that the ‘Big Data’ era brings.”

Melissa Tucker

Full-time MBA >> Class of 2012

Prior to coming to UT, Tucker worked as a nurse in a corporate wellness clinic. She chose to pursue her MBA degree at UT because of the strong reputation of the UT MBA brand.

“I chose to continue my education in the MBA program so that I could ultimately make a greater impact on the health of organizations, both in a physical and fiscal sense. Having a nursing degree prepared me for the healthcare side, but I needed to understand the business, economics, and analytics behind healthcare to support the comprehensive wellness approach necessary to combat rising healthcare costs, mortality, and morbidity.”

Danielle South


Dual-Degree: MBA/Doctor of Jurisprudence >> Class of 2014

With a goal of going into business instead of practicing law, South thought that the dual-degree program would offer her the best of both worlds and would expand her knowledge base of business management.

“I chose to continue my education through the UT MBA dual-degree program because I felt that I was lacking pertinent business skills that I needed to become a more successful person. One of my long-term goals is to establish a nonprofit enterprise. While my having a law degree will be helpful, the knowledge I am receiving from my MBA classes will help me know how to ensure the success and longevity of my organization.”

supply chain management enables our programs to provide students with the relevant knowledge and applied skills that companies need to be competitive in today's global business environment."

Being exposed to cutting-edge content within a great academic environment is just the beginning for traditional MBA students and the dual-degree students who are eager to show off their "super powers."

"The UT MBA program offers exceptional opportunities. What makes all of our MBA students 'super' is a combination of three advantages," says Cathey. "First, they are exposed to an intensive, cutting-edge curriculum... a truly transformational experience for the students. Second, they study with a large network of faculty and business professionals who develop and mentor them. Third, the innovative programs and applied, hands-on projects offered through the MBA program challenge them to be leaders and problem solvers. In many cases, the MBA is the developmental experience that propels excellent students into outstanding careers." 

MBA Dual-Degree Programs

The UT College of Business Administration full-time MBA program participates in six dual-degree programs with several partnering departments and colleges. Dual-degree programs allow students to earn two degrees in approximately one semester less time than needed to earn both degrees independently. They also combine the understanding of business fundamentals offered by an MBA with a technical master's or other professional degree that adds value in the marketplace. Students complete all requirements for both degrees but are allowed to count nine to 15 hours of earned coursework (depending on the program) as elective credit toward the second degree.

The six dual-degree MBA programs are:

1. MBA/MASTER OF SCIENCE IN AGRICULTURAL ECONOMICS

- >> Addresses a need for agribusiness graduates to be trained in business fundamentals
- >> Prepares graduates to take leading management roles within agribusiness firms or other organizations that require an understanding of business and agriculture
- >> Is offered jointly with the UT College of Agriculture and Natural Resources

2. MBA/DOCTOR OF JURISPRUDENCE

- >> Combines business coursework with the earning of a law degree
- >> Prepares graduates for careers in public service, corporate law, or business management with a specialty in law
- >> Is offered jointly with the UT College of Law

3. MBA/MASTER OF SCIENCE IN BUSINESS ANALYTICS

- >> Develops managers who can answer key business questions using data
- >> Fosters knowledge of business intelligence, data mining, process optimization, and applied statistics
- >> Prepares graduates for careers in consulting and process improvement, and for careers as business analysts
- >> Is offered jointly with the Department of Statistics, Operations, and Management Science in the UT College of Business Administration

4. MBA/MASTER OF SCIENCE IN SPORT MANAGEMENT

- >> Develops professionals who understand the business of sport management
- >> Prepares students for careers in sports administration, including athletic team administration, talent management, contract negotiation, and development
- >> Is offered jointly with the Department of Recreation and Sport Management in the UT College of Education, Health and Human Sciences

5. MBA/DOCTOR OF PHARMACY (PHARM D)

- >> Develops professionals who have the fundamental business skills to navigate the economics of healthcare
- >> Prepares graduates for careers—such as insurance benefits administration and pharmacy management—that require an understanding of both the foundations of business and the technical requirements of the pharmaceutical industry
- >> Is offered jointly with the College of Pharmacy in the UT Health Sciences Center

6. MBA/MASTER OF SCIENCE IN ENGINEERING

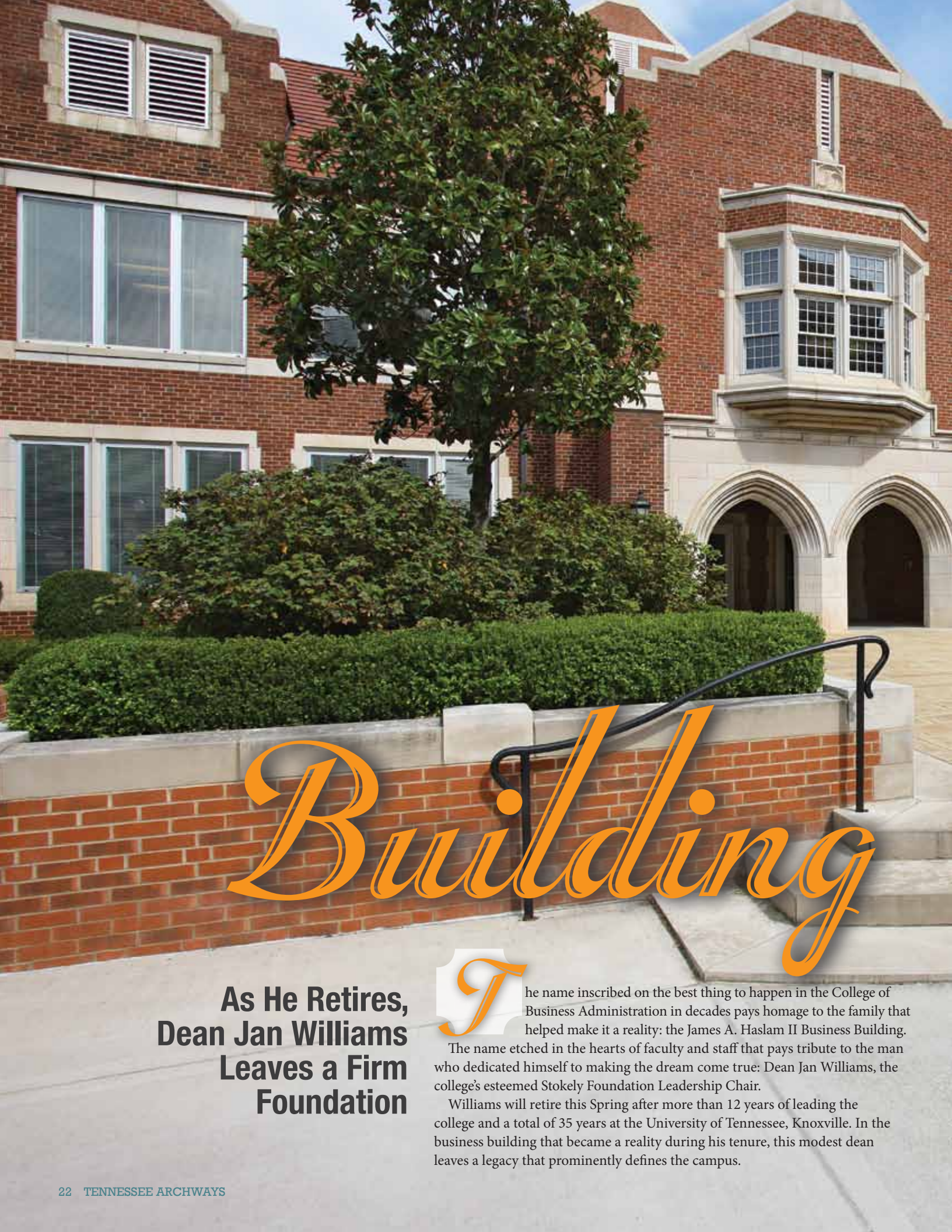
- >> Prepares graduates to take leading management roles in positions that require the understanding of business fundamentals, manufacturing, product development, and engineering processes
- >> Offers opportunities for students to focus in aerospace engineering, biomedical engineering, civil engineering, chemical engineering, computer engineering, electrical engineering, engineering science, environmental engineering, industrial engineering, materials science, mechanical engineering, or nuclear engineering
- >> Is offered jointly with the UT College of Engineering

Elizabeth Tiller Hagler

Full-time MBA >> Class of 2013

Hagler earned her undergraduate degree at the University of Tennessee, Knoxville. She ran track for the Lady Vols and was in the inaugural Haslam Scholars four-year enrichment program for honors students. Hagler chose the UT MBA program because of its excellence in faculty and the overall comprehensiveness of the program. She was awarded the prestigious UT MBA Ergen Fellowship.

“I chose to continue my education in the UT MBA program because I wanted to improve the job opportunities that would be available to me when entering the workforce. The program has already proven to me that I made an excellent choice. I have been challenged beyond my expectations, and my studies are refining me into the businesswoman I hope to become.”



Building

As He Retires, Dean Jan Williams Leaves a Firm Foundation

The name inscribed on the best thing to happen in the College of Business Administration in decades pays homage to the family that helped make it a reality: the James A. Haslam II Business Building.

The name etched in the hearts of faculty and staff that pays tribute to the man who dedicated himself to making the dream come true: Dean Jan Williams, the college's esteemed Stokely Foundation Leadership Chair.

Williams will retire this Spring after more than 12 years of leading the college and a total of 35 years at the University of Tennessee, Knoxville. In the business building that became a reality during his tenure, this modest dean leaves a legacy that prominently defines the campus.



a Legacy

“Glocker, the former business building, had been around for more than 50 years,” says Williams. “Its lack of technology, space constraints, and poor heating and cooling system hindered our educational mission. Our college was doing great things. Constructing a new business building that we could point to with pride was an important priority.”

Williams officially became dean in July 2001 after having been an interim dean since 2000. By 2003, the majority of the funding for the business building was in place, as was a plan that would keep the heritage of Glocker yet usher in a new era for the college.

Built on the site of the old building, the new structure incorporated the façade of Glocker that faces Volunteer Boulevard as well as several thousand bricks that were saved during the Glocker demolition and repurposed in the new construction. The James A. Haslam II Business Building opened January 2009.

The façade and bay window of the dean’s conference room was part of the old Glocker. “I taught many accounting classes in this room,” reminisces Williams.

Embracing tradition while forging forward is a hallmark of Williams’s tenure. He came to UT in 1977 as a professor, later

Keys to a Legacy



A Wealth of Top Faculty

Keeping an eye on building a faculty with top credentials, a diverse set of backgrounds, and a collaborative spirit, Williams has left the college with a stability and focus that has helped it become a leading institution.

Enhanced Curricula

Williams prioritized the development of new initiatives, such as the Anderson Center for Entrepreneurship and Innovation, the Global Supply Chain Institute, the Global Supply Chain Executive MBA, and the establishment of the innovative collaterals program.

Intensified Student Advising

The marketplace demands that business schools evolve at a rapid pace, and the college is always innovating to better prepare its students for the workplace. As such, Williams led the charge to develop an intensive undergraduate student advising program to help students develop the course of study best suited to their goals.

Differential Tuition

Differential tuition completes the college's strategy to become less dependent on state funding, while allowing it to recruit the finest faculty, staff, and students.

The Haslam Business Building

The cutting-edge home to the College of Business Administration is perhaps the most visible legacy of Jan Williams's tenure as dean; the building gives the college an edge in recruiting top students and faculty.

