The data-driven decision-making capabilities I gained from being in this program have differentiated me from my peers and made me more marketable. UT has been a pioneer in this movement, and I am thrilled to have been along for the journey.

—Haley Hubbard, Dual-Degree MBA/MS in Business Analytics, Spring 2014
Feature Stories

BIG ORANGE. BIG IDEAS. BIG VACO.
Nashville Company is Channeling Big Orange Ideas Nationwide

WHEN IT COMES TO BUSINESS ANALYTICS, ALL ROADS LEAD TO KNOXVILLE
Find Out Why This Emerging Program is Garnering So Much Attention

COVER STORY TRENDING UPWARD: A REPORT ON OUR FIRST CENTURY
One Hundred Years and Seven Deans Later, The College is Still on The Rise

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Welcome to the latest issue of Tennessee Archways and to the college's centennial year celebration!

Imagine…100 years of management education, 100 years of students passing through hallowed halls, 100 years of students going forth from this place to make a difference in the world, 100 years of faculty impacting individual lives, 100 years of meaningful conceptual and applied research, 100 years of corporate partnerships, and 100 years of serving the interests of the state of Tennessee and the nation.

In this issue, we again celebrate the multi-dimensional reality of the college’s impact. We are introduced to an emergent area of strength in the college, the world of business analytics, also called “Big Data,” and the college’s path-breaking efforts in this domain. We also look “behind the doors” of Nashville-based Vaco, a leading specialty firm in its industry and a firm led by a team of College of Business Administration graduates. We are similarly honored to showcase Mack and Nancy Dove and Chris and Quinita LaPorte, couples with a strong UT heritage who exemplify the volunteer spirit of giving back to make the realization of the dreams of others possible.

In this issue’s faculty focus, we honor two great gentlemen, Tom Ladd and Tony Spiva. Tom is retiring at the end of this academic year, following over 30 years of service to UT, including time as management department head and associate dean. Among his other accomplishments, Tom played a pivotal role in overseeing the construction of the James A. Haslam II Business Building, our best-in-class student learning environment. To his students over the years, Tom is better known for his expertise in research methodology and psychological measurement. Word on the street is that he teaches a “mean” structural equations modeling class!

In memoriam, we honor economics professor Tony Spiva, who, over his 50-year career, taught multiple generations of UT students. It is nearly impossible to encounter a UT graduate over this half century who took courses in economics and did not take one of his courses.

This issue also shines the spotlight on two representative and exemplary students of our college, Karen Yan and Katie Darnall McCullough. To say that they are accomplished would be a gross understatement. I will let you discover that for yourself as you read about them and their experiences in the Global Supply Chain Executive MBA and dual-degree MBA/MS in business analytics programs respectively.

Put the stories and spotlights in this issue together and I think you will agree that when it comes to the College of Business Administration, the current UT slogan of “Big Orange, Big Ideas” is missing a much-deserved third component… “Big Orange, Big Ideas, Great Impact!”

As we enter our centennial year and celebrate our rich history and our equally bright and expansive future, please accept my thanks for all that you do to represent our college and UT community and to contribute to its impact on our world.

With great respect,

Stephen L. Mangum
Dean, UT College of Business Administration
Stokely Foundation Leadership Chair
Tony Spiva taught economics in the College of Business Administration for over half a century, and he leaves a legacy of teaching excellence.

What made Dr. George Anthony Spiva Jr. truly remarkable were his ability, energy, and devotion for bringing economics to life for an astounding number of people. He was a legend, whose legacy is known throughout the discipline.

During his career, he taught tens of thousands of students. In the 1960s and 1970s, videotapes of his lectures were so in demand at the UT library that his 1,200 students crowded out the rest of the campus. The library had to restrict viewing the tapes to certain hours of the day.

Spiva was not just a campus celebrity; he commanded a considerable presence worldwide. In addition to his personal and television appearances throughout Tennessee and surrounding states, he appeared on the History Channel, A&E, twice on CNN’s Moneyline with Lou Dobbs and toured with Dobbs nationwide. He also taught for many years at the Federal Executive Institute in Charlottesville, VA.

His global impact didn’t end there. He was a consultant and advisor in worldwide economic projects and programs in Indonesia, Peru, Greece, Australia, and New Zealand. He served as a consultant to an Asian Development Bank project in Indonesia, in which he collaborated with Indonesian President Sukarno and attended a summit that included Russian Premier Kruschev. In 1966, he worked with the Agency for International Development (AID) in Peru and then again in the 1970s in Sumatra. In 1982, he was a visiting professor at Deakin University in Australia.

During another visiting professorship in New Zealand, his economic commentary made the front page of the New Zealand Herald. Even more amazingly, at age 78 he spent six months in Sichuan, China, lecturing at Sichuan University and talking with Chinese bankers and businessmen.

His first academic appointment, which was in 1958, was as an assistant professor of economics at the University of Tennessee, Knoxville. He retired 41 years later as a full professor. Not wanting to leave the classroom, the award-winning Spiva continued to teach principles of economics; he taught his last course during the fall 2012 semester.

Spiva played as hard as he worked. His biggest passion was fly fishing, and he traveled as far away as Russia, New Zealand, and South America in that pursuit.

Tony Spiva was a legend. Those of us who remain at the University of Tennessee will continue his legacy of great teaching and caring for students. He will be greatly missed.

Dr. Spiva was absolutely an institution in the economics department and indeed on the Knoxville campus. Students felt he truly possessed that all-too-rare quality in a professor: He cared.

—RUSSELL LAMB (1987)
Tom Ladd is retiring. But not before leaving a lasting legacy in buildings and people.

Tom Ladd, associate dean of research and technology and the William B. Stokely Professor in Business, has worked with wood for more than 30 years. Beginning with pine bookshelves and a deck, he now prefers crafting unusual furniture out of domestic and exotic hardwoods. Currently, he’s building a cabinet that uses 16 different hardwoods—and bonds them into a rich, remarkably colorful work of art.

There’s just one catch: all the woods expand and contract differently, and, unless they are carefully matched, the piece will crack. The woods have to work in harmony.

Creating harmony is something Ladd knows how to do—not just with wood, but with some of the most significant recent projects in the UT College of Business Administration.

Ladd began his career at UT in 1980 as an assistant professor in the Department of Management and was associated with its industrial and organizational psychology program. He later served as its program director and then as department head. In 2003, he became the college’s associate dean of research and technology. He has taught extensively in the college’s undergraduate, MBA, and doctoral programs; has directed 18 doctoral dissertations; and has served on over 100 doctoral committees.

Ladd was asked to be a department head when the Department of Management was experiencing some noteworthy challenges. Undergraduate enrollment was critically low, and the department was missing a focus or vision. He fostered collaboration among the faculty and staff, took stock of critical issues, and began crafting a solution that would bring the group together into a more harmonious unit. Together, they created the business strategy that is now the department’s core, reinvigorating staff and students, and significantly boosting enrollment. “We made the management focus relevant by emphasizing entrepreneurship and stewardship toward family-owned businesses; that got us moving in the right direction,” he says.

The most visible example of Ladd’s talent for instilling harmony is the James A. Haslam II Business Building. Ladd coordinated its construction for the college, melding the historic façade of the old Glockler building into the high-tech building we know today.

Ladd and his team took a very hands-on approach in working with the architect and contractor—something that hadn’t been done in the past. They established a strong interface between the people designing and building the structure and the people who would be using it. This optimized the structure’s functionality, providing better classroom technology, improved formal and informal collaboration spaces, higher-quality furnishings, and simpler ways to upgrade for the future.

This strategy, uniting construction professionals and end-users, has been incorporated into many of the projects on campus today. Harmony pays impressive dividends.

Ladd’s transition into retirement looks harmonious, too, filled with fashioning more remarkable wood creations; making mouthwatering chocolates; tending to his garden; enjoying many facets of music with his wife, Karen, who is also retiring from the UT School of Music; and even singing in his church’s choir.

Naturally, in perfect harmony.
New Faculty

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

**ACCOUNTING & INFORMATION MANAGEMENT**

**Izabela M. VanDeest → Lecturer**
Izabela VanDeest joined the UT Department of Accounting & Information Management after working in the audit and assurance department at Joseph Decosimo, CPAs in Knoxville, TN. VanDeest completed her bachelor of science (2010) and Master of Accountancy (2011) degrees at UT; she currently holds her CPA license in the state of Tennessee. VanDeest is a lecturer in the undergraduate program, teaching fundamentals of accounting, and assists the Master of Accountancy program with student admissions, student placement/recruiting efforts, and program event planning.

**MARKETING AND SUPPLY CHAIN MANAGEMENT**

**Kelly Hewett → Assistant Professor**
Kelly Hewett joined UT from Bank of America, where she was a senior vice president in its corporate marketing group. She developed comprehensive marketing strategies for new products, led consumer insight work to drive the company’s communications strategies, and was the primary liaison among the firm’s marketing, innovation, and new product development groups. She simultaneously was an Executive in Residence at the Media Lab at MIT, working with graduate students and faculty on research projects relevant for the banking industry.

Hewett earned her PhD in marketing and international business from the University of South Carolina. Her research has been published in top academic journals in both disciplines. She has received numerous awards and recognitions for her research, teaching, and service.

**Neeraj Bharadwaj → Assistant Professor**
Neeraj Bharadwaj’s research examines marketing accountability, the customer-focused organization, and the organizational capabilities and statistical methodologies required for competing in the era of Big Data. His research has appeared in many esteemed publications, and one article was a finalist for the Journal of Marketing 2008 Harold H. Maynard Award. He has also authored several leading Harvard Business Publishing case studies.

Before earning his PhD at the University of Wisconsin, Bharadwaj worked in product and price management at Miller Brewing Company. He has served on the faculty at Babson College, the University of Texas at Austin, the University of Chicago, and most recently Temple University, where he received numerous teaching awards.

**ECONOMICS**

**Kimberly Sims → Lecturer**
Kimberly Sims joined UT from Utah State University where she spent four years as an instructor in its applied economics department. She earned two master’s degrees from the University of Wyoming: economics, with a specific interest in environmental economics, and botany. Bicycling is an important part of Sims’s life. She was director of the Utah Intermountain Collegiate Cycling Conference, which increased collegiate cycling involvement in Utah.

Particularly attracted to the mountain bike trails in South Knoxville, she quickly will become a biking advocate in her new hometown.

**Matthew C. Harris → Assistant Professor**
Matthew Harris joined the Department of Economics and the UT Center for Business and Economic Research from the University of North Carolina at Chapel Hill (UNC), where he received his PhD in economics. His research interests are primarily in labor and health economics, and his current research focuses on the relationship between individuals’ body weight and employment behavior. While at UNC, Harris was awarded the Vijay Bhagwan Principles of Economics Teaching Award, the Kampf Fellowship, and the UNC-wide dissertation completion fellowship.

Prior to pursuing his doctorate, Harris was an executive recruiter in Washington, D.C., for five years. This experience fostered his interest in labor economics, specifically aspects of occupational choice and job search. Harris is a member of the Society of Labor Economists and the American Society of Health Economists.

**Kimberly Sims**
Kimberly Sims joined UT at Tennessee Wesleyan University (TWC) where she served four years as assistant professor, three of which as chair of the department of business. She earned her PhD in economics from the University of Arizona with a focus on labor and health economics.

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Particularly attracted to the mountain bike trails in South Knoxville, she quickly will become a biking advocate in her new hometown.

**Charles Sims → Assistant Professor**
Charles Sims joined the Department of Economics and the UT Howard H. Baker Center from Utah State University, where he was an assistant professor in the Department of Applied Economics. He received his PhD in economics from the University of Wyoming and, from the University of Tennessee, his master’s degree in forestry and undergraduate degree in forest resource management.

His research interests include environmental assessments, natural resource use, and the impact of uncertainty on decisions concerning environmental policy and natural resource management. His research on transportation alternatives in the Great Smoky Mountains National Park helped create a private shuttle system to relieve traffic congestion. His more recent research involves the economic dimensions of managing natural forest disturbances (such as insect outbreaks and wildfires) and the application of financial economic models to the control of invasive species, habitat conservation, and pollution.

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Katie Darnall McCullough followed tradition by being a fourth-generation UT student. But she’s nurturing her future based on new ways of tending knowledge.

Katie McCullough was destined to be a Volunteer. For 80 years, her family has been coming to UT and growing a business that features one of the most recognized brands in the nation: Pictsweet frozen vegetables. Her family’s history is rich in both tradition and innovation.

Her great-grandfather, J.O. “Tank” Tankersley, earned an engineering degree from UT during the Great Depression. While working for TVA, he saw the opportunity to use the electricity being generated by new dams to reduce the cost of operating “quick freeze” commercial freezers, allowing them to be used in a fledgling frozen vegetable industry. The company that would become Pictsweet was born.

So it seems natural that McCullough is finishing her degree in a field that also promises to yield dramatic new growth—business analytics.

“The retail space is changing dramatically. Brands have to change to survive and stay relevant,” she says. “The information to make this happen is available. But, you have to be able to understand it—and utilize it—to make your brand stand out. Business analytics is a tool that changes the way companies can grow.”

Like her great-grandfather, McCullough has sought out the practical applications for her skills. “In high school, math was my best subject, but I really didn’t know what I could do with it professionally,” she says. “Then, while working in marketing one summer, it hit me: I could use my math-based skills in business analytics to make data dynamic and much more important strategically.”

McCullough says that her degree in business analytics will make her a stronger leader, one who is better at thinking strategically and making superior decisions.

In fact, her leadership skills are already apparent. She is president of the UT chapter of the National Association of Women MBAs, an organization that empowers women to achieve leadership positions. She also led a team of MBA students in an applied-learning class for the University of Tennessee Hearing Clinic. “We researched new marketing approaches that would help the clinic expand its client base,” she says. “They’re already implementing our recommendations.”

McCullough, who was in the college’s Global Leadership Scholars undergraduate honors program, will finish her master’s degree in the spring of 2014. Her sister, Kelsey, a junior majoring in food science, and her brother, Parker, a first-year student majoring in mechanical engineering, will continue her family’s UT legacy.

McCullough believes her business analytics degree puts her into very fertile fields for the future. And with her family’s tradition of innovation behind her, she’s looking forward to helping cultivate how analytics are used for more impressive business growth.
Karen Yan knew she needed an MBA to further her career. But from where? And how could she bundle it into her already busy life as a logistics manager and mother to a kindergartener?

