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Summer 2015

Haslam Magazine Summer 2015

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University of Tennessee - Knoxville, College of Business Administration, "Haslam Magazine Summer 2015" (2015). *Haslam Magazine - Tennessee Archways*.
https://trace.tennessee.edu/utk_haslammag/5

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HASLAM

MAGAZINE

SUMMER 2015

*Chet
Tim
Love*

VOLUNTEER TRADITIONS

The Entrepreneurial Success of Mason Jones

ACCOUNTING SUPERHEROES

Haslam Students Ranked Seventh in the Nation on CPA Exam

INNOVATIVE THINKERS

New Entrepreneurship Minor Draws Students from Across Campus

SUCCESS THE SIZE OF TEXAS

It All Started in Big Orange Country



VALUES. MISSION. VISION.

We are a community that serves the citizens and businesses of Tennessee and beyond. We support learning through the creation and sharing of knowledge. We succeed when our work, and that of our students and partners, generates nationally and internationally recognized outcomes that improve the world.

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Haslam Students Ranked Seventh in the Nation on CPA Exam



TIM LOVE COVER
PHOTO CREDIT: CNBC

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GOOGLE (YES, IT ALSO IS NOW A verb.) the words “entrepreneur” or “entrepreneurship,” and the breadth of definitions might surprise you. Some definitions have an occupational tone, such as “the owning and managing of a business.” Other definitions emphasize the act of creating or discovering a new idea. For example, the economist Joseph Schumpeter saw the entrepreneur as one “willing and able to convert a new idea into a successful innovation” through “the gale of creative destruction.” Here the focus is on the ability to recognize and act on opportunity. Meshed with concepts of creativity and innovation, this leads to consideration of various forms of innovation: process, market, product, factor, and organizational innovation being often mentioned types.

Other definitions focus on risk taking behavior as the defining attribute that justifies an action being labeled entrepreneurial. Management expert Peter Drucker and economist Frank H. Knight (who spent some time at the University of Tennessee prior to pursuit of his PhD at Cornell University and a long academic career, mostly at the University of Chicago) are representative of this viewpoint. Those of this perspective

focus on differences in forms of risk such as statistical risk, ambiguity, and Knightian uncertainty or immeasurable risk.

Yet others define entrepreneurship with words not particularly distinctive from the characteristics often used to describe managers or leaders in general: persuasion, communication, personal accountability, goal orientation, vision, drive, persistence, emotional intelligence, decisiveness, or adaptability. Still other definitions focus more on what entrepreneurial-minded individuals seem to do well: creatively think, problem solve, recognize opportunities, draw up business plans, market and sell new ideas.

Perhaps the explanation given by a Supreme Court justice about something vastly different is equally appropriate in the case of entrepreneurship. The justice said something like, “While I don’t know how to define it, I certainly know it when I see it.”

A number of articles in this issue celebrate entrepreneurship and entrepreneurs. We are excited about our recently approved campus wide entrepreneurship minor, which will welcome its first students this coming fall. We showcase Tim Love and Mason Jones, two exemplary and entrepreneurial Volunteers. We applaud all Volunteers who act entrepreneurially, and in so doing, extend economic opportunity beyond them.

We invite everyone reading Haslam magazine to become more familiar with the great things happening in the Haslam College of Business. There is much to celebrate and trumpet!

With great respect,

Stephen L. Mangum
Dean, Haslam College of Business
Stokely Foundation Leadership Chair

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Haslam magazine is published twice a year by the University of Tennessee, Knoxville, Haslam College of Business. Printed by University Printing & Mail.

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THE HASLAM COLLEGE OF
Business at the University of Tennessee, Knoxville, is indebted to a host of visionary advisors who help us implement our mission and keep us connected to the world in which our graduates will serve. These professional and business executives meet regularly with the deans and faculty to discuss current business issues and develop plans and strategies to guide the college's future. Members of the Advisory Council to the Dean also have assisted the college in numerous other ways, including the recruitment and employment of top students, the placement of students in summer industry internships, and the support of fundraising efforts that are so crucial to the college's students, faculty, and programs.

Formed in 1975, the Advisory Council to the Dean plays a vital role in guiding our college as we continually strive to improve our performance and reputation as a national leader in management research, education, and practice.

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student NEWS



To share your news with the University of Tennessee, Knoxville, Haslam College of Business community, submit it along with any relevant images to Haslam@utk.edu. Please use "Student News" in the subject line.



Tour de Knox, a faculty-led, student-run organization promoting bicycle culture and safety, held a public bike rally as part of Outdoor Knoxfest on April 26. The spring rally followed a successful test-run for students and faculty in November. All proceeds supported the Legacy Parks Foundation.

Jalen Blue, a junior in public administration, was appointed by Governor Haslam to serve as the student trustee on the UT Board of Trustees. (See story, page five.)

The 2017 **Global Leadership Scholars** toured Lloyds of London during their semester in Great Britain.



Student business fraternity **Beta Alpha Psi** visited the New York Stock Exchange in April.

First-year students from the Venture LLC's Public Writing course raised more than \$3,000 for the Humane Society, UT Medical Center's Cancer Institute, Jr. Achievement, and the Salvation Army as part of an assignment on rhetoric. Students composed a publicity strategy including social media posts, blog entries, a video, and website content for the projects. **Tim Smith** was featured in the *Knoxville News Sentinel* for

his personal connection to the fundraising efforts for the Cancer Institute.

Graduate students **Matt Darr** and **Jacob Carter** and senior **Allie Sirna** worked behind the scenes at Super Bowl XLIX. This is the ninth year UT has sent a team of students to work at the Super Bowl.



The Haslam chapter of the **Future Business Leaders of America (FBLA)** saw the most new members of any college in Tennessee for the 2013-2014 academic year. **Warren Sukienik**, president of UT FBLA at the time, was honored with an award presented to him in front of Dean Steve Mangum.



Wayne Taylor, a third-year accounting major, was selected for the November 2014 Courage to Climb award. The award is presented by UT's Division of Student Life and recognizes students who show promise in the areas of research, community service, leadership development, campus involvement, or promotion of civility and inclusion.

A group of twenty-two **graduate and undergraduate students** traveled to Charlotte, North Carolina, in March for a biennial

professional development conference. Students met with executives at Dixon Hughes Goodman, Bank of America, PwC, EY, and the Charlotte Hornets to learn more about these companies and improve their networking skills.

MARKETING AND SUPPLY CHAIN MANAGEMENT

Samantha Herold won an essay contest on women in business and received a \$5,000 scholarship for her submission in the Womenetics Advancing Aspirations Global Scholarship Essay competition.

ANDERSON CENTER FOR ENTREPRENEURSHIP AND INNOVATION

The 2015 spring **VolCourt competition** winners were **Brandi King** (human resource management) and **Lucas Broderick** (business management). King won for her Knoxville-based fashion truck, Rentique, which rents high-quality dresses to customers for special occasions. Broderick's company is ViaTech, which builds custom gaming computers and provides users with a simplified buying process.

The spring 2015 **Boyd Venture Challenge** awarded \$30,000 to student start-ups. The recipients were:



FunLPro Technology (\$15,000), a repeat Venture

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DRIVEN TO CONNECT



JALEN BLUE
Public
Administration

JALEN BLUE BRINGS A BROAD SMILE

and a wealth of enthusiasm to everything he does, whether he's mentoring kids at a Boys & Girls Club or attending a University of Tennessee Board of Trustees meeting.

Blue grew up in Brentwood, Tennessee, and started investigating the University of Tennessee when he was in high school. "When I came for a campus visit, I was impressed," Blue explains. "I could tell that UT really invests in its students. It felt like home even before I enrolled."

Now a junior majoring in public administration, Blue invests much of his free time with several campus groups, including Minority Enhancement for UT, Leadership Knoxville Scholars, SGA Student Life Council, and the Multicultural Mentoring Program. "Leadership Knoxville Scholars is one of my favorites," says Blue. "It's a program run by the Division of Student Life and a local nonprofit, bringing together a cohort of UT students and connecting them to community leaders. They work together to create a capstone project that will benefit the community." Blue's Scholars group, which includes five other students, is designing a program for a local middle school. "We're creating an after-school program that will provide moral and academic support for students. We're trying to make it

sustainable so Scholars who come after us can keep it going."

This year, Governor Bill Haslam appointed Blue as the sole undergraduate student member of the UT Board of Trustees. "I attended my first meeting in February, and it was great to get in and observe the atmosphere," says Blue. "It's not just about UT Knoxville—you have to look at the big picture, because every campus wants something and you have to decide what the biggest priorities are."

Blue is passionate about community involvement and youth mentoring because they have made a difference in his own life. "My parents have always been a great support system," he says. "At UT, I've appreciated the professors and administrators, especially Tyvi Small and Angel Norman, who have taken the time to mentor me."

Driven by a desire to connect with and help others, Blue hopes to work in the nonprofit sector after graduation. "Eventually, I'd love to become the CEO of a nonprofit, working with families and children who face economic and structural hardship," he says. He also dreams of doing missions work in Africa and South America. "I've always had a heart for kids who are orphans. Every life matters, and helping even one kid makes a difference." **T**



"Eventually, I'd love to become the CEO of a nonprofit, working with families and children who face economic and structural hardship."

—JALEN BLUE

AIMING HIGH



Education Pr... Solar Panels

- Solar Panel
- 200 watts per capita
- Mobile phones and
 - D.Light
- \$20-60
- 4-8 Hours
- 3x brighter than

	\$20	\$40
Unit Rate	90 ml/day	90 ml/day 140 ml/day
Pricing (months)	8.4	11.2
Pricing (months)	11.4	15.2

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SAMARA SADRIN
MBA in Supply Chain Management



“It’s a great opportunity to meet new people, and when you’re working with the best in the business, you learn so much.”

—SAMARA SADRIN

THE SMELL OF GRILLED BRATWURST AND the sounds of several languages filled Samara Sadrin’s senses as she walked along the city street. On a business trip in Germany, Sadrin realized that she wanted to take her love for travel—and her career—to the next level.

Sadrin worked her way up the corporate ladder in Bangladesh, starting as an IT software developer and moving into supply chain strategy. “When I landed a job at MGH, one of the largest conglomerates in Bangladesh, they placed me in their supply chain management team,” Sadrin explains. “I had no idea what supply chain was at the time, but once I started working, I fell in love with it.”

While she excelled at MGH, receiving two double promotions in four years, Sadrin soon decided that she wanted to pursue an MBA abroad. “I thought, ‘If I don’t take this risk now, when will I?’” The Haslam College of Business came up in Sadrin’s search. “They have one of the best programs in supply chain,” she says. “When I got in touch, they asked me to apply for a graduate assistantship.”

Sadrin received the Janet Gochberg Graduate Assistantship, providing her with opportunities to exercise her leadership and management skills. “The Haslam College of Business has been great so far,” she says. “My classmates come from diverse backgrounds, making classroom interactions very rich.”

A talented problem-solver, Sadrin enjoys competing in case competitions. In a competition, teams work together to solve a fictitious yet realistic problem. “They give us the case twenty-four hours before the competition, so my team and I work straight through,” she says. “First we look for the root causes of the problem, then develop creative ways to solve it. I love presenting and being in front of people.” Sadrin’s team has won two out of three competitions this academic year.

As an MBA Ambassador, Sadrin helps prospective candidates learn more about the MBA program. She also coordinates MBA student involvement in the Supply Chain Forum, a biannual event attracting more than 180 top executives from across the United States. “They discuss current problems and the future of supply chain,” she says. “It’s a great opportunity to meet new people, and when you’re working with the best in the business, you learn so much.”

Sadrin is looking forward to her internship at Cummins, Inc., this summer, where she will be working with the global logistics improvement team.

In her spare moments, Sadrin loves to travel and enjoys bungee jumping and scuba diving. Consistent with her talent for aiming high, skydiving is next on her list. **T**



WHERE IN THE WORLD IS HASLAM COLLEGE OF BUSINESS?

Whether you're like our Global Leadership Scholars students rocking out at Stonehenge or traipsing through Paris in the spring, we want to see where in the world the Haslam College of Business carries you—and where you carry us.

Take a picture of yourself in Haslam gear and share it with us on social media with the hashtag #HaslamWorld.

 FACEBOOK.COM/HASLAMCB

 HASLAM COLLEGE OF BUSINESS

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winner that was awarded \$7,500 in the fall of 2014. FunLPro Technology is owned by **Bryan Crosby**, an MBA candidate and Entrepreneur Fellow. He has developed a disposable funnel that integrates into product packaging for pouring liquids like motor oil, antifreeze, and bleach.



Rentique (\$10,000), which is owned by **Brandi King** (human resource management). Rentique is a company that rents out high-end dresses from a mobile fashion truck.



GuruSkins (\$5,000), a micro-crowdfunding site that sells custom ski and snowboard covers made out of high-quality vinyl, enabling customers to protect their board while conveying their individual style. GuruSkins is owned by **Jake Rheude**, an MBA candidate and Entrepreneur Fellow.

The eighth annual **Undergraduate Business Plan Competition** winners were:



High Growth Category: First Place—**Thomas Truett** (business management) and **Anthony Meyer** (electrical engineering) for Make Me

Modern, a web development company enabling customers to preview and update their website design with the push of a button. Second Place—Cory Walker (computer engineering), Henry Thomas Carr (interdisciplinary programs), and Ben McKerley (industrial engineering) founders of My Banner Plus, an intuitive scheduling program that builds off of Banner, a scheduling system used by many major universities.



Third Place—Earworm, an auditory educational tool created by **Brennan Galbraith** (marketing) that allows users to input up to 200 words of text which is then put to a backbeat, instantly transforming it into a song.

Lifestyle Category:

First Place—Rentique, a Knoxville-based fashion truck renting high-quality dresses for special occasions founded by **Brandi King** (human resources management).



Second Place—**Lucas Broderick** (business administration) operator of ViaTech, a company building custom gaming computers and providing users with a simplified buying process.

FINANCE

Ben Elder, Grayson Niehaus, Carter Pelot, Will Taylor, and **Carson West** finished in the top ten percent of more than 500 teams in the CME Group Trading Challenge, during

which students trade nine different futures contracts utilizing CQG software. One of Haslam's teams was also the first all-female trading team to ever participate in the competition.

GRADUATE AND EXECUTIVE EDUCATION (GEE)



MBA students **Adam Roddy, Ben Devault, Alex Aust, Meril John,** and **Phillip Scruggs** met with Knoxville Mayor Madeline Rogero, Deputy Mayor and COO Christi Branscom, and Chip Barry of the City of Knoxville as part of their Innovation in Practice project.



Haslam students placed third in the second annual **Deloitte Supply Chain Challenge**, an event testing the business skills of MBA students. Georgia Institute of Technology's team took home top honors, while Pennsylvania State University placed second.

HUMAN RESOURCES



Dillon Bumpus and **Alicia White** received scholarship awards from the East Tennessee Compensation and Benefits Association in December.





Creating

VOLUNTEER TRADITIONS

THE ENTREPRENEURIAL SUCCESS OF

Mason Jones



Mason Jones

AND HIS FRIEND, BROCK BOSSON,

were sitting together in a course at the University of Tennessee College of Law back in 2006 when another student strolled into the classroom. The new arrival sported a fashion accessory that immediately caught Jones's eyes—a belt with a subtle, repeating South Carolina flag pattern.

Catching Bosson looking in the same direction, Jones leaned toward his friend and whispered, “Why isn't someone making a belt like that for Tennessee?”

A nearby classmate overheard the question and volunteered that her mother owned an apparel factory in Hong Kong that produced merchandise for several national brands.