...serving as head of the accounting department and then as an associate dean. When he became dean, Williams did more than just tackle the need for a new facility. Ensuring the continued excellence of the faculty also was a top priority. "When I became dean, over 50 percent of our faculty members were eligible for retirement," explains Williams. "That in itself was a major challenge. But, we always have been successful in attracting top faculty and having the new building ready at this crucial time gave us a great competitive edge; anybody would be proud to teach in Haslam. As I look at our faculty now, I am proud that we have good leadership and a balanced, diverse team."

Bringing creativity and diversity to the table when making decisions is important to Williams. His management style can best be described as collaborative.

"Being dean is an art, not a science," observes Williams. "Our faculty members have a tremendous ability to work together, so we have been able to implement some impressive changes over the past 12 years."

There is strategy behind the dean's collaborative style, one that reflects a strong confidence. "My closest advisors are members of the college's executive committee. I consciously chose individuals who think differently from me and from each other. The process may be harder to manage, but the results are significantly better."

Even as he looks back on how he will be remembered, Williams didn't start out to make a "Jan Williams" mark. His approach was to concentrate on what was right for the college.

"I knew that being dean would be my last academic position leading to retirement. That attitude allowed me to concentrate on what was

right for the college, not my career. It was good to be able to take that desire for individual advancement out of the equation."

That commitment to education recently was recognized by Chancellor Jimmy Cheek when he honored Williams with the prestigious Chancellor's Medallion.

Even at the dean's level, a top grade means educating and motivating students from the undergraduate to the graduate and through the executive education levels. "We have made some remarkable progress in recent years. Enhancing and improving our curricula is an ongoing effort. For instance, the programs being implemented within our Anderson Center for Entrepreneurship and Innovation, the creation of the college's Global Supply Chain Institute and new Global Supply Chain Executive MBA, the establishment of our Global Leadership Scholars undergraduate honors program, and the addition of collaterals are creating new opportunities and excitement for our students," says Williams. Collaterals, which are nine-semester-hour supplements that emphasize a different but compatible area of study to a student's major, are now required for all undergraduate business majors.

The increased emphasis and expansion of undergraduate student advising are yielding amazing results that are setting the College of Business Administration apart. "Our student advising program has gone through a complete metamorphosis to reflect the additional guidance our students need in order to graduate on time," says Williams. "As our curricula have changed to offer expanded choices, we needed to provide students with help in navigating through their options. As a result, our retention numbers and graduation rate are strong. Both of those metrics are crucial to the chancellor's goal to make UT a Top 25 university."

Williams's own history plays into the way he has managed.

"I admit that I was not a very good college student—I actually barely made it out of high school," Williams laughs. "I was a junior at George Peabody College in Nashville, had taken a lot of courses, but had not declared a major. I asked my adviser what would be the quickest road to graduation given the courses I had taken. It was English—so I graduated with a liberal arts degree with lots of electives in business, which I found interesting. The next thing I knew, I was attending Baylor University to earn my MBA."

"The faculty at Baylor really took an interest in me, and the experience totally changed my attitude. I earned my MBA, worked in Dallas for a time, and then received my doctorate at the University of Arkansas. I now have been a faculty member for 43 years, yet I have never forgotten the influence faculty members can have on students."

To move the college forward, Williams pushed for and got differential tuition approved. Students pay an additional fee per business-class credit-hour to help support college faculty and programs.

"I could argue that differential tuition is the most impactful accomplishment for the college during my tenure," says Williams. "Combined with the funding we receive from contracts and grants and executive education, differential tuition completes our financial strategy to help us become less dependent on state funding."

An increase in tuition is never done without serious soul-searching, says Williams. "Rising tuition costs are a serious concern for colleges. We looked very carefully when building our differential tuition proposal. When compared to other SEC schools, we are right in the middle of the pack in cost, even when including differential tuition. I believe that UT's College of Business Administration is a 'best buy.' With the quality of education we offer, our students are getting an exceptional value for their financial investment."



Looking at a legacy also includes looking forward to what a successor will inherit. Williams says that when the whole of the business college is considered, it is the overall excellence of students, faculty, staff, programs, and facilities, plus financial stability, that he considers his best work. “It is good when you can say you are not leaving serious problems for someone else to solve. I would never want that,” says Williams. “There always will be things that need to be changed, but the college of business sits on a firm foundation on which my successor, Stephen Mangum, can build.”

As he moves into retirement, Williams says that the “boys of summer” and the girls in Nashville will get extra attention. Williams is an ardent baseball fan, a hobby he nurtured as a young boy sitting with his grandmother listening to the radio. A visit to one specific room in his home leaves little question of his passion for the sport and the fun he has had with it. Twenty-seven baseball caps line the walls, and library-style card catalogs are filled with his impressive collection of baseball cards. The hats represent the 27 out of 30 major-league stadiums he has visited, and he plans to cross the last three off his list in retirement. The baseball cards, numbering more than 85,000, are full sets of the Topps® brand from 1970 to 2012, plus partial sets prior to the 1970s.

Trips to the Nashville area also will be more frequent as Williams and his wife, Elaine, visit their two daughters and indulge the passions of their five grandchildren. The Williams also have a second home “out in the country” in West Knoxville where they both enjoy spending time.

With a personality that embraces high energy, Williams says that he doesn’t intend to “just sit around” during retirement, although he is looking forward to a less-structured schedule. “It will be nice to untether from the calendar and the need to be somewhere every minute. I have several interesting activities lined up—being on several boards of directors, writing textbooks, maybe even some teaching—but I’m not looking to do anything full-time.”



Top: Photographs of children and grandchildren surround Jan Williams and wife, Elaine
Above: Williams with his over 85,000-strong collection of baseball cards

Elaine Williams agrees that a more leisurely pace will be a welcome change. “Jan has worked very hard, and this is a well-earned retirement. We got married when Jan was in graduate school, so structure and the motivation to succeed always have been a part of our lives. Being spontaneous will be fun. It will be good to see life at a different pace.”

She is skeptical, however, that the pace will be slower. “Jan doesn’t do anything halfway. I feel certain that he will embrace retirement in the same way that he has embraced everything else in his life. He will immerse himself in it totally, commit himself to the projects at hand, and enjoy each day.” **UT**

■ Returns on Investment



Jim ('76, '77) and Kathy Newsome at the college's Giving Society Reception prior to the UT vs. Florida game on September 15


ALUMNI FROM ACROSS THE COUNTRY GATHER FOR FALL 2012 ALUMNI EVENTS

This past fall, College of Business Administration alumni from across the country gathered for a variety of special events both on and off campus.

The college welcomed alumni and friends to visit the Haslam Business Building on two football game days. There was the season opener with an open house featuring former Vols star Inky Johnson and a special reception for the college's giving society donors when UT played Florida.

Additionally, alumni were honored in Knoxville this past November at the college's Fourth Annual Alumni Awards Gala (*award winners are featured on pages 28 and 29*).

For the third consecutive year, scholarship donors were invited back to campus for lunch with their scholarship recipients, which provided a unique opportunity for both students and alums to learn more about each other and their special ties to the University of Tennessee, Knoxville.

Even if they couldn't make it back to campus, alumni and friends of the college enjoyed opportunities for food and fellowship at three regional events this fall—in Kingsport, Tennessee, at a reception hosted by alumni Jonathan C. Bailey ('89,'90), Mike A. Berry ('77), and Gary F. Clayton ('78); in Nashville, Tennessee, at LP Field (home of the Titans) for an alumni event sponsored by Vaco; and in Charlotte, North Carolina, for a reception hosted by Martin L. ('82) and Carol Fri Robinson. If you weren't able to join us this fall, we hope you will in the coming months! 


FULLER AWARDED INAUGURAL JAN R. WILLIAMS PROFESSORSHIP



Robert M. Fuller, director of the information management (IM) program in UT's Department of Accounting and Information Management, is the inaugural Jan R. Williams Professor in the UT College of Business Administration. Since joining the faculty at the University of Tennessee, Knoxville, in 2006, Fuller has taught database systems and business process analysis at the undergraduate level, IT audit and security and enterprise systems in the Master of Accountancy program, and behavioral research methods in the PhD program.


"Since joining the UT faculty six years ago, I have been very impressed with the faculty, staff, students, and alumni support that we have in the College of Business Administration," says Fuller. "It has motivated me to do what I can to be involved in the college through my research, teaching, and service."

Fuller recently was awarded the Jan R. Williams Professorship in the UT College of Business Administration, named in honor of the College of Business Administration's long-standing dean, who is retiring this Spring. The faculty award endowment was created by members of the college's Advisory Council to the Deans in recognition of Williams's years of leadership and service to the college.

"To be recognized by this award, especially given the vision of its namesake, Dean Jan Williams, is very humbling and makes me proud to be associated with such an outstanding college," says Fuller. 

BRINGING STUDENTS AND BENEFACTORS TOGETHER

The faculty and staff of the College of Business Administration continually look for opportunities to bring business students and alumni together. These meetings provide the chance for students to learn from the experience of many of our most accomplished alumni, as well as the chance for students to thank the men and women who graciously provide support in countless ways, such as through scholarships, internships, and class presentations.

Each year, the college invites donors who fund scholarships back to campus to have lunch with the student scholarship beneficiaries. The goal of these meetings is to thank donors for their generous support; however, the conversation often turns to everything from the students' collegiate experiences to the donors' professional achievements and their own time at UT. Thus far, the college has hosted several scholarship luncheons during the 2012-2013 academic year and has plans for more in the coming months. 

► For more information on any of these events, programming, and giving opportunities, please contact the college's Office of Development and Alumni Affairs at 865-974-6083.




FIDELITY INVESTMENTS ESTABLISHES SCHOLARSHIP IN HONOR OF COACH PHILLIP FULMER

Fidelity Investments recently made a leadership gift to establish the Phillip Fulmer Masters Investment Learning Center Endowed Scholarship at the University of Tennessee, Knoxville. The scholarship will benefit students majoring in finance and working in the Masters Investment Learning Center, a learning center within the college that enhances financial literacy among the university, the College of Business Administration, and the business community.

The gift was made in conjunction with Phillip Fulmer's induction into the College Football Hall of Fame and was presented at the Volunteer Leadership Luncheon last October at the Knoxville Convention Center.

"Fidelity Investments is honored to establish the Phillip Fulmer Masters Investment Learning Center Endowed Scholarship," says Joe Siragusa, vice president of Fidelity Investments. "Coach Fulmer's greatness is being recognized with his induction into the College Football Hall of Fame, and, to further recognize this achievement, Fidelity Investments wanted to support the University of Tennessee College of Business Administration with this donation bearing Coach Fulmer's name."

Fulmer now works in the investment industry for BPV Capital Management, a Knoxville firm.

"I am certainly proud to have a scholarship bearing my name at my university," says Fulmer. "I appreciate everyone involved with this honor, especially the Fidelity Investments people who made it happen." 

COLLEGE OF BUSINESS ADMINISTRATION NEWLY ESTABLISHED ENDOWMENTS*

- William T. Baker Family Business Scholarship
- Robert Bohm Economics Faculty Award
- David Brown Family Business Excellence Scholarship
- Martin & Ann Brown Scholarship
- Don & Joan Bruce Entrepreneurial Scholarship
- William H. "Bill" Crabtree Scholarship
- Dale & LaVerne Culbertson Scholarship
- Farm Bureau Insurance-Tennessee Lecturer in Insurance/Risk Management
- Phillip Fulmer Masters Investment Learning Center Endowed Scholarship
- Ronald & Joan Justus Scholarship
- Larry & Jane Martin Professorship
- Pearson Family Business Excellence Scholarship
- Jan R. Williams Professorship

*As of November 12, 2012

ALUMNI HONOR BOB BOHM




When Robert (Bob) A. Bohm, PhD, George A. Spiva Scholar, retired at the end of 2012, he left behind a legacy that has impacted thousands of economics students worldwide. Those who perhaps know Bohm the best, members of the Economics Advisory Council, have made a generous gesture to show him just how much he has meant to the Department of Economics at the University of Tennessee, Knoxville. Many of them being Bohm's former students, the council members give of their time, talent, and treasure in supporting the department. This time, they are supporting its long-time leader.