Yan works in Shanghai for Coach International, the maker of handbags, leather goods, jewelry, outerwear, and a growing spectrum of other high-end lifestyle products and accessories. Coach encourages its employees to continue their education, and Yan knew an MBA would be essential for her to move into corporate planning and allocation, as well as other leadership areas.

Colleagues encouraged her to choose an Ivy League school, but Yan discovered a better option: UT’s expertise in supply chain management was on-target for her needs—and UT’s one-year-long Global Supply Chain Executive MBA was the perfect way to fit earning a degree into her busy schedule.

For the time-strapped Yan, the course structure of four, two-week residency periods interspersed with distance-learning sessions was very flexible. Yan spent two residency periods in Knoxville, one in Europe, and one in Asia.

The program also allowed Yan to learn critical supply chain expertise and to gain a much better understanding of American culture because “Coach is an American company, and I am a native of China.”

Yan was immersed with 17 classmates from varied backgrounds. “I was able to collaborate with colleagues across a variety of disciplines. We traveled together, practiced presentations together, and shared experiences. It was an excellent life lesson,” says Yan.

Her professors packed even more value into her experience. “Mark Moon, my advisor, understood my career wish area and knew how to close the gaps in my knowledge. He taught me to think in new ways. Ted Stank also was a great inspiration, especially with his experience in the Council of Supply Chain Management Professionals and with his mentoring on how to balance career and life.”

When Yan began the program, she expected it to yield long-term results. But it paid off much faster: she received a job offer from another group within Coach that puts her into planning and allocation—her career goal.

“A new opportunity so soon was totally beyond my expectations,” she says. “My degree gave me the specialization I needed to make this leap.”

Yan is off on a new journey. With her new degree and expertise, she is confident that her future success is in the bag.
Imagine managing an actual securities portfolio—while you’re still a student. Thanks to Chris and Quinita LaPorte, UT MBA candidates have this invaluable experience.
Student Brag Book

Chris LaPorte makes sure that UT College of Business Administration graduates understand what it takes to succeed in the real world.

Chris is chairman of Houston-based Coastal Financial Holdings, Inc., which provides a broad range of professional investment services to institutional investors around the world. He wanted students to have first-hand experience in the challenges of managing money for clients. So, he and his wife, Quinita, sponsored the LaPorte Torch Fund, an investment portfolio managed by MBA students.

The success of the LaPorte Torch Fund, worth over $300,000, is in the hands of student managers. They make investments, provide written quarterly reports, and justify their investment decisions.

Yet, another benchmark may be of more interest to the student managers. The LaPorte Torch Fund is one of two MBA-managed portfolios. The second, the Haslam Torch Fund, provides what Chris calls “friendly competition” between the two student groups. “Managing the Torch Funds helps the students understand risk, responsibility, and subsequent bottom-line impact as they prepare for real-world risks and volatility,” he says.

Chris encourages the Torch Fund managers to be creative and bold in their decisions. “I suggest they look at multiple strategies, including investments in individual stocks, equity and fixed income funds, short selling, and options trading, as well as alternative investments. These approaches may carry additional risks but could deliver stronger returns,” he says. “While their professors oversee the project, this fund provides a safe haven for the students to learn.”

While the LaPorte Torch Fund is a powerful teaching tool, another LaPorte donation impacts a greater number of students and faculty.

Several years ago, Chris discovered that the college only had two terminals available for using the Bloomberg Professional service. Bloomberg is used by investment professionals worldwide as the product of choice for accessing financial information and communicating with each other. Having only two terminals severely limited student access.

Chris discovered that if UT could purchase a third terminal, Bloomberg would provide an additional nine terminals at no extra charge. Without hesitation, Chris and Quinita committed to a multi-year agreement with Bloomberg to secure these terminals, which are used by many across the UT Knoxville campus.

“Having Bloomberg proficiency is indispensable for individuals entering the financial industry,” says Chris. “This extra capability provides our students the ability to earn the Bloomberg Global Product Certification, an essential benchmark.”

Chris proudly acknowledges that UT has been recognized by Bloomberg for its Bloomberg curricula and has been honored as a premier Bloomberg educator. In fact, UT is the only SEC school that has integrated Bloomberg training into its curriculum.

“Quinita and I are so grateful that we could be a part of this success that we, along with my brothers, have renewed our funding for another five years,” says Chris.

The LaPortes’ philanthropy has been observed elsewhere throughout the UT Knoxville campus. They support the UT Athletics Department, the College of Business Administration Finance Enrichment Fund, and with brother, Sam, and his wife, Marlo, have established a scholarship endowment for the UT College of Law. This is in addition to gifting the Katherine LaPorte classroom, named after their mother, in the James A. Haslam II Business Building. Chris also is a member of the UT Development Council and sits on the UT Foundation board of directors, chairing its Finance Committee.

The family’s involvement with UT doesn’t stop there. Chris and his three brothers, Sam, Steve and Joe, along with their wives, have made it possible for the university to complete several major athletic projects: the LaPorte Stadium for track and field and the LaPorte Weight and Training Facility in the Anderson Center. They also recently commissioned sculptor David Adickes, a family friend and renowned artist, to create a larger-than-life statue of Coach Emeritus Pat Summitt, which they donated to the university and is being displayed in Pat Summitt Plaza.

Although Chris and Quinita have lived in Houston for the past 30 years, they return to campus each fall and meet the LaPorte Torch Fund managers. They hear how their gifts are impacting the next generation of graduates and see first-hand what Chris calls the “competitive fire” in the students. More importantly, they recognize that they’ve made a difference.
G. Mack and Nancy Dove put an emphasis on family. That includes a continually growing family of UT students who benefit from their generosity.
Mack and Nancy Dove always are in demand when they visit the University of Tennessee. Being supporters of the university for decades, the Doves have scores of friends, including former head football coach Johnny Majors, who want to catch up.

But they would much rather keep the focus on others—especially the College of Business Administration students who are recipients of their yearly scholarships.

“That’s the highlight of our visit,” says Nancy. “We enjoy meeting the students so much.”

The Doves modestly divert the attention away from themselves. They instead converse with the students, ask questions about their classes, and learn about their lives. By the time they finish, the Doves have added more members to their extended UT family.

Mack Dove came to the University of Tennessee in 1954 because it was the closest of the only three schools in the nation that offered the degree he needed—transportation (which would later become logistics).

Mack’s family business is AAA Cooper Transportation, a trucking firm servicing the U.S., Canada, and Mexico. When Mack started college, the trucking industry was heavily regulated with countless legal complexities. At that time, the only avenue for growing a trucking company was maneuvering intricate legal channels and getting additional routes approved by the Federal government. An understanding of law was essential. To best prepare him for joining AAA, Mack wanted to earn an undergraduate degree in logistics from UT and then attend the UT College of Law.

But his plans changed when the family needed him to help run the business. He finished his bachelor's degree in logistics, as did his brother, Earl, and they both returned home to Dothan, Alabama.

In Dothan, Mack and his wife, Nancy, a native of Gallatin (TN) and a UT alum, started their family, raising son, Reid, and daughter, Elizabeth Dove Cook. They worked closely as a team so that if one parent had to be away, the other would still be available to nurture their family.

“It is extremely important to stay grounded in your family,” Nancy notes. “Life can get away from you in a hurry. But what you give to your family comes back 10-fold. I have the utmost admiration for people who put their families first.”

When the trucking industry deregulated in the 1980s, Mack's life transformed dramatically. Mack and Earl discovered that their UT degrees gave them significant advantages in issues important to a deregulated industry: logistics, supply chains, cost management, and employee training. AAA Cooper Transportation entered the 1980s with $43 million in annual sales. At the end of the decade, sales were over $136 million, and the company had greatly expanded its service area.

Today, AAA Cooper Transportation has over $500 million in annual sales and more than 4,500 employees. The business continues to be privately owned and family-run, with Reid Dove now serving as its president and CEO.

This has given Mack and Nancy more time to concentrate on their charity, The Dove Family Foundation. Among its efforts, the foundation funds scholarships for UT College of Business Administration students and endows the John H. “Red” Dove Professorship in Supply Chain Management, currently held by Kenneth Petersen. Mack recognizes the importance of supply chain education for the trucking industry, and AAA Cooper Transportation continues to draw upon the college's supply chain expertise when making business decisions.

Mack also understands the value of getting the right employees on your team. “You have to communicate with your people and give them the right knowledge and tools,” he says. “You concentrate on keeping your people safe and making sure that they understand their jobs. Good people sense is good business sense.”

This philosophy is rooted in the care and attention Mack and Nancy have given their family, ensuring that their children—and now grandchildren—have the wisdom and resources they need for success. As the Doves have demonstrated, families thrive with the right support. So do trucking companies. And so do UT students.

In December 2013, the Doves celebrated their 50th wedding anniversary. Their family, begun half a century ago at the University of Tennessee, is flourishing, as is the extended family they’ve continued to foster within the College of Business Administration.
BIG ORANGE
BIG IDEAS

Vaco (v) Latin derivation:
Three College of Business Administration grads, along
VACO

Free Yourself

meaning: to be free from work or a master

with dozens of other UT alumni, are helping high-demand professionals do just that.
**The Big Idea that Changed the Approach to Work**

All three Vaco partners are former Arthur Andersen employees who were fast-tracked right out of the UT College of Business Administration. Bostelman and Waller are both from the same hometown, Hendersonville, Tennessee. Bostelman and Hollomon connected while they worked together in Arthur Andersen’s Nashville office, where they discovered that they both shared a passion for recruiting new employees.

“For Jay and me, recruiting was a corporate sport,” Bostelman says. “We’d work hard and keep score. It was a bragging point to get 19 of 19 recruits from colleges to join the firm.”

Hollomon took his passion to an S & P 500 recruiting and consulting company, and, soon after, Bostelman and Waller followed. Their passion expanded to include delivering what they call “extreme client service,” which involves a unique mix of customized attention and client collaboration previously unheard of in their business.

The recruiting company they worked for, like many other corporate behemoths in that industry, had up to a 70 percent turnover annually.

That’s when the partners came up with the big idea.

“We saw an opportunity to set people free,” he says. “And that’s how Vaco was created.”

Bostelman started Vaco in October 2002 and was joined a year later by Hollomon and Waller. The three partners built a recruitment organization geared toward finding the perfect fit between individuals and companies. They knew they must first surround themselves with great people, and many of those early entrepreneurial pioneers included UT graduates—such as Kevin Witt, Matt Simpson, Brandon Guy, Jeff Ramsey, and Eric Hardeesty—who have led the way for many, many more.

Helping Vaco’s clients evolve sometimes requires teams of consultants to work on critical projects. Other times, Vaco must scour the professional world for its next game-changing permanent hire.

Vaco immediately began attracting top-level professionals who wanted the freedom to apply their talents without finding themselves trapped in the wrong corporate structure. The objective was to create an empowered environment where people could spend their careers reaching for and fulfilling their professional and financial potential.

“What we do is simple in theory, but difficult in execution,” says Waller. “For example, a client company involved in an acquisition may come to us looking for a long-term hire who has extensive acquisition experience. However, as we dig deeper into the issue, we discover that the company is just involved in one acquisition. Therefore, it does not need a long-term acquisitions expert—it needs a consultant who can guide the company through the next six months.”

In Vaco’s first full year of operations, the firm served 40 clients from its Nashville office and generated over $1.8 million in revenue. The next year, it served 163 clients through four locations, generating revenue of nearly $10 million.

By 2007, Vaco was on the Inc. Magazine list of fastest-growing companies and earned the prestigious Ernst and Young Entrepreneur of the Year award—a feat especially appreciated by Bostelman, Holloman, and Waller, who were all accounting majors and started their careers in public accounting. Vaco will close 2013 with a presence in 29 markets and close to $200 million in revenue.

Vaco operates specialized divisions that serve clients in the areas of finance, accounting, technology, administration, operations, and...
healthcare. In just its Nashville office, the company interviews 100 to 150 potential employees weekly for its clients. This scenario is repeated in Vaco offices across the nation, each operating as its own LLC.

“In order to expand Vaco nationally, we went to professionals in jobs with high turnover rates and with high levels of job dissatisfaction,” Bostelman says. “And we offered something more than just money: We offered them the opportunity to be great in their own unique way and to work on a team where everyone is proud to wear the jersey.”

And Vaco makes sure it practices what it preaches.

The Origin of the Big Idea: the Big Orange Experience

Waller roams through Vaco’s offices sporting a bright orange golf blazer, crafted in the tradition of the Masters champion’s coat. He’s also carrying a giant golf trophy. It’s a prize that gets traded among UT alums depending on who wins the annual golf outing. Waller captured the blazer and trophy last time, and he gleefully flaunts it before other employee golfers, who rib him back about losing in previous years.

Everyone laughs. Office spirits are high. Then someone notices the time. Everyone laughs. Office spirits are high. Then someone notices the time. Office spirits are high. Then someone notices the time. Everyone laughs. Office spirits are high. Then someone notices the time.

Waller noted that one of Vaco’s challenges when recruiting new employees is having them embrace Vaco’s fun-loving culture. “But UT graduates already get that,” he says. “And I had to beat the football traffic!”

So he leapt from his seat and ran down the stairs, through the gate and out of the stadium, with throngs of people following him as in an Indiana Jones movie. He dodged between vehicles, made it to his car and—amazingly—got to work on time.

He kept his promise to his boss that day. He also kept a promise to himself to have a good time.

“That’s a lot like the balance we help people create at Vaco—we help them be true professionals and help them enjoy living life to its fullest,” Bostelman says.

“Big Orange helped me come up with a really big, life-changing idea.”

Vaco currently employs 25 UT alumni—“We have an immediate bond with UT grads.”

“Dr. Townsend sat me down and showed me the value of earning an accounting degree. He showed me how to have a real passion for what I was doing,” Bostelman says.

“He helped you learn to love what you were doing,” confirms Waller.

“Dr. Townsend enjoyed what he did, which inspired us to take the right attitude into the business world,” Hollomon adds.

With the UT experience playing such a powerful role in the concept behind their company, it’s no surprise that the three partners come back to UT often—to recruit new people for Vaco. More than two dozen Vaco employees are UT alums, and Vaco will hire more as the company continues to grow.

“We have an immediate bond with UT grads,” says Bostelman. “Not just from the common degree, but the whole philosophy of how they approach life. We bring in people who work hard but know how to enjoy what they do. That gives this company a powerful spirit and incredible creativity. When the companies and people we serve see this, they know we can give them the professional freedom and enjoyment that Vaco has promised.”