Reaching back to his undergraduate education at the Haslam College of Business, Jones decided to embark on a low-risk business venture. He and Bosson put in their first order for Tennessee flag belts. “We had about 1,500 made and they looked great,” Jones says. “They sold well, but it took us several years to move through the entire batch.”

“I'm convinced that if I'd tried to make it my full-time job right away, the business wouldn't have succeeded.”

—MASON JONES

VOLUNTEER TRADITIONS

Above: Jones still wears the belt that first launched his business.

A PART-TIME SUCCESS

Jones and Bosson chased their initial success, ordering more belts and expanding their stock to include Tennessee flag hats and neckties. “It didn't take off for a while, but a lot of alumni started wearing our merchandise at UT games because they liked the distinctive look,” says Jones. “Over the next few years, we developed a simple website and the business, which we'd named Volunteer Traditions, continued to grow.”

Meanwhile, the two graduated from law school in 2007 and when Bosson decided to take a job overseas, Jones bought his friend's half of the fledgling company. After passing the bar exam, he worked full-time as an attorney. “After work, I'd rush to the post office with my bag of Volunteer Traditions shipments,” Jones recalls. “I'm convinced that if I'd tried to make it my full-time job right away, the business wouldn't have succeeded.”

Jones explored the market and worked to identify a viable niche. “We started with a simple flag, and that was a hit because it's so clean and basic,” he says. “Through that, we learned that there's a market for showing pride in the state or university in a subtle way. That became our focus, and we found that the customer who wants to be more subtle also is willing to pay a little more for that type of merchandise.”

While Volunteer Traditions incubated for a few years as a part-time success, Jones was learning a great deal about putting business concepts into action. “Mastering those concepts and cutting my costs early has multiplied now, because we're really attuned to what we're doing,” he says.

BUILDING A FULL-TIME BUSINESS

By 2010, Jones had grown Volunteer Traditions into a full-time job. Most of the company's previous sales had come via its online store, but now that he was devoting full attention to promoting the business, he decided to focus on retail outlets. “I started reaching out to a couple of stores in Knoxville and Nashville that I thought would be a good fit,” Jones says. “We got some traction with a couple of men's stores, and as we figured out that market, we were able to expand and work with some outdoor stores as well.”

One outdoor store that picked up the brand, Bink's Outfitters, has stores throughout Middle Tennessee and is now Volunteer Traditions' biggest retail partner. “Mason shopped in our store and enjoyed the atmosphere, so he decided to bring his merchandise to our attention about five years ago,” says Chris Geren, general manager. “We felt that it was a great fit for both Bink's and Volunteer Traditions.”

Customers at Bink's Outfitters responded enthusiastically to Volunteer Traditions products, according to Geren. “We are constantly having to reorder items to keep up with the demand,” he says. “I've really been impressed with Mason and how he has brought Volunteer Traditions up from just a couple of items to what it is today.”

Before long, Jones gained another retail ally when the University of Tennessee's licensing office approached him. “In 2012, the bookstore and university reached out and said, ‘We'd love to work with you on doing something for us,’” he says. “They wanted us to create licensed

merchandise, which was kind of a different game because we'd previously focused on men's and outdoor stores." Jones and his growing team expanded on their original Tennessee flag-based designs, finding ways to bring their understated, nostalgic style to University of Tennessee licensed apparel.

A FAST-GROWING TRADITION

Since partnering with the university, Jones continues to sharpen the look of Volunteer Traditions merchandise. "We've focused on making apparel with a classic look—a shirt you can look back on in future decades and still think, "That was a cool shirt,"" says Jones. "I want to make clothes that your grandpa would be proud of you for wearing."

The nostalgic feel of Volunteer Traditions merchandise has become a point of attraction for customers. One of the UT designs resurrects a 1980s-era football helmet graphic. "It made people think of going to games with their dad growing up. Our target market is always alumni, someone who went to the university and really loved it," Jones says. "Yet the UT bookstore has been really excited because our merchandise brings students into their store to look at clothes. It's helping them build a new market."

Douglas Wong, a senior in marketing at the Haslam College of Business, was initially attracted to Volunteer Traditions products because of their local origins. "Their products are designed by Tennesseans for Tennesseans, making them more relevant to students and the state than some of the more generic southern brands," Wong

"We were featured in *People* and *US Weekly* when Reese Witherspoon wore our apparel. Word of mouth is so helpful for us."

—MASON JONES


VOLUNTEER TRADITIONS

At right: Fans visit the showroom for the classic Vols logo and Tristar gingham shirts.

says. "They have a straightforward, vintage look that appeals to a wide variety of customers."

The brand has attracted several celebrities, including Peyton Manning and Reese Witherspoon. "We were featured in a *Southern Living* article listing essential Father's Day gifts, and in *People* and *US Weekly* when Reese Witherspoon wore our apparel," says Jones. "Word of mouth is so helpful for us."

Loyal customers now enjoy stopping by the Volunteer Traditions store in Nashville. "We ship out of the storefront, and we open it up for people who love the brand," he says. "Because of the store, we'll meet people we've interacted with via email for years and let them finally connect with the brand. It's helpful for us to showcase our products in a flagship brick-and-mortar store."

In the nine years since Jones and his friend made their first order of flag belts, Volunteer Traditions has grown from a classroom brainstorm to a successful business with wide commercial appeal. "We want to make awesome products for people who love Tennessee," Jones says. "When we focus on that, we're able to fill our niche and build our brand." 

THE FIVE *Be's* OF MASON JONES'S SUCCESS

1. Be patient. "Don't go all-out at first or make it full-time. Starting out small is the key. The first years are hard, especially if you don't have funding. The day job to pay my bills was critical for me."

2. Be distinctive. "It's not just about a good idea. You have to put the work in to make it different. Figure out what your company can do best and focus on that rather than trying to please everyone."

3. Be organized. "My employees and I plan each week and establish clear goals. If we prioritize two or three big goals each week, we'll be successful."

4. Be in community with people who keep your life centered. "I think any person who owns their own business has a lot of ups and downs, and there are always times when you wonder, "What am I doing with my life?" Having authentic friendships and a supportive spouse are essential for me. You need someone to remind you that there's life outside your business."

5. Be up-to-date on technological trends. "If you're just starting a business, you're going to have to spend some time building a website or learning to work with the website that's built for you. You also need to investigate social media and how you can use it to promote your brand."





TIM

Tim Love's flagship restaurant, Lonesome Dove Western Bistro. See page 16 for a list of Love's locations (He also operates Tim Love Catering).



*Success
the size*

LOVE

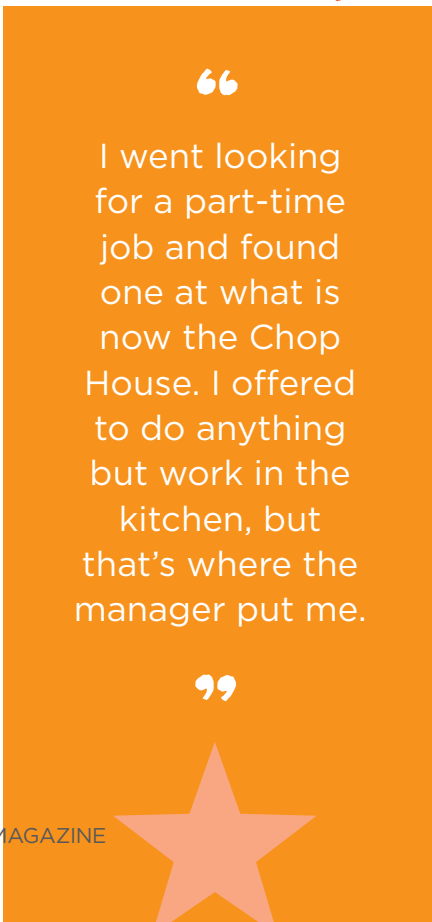
Texas

With steady hands moving at lightning speed, Chef Tim Love (HCB, '94) cuts meat, slices vegetables, and serves up an elegantly styled entrée at Lonesome Dove Western Bistro in Fort Worth, Texas. Love infuses rugged western cuisine, including wild game such as bison, venison, and quail, with sophisticated flair, creating a culinary style he's dubbed *urban western*.

Tim Love
Executive chef



It all started in Big Orange Country



“

I went looking for a part-time job and found one at what is now the Chop House. I offered to do anything but work in the kitchen, but that’s where the manager put me.

”

“I love working with ingredients from west of the Mississippi,” Love says. “I start with a simple piece of meat, perhaps an unusual type, and make it attractive and delicious.”

After two decades in the restaurant business, Love carries an impressive portfolio both as chef and entrepreneur. Owner of several acclaimed Texas restaurants and a large catering business, he also appears as a co-host on the CNBC television show *Restaurant Startup*. “Many chefs excel at their craft but lack the vision to carry out their entrepreneurial goals,” says Fort Worth businessman Robbie Baker, Love’s longtime friend. “Tim is unique because he can do both. He notices the details *and* sees the big picture.”

FALLING IN LOVE

Love grew up in Denton, Texas, and spent his summers on a farm in Cookeville, Tennessee, where his family raised animals and cultivated their own fruits and vegetables. After graduating from high school in 1990, he set off for the University of Tennessee to pursue a degree in finance. “I went looking for a part-time job and found one at what is now the Chop House,” Love says. “I offered to do anything but work in the kitchen, but that’s where the manager put me. With no experience, I started out making salads, but it didn’t take long for me to fall in love with the industry.”

From that point, Love set his sights on the restaurant business. He worked at several Knoxville restaurants during the early 1990s, improving his skills and steadily climbing the kitchen ranks. Within four



years, he’d become the chef at Radisson’s downtown Crowne Plaza Hotel. “I was working sixty-five to seventy hours per week and managing as a full-time university student,” says Love. “It was a hectic time, but I completely relished my years in Knoxville. I had some great mentors who pushed me to explore my creativity and to develop my knack for culinary arts.”

Immediately after graduation in 1994, Love applied his boundless energy to an athletic goal: hiking the Appalachian Trail. “After that, I went to Breckenridge, Colorado, and lived there for about four years, skiing and snowboarding.” That’s where Love met his wife, Emilie. The pair moved to Texas in 1998, where Love resumed his culinary career. Initially, he took a position as chef at a country club, but two years later, his entrepreneurial spirit won out. “My wife and I opened our first restaurant, the Lonesome Dove, in June 2000.”

LOVING THE SUCCESS

The Lonesome Dove Western Bistro prospered, and Love began to plan additional

businesses. “Since the Lonesome Dove, we’ve opened six restaurants and consulted on five others,” says Love. “We also own the White Elephant, the oldest saloon in Texas.” This summer, Love will open a seventh restaurant in the heart of downtown Austin—a second location of the flagship Lonesome Dove.

With their signature blend of urban and western culinary styles, Love’s restaurants are popular with locals. “In addition to using locally-sourced meats, I try to utilize vegetables, fruits, and nuts that are indigenous to the west—from prickly pears to pecans,” he says. When he’s grilling or smoking meat, Love experiments with various western woods to influence flavors.

While his restaurants are currently limited to Fort Worth and Austin, Texas, his cooking skills have become widely known through his additional entrepreneurial ventures. He owns a successful catering business, Tim Love Catering, whose cuisine meets with high-profile popularity. “I’m the chef at the Austin City Limits Music Festival,” Love says. “I manage all the food courts at the event and cook for the headlining bands and VIP guests.” The company also recently catered food and beverages at the Colonial Golf Tournament in Fort Worth. “We’re thrilled with our success and want to keep growing the catering arm of the brand.”

In another successful venture, Love organizes several popular food and wine festivals, including Austin Food & Wine, South

Beach Wine & Food Festival, Nashville’s Music City Food & Wine Festival, and the recently announced Chicago Food & Wine Festival.

A longtime friend and fellow restaurant entrepreneur, Tristan Simon, is impressed by Love’s range of talents. “Tim has set so many business ideas in motion—restaurant concepts, catering, food and wine festivals, and his media business—and he’s had tremendous success across a broad spectrum.” According to Simon, Love’s success has a lot to do with his carefree personality. “He has a great deal of audacity,” says Simon. “I respect that about him. Obviously, he’s had some failures, but he always gets back up. He’s able to make peace with failure in a way that renews his determination instead of breaking him.”

When he’s not working, Love enjoys spending time with his wife and their three children at their 5,000-acre ranch near Fort Worth. “We have lots of exotic pets, wild turkeys, and rabbits,” says Love. An avid hunter, he enjoys shooting wild game on the property and turning it into savory dishes. “If it has



four legs and moves, I’ll cook it,” he says, laughing.

SHARING THE LOVE

Already a well-known Southwestern chef, Love received an invitation in 2007 to appear on The Food Network’s popular show, *Iron Chef America*. In a timed competition against expert Japanese chef Morimoto, Love’s cuisine emerged triumphant, and his on-screen talent didn’t go unnoticed.


Love has appeared on several national television shows, including *Good Morning, America*, *The Today Show*, and another Food Network program, *Knife Fight*. “In *Knife Fight*, two chefs go head-to-head, competing to create the winning entrée while drinking cocktails in a messy kitchen,” he explains.

Most recently, Love signed on as a co-host on CNBC’s new show, *Restaurant Startup*. “It’s unique because it showcases two things I love: the cooking side and the business side of running a restaurant,” says Love. “In each episode, aspiring entrepreneurs pitch us ideas for restaurant concepts. My counterpart and I drill them with questions about their vision for the facility and about business practicalities such as startup costs and rent, and then we decide which concept is more likely to succeed.”

Through *Restaurant Startup*, Love savors the opportunity to share his business expertise with those who need it, but it isn’t the first time he’s mentored other entrepreneurs. When Simon



opened his first restaurant in Fort Worth several years ago, Love offered advice. “Tim provided strategic guidance about the Fort Worth market that helped us make that restaurant successful,” Simon says. “He’s very generous.” Love also receives constructive criticism well, according to Simon. “While he was operating upscale restaurants in Fort Worth, I was doing the same in Dallas, so we were counterparts and friends. We’d get together, give honest feedback, and exchange suggestions.”

Now one of Love’s attorneys, Nick Pappas met the chef in a country club kitchen in the late 1990s. “They let me help on Saturday mornings and my payment was cooking lessons from Tim,” Pappas says. “I saw firsthand how much he adores being a chef. He loves delighting people with food.” Since then, Pappas has watched Love’s rise to success. “He has a true entrepreneurial spirit and a tremendous amount of confidence and energy. He’s never afraid to take on a new project if it makes sense. I don’t see anything stopping him.” 



Visit one of Love's hit locations

“

Since the Lonesome Dove, we've opened six restaurants and consulted on five others. We also own the White Elephant, the oldest saloon in Texas.

”



Lonesome Dove Western Bistro

(FT. WORTH AND AUSTIN) Since it opened in 2000, the Lonesome Dove has propelled Chef Tim Love to culinary success with its wide selection of southwestern-inspired dishes. Diners can enjoy an array of creative steak and seafood entrees, while adventurous foodies can choose from unusual meats such as kangaroo, rattlesnake, and wild boar. Love announced recently that he'll soon be opening a second Lonesome Dove location in downtown Austin, serving up his signature dishes to a new city starting in early summer 2015.



Woodshed Smokehouse

(FT. WORTH) The Woodshed Smokehouse is a mecca for those who love grilled, smoked, and slow-cooked meats. Chefs prepare beef, vegetables, chicken, pork, wild game, and fish using a variety of woods and fire sources, including mesquite, oak, pecan, and hickory, infusing the foods with distinct flavors. Diners also can order smoked iced cocktails and braises at the bar and enjoy backyard games and gourmet coffee before or after the meal.