Samuel (Sam) R. Carter Jr., PhD, ('77, '84) was Bohm's first doctoral candidate and the "ring leader" behind a grassroots effort to recognize his mentor's years of service.

"The relationship between you and your major professor is a special one," says Carter. "We (members of the council) wanted to honor Bob in a way that would live on, so he will be remembered in perpetuity."

Carter coordinated efforts to create a faculty award named in Bohm's honor, the Robert Bohm Economics Faculty Award Endowment. He, along with fellow council member Randy Burleson, made the leadership gift to establish the award and went on to collect generous donations from 100 percent of the council members. Additionally, Dr. Jimmy Cheek's Chancellor's Faculty Support Challenge will match a portion of the funds so that the award may be made immediately. The group surprised Bohm the night before his last meeting with the council this past September.

"We want Bob's successors to have the tools they need to recruit and retain exemplary faculty," says Carter. "This endowment allows us to honor Bob and creates a way for others to honor him moving forward." 

Alumni Awards



ALUMNI ARE MAKING A DIFFERENCE

The College of Business Administration's Fourth Annual Alumni Awards Gala was held this past November to honor four worthy recipients who have made outstanding contributions to the college, their chosen professions, and their communities. Please help us congratulate Mintha Roach, Brian Foley, John Boll, and PepsiCo.

2012 Awards Banquet honorees (from left): John Compton (representing Outstanding Corporate Partner, PepsiCo); Entrepreneur of the Year John Boll; Distinguished Alum Mintha Roach; and Outstanding Young Alum Brian Foley



MINTHA ROACH

President and CEO, Knoxville Utilities Board

Mintha Roach was still in her teens when she pulled out the University of Tennessee, Knoxville, catalog to search for a new college major. Enrolled in another program at UT, Roach felt that path wasn't a good fit.

"In the business curriculum, I saw subject matter that would be helpful to me," says the 2012 winner of the College of Business Administration's Distinguished Alum award. "It lined up perfectly with my interests in human resources and management."

Roach discovered there were not many women choosing business as a major in the early 1970s. "Business majors were predominately men, but I wasn't deterred by that," she says.

Navigating classes filled primarily with men provided good training for things to come. As president and CEO of Knoxville Utilities Board (KUB), she is the first woman to hold that position. Roach has been lauded for breaking barriers for women in business in East Tennessee and received the YWCA's Tribute to Women Lifetime Achievement Award in 2009.

It was the usefulness of a business major that appealed to her. "I am a practical person. I was a first-generation college student, and I was serious about getting a good education," says Roach. "I was focused


on learning what I needed to make myself employable."

After college, she worked for the city of Knoxville for 17 years in personnel management before moving to KUB. Today, in KUB's top role, she is responsible for electric, gas, water and wastewater service for almost half-a-million customers.

Roach has been instrumental in transforming KUB, consolidating its business and operating

functions to be more efficient. Today, KUB has 40 percent more customers and 30 percent fewer employees than it did when she arrived 20 years ago. The company's challenges now, she says, are updating its aging infrastructure while keeping utility rates affordable.

"My education shaped who I am," says Roach. "I trace every opportunity that has come to me back to the decision to go to UT and major in business."

Her involvement at UT includes being former chair of the Chancellor's Associates and UT Alumni Board and being a current member of the College of Business Administration's Advisory Council to the Deans and UT Foundation. Her husband, Jon, is a graduate of UT's colleges of business and law. They are parents of two UT business graduates: Jon II, who majored in logistics, and Evan, who majored in finance. 

Distinguished Alum



BRIAN FOLEY

■ *Tax Partner
Ernst & Young LLP*

Brian Foley knows that A plus B equals C. But he also knows that solving equations isn't really what matters.


"I think my 'ah-ha' moment as a UT student came when I realized I wasn't learning merely how to balance debits and credits.

I was learning the analytical and inquisitive thinking that goes into understanding business transactions and solving problems," says Foley. "Moving beyond linear thinking to evaluate issues dynamically helped me develop critical-thinking skills

that enable me to deliver world-class value to my clients."

Foley made partner at Ernst & Young (EY) after only 11 years, a fast move in his industry. "The pace of my professional development was accelerated by the technical and professional skillsets UT taught me as an undergraduate and graduate student," says Foley.

Many alumni may know Foley in a setting different from the office he now occupies in Chicago. Foley spent four-and-a-half years working in Asia with EY's China practice, during which time he hosted many of UT's Master of Accountancy students on their international excursions.

Supporting the college of business isn't entirely altruistic for Foley. "I want to see the value of my UT degree appreciate. I want students to be more prepared, the curricula and faculty to be stronger, and the facilities to be better. As these occur, the prestige and pride that accompany earning a degree from UT will continue to grow." 

**Outstanding
Young Alum**

JOHN BOLL

■ *President, G. A. Richards Group*

John Boll is a reluctant winner. However, when he eyed the scales, his love for the UT College of Business Administration weighed more than his reluctance of being recognized on the awards podium.

"No one person deserves an award when an entire organization is involved," says Boll.

Boll's company, G.A. Richards, manufactures products for the office furniture and general industrial markets. Boll bought the bankrupt company in 1989.


"I was a corporate soldier for eight years, working in financial roles at Ford Motor Company, International Harvester, Bendix Corp., and Tie Communications," he explains. "As I learned from the big companies and more about myself, I knew someday I would be on my own."

As his company's success grew, Boll paused to look at his bucket list.

"I was an aging entrepreneur and needed to re-energize myself for the good of our organization," he says. "One of the things on my bucket list was grad school, so I was able to satisfy both needs by earning an MBA at UT."

Boll completed his Executive MBA at the University of Tennessee, Knoxville, in 2007. He has stayed involved by serving on the college's

Advisory Council to the Deans.

"UT's College of Business Administration is a business that teaches business and is entrepreneurial itself, so I felt I could make a contribution. I'm privileged to work with an entrepreneurial administration and faculty who are helping discover and mold the entrepreneurs of tomorrow." 

**Entrepreneur
of the Year**



PEPSICO

PepsiCo, the largest food and beverage company in North America and second largest in the


world, reaches beyond soft drinks and chips in leaving an imprint on world communities. With a commitment to "Performance with Purpose," PepsiCo's corporate philosophy includes a belief that what is good for all is good for business.

The college applauds PepsiCo, this year's Outstanding Corporate Partner, for the company's financial contributions and dedication to fostering support for diversity in the workplace.

At PepsiCo, talent sustainability, diversity, and inclusion are hallmarks of corporate goals. The PepsiCo Diversity Leadership Development Program in the UT College of Business Administration helps make that commitment a reality. The program brings PepsiCo executives to the college to work with juniors and seniors to help them understand diversity and its value in the workplace.

PepsiCo has been nationally recognized as one of the top places for women and minorities to work and was one of the first companies to hire minorities in professional positions. The UT partnership with PepsiCo helps prepare students to work in fields where workplace

diversity is a reality. PepsiCo's support has made one of the college's most impactful programs, Business Education for Talented Students (BETS), a reality.

The PepsiCo family has four major sectors: PepsiCo Americas Beverages, PepsiCo Americas Food, PepsiCo Europe, and PepsiCo Middle East and Africa. The company maintains a focus on diversity and inclusion that provides a base of good business, helping to connect with shoppers and consumers in the U.S. and all over the world. 

**Outstanding
Corporate Partner**

■ Sources & Uses of Funds

FINANCIAL ANALYSIS

The year ending June 30, 2012, (FY12) was a strong year financially for the College of Business Administration. There were important signs of recovery from the recession, pointing toward an even brighter financial future in years to come.

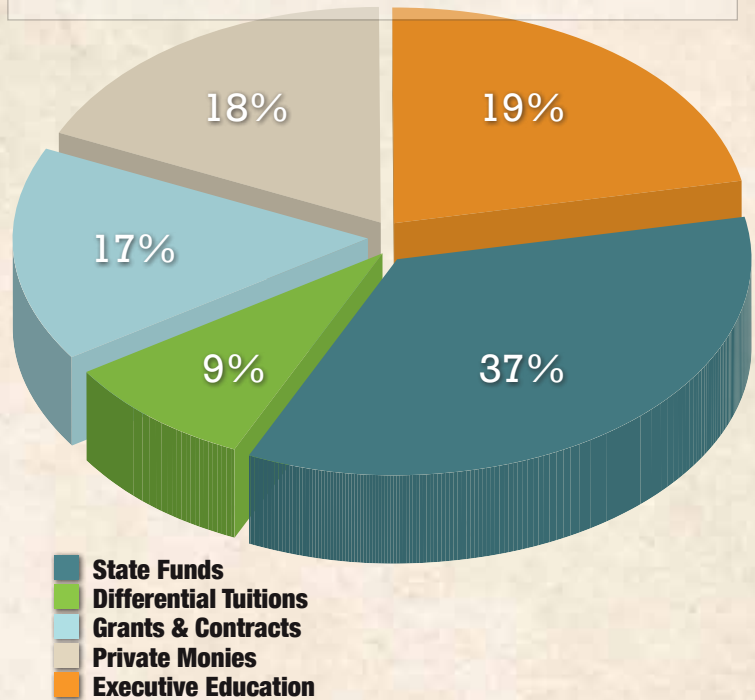
Our total sources of revenue were essentially unchanged from FY11 at approximately \$56.5 million. State funds were modestly higher, differential tuitions higher, executive education much higher, private funds lower, and contracts and grants lower. Some of these variations are normal, and others are unexpected.

Here are some specific observations that help explain our financial performance for FY12:

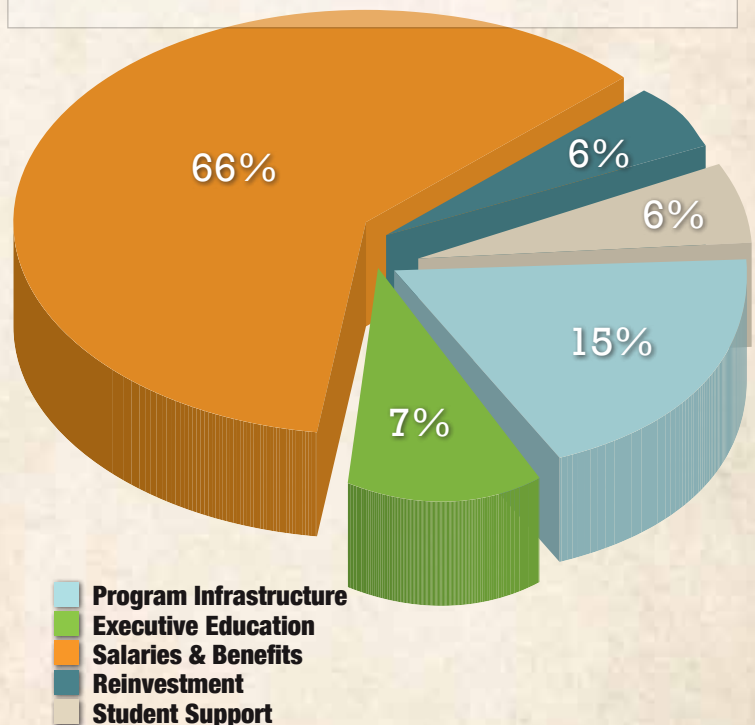
- State funds increased primarily because of state-funded salary increases and the benefits associated with those raises. This was the first year of faculty and staff raises after four years of no change.
- Differential tuition at the undergraduate level automatically increases as regular tuition increases. For FY12, tuition increased 12 percent.
- After two years, stimulus funding ceased.
- Executive education revenue in both degree (i.e., executive-level MBAs) and non-degree programs grew as company participation increased with the improving economy.
- The volume of research contracts and grants was down as the National Defense Business Institute moved from a college-level institute to a campus-level institute. The Air Force award will continue to reside within the college.
- The Center for Business and Economic Research (CBER) continues to generate surpluses that support the college's academic programs. FY12 included the first year of the Race to the Top project, a major federally funded, statewide education research project that involves CBER.
- Income from private funds decreased, primarily due to decreased interest income available from endowments. Also, the relocation of the development function to the UT Foundation resulted in increased cost to the college.