Waller noted that one of Vaco’s challenges when recruiting new employees is having them embrace Vaco’s fun-loving culture. “But UT graduates already get that,” he says. “We’re in the relationship business,” Hollomon adds. “Vaco is a focused and competitive company because consulting and placement is complex and demanding. We know that UT grads have both a strong business background and proficient people skills. We also know that the fun-loving face of UT is similar to the face of Vaco. We take our work seriously, but not ourselves, and we feel that is a beautiful thread that runs through almost all UT grads.”

Hollomon understands that great people know great people, and that’s why Vaco keeps returning to UT. “It comes down to Jim Collins’s [author of Good to Great] idea that you’ve got to get the right people on the bus,” he says. “That’s the essence of our company: Vaco puts the right people together on the right journeys.”

In his days at UT, Bostelman waited tables at Chili’s to help pay for school. One football Saturday, he went to the game at Neyland Stadium, confident he could still make it to work afterward for a double shift.

“I expected the game to be a blowout, but it went down to the wire. We won, but I had 20 minutes to get from the stadium to work, which was 30 minutes away!” he says. “And I had to beat the football traffic!”

So he leapt from his seat and ran down the stairs, through the gate and out of the stadium, with throngs of people following him as in an Indiana Jones movie. He dodged between vehicles, made it to his car and—amazingly—got to work on time.

He kept his promise to his boss that day. He also kept a promise to himself to have a good time.

“That’s a lot like the balance we help people create at Vaco—we help them be true professionals and help them enjoy living life to its fullest,” Bostelman says.

“Big Orange helped me come up with a really big, life-changing idea.”

Jay Hollomon
When It Comes to Business Analytics,

All Roads Lead to Knoxville
In a remarkably short period of time, the UT business analytics program has grown to be nationally ranked. The intersection of talent and technology in East Tennessee has put the UT College of Business Administration on the path to becoming the nation’s business analytics hub.
business analytics is a set of skills and technologies that allows companies to explore the past in order to plan for the future. It helps executives sift through mountains of data to identify trends. There’s a lot of information to process. According to IBM, in 2013 alone, there will be 1,200 exabytes (1,200 trillion gigabytes) of data generated. It’s no wonder they call it Big Data. Data analysis isn’t new. But what is new is the technology now available to collect and process the data. In the early 2000s, IBM and software manufacturer SAS pioneered the ability to handle large data loads, giving companies a powerful new tool for decision making. Business analytics took on a whole new dimension.

Kroger, for example, created a customer loyalty program based on analytics, driving 10 years of quarterly same-store sales increases. Amazon uses analytics to improve its supply chain, giving the company the ability to source purchases from multiple warehouses, collect them into one package, and have it delivered on time.

"Many people associate business analytics with marketing, but it can be used in all aspects of business—supply chains and manufacturing, for example," says Russell Zaretzki, UT Melton Scholar of Business Analytics. "Better information means better decision making everywhere."

A looming talent shortage has developed. A recent McKinsey study predicts a shortage of 140,000 to 190,000 trained analysts in the United States by 2018. The study predicted an even bigger shortage of “data-savvy” managers exceeding 1.5 million.

The entrepreneurial faculty of the UT Department of Statistics, Operations, and Management Science spotted this enormous opportunity and created leading-edge programs to fill the impending void. They developed a master’s degree in business analytics, then branched into developing a dual-degree MBA/master’s degree in business analytics and a business analytics concentration in the MBA program. At the undergraduate level, they developed both a business analytics degree and concentration.

"In addition to learning technical analytical skills and business acumen, UT students graduate with the soft skills needed for success," says Gilbert. "That combination is rare among today’s graduates, yet it is in incredibly high demand."

The UT distinction hasn’t gone unnoticed. Forbes recently singled out UT’s program in an article, “Are Degrees in Big Data a Fad or a Fast Track to Career Success?” that spelled out the validity of UT’s approach. Recruiters are also trekking to Knoxville to coax new graduates into careers.

Student interest in business analytics has grown exponentially. In 2010, when the program started, there were 19 students enrolled at the master’s level. This year, there are more than 50 graduate students and more than 100 undergraduate students enrolled!
The combined resources of UT, the Oak Ridge National Laboratory, and the private sector in East Tennessee are matched only by very few places in the nation—Silicon Valley and Research Triangle Park, to name a couple.

—ED PERSHING, PRESIDENT OF PERSHING YOAKLEY & ASSOCIATES AND CHAIRMAN OF PYA ANALYTICS

As Pershing describes above, UT has assembled business analytics resources that are not available anywhere else in the country, and that gives the university the opportunity for Big Data to make a huge impact in the region.

For example, UT provides companies the unique opportunity to locate facilities at its new Cherokee Farm Innovation Center. A joint venture between UT and the Oak Ridge National Laboratory, it is the Southeast’s only research park that is affiliated with both a major research university and a national research lab. With more than $87 million of infrastructure and research incentives in place, Cherokee Farm’s 188-acre innovation campus offers companies the best facilities, technical support, and high-performance computing—including access to the Titan supercomputer, currently the fastest of its kind in the United States.

With UT having this unique ecosystem of analytics expertise, companies are partnering with students and faculty to solve real-world problems. Caterpillar recently signed a contract for UT students to analyze real-time, satellite-linked data that the company has been collecting on every piece of equipment sold over the last three years. UT also is collaborating with Ernst and Young in using the Titan supercomputer to address complex problems in supply chain operation and design.

UT alum Sean Groer, co-founder of Link Analytics, one of CIO Review’s 20 Most Promising Big Data Companies, also looked to East Tennessee. “We are in the midst of expanding our Knoxville office as an R&D hub,” he says. “The unique talent pools from UT and the Oak Ridge National Laboratory are ensuring that Knoxville is becoming the business analytics corridor.”

Companies have also found other ways to collaborate with UT in analytics. PYA Analytics, an affiliate of Pershing Yoakley & Associates and one of the nation’s leading healthcare consulting firms, recently teamed with UT to jointly hire Blair Christian, who is both a PYA Analytics employee and a UT professor of practice.

Stephen Mangum, dean of the College of Business Administration, emphasized the strategic importance of business analytics in the college’s mission of supplying talent and thought leadership to industry. “Business analytics is one of the college’s strategic initiatives, and it directly benefits our other strategic initiatives, such as those in entrepreneurship, global supply chain, and corporate governance,” he says. “Business analytics provides entrepreneurial start-up activity in the region; supply chain analytics will be a differentiator for our supply chain programs; and our corporate governance programs will benefit from the application of analytics in auditing, fraud detection, and forensic accounting.”

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Dr. Theodore Wesley Glocker Sr.’s vision was that a school based on the disciplines of sociology and economics could deliver students capable of changing the business world. He underestimated the impact. It would have been virtually impossible for even a visionary such as Glocker to comprehend the effect his work would have a century later. That his goal of educating students on issues relating to banking and corporate finance as part of a liberal arts degree would expand into many diverse disciplines. That the school starting with 11 students would become a focal point of the university. That students not just from Tennessee but from around the world.
would come to Knoxville to learn, and that businesses would partner with his college to blaze new trails in research.

There was no way for him to know that people would have more knowledge in the palms of their hands than was contained in the entire university library at the time.

Glocker would never have dreamed of these things. But he did dream that science married with business could benefit the people of Tennessee. And over the years, this concept has been applied to change the business world in entrepreneurship, analytics, management, and numerous other areas where new knowledge could make a bottom-line impact.

Glocker’s original idea was simple, but it has stood strong for 100 years. And it still provides a vision for the College of Business Administration embarking on its second century.

As you trace the history of the College of Business Administration over its first 100 years, consider this: The school is stronger than at any other time in its history. And it continues to trend upward.
When you hear John Moore speak, you know almost instantly that he was—and still is—a teacher. His stories are eloquent and silken, and they trace the history of the College of Business Administration across more than a half a century.

Moore began teaching in the college in the early 1950s. He is likely the only remaining person in the faculty to have met all of the deans of the College of Business Administration, including Dr. Glocker, who retired two years before Moore joined UT. He has seen the school transform—sometimes gradually, sometimes abruptly—as it adapted to the demands of the times.

“Teaching has been my passion. Sixty years ago, I taught five different classes, Monday through Saturday; I also taught an evening class,” says Moore. “Over the years, I’ve heard some professors refer to their teaching responsibilities as their ‘teaching burden.’ ”

“But I have never thought of it that way,” he says. “I’ve always considered teaching a wonderful opportunity.”

There were times, however, when his enthusiasm was tested. In the 1980s, UT’s open admissions policy meant that the student population had swelled to almost 32,000, and class sizes were a strain for both teachers and students. Getting into a class could be a challenge. Some students went to extremes.

“One day, Warren [Neel] and I were coming back from a meeting, and we saw a student getting out of her car carrying a folding chair. We followed her to her classroom and asked what the chair was for. ’The professor told me that if I could find a seat, I could be in his class,’ she said. ’So I brought my own.’ ” This episode led to the college developing its current enrollment policy that allocates available seats based on academic performance.

Moore has seen the school rise to national prominence in many areas, but on one occasion he saw the school fall—literally.

“When the Stokely building was being built in the 1970s, I was teaching a class in Glocker. I glanced out the window just in time to see the end of Stokely collapse,” he says. “Stokely’s round design meant that the construction crew had to use special forms for pouring the circular concrete ends—one of those massive structures crumbled right in front of my eyes! The concrete spilled to the foundation below and hardened before it could be removed. The builders had to chip away at the solidified concrete before they could begin construction again.”

He also saw some societal norms hammered away by the changing times.

Moore smiles when he recalls one unexpected request. “When I first started teaching in the 1950s, we had a dean of women who closely guarded the female students,” he says. “One responsibility of all faculty, including me, was monitoring the length of the students’ skirts. They had to be no more than 12” from the floor. Can you imagine! I can’t remember being issued a yardstick for this.”

At that time, only about 10 percent of business students were women and most majored in office administration.

“Today, women are leading members of our faculty, and female students are in every discipline that we teach,” says Moore. “That’s a change that has made us a much better institution.”
170 YEARS. COUNTLESS STORIES. ASTOUNDING INSIGHT.

In the fall of 2013, a remarkable group met in the West Wing of the James A. Haslam II Business Building. Former and current deans from the UT College of Business Administration gathered to reminisce about major college milestones, reflect on the progress of the college in its first century, and look at the future of the institution. Among them, they had more than 170 years of experience at UT. Their observations were funny, revealing, and fascinating. They shed light on the transformational events that helped shape the college and led to its rise as a premier school of business education.

C. Warren Neel

Dean Emeritus 1976–2000 > Four Decades of Leadership

In the 1960s, Warren Neel looked out of the class he was teaching one Saturday morning, and he stopped cold.

His car was being towed.

A brand new UT professor, Neel didn’t realize the seriousness of football Saturdays. His car was in a prime parking place. No one in the Athletic Department knew he was teaching. They just knew that somebody other than Neel should be in that spot.

Neel convinced the tow truck driver to leave his car and subsequently lobbied for his class to be taught only during the week.

“My request was denied,” says Neel, “but I did get a pretty elite parking space every football Saturday!”

Neel more than recovered from this inauspicious start by becoming one of the most influential people in the UT College of Business Administration. He was dean of the college for 25 years, served in the cabinet of former Governor Lamar Alexander, and worked with Alexander when he became U.S. secretary of education.

Neel captured his UT experience in the book, The Accidental Dean, but the many changes that took place in the college during Neel’s tenure were no accident. He was a key player in UT changing its open admissions policy, which significantly impacted the way the college approached education, and he helped guide the college toward becoming a more research-based institution. While commissioner of finance and administration for then-Governor Don Sundquist, he also laid much of the groundwork that led to the transformation of the old Glocker building into the James A. Haslam II Business Building.

“The admissions policy was a very contentious issue,” he says. “The university just couldn't manage as many students as were being accepted with our facilities.” Neel, who was working with then-Governor Alexander at the time, spearheaded the policy change from Nashville.

“We were changing something very fundamental about the institution,” he reveals. “And that didn’t sit well with some people both inside and outside UT. I’m convinced that a few faculty members were ready to storm my office with syllabi a-blazing!”

Under the new policy, the university raised grade and test requirements significantly, which reduced class sizes and attracted better-prepared students to campus. As students’ expectations improved, demand rose for professors with enhanced credentials and expertise.

That set the stage for the college to expand its research efforts and build an international presence.

Neel helped establish a UT MBA program in Taiwan and directed UT involvement in an MBA program in Chile. Under his leadership, the college built an international reputation as a research center, particularly in global supply chain management, and the faculty continued to evolve into a more diverse, more internationally focused group.

In the 1980s, Neel led the college into the new frontier of technology with the purchase of 270 IBM “microcomputers.” The plan was to increase the number of computers to 500 within three years. “Virtually all the faculty was involved with this initial computer purchase. We purchased them with surplus funds generated from our Center for Executive Education—no state funds were involved. We ran a huge risk since we wondered how we would fund replacement computers when these became obsolete. But we launched the program anyway. We were even recognized by the IBM Corporation for this endeavor since we were one of the first colleges to focus on this space.”

But even as he guided the school in new directions, Neel understood the need for maintaining the rich heritage of the college. This is perhaps most visible in the architectural feature that Neel insisted be kept when the old Glocker Business Building was transformed into the new James A. Haslam II Business Building—its arches.

“We had determined that 95 percent of our graduates walked through the Glocker arches sometime during their UT years. It was important to recognize and preserve this,” he notes. “We’re introducing students to new ideas every day. But we’re also teaching them how to draw upon the critical lessons of history.

“Our heritage is part of what we pass on to every student who comes here.”

“We were changing something very fundamental about the institution.”
While Warren Neal was spending time in Nashville and Washington, D.C., and keeping the College of Business Administration highly visible, another administrator stayed on campus, quietly and effectively managing some of the biggest advancements of the school.

“Several years after earning my PhD, I met Warren (Neel) at the Copper Cellar—it was just a cellars back then!—and mentioned that if he ever become dean, I’d like to join his team. On April Fool’s 1977 (how ironic is that)—he called to tell me that he was becoming dean of the college. And the rest is history.”

Williams was associate dean under Neel for many years before taking over as dean when Neel retired. The two made a formidable team.

In the 1980s, as head of the accounting department, Williams helped set the stage for the college’s rise as a research institution when it changed from a quarter to semester system.