Love Shack

(FT. WORTH) Specializing in hamburgers and fries, the Love Shack is Chef Tim Love's tribute to the classic burger joint. Located in Stockyards National Historic District, the original Love Shack restaurant features daily live music, fresh-squeezed lemonade, homemade fries and onion rings, and root beer on tap. Critics have named the restaurant's signature dish, the Dirty Love Burger, one of the best burgers in America.



White Elephant Saloon

(FT. WORTH) A full-service bar located in a historic building, the White Elephant Saloon is technically the oldest saloon in Texas. Replete with Wild West flair, the White Elephant offers live music, pool tables, shuffleboard, and a selection of food options.



Queenie's Steakhouse

(DENTON) A traditional American steakhouse with a modern flair, Queenie's Steakhouse was named in honor of Chef Tim Love's mother. Diners can choose from a variety of steak, seafood, quail, and pheasant entrees. Since it opened in 2013, Queenie's Steakhouse has become one of Denton's top restaurants.



RECENT RANKINGS

7

7th
in the nation for
**CPA EXAM
PASS RATES**

1

#1
in Tennessee for
**CPA EXAM
PASS RATES**

3

#3
in the SEC for
**CPA EXAM
PASS RATES**



32nd
The full-time MBA program ranked 32nd among public institutions in **U.S. NEWS' 2015 BEST BUSINESS SCHOOLS REPORT** and the college's program rose two spots nationally.



8th
The supply chain graduate program climbed to **8TH IN THE NATION** and 5th among publics in the same rankings.

DEPARTMENT & faculty NEWS

News from the faculty, departments, centers, and programs of the Haslam College of Business.

COLLEGE-WIDE



Dean Steve Mangum shows his Haslam spirit after hiking to the summit of Mount Kilimanjaro during spring break.

Haslam announced a new, interdisciplinary **minor in entrepreneurship** beginning in the fall of 2015 as a way to bolster the entrepreneurial culture of the campus and the Knoxville area.

Beginning in the summer of 2015, Haslam will offer undergraduate students a selection of online courses. The **Business Online Summer Session (BOSS)** is intended to give business minors and other students for whom the classes are essential an opportunity to pursue course work remotely.

The Haslam College of Business, in partnership with the UT Office of Research, launched the **Aerospace and Defense Business Institute** in January to better organize and build aerospace- and defense-related research, education, and training.

BUSINESS ANALYTICS AND STATISTICS

The Business Analytics and Statistics Department announced a **new doctoral concentration in business analytics** to begin in the fall of 2015.

Hamparsum Bozdogan, Toby and Brenda McKenzie Professor in Business, had his paper, "Novel Hybrid Dimension Reduction Technique for Undersized High Dimensional Gene Expression Data Sets Using Information Complexity Criterion for Cancer Classification," published in *Computational and Mathematical Methods in Medicine*.

The **Business Analytics program** was featured in a five-page article of *ORMS Today*. The article discusses the pioneering role of the program in meeting the industry talent shortage.

Hamparsum Bozdogan was invited to speak at Firat University in Elazığ, Turkey, regarding computer-aided detection of breast cancer.

SmartRail World, a rail and metro technology website, interviewed **Mandyam Srinivasan** regarding his latest book, *Lean Maintenance Repair and Overhaul*. Srinivasan's book highlights how greater efficiency in maintenance, repair, and operations can affect a company's financial outcomes.

The **Business Analytics spring forum** was held April 20-21 with key speakers from Teradata and Netflix discussing strategies for combatting digital media fragmentation.

Wenju Zhou and **Melissa Morris** were selected as recipients of the Tennessee Teaching and Learning Center's 2015-2016 Creative Teaching grants for their submission redesigning a large enrollment class to help them identify obstacles to learning.

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AWARDS & RECOGNITION
Haslam College of Business Awards
2015 Honorees
(Continued on page 23)



Recipients of the Haslam College of Business faculty and staff awards (See page 23 for faculty award details).

Staff Awards



LIBBY MAGILL
Graduate and Executive Education
OUTSTANDING STAFF AWARD FOR SUPERIOR CUSTOMER RESPONSIVENESS



TAMI TOUCHSTONE
Office of the Dean
TIM WILLIAMS OUTSTANDING STAFF AWARD FOR PROFESSIONALISM



KATHY ZELEM
Department of Economics
TIM WILLIAMS OUTSTANDING STAFF AWARD FOR PROFESSIONALISM



JEANNIE GOODMAN
Department of Finance
OUTSTANDING STAFF AWARD FOR INNOVATION & CREATIVITY

continued from p. 17 >

Affect Magazine and *DataInformed* highlighted **Julie Ferrara's** AdWords class, which teaches students to use Google AdWords by conducting projects for local nonprofit organizations.

The Economist magazine featured the department in a white paper that examines what businesses need to achieve success in a digital age.

CENTER FOR BUSINESS AND ECONOMIC RESEARCH

The Center for Business and Economic Research (CBER) released a study in April stating that UT generates \$1.6 billion in annual income for the state of Tennessee, creates nearly 33,000 jobs, and contributes more than \$125 million in tax revenue to the state and local governments. The study was featured by several media outlets including *The Republic* (Columbus, OH), WMC (Memphis, TN), the *Daily Journal* (Franklin, TN), WVLT, News Channel 9 (Chattanooga, TN), WRCB (Chattanooga, TN), and WBIR.



The Daily News Journal highlighted a report from the CBER that shows that Tennessee's economy is growing. More than 7,000 new businesses were formed in Tennessee during the final quarter of last year, according to research in the report that was developed in partnership with the Tennessee Secretary of State.

GRADUATE AND EXECUTIVE EDUCATION

Andy White, director of Haslam's Aerospace and Defense MBA program, and **Alex Miller**, William B. Stokely Chair in Management, served as part of a featured panel discussion at



Graduate and Executive Education Awards

Don Lighter received the 2015 Outstanding PEMBA Faculty Member award.

Tom Brown received the 2015 Outstanding PEMBA Administrative award.

George Fields received the 2015 Outstanding Technical Support award.

Chuck Noon received the 2015 Outstanding PEMBA Teaching award.

Mark Noon won the 2015 Outstanding EMBA-Global Supply Chain Teaching award.

Mandyam Srinivasan won the 2015 Outstanding ProMBA Teaching award.

Ben Compton won the 2015 Outstanding ADMBA Teaching award.

Bruce Behn won the 2015 EMBA-Strategic Leadership Teaching award.

the American Institute of Aeronautics and Astronautics' Science and Technology Forum and Exposition on January 6.

The **Master of Science in Business Analytics (MSBA) program** hosted its first alumni dinner in Atlanta, Georgia, on March 18.



The launch of the new **Healthcare EMBA** made

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FACULTY FOCUS

A PAIR
OF SIMS

WITH SHARED INTERESTS IN ECONOMICS, botany, and outdoor sports, Charles and Kimberly Sims make a great team as athletes and as academics. Both earned graduate degrees in economics from the University of Wyoming. Kimberly obtained a second masters in botany, while Charles sought a doctorate in economics. After graduating, the pair moved to Utah State University and served as faculty members for the next four years.

While in Utah, Kimberly pursued her love for mountain biking by racing and organizing collegiate races. “I became the conference director for the Intermountain Conference for Collegiate Cycling,” she says. “It’s separate from the NCAA, but there’s still an elite level. It’s intense and fun for the college students.” She also trained for longer races, often with Charles and their dogs trailing behind.

“I’ve been chasing her ever since I started biking,” Charles says. “But it’s something we enjoy doing together.”

In 2013, the Sims relocated to Knoxville to join the faculty at the Haslam College of Business. Charles received a joint appointment as assistant professor of economics and faculty fellow at the Howard H. Baker Jr. Center for Public Policy while Kimberly is a lecturer in the economics department. Having grown up in Knoxville, Charles says being near family was an important factor in their move. “We were also attracted because UT’s economics department has developed a strong focus on natural resources,

energy, and the environment.”

At the Baker Center, Charles’s research focuses on environmental and resource economics. “A lot of what I do is linking science to policy from an economist’s point of view,” he says. “Economics is all about the use of scarce resources, so if you can use science to talk about the actual physical scarcity of the resource, you can use economics to talk about the pros and cons of resource use, which can help guide policy decisions. The Baker Center is a great catalyst for these types of science-policy interactions.” Recently, Charles published a paper in the Proceedings of the National Academy of Sciences evaluating the economic and environmental impacts of harvesting timber.

Teaming up with three other lecturers, Kimberly participates in an ongoing effort to overhaul the department’s introductory course. “We’re focusing now on topics that will be appealing to students with a variety of career goals such as psychology and healthcare,” she says. “Since only a small percentage of students in the introductory course will become economics majors, we want to make it more accessible and applicable to everyday life.” **T**

**CHARLES SIMS**

Assistant Professor of Economics, Faculty Fellow at the Howard H. Baker Jr. Center for Public Policy

KIMBERLY SIMS

Lecturer in Economics

“We were also attracted because UT’s economics department has developed a strong focus on natural resources, energy, and the environment.”

—CHARLES SIMS



Left to right:
Students Ashley
Montgomery, Ellie
Fike, MAcc Program
Administrator
Izabela VanDeest,
and students
Winston Williams,
Brandon Norman,
Amanda Prevost,
John Kirkland,
Georgia Ralston,
Reid Foust, and
Jillian Valk.

ACCOUNTING SUPERHEROES

THE CPA EXAM IS BEING HANDILY VANQUISHED BY UT ACCOUNTING STUDENTS, MAKING THEM SOME OF THE NATION'S MOST ELITE GUARDIANS OF QUALITY PUBLIC FINANCIAL REPORTING.

ACCOUNTING STUDENTS AT THE HASLAM

College of Business are fast becoming superheroes in the field. As a group, Haslam’s accounting graduates ranked seventh in the nation on the CPA exam with a pass rate of 83 percent—far above the national average of 49 percent.

The ascent began nearly a decade ago, says Joe Carcello, head of the Department of Accounting and Information Management and EY and Business Alumni Professor. “In 2008, we were ranked 120th in the nation on the CPA exam,” he says. “In that seven-year period, we’ve gone from 120th to seventh. It’s spectacular.”

Because it’s a standardized test evaluating knowledge inside the profession, Carcello sees it as an accurate measure. “It’s one of the few metrics that’s constant across any university,” he says. “The CPA is both a license and a credential—the gold standard credential in accounting.”

Why is the dramatic climb happening? One reason is likely the steady increase in the quality of the University of Tennessee, Knoxville’s, incoming freshmen. “Five years ago, the average incoming freshman had a 22 ACT, and now it’s 27,” he says. “As you get closer to 36, you’re going straight up the mountain.”

The skyrocketing scores also can be linked to a course called Accounting 301, conceived by the Department of Accounting and Information Management (AIM) faculty in 2006. “It’s a class that all juniors have to take

careers that we’re passionate about and interested in.”

A third reason for the climb is a focus on preparing for the CPA throughout the five-year program. Carcello believes AIM’s focus on passing the CPA exam early in a student’s career may have had a cultural impact upon the students, and Alexander, who has already passed three out of four sections the CPA exam, confirms that it has. “I’ve been part of a group that studies for the exam using the Becker review course, and it’s helped tremendously,” she says. Alexander also notes that her professors teach students to be independent learners and thinkers. “I think the accounting program provides students with the opportunity not just to learn the material but to learn how to learn the material. That will help UT students excel and stand apart from their peers at other institutions.”

The rising scores are making an impact far beyond the campus. “I’m obviously biased, but I think as a result of this performance, our graduates are in tremendous demand in the marketplace,” says Carcello. “We have close to 100 percent placement out of the MAcc program. Last year, we had seventy-four out of seventy-five students placed by graduation with good employers in jobs that actually require an accounting degree. There’s a tremendous amount of demand for our product.” Even several years ago, during the worst recession to strike the United States since the Great Depression, job placement among MAcc graduates at UT was more than 90 percent.

The program’s reputation has a lot to do with those placement percentages, according to Ben Stanga, a member of AIM’s Advisory Roundtable and a tax partner with PwC (PricewaterhouseCoopers) in Nashville.

“The high caliber of person you’re going to see from UT’s accounting program is very well recognized,” Stanga says. “I’ve been recruiting for twenty years, and when I



I’VE BEEN RECRUITING FOR TWENTY YEARS, AND WHEN I SEE ACCOUNTING STUDENTS ON CAMPUS AT UT, I CONGRATULATE THEM BECAUSE THE PROGRAM IS HIGHLY VALUED ACROSS THE COUNTRY AND AROUND THE WORLD.”

—BEN STANGA, PwC, NASHVILLE OFFICE

to major in accounting, and it was consciously designed to be quite rigorous,” says Carcello. “It’s as a gatekeeper course. If you make it through, you’re going to do well professionally.”

Hannah Alexander, a student in the MAcc program, agrees that raising the bar has helped. “Professors expect their students to bring our A-game and put forth effort to learn the material and get internships,” she says. “And when we go out in the world, they expect us to have

see accounting students on campus at UT, I congratulate them because the program is highly valued across the country and around the world.”

While maintaining a stellar reputation is important, MAcc student Alexander notes that perception and reality must coincide. “This rise in scores allows us to be perceived as a good school,” she says. “In reality, we have a strong accounting program. The numbers simply confirm that.”

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front-page news in the *Knoxville News Sentinel*, which covered the program during its team-building low ropes course at the start of the semester.

100%

MSBA program has 100 percent placement within three months of graduation for the fourth year in a row.

Ten alumni attended the **Executive MBA program's first reunion** on November 14-15. The weekend began with several speakers Friday afternoon followed by a tailgate before Saturday's football game.

ECONOMICS

Celeste Carruthers will spend the fall 2015 semester as a visiting scholar in the Stanford Graduate School of Education. While at Stanford, she will research the long-term consequences of segregated schooling, the short-term impacts of programs like Tennessee Promise, and the returns to adult education, among other projects.

Larry Bray has been hand-picked by the Corps of Engineers' headquarters to do what is likely the last, and ultimately deciding, analysis of future barge traffic over Chickamauga Lock. His analysis will be a deciding factor in what is now a twenty-year-old policy debate.

Larry Bray and **Mark Burton's** two-year study "Inland Navigation in the United States: An Evaluation of Economic Impacts and the Potential Effects of Infrastructure Investment," commissioned by the National Waterways Foundation, was highlighted in the *Maritime Global News*.



The **Knoxville Economics Forum** in March welcomed Tennessee Supreme Court Justice Gary Wade and Tennessee Economic and Community Development Commissioner Randy Boyd to discuss economic issues facing East Tennessee.

FINANCE

Tracie Woidtke, David E. Sharp/ Home Federal Bank of Tennessee Professor in Banking and Finance and Research Fellow in the Neel Corporate Governance Center, was invited to speak in front of the Securities and Exchange Commission and George Washington University for her paper on the affect of labor union and public pension fund advocacy on shareholder interests.

Tracie Woidtke's paper on "Differences in the Information Environment Prior to SEOs under Relaxed Disclosure Regulation," written with **Sarah Clinton** (of Haslam's Accounting and Information Department) and Joshua White (UGA) and published in the *Journal of Accounting and Economics*, was cited by SEC Commissioner Gallagher and SEC Commissioner Piwowar.

Andy Puckett's paper "Suspect CEOs, Unethical Culture, and Corporate Misbehavior" was officially accepted for publication in the *Journal of Financial Economics*.