As we reach the end of first quarter FY13, we are trending toward a strong year. Financial management of the college has become increasingly more important as we diversify our revenue base to become more self-sufficient over time. **UT**

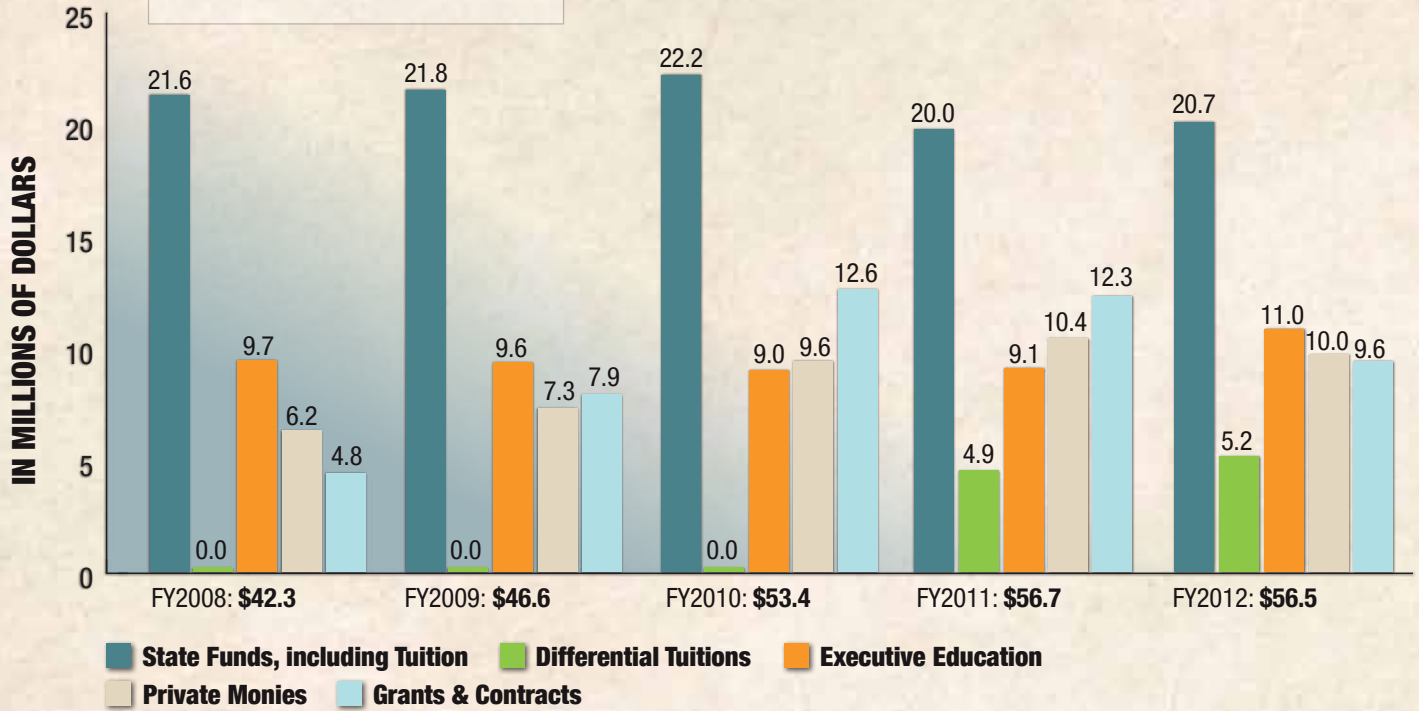
Fiscal Year 2012 Sources of Funds



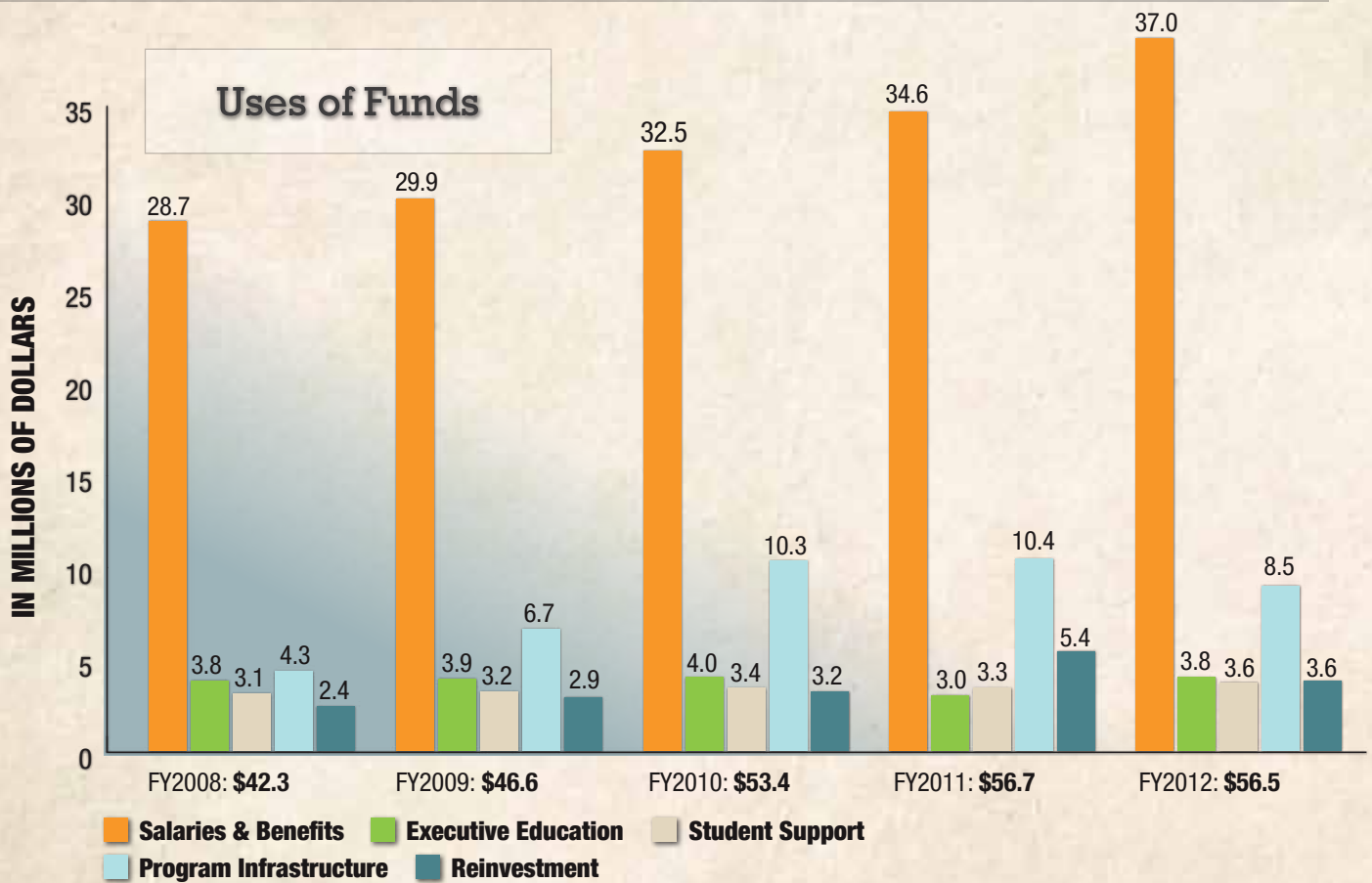
Fiscal Year 2012 Uses of Funds



Sources of Funds




Uses of Funds



Department, Program, and Center News

PROMOTIONS AND TENURE

Beginning in 2012, a promotion track was put into place for non-tenure-track instructors in the University of Tennessee, Knoxville, system. Please congratulate the following individuals on their tenure-track and non-tenure-track promotions, appointments, and new designations. 

Tenure and/or Tenure-Track Promotions

(in alphabetical order)

► **Chad Autry**: tenure; Department of Marketing and Supply Chain Management

► **Bogdan Bichescu**: associate professor with tenure; Department of Statistics, Operations, and Management Science

► **Franz Kellermanns**: professor with tenure; Department of Management

► **Lane Morris**: professor; Department of Management

► **Andy Puckett**: associate professor with tenure; Department of Finance

► **Wendy Tate**: associate professor with tenure; Department of Marketing and Supply Chain Management

Top to bottom, left to right: Chad Autry, Bogdan Bichescu, Franz Kellermanns, Lane Morris, Andy Puckett, and Wendy Tate

Professorships and Other Private Designations

► Beaman Professor: **Melissa (Missie) Bowers**; Department of Statistics, Operations, and Management Science

► Regal Entertainment Group Professor: **Dan Flint**; Department of Marketing and Supply Chain Management

► Jan R. Williams Professor: **Robert Fuller**; Department of Accounting and Information Management

► Farm Bureau Insurance-Tennessee Lecturer in Insurance/Risk Management: **Don Graham**; Department of Finance

► Proffitts Professor: **Charles Noble**; Department of Marketing and Supply Chain Management

► Massingale Scholar: **Andy Puckett**; Department of Finance

Top to bottom, left to right: Missie Bowers, Dan Flint, Robert Fuller, Don Graham, Charles Noble, and Andy Puckett

MANAGEMENT

► **T. Russell Crook** and **Dave Patterson**, executive director of the UT National Defense Business Institute, partnered with other universities on a study that suggested ways the Pentagon can cut billions of dollars and operate more efficiently.

► **Franz Kellermanns** ranked as the world's third most productive German-speaking business researcher under the age of 40 by the *Handelsblatt*, the German equivalent to the *Wall Street Journal*. He also ranked as the 20th most productive German-speaking business scholar over the last five years and 55th most productive German-speaking business scholar (no age restriction) based on overall lifetime research output. The study included over 3,000 German-speaking business scholars worldwide from the disciplines of management, accounting, finance, and marketing.

► **Terry Leap**, Brenda Lawson Professor, authored a book that won Honorable Mention from the American Medical Writer's Association (AMWA) in the Books for Physicians category; Leap's book competed with all medical and healthcare books published in 2011. Only six awards were given (first place and honorable mention in three categories).

► **Alex Miller**, William B. Stokely Chair of Management, returned to faculty life as a professor; Miller was most recently the college's associate dean of strategic initiatives. He will continue to be faculty director of research for the college's Anderson Center for Entrepreneurship and Innovation, a contributor to several funded research projects, and an instructor in the college's executive education programs.

STATISTICS, OPERATIONS, AND MANAGEMENT SCIENCE

► **Hamparsum Bozdogan**, McKenzie Professor, was one of four keynote speakers at the 14th International Biostatistics Conference at Erciyes University in Kayseri, Turkey. He received two awards for his international outreach.