“Changing to the semester system allowed the college to consolidate and eliminate a number of courses, which freed up time for our faculty to work outside of the classroom,” explains Williams. “Suddenly, a lot of great minds had the freedom to take on new research challenges.”

The growth in research rapidly increased the visibility of the college, which in turn made it more attractive to both new faculty and students. That also shed light on the growing need for better facilities for the college and helped pave the way for the renovation of the Glocker building—a Williams legacy that prominently defines the campus.

“During my early years as dean, I was singularly focused on funding our new business building, which was dedicated in 2008,” says Williams. “We built on the foundation that Warren (Neel) created.”

Williams recalls how challenging it was to teach in Glocker. “The building was always too hot or too cold. We had to open the windows to balance the temperature, so we were victim to the noise from the outside.

“I remember trying to teach the intricacies of accounting, and this student politician is campaigning for student government just below my classroom window. His campaign platform: building a chairlift to the top of the Hill so students wouldn’t have to walk it anymore.

“But that’s not the best part. He was going to pay for the chairlift by making the faculty use pay toilets. Now, that’s a pretty outside-of-the-box way of thinking, but it apparently didn’t have the traction he thought it would.

“He didn’t win the election, but he did a great job of disrupting my class.”

Williams did more than just step up to the challenge for a new facility; he ensured the continued excellence of the college’s faculty.

“When I became dean, over 50 percent of our faculty were eligible for retirement,” explains Williams. “That in itself was a major challenge, but replacing them with the best and the brightest was essential. Our technologically advanced building provided us with a competitive edge to entice new faculty. As I look at our faculty now, I am proud of our balanced, diverse team.”

Williams’s legacy in one other area will continue to reap benefits for generations to come. With state funding declining at an accelerated rate, Williams knew that the college’s funding model must change; achieving differential tuition occurred under his watch.

“With differential tuition, undergraduate business students pay a supplemental per-credit-hour charge in addition to university tuition,” says Williams. “These extra funds maintain our college’s extraordinary growth and the additional staffing and technology needed to keep pace with the demand.”

The school has moved forward. But it has stayed focused on the strengths that have helped it rise to prominence. Williams has seen to that. >>

“Suddenly, a lot of great minds had the freedom to take on new research challenges.”

If the original UT College of Business Administration faculty members looked at the college today, they might not recognize it. Originally, the college was primarily a teaching institution. But, today, 100 years later, the college has evolved beyond a place for traditional instruction to become a center of theoretical and applied research, corporate partnerships, and information exchange.

So, what’s in store for the next century? What’s the next big leap forward for the college?

Stephen Mangum sees a school that is nimble and adaptable in an evermore globalized, change-intensive environment; one that can evolve into a more international, interfacing, partnership-intensive institution. “Future generations of UT students should be very excited about these trends. By building and leveraging an expanding set of relationships, the college will continue to expand its scope of influence. There will be new information, new insights, and new perspectives that will enrich and expand the educational experience of our students and the thought leadership of our faculty.”

Mangum cautions that, in this new world, the major challenge will be balancing between change and tradition.

“Naturally, we benchmark what other schools are doing and what industry expects of us. These processes, plus the creative impulses of our faculty, will fuel change; we will look at things differently to advance in this competitive landscape,” he says. “We must also continually ask ourselves, ‘What are our core competencies? How do we leverage them to do something valuable, rare, and not easily duplicated by others?’ Often times that means continuing to do what we already do well, but doing it ever better in the spirit of continuous improvement.”

Mangum notes that the school will continue to become more entrepreneurial. “State support for higher education is declining, and tuition levels
cannot continue to increase at rates higher than the rises in average family income,” he says. “That means we must become more self-sufficient and rely on resources that we generate ourselves.”

“The rapid rate at which knowledge expands will continue to increase our relevance beyond the traditional finite, four-year college experience,” says Mangum. The role of the College of Business Administration will transition into one of lifelong learning.

“One will no longer attend college just to ‘master’ a particular discipline. An academic degree will become just a starting point...with continuing academic training delivered over time on a ‘just-in-time’ basis, so to speak,” he says. “Our relationship with students and businesses will continue over a lifecycle. The educational experience won’t be just a degree anymore, and it won’t be limited to one’s time on campus. We will stay engaged with students well beyond their years at the university and increasingly be in partnership with their employers. In such an environment, we may increasingly integrate programs across a variety of disciplines, giving students more opportunity to custom-tailor their education to the fields they want to pursue.”

Mangum continues: “Dr. Glocker founded the School of Business on strong principles. He understood that progress is based on blending tradition with new knowledge developed in the face of a changing environment. Our college has successfully moved forward on that premise, and we are well-positioned to continue doing so over our second century.

“As we mark our first century, that’s something I know we can all be proud of.” 

As the college concluded its first century, it welcomed a new, technology-laced facility for students and faculty: the James A. Haslam II Business Building—a critical tool in moving the college forward. Tom Ladd oversaw the building project for the college. He knew the impact the new facility would have, and he initiated a major change in how UT construction projects were managed: The occupants of the new building would take a hands-on role to make sure the structure met the demands of its users.

The result was that the new Haslam Business Building had the facilities and technology to take the college into the next century. And his approach to the construction of the building has become a model for subsequent UT construction projects, with occupants having significantly greater collaborative relationships with architects and contractors.

Ladd knew what the new building would mean for the college. But he smiles when he recalls that it took a while for students to understand what the new building would mean to them.

“I was asked to give the first tour of Haslam when it was completed,” says Ladd. “We needed undergraduates to be ambassadors for the building and to serve as tour guides. So, we gathered up a group and had them assemble out on the plaza, which was still being finished.

“As they came together, they didn’t know me from Adam, so they were pretty candid about being dragged away from whatever they were doing to tour the building. Their attitude was quite negative—they all thought the whole idea was a huge imposition, and they were all hoping that the ordeal wouldn’t take more than an hour of their time.

“I wonder if they might have reacted differently had they realized I was a dean,” he laughs.

“But I let them talk. Then I asked them, ‘Have you ever looked in the doors?’ None of them had.

“So I started walking them through the building step by step; the first stop was the atrium, and their jaws dropped. They clearly didn’t expect the glass ceiling or the openness. Next, we visited a classroom. I demonstrated the technology: high-definition projection so that a student in any seat could see complex details on central screens; dual-technologies projecting information simultaneously; screens switching between projecting presentations, video, and internet-based programs; screens converting into whiteboards with on-screen annotations; in-room recording equipment; and lectures being captured and distributed in a number of formats.

“Next we went to the team rooms, equipped with high-definition monitors and collaboration tools. Suddenly, their interest level started changing.

“Then they started asking, ‘Can we try this? Can we play with that?’ They were scurrying all over the building like kids in a toy store—they couldn’t get enough of it.

“I had to run them out at 9:30 that night. They were going to stay all night.”
A major gift from UT Knoxville alumni has created the first-ever joint faculty fellowships between the Colleges of Engineering and Business Administration.

A gift from Ralph and Janet Heath, through the Heath Family Charitable Fund in the Community Foundation of North Texas, has established the Heath Endowed Faculty Fellowship in both business and engineering to enhance the relationship between the two fields.

Chanaka Edirisinghe, professor of statistics, operations, and management science, is the Heath Faculty Fellow in the College of Business Administration. Rupy Sawhney, a professor of industrial and information engineering, is the Heath Faculty Fellow in the College of Engineering.

This gift answers Chancellor Jimmy G. Cheek’s challenge to private supporters to help recruit and retain UT’s most talented faculty.

Ralph Heath earned two degrees from UT: his bachelor’s degree in electrical engineering in 1970 and his MBA in 1975. He recently retired as president of Lockheed Martin Aeronautics. He is a founding and current member of the College of Business Administration’s Aerospace and Defense Advisory Board, a lifetime member of the college’s Advisory Council to the Dean, a member of the College of Engineering’s Board of Advisors, and a recipient of the UT Alumni Professional Achievement Award. He also inspired the College of Business Administration to create its unique Aerospace and Defense MBA program.

“I believe strongly that engineering and business need to become more engaged at the university level so that when our graduates begin to practice and lead in industry they are better prepared,” says Heath.

Janet Heath graduated in 1976 with a degree in food systems administration through the university’s registered dietitian program. She enthusiastically supports the interaction between business and engineering and collaborated with her husband on the proposal for the endowment.

How does an endowment work?

Endowments enable the university to increase the quality of the education it provides, the impact and significance of its research, and the breadth and depth of its service to society. You create a permanent legacy at the University of Tennessee when you establish an endowment fund.

Reinvested Payout

The reinvested payout is the unspent fund payout that is returned to the endowment pool for the benefit of future students and faculty.

Endowment Pool

The University of Tennessee invests almost all endowments through a diversified, professionally managed Consolidated Investment Pool (CIP). Utilizing economies of scale by combining all of the endowment gifts together allows UT to strengthen the impact of each gift. Investments in the pool are carried at their current market value.

Fund Payout

Your investment is a constant resource stream that makes a powerful impact when a portion of the endowment is withdrawn from the pool and invested in a student or faculty member.
Faculty Fellowships

joint faculty fellowship.

Edirisighe is the director of the management science doctoral program, co-director of the Business Analytics Forum, and director of the business college’s Financial Engineering Research Laboratory. He specializes in operations research/management science with applications to financial investments, project management, supply chain coordination, reservoir scheduling, and fleet routing. He is the developer of the financial trading strategy optimization and simulation software called MiSOFT and a recipient of the prestigious 2009 Citation of Excellence Award by Emerald Management Reviews.

“There is great wisdom, foresight, and creativity in this gift from Ralph Heath, born from his lifetime of management experience in both engineering and business,” says Stephen Mangum, dean of the College of Business Administration and Stokely Foundation Leadership Chair. “The Heath Faculty Fellowship program provides specific opportunities for two leading faculty members from these two colleges to permeate barriers, be innovative, and initiate constructive dialogue and programming.”

Funding to recruit and retain top faculty is part of the chancellor’s roadmap to achieve Top 25 status. Through the Chancellor’s Faculty Challenge, the chancellor provides immediate endowment income to be used for salary support and enables academic units, such as the Colleges of Business Administration and Engineering, to have an immediate impact on recruiting and retaining outstanding faculty.

Endowment Performance

Newly Established Endowments

- Jonathan C. Bailey Endowed Business Faculty Award
- Jim and Celeste Butler GLS Scholarship Endowment
- CBA Endowed Faculty Research Fellowship
- Fleiner Family Scholarship Endowment
- Grigsby Family Scholarship Endowment
- Olivia Harris GLS Scholarship Endowment
- Heath Endowed Faculty Fellowship in Business
- G. David Hollins Scholarship Endowment
- George & Margaret Melton Family Faculty Award Endowment
- John & Shirley Moore Endowed Economics Faculty Award Endowment
- Gerald T. Niedert Faculty Award Endowment
- Taylor & Jean Simonton GLS Accounting Scholarship Endowment
- Richard & Ann S. Smith GLS Scholarship Endowment
- Aaron J. Snyder GLS Scholarship Endowment

*As of October 1, 2013

Alumni from Across the Country Gather for Fall 2013 Alumni Events

This fall, alumni from across the country gathered for special events both on and off campus. Alumni were honored in October at the annual Alumni Awards Gala. The college also welcomed alumni on four game days—two special receptions for leadership-level donors, an open house on UT Family Weekend, and a Homecoming event. For the fourth consecutive year, scholarship donors were invited to campus to lunch with their scholarship recipients; this provided a unique opportunity for them to learn more about each other and their special ties to the university.

Even if they couldn’t make it to campus, friends of the college enjoyed several regional events. There were two events in Kingsport, TN: one hosted by the Kingsport Chamber of Commerce and the other by Eastman Chemical. In Morristown (TN), there was a luncheon hosted by Sam Grigsby. There also was a dinner in San Francisco; a luncheon in Nashville sponsored by Vaco; and a reception hosted by Martin L. and Carol Fri Robinson in Charlotte, NC. Additionally, alumni had the opportunity to join Dean Mangum for breakfast as part of the college’s “Breakfast with the Dean” series.
The College of Business Administration’s fifth annual Alumni Awards Gala was held this past October to honor four worthy recipients who have made outstanding contributions to the college, their chosen professions, and their communities. Please help us congratulate Amy Miles, Robert Ford, Dane Scism, and McCormick.

**AMY MILES**

*CEO, Regal Entertainment Group*

You could certainly use the word “visionary” to describe Amy Miles’s influence in the entertainment industry. As CEO of Regal Entertainment Group, she oversees the operation of the largest and most geographically diverse theatre circuit in the United States, consisting of 6,761 screens in 545 theatres across 38 states and the District of Columbia.

She has been a driving force behind Regal’s transformation from a company that was struggling to survive in 2002 into one that currently dominates the entertainment industry. But for Miles, this is just the beginning.

Regal Entertainment Group recently partnered with AMC Theatres to form Open Road Films, which will provide a wide array of new movies. She’s also working on initiatives that focus on a “premium experience” for movie patrons, including custom-built theatre environments, reserved seating options, in-theatre dining (with adult beverages), and mobile ticketing via smartphones.

Her skills seem ideally tailored to the challenges of an industry that’s constantly reinventing itself. Creating that perfect complement is something she learned at the University of Tennessee, Knoxville.

“Something I truly valued from my UT experience was how prepared I was for my future,” says Miles. “I received more than just a degree. I was matched with opportunities to move forward. The business college is great at preparing its graduates for life after college.”

Miles notes how the UT College of Business Administration’s strategy of continuous improvement puts students in the best possible position for success after graduation. “Just look at the differences since I graduated in 1989,” she observes. “The Haslam Business Building is quite the step forward from the old Glocker building, and the faculty and programs continue to be among the best in the nation.”

Her strongest endorsement of UT: Both her sons are now earning their degrees here.

“Having the benefit of a great education is critical for taking the next step in life,” says Miles. “That’s why it was so easy for me to become a donor. You want to help other students have a great educational experience, but you can also see the rewards.”

Miles also contributes her time by serving on the college’s Advisory Council to the Dean. For UT, it’s a perfect match.
Robert Ford
Manager, KPMG, LLP

Robert Ford originally thought he would attend law school after completing his Master of Accountancy (MAcc) degree in 2006. Instead, just 10 days after graduation, he started a job as a tax consultant with KPMG. Seven years later, after crisscrossing the world, Ford’s tax career keeps him too busy to ever give his law school aspirations a second thought.