Andy Puckett received national recognition from the *Wall Street Journal*, CNBC, and *GolfDigest* after his paper "Fore! An Analysis of CEO Shirking" was featured in the Harvard Corporate Governance blog.

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AWARDS & RECOGNITION
Haslam College of Business Awards
2015 Honorees
(Continued from page 18)

Faculty Awards



DOUG AYRES
Department of Accounting and Information Management
ALLEN H. KEALLY GRADUATE TEACHING AWARD



PHILLIP DAVES
Department of Finance
RICHARD C. REIZENSTEIN OUTSTANDING COMMITMENT TO STUDENTS AWARD



JACKIE JACOBS
Department of Management
ALLEN H. KEALLY OUTSTANDING TEACHER AWARD



TED STANK HARRY AND VIVIENNE BRUCE CHAIR OF EXCELLENCE IN BUSINESS
Department of Marketing and Supply Chain Management
MARTIN & CAROL ROBINSON OUTSTANDING TEACHING, RESEARCH & SERVICE AWARD



RANDY V. BRADLEY
Department of Marketing and Supply Chain Management
DIVERSITY & INCLUSION AWARD

Research Awards



GEORG SCHAUR
Department of Economics
VALLETT FAMILY OUTSTANDING RESEARCHER AWARD



DALLIN ALLDREDGE
Department of Finance
MICHAEL J. STAHL AND GREGORY M. BOUNDS GRADUATE RESEARCH AWARD

At left: Freshman architecture major Shubhekshya Bhandari. At right: Junior Erik Rutledge, a computer engineering major. Opposite: Brooke Ballard, a sophomore majoring in chemical engineering.

THE NEW NETWORK OF
INNOVATIVE THINKERS:

THE ANDERSON CENTER'S ENTREPRENEURSHIP MINOR

WHAT DO A CHEMIST, AN ARCHITECT,
and a computer engineer have in common?
They're all potential entrepreneurs.

Responding to a growing interest in entrepreneurship courses at the Haslam College of Business, the Anderson Center for Entrepreneurship and Innovation has designed a minor with a wide target audience. Lynn Youngs, director of the Anderson Center, says the new initiative came in response to overwhelming demand from students, faculty, and the community. "The new minor represents our goal of developing an overall entrepreneurial culture on campus," Youngs says.

Dave Williams, assistant professor of entrepreneurship and a key player in developing the minor, says creating the course sequence was a complex process. "There are differing goals, industries, and skill sets to consider, and we're trying to build something flexible enough to accommodate all of them," he says. "That's why it's critical to develop it across the university."

Because of the autonomy among colleges, the group creating the minor pulled together people from different disciplines to build on existing offerings and create new courses. "The heavy lifting at the outset was to identify what already existed and find ways to fill the gaps," says Youngs.

Beginning in the fall of 2015, students from any college within University of Tennessee, Knoxville, or the UT Institute of Agriculture will be able to enroll in the entrepreneurship minor. While students are required to take an introduction to

entrepreneurship course, the rest of the minor is theirs to decide. “We don’t have a track program because we want students to have a personalized experience, where they can choose the courses they want or need,” says Williams. After the required introduction to entrepreneurship, students can choose from three courses at the next level. Every further course is an elective.

Brandi King has taken several entrepreneurship courses and launched her own business. A senior in human resource management with a collateral in entrepreneurship, King applauds the Anderson Center’s decision to create the minor. “The coolest part is that it’s open to everyone,” she says. “It’s going to bring innovation to different colleges and the ability for students to take that knowledge and turn their ideas into viable business plans.”

King’s business, Rentique, offers an affordable option for those in need of formalwear. “It’s a rental boutique,” she explains. “We carry high-end designer

“ I CAN TAKE THE ENGINEERING-BASED COURSES AND THE NONPROFIT CLASSES, GIVING ME A BROAD SPECTRUM OF KNOWLEDGE.”

—BROOKE BALLARD, SOPHOMORE IN CHEMICAL ENGINEERING

dresses and rent them to women for a fraction of the purchase price.” Housed in a trendy fashion truck, Rentique is a mobile business.

King has enjoyed tremendous support from her professors and fellow students. “The professors are there to help, and the Anderson Center offers business competitions where you can win money,” she says. “Being around other entrepreneurial-minded students allows you to share ideas and develop your business, get it out there, and create a network for the future.” In fact, King was awarded \$10,000 for her development of Rentique during this


spring’s Boyd Venture Challenge.

Youngs and Williams also want incoming entrepreneurship minors to realize that invention and entrepreneurship are not synonymous. “We give students the opportunity to see that they can be entrepreneurs without being inventors or founders,” says Youngs. “For example, we’re currently designing a course called Start-Overs as Start-Ups, emphasizing the entrepreneurial skills that could be applied to rescue failing or transitioning companies.”

Experiential learning is a hallmark of the program, giving students the chance to test their skills in a safe environment. “That’s the beauty of an entrepreneurship classroom,” says Williams. “Failing in an exercise doesn’t mean failing the class. It means learning what works before your money and investors’ money is on the line.”

Brooke Ballard, a sophomore in chemical engineering who plans to complete the entrepreneurship minor, appreciates both the flexibility of the minor and the fact that it is open to non-business students. “It’s an open range, interdisciplinary minor,” she says. “I can take the engineering-based courses and the non-profit classes, giving me a broad spectrum of knowledge.”

Ballard heard about the minor when an Anderson Center representative presented the idea in an engineering class. “As soon as he got on the stage and put that slide up, I knew I wanted to do it,” she says. “I’ve always been a trailblazer, and opening my own business is one of my future goals.” While Ballard hopes to work at Oak Ridge National Laboratory and abroad first, she is grateful for the chance to hone her entrepreneurial skills now with students from many different backgrounds and levels of experience.

She considers the creation of a diverse network of people who can help each other to be an organic benefit of the entrepreneurship minor. “People from all kinds of backgrounds are coming together and learning the same things,” Ballard says. “Just letting people be together who aren’t from the same college opens critical thinking, new relationships, and networking that couldn’t happen otherwise.” 





UNIVERSITY-LEVEL AWARDS

2015 Chancellor's Honors

Each year, the University of Tennessee, Knoxville, honors its faculty, students, and staff for their extraordinary achievements. Those from UT's Haslam College of Business earning these prestigious honors in 2015 are detailed below.

(Continued on page 29)

DR. MARVA RUDOLPH DIVERSITY AND INTERCULTURALISM UNIT EXCELLENCE AWARD HASLAM'S OFFICE OF DIVERSITY AND COMMUNITY RELATIONS

Haslam's Office of Diversity and Community Relations was honored for its singular leadership and contribution to advancing diversity. The office was lauded for its BETS program, college-wide Safe Zone training and diversity job fairs. Above all, the group was noted for its emphasis on diversity as an issue beyond race and for teaching students that building an awareness of people from diverse cultures and backgrounds is critical to today's workforce.



EXTRAORDINARY CAMPUS LEADERSHIP AND SERVICE

EVAN SMITH

Senior majoring in Supply Chain Management



EXTRAORDINARY COMMUNITY SERVICE

SCARLETT BOWMAN

Senior majoring in Supply Chain Management



GRADUATE TEACHING AWARD

NANCY SCOTT

Doctoral candidate in the Industrial and Organizational Psychology program



EXCELLENCE IN ADVISING

MARK WILLOUGHBY

Assistant Director of Undergraduate Programs

EXTRAORDINARY PROFESSIONAL PROMISE

CHARLES ANDREW CURREY

Senior majoring in Supply Chain Management

HEIDI ELIZABETH FAUST

Senior majoring in Supply Chain Management

LIZA MICHELLE REINERI

Senior majoring in Accounting

QIQI KATIE RUAN

Senior majoring in Business Analytics

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Laura Cole, director of the Master's Investment Learning Center, was selected as one of the *Greater Knoxville Business Journal's* "40 under 40."



Michael Ehrhardt, Paul and Beverly Castagna Professor of Investments,

was honored by Knoxville's Habitat for Humanity with a Sis Award for his leadership of the Tennessee Organization of MBAs house-building projects over the last twelve years.



Mike Ehrhardt retired at the end of the spring semester after thirty-one years of service.

Andy Puckett and **Eric Kelley** have been invited to present papers at the Frontiers in Finance Conference in Banff, Alberta, Canada, this June. The conference is sponsored by the University of Alberta.



Harold A. Black, Emeritus Smith Professor of Finance spoke to students at the University of Georgia about being the first African-American student admitted to the Terry College of Business.

MANAGEMENT

John Hoffman received the Volunteer of the Year award from Chancellor Jimmy Cheek for his work in the 2015 Big Orange Family Campaign. Haslam reached 95 percent participation during campaign.

MARKETING AND SUPPLY CHAIN MANAGEMENT

Paul Dittmann authored a white paper identifying best practices for modern distribution centers across eleven key functions. Research from "The ABCs of DCs," was featured in April's issue of *Inbound Logistics*.

Ted Stank, Bruce Chair of Excellence in Business, was elected chair of the board of directors for the Council of Supply Chain Management Professionals.

Randy Bradley, assistant professor in supply chain, authored an article with Terry Esper (University of Arkansas), Rod Thomas (Texas Christian University), and LaDonna Thornton (University of Nebraska) that was accepted in the *Journal of Business Logistics*.

Both spring and fall **Supply Chain Forums** had record attendance. More than 200 people participated in the fall forum, a 30 percent increase from the largest previous attendance. Over half the business professionals were at their first iteration of the forum in the fall, and sixty corporations attended each session.

James A. "Jimmy" Haslam III, chief executive officer of Pilot Flying J and owner of the Cleveland Browns, joined the spring Supply Chain Forum as its keynote speaker. Haslam discussed the trucking industry and Pilot Flying J as well as the similarities

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THE STATE OF SALES TAX

LEANN LUNA'S INTEREST

in taxation reaches back to her days as an undergraduate. “I was always inquisitive, especially about taxes,” says Luna. “When I worked at an international accounting firm, I often researched tax law because I loved learning about it.” Since Luna received a dual appointment at the Haslam College of Business in 2005, she’s served as associate professor with the Department of Accounting and Information Management and as a researcher with the Center for Business and Economic Research. Focused on state and local taxation, Luna’s rigorous research has gained national attention. In January 2014, the *Journal of Accounting and Economics*—one of the top three journals in the field—published a paper Luna co-authored with UT economists Bill Fox and Georg Schaur about the relationship between sales taxes and commodity flows. “Specifically, the article looks at how goods are being shipped from one state to another and why taxes might impact the flow,” Luna explains. “There are a number of

reasons buyers and sellers try to evade taxes, and we found that evasion grows with distance. The further away the good is coming from, the higher the probability of tax evasion, because you’re less likely to be detected.” States often enter into regional, cooperative agreements, making it harder to evade state taxes within a particular area. “For example, Tennessee might enter a sales tax compact with North Carolina, Georgia, Florida, and Alabama. We agree to tell on each other if tax evasion is detected. If someone ships goods outside the compact area, it’s easier to evade.”

In a 2009 article co-authored with UT economists Don Bruce and Bill Fox, Luna looks at another tax issue that faces every US state: e-commerce. “We estimated tax losses for each state over about a six-year period as a result of e-commerce,” Luna says.

“In our estimation, the aggregated tax losses would be \$11 billion for 2012, with a six-year loss of \$52 billion.”

A US Supreme Court decision mandates that it is too burdensome for e-retailers to collect sales tax from consumers in different states. Instead, they are only required to charge sales tax if their business has a physical presence in the consumer’s home state. “Firms can choose where to locate their businesses to get

Section 529 College Savings Plans

Section 529 college savings plans are another of Luna's main research areas. In a 2005 article published in the *Journal of the American Taxation Association*, Luna reveals a tremendous number of available 529 plans. "They're in all fifty states, and some states have more than one," Luna says. "There are eighty plans in all, and an individual can choose to invest in any of the plans."

The plans have varying degrees of state tax incentives and attached fees, but Luna was surprised to learn that more people had invested in the less attractive plans. "I found that the states with the highest tax benefits had the smallest amount of money in them and the plans with the highest fees had the most money in them."

Luna's findings made sense when she realized that in most cases, brokers were signing up investors for certain plans. "We find that people are not investing in their home state's plans—the plans that could give them the biggest tax benefits,"


she says. "Instead, brokers are pushing people toward the plans with higher fees." Since its publication, more than 150 newspapers and magazines have cited Luna's article, including *The New York Times* and *The Wall Street Journal*. A number of oversight boards and government agencies, including the Securities and Exchange Commission, requested a copy, and in April 2013, Luna trekked to Washington, DC, to testify before the House Ways and Means Education and Family Benefits Working Group. "That paper served as my testimony," says Luna. "Later, Illinois Congressman Danny Davis contacted me to help write some federal legislation."

Currently, Luna has a fresh article on the 529 plans awaiting publication. "This paper looks at how tax disclosure affects investor choice," she says. "We still find that plans are being broker sold, and that the disclosure of tax benefits doesn't tend to influence an investor's choice."

"There's a revenue loss, a fairness issue, and economic issues because of the way businesses change

their practices. Our current method of taxing e-commerce companies can be quite harmful to the economy."

around these taxes, so there are lots of economic consequences," Luna says. "There's a revenue loss, a fairness issue, and economic issues because of the way businesses change their practices. Our current method of taxing e-commerce companies can be quite harmful to the economy." Since its publication, the paper has been cited more than 100 times by newspapers across the nation and, most recently, in a new US Supreme Court decision.

In an upcoming article, also co-authored by Bruce and Fox, Luna explores six years of data on the top 500 e-commerce companies. "This time, we researched where they choose to locate their offices," Luna explains. "We had graduate students pretend they were buying items from each company and requesting shipment to all fifty states. That told us where they collected the sales tax, revealing where each company has a physical presence." The new study reveals that e-retailers, like traditional retailers, prefer to locate their offices near big markets such as New York and Chicago. "However, as the tax rate gets to a certain level, that preference diminishes," Luna says. "At some point, avoiding taxes becomes their priority." 

"We find that people are not investing in their home state's plans—the plans that could give them the biggest tax benefits."

—LEANNE LUNA

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between business and the National Football League.

Paul Dittmann, director of the Haslam College of Business's Global Supply Chain Institute, was featured in the UPS blog Longitudes discussing the impact of supply chain strategy in the health care industry.

Mike Burnette, associate director of the Global Supply Chain Institute, wrote three blog posts regarding how to build and manage a worldwide supply chain network for BT, a global communications corporation based in the United Kingdom. **Ted Stank** was also featured in the blog regarding his recent publication *Global Supply Chains: Evaluating Regions on an EPIC Framework – Economy, Politics, Infrastructure, and Competence*.

Kate Vitasek, has contributed several articles to *Forbes* magazine on various aspects of business based on UT research. Vitasek's articles examine how organizations can build strong, balanced business relationships.

The Global Supply Chain Institute conducted a study on talent shortage in the supply chain management field that was featured in *MHI Industry News*.

NEEL CORPORATE GOVERNANCE CENTER

Marek Grabowski, director of audit policy for the Financial Reporting Council in the United Kingdom, discussed the results of recent audit initiatives in the UK as part of the Neel Corporate Governance Center Speaker Series.

Kayla Gillan of PwC spoke as part of the series on a separate occasion


regarding the evolution of corporate governance to an engaged crowd of students and faculty.

STAFF AND SUPPORT



Janice Branch was named coordinator of diversity initiatives in the Office of Diversity and Community Relations at the Haslam College of Business in March. Branch comes to Haslam from Wake Forest University, where she served as the event manager for the school of business.