► Management science PhD candidate **Mina Loghavi** joined Amazon in Seattle as a capacity planning manager in the Transaction Risk Management Team; management science PhD candidate **Wendy Roth** is joining Georgia State University, Atlanta, GA, as an assistant professor in the Department of Managerial Sciences.

► **Charles Thigpen, PhD**, passed away August 2012 at the age of 82 after a long and courageous battle with cancer. Thigpen served as the first department head of statistics and started UT's management science program.

► **Christine Vossler** is manager of the business analytics programs.

► The department hosted a national conference, **Business Analytics as a Growth Strategy**, to provide top management with imperative business analytics sales and marketing knowledge. Speakers were from leading companies: Kroger, Google, Teradata, Pilot Flying J, Regal Entertainment Group, and FedEx.

FINANCE

► **Phillip Black** (graduating 2013 with dual majors in accounting and finance) spent the summer interning in Washington, D.C., with the 2012 Institute on Business and Government Affairs. This eight-week internship program is for undergraduates interested in public policy. Black was an interface between the American Institute for CPAs and Congress.

► **Laura Cole**, director of UT's Masters Investment Learning Center, was an invited guest speaker at the Bloomberg for Education Symposium to provide an overview of UT's Bloomberg training. The symposium was attended by representatives from over 50 different universities and various private institutions.

► **Ramon P. DeGennaro**, the CBA Professor of Banking and Finance, co-authored a paper that is a multiple SSRN Top-10 download and has been referenced in the *Wall Street Journal*. He served as Visiting Research Fellow at the American Institute for Economic Research and spoke at The Chautauqua Institution.

► **Alvaro Taboada** is on leave this academic year and is working as a visiting professor at The Ohio State University, where he received his PhD in 2008.

ECONOMICS / CENTER FOR BUSINESS AND ECONOMIC RESEARCH

► **Don Bruce**, Horne Professor in Business, was named UT's faculty athletics representative for the Southeastern Conference and the National Collegiate Athletic Association.

► **Celeste Carruthers** is a faculty advisor to four Fellows (two in the Tennessee Department of Education and two in the Memphis city schools) in the Harvard Graduate School of Education's Strategic Data Project (SDP). SDP is transforming the use of data in K-12 education by mentoring and collaborating with Fellows in school districts and state education agencies.

► **Scott Gilpatric** is serving a second year as chair of the Faculty Senate Budget Committee.

► **Matt Murray**, Ball Corporation Professor in Business, completed his term as resident of the National Tax Association.

► **Bill Neilson**, Holly Chair of Excellence, is editor of the *Journal of Economic Behavior and Organization*.

► **Justin Rao** is visiting from Microsoft Research in Manhattan to instruct the graduate experimental economics course.

► **Christian Vossler** is director of graduate studies.

MARKETING AND SUPPLY CHAIN MANAGEMENT

► **Chad Autry** is co-editor in chief for the *Journal of Supply Chain Management*.

► **Chris Koch** (PhD in marketing 2013) is a visiting professor of marketing at Loyola University in Baltimore.

► **Diane Mollenkopf**, McCormick Professor of Logistics, was one of "14 Women in Supply Chain Management" recognized by *Logistics Quarterly* magazine.

► The second annual **Global Supply Chain Forum, Western Europe** occurred last June in Paris, France. Over 50 participants from 30 companies and universities attended. The inaugural **Global Supply Chain Forum, Asia** successfully launched last September in Singapore. About 20 senior supply chain management executives, most with pan-Asian responsibilities, attended.

► The second meeting of the **Global Supply Chain Institute Advisory Board** occurred last June in Chicago. Over 25 supply chain vice presidents attended from member organizations, such as P&G, Colgate, Lockheed Martin, and Lowe's.

► UT was runner-up, losing by only one point to Arkansas, in the annual undergraduate **Logistics/Supply Chain Management Case Competition** sponsored by the University of North Florida and the Intermodal Association of North America. Other participants included Auburn, Michigan State, Georgia Southern, Maryland, the University of North Florida, and the University of North Texas.

LECTURER PROMOTIONS



► **Ellen Anderson**: UT senior lecturer; Department of Accounting and Information Management

► **Kenneth Baker**: UT senior lecturer; Department of Economics



► **Mark Collins**: UT senior lecturer and College of Business Administration distinguished lecturer; Department of Marketing and Supply Chain Management

► **Charles Cwiek**: UT senior lecturer and College of Business Administration distinguished lecturer; Department of Statistics, Operations, and Management Science



► **Paul Dittmann**: UT senior lecturer; Department of Marketing and Supply Chain Management

► **Debbie Mackey**: UT senior lecturer; Department of Management



► **Vicki Mayfield**: UT senior lecturer; Department of Accounting and Information Management

► **Suzan Murphy**: UT senior lecturer and College of Business Administration distinguished lecturer; Department of Finance



► **Cindy Raines**: UT senior lecturer; Department of Marketing and Supply Chain Management

Top to bottom, left to right: Ellen Anderson, Kenneth Baker, Mark Collins, Charles Cwiek, Paul Dittmann, Debbie Mackey, Vicki Mayfield, Suzan Murphy, and Cindy Raines



Department, Program, and Center News



Clockwise: Professional MBA students in the Maipo Valley, Chile; Executive MBA for Strategic Leadership students on the walk back from Cerro San Cristobal in Santiago, Chile; Aerospace & Defense MBA students at Libra Terminal in Rio de Janeiro, Brazil.



CENTER FOR EXECUTIVE EDUCATION

► **Phil Daves** was named 2011 Physician Executive MBA Outstanding Faculty Member.

► **Anastasiya Loboda** joined the Executive MBA for Strategic Leadership program as program manager; **Melia Kendall** joined as its program coordinator.

► **Kate Vitasek** presented at *Logistics Quarterly's* Executive Exchange Symposium.

► **Aerospace & Defense MBA** students went to Brazil for their 2012 international immersion, **Executive MBA for Strategic Leadership** students went to Chile and Argentina, and **Professional MBA** students went to Chile.

► The **Physician Executive MBA** program hosted its annual Physician Leadership Symposium—an event covering the most important issues and emerging trends in the business of healthcare—for alumni, current students, faculty, and guests. The program was accredited by the UT Graduate School of Medicine and the American College of Continuing Medical Education. All 95 of the physicians attending earned Continuing Medical Education credits.

ACCOUNTING AND INFORMATION MANAGEMENT

► **Bruce Behn**, Ergen Professor in Business, recently completed his two-year tenure as chair of the Pathways Commission, a joint venture of the American Accounting Association (AAA) and the American Institute of Certified Public Accountants (AICPA) to study the future structure of higher education for the accounting profession; he also became department head after serving as interim.

► **Joe Carcello**, Ernst & Young Professor in Business, participated in a roundtable discussion on the JOBS Act at the Treasury Building in Washington, D.C., which was hosted by senior officials from the Treasury Department and the National Economic Council.

► **James Chyz**, along with Oliver Li of the National University of Singapore, published a paper in the *National Tax Journal*.

► **Robert Fuller**, Jan R. Williams Professor, was recognized as the *Management Information Systems Quarterly's* Reviewer of the Year.

► **LeAnn Luna** will serve as vice president of the American Tax Association for 2012-2013.


► The department hosted its **37th Annual Warren Slagle Accounting Day** featuring keynote speaker William (Bill) Fox, Stokely Distinguished Professor in Business and director of UT's Center for Business and Economic Research. Several hundred alumni, recruiters, students, faculty, and staff attended.



RETIREMENT

Blaise Durante, deputy assistant secretary for acquisition integration, Office of the Assistant Secretary of the Air Force for Acquisition, retired after 45 years of public service. Durante was instrumental in establishing an Aerospace and Defense Center of Excellence at UT that is now being used by the Air Force and other agencies to work issues affecting the acquisition community, to initiate continuous process improvement activities throughout the Air Force, and to address fundamental leadership and organizational issues facing the government today.

Durante has been a staunch supporter of UT's Aerospace and Defense MBA program since its 2004 inception; his office has sponsored over 40 students to the program. His vision for UT's Center of Excellence has resulted in UT being awarded two five-year contracts with the Air Force, the largest grants ever obtained by the College of Business Administration.

Durante has been the epitome of a public servant, and we wish him well in retirement. His replacement, Richard Lombardi, is no stranger to our campus and has been supportive of the UT efforts. 

Department, Program, and Center News

FULL-TIME MBA

▶ **Amy Cathey** was among 18 finalists honored at the East Tennessee YWCA's Tribute to Women event.

▶ **Linda Lyle** received the Tennessee Communication Association's 2012 Dorthea Norton Spirit of Service Award. It recognizes lifetime contributions of service and expertise that benefit communications education in Tennessee.

▶ The **Tennessee Organization of MBAs (TOMBA)** built its 10th annual Habitat for Humanity home.

▶ Four MBA students—**Alex McGhee**, **Kimel Fryer**, **Mario Fortney**, and **Danielle South**—competed in the National Black MBA Association case competition in Indianapolis.

▶ The MBA program hosted its largest-ever annual **Career Fair**, featuring 31 companies and 21 MBA alumni.

▶ The program hosted **Donnie Smith, CEO of Tyson Foods**, to speak to the first-year MBA class about the challenges and opportunities of growing a consumer packaged goods business in a changing and increasingly global market.

▶ The MBA and Global Leader Scholars programs welcomed six senior leaders as part of the **Executive-In-Residence speaker series**: Paul Koonce, CEO Dominion Power; Shelly Sun, CEO Brightstar Care; Joe Weller, CEO Nestlé USA (retired); Randy Boyd, CEO Radio Systems; Alan Wilson, CEO McCormick; and Aaron Snyder, VP American Express.

▶ The program held its **Fifth Annual First Tennessee Foundation MBA Symposium**, featuring Bill Simon, CEO of Walmart U.S. Simon's talk was about "Leading with Purpose," the core values that he and his team have used to reinvigorate Walmart's core business model—lowering costs in order to offer customers lower prices.

▶ **MBA Women's International (MBAWI)**, a professional organization for female MBAs, held an executive speaker event focused on career advancement that featured Tonya Hinch, former P&G executive and UT MBA alum.

CONSTRUCTION INDUSTRY RESEARCH AND POLICY CENTER (CIRPC)

▶ **CIRPC**, partnering with UT's Department of Industrial and Systems Engineering, entered the Department of Labor's Worker Safety and Health App Challenge. They created a tool to educate young workers, aged 13-24, about workplace safety and health and understanding their rights in the workplace. UT competed for cash prizes in this challenge. Their "Working Safely Is No Accident" submission can be viewed at: <http://workersafetyhealth.challenge.gov/submissions>.

▶ **Judy Snow**, research specialist, retired after more than 28 years of service.



The Tennessee Organization of MBAs (TOMBA) builds its 10th home for Habitat for Humanity.

CORPORATE GOVERNANCE CENTER

▶ The **Corporate Governance Center Speaker Series**, sponsored by Ruby Tuesday, welcomed the following speakers during fall semester: Jeanette Franzel, board member, Public Company Accounting Oversight Board; Lynn Turner, former chief accountant, U.S. Securities & Exchange Commission; and Steven Buller, managing director, BlackRock. They addressed undergraduates, master's-level students, faculty, and the business community.

KUDOS TO THE COLLEGE

▶ UT's College of Business Administration had the most faculty and staff to volunteer as discussion leaders for the campus-wide **2012 Life of the Mind reading program**—a total of 25 individuals, 12 from undergraduate advising!!

This program introduces first-year students to academic life and life-long learning and is a great contributor to student retention. 📖



Alumni News

Niyi Adesokan (ProMBA 2006) was promoted to operations leader at Cummins Turbo Technologies in Charleston, SC.