Ford currently is a manager in KPMG’s Atlanta offices, assisting with many of the firm’s largest Southeast accounts. Specializing in tax accounting methods and credits, Ford spends a significant portion of his time collaborating with colleagues on tax issues. He also trains KPMG staff, something he found himself well prepared for after his time at UT.

“What is truly impressive about UT’s MAcc program is that the professors don’t just know the material. They know how to teach it,” says Ford. “I was challenged by UT’s MAcc program, yet it prepared me for my journey ahead.”

Dane Scism
CEO, Cellular Sales

Dane Scism never cared for the term “entrepreneur.” “I’ve known people who call themselves entrepreneurs, but they really didn’t want to be truly involved in their businesses,” he says. To be a true entrepreneur, Scism believes, you can’t be hands off—you have to fully immerse yourself in your company.

So, he created an organization where everyone wants to dive in, using a business model that gives employees direct decision-making power and responsibility. His company, Cellular Sales, now has over 600 stores and has made the Inc. Magazine list of fastest-growing privately owned retailers for the past five years.

Scism’s business model is based on three key factors: better stores, better people, and better management. “We attract incredibly qualified individuals, and we put them in control of their success. They are empowered to make their own decisions, and that delights our customers. It’s pure entrepreneurship in action.”

McCormick

Since 1889, McCormick has been the company to turn to for flavor expertise. With more than $3.5 billion in annual sales, the company manufactures, markets, and distributes spices, seasoning mixes, condiments, and other flavorful products to the entire food industry—retail outlets, food manufacturers, and foodservice businesses. McCormick’s products are distributed globally, and the company is so prevalent throughout the food industry that it’s very likely you enjoy the taste of McCormick every day. Along with its other company brands, including Zataran’s, Old Bay, and Lawry’s, McCormick is a household name.

The College of Business Administration applauds McCormick as its 2013 Outstanding Corporate Partner for the company’s contributions to enhancing the quality of education.

McCormick’s involvement with the College of Business Administration helps flavor the daily experiences of UT students. For more than eight years, McCormick has taken a leadership role in enriching student opportunities by participating in the Executive-In-Residence program for undergraduates and MBA candidates, serving as a sponsor of the UT Global Supply Chain Institute, and funding the McCormick Professorship, currently held by Diane Mollenkopf. The company also is active in giving back to the UT College of Communication and Information.

McCormick reports that its relationship with the College of Business Administration has been mutually rewarding. “We benefit from our exposure to thought leadership in a variety of disciplines,” says McCormick CEO Alan Wilson. “UT also connects McCormick with new talent to keep us innovative. Our involvement is a sound investment.”

Outstanding Young Alum

Ford has seen to it that other UT students are able to experience the same challenges and opportunities that he did. Since graduation, he has given to UT by serving on the Department of Accounting and Information Management’s Accounting Roundtable, has made regular financial gifts to the department, and with his wife, Katie, has established an accounting endowment that benefits the department’s excellence fund.

“Both Katie and I received scholarships during our undergraduate years, and we recognize the value of giving back,” he says. “It’s a pleasure to help foster that success for future graduates.”

Entrepreneur of the Year

Scism began in the wireless phone business just after graduating from UT in 1992; he worked for former college roommates Douglas Gray and Tom Pfeifer in a small sales agency. When Gray and Pfeifer decided to sell the company, Scism and his future wife, Meg, bought the assets. The couple started Cellular Sales and hasn’t looked back.

“Cellular Sales wouldn’t exist without Meg Scism,” he says. “She was our CFO and did the work of 20 people.”

As the company keeps expanding, Scism continues looking for ways to reinvent it, often with the help of other UT grads. (He notes that there are many in his management ranks.)

“The entrepreneurial spirit is in our DNA,” says Scism. “We keep challenging every traditional business concept to see if we can make it better.”

Outstanding Alum

Katie Wilson, CPCU, CPCFM, CPCU, CPCFM

Katie Wilson, CPCU, CPCFM, CPCU, CPCFM

Katie Wilson was an integral part of the College of Business Administration’s evolution. Wilson went on to become a leader within the profession, as evidenced by her work with the CPCU and CPCFM programs.

Wilson graduated from the MAcc program in 1997 and her career has been marked by success and leadership. She has received numerous awards and honors, including the UT Alumni Awards Outstanding Alum.

As our Outstanding Alum, Katie Wilson is a shining example of what can be achieved through dedication and hard work.
Total revenue to the college increased 10 percent this year, from $56.5 million to $62.1 million. Increases in revenue occurred in state funding, differential tuition in our undergraduate programs, program-fee revenue from our master’s programs, research grant and contract income, and private gift and endowment income. A significant revenue decline occurred in our non-degree executive education programs due to government sequestration and sluggishness in the economic recovery of sectors in which our executive education business is concentrated.

The modest increase in state funds reflects the funding of a faculty and staff raise pool, and increases in our undergraduate differential tuition revenue resulted from the increase in the tuition rate at the university. In the college, research grant and contract income increased $1.3 million from the prior year, while total gifts and endowment income (private monies) increased $3.4 million over the prior year. As a percentage of total revenue, the most significant growth was in private gifts and endowment income (from 17 percent of total revenue last year to 21 percent in fiscal year 2013).

With respect to uses of funds, expenditures largely followed established historical patterns. College expenditures are largely comprised of expenditures on people: faculty, staff, and students. Our expenditure patterns clearly reinforce the reality that we are a human-capital-intensive organization. The quality of our people and their commitment and dedication to our enterprise both define us and make all the difference!
Sources and Uses of Funds

Sources of Funds

<table>
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<tr>
<th>FY</th>
<th>State Funds</th>
<th>Differential Tuitions</th>
<th>Executive Education</th>
<th>Private Monies</th>
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Uses of Funds

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<th>Program Support</th>
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**PROMOTIONS AND TENURE**

Congratulations to the following faculty on their promotions and/or tenure.

**Tenure-Track Promotions**
(in alphabetical order)

- **Luiz Lima**: associate professor with tenure; Department of Economics
- **Charles Noble**: tenure; Department of Marketing and Supply Chain Management
- **Stephanie Noble**: tenure; Department of Marketing and Supply Chain Management
- **Georg Schaur**: associate professor with tenure; Department of Economics
- **Anne Smith**: professor; Department of Management

**Non-Tenure-Track Promotions**
(in alphabetical order)

- **John Anderson**: UT senior lecturer; Department of Management
- **Laura Cole**: UT senior lecturer; Department of Finance
- **Anita Hollander**: UT senior lecturer and CBA distinguished lecturer; Department of Accounting and Information Management
- **James Schmidhammer**: UT senior lecturer; Department of Statistics, Operations and Management Science

**MANAGEMENT**

*Annette Ranft*, Reagan Professor of Business, was one of 49 faculty members and administrators selected as a 2013-2014 Southeastern Conference (SEC) Academic Leadership Development Program Fellow. The program identifies, prepares, and advances academic leaders for roles within SEC institutions and beyond. It includes SEC-wide workshops and programs designed for each institution.

*T. Russell Crook* was appointed to a three-year term as an associate editor of the *Journal of Supply Chain Management*. He also is a strategy track chair for the Southern Management Association meeting in New Orleans. He and *Larry Fauver* (Smith Professor in Financial Institutions) led a group of undergraduate students to London, England, during the summer of 2013.

*M. Lane Morris*, Skinner Professor in Management, is the inaugural associate dean for undergraduate programs and student affairs in the UT College of Business Administration.

*Rhonda Reger* won the Best Paper Award at the Reputation Institute’s 17th International Conference on Corporate Reputation, Brand, Identity and Competitiveness. *Rhonda Reger* and *Dave Williams* hosted a Strategic Management Society extension workshop that was attended by 31 scholars from 19 universities across three continents; it focused on understanding how human cognition, emotion, and social interaction influence strategic management theory and practice. Also presenting was *Anne Smith*, Flaskeur Professor in Business.

Management major *Brian Randolph*, a UT VOLS defensive back, was honored as the scholar athlete for the 2013 UT/University of Georgia game.

Management major *Kevin Paul Fillers* was the 2013 fall semester top undergraduate. From Oak Ridge, TN, Fillers graduated with an entrepreneurship collateral.

*Josh Scull*, human resource management master’s student and a UT SHRM officer, earned the Joseph Paul Goddard Scholarship from the Tennessee Society for Human Resource Management (SHRM). The scholarship is awarded once a year to a graduate student.

*David W. Williams* and PhD student *Blake D. Mathias* won the National Federation of Independent Business Best-Paper Award for Excellence on the General Topic of Entrepreneurship.

For its second consecutive year, the UT student chapter of the Society for Human Resource Management was named a most outstanding chapter worldwide. Ten out of 575 member schools were recognized.

**ACCOUNTING AND INFORMATION MANAGEMENT (AIM)**

*Bruce Behn* earned the distinction of becoming the Deloitte LLP Professor; he received the 2013 Outstanding Service Award from the American Accounting Association and the 2013 American Institute of CPAs Special Recognition Award.

*Larry Evans* (1969, MBA 1971), partner at Dixon Hughes Goodman LLP, earned the department’s 2013 Distinguished Accounting Alum Award.

*Dan Murphy* was appointed to the Board of Commissioners of Knoxville’s Community Development Corporation by Mayor Madeline Rogero.

*Joseph Carcello*, EY and Business Alumni Professor, was quoted multiple times during 2013 in the *Wall Street Journal*, *Financial Times*, and *The New York Times* about the actions of a former KPMG audit partner in Los Angeles and their influence on the PCAOB’s standard-setting agenda; Carcello’s research on a related topic...
was cited in the Wall Street Journal. He also is an editor for Contemporary Accounting Research, a premier journal in accounting research and a Financial Times top-45 journal.

Terry Neal, Hendrick Professor in Accounting, and Joseph Carcello, EY and Business Alumni Professor, co-authored research, released by the Center for Audit Quality, that examined auditor involvement in 87 fraudulent financial reporting cases cited in U.S. Securities and Exchange Commission enforcement actions issued from 1998-2010.

PhD candidates accepted the following positions: Leah Muriel will be an assistant professor at Oklahoma State University; Allison Beck joined Florida State University; Rebekah McCarty joined Northeastern University.

The UT undergraduate and master’s level accounting programs ranked top 25 in the country among all universities with comparable faculty sizes, according to the 2013 Public Accounting Report.

The department sponsored its 38th annual Warren Slagle Accounting Day, attended by over 300 alumni, recruiters, students, faculty, and staff. Its guest speaker was dean of the college, Stephen Mangum.

MARKETING AND SUPPLY CHAIN MANAGEMENT

Chad Autry, Taylor Professor of Supply Chain Management, is a visiting senior fellow at the University of Bath in England.

John Bell and Wendy Tate were the inaugural recipients of the DSI Forums Distinguished Scholar Awards.

Randy Bradley became a tenure-track assistant professor.

J. Paul Dittmann, executive director of the college’s Global Supply Chain Institute, was named one of the top 10 supply chain thought leaders by SCM Operations based on a Harvard Business Review and MIT Sloan Management Review literature search. He also became a Kenco board member.

Mary Holcomb was awarded the Gerald T. Niedert Supply Chain Fellow designation.

Dave Schumann, Taylor Professor in Business, was recognized by the American Academy of Advertising as the “Best Reviewer” for the Journal of Current Issues and Research in Advertising.

Ted Stank, Bruce Chair of Excellence, is board chair-elect of the Council of Supply Chain Management Professionals; he will be UT’s third chair when he takes office in 2014.

Xiang (Sean) Wan is a member of the distinguished “CPG Think Tank,” a group of 12 academic and industry professionals from prominent institutions nationwide. Constructed by the exclusive Orchestro Science Network, the group applies cutting-edge research and industry expertise to solve the most pressing challenges faced by consumer brands today.

The UT undergraduate supply chain management/logistics program ranked fifth among public institutions and sixth nationally in the U.S. News and World Report 2014 undergraduate rankings.

CONSTRUCTION INDUSTRY RESEARCH AND POLICY CENTER (CIRPC)

Professor Emeritus John Moore, following 60 years at UT, created the John R. and Shirley Burr Moore Economics Faculty Award to honor top economics professors.

FULL-TIME MBA

The Tennessee Organization of MBAs (TOMBA) built its 11th Knoxville Habitat for Humanity house with the help from more than 70 business students, faculty, and staff members.

Five MBA students participated in the first annual Southeastern Conference (SEC) MBA Case Competition: Mary Cathey, Rachel Dean (alternate), Ben DeVore, Kimel Fryer, and Joe Fontanetta. The students responded to a case question asking them to recommend strategies for AT&T’s strategic growth.

Three MBA students participated in the annual National Black MBA Association Case Competition, sponsored by Chrysler: Tyler Gartmond, Danielle South, and Kierra Warren.

UT has one of the country’s most popular graduate programs, according to a recently released U.S. News and World Report specialty graduate ranking that focused on the percentage of students who attended schools to which they were admitted.

Fourteen marketing MBA students traveled to Dallas to visit CROSSMARK and Frito-Lay and learn more about shopper marketing. Twenty-three supply chain management MBA students attended the Council of Supply Chain Management Professionals (CSCMP) conference in Denver.

Princeton Review named UT one of the Top 295 Business Schools for its full-time MBA program.

FINANCE

Phillip Daves, Voigt Scholar, was appointed director of the college’s Global Leadership Scholars undergraduate honors program.

Suzan Murphy passed Section I of the Certified Management Accountant exam.

Andy Puckett, PhD candidate Lee Biggerstaff, and David Cicero (University of Alabama) co-authored a paper focused on executive ethics and corporate misconduct. It was issued as a National Bureau of Economic Research working paper, with its findings covered in a recent Wall Street Journal online article. It also was featured in an online forum sponsored by the Centre for Economic Policy Research where it was viewed more than 10,000 times during the first 48 hours following posting.

James Wansley, Clayton Homes Chair of Excellence in Finance, is a member of the Finance Committee of the Tennessee Theatre Foundation board of directors. He also was re-appointed finance department head for another five years.
Since its 2003 inception, the diversity of the 390 alums in the Physician Executive MBA program has replicated the demographic diversity among physicians in the healthcare industry: male 81%/female 19%; Caucasian 57%/Asian or Pacific Islander 23%/ African American 13%/ Hispanic 6%/ American Indian 1%.