Geoff Freeman was named the director of technology and joined Haslam after serving since July 2012 as director of instructional technology for the Medical University of South Carolina. Freeman brings a wealth of experience in technology support including video conferencing, managing classroom audio-visual and instructional technology development, and developing online courses and instructional tools. 



UNIVERSITY-LEVEL AWARDS

2015 Chancellor's Honors

Each year, the University of Tennessee, Knoxville, honors its faculty, students, and staff for their extraordinary achievements. Those from UT's Haslam College of Business earning these prestigious honors in 2015 are detailed below.

(Continued from page 26)

EXTRAORDINARY ACADEMIC ACHIEVEMENT

SOPHIE A. CHAMBON

Senior majoring in Accounting

JACOB THOMAS CLABO

Senior majoring in Finance

ELIZABETH VICTORIA CORNELL

Senior majoring in Supply Chain Management

THOMAS ROBERT DUNNE

Senior majoring in Accounting

ROBERT P. GRAHAM

Senior majoring in Accounting

JOANNA KERR HENDERSON

Senior majoring in Human Resource Management

ALEXANDRA L. SIRNA

Senior majoring in Management

TRISTAN SLATER

Senior majoring in Finance

JORDAN ALEXANDER TIPTON

Senior majoring in Accounting

TOP COLLEGE SCHOLARS

NICHOLAS MICHAEL GRISHAM

Senior majoring in Supply Chain Management

KAITLYN CHRISTINE HORNER

Senior majoring in Accounting

SHEA DANIELLE LOWE

Senior majoring in Human Resource Management

NATHANIEL MARTIN MASSEY

Senior majoring in Economics and Finance

QIQI RUAN

Senior majoring in Business Analytics

OUTSTANDING SCHOLAR ATHLETES

ELIZABETH CORNELL

Senior majoring in Supply Chain Management

THOMAS DUNNE

Senior majoring in Accounting

JOANNA KERR HENDERSON

Senior majoring in Human Resource Management

ALEXANDRA SIRNA

Senior majoring in Management

TRISTAN SLATER

Senior majoring in Finance

DEVELOPMENT giving REPORT



THE DEAN'S CIRCLE

The Dean's Circle was founded in 2009 to recognize leadership-level annual gift donors who provide ongoing support through gifts to the College Fund during the current fiscal year (July 1-June 30). This esteemed group of supporters consists of alumni and friends who have gifted \$1,000 or more and young alumni (those who have graduated within the past 10 years) who have gifted \$500 or more. Members of the Dean's Circle are recognized on the college's "Donor Wall of Fame" as well as in other ways, such as being invited to special events.

Please join us in recognizing those who have made fiscal year 2014* leadership-level gifts and have become members of the 2013-2014 Dean's Circle:

Edward S. Albers Jr.
 Ronald L. & Jean A. Alexander
 Martin W. & Karyn L. Altshuler
 Gregory A. Antonie
 Todd E. & Periann N. Archer
 Theodore E. Arnold IV
 Paul D. & Elizabeth C. Banick
 Colin B. & Rachel L. Barrett
 John P. & Tyra Behrens
 Thomas D. & Jennifer Bell Jr.
 Michael A. & Nancy M. Berry
 Robert G. & Loraine Berry
 David & Vanessa Birdwell
 Kimberly K. Black
 Douglas B. & Lori W. Blalock
 Bill & Melba R. Blevins
 John H. & Susie Boll
 Jerry D. & Angela Bostelman
 Frank F. & Jill S. Bowling
 Christi M. & Scott Branscom
 Paul & Shirley Pih Broadbery
 David A. Brown II
 Martin D. & Ann R. Brown
 Andy & Shelia Bruner
 Fred D. Bryan

Chip & Kym Bryant
 Richard W. & Nancy S. Cardin
 David J. & Penny S. Carver
 Danielle R. Casson
 Howard E. & Debra L. Chambers
 Gary F. & Marsha K. Clayton
 Charles H. & Ann F. Coffin
 B. Scott Coop
 Scott D. & Jill E. Craig
 Michael T. & Helen W. Crotty
 Mark W. & Darby Davis
 Clay S. & Anita G. Davis Jr.
 Kerry A. & Martha L. Dodd
 Ryan & Candice M. Doolan
 Thomas J. Dorich
 Daniel H. Dougherty
 Michael D. & Anne Easterly
 David K. Ecklund
 Timothy D. & Karen N. Ellis
 Aaron T. & Carolyn M. Fausz
 Gary M. & Jeanne Feil
 Lester E. Finnell Jr.
 Emerson H. & Catherine W. Fly
 Shirley A. Flynn
 Thomas G. & Anna T. Ford
 William E. & Lynn P. Freeman, II
 Mellon A. & Rosemary K. Fry Jr.
 Les D. Gray
 Michael D. & Elizabeth J. Greene
 Thomas E. & Elizabeth Hamilton
 Michael D. Hanna
 John F. & Harriett G. Harty
 James A. & Natalie L. Haslam II
 John D. & Renee D. Hawkins
 Rowland S. & Brenda Hawkins
 Ted B. & Nancy D. Helms
 Charles K. & Pamela Hendrix
 Mr. Scott C. Hennessy
 Rosalyn Hess
 J. Robert & Lisa Hill
 Giles D. Hollins
 Jay M. & Meredith G. Holloman
 Michael E. & Holly S. Honeycutt
 David A. & Deborah A. Ingram
 Glenn T. & Dottie G. Irwin
 E. Carl & Mary Lou Johnson
 J. Mason & Emily W. Jones
 Bob & Molly Joy
 Jenneen M. Kaufman
 Robert T. & Karen S. Ladd
 Austin E. & Suzanne H. Lance
 Barney L. Lane
 Tillman L. Lay
 Lawrence M. & Mary J. Leahy
 William M. & Brenda G. Locke
 Joni L. Longfellow
 Jeffrey D. Longmire
 John T. Lutz
 Robert E. & Beverly A. Lynch
 Zanda J. Lynn
 Stephen L. & Troba Mangum
 Bob & LeaAnn P. Marshall

Owen P. & Mary P. Marsh
 Whitney J. Martin
 Steven R. & Annette K. McBrayer
 Joseph D. & Penny W. McDonald
 Todd E. McElhatton
 John G. & Kathey McLeod
 Robert C. & Judy McMahan
 William P. & Lynda Middlemas
 Harry F. & Suzanne M. Miller Jr.
 Charles W. & Sherry G. Morgan
 Gerald T. & Terri Niedert
 Jerald A. Nine Jr.
 Joseph M. & Barbara O'Donnell
 Mark H. & Sharon E. Oldham
 Peter E. Papageorge
 M. Scott & Rhonda Parish
 R. Paul & Barbara Perutelli
 Patricia D. Postma
 Donald G. & Kimberly K. Pounders
 J. Daniel & Allison E. Pressley
 Donald B. & Nancy O. Preston
 Howard W. & Agatha Ray
 James T. Reed Jr.
 Michael J. & Shannon Reeves
 Amanda & Michael J. Respeto
 John P. Reynolds
 Jon G. & Mintha E. Roach
 Ronald R. & Marta P. Roberts
 Charles M. & Kelly L. Robinson
 William H. & Martha R. Rodgers
 Brad M. & Christine S. Rolland
 Brett W. Rousch
 Dane & Margaret E. Scism
 Gregory M. Sekelsky
 Scott A. & Kathy Selbach

James B. Selleh & Rachel L. Waterhouse
 Timothy P. & Peggy L. Seneker
 Ronald E. & Virginia Shrieves
 P. Matthew Simpson
 Robert C. & Melinda Sledd
 Gregory L. & Lisa V. Smith
 Henry C. & Margaret S. Smith
 James F. Smith Jr.
 Michael L. & Jacqueline L. Sneed
 Jerry W. Speer
 Kanchana & Mandyam Srinivasan
 Blair Steakley
 Matthew R. & Katie K. Steier
 H. Virgil & Clara Stephens
 Randolph B. Stephenson
 John G. & Temple C. Stevenson
 Edward D. & Rebecca Stone
 Matthew D. Stone
 Wade R. Stonebrook
 Jeffrey & Carol S. Stratton
 Michael H. & Rebecca Sutton Sr.
 Michael L. & Sheryl L. Taber
 Herman J. & Karen Tallman
 B. Lance Taylor
 Robert A. & Joanie Taylor
 Samuel H. & Linda Taylor, Sr.
 Joseph E. & Rebecca F. Thompson III
 Dan S. & Sandra L. Sweeney
 Neal & Cathy Townsend
 Normand D. & Aline G. Turgeon
 Willie O. Turner, Jr.
 William L. & Anita M. Vallet Jr.
 Frank F. & Jane H. Venable Jr.
 David C. & Lisa P. Verble

SAVE THE DATES!

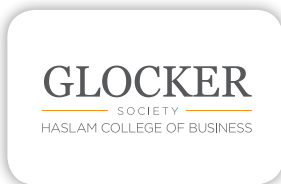
Mark your calendar now for great fall events:

- September 12** HCB Leadership Level Supporters Tailgate
Invitation only.
- October 10** HCB Leadership Level Supporters Tailgate
Invitation only.
- November 6** Alumni Awards Gala
For more information, call (865) 974-6083.
- November 14** Homecoming BBQ Celebration
Must RSVP and send registration.



Brian D. & Christina Waller
Paul A. Warren
Milburn H. & Sandra D. White
D. Brent & Tanya Wilder
Jan R. & Elaine A. Williams
Timothy W. & Amy Williams
Kevin L. & Leigh A. Witt
Joseph T. & Suzanne Wyrick
Morgan M. & Kathryn Zook

**Listing for fiscal year 2014*



THE GLOCKER SOCIETY

The University of Tennessee, Knoxville, must have seemed an unlikely choice for Theodore Glocker when he arrived in 1913 because there was no business school or even a business program for him to lead. But by 1914, under Glocker's visionary leadership, the School of Commerce had been formed to educate students on issues relating to banking and corporate finance.

Glocker's dynamic leadership carried the school from its humble beginnings through countless transitions and growth in student enrollment, facilitating the school's accreditation as the College of Business Administration in 1947. In 1952, the Glocker Business Administration Building was dedicated in honor of its first dean and loyal leader, Dr. Theodore Wesley Glocker Sr.

Members of the Glocker Society share the vision, passion, and commitment to excellence in education that the college's beloved dean demonstrated almost 100 years ago. Those who are part of this prestigious group stand out among their peers and are recognized for lifetime giving to the college of \$1 million or more.

Because of these great leaders, the UT Haslam College of Business' next 100 years will be even brighter than the first.

The Anderson Family
Anonymous
Randy & Jenny Boyd
Charles W. & Candy Ergen
John W. & Janice B. Fisher II
Bill & Crissy Haslam
Jimmy & Dee Haslam
James A. & Natalie L. Haslam II
Dennis & Jennie Hendrix
Home Federal Bank of Tennessee
Michael W. & Suzanne S. Masters
Metasys Incorporated
William B. Stokely Jr. Foundation

**As of April 1, 2015*



THE ARCHWAY SOCIETY

Throughout the history of UT's Haslam College of Business, the arches of the business building have welcomed countless students eager to excel academically and become successful leaders in their chosen fields. The tradition continues with today's students, who pass through the original stone arches of Glocker that have been preserved as well as through the new steel arches that connect the restored Glocker Wing to the newly built classrooms of the James A. Haslam II Business Building.

The Archway Society recognizes private support and development of the college's programs. Even as the business building's arches represent a link to the past, this society's membership understands the importance of creating a bridge to the future by establishing active endowments benefiting


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Big ORANGE FAMILY CAMPAIGN

HASLAM FACULTY AND STAFF GIVE BACK IN A BIG WAY

The Big Orange Family Campaign, a month-long fundraising drive held in February, engaged faculty and staff members university-wide. Unlike traditional fundraising programs that often focus on monetary goals, the objective of the Big Orange Family Campaign is participation—and this year, faculty and staff at the Haslam College of Business made an impressive showing of generosity toward the university.

Bolstering the university-wide statistics, 95 percent of Haslam's faculty and staff participated in the Big Orange Family Campaign this year. "The generosity of our faculty and staff truly demonstrates our commitment to joining the journey to the top 25 and changing the lives of today's business students," says Chip Bryant, executive director of development and alumni affairs at Haslam. "We believe in the work being done here, and we are proud of the leadership shown by our faculty and staff."

The high participation rate reflects the college's values, says Steve Mangum, dean and Stokely Foundation Leadership Chair. "It's indicative of the commitment and attachment that these individuals feel to the college, the university, and our mission of supporting learning through creating and sharing knowledge," he says. "This participation rate is motivational for our alumni and facilitates our external development efforts." 



MIXING MUSIC WITH BUSINESS

MIKE AND NANCY BERRY

A ROUSING CHORUS OF BRASS,

percussion, and wind instruments served as background music for Mike and Nancy Berry's first meeting. Both joined the band as undergraduates at the University of Tennessee, Knoxville. "I was a drummer for four years, and Nancy played clarinet," says Mike Berry. "We had our first date at Jimmy Carter's inauguration in Washington when we were traveling there to march in the inauguration."

But Mike's business career would take him far from the turf of Neyland Stadium. After he graduated from the Haslam College of Business and Nancy received a degree in education, the couple returned to Mike's hometown of Kingsport, Tennessee. "I interned at Eastman Chemical Corporation during college, and they hired me as a new graduate," he says. "They knew me and I knew them, so it was a natural fit."

Thirty-eight years later, Mike serves as vice president, global procurement and chief procurement officer at Eastman Chemical, overseeing employees in fifteen countries around the world. His work regularly takes him to Asia and Europe. "I've worked in various areas at Eastman, with an emphasis

in the supply chain and procurement business areas," Mike says. "Nancy and I lived in Switzerland for two years in the mid-1990s, where I managed the supply chain for Europe, the Middle East, and Africa."

The international flavor of Mike's job enhanced the family's

"It's a mentality that you owe something back to the community that got you started."

—MIKE BERRY


experiences. Nancy recalls the challenges of moving to Zug, Switzerland, with their two young daughters. "That was a learning experience—to live in another country and try to do your day-to-day tasks when you didn't speak the language," she says. "It was a great adventure."

Nancy interrupted her career as an educator to accommodate the family's time overseas. "I took a break when we went to Switzerland, and when I came back, I returned to the same school," she says. "Four years ago, I retired after twenty-seven years as an elementary teacher."

Fueled by positive memories of their undergraduate years, Mike and Nancy have remained engaged with the University of Tennessee. Nancy served on the UT Women's Council, while Mike was on the UT Board of Governors from 1990–1991 and has served as president of the

Kingsport/Sullivan county chapter. Mike is currently on the Alumni Legislature Council and the Campaign Steering Committee at the Haslam College of Business.

Early in his career, Mike recognized the value of his education. "At UT, I learned the importance of leadership skills, attention to detail, working as part of a team, accountability, discipline, and time management," says Mike. "Our band director, Dr. W. J. Julian, had a military-like style of teaching and a way of keeping us on our toes." Eager to assist the college that had given him the tools he needed for a successful career, Mike began a long-standing tradition of giving. "It's a mentality that you owe something back to the community that got you started," Mike explains. "For us, that idea has continued to grow over the years."

In 2014, the Berrys took their giving a step further by establishing the Mike and Nancy Berry Endowed Business Scholarship for Haslam students who are Pride of the Southland Band members. "Because we were both in band, we know what it's like for students to balance those time commitments with requirements in their major," says Mike. "We wanted to reach out and marry the marching band and the Haslam College of Business." 