Eli Akers (2011, MAcc 2012) joined Lattimore Black Morgan & Cain, PC in its Knoxville, TN, accounting and assurance department.

Joey Allison (1989) was promoted to relationship manager at FirstBank's main office in Murfreesboro, TN.

Ian Anderson (ProMBA 2011) was promoted to deputy project manager at the K-25 National Historic Preservation and Restoration Project with UCOR in Oak Ridge, TN.

Amy Archer (MAcc 2004) was promoted to tax senior manager with Deloitte in Nashville, TN.

Jay Arndt (ProMBA 2012) was promoted to service manager with Cintas in St. Paul, MN.

Jonathan Aytes (ProMBA 2013) is manager multi-platform operations at Scripps Networks Interactive in Knoxville, TN.

Anna Badalova (MAcc 2010) was promoted to audit senior at Ernst & Young in Atlanta, GA.

Hunter Baddour (MBA/MS sport 2011) was promoted to player marketing and development coordinator at A3.

Jason Barger (ProMBA 2010) was promoted to quality manager with BAE Systems in Radford, VA.

Brian Barrett (ProMBA 2011) was promoted to district sales manager for the Southeast region with Noven Therapeutics in Orlando, FL.

Rhonda Barton (EMBA 2008) is director of business development for the Center for Executive Education in the UT College of Business Administration.

Letitia Basner (ProMBA 2008) is marketing manager at United Allergy Services in San Antonio, TX.

Jeff Bates (ProMBA 2008) is the senior product manager of brake products for Stemco Corp, Longview, TX.

Sarah Beene (ProMBA 2012) is senior product manager at PetSafe in Knoxville, TN.

David W. Bellner (2008) is a senior logistics analyst with Colgate-Palmolive Co. in Atlanta, GA.

Julie Bermudez (ProMBA 2006) is director of the high horse power business in South America for Cummins.

Troy Bigelow (ProMBA 2002) was promoted to senior manager of operations at Denso in Maryville, TN.

Phillip Blair (ProMBA 2012) is in project controls with Shaw Environmental & Infrastructure Group in Knoxville, TN.

Sam Bond (ProMBA 2006) was promoted to director of field sales for the Southeast with Huber Engineered Woods.

Sarah Bowman (ProMBA 2010) is the corporate revenue cycle program manager, health information management for Catholic Health Partners.

James Bradshaw (ProMBA 2013) was promoted to technical manager at Y-12 in Oak Ridge, TN.

Sarah Brichetto (2009) is audit senior at Ernst & Young in New Orleans, LA.

Bill Broussard (ProMBA 2002) was promoted to business development manager for Middle East and Africa with Emerson.

Heather Bullington (MBA 2002) is management supervisor shopper marketing at Catapult RPM.

Renda Burkhardt (1976) received the 2012 Distinguished Accounting Alum Award from the UT College of Business Administration Department of Accounting and Information Management.

Charles Carathers (ProMBA 2006) is now with Sigma Science as a consulting engineer at Sandia National Laboratories in Albuquerque, NM.

Paul Carrasco (ProMBA 2011) was promoted to senior IT solutions architect with Genworth Financial.

Kevin Carroll (ProMBA 2006) was promoted to nuclear operations engineering manager at Lawrence Livermore National Laboratory in Livermore, CA.

Teena Carter (ProMBA 2003) was promoted to vice president of channels for Pinnacle Foods leading the c-store, value discount, military, club, and international teams.

Dave Carver (1983) was awarded the George Burroughs Award in Madison, NJ, in recognition of his efforts to improve the lives of children.

Art Cassill (MAcc 1985, PhD in accounting 1986) was named Educator of the Year by the North Carolina Association of CPAs.

Tom Cervone (ProMBA 2011) was named executive director of the Tennessee Theatre in Knoxville, TN.

Andy Chalache (MBA 2011) was named CFO of BPV Capital Management.

Benjamin Chandler (2009) is an analyst for the University of Tennessee Foundation.

Rajeev Chandramana (ProMBA 2010) is a senior project manager with Take Care Health Employer Solutions Group in Franklin, TN.

John Clayton (ProMBA 2005) is in project controls with Navarro Research and Engineering in Oak Ridge, TN.

Gordon Cohen (PEMBA 2010) joined the University of California, San Francisco (UCSF) as chief of strategic program development for UCSF Benioff Children's Hospital, chief of pediatric cardiac surgery, surgical director of the pediatric heart center, and the vice-chair of the department of surgery.

George Coleman (ProMBA 2008) was promoted to vice president of advertising for national retailers at Northeast Tennessee Media Group in Kingsport, TN.

John Compton (1983) was named CEO of Pilot Flying J, headquartered in Knoxville, TN.

Baron Concors (EMBA 2007) is chief information officer at Yum! Restaurants International.

Chris Cooley (MBA 1994), a Stephens Inc. equity research analyst, ranked third in the medical equipment supplies category (out of 95 candidates) in the *Wall Street Journal's* 2011 Best on the Street survey.

Alicia Cottrell (JD/MBA 2009) was named to the 2012 *Greater Knoxville Business Journal* 40 Under 40 listing.

Betsy Crawford (ProMBA 2011) was promoted to safeguards section lead for B&W Y-12 Security and Emergency Services in Oak Ridge, TN.

Scott Creasey (ProMBA 2012) was promoted to manager of technical assessment programs at B&W Y-12 in Oak Ridge, TN.

Marlene Creighton (MBA 2002) recently joined Kraft Foods as the WalMart customer vice president of grocery.

Bart Cross (1983) joined Coro Realty Advisors as vice president.

Madeline Crowe (MAcc 2010) was promoted to tax senior at Ernst & Young in Atlanta, GA.

Drew Davenport (MBA 2008) is logistics purchasing manager at Nissan.

Phillip Davidson (2009, MAcc 2010) was promoted to senior associate, risk consulting at KPMG LLP in Nashville, TN.

Carrie Davis (MAcc 2003) was promoted to senior manager in the Audit Department at Coulter & Justus, P.C. in Knoxville, TN.

Gina Davis (ProMBA 2010) was promoted to staff analyst for shipside support at Boeing South Carolina.

Lauren Davis (2004, MBA 2006) was promoted to consulting manager at Pershing Yoakley & Associates, P.C. in Knoxville, TN.

Steve Davis (ProMBA 2008) is corporate strategic sourcing manager for Louisiana Pacific Corporation in Nashville, TN.

Lori Dawson (ProMBA 2002) is senior supervisor, marine and air logistics operations at Eastman in Kingsport, TN.

Shelby Deck (ProMBA 2010) is a marketing manager with Brunswick Boat Group in Knoxville, TN.

Andy Dishner (ProMBA 2009) is VP of sales and marketing with Legacy Supply Chain Services in Knoxville, TN.

Zach Doolin (2008, MAcc 2010) was promoted to consulting senior at Pershing Yoakley & Associates, P.C. in Knoxville, TN.

Austin Downs (ProMBA 2013) was promoted to training associate with Whirlpool in Knoxville, TN.

Hunter Drake (MAcc 2008) was promoted to manager at Dixon Hughes Goodman in Atlanta, GA.

George Drinnon (ProMBA 2011) was promoted to director of undergraduate programs in the UT College of Business Administration in Knoxville, TN.

Shannon Driver (ProMBA 2011) was promoted to vice president of media strategies and partnership marketing for HGTV and DIY at Scripps Networks Interactive in Knoxville, TN.

Landon Dukes (MBA 2009) is financial business analyst at Alcoa Inc.

Lynn Edwards (ProMBA 2009) was promoted to director of human resources, Eastern U.S. for DIRECTV.

Emily Edwards (MAcc 2010) was promoted to tax senior at Ernst & Young in Nashville, TN.

Chad Elmore (ProMBA 2011) was promoted to marketing manager at Ruby Tuesday in Maryville, TN.

Wes Emison (MAcc 2011) obtained his Certified Public Accountant license and was admitted to the AICPA and the TSCPA.

David Evans (MAcc 1995) was elected to the executive committee of Dixon Hughes Goodman in Atlanta, GA.

Anthony Farraj (EMBA 2002), commercial vice president of global packaging for Alcoa Global Rolled Products, was elected to the board of directors of the Aluminum Association.

Chris Fawver (ProMBA 2002) is a project manager with BlueCross BlueShield in Columbia, SC.

James Fletcher (ProMBA 2013) was promoted to market manager, consumer products and power tools with MW Industries.

Brian Fowler (ProMBA 2011) is a program manager for software implementation projects at Environmental Systems Corporation in Austin, TX.

Greg Fox (ProMBA 2010) was promoted to director of marketing at DeRoyal in Powell, TN.

Jay Frank (ProMBA 2007) was promoted to senior process improvement engineer at the Huber Corporate Engineering Office in Commerce, GA.

CJ French (ProMBA 2012) is the product manager for orthopedic bracing at DeRoyal in Powell, TN.

Eric Gamble (ProMBA 2011) is Ohio district production manager for Martin Marietta in West Chester, OH.

Armando Garza (ProMBA 2004) was promoted to field project controls manager at the Las Bambas Mining Project in Peru.

Stephen Gentry (MAcc 2001) received residency in the Ernst & Young National Professional Practice Group in New York, NY.

Rachel George, MD (PEMBA 2004) was appointed CogentHMG's business unit president in Rockford, Ill.

Tonda Gladson (ProMBA 2007) was promoted to North America commercial sales manager, additives and functional products with Eastman in Kingsport, TN.

Trey Grant (MAcc 2004) was promoted to audit senior manager with Deloitte in Nashville, TN.

Nick Grinnell (ProMBA 2006) is a design engineer with NACCO in Greenville, NC.

Jane Groff (ProMBA 2012) was promoted to community relations manager with the City of Maryville, TN.

Pat Guy (EMBA 2008) is HR and education director at Williamson Medical Center in Franklin, TN.

Dr. M. David Haddock Jr. (1971), director of training for Lattimore Black Morgan & Cain in Chattanooga, TN, was elected chair of the board for the Tennessee Society of Certified Public Accountants (TSCPA).

Alumni News

Ramzi Halim (MAcc 2010) was promoted to senior associate at Ernst & Young in Nashville, TN.

Mark Hall (ProMBA 2012) is an advanced specialist product engineer with Denso's Electric Hybrid Division.

Paige Hamilton (2001) joined Harris Research, Inc. in Nashville, TN, as controller.

Brent Hannah (ProMBA 2011) is director of pulmonary, non-invasive vascular and transplant services at UT Medical Center in Knoxville, TN.

Stephen Hannaway (ProMBA 2012) was promoted to Cloud subject matter expert at Dell in Nashville, TN.

Jason Hardin (2008, MAcc 2010) was promoted to consulting senior at Pershing Yoakley & Associates, P.C. in Knoxville, TN.

Shannon Hargis (ProMBA 2008) is executive vice president of reimbursement at Crosswalk Consulting Group in Knoxville, TN.

Tim Hartmann (ProMBA 2010) is director of marketing and strategy for North America with Alstom Grid, which is headquartered in Philadelphia, PA.

Michael Hatmaker (ProMBA 2010) was promoted to clinical quality value analysis manager for Covenant Health in Knoxville, TN.

Amanda Hawkes, CPA (2009, MAcc 2010) was promoted to senior associate in the Assurance Department of PWC, Atlanta, GA.

Matt Heller (ProMBA 2009) is a program manager at Emerson Process Management in Knoxville, TN.

Pat Hickey (ProMBA 2008) was promoted to director of marketing electrical sector-product distribution and control assemblies with Eaton Corporation.