Three new operations excellence programs will launch in 2014: Business Analytics Fundamentals for Black Belts, Big Data for Black Belts, and Strategic Use of Big Data for Executives.

Students in the Aerospace & Defense MBA program came out in pink on October 9 to show support for their instructor, Allen Pannell (center, lower front in blue), and his wife, Amy Foster, a breast cancer survivor.

CEE provided content for the University Health Systems, Inc. and UT Medical Center 2013 Physician Leadership Certificate Program. Seventeen physicians participated in the 2013 inaugural series, which introduced physicians to business and leadership skills.

Salinas Valley Memorial Hospital worked with UT faculty in streamlining its admission procedures, saving 17.4 staff hours per week and 80 phone calls per day.

The college won the 2014 Outstanding Live CE (continuing education) Activity Award from the Alliance for Continuing Education in the Health Professions for the significant measurable outcomes that Salinas Valley Memorial Hospital System, CA, experienced in its emergency department as a result of a CEE-driven custom Lean for Healthcare program.

ECONOMICS

Mark Burton and Larry Bray received $100K from the National Waterways Foundation to quantify the economic effects of proposed inland navigation infrastructure improvements.

Don Clark, Beaman Professor in Business, traveled to Bangkok (Thailand) and Kayseri (Turkey) to negotiate sites for future conferences of the International Trade and Finance Association.

Scott Gilpatric and Christian Vossler received a $180,485 grant from the Internal Revenue Service to explore interactions between IRS audit selection rules and information services (e.g. Turbo Tax software, IRS phone support) that are targeted at personal income tax compliance with a focus on behavioral motives and process improvement.

Georg Schaur, Spiva Scholar, spent two months at the Center for Economic Studies in Munich.

LeAnn Luna advised Tennessee Representative Diane Black and others of the federal Ways and Means Committee about the benefits and complexity of Section 529 college savings plans; she also offered advice to reform educational tax incentives in the federal income tax code.

Christian Vossler organized with the UT Baker Center a conference on Identification of Causal Effects in Environmental and Energy Economics.

William Neilson, Holly Chair of Excellence, led four editor workshops to help academic researchers understand the publishing process—at the Society for the Advancement of Behavioral Economics conference, the Behavioral and Experimental Economists of the Mid-Atlantic conference, Shanghai University of Finance and Economics, and East China University of Science and Technology (Shanghai).

Three economics PhD students took tenure-track positions: Valentina Kozlova at SUNY Oswego, Jens Schubert at Virginia Commonwealth University, and Todd Yarbrough at Aquinas College.
ANDERSON CENTER FOR ENTREPRENEURSHIP AND INNOVATION

Thirteen high school students from Tennessee, South Carolina, and Georgia spent a week at the on-campus Second Annual UT Empowered Teen Entrepreneurship Residential Camp—conducted with community partners Walker Consulting, Junior Achievement of East Tennessee, and Entrepreneur of Knoxville—to build students’ entrepreneurial skills.

The Collegiate Entrepreneurs’ Organization (CEO) sponsored a campus-wide, 90-second elevator pitch competition. Winners were Jordan Hubble for high-end Escadrille Cycling Apparel and Emily Skaar for online GiftHouse. Both received a free trip to Chicago to pitch in the national CEO competition.

CENTER FOR BUSINESS AND ECONOMIC RESEARCH (CBER)

Celeste Carruthers represented UT in the “Multi-System New Models Engagement” consortium, supported by the Bill & Melinda Gates Foundation, that is developing strategies to increase access to affordable post-secondary education and promote timely degree completion.

Don Bruce presented “Tax Policy and the Supply of Entrepreneurs” at a Brookings Institution conference and was one of six presenters on state tax policies and online sales tax collection at a Federal Reserve Bank of Richmond regional economics workshop. He also is board chair for Innovative Education Partnership, Inc., a Blount County (TN) nonprofit that governs the Clayton-Bradley STEM Academy; it recently opened with about 80 children in grades K-6.

STATISTICS, OPERATIONS, AND MANAGEMENT SCIENCE (SOMS)

Hamparsum Bozdogan, McKenzie Professor, gave a keynote lecture at the European Conference on Data Analysis 2013 and was an invited lecturer at the University of Milan (Italy)-Bicocca; he also chaired two conference sessions and was invited to give a two-day seminar on predictive subset vector autoregressive modeling. He became a professor in the affiliate faculty of the Institute of Biomedical Engineering.

Chuck Noon and Angel Norman (accounting and information management) received a $15K grant from Oak Ridge National Laboratory to develop software that will manage employee random drug testing in nuclear facilities.

Russell Zaretzki earned the George and Margaret Melton Scholar of Business Analytics designation, recognizing his contribution to the development of the UT business analytics programs, his efforts in building relationships with organizations, and his service to students.

Ken Gilbert was awarded the Regal Entertainment Group Professor of Business designation.

Blair Christian, a PhD statistician and data scientist, accepted a joint appointment with UT and PYA Analytics. He will be an assistant professor of practice in SOMS and a data scientist with PYA Analytics, specializing in the research and development of advanced statistical models and analytic application programming interfaces.

Chanaka Edirisinghe was awarded the Heath Faculty Fellow designation. He was a visiting scholar at Kansai University (Japan), lecturing on business analytics and presenting research regarding firm productivities and capital markets to undergraduates, faculty, and researchers across Japan. He will chair the 2016 Fall Conference of the Institute for Operations Research and Management Science (INFORMS), the world’s largest professional organization in the field of operations research/management science.

CORPORATE GOVERNANCE CENTER (CGC)

Joe Carcello, EY and Business Alumni Professor, became the center’s executive director, replacing C. Warren Neel. Neel and Carcello co-founded the center in 2003.

The CGC’s Distinguished Speaker Series sponsored by PwC hosted the following speakers during fall 2013: Craig Lewis, chief economist, U.S. Securities and Exchange Commission; Tim Ryan, PwC vice chair, markets, strategy, and stakeholders; T.K. Kerstetter, chair, NYSE Governance Services; and Mary Ann Cloyd, PwC partner and leader, Center for Board Governance.

STAFF AND SUPPORT

Tyvi Small became the college’s director of diversity and community relations, a new position to direct the college’s newly created Office of Diversity and Community Relations.

Betsy Gullett is the college’s new assistant director for assessment and curriculum coordination.

The Financial Information Office promoted Vickie Killion to coordinator for operations and technology. Jennifer Hicks from the Department of Marketing and Supply Chain Management joined as coordinator for grants and contracts.

RETIEMENT

Carolyn Cuddy retired in December after devoting 24 years of service to UT. Her last 13 years were with the UT Center for Executive Education (CEE), most recently as its chief operating officer and executive director of degree programs, but she also spent one year in the treasurer’s office and 10 years with financial aid, being its director for seven. Interspersed among her varied UT careers, Cuddy spent 10 years with BWXT Y12 (formerly Lockheed Martin Energy Systems) as director of its Center for Leadership and Employee Development and seven years teaching at Maryville College (TN). She also consulted for Lockheed Martin and the U.S. and Tennessee Departments of Education.

Her academic and corporate careers were stellar. She earned the UT College of Business Administration Outstanding Staff Award for Professionalism, UT Center for Executive Education Dean’s Award for Excellence, Maryville College Outstanding Teaching Award, and Lockheed Martin’s National Management Association Leader of the Year Award and Management Achievement Award for creating its Center for Continuing Education.

Cuddy will work with the executive MBA students in the Professional MBA program during her retirement, but she also will enjoy time with her family and four grandchildren, travel, hike, bicycle, garden, and read. Cuddy brought enormous skill and exceptional leadership to UT and CEE and left a legacy of achievement and friendship. She will be missed.
Charles Anderson Jr. (1976) was re-appointed to the University of Tennessee Board of Trustees. He also received a 2013 UT Distinguished Alumni award.

Ian Anderson (ProMBA 2011) is quality manager for Agile Technologies in Knoxville.

Kevin Antoine (ProMBA 2012) is digital ad operations manager for The Weather Channel in Atlanta, GA.

Alisher Aprymov (2013) stars in the independent film, Little Brother, produced by his brother, Dinara Aprymov, also a UT graduate. The film competed in the prestigious 70th Venice Film Festival.

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


Courtney Bach, CPA (2007, M Acc 2008) is a manager in the USMC Audit Department in its Brentwood (Nashville) TN office; she also was a member of the 2013 Leadership Brentwood class.

M. Safwan Badr, MD (ProMBA 2011) was elected president of the American Academy of Sleep Medicine’s board of directors. Also on the board is Kelly Carden, MD (PEMBA 2005), who is a member of the Physician Executive MBA Advisory Council.

Shawn R. Bailes (1989) was promoted to vice president, finance at Emers-Chern in Knoxville, TN.

Rhonda Barton (EMBA 2008) is corporate university director at Aegis Sciences Corporation in Nashville, GA.

C. Danielle Kriger Benson (2006) joined the Knoxville, TN, office of Latham Black Morgan & Cain, PC as its marketing supervisor.

Susan Blackburn (ProMBA 2011) was promoted to environment, safety, and health operations manager for waste disposition at UCOR in Oak Ridge, TN.

Gene Blaylock (1998) was named the new chief of the Rural/Metro Fire Department for Knox County, TN.

Bryan Bonomo (EMBA 2006) is vice president for human resources at Keystone Foods.

Heather Bookout (ProMBA 2013) was promoted to analytics manager for Healthcare Receivables Group in Knoxville.

Melissa Bosi (ProMBA 2013) is senior project controller for Pershing Yoakley and Associates in Knoxville.

Damien Bowers (ProMBA 2006) is a management consultant with Lender Processing Services in Atlanta, GA.

Josh Braun (ProMBA 2010) is a project manager at Change Healthcare in Nashville, TN.

Mike Brazill (ProMBA 2013) was promoted to field sales trainer with Ethicon in Nashville, TN.

Bill Broussard (ProMBA 2002) was promoted to reliability solutions business leader of the Middle East & Africa for Emerson and now lives in Dubai, UAE.

Joe Brown Jr. (1999, MBA 2006), market president for BB&T’s Chattanooga commercial team, joined Orange Grove Center’s board of directors.

James Calvin, MD (PEMBA 2012) was appointed chair/chief, Department of Medicine, Schultich School of Medicine & Dentistry, Western University and its teaching hospitals, London Health Sciences Centre and St. Joseph’s Health Care London.

Matt Carr (ProMBA 2012) is CEO of Basci Engineering Support Alliance in Oak Ridge, TN.

Kevin Carroll (ProMBA 2006) is the nuclear operations engineering manager at the Lawrence Livermore National Laboratory in Livermore, CA.

Shawn Carson (ProMBA 2002) was named president of Fertility Focus, Inc., a startup that is developing products to improve fertility in cattle breeding.

Teona Carter (ProMBA 2003) is division manager at Bush Brothers in Knoxville.

Chris Case (ProMBA 2003) is director of operations at SRAI’s manufacturing and distribution center in Indianapolis, IN.

Kevin Casey, DO (PEMBA 2013) is medical and service line director, emergency medicine at Conemaugh Health System in Johnstown, PA.

Chris Casteel (ProMBA 2012) is digital team leader at WSBIR-TV in Knoxville.

Tom Cervone (ProMBA 2010) is managing director of the UT Professional MBA program in Knoxville.

Allison Chabot (2011, M Acc 2012) passed all four parts of the CPA exam and now works for PwC (formerly PricewaterhouseCoopers) in Atlanta, GA.

Don Coffey (ProMBA 2006) is regional director of federal operations for Johnson Controls in Oak Ridge, TN.

Laura Celec, PhD (FHD 2011) was promoted to senior lecturer in the UT College of Business Administration.

Colleen Cole (ProMBA 2009) earned a Doctor of Nursing Practice and was named to the director of occupational and employee health at LeConte Medical Center and Parkwest Medical Center in Knoxville.

Tim Colley (1982) was named senior vice president and commercial loan officer for Capital Bank.

Andy Collett (ProMBA 2013) is a trade marketing manager with RU Reynolds in Knoxville.

John Compton (1983) joined Clayton, Dubler & Rice private equity firm as an operating advisor; he also was named to the board of directors of CRCIISSMARK.

Chris Connell (ProMBA 2005) was promoted to key account manager with CH Robinson in Knoxville.

Stuart Cooper (ProMBA 2008) is a uniform sales representative for the Nashville location of Cintas Corporation.

Michele Cozzadd (ProMBA 2002) is senior manager of IT supply chain solutions delivery for Ascena Retail Group in Columbus, OH.


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

David Dandurand (ProMBA 2009) was promoted to lead engineer for stockpile program planning at Y-12 in Oak Ridge, TN.

Andrew Davidson (ProMBA 2009) was promoted to engineer section manager, uranium downblending at Nuclear Fuel Services in Erwin, TN.

Brian Dawson, MD (PEMBA 2013) and his company Briley Innovations, LLC won the Virginia Healthcare Innovators category at Scripps Networks in Knoxville. Driver was also named to the Multichannel News 40 Under 40 list of movers and shakers in cable and telecommunications.

Richard Edwards (ProMBA 1999) is senior financial analyst with Comcast in Denver, CO.

Lynn Edwards (ProMBA 2009) was promoted to human resources director, Midwest/Southwest region with DIRECTV in Nashville, TN.

Nick Edwards (ProMBA 2010) is eastern United States sales manager for Kalyn-Siebert.

Mark Elmore (ProMBA 2003) was promoted to IC programs chief, CSE Division, at the Oak Ridge National Laboratory.

Chad Elmore (ProMBA 2011) is category manager with PolSafe in Knoxville.

Larry Evans (1969, MBA 1971), partner at Dixon Hughes Goodman LLP, earned the 2013 Distinguished Accounting Alumni Award from the college’s Department of Accounting and Information Management.

Rocky Evans (ProMBA 2007) was promoted to standard abrasives eastern regional sales manager with 3M.


Roger Fair (ProMBA 2004) is a planner with WebTec in Knoxville.

Shannon W. Farr (1992) was appointed to director of valuation services with Decosimo.

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

Leigh Ann Fisher (1989) was appointed to the CFO of Alcoa’s Global Primary Products.

Rebecca Flick (1987) was appointed the vice president and treasurer of Recall in Norcross, GA.

Scott Forestor (ProMBA 2011) was promoted to global sourcing manager of soda ash and lithium carbonate with Alcoa in Knoxville.

Peter Fox (ProMBA 2005) is retail category solutions, Kroger Division for GlicoSmithLittle in Cincinnati, OH.