(Left to right): Mike at the Petronas Towers in Malaysia; Mike and Nancy with UT senior Shelbi Bias, recipient of the Berry's scholarship; The Berrys in Vienna.



RECOGNIZING OUR MOST LOYAL INVESTORS

Many of our donors respond to the call to give back every year. As of 2015, five have given for thirty-five years or more during their lifetimes. The Haslam College of Business would like to recognize and celebrate these five longest-giving donors for their loyalty and commitment to the college:

John R. Moore
Tim G. Rhodes
Jane O. Salter
Ann T. Siewert
J. Taylor Simonton

**MORE THAN
35 YEARS
OF GIVING**

Whether the yearly amount is large or small, longevity in giving is a tremendous boost to the success of the college, says Steve Mangum, dean and Stokely Foundation Leadership Chair. “We encourage everyone to accept the challenge of one gift, any size, every year,” he says. “The individuals recognized here represent all of those who have accepted this challenge, and they serve as role models for the rest of us.”

Taylor Simonton started with a small annual gift to the college in 1978, his first year as an audit partner at PwC (PricewaterhouseCoopers), and increased the amount during the course of his thirty-five year career, with PwC matching each annual gift. “Jean and I appreciate the university and the opportunities it provided for a great career in accounting,” Simonton says. “The technical accounting knowledge I acquired at the Haslam College of Business opened the door for me to a career at one of the world’s largest accounting and consulting firms. Our annual gifts help ensure in some small measure that future generations of Tennesseans benefit from the opportunities that Haslam provides.”

Chip Bryant, executive director of development and alumni affairs, says he’s humbled by the loyalty of those who support the college year after year. “Those listed here, among many others, are true leaders of philanthropy,” he says. “Every dollar they invest impacts our students, programs, community, and state in a meaningful way.”

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the Haslam College of Business students. Through their unwavering support, these generous alumni and friends of the college uphold the tradition and provide tomorrow’s graduates with the opportunity to pass through these regal arches and into a brighter future.

AAA Cooper Transportation
Family & Friends of Casey Adams
F. Whit Addicks
Frank M. Addicks
W. Mark Allen
Howard B. & Wendy C. Allenberg
American Society of Women
Accountants, Knoxville
Chapter #92
Amway Corporation
The Anderson Family
David & Cynthia Arnholt
AT&T Company
James H. Atchley
Kelvin & Sheryl Ault
Matt & Leigh Avery
Steve & Ann Bailey
Jim Baker
Bank of America
Jennifer Banner
Robert O. & Phyllis L. Baron
R. Stewart Bartley
Brodie & Grace Baynes
BB&T
Randall S. Beard
Robert H. Bebbler
Tom & Jennifer Bell
The Berklene Corporation
Len & Laura Berlik
James & Patricia Bernal
Mike & Nancy Berry
Bible Harris Smith P.C.
Raymond E. & Barbara I. Bible
Harold A. Black
Board of Directors of the
Consumer Credit Union
Jennie K. Bonham
R. Stanley Bowden II
Randy & Jenny Boyd
Parks & Kertrina Brame
Thomas E. & Sarah Alice Bronson
Brown Stove Works Inc.
H. Carey Brown
Martin & Ann Brown
Christopher Burgin
Renda J. Burkhart
Randy Burleson
Andrew N. Burns
Rhea & Ada Burns
C.H. Butcher
Dorothy Butler
Jane E. Campbell
Joseph V. & Terri Carcello
Richard W. & Nancy S. Cardin
Larry & Vivian Carroll
Samuel R. Carter Jr.
Paul & Beverly Castagna
Mary O. Chambers
Charles E. & Agenia Clark
William R. & Sara B. Clark
Gary & Marsha Clayton
Kevin & Michelle Clayton
Duke Clement Jr.
Steve & Gail Waters Clendenen
David D. Coleman

David & Annie Colquitt
Charlene Connell
Michael & Kimberly Copperthite
E. Terry Cowles
Reaves M. Crabtree
James A. Crossman
CSX Corporation
L. Michael & Carolyn B. Cuddy
Dale & LaVerne Culbertson
Marc & Kelli Davenport
Deloitte
Delta Nu Alpha Volunteer Chapter 135
Family & Friends of Todd
Shelton Denson
Thomas E. Desmond
Dixon Hughes Goodman PLLC
G. Mack & Nancy R. Dove
Charles W. & Sarah J. Duggan
Duke Energy Corporation
Theresa Sharp Dyer
R. Kevin Edwards
Equality Coalition for Housing
Opportunity
Charles W. & Candy Ergen
Norman D. & Deborah K. Estep
EY
Don C. & Sandra H. Fancher
Farm Bureau Insurance - Tennessee
Federal Express Corporation
Financial Management Association
of Greater Knoxville
First Tennessee Foundation
John W. & Janice Fisher
Lyle M. & Marcella J. Flakerud
Richard D. & Kim J. Fletcher
Brian & Heather Foley
James B. & Joanne Ford
Kimberly B. Ford
Robert & Catherine Ford
Ronald D. Ford
Duncan M. Fort III
Family & Friends of
Liston Marshall Fox
William F. Fox
James C. & Marsha S. Foxworthy
Marshall A. & Ashley C. Franklin
D. Winston Frazier
Friends of Phillip Fulmer
Tom T. Gallaher
The GAR Foundation
Charles Garrison
Phyllis N. Garrison
Ken C. & Peggy E. Gilbert
Gary N. Given
Nan M. Given
Family & Friends of Janet Gochberg
James M. Gower III
Lara Robinson Green
William C. Greer
Sam & Leslie Grigsby
John Hajjar
Allen P. Halliday
William P. & Dorothy Halliday
Steven D. & Jane J. Harb
Roy L. Harmon Jr.
Jerre & Barbara S. Haskew
James A. & Natalie L. Haslam II
Jimmy & Dee Haslam
Will & Hannah Haslam
Bill & Crissy Haslam
Blaine & Robin Hawkins
E. Jane Hazlewood
Ralph D. & Janet K. Heath
Jeff L. & R. Diane Hemphill
Dennis and Jennie Hendrix
Foundation

Jerry & Kay Henry
 Robert Z. Hensley
 William K. Hensley
 Jennifer L. Holder
 J. Fred & Wilma D. Holly
 Home Federal Bank of Tennessee
 Douglas A. & Brenda Horne
 Cornell C. & Frances B. Houston
 Humbolt Express
 John F. Humphrey Metal Fabricators Inc.
 Robert P. & Barbara H. Hunter Jr.
 Edwin & Elizabeth Huster
 Illinois Central Gulf Railroad
 David A. & Deborah A. Ingram
 Phillip & Margo Jacobs
 William & Elaine Jenkins
 George R. Johnson
 JW & Whitney Johnson
 Lynn C. Johnson
 David P. & Jeanne C. Jones
 Fred A. Jones
 Mason & Emily Jones
 Wilma Jordan
 Ronald & Joan Justus
 William H. Keith
 Reed & Cathey Keller
 Jim Keras
 Family & Friends of Jack Key
 Ben & Margaret Kimbrough Sr.
 John Rutledge King
 Martha W. King
 Chris & Donna Kinney
 Knoxville Community Housing Resource Board Inc.
 Michael A. Koban Jr.
 Paul & Tammy Koonce
 Russell L. Lamb
 James S. Lattimore Jr.
 Brenda G. Lawson
 Fred R. Lawson
 William E. & Pamela R. Lee
 Thomas S. Lewis Jr.
 Michael K. Littlejohn
 Michael A. Lobel
 Howard H. Lunsden
 Clifford F. Lynch
 Richard & Patricia Mallicote
 Stephen L. & Troba Mangum
 J.P. & Gladys Maples
 Ella Mae Marsh
 Walter C. & Elizabeth K. Marshall
 A. David & Sandra Martin
 Helmer & Elizabeth Martin
 Cheryl Massingale
 Lynn Massingale
 Michael W. & Suzanne S. Masters
 John M. McCall II
 McCormick & Company Inc.
 S. Lloyd McCulloch
 Jack B. McKamey
 Janet McKinley
 David E. & Nancy H. McKinney
 James C. McSpadden
 J. Tom & Brenda Mentzer
 Dan & Amy Miles
 Alex Miller
 Virginia Sliger Milligan
 Jack & Trish Mills
 Les Mirts
 Lynn Mirts
 Anne Y. Modlin
 Phillip W. Moffitt
 Fulton Beverly Moore Jr.
 John R. Moore
 Richard L. Moore Jr.

Roger M. Moore Sr.
 Thomas F. & Linda L. Morris
 Mortgage Bankers Association of Knoxville
 Family & Friends of Allen H. Keally
 Humbolt Express
 Ray & Joan Myatt
 Terry L. & Robin A. Neal
 C. Warren & Annelle Neel
 Nestle USA
 Charlie & Carolyn Newcomer
 James I. & Kathy Newsome III
 Gerald T. Niedert
 Jerald A. and Kimberly M. Nine Jr. Family Foundation
 Joseph & Barbara O'Donnell
 Linda N. Ogle
 F. Perry Ozburn Jr.
 John Wallace Page
 Robert G. & Mary L. Parks Jr.
 Kiran M. Patel
 Family & Friends of Edwin "Pete" Patton
 Kenneth W. & Wanda N. Patton
 Charles & Carolyn Pearson
 J. Thomas & Suzanne Perry
 Richard & Debbie Perry
 Edward V. Pershing
 David Peters
 Provident Life and Accident Insurance Company
 Sharon Miller Pryse
 Family & Friends of Will J. Pugh
 Pugh CPAs
 W. James Pugh Jr.
 Will J. Pugh
 The Quaker Oats Company
 David & Sharon Ramsey
 W. Harold Read
 Regal Entertainment Group Foundation
 Regions Bank
 Reliance Water Heater Company
 S. Herbert Rhea
 Jon G. & Mintha E. Roach
 Worrick G. Robinson IV
 Martin L. & Carol Fri Robinson
 King W. & Judy P. Rogers III
 William T. & Gayle M. Rogers
 Gary & Donna Rose
 Michael D. Rose
 Brett W. Rousch
 Charles S. Runnion Jr.
 Ali Safavi
 Sampson Enterprises
 David & Jane Schumaker
 Dane & Meg Scism
 Aileen Seilaz
 Scott A. & Kathy W. Selbach
 David G. & Swanee Sexton
 Eugene T. Seymour
 Family & Friends of Jim R. Shelby
 Jimmy R. & Billie M. Shelby
 Stewart G. & Ann T. Siewert
 Toby C. & Betsy Silberman
 A. Dean & Ann H. Skadberg
 Frederick S. Slagle
 Eva DiAnne Smith
 Greg & Lisa Smith
 James F. Smith Jr.
 Orville N. Smith
 Richard A. & Ann S. Smith
 Thomas S. Smith

continued on p. 38>



Dean Stephen Mangum presents Joe Johnson with a certificate of thanks from the Haslam College of Business.


JOE JOHNSON BUSINESS FACULTY ENDOWMENT

Honoring Decades of Distinguished Service to the University of Tennessee

Joe Johnson joined the University of Tennessee in 1958 and continues to tirelessly serve the university as president emeritus. Prior to becoming president of the university in 1990, his assignments included alumni relations, public relations, fundraising, governmental relations, campus planning, capital construction, and working as a liaison between the president's office and UT Athletics. He currently serves the Haslam College of Business as a lifetime member of the Advisory Council to the Dean.

The success of the University of Tennessee is due in large part to the leadership, commitment, and passion of Joe Johnson, or "Dr. Joe," as he is often called on campus. The Haslam College of Business recognizes the distinguished service and leadership of Johnson by encouraging your support of the Joe Johnson Business Faculty Endowment.

Support of this endowment is an opportunity to express the sincere appreciation, affection, and respect for Johnson's extraordinary service and leadership to the University of Tennessee for more than fifty years.

Since arriving in 1958, Johnson has touched thousands of students, faculty, alumni, and administrators. He continues to be a beloved member of the University of Tennessee family. His legacy is the profound influence he has had on all associated with the University of Tennessee, and for that, we are truly grateful. 

GIVING BACK WITH A PLAN

STAN AND
TERESA HURT



WHEN STAN HURT (HCB, '76)

was growing up in small-town west Tennessee, his mother urged him to pursue his dreams. “She told me, ‘You’re going to go to college and make something of yourself,’” Stan recalls. Encouraged by a vibrant high school teacher to pursue a career in business, Stan traveled to Knoxville to visit the University of Tennessee and fell in love with the area.

Stan enrolled in the Haslam College of Business, joined a fraternity, participated in intramural sports, and never missed a UT home football game. Along the way, he learned pivotal skills and made vital connections that would enhance his future success. “Marketing is all about talking to people, convincing them that your product or service is superior,” he says. “What success I’ve enjoyed has been because I’ve cultivated some good relationships along the way—and I forged many of those at UT.”

Post-graduation, Stan received a job offer from Lanier Healthcare, a Fortune 500 company based in Atlanta. “They were a great sales organization that provided phenomenal training for employees,” says Stan. “Lanier Healthcare stressed taking care of the customer first, foremost, and always. I learned so much that I’ve applied in my own business.” He spent twenty-two years with Lanier Healthcare in a variety of positions. Meanwhile, he married his wife, Teresa Hurt.

Following the sale of Lanier Healthcare, the couple began contemplating a change. In 2004, Stan formed docQmed, a medical documentation provider based in Knoxville. “We have a physical office, but most of our personnel work from home,” he says. “Most of the work can be done through electronic portals.”

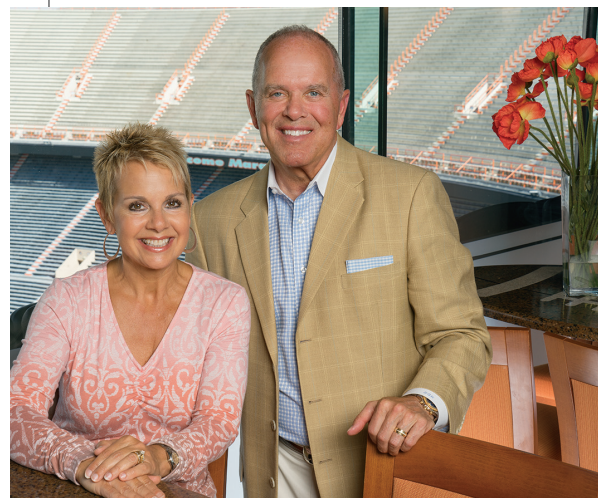
Sharing her husband’s interpersonal skills, Teresa Hurt serves as administrative assistant for the Oak Ridge National Lab’s Climate Change Science Institute. Prior to that, she worked in a similar role at Science Applications International Corporation for twenty years. “Both have been great positions, and just like in Stan’s business, it’s all about relationships—and service.”

“What success I’ve enjoyed has been because I’ve cultivated some good relationships along the way—and I forged many of those at UT.”


—STAN HURT

The Hurts love to serve up hospitality, often hosting plentiful tailgates before UT football games. “We plan our own menus and grill, enjoying the experience with our family and friends,” Stan says. “Our out-of-town guests always marvel at the fanfare of the UT football experience,” Teresa adds. When they’re not hosting a party, the Hurts love to travel to UT sports events, hike, and bike in beautiful locales such as Yellowstone and Yosemite national parks.

Driven by their talent for relating to people, Stan and Teresa share a love for giving. They are regular donors to the



Haslam College of Business, and their estate planning includes the university. “Over the years, we’ve tried to give, focusing on the Haslam College of Business, the UT Veterinary School, and UT Athletics,” Stan says. “Our goal is to support students and their growth.”