Jennifer Hillenmeyer (MAcc 1999) received residency in the Ernst & Young National Accounting Group in New York, NY.

Derek Ho (MBA 2009) is at Hewlett Packard as worldwide business planning manager.

Jerry L. Hodge (1965), head of Twin City Dealerships, was inducted into *The Daily Times* (Blount County, TN) Alumni Wall of Fame.

Michael Honeycutt (2004) was promoted to vice president at Realty Trust Group in Knoxville, TN.

Clark Hornstra (MAcc 2007) was promoted to audit manager at Crowe Horwath LLP in Knoxville, TN.

Andrew Howe (ProMBA 2011) is a project manager with Barge Waggoner Sumner & Cannon in Chattanooga, TN.

Jason Hubbard (MBA 2009) is vice president of marketing with Cirruspath, a software applications developer for small to midsize businesses.

Chad Hulette (ProMBA 2010) is a relationship manager in the commercial lending group for U.S. Bank in Knoxville, TN.

Jon Huston (theory of constraints 2012), president and CEO of TrollandToad, the world's largest gaming card reseller, was awarded the Kentucky 2011 Excellence in Entrepreneurship Award and honored by the governor for his company's expansion.

Brett Incarnati (ProMBA 2010) was promoted to director of supply chain/materials at Carson City Hospital in Carson City, MI.

Lisa Inman (MAcc 2010) was promoted to tax senior at Ernst & Young in Tampa, FL.

Justin Jarmon (ProMBA 2006) is a product manager for Cellular Sales in Knoxville, TN.

John Jennings (MAcc 2010) was promoted to audit senior at Ernst & Young in Atlanta, GA.

Lou Ann Johnson (MBA 2008) accepted a position at Chiquita Brands International.

Rebecca Jones (ProMBA 2007) was promoted to controller of business services corporate at TVA in Knoxville, TN.

Steve Jones (ProMBA 2001) is director of Southeast regional business development at RJ Lee Group in Oak Ridge, TN.

Rebecca (Loney) Jordan (MAcc 1999) was promoted to tax partner at Crowe Horwath LLP in Knoxville, TN.

Robert Jubran (1987) joined Mortgage Investors Group as a senior loan officer in its Knoxville, TN, branch.

Mary Kauffman (MAcc 2010) was promoted to audit senior with Deloitte in New York, NY.

Brian Keith (ProMBA 2001) is director of human resources for Hennessy Industries in Lavergne, TN.

John Kelley (2004) married Beth-Ann Roberts in Telluride, CO.

Ashley Danielle Kemp (2008) married Stewart Scott Lawrence last June.

John Kemp (ProMBA 2004) is president/CEO of Earth-Right Energy in Knoxville, TN.

Margie Kidd (ProMBA 2009) is senior health outcomes consultant for Willis North America in Knoxville, TN.

Zach Kissel (ProMBA 2006) is production manager for Johns Manville in Etowah, TN.

Joe Krumdieck (2003) was promoted to vice president at Realty Trust Group in Atlanta, GA.

Kurt Krushenski (MAcc 2007) was promoted to audit manager, Alternative Investments Practice at KPMG in New York, NY.

Christina Lambert (ProMBA 1999) was promoted to assistant director, finance and administration for the Maryland Institute for Technology in the Humanities at the University of Maryland, College Park.

Rick Lambert (ProMBA 2010) is senior counterintelligence officer at the Oak Ridge National Laboratory in Oak Ridge, TN.

Lauren Lange (MAcc 2006) was promoted to audit manager with Deloitte in Nashville, TN.

Jeff LaRue (ProMBA 2001) is vice president of professional staffing services at Addstaf in Oak Ridge, TN.

Rob Laughlin (ProMBA 2011) is production manager with Thermo Fisher Scientific in Rockwood, TN.

Jennifer Leitman (ProMBA 2009) was promoted to vice president, HGTV and DIY marketing and creative with Scripps Networks Interactive in Knoxville, TN.

Mark Leitman (ProMBA 2009) was promoted to director of business development and marketing at the Propane Education & Research Council.

Brian Levy (ProMBA 2011) is vice president of business development at Efficiency Software Solutions in Knoxville, TN.

Leanne Lietzke (MAcc 2008) was promoted to audit senior III at Ernst & Young in Atlanta, GA.

Andrew Long (MAcc 2004) was promoted to audit senior manager with Deloitte in Nashville, TN.

Kim Mallory (ProMBA 2009) joined the College of William and Mary as director of the Flex MBA and corporate outreach for the EMBA program.

Andy Marquardt (ProMBA 2005) was promoted to plant engineering manager at American Electric Power-Cook Nuclear Plant in Bridgman, MI.

Kylie Marshall (MAcc 2010) was promoted to audit senior at Ernst & Young in Chattanooga, TN.

Eric Mathews (ProMBA 2003) is director, project implementation at Randa Solutions in Knoxville, TN.

Tonya (Campbell) McCollum (2005) passed the Uniform Certified Public Accounting (CPA) exam and was promoted to manager in the Audit Department at Coulter & Justus, P.C. in Knoxville, TN.

Diane McDaniel (ProMBA 2004) is senior program manager at B&W Y-12 in Oak Ridge, TN.

Mark McDaniel (ProMBA 2011) is associate manager of global information technology with Colgate-Palmolive in Morristown, NJ.

Ray McDonnell (ProMBA 2011) is maintenance manager at Jarden Zinc Products in Greeneville, TN.

Brittany McKay (ProMBA 2011) is a financial planner at Fidelity Investments in Knoxville, TN.

Melissa McMahan (ProMBA 2008) was promoted to vice president of IT core transformation at ORNL Federal Credit Union in Oak Ridge, TN.

Dan McManigal (ProMBA 2009) is production manager at Nissan North America in Smyrna, TN.

Pranav Mehta (PEMBA 2009) is chief medical officer of HCA South Atlantic Division, Charleston, SC.

Michael Meier (ProMBA 2008) was promoted to regional business director of Canada for Hologic.

Jessica Miller (MAcc 2004) was promoted to ITRA senior manager at Ernst & Young in Chattanooga, TN.

Meghan Millwood (ProMBA 2011) is director of compensation and benefits at Oak Ridge Associated Universities in Oak Ridge, TN.

Rob Milnes (ProMBA 2009) is a project manager for the V.C. Summer Project with Westinghouse.

Nancy Mincey (ProMBA 2011) is project manager/radioactive shipping broker with EnergySolutions in Memphis, TN.

Katie S. (Clark) Mize (MAcc 2010) was promoted to senior professional team member at Burkhart & Company, P.C. in Knoxville, TN.

Corey Moles (ProMBA 2008) was promoted to senior marketing manager, new business creation and strategic alliances at Whirlpool in Benton Harbor, MI.

Charlene Montrose (ProMBA 2010) is an area manager for Amazon.com in Murfreesboro, TN.

Chris Mullins (ProMBA 2012) has been promoted to general manager at the Powermetrix Division of Technology for Energy Corp. in Knoxville, TN.

Sam Natour (ProMBA 2012) is a supply chain analyst for Thermo Fisher Scientific in Asheville, NC.

Nate Naugle (ProMBA 2010) was promoted to director of the Cole Neuroscience Center at the Brain and Spine Institute at UT Medical Center in Knoxville, TN.

Merrill F. Nelson II (MBA/JD 2011) joined Miller & Martin PLLC as an associate in its Chattanooga, TN, Corporate Department where he will practice corporate finance, mergers, acquisitions, and joint ventures and securities.

Joe Nemuras (ProMBA 2012) was promoted to senior product manager in managed care with Abbott's Men's Health in Chicago, IL.

Justin Nipper (MAcc 2010) was promoted to tax senior with Deloitte in Nashville, TN.

Kristen M. Oliver (MAcc 2008) was promoted to senior professional team member at Burkhart & Company, P.C. in Knoxville, TN.

Scott Ostendorf (ProMBA 2011) is director of strategic partners for Equifax in Knoxville, TN.

Scott Pafford (ProMBA 2011) is a senior specialist in the production control office with Denso in Maryville, TN.

Kristen Pannell (MAcc 2010) was promoted to senior associate at Dixon Hughes Goodman in Atlanta, GA.

Russ Parker (ProMBA 2011) is storage sales team leader with IBM for the Southeast Region, covering TN, AL, MS, and NC.

Mike Parton (1986) is managing partner-elect at Coulter & Justus, P.C. in Knoxville, TN.

Keith Patterson (2008) was promoted to tax senior at Pershing Yoakley & Associates, P.C. in Knoxville, TN.

Scott Perry (ProMBA 1999) was promoted to vice president of supply management for Ryder System, Inc.'s Fleet Management Solutions business unit in Miami, FL.

Ed Pershing (1974) received the *Greater Knoxville Business Journal* 2012 Health Care Hero Award for Lifetime Achievement.

Joshua Phoenix (ProMBA 2006) was promoted to manager in Accenture's Technology Growth Platform.

Alumni News & In Memoriam

Cameron Puckett (ProMBA 2011) is vice president of small business banking with Bank of America in Knoxville, TN.

Will Pugh (1961), founder of Pugh CPAs in Knoxville, TN, and the late Henrietta Pugh received the Spirit Award for contributions to their community from the Helen Ross McNabb Center.

Alec Queen (MAcc 2004) was promoted to senior manager at Dixon Hughes Goodman in Atlanta, GA.

Laura Quinton (MAcc 2007) was promoted to advisory manager with Deloitte in Nashville, TN.

Vijay Ramasubramanian (ProMBA 2011) is OPEX manager for supplier development with Covidien in Boston, MA.

Michael Ramey (2000, MAcc 2001) was promoted to consulting manager at Pershing Yoakley & Associates, P.C. in Knoxville, TN.

Adam Ray (ProMBA 2005) was promoted to national vice president of sales operations for Charter Communications.

Cody Rhodes (ProMBA 2008) was promoted to assistant plant manager with ThyssenKrupp Waupaca in Tell City, IN.

Courtney Richards (MAcc 2010) was promoted to audit senior at Ernst & Young in Nashville, TN.

Ray Roberge (ProMBA 2005) is call center director for Honeywell Security Group in Louisville, KY.

Alison Rosenbury (MAcc 2009) was promoted to audit senior II at Ernst & Young in Atlanta, GA.

Kim Rucker (ProMBA 2009) is director of business development at Foundations Recovery Network.

Todd Ruxer (ProMBA 2011) was promoted to regional program manager for Cablelock, Inc.

Matt Sandlin (MAcc 2004) was promoted to audit senior manager with Deloitte in Nashville, TN.

Aaron Sauers (MBA 2008) joined Idaho National Lab within Tech Transfer.

Kathleen Schlitz (ProMBA 2008) is executive vice president at Ingenium Professional Services in Oak Ridge, TN.

Jerri Schmidt (ProMBA 2008) was promoted to IS commercial systems leader for Alcoa Global Packaging North America in Alcoa, TN.

Laurie Shimp (MAcc 1999) became a tax partner at Ernst & Young in Atlanta, GA.

Paul Shimp (MAcc 2003) was promoted to audit senior manager at Ernst & Young in Tampa, FL.

Gene Shin (MAcc 2006) was promoted to advisory manager with Deloitte in Atlanta, GA.

Karen Short (ADMBA 2011) was selected for the prestigious Command Development Group/Army Acquisition Fellowship Program; a three-year program that offers upper-level training, leadership, and career development opportunities. She was one of seven individuals chosen Army-wide for 2012.

Ralph Silvan (ProMBA 2012) is senior director of customer service for Comcast in Knoxville and Memphis (TN).