Ron Frierson (1981) received a 2013 UT Alumni Service award.

Monty Fritts (ProMBA 2011) is senior technical advisor to the National Nuclear Security Administration for B&W Y-12.

Dustin Garrels (ProMBA 2013) was promoted to senior strategy analyst with Alcoa in Knoxville.

Armando Garza (ProMBA 2004) was promoted to deputy business manager at the Las Bambas Mining Project for Bechtel Chile.

Gabrielle Gaspar, MD (PEMBA 2013) is vice president for medical affairs at Sutter Physicians Services.

Mike Gavlick (EMBA 2012) is an associate partner with Ann Hewitt.

Ken Gavlick (ProMBA 2009) is director of operations for Breathe Green, LLC in Knoxville.

Greg Gilbert (ProMBA 2007) is director of major gifts for university advancement at the University of Southern California in Los Angeles.

Lisa Gilliam (ProMBA 2003) is a commercial analyst in contracts & proposal development with PPD, Inc. in Wilmington, NC.

Alejandro Gomez (ProMBA 2010) was promoted to procurement manager personal care North America for Colgate Palmolive Co., in Piscataway, NJ.

Mike Gregory (ProMBA 2012) was promoted to director of special events and emergency management services for the University of Tennessee System Office.
George Jurak, MD (PEMBA 1999) is vice president of Augusta Health and president of Augusta Health Group in Fisherville, VA.

Lloyd Jolly (ProMBA 2005) was promoted to manager of manufacturing operations criticality safety engineering at Y-12 National Security Complex in Oak Ridge, TN.

Rachel Jones, CPA (2008, MAcc 2010) is a senior in the Tax Services Department of the Lattimore Black Morgan & Cain, PC Brentwood (Nashville, TN) office.

Kris Karnoupakis (ProMBA 2005) is a project manager at Denso in Maryville, TN.

Mike Kastura (ProMBA 2010) is a product manager for DelRoyal in Powell, TN.

John Kemp (ProMBA 2004) is vice president of business development and sales with Maritfer Solar USA.

Bruce Kerr (1983) is the director of accounting and human resources for Blount Partnership (TN).

Melissa Kostner (ProMBA 2006) is IT manager for Pepsi-Cola Bottling Company of Central Virginia in Charlottesville, VA.

Chris King (ProMBA 2012) is a financial advisor with Atchley, Cunningham & Shoemaker in Knoxville.

Eric T. Klintd (1993), senior vice president—wealth management for Merrill Lynch in Nashville, TN, was named to Barron’s prestigious 2013 Top Advisor Rankings for the state of Tennessee.

Wade Knapper (ProMBA 2011) was promoted to vice president and commercial relationship manager with SunTrust Bank in Knoxville.

Christina Lamberti (ProMBA 1999) was promoted to contract administrator in the Office of Research and Administration at the University of Maryland, College Park.

Kelly Lancaster (EMBA 2008) is director of human resources at Maury Regional Medical Center.

Kara Lawson (2003) received the Dawn Staley Community Leadership Award, bestowed by the WNBA, for her community efforts in 2012. The award comes with a $10,000 gift for the recipient’s charitable organization of choice. Lawson, the Connecticut Sun guard and UT Lady Vols All-American, was designated The Pat Summit Foundation.

Christian Lawson (ProMBA 2011) was promoted to director of emergency services and radiology at UT Medical Center in Knoxville.

Sharon Lee (1975) received the 2013 Lizette Crozier French Women’s Leadership Award from the East Tennessee Women’s Leadership Council.

Christopher P. Leichtweis (EMBA 2003) joined the North Wind Group in Idaho Falls as president and chief strategic officer.

Jennifer Leitman (ProMBA 2009) was promoted to senior vice president of marketing and creative for Great American at Scripps Networks in Knoxville.

Brian Levy (ProMBA 2011) is assistant director of health information technology with the Community Health Alliance in Knoxville.

George T. “Buck” Lewis (1976, MBA/JD 1980) of the law firm Baker Donelson received a 2013 Presidential Citation from the American Bar Association. He also received a 2013 UT Alumni Service award.

Julianna Lindsey, MD (PEMBA 2011) is the interim medical director of hospital medicine for the University of Texas Southwestern Medical Center and Parkland Hospitals.

Karl Luna (2011, MAcc 2012) passed all four parts of the CPA exam and now works at EY in Charlotte, NC.

Brad Maeder (ProMBA 2008) was promoted to controller for North American Rail at The Timken Corporation in Fisherville, VA.

Eddie Magnness (ProMBA 2007) is director of ethics and compliance for DOE advanced mixed waste treatment plant with the BW3 Idaho Treatment Group.

Alli Mair (ProMBA 2012) was promoted to account manager with Mohawk Industries in Knoxville.

Larry Martin (1969) was named commissioner of Tennessee’s Department of Finance and Administration.

Joe Matteo (EDP 2002), division president for R&D and manufacturing at ProNova Solutions, LLC, was featured in a Greater Knoxville Business Journal cover story.

Heather May (ProMBA 2013) was promoted to director of revenue management with the Girl Scout Council of the Southern Appalachians.

Ray McDonnell (ProMBA 2011) is a facility engineer with URS at Y-12 in Oak Ridge, TN.

Reggie McKenzie (1986) received a 2013 UT Professional Achievement award.

Dugan J. McLoughlin (1980), a private wealth advisor for Merrill Lynch in Knoxville, TN, was named to Barron’s prestigious 2013 Top Advisor Rankings for the State of Tennessee.

Dan McManigal (ProMBA 2008) is production manager at Green Mountain Coffee Roasters in Knoxville.

Charles McRae (MBA 2002), CEO of Columbus Radiology, was elected to the Radiology Business Management Association board. He will also serve as chair of its Radiology Integration Models Task Force.

Lisa McWhorter, EdD (1993) is vice president for development at Southwestern University.

Michael Meier (ProMBA 2008) was promoted to central region business director with Holocic.

Amy Miles (1986), CEO of Regal Entertainment Group, received the 2013 Marquee Award, recognizing outstanding achievement, commitment, and service to the movie industry, from the National Association of Theatre Owners.

Blaine Morris (ProMBA 2001) is senior vice president, clinical services for Erlanger Health System, Chattanooga, TN.

Reed Mullins (ProMBA 2004) was promoted to director of general and enriched manufacturing at Y-12 in Oak Ridge, TN.

Krishna Natarajan (ProMBA 2007) is director, global operational cost with Merit in Detroit, MI.

Joe Nemunas (ProMBA 2012) is senior managed care product manager at AbbVie in Chicago, IL.

Anu Nowell, MD (PEMBA 2013) was promoted by Advocate Medical Group to be its medical director for the South Region’s Hospitalist Program.

Samuel H. Oakley (1980), a private vice president and private financial advisor for The Oakley Group of SunTrust Investment Services, Inc. in Nashville, TN, was named to Barron’s prestigious 2013 Top Advisor Rankings for the state of Tennessee.

Jason Olander (ProMBA 2012) was promoted to director of capital for Charter Business in Denver, CO.

Paulo Oliveira (ProMBA 2012) was promoted to global manager and regional marketing manager for the Americas with Alstom in Knoxville.

Scott Ostendorf (ProMBA 2011) is vice president of verification services for Credit Plus Inc. in Knoxville.

Michelle Parker (ProMBA 2012) was promoted to chain account executive-convenience with MillerCos in Knoxville.

Elaine Parker (ProMBA 2005) is program manager, isotope production program at Y-12 in Oak Ridge, TN.

Russ Parker (ProMBA 2011) is the area executive for Oracle Storage products in Nashville, TN.

Dean Peery (ProMBA 2009) was promoted to rolling mill superintendent at the Genoa plant in Beaumont, TX.

Jon Perkins (ProMBA 2010) is senior pharmacy operations manager at Express Scripts in Columbus, OH.

Holly Pickelt (ProMBA 2013) is a student services program coordinator at Clemson University in Clemson, SC.
<table>
<thead>
<tr>
<th>Name</th>
<th>Degree Year</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jason Podvin</td>
<td>ProMBA 2006</td>
<td>was promoted to manager of US benefits for Eastman in Kingsport, TN.</td>
</tr>
<tr>
<td>Jim Powell</td>
<td>(1959)</td>
<td>received a 2013 UT Distinguished Alumni award.</td>
</tr>
<tr>
<td>Jeff Presley</td>
<td>ProMBA 2005</td>
<td>was promoted to director, alternate methods of supply at Eastman Chemical Company in Kingsport, TN.</td>
</tr>
<tr>
<td>Sharon Miller Pryse</td>
<td>(1972)</td>
<td>was appointed to the University of Tennessee Board of Trustees.</td>
</tr>
<tr>
<td>Paul Rajah</td>
<td>ProMBA 2009</td>
<td>was promoted to corporate Six Sigma Black Belt at Eastman in Kingsport, TN.</td>
</tr>
<tr>
<td>Ram Raju, MD</td>
<td>PEMBA 2000</td>
<td>was ranked one of the 50 Most Influential Physician Executives in Healthcare by readers and senior editors of Modern Healthcare magazine.</td>
</tr>
<tr>
<td>Mark Rassell</td>
<td>ProMBA 2013</td>
<td>is a production supervisor with Tyson Foods in Goodlettsville, TN.</td>
</tr>
<tr>
<td>Jay Remko</td>
<td>(EMBA 2007)</td>
<td>is the senior director of IT at Mueller Company.</td>
</tr>
<tr>
<td>Cody Rhodes</td>
<td>ProMBA 2008</td>
<td>was named to the Plant Engineering list of the 2012 Leaders Under 40.</td>
</tr>
<tr>
<td>Tom Rice</td>
<td>ProMBA 2007</td>
<td>was promoted to senior manager of metrics and performance analysis with TVA in Chattanooga, TN.</td>
</tr>
<tr>
<td>Richard Riley Jr.</td>
<td>PhD 1998</td>
<td>was a faculty at West Virginia University College of Business and Economics, co-authored three papers that earned three prestigious awards: the CPA Journal’s 2012 Max Block Award, the Forensic &amp; Investigative Accounting AAA Forensic Research Award, and the Association of Certified Fraud Examiners 2012 Hubbard Award.</td>
</tr>
<tr>
<td>Kelley Roberts-Moore</td>
<td>ProMBA 2009</td>
<td>was promoted to HR manager of the Amazon Fulfillment Center in Charleston, SC.</td>
</tr>
<tr>
<td>Philip Roy</td>
<td>ProMBA 2011</td>
<td>is test &amp; commissioning manager with Mevion Medical Systems in Littleton, CO.</td>
</tr>
<tr>
<td>Phil Russell</td>
<td>ProMBA 2012</td>
<td>was promoted to maintenance department transition manager at the TVA Watts Bar Nuclear Plant in Spring City, TN.</td>
</tr>
<tr>
<td>Flavio Santos</td>
<td>ProMBA 2012</td>
<td>was promoted to Sales VP at Sverdai in Cartersville, GA.</td>
</tr>
<tr>
<td>Jerri Schmidt</td>
<td>(ProMBA 2008)</td>
<td>was promoted to IS compliance leader at Alcoa in Alcoa, TN.</td>
</tr>
<tr>
<td>Kathleen Schiltz</td>
<td>(ProMBA 2008)</td>
<td>is an analyst on the UF Project Y-12 at Oak Ridge, TN.</td>
</tr>
<tr>
<td>Stephanie Selectman</td>
<td>(2011, MAcc 2012)</td>
<td>passed all four parts of the CPA exam and now works for Dixon Hughes Goodman in Atlanta, GA.</td>
</tr>
<tr>
<td>Harold Stone</td>
<td>’50, ’51</td>
<td></td>
</tr>
<tr>
<td>J. Alex Williams</td>
<td>’51</td>
<td></td>
</tr>
<tr>
<td>David Rediehs</td>
<td>’55</td>
<td></td>
</tr>
<tr>
<td>Thomas Addington</td>
<td>’57</td>
<td></td>
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<tr>
<td>Ray Moore</td>
<td>’57</td>
<td></td>
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<tr>
<td>Robert Spickard</td>
<td>’58</td>
<td></td>
</tr>
<tr>
<td>Bruce Pherson</td>
<td>’59</td>
<td></td>
</tr>
<tr>
<td>Oscar Taylor</td>
<td>’59</td>
<td></td>
</tr>
<tr>
<td>Carolyn Balog</td>
<td>’65, ’76</td>
<td></td>
</tr>
<tr>
<td>David Collins</td>
<td>’67</td>
<td></td>
</tr>
<tr>
<td>Ronald Sharp</td>
<td>’67</td>
<td></td>
</tr>
<tr>
<td>David Akers</td>
<td>’69</td>
<td></td>
</tr>
<tr>
<td>John Stephens</td>
<td>’69</td>
<td></td>
</tr>
<tr>
<td>Madhan Sundaram</td>
<td>ProMBA 2010</td>
<td>is a director of product management at Finovon, Inc. in Knoxville.</td>
</tr>
<tr>
<td>Mike Swenny</td>
<td>ProMBA 2013</td>
<td>was promoted to staff operations &amp; training specialist with the 844 Engineer Battalion, US Army Reserve.</td>
</tr>
<tr>
<td>Scott Swiny</td>
<td>ProMBA 2008</td>
<td>is corporate director of information technology at Playcor in Chattanooga, TN.</td>
</tr>
<tr>
<td>Traci (Williams) Taylor</td>
<td>ProMBA 2000</td>
<td>is the operations leader for the Health and Benefits division for North America for Mercer.</td>
</tr>
<tr>
<td>Thomas Blair</td>
<td>’75</td>
<td></td>
</tr>
<tr>
<td>Kathy Hembree</td>
<td>’76</td>
<td></td>
</tr>
<tr>
<td>Elmer Long</td>
<td>’76</td>
<td></td>
</tr>
<tr>
<td>John Stubblefield</td>
<td>’76</td>
<td></td>
</tr>
<tr>
<td>James Pinkert</td>
<td>’77</td>
<td></td>
</tr>
<tr>
<td>Michael Stringfield</td>
<td>’77</td>
<td></td>
</tr>
<tr>
<td>Carl Kelly Jr.</td>
<td>’77, ’97</td>
<td></td>
</tr>
<tr>
<td>Russell Eldridge</td>
<td>’78</td>
<td></td>
</tr>
<tr>
<td>Hayes Taylor</td>
<td>ProMBA 2013</td>
<td>was promoted to director of performance management for Grace Healthcare.</td>
</tr>
<tr>
<td>Angie Tompkins</td>
<td>ProMBA 2007</td>
<td>was promoted to deputy project engineer on the UF Project Y-12 at Oak Ridge, TN.</td>
</tr>
<tr>
<td>Kaitlyn Tomlinson</td>
<td>(2011, MAcc 2012)</td>
<td>passed all four parts of the CPA exam and now works for EY in Nashville, TN.</td>
</tr>
<tr>
<td>Jaime Torres</td>
<td>ProMBA 2003</td>
<td>is business development manager for Cook Compression in Knoxville.</td>
</tr>
<tr>
<td>Kevin Trice, MD</td>
<td>(PEMBA 2011)</td>
<td>was added to the Northeast Ohio Medical University Foundation board of directors. He is president and CEO of Pulmonary Apps, LLC in Cleveland, OH, and associate medical director at Welpoint, Inc. in Indianapolis, IN.</td>
</tr>
<tr>
<td>Suresh Vannan</td>
<td>ProMBA 2013</td>
<td>was promoted to manager and science team lead at the Oak Ridge National Laboratory.</td>
</tr>
<tr>
<td>Trina Vazquez</td>
<td>(ProMBA 2012)</td>
<td>is the executive director for the Council on Aging for Henderson County, NC.</td>
</tr>
<tr>
<td>Troy Welch</td>
<td>ProMBA 2006</td>
<td>is divisional president of ProNova Solutions in Knoxville.</td>
</tr>
<tr>
<td>Cecily Wester</td>
<td>(ProMBA 2013)</td>
<td>was promoted to field supervisor at the Department of Human Services in Knoxville.</td>
</tr>
<tr>
<td>Matthew Whinery</td>
<td>ProMBA 2009</td>
<td>is energy manager for the Oak Ridge office of H &amp; T Enterprises.</td>
</tr>
<tr>
<td>Arcy Wilson</td>
<td>ProMBA 2007</td>
<td>was promoted to sourcing manager for the Engine Business Unit of Cummins in Columbus, IN.</td>
</tr>
<tr>
<td>Tom Worgess</td>
<td>ProMBA 2007</td>
<td>is supply operations manager for GlaxoSmithKline in Memphis, TN.</td>
</tr>
<tr>
<td>Kevin Wren</td>
<td>(ProMBA 2007)</td>
<td>was promoted to strategic customer consultant for the West Tennessee District of TVA in Memphis. He was also honored for his community leadership in greater Memphis by being chosen for the 2013 Men of Excellence by the Tri-State Defender.</td>
</tr>
<tr>
<td>Eric Wrzesniewski</td>
<td>(ProMBA 2012)</td>
<td>is regional HRI manager/ business partner with Dow Chemical supporting multi-site operations across the Southeast.</td>
</tr>
<tr>
<td>Katie Wrzesniewski</td>
<td>(ProMBA 2011)</td>
<td>was selected for the 2013 Rising Leaders Program of Women in Cable Telecommunications.</td>
</tr>
<tr>
<td>Ned Stanley Zeiler</td>
<td>(1996)</td>
<td>was appointed the vice president and director of research for Strategic Growth Bank in El Paso, TX.</td>
</tr>
<tr>
<td>Sophie Zerby</td>
<td>(ProMBA 2009)</td>
<td>was promoted to Six Sigma Master Black Belt with Cummins Business Services in Nashville, TN.</td>
</tr>
</tbody>
</table>