The Hurts love interacting with current Haslam students at Business & Basketball events. “We’ve been fortunate to hear from students about what the college means to them financially and spiritually,” says Teresa Hurt. “Two or three have said that they’re able to stay at Haslam only because of the gifts that donors give. We’ve found that very inspiring.” 

Newly Established
Endowments*

Mike & Nancy Berry Business
Scholarship Endowment

R. Stanley Bowden II
Endowed Faculty Research
Endowment

M. Douglas Campbell Jr.
Scholarship Endowment

L. Michael & Carolyn B.
Cuddy Endowed MBA
Scholarship

Consumer Credit Union
BOD Scholarship Endowment
in Business

Phillip & Margo Jacobs
Scholarship Endowment

Dr. Joe Johnson Faculty
Award Endowment

Mason & Emily Jones Family
Endowed Scholarship

Scott D. McWilliams Supply
Chain Excellence Endowment

Sexton Scholarship
Endowment in Business

Dr. Michael J. Stahl PEMBA
Faculty Fellowship
Endowment

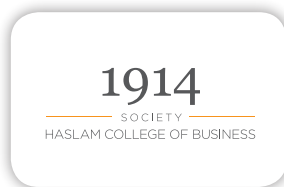
James C. III & Corinne
P. Ward Business Excellence
Endowment

*as of 4/1/2015

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David H. Stacey III
Stage Stores Inc.
Andrew H. & Emily B. Stallings
Jeanne P. Martinson Statham
William B. Stokely III
William B. Stokely Jr. Foundation
Joseph W. Sullivan III
SunTrust Bank of East Tennessee
R. Andrew Taylor
Sharon M. Taylor
Tennessee Executive Development
Program Alumni
Third National Bank
Arthur A. & Hasseline E. Thompson
Karen Trent
Mary Trotter
William L. Vallett Jr.
Arthur Van Buren
The Family of Roland C. Van
Dorselaer
Frank Venable
A.L. Viles
Kate Vitasek
George A. Wagoner
James W. & Candy P. Wansley
Carolyn G. Ward
James C. & Corinne P. Ward III
William Way
Alan R. Whitman
Friends of Jan R. Williams
Tim Williams
Willis Corroon Corporation of
Tennessee
Jack Willis
Alan D. & Wendy R. Wilson
Edward E. & Anne A. Wilson
John Q. & Wanda W. Wisecarver
Ronald H. Wolf
H. Pat Wood
Neville J. Woods
Elise Roby Yanders

*As of April 1, 2015



THE 1914 SOCIETY

When the School of Commerce began in 1914, it had only eleven students and one faculty member. While their numbers were few, their shared passion for leadership in business practices and education was strong. As the college has grown and changed, the passion shown by its original students and faculty has persevered. Each year, hundreds of future business leaders graduate and join the ranks of our loyal alumni, reaffirming the importance of a continuing legacy to inspire future growth and success for the college.

1914 Society members reflect the values of the founders of the college, and understand the importance of continuing that legacy. Members show their commitment through bequests, charitable remainder trusts, charitable gift annuities, life insurance gifts, or retirement beneficiary designations.

Anonymous
Martha Arnold
Dan B. Ashby
Jonathan C. Bailey
John V. Barker
Jeff & Denise Barlow
Alvin G. & Sally M. Beaman
Raymond L. Bell
Edward J. & Carolyn P. Boling
John Boll
Randy & Jenny Boyd
Charles W. & Sherry Brinkley Jr.
Shirley Pih Broadbery
Steve & Jill Brown
Don & Joan Bruce
Harry J. Bruce
Robert L. Bryan & Delores Lyons
Cameron Burnette
Andrew Burns
Paul A. & Beverly Castagna
William R. Clark
David D. Coleman
Henry J. "Jerry" Collins
John C. Compton
Scott V. & Julie C. Cooper
Samuel L. Coulter
Joe R. Crafton Jr.
L. Michael & Carolyn B. Cuddy
Dale & LaVerne Culbertson
Thomas & Rachael Desmond
Donald N. Edmands
Anne-Todd Eisner
Kenneth L. & Gina R. Evans Jr.
Don & Sandra Fancher
Larry W. Felts
John W. & Janice B. Fisher
Ron D. Ford
Roberta J. Fox
Donald W. & Suzanne H. Freeman
Phillip & Jinny Furlong
Leslie D. Galloway
Sarah F. Gardial
Susan Golicic
Edward D. Gray Jr.
Gregory A. & Katherine R. Hamilton
Stephen J. & Donna K. Harrison
Lee Harkleroad III
F. Reed & Kathrine Hayes
E. Jane Hazlewood
Regina Holt
Frances B. Houston
David R. Howard
Stan & Teresa Hurt
Lynn C. Johnson
H. Russell & Florence L. Johnston Jr.
Charles B. Jones Jr.
Ben S. & Margaret Kimbrough Sr.
Michael A. Koban Jr.
Jeffrey & Shannon Land
Chris & Quinita LaPorte
Ron E. & Carolyn B. Lawrence
Fred R. & Sharon Lawson
William E. & Pamela R. Lee
Ed Lester
Carl F. & Mary L. Maples Sr.

A. David & Sandra L. Martin
Larry B. & Jane H. Martin
Whitney Johns Martin
Janet L. McKinley
Robert C. & Judy McMahan
Scott D. McWilliams
George & Margaret Melton
Gregory H. Meyer
David & Sien Moon
Roger M. Moore Sr.
Charles W. & Sherry R. Morgan
Ray Scott & Joan Stroud
Myatt Jr.
Pamela C. Neal
Gordon H. & Camoline D. Newman
James & Kathy Newsome III
Dennis H. Owen
Robert G. & Mary L. Parks Jr.
Ed & Karen Pershing
Johnny & Kimberly S. Pitts
Patricia D. Postma
Gary Pratt
Will J. Pugh
Richard E. & Ann P. Ray
W. Harold & Elizabeth Robinson
Read
William & Carole Reeves
Martha Butler Rector
Jon G. & Mintha E. Roach
Scott and Kathy Selbach
James B. Selleh
Bill H. Sims Jr.
A. Dean & Ann E. Skadberg Sr.
Sarah Ellen Skinner
Fred W. & Lynn H. Smith III
Randall E. & Jennifer Smith
David Snapp
Aaron J. Snyder
George A. Spiva Jr.
Douglas L. Standifer
Connie Dorough Steinmetz
David & Deborah Stevens
Robert S. Talbott
Herman Jesse & Karen Tallman
W. Kirk Taylor
Joe P. & Sheryl S. Teague
B. Ray Thompson
J. Neal & Cathy Townsend
James H. & Connie P. Valalides
Mark L. Venrick
James W. & Candy P. Wansley
Paul Warren & Angela Washington
William Way
Charles R. West
Bill & Kay Whitman
Jan R. & Elaine Williams
Kenneth L. & Shari Wills
Mike & Nadine Woodall
Morgan M. & Kathryn Zook
Martin L. & Carol Fri Robinson
Brett W. Rousch
James C. Ward III



To share your news with the University of Tennessee, Knoxville, Haslam College of Business community, submit it along with any relevant images to Haslam@utk.edu. Please use "Alumni News" in the subject line.



EMBA
Executive MBA

LUTCF
Life Underwriter
Training Council Fellow

MAcc
Master of Accountancy

MBA
Master of Business
Administration

PEMBA
Physician Executive MBA

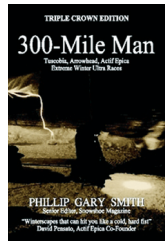
ProMBA
Professional MBA



alumni NEWS

This update reflects information known as of April 15, 2015, and is listed first by decade, then alphabetically by graduation year.

'60s



Phillip Gary Smith (HCB '69) released *The 300-Mile Man: Triple Crown Edition* on the culture and history of extreme winter endurance racing. It is his fourth book.

'70s

Larry Leahy (HCB '72) was inducted into the National Association for Homecare and Hospice's Financial Managers' Hall of Fame at their annual 2014 Financial Managers Conference. Leahy is a retired Army Colonel and, after twenty-two years as a homecare executive, is now retired in Yoakum, TX.



Bill Marsh (HCB '73), chairman and chief executive officer

of First Commerce Bank in Lewisburg, TN, was installed as chairman of the Tennessee Bankers Association during ceremonies at the closing banquet of the organization's 124th Annual Meeting.

Mintha Roach (HCB '74), **Amy Miles** (HCB '89), and **Ed Pershing** (HCB '74) were inducted into East Tennessee Business Hall of Fame.

'80s



David Birdwell (HCB '84) climbed Mt. Kilimanjaro and took his volunteer spirit to 19,341 feet.



The Jacksonville Alumni Chapter hosted a pre-Taxslayer Bowl breakfast at the Marriott Sawgrass Golf Resort & Spa. **Associate Dean Lane Morris**, **Bob Fanslow** (HCB '84), **Chancellor Jimmy Cheek**, and Taxslayer Bowl Committee Member **John Doster**, (HCB '81, MBA '83) attended, among others.

'90s



Michael Coggin (HCB '91, MAcc '92) received an Accomplished Alumni Award after speaking at Celeste Carruthers' Economics of Health Care class. Coggin is senior vice president and chief accounting officer at LifePoint Hospitals in Brentwood, TN.



Phil Hulbert (ProMBA '99) is now executive director, US operations, at Key Safety Systems in Knoxville.



Chef, restaurant owner, and TV star **Tim Love** (HCB '94) returned to campus in February to talk with students about entrepreneurship and to receive an Accomplished Alumnus Award.



Todd McElhatton (MBA '92) has been promoted to vice president and CFO of VMware's Hybrid Cloud Business Unit. He has global responsibility for all finance functions, capital investments, long-range strategic planning, and pricing.

Honeywell

James A. "Jim" Schwab (HCB '97, MBA '01) was promoted to global director of strategy and program management officer for human resource services at Honeywell.

VOLstarter

Keith Taylor (HCB '98) brought crowd funding to UT, Knoxville, with VOLstarter.utk.edu. VOLstarter makes it easy to follow, connect with, and support the most innovative and inspiring student, faculty, and staff projects at UT and the Haslam College of Business.

'00s



Niji Adesokan (ProMBA '06) is now a continuous improvement lead with Shell Oil Company in Houston, TX.



Scott Arnold (ProMBA '08) is now vice president of operations for UNITRAC Railroad Materials, Inc. in Knoxville, TN.



Samad Assal (ProMBA '08) is now head of demand planning and forecasting at Alcon in Fort Worth, TX.



Craig Baker (ProMBA '03) is now president at Global Testing Laboratories in Knoxville, TN.



METRIE

John Bahney (ProMBA '04) is now director of oak manufacturing for Metrie in Richmond, VA.



Larry Baldwin (ProMBA '09) is now client services manager at Vocera Communications.



Rebecca Barnett (ProMBA '09) is now operations leader for global engine exchange for Cummins in Columbus, IN.



Derek Bland (HCB '04) was named a partner at LBMC Investment Advisors, a \$900 million investment advisory firm.



Andrew Brittingham (HCB '08) joined LBMC Employment Partners, LLC, in business development at the company's Knoxville office.

Chrissy Newton Brooks (ProMBA '05) was honored for her community impact in Knoxville by being chosen for

the 2014 40-Under-40 by *The Greater Knoxville Business Journal*.



Bill Broussard (ProMBA '02) is now sales leader for Emerson's Reliability Solutions for Middle East and Africa, based in Dubai, U.A.E.



Jan Cable (ProMBA '08) is now manager of coal and gas generation purchasing for TVA in Knoxville, TN.



Charles Carathers (ProMBA '06) is now a principal safety basis engineer at Sandia National Laboratories in Albuquerque, NM.



Brad Carraway (ProMBA '04) is now director, North America transportation and logistics with Alcoa in Knoxville, TN.



Matthew Castle (HCB '02) was promoted to director of sales for the Americas for Alcoa Casting in Maryville, TN. His position before promotion was senior director of North America primary metal sales.



Greg Chirieleison (ProMBA '08) was promoted to director of sales and distribution for Asia with Haynes International.



Colleen Cole (ProMBA '09) is now market manager for the Knoxville operations at Walgreens Take Care Healthcare Clinics.



Chris Connell (ProMBA '09) was promoted to supervisor at CH Robinson in Knoxville, TN.

David Dandurand (ProMBA '09) is now NNSA Production Liaison with Consolidated Nuclear Services in Washington, DC.



Andrew Davidson (ProMBA '09) was promoted to program manager for uranium downblending at Nuclear Fuel Services in Erwin, TN.



W. Michael Decker (HCB '01, MAcc '02) joined the accounting and assurance services team at LBMC in Nashville, TN.



Mark Delph (ProMBA '07) was promoted to operations supervisor of the Irradiated Materials Examination and Testing Facility at the Oak Ridge National Laboratory in Oak Ridge, TN.



Darrell Edwards (ProMBA '03) was promoted to senior vice president and chief supply chain officer for La-Z-Boy Incorporated.



Rocky Evans (ProMBA '07) was promoted to the Atlanta Zone

area business manager of the industrial market center with 3M.



Letitia Fecher (ProMBA '08) is now senior advisor at Jarrard Phillips Cate and Hancock in Brentwood, TN.



Charlie Gardner (ProMBA '08) is now a senior biopharmaceutical representative with Amgen in Knoxville, TN.



Armando Garza (ProMBA '04) is now workforce manager and indirects deputy manager at Bechtel's Las Bambas Project in Peru.

Ken Gavlik (ProMBA '09) is now vice president of radiological services at Philotechnics in Oak Ridge, TN.



David Green (ProMBA '07) is now sales planning manager with Mapco Express in Brentwood, TN.



Mike Gregory (ProMBA '08)

was promoted to regional director of consulting for Allergan's Surgical Division in the mid-South.



Shannon Hargis (ProMBA '08) is now national director of coding services for AdvantEdge Healthcare Solutions.

Ryan Heatherly (ProMBA '08) is now the pastor at Choates Creek United Methodist Church in Lawrenceburg, TN.



Simon Henley (ProMBA '03) is now the senior manager of US sales execution for the Structural Heart Division of Medtronic.

Susie Hill (ProMBA '09) is now a business coach and IT consultant with Coachieve IT.



Trent Hutchinson (ProMBA '07) was promoted to international business development at L-3 Communications.



Jaime Johnson (ProMBA '08)

is now senior manager of capacity and demand planning at AstraZeneca in Frederick, MD.



Heath Jones (ProMBA '07) was promoted to director of enterprise risk management at TVA in Knoxville, TN.



Rebecca Jones (ProMBA '07) was promoted to director of treasury management at TVA in Knoxville, TN.



Margie Kidd (ProMBA '09) is now regional vice president of national accounts at Interactive Health.



Eddy King (ProMBA '05) is now head of cyber security research for the Electric Power Research Institute in Knoxville, TN.



Zach Kissel (ProMBA '06) is now general manager of manufacturing at JTEKT Automotive in Morristown, TN.

Mark Leitman (ProMBA '09) is now director of soybean quality research at SmithBucklin.



Wade McNair (ProMBA '08) is now director of data architecture/enterprise data steward at Scripps Networks Interactive in Knoxville, TN.

Kelly Messick (ProMBA '08) was promoted to low voltage marketing manager with Electro-Mechanical Corporation in Bristol, TN.



Krishna Natarajan (ProMBA '07) was promoted to director, finance for aftermarket and trailer segment at Meritor.



Shane Newby (ProMBA '03) is now director of laboratory operations for Greater Winston-Salem Market at Novant Health in Winston-Salem, NC.