Diogo Silvy (MBA 2009) completed the CFA exam and accepted a position as treasury analyst at Eastman.

Brian Sipe (ProMBA 2006) is a senior process engineer at Nuclear Fuel Services in Erwin, TN.

Mike Smith (ProMBA 2008) was promoted to strategic sourcing manager with Bush Brothers in Knoxville, TN.

Patrick Smith (ProMBA 2008) is commodity leader at Brunswick Boat Group in Knoxville, TN.

Tighe Smith (ProMBA 2009) is client sales executive with Invensys Operations Management.

Emily Smithson (MAcc 2009) was promoted to tax senior at Pershing Yoakley & Associates, P.C. in Clearwater, FL.

Greg Sonnenfeld (ProMBA 2005) was promoted to cancer center operations manager at Willis-Knighton Health System in Shreveport, LA.

Koji Sparks, DO (PEMBA 2011) is assistant medical director for Morningstar Emergency Physicians, a division of TeamHealth, in Edmond, OK.

Tim Spires (EMBA 2007) is president and CEO of the Chattanooga Regional Manufacturers Association.

Cole Strong (ProMBA 2011) was promoted to director of special projects at Lee University in Cleveland, TN.

Amy Sullivan (MAcc 2010) was promoted to audit senior at Ernst & Young in Chattanooga, TN.

Megan M. Talley (MAcc 2009) was promoted to senior professional team member at Burkhart & Company, P.C. in Knoxville, TN.

Russell Terrell (ProMBA 2012) is a software engineering consultant with Booz Allen Hamilton in Herndon, VA.

John Tester (2003) was promoted to audit senior manager at Ernst & Young in Atlanta, GA.

Julie Thacker (MAcc 2010) was promoted to senior in the Audit Department at Coulter & Justus, P.C. in Knoxville TN.

Mario Thomas (ProMBA 2010) was promoted to quality assurance manager at Nuclear Fuel Services in Erwin, TN.

Jennifer Thursby (ProMBA 2003) is senior manager of business program management at Asurion in Nashville, TN.

Michael Tinsley (ProMBA 2007) was promoted to IT project manager at AutoZone in Memphis, TN.

Jaime Torres (ProMBA 2003) is the director of business operations at the Bearings Division of Rexnord Industries in Indianapolis, IN.

Victoria Tudor (MAcc 2003) was promoted to advisory senior manager with Deloitte in Atlanta, GA.

Adraine Jordan Upshaw (MS in statistics 2000) was promoted to vice president, modeling and SAS analytics at BBVA Compass Bancshares, Inc. in Birmingham, AL.

Billy Vaughn (MAcc 2010) earned his CPA certification and was promoted to audit senior at Crowe Horwath LLP in Nashville, TN.

Paul Vernich (2009) was promoted to assistant vice president and Cummins Station branch manager for Avenue Bank.

Adam Veron (2007) is a freight coordinator in the expedited division of US Xpress Enterprises, Inc. based in Chattanooga, TN.

Dena White vonWersowetz (2007, MBA 2009) was promoted to marketing manager on the FritoLay Doritos Team.

Chad Wallace (1998) was elected a shareholder of Baker, Donelson, Bearman, Caldwell & Berkowitz, PC in its Johnson City, TN, office.

Tom Waryas (ProMBA 2006) is director of finance and sales operations for Pernod Ricard in Irving, TX.

Brent Watts (ProMBA 2011) is a sales representative with MedX Surgical in Knoxville, TN.

Michael Weimann (ProMBA 2010) is administrative director, Emory Structural Heart and Valve Center, and senior manager, business operations with Emory Healthcare in Atlanta, GA.

Amber Weyland (MS in statistics 2009) was promoted to statistical analysis manager at Capital One.

Brad White (MBA 2010) is assistant marketing manager at DENTEK.

Joshua White (2007, MBA 2008, PhD in finance 2012) joined the U.S. Securities and Exchange Commission (SEC) in Washington, D.C., as a Financial Economist Fellow in the Division of Risk, Strategy and Financial Innovation.

Nancy Wibbeler (MAcc 2010) was promoted to senior audit associate at KPMG LLP in Indianapolis, IN.

Anna Wilkey (MAcc 2010) was promoted to senior associate at Dixon Hughes Goodman in Atlanta, GA.

Danielle Morrow Williams (MAcc 2009) was promoted to audit senior at Crowe Horwath LLP in Nashville, TN.

Debbie Williams (EMBA 2010) is Southwest market supply chain leader for Office Depot.

Leroy Williams (EMBA 2007) is vice president and general manager of Fab 2 Order (F2O), a manufacturing company located in the metro area of Indianapolis, IN.

Scott Wilmoth (ProMBA 1999) was promoted to sales manager of Americas Sales Office for Tuff Torq in Morristown, TN.

Chris Wilson (ProMBA 2011) was promoted to director of international operations at DeRoyal in Powell, TN.

Jonathan Winn (MAcc 2007) was promoted to manager at Dixon Hughes Goodman in Atlanta, GA.

Kevin Wren (ProMBA 2007) was promoted to senior program manager of supplier diversity and outreach with TVA in Chattanooga, TN.

AJ Wright (ProMBA 2010) is chief information security officer for the University of Tennessee.

Eric Wrzesniewski (ProMBA 2012) is human resources manager for ConAgra Foods.

Jamey Yawn (ProMBA 2008) is district manager for Genova Diagnostics in Phoenix, AZ.

In Memoriam

listed alphabetically by decade of graduation date

40s

Flora Allen	'48
William Coleman	'48
Joseph Holdway	'49

50s

Melvin Giles	'57
John Miltenis	'55
Jim Shelby	'59
Will Temple Jr.	'50

60s

Stanley Bloyer	'68
Bobby Bond	'61
Joseph Cates	'62
Douglas Dunlap	'64
Richard Harmon	'60
Joseph Lukowski Jr.	'60
Anne McColgan	'64
Fred Proffitt	'68

70s

Kenneth Basye	'72
James Buchanan	'79
Benjamin Dawson	'71
Martin Gatins	'71
John Hall Jr.	'72

80s

Kenneth Anderson	'80
Susan Beeler	'86
Lisa Jellicorse	'87
Robert Nephew	'86

90s


James Coleman	'92
Jeffrey Davidson	'93
Tommy Kerley	'91

This update reflects information known as of September 30, 2012.

Contributors to the College

Listed on the following pages are those individuals, organizations, corporations, and foundations whose gifts of \$100 or more were received by the College of Business Administration in fiscal year 2012 (July 1, 2011, through June 30, 2012).

Each and every gift, regardless of amount, is sincerely appreciated. The generosity of our alumni and friends allows the college to provide the best possible educational opportunities for our students.

Although every effort has been made to ensure the accuracy and completeness of our list of contributors, we acknowledge that the following list may contain inadvertent errors; please contact us with any corrections. 

OVER \$500,000

Anderson Family
Anonymous
Citizens Bank Tri-Cities
Foundation Ltd
James A. & Natalie L. Haslam II

\$250,000–\$499,999

John H. Boll

\$100,000–\$249,999

BB&T
Robert & Phyllis Baron
Randal & Jenny Boyd
James & Penny Keras Jr.
Lynn & Cheryl Massingale
McCormick & Company Inc.
Regal Entertainment Group
Foundation
King & Judy Rogers III
William B. Stokely Jr. Foundation

\$50,000–\$99,999

Dixon Hughes Goodman PLLC
Ralph & Janet Heath
Home Federal Bank of Tennessee
Michael & Tina Lobel
A. David & Sandra Martin
Joseph & Barbara O'Donnell
PepsiCo Foundation Inc.
Robert A. Taylor
William L. Vallett Jr.
Michael & Tiffany West
Alan R. Whitman

\$25,000–\$49,999

Ayres Foundation
Bill F. Breeding Jr.
Gary & Marsha Clayton
Dottie G. Irwin
Jerald & Kimberly Nine Jr.
Family Fund

Paul & Tammy Koonce
Christopher & Quinita LaPorte
Sam & Marlo LaPorte
John & Kathy McLeod
Dan & Amy Miles
Nestle
F. Perry & Elaine Ozburn Jr.
Pershing Yoakley & Associates
Pilot Flying J
Radio Systems Corporation PetSafe
Dave & Sharon Ramsey III
Ruby Tuesday Inc.
Dane & Margaret Scism
SunTrust Foundation
Frank & Jane Venable Jr.
Mark L. Venrick
Alan & Wendy Wilson

\$10,000–\$24,999

Anderson Merchandisers
Anonymous
B & W Y-12 Technical Services LLC
Stephen & Cynthia Bailey
Jennifer S. Banner
Thomas D. Bell Jr.
Leonard & Laura Berlik
James & Patricia Bernal
Bill Gatton Foundation
Bridgestone/Firestone Trust
CBRL Group Foundation Inc.
Ernest & Bonnie Cadotte
Carolina Logistics Services
Duke B. Clement Jr.
E. Terry & Juanita Cowles
Joe & Wendy Crafton Jr.
Crossmark
Brian & Heather Foley
Frito-Lay North America
Dot Halliday
Robert & Terri Hensley
Jennifer L. Holder
Bob & Molly Joy
William & Janet Keith
Michael & Pamela Koban Jr.
Mars Advertising Co. Inc.
Jeffrey & Caroline McCamy

Janet L. McKinley
Jim & Kathy Newsome III
Northshore Management Co. LLC
Chad & Lila Pfleger
PriceWaterhouseCoopers LLP
Foundation
Joseph & Sharon Pryse
Will J. Pugh
Timothy E. Rizer
Martin & Carol Fri Robinson
Brett W. Rousch
Dave & Jane Schumann
Jim & Billie Shelby
Robert C. Sledd
Richard & Ann Smith
John E. Stokely
Sharon M. Taylor
David & Carolyn White
Jan R. & Elaine Williams
Timothy W. Williams

\$5,000–\$9,999

Alstom Power Inc.
American Marketing Association
Knoxville Chapter
Anonymous
Allen B. Bell
Harold A. Black
R. Stanley Bowden II
Kertrina R. Brame
Shirley Pih Broadbery
James & Diedra Brogan
Steven & Jill Brown
Andrew N. Burns
Joseph & Terri Carcello
Samuel & Sharon Carter Jr.
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David M. Evans
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Roy L. Harmon Jr.
Tom & Constance Hawkins Jr.
David & Deborah Ingram
Robert & Beverly Johnson
David & Jeanne Claire Jones
Reed & Cathy Keller
Robert P. Kruczek
Michael K. Littlejohn
Alex Miller
Jack & Patricia Mills

Terry & Robin Neal
Patricia G. Pratt
J. Daniel & Allison Pressley
Thomas & Kimberly Quillen
Howard & Agatha Ray
Jon & Mintha Roach
William K. Salmons
Louis C. Schumacher
Eugene & Elizabeth Seymour
State Farm Mutual Auto
Insurance Co.
Aaron J. Steiner
Charles F. Sterchi Jr.
William & Kay Stokely III
The Procter & Gamble Company
Melvin & Hedy Tobias
UT Federal Credit Union
United Way Inc.
Kate L. Vitasek
Charles & Nancy Wagner III
James & Candy Wansley
James C. Ward III

\$2,500–\$4,999

Altacor Inc.
Anonymous
James H. Atchley
Bailey Sales Corporation
Jonathan C. Bailey
Baron Services
Adam J. Bean
Becker Professional Education
Bruce & Julianne Behn
April Blalock
Bill & Melba Blevins
Karen M. Bowling
Thomas P. Brown
Clayton Family Foundation
Michael & Kimberly Copperthite
Stephen & Patty Coulter Sr.
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