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**In Memoriam** listed alphabetically by decade of graduation date

### 40s
- Charlene Hamrick
- Ralph Dearderick
- Joe Parker
- John Gray
- John McTeer
- Gerald Posthumus

### 50s
- Harold Manner
- Joseph Powell
- Russell Scott

### 60s
- Nancy Shirley
- Clyde Ballif Sr.
- Robert Lewis Jr.
- M. Ellen Seper

### 70s
- George Bovie III
- Earl Jones
- Reginald Martin
- Gary Madden
- Carroll Perry
- Michael Joyce
- Prentice Dixon

### 80s
- Thomas Blair
- Kathy Hembree
- Elmer Long
- John Stubblefield
- James Pinkert
- Michael Stringfield
- Carl Kelly Jr.
- Russell Eldridge

### 90s
- Mark Bean
- Ashley Robach

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This update reflects information known as of October 15, 2013.
Listed on the following pages are those individuals, organizations, corporations, and foundations whose gifts of $100 or more were received by the College of Business Administration in fiscal year 2013 (July 1, 2012, through June 30, 2013).

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

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

OVER $500,000

Anderson Family
Anonymous
Estate of Laverne B. Culbertson
James & Natalie Haslam II
Estate of Sarah Ellen Skinner

$250,000-$499,999

Haslam Family Foundation Inc.

$100,000-$249,999

B & W Y-12 Technical Services L.L.C.
James B. Baker
Robert & Phyllis Baron
BB&T
Randal & Jenny Boyd
John Charles Compton
McComick & Company Inc.
Gerald Thomas Niedert
Regal Entertainment Group Foundation
William B. Stokely Jr. Foundation

$25,000-$49,999

Ernst & Young LLP Foundation
Farm Bureau Insurance Companies of TN
Home Federal Bank of Tennessee
Nat R. Martha M. Knaster Charitable Trust
Joseph & Barbara O’Donnell
PepsiCo Foundation Inc.
Gregory L. Smith

$5,000-$9,999

David & Judy Aiken
American Marketing Assoc
Knoxville Chap
Jennifer Banner & James Schaad
Leonard & Laura Berlik
Boise Cascade Holdings L.L.C.
Kertrina R. Brame
Brogan Financial Inc.
David A. Brown II
Steven & Jill Brown
Andrew N. Burns
Samuel & Sharon Carter Jr.
Charles Koch Foundation
Charles & Agenia Clark Jr.
Community Foundation of Greater Atlanta
Joe R. Crafton Jr.
Wendy W. Crafton
Ernst & Young LLP
David M. Evans
Brian & Heather Foley
Roy & Christine Foust
James & Marcia Foxworthy
Kenneth & Peggy Gilbert
Greater Houston Community Foundation
Steven & Jane Harb
Jimmy & Dee Haslam III
William & Christen Haslam
IBM International Foundation
J. A. Fielden Co., Inc.
Robert & Beverly Johnson
Dale Keasing
Russell L. Lamb
Lawler-Wood L.L.C.
Jeffrey & Caroline McCamry
Janet L. McKinley
Jack & Patricia Mikes
PepsiCo Incorporated
Pinnacle National Bank
J. Daniel & Allison Presley
Joseph & Sharon Pryse

Gary & Donna Rose
Sanford C. Bernstein & Co., LLC
Dane & Meg Scism
Southeast Bank
Estate of Arthur B. Stowers Jr.
Michael & Tiffany West

$10,000-$24,999

Anderson Merchandisers
Anonymous
Walter & Elizabeth Beaver
Michael & Nancy Berry
Boeing-McDonnell Foundation
John Harrigan Boll
R. Stanley Bowden II
Bill F. Breeding Jr.
Bridgestone Americas Trust
Martin & Ann Brown
Aubrey R. Burleson
Jim & Celeste Butler
Ernest & Bonnie Cadotte
Citizens Bank Tri-Cities Foundation Ltd
Deloitte Foundation
John & Breda Dittmann
Charles W. Duggan
ExxonMobil Foundation
Fidelity Charitable Gift Fund
Fidelity Investments
First Horizon Foundation
FirstExpress Inc.
Foundation for the Carolinas
Freddie Mac Foundation
Paul & Patricia Green
Jewelry Television by ACN
Bob & Molly Joy
Michael & Pamela Koban Jr.
KPMG Foundation
L. Dewey & Helen Lee
William & Pamela Lee
Ralph Masengill Jr.
John & Kathy McLeod
Leslie & Kristin Mints
John R. Moore
Morgan Stanley Smith Barney Gift Inc.
Jim & Kathy Newsome
Frank & Elaine Ozburn Jr.
Charles Wesley Pearson III
Samuel J. Perry
Will James Pugh
PVS Chemicals Inc.
Ramsey Family Foundation
Jon & Mintha Roach
Brett W. Rousch

Ruby Tuesday Inc.
Ali Safavi
Sake Inc. Operations Center
Richard & Ann Smith
John Edwin Stokely
The Procter & Gamble Company
The Procter & Gamble Fund
William L. Vallot Jr.
Kate L. Vitasek
David & Carolyn White
Jan & Elaine Williams

$5,000-$9,999

David & Judy Aiken
American Marketing Assoc
Knoxville Chap
Jennifer Banner & James Schaad
Leonard & Laura Berlik
Boise Cascade Holdings L.L.C.
Kertrina R. Brame
Brogan Financial Inc.
David A. Brown II
Steven & Jill Brown
Andrew N. Burns
Samuel & Sharon Carter Jr.
Charles Koch Foundation
Charles & Agenia Clark Jr.
Community Foundation of Greater Atlanta
Joe R. Crafton Jr.
Wendy W. Crafton
Ernst & Young LLP
David M. Evans
Brian & Heather Foley
Roy & Christine Foust
James & Marcia Foxworthy
Kenneth & Peggy Gilbert
Greater Houston Community Foundation
Steven & Jane Harb
Jimmy & Dee Haslam III
William & Christen Haslam
IBM International Foundation
J. A. Fielden Co., Inc.
Robert & Beverly Johnson
Dale Keasing
Russell L. Lamb
Lawler-Wood L.L.C.
Jeffrey & Caroline McCamry
Janet L. McKinley
Jack & Patricia Mikes
PepsiCo Incorporated
Pinnacle National Bank
J. Daniel & Allison Presley
Joseph & Sharon Pryse
Contributors to the College

Rich, Clement & Norfleet
William Kim Salmons
William & Jane Salter
David & Deborah Stevens
Jeffrey & Carol Stratton
Sharon Mullinax Taylor
Tennessee Valley Human Resource Assoc.
U.S. Charitable Gift Trust
United Way Inc.
UT Federal Credit Union
VACO LLC
James C. Ward III
Kenneth & Shari Wills

$2,500-$4,999

21st Mortgage Corporation
Howard & Wendy Allenberg
Martin & Karyn Altschuler
James H. Atchley
Kelvin Maurice Ault
Jonathan C. Bailey
Bank of America Foundation
BB&T Corporation
Adam John Bean
Allen B. Bell
Douglas & Lori Blalock
Mark & Karen Bowling
BPV Wealth Management LLC
Thomas P. Brown
Capital Campaigns Inc.
David & Penny Carver
Peter & Doris Coode
E. Terry & Juanita Cowles
Marcus & Kelli Davenport
Jeffery & Janet Davis
Kerry A. Dodd
Ernst & Young LLP
Estate of John W. Fisher
Norman D. Estep
Terry & Kathy Evans
EventBooking.com
Don & Sandra Fancher
Ed Fariss
Michael M. Flanary
M. Benjamin & Susan Foard
Robert & Catherine Ford
Marshall & Ashley Franklin
Tom & Caren Gallaher
Nam M. Given
Kostyantyn L. Grabovecky
Tom & Constance Hawkins Jr.
W. Logan & Johnnie Hickman Jr.
Tonya G. Hinch
Robert & Sharon Huette
Kevin & Tammi Janiga
Kimberly-Clark Foundation
KPMG
Lattimore, Black, Morgan & Cain PC
Michael K. Littlejohn
Frank & Mary McGregor
Robert Marshall McKinley
Merck & Co. Inc. Foundation
Alex Miller
Mark A. Muth
Edward & Karen Pershing
Powell Construction Company Inc.
Pugh CPA’s
Howard & Agatha Ray
Regions Bank
Scott A. Roe
Eugene & Elizabeth Seymour
Barrett & Betsy Simons
A. Dean & Ann Skadberg Sr.
David M. Snapp
David & Beverly Stacey
Michael & Rebecca Sutton Sr.
Herman & Karen Tallman
R. Marshall & Anne Taylor
Team Health Inc.
Judi Vogt Tompkins
Unum Group Inc.
Vanguard Charitable Endowment Program
James & Candi Wansley
Watson Foundation Inc.
Milburn & Sandra White

$1,000-$2,499

John & Donna Adams Jr.
Kenneth & Ellen Anderson
Todd E. Archer
Atmos Energy Corporation
John & Leann Balles
Bruce & Julianne Behn
John P. Behrens
Law Rogers Bollette III
April Blalock
Shirley Pih Broadbery
Michael L. Brookshire
Chip & Kym Bryant
Leigh A. Burch III
Burgers L. L. C.
Renda J. Burkhard
Richard & Nancy Cardin
Ronnie H. Carroll
Stanley Chervin
Barbara Richards
Charlie & Dorothy Chinwood
Robert E. Christopher
James Anthony Chyz
Kevin E. Clark
Robert L. Clark
Gary & Marsha Clayton
ConocoPhillips

Stephen & Patty Coulter Sr.
Scott & Jill Craig
Michael & Helen Crotty
Crowe Horwath LLC
Scott & Stephanie Daniel
Clay & Anita Davis Jr.
John C. Davis
Mark Wagner Davis
Cliff Defee
Paula E. Dowell
Deana L. Drewry
James & Sharon Edwards
Jon Todd Ellis
Enterprise Holdings Foundation
Ervin General Partnership
Elizabeth S. Etheredge
Lester E. Finnell Jr.
First Tennessee Bank
Emerson & Catherine Fly
Shirley A. Flynn
Duncan & Karol Fort III
William & Deborah Fox
Daniel & Renee Franklin
William & Lynn Freeman II
J. Lee Fry III
Michael Davick
Genesco Inc.
G. Gregory Gilbert
Susan Golicic
William T. Graves
Michael & Elizabeth Greene
Ronald & Barbara Grubbs Jr.
Gary & Vicki Hall
Halliburton Foundation Inc.
Jason & Ashley Hamilton
Andrew R. Harper
John & Harriett Harty
Jere & Barbara Haekew
Ted & Nancy Helms
Hershey Foods Corporation
Rosalyn L. Hess
Lisa Waller Hill
John George Hoffman III
Ronald S. Holcomb
Giles David Hollins
David & Shirley Horowitz
Ted Hotz
David R. Howard
Christopher & Karen Ideker
International Paper Company
Janney Montgomery Scott
Joseph & Patricia Johnson
James & Ruth Keally
Kramer Rayson L.L.P.
Robert & Karen Ladd
Barney Lewis Lane
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