Elaine Parker (ProMBA '05) is now the manager of the Isotope Supply Program at the Y-12 National Security Complex in Oak Ridge, TN.

WHERE IN THE WORLD IS HASLAM COLLEGE OF BUSINESS?

How many of you just sang that headline to the tune of a certain 1990s geography game jingle? Good. At Haslam, we recognize and appreciate that our alumni, students, faculty, staff, and friends travel the globe as often as Carmen Sandiego on the hunt for a clue.

Whether you're like Dean Steve Mangum, (right) journeying to the top of Mount Kilimanjaro this February (He knows a thing or two about the Journey to the Top!), or our Global Leadership Scholars students rocking out at Stonehenge

and traipsing through Paris in the spring, we want to see where in the world the Haslam College of Business carries you—and where you carry us.

Take a picture of yourself with Haslam gear (a shirt, a hat, a bag, or even your copy of Haslam magazine will work!) and share it with us on social media with the hashtag #HaslamWorld. Your picture may be shared with all our social media followers on the college accounts, or even make it into a future issue of *Haslam* magazine! 📷



Need Haslam gear to show your pride stateside or worldwide? Visit the college store at: <http://utkhcb.shgstores.com>. New items are now available.



Dean Peery (ProMBA '09) was promoted to vice president and general manager at GerdaU.



Sharon Phillips (ProMBA '09) is now process excellence manager at MeadWestvaco.

Steve Podrasky (ProMBA '06) was promoted to a compliance officer for UnitedHealthcare.



Tom Rice (ProMBA '07) was promoted to senior manager of capacity planning and fleet strategy at TVA in Chattanooga, TN.



Kathy Rollow (ProMBA '05) is now director of the project management office at ORAU in Oak Ridge, TN.

Deborah Sanderfur (ProMBA '06) is now director of inside sales for Emma in Nashville, TN.



Christy Seymour (ProMBA '04) is now a financial analyst at AmeriHealth Caritas.



Gary Smith (ProMBA '02) is now a strategic planner for the Chief of the National Guard Bureau, one of the seven Joint Chiefs of Staff, in Washington, DC.

Heather Smith (ProMBA '09) is now director of finance and accounting for Power Systems in Knoxville, TN.



Patrick Smith (ProMBA '08) was promoted to director of

procurement and logistics at ProNova Solutions in Knoxville, TN.



Tighe Smith (ProMBA '09) is now sales director for the energy business unit of MetalTek International.

Sam Spivey (ProMBA '08) is now a building capital analyst for design and construction with HCA in Nashville, TN.



Vernon Steele (ProMBA '08) was promoted to north area manager-transmission and substation at Florida Power & Light.

Brandon Stubblefield (ProMBA '06) is now controller at Morristown Utility Systems in Morristown, TN.



Nancy Sullivan (ProMBA '06) is now vendor oversight manager at CareSource in Dayton, OH.

Tyra Tipton (ProMBA '04) is now operations director for The Preserve at Hardin Valley in Knoxville, TN.



Amy Ward (HCB '03, MAcc '04) joined LBMC's tax services team in Nashville, TN, as a senior manager.



Sophie Zerbib (ProMBA '09) was promoted to director of legal business operations with Cummins in Indianapolis, IN.

'10s



Sarah Bowman (ProMBA '10) is now healthcare consulting manager at Pershing Yoakley & Associates in Knoxville, TN.



Josh Braun (ProMBA '10) was promoted to director of IT project management and quality assurance at Change Healthcare in Brentwood, TN.

Megan Cauble (ProMBA '10) is now marketing manager for Music City Roadshows in Nashville, TN.



Tom Cervone (ProMBA '10) was appointed to the inaugural board of directors for River and Rail Theatre Company, a new professional theatre in Knoxville. Tom was also appointed chairman of the curriculum committee for Leadership Knoxville.



Kevin Chorlins (ProMBA '10) was promoted to senior vice president of international content and brand strategy at Scripps Networks Interactive.

David Condurelis (ProMBA '10) is now senior buyer for Athens Distributing Company in Antioch, TN.



Gina Deutsch (ProMBA '10) was promoted to level 4 staff analyst with Boeing in Charleston, SC.



Mike Donovan (ProMBA '10) was promoted to senior vice president of international operations and distribution technologies at Scripps Networks Interactive in Knoxville, TN.



Alejandro Gomez (ProMBA '10) is now plant procurement manager for personal care North America at Colgate Palmolive Company in Piscataway, NJ.

Kell Harvey (ProMBA '10) is now an outside sales representative for JAT Oil in Chattanooga, TN.



Michael Hatmaker (ProMBA '10) was promoted to vice president of support services at LeConte Medical Center in Sevierville, TN.



Cory Hudson (ProMBA '10) is now the manager of the Chemical Process Engineering group and the Non-Destructive Analysis (NDA) Engineering group at the Y-12 National Security Complex in Oak Ridge, TN.



Brett Incarnati (ProMBA '10) was promoted to corporate medical sales engineer- South America/Midwest with Orchid Orthopedic Solutions in Austin, TX.



Mike Kastura (ProMBA '10) was promoted to product development manager at DeRoyal in Powell, TN.

Adam Kennedy (ProMBA '10) was promoted to eastern region logistics manager with Monterey Mushroom in Loudon, TN.



Judd Larson (ProMBA '10) is now CFO at Smartvue in Nashville, TN.



JJ Lovegrove (ProMBA '10) was promoted to account

executive, US market access,
at Sanofi.



Kathy McCann (ProMBA '10) is now assistant director of managed care credentialing with Adventist Health System in Maitland, FL.



Ed Moody (ProMBA '10) is now vice president of finance at Smartvue in Nashville, TN.



HEALTHTRUST

Jon Perkins (ProMBA '10) is now director of supply chain operations for HealthTrust in Brentwood, TN.

Charlie Piranian (ProMBA '10) is now general manager of the International Comfort Products division of Carrier Corporation in Lewisburg, TN.



James Placke (ProMBA '10) was promoted to director of the analytical chemistry organization at the Y-12 National Security Complex in Oak Ridge, TN.

Todd B. Skelton (JD/MBA '14) was appointed assistant deputy counsel to Governor Bill Haslam.



HAWAII PACIFIC HEALTH
Kapi'olani • Pali Momi • Straub • Wilcox

Michael Weimann (ProMBA '10) is now corporate director of cardiac services with Hawaii Pacific Health.



AJ Wright (ProMBA '10) is now a UNIX system administrator at Jewelry TV in Knoxville, TN.

'40s

HELEN P. CHILD ('44) of South Knoxville died on Jan. 3, 2015, at age 93. She worked for many years at TVA Employees Credit Union and was a great-grandmother of nine.

CLARENCE A. GARVIN JR. ('42, '73) had a career in higher education including degrees in three fields and professorships on three continents. He died on Dec. 4, 2014.

ANN GORDON HAMILTON ('48), a Torchbearer and UT Chancellor's Associate, died on Nov. 7, 2014. She helped found Knoxville's Church of the Ascension and Florence Crittenden Home.

EARL RAY LEINART ('49) was a WWII veteran who remained active with his 781st Bomber Squadron members throughout his life. He died on Sept. 20, 2014.

PORTER CLAXTON MAYO SR. ('42) died on Nov. 25, 2014. A Knoxville native, he spent his life working for the D.R. Mayo Seed Co./Mayo Garden Centers, a family business started in 1878.

GEORGE N. NENNSTIEL ('48) served 27 years in the US Air Force and died Jan. 15, 2015. He received the Air Medal with 11 Oak Leaf Clusters, Distinguished Unit Citation Badge, and EAME Campaign Medal with four Bronze Service Stars.

IN memoriam

This update reflects information known as of April 15, 2015.

MARY P. OGDEN ('45) was an active member of the First Presbyterian Church in Knoxville who died on Jan. 31, 2015. She is survived by her husband of 70 years.

MARY LUCRETIA PARKS ('49) was one of eight women with business degrees in her graduating class. She founded FloraScope Communications and died on March 2, 2015.

'50s

CARL F. ALLEN ('59), a US Air Force veteran of Mimosa Estates, died on Dec. 26, 2014. He was 82 years old.

JOHN M. ANDERSON JR. ('57), a longtime resident of Hoover, AL, died on Feb. 14, 2014. Anderson was the founder of ManPac, a nationally recognized industrial supplier.

HUGH T. BOYD ('53) died on July 2, 2014 in Morristown, TN. He was a past president of the Smoky Mountain Chapter of the Bank Administration Institute and played cornet in the UT marching band and alumni band.

CHARLES N. CARVER ('52) was a paratrooper in the Korean War who died on Oct. 11, 2014. He retired from General Motors and Detroit Diesel after 30 years.

RICHARD J. "DICK" DAVIS ('50) died Oct. 5, 2014. He enlisted in the US Navy at age 16 to serve in WWII. Davis was part owner in

Commercial Office Supply and Crabtree Insurance Co. in Cleveland, TN.

WILLIAM ERSKIN HOUK ('50) died Jan. 13, 2012, at the age of 85. He worked at GMAC in Nashville for 37 years and his survived by his wife of 61 years.

HAROLD W. LUCAS ('50, '53) chairman of Lucas Chevrolet-Cadillac, Inc., in Columbia, TN, died on March 16, 2015. He worked in the auto industry for 65 years.

JOHN F. HUMPHREY JR. ('57), president of Humphrey Metal Fabricators and a real estate developer, died on Jan. 2, 2015.

GERRY D. JACK ('53) held over 50 positions within the First Baptist Church in Knoxville. She died on June 2, 2014, her 51st anniversary of becoming a member.

JERRY LEE JONES ('59) had a career in higher education spanning 35 years and three states. He then went into private business and worked 17 years before his death on Nov. 14, 2014.

VINCENT MICHAEL KASETA ('52) of Boston, MA, played football under Gen. Bob Neyland who called him "pound for pound, the toughest blocking end in the SEC." He died on Jan. 26, 2015.

ROBERT E. LYNCH ('57) of Santa Fe, NM, died on June 18, 2014.

ARTHUR H. MARKS ('53) died on Feb. 14, 2015. A Korean War veteran, he managed

If you have an obituary for a University of Tennessee, Knoxville, Haslam College of Business alumnus, please submit it to us at Haslam@utk.edu using "In Memoriam" in the subject line.

IN MEMORIAM

the 1951 national championship football team and met his wife of 47 years at UT.

DON PATRICK ('55) was transportation manager for Temple Inland, Champion Paper, and Bowater Paper during his career. He died in McKinney, TX, on Oct. 14, 2014.

DONALD H. ROSS ('58) died on Dec. 21, 2014, at age 83. He was a systems engineer at IBM for 33 years and served in the Korean War as a US Army medic.

ROBERT L. SMIDDY ('55) of Palm Harbor died on Oct. 7, 2014, at age 91. A WWII veteran, he was Minister of Education and Administration in Southern Baptist church for 45 years.

CHARLES C. STRASBURGER JR. ('54), a second lieutenant in the US Army, died on Feb. 26, 2015. Strasburger managed Leon's and founded a chain of consignment stores in Montgomery, AL.

MICHAEL D. SUSANO ('58), a retired IRS Revenue Agent and CPA, died Jan. 16, 2015, in Shreveport, LA. He was 81 years of age.

DONALD L. TURNER ('52) died on July 5, 2014. He served 30 years in the Army Reserves and worked at General Electric, Volunteer State Life Insurance, and as a partner in Baker Swimming Pools.

ROBERT E. WATSON ('57) worked 33 years as a controller for Johnston Industries before his death on Oct. 18, 2014. He was a Melvin Jones Fellow and 31-year member of the Columbus Lions Club.

'60s

CONNIE K. CHAVANNES ('61) was a Knoxville native who worked at UT's College of Law, IT Corporation, and SAIC before her death on June 20, 2014.

DON R. DOTY SR. ('61) worked for the Eaton Corporation for 30 years and was a leader of multiple civic organizations in Glasgow, KY. He died on Dec. 20, 2014.

SHELTON B. HILLMAN ('66) served as the Bristol, TN, Municipal City Judge for over 30 years. A retired Air Force lieutenant colonel, he died on July 18, 2013.

C. DAVID PHILPO ('60) died on May 3, 2014, in Nashville, TN.

WILLIAM "BUDDY" P. RUSSELL JR. ('61) founded a business building homes in Brentwood and Nashville for 30 years. He died on Feb. 3, 2015.

DIANNE S. TINSLEY ('69) of Williamsburg, VA, died on Oct. 8, 2014. She was a past president of the William & Mary Football Parents Club.

KENNETH S. WOODS ('68) was a veteran of the US Marines who served in Cuba during the Bay of Pigs. He owned Galbraith Laboratories and died on Sept. 30, 2014.

'70s

JERRY L. DUNCAN ('71) worked 38 years for Rohm and Haas. He carried the 2002 Olympic torch and met his wife of 50 years on military assignment in Paraguay.

KEITH S. FOX JR. ('79) of Friendsville, TN, died on Jan. 20, 2015. He was 58 years old and retired from Liberty Mutual Insurance Company.

JOHN C. PANNELL ('72), a CPA of 40 years, died on Jan. 24, 2015. Pannell served on the board of directors of the Greater Knoxville Mental Health Association and was a dedicated member of Church of the Ascension.

LOUIS D. WEBBER ('70) was a retired member of the Baptist Sunday School Board who died on Oct. 8, 2014, at age 79 in Nashville.

GENE C. WITHERSPOON ('75) of Miami, FL, died on Sept. 30, 2014. He had a 40-year career in insurance before joining BenTrust Financial in 2010.

'80s

THOMAS HARRY BECKER ('83) died on Feb. 11, 2015, at age 75. He worked at AMETEK as an electrical engineer for over 30 years.

PHILIP L. BURNLEY ('81) died at age 61 on Feb. 1, 2015, in Springfield, TN. He was a budget analyst in the Army Corps of Engineers.

KERRY J. DYE ('85), a self-employed commercial real estate appraiser, died on Oct. 1, 2014, in Nashville, TN, at age 56.

EDWARD V. EAKIN ('80), a longtime employee of the Knoxville Convention Center, died on Feb. 22, 2015, at the age of 58.

WALTER EDWIN FRAZIER III ('80) of Ponte Vedra Beach,

FL, died on Nov. 17, 2014. He was the retired vice president of Rayonier Corporation and had served as chief counsel in the Georgia-Pacific Corporation.

LARRY C. KELLY ('88), manager of the Department of Energy's Oak Ridge office, died on Feb. 26, 2015. He was 58 years old. Kelly had more than 30 years of federal service.

CHUCK SWINNEY ('87) was employed by various Department of Energy contractors in Oak Ridge and the National Safe Skies Alliance in Alcoa. He died on Jan. 4, 2015.

'90s

JUDY ANN AUSTIN ('92) of Talbott, TN, died on Jan. 11, 2015. She was an employee of Regions Bank and active in organizations promoting agriculture.

DAVID D. FREEMAN ('94) died in Fayetteville, AR, on Dec. 8, 2014. Freeman was the vice president of sales for Activision Blizzard and active in youth baseball.

'00s

JONATHAN BRADLEY HELMS ('06) died on Feb. 19, 2015, at 32 years of age. He was an avid wrestler who won the regional championships four times in high school.



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Mary Holcomb is leading practical research in Marketing and Supply Chain Management at the Haslam College of Business. Invest in the journey, and you will be, too.

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This publication was funded by private contributions from the alumni and friends of the University of Tennessee, Knoxville, Haslam College of Business. The University of Tennessee is an EEO/AA/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. Publication #E01-1410-031-15.



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