

# JAKE JABS COLLEGE OF BUSINESS & ENTREPRENEURSHIP

INSPIRING CREATIVITY, INNOVATION, AND GROWTH SINCE 1893

## Annual Report 2017 - 2018



**MONTANA**  
STATE UNIVERSITY

JAKE JABS  
College of  
BUSINESS &  
ENTREPRENEURSHIP



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302 Jabs Hall · PO Box 173040  
Bozeman, MT 59717-3040

[www.montana.edu/business](http://www.montana.edu/business)

# 2017-2018 YEAR IN REVIEW

## June

**May 15-June 13**

Two students participate in Starzen Internship

**June 4-18**

Students travel to London, England

## August

**August 22**

Faculty Retreat

**August 24**

MSU Convocation: Bryan Stevenson

**August 31**

MPAc Professional Workshop

## October

**Oct 2-6**

AMA at MSU Marketing Week

**Oct 4**

Meet the Business Recruiters

**Oct 5**

MSU Career Fair

**Oct 6**

24th Ann. Family Business Day

**Oct 17**

CATalyst Panel Conversations

**Oct 19**

Startup of MSU You: Website Development

**Oct 25**

Startup of MSU You: Kickstarting Your Business

**Oct 26**

Orser Speaker: Nicole Jones

## November

**Nov 3**

Elevator Pitches

**Nov 8**

Guest Speaker: Diana Holshue

**Nov 15**

BLP: Idea Challenge Awards

## September

**Sept 6**

Entrepreneurship Info Night

**Sept 7**

Scholarship Banquet

**Sept 8**

MT Community Banking Advisory Council meeting

**Sept 21**

Meet the Accounting Recruiters

**Sept 27**

MSU Study Abroad & Student Involvement Fair

**Sept 27**

Entrepreneur presentations

**Sept 28**

JJCBE Alumni Awards

**Sept 28**

29 JJCBE Advisory Board Meeting

**Sept 29**

16<sup>th</sup> Ann. Golf Tournament

## December

**Dec 8**

Christie Johnson retirement celebration

**Dec 13**

BGEN 194 Venture Pitch Competition

**Dec 15**

Commencement Celebration / Awards

**Dec 16**

Fall Commencement/MPAc Hooding

## January

**Jan 5**

Faculty Retreat

**Jan 9**

Spring Convocation

**Jan 22-23**

AACSB Accreditation team visit

**Jan 23**

MT Community Banking Info Night

**Jan 24**

Spring Involvement Fair

**Jan 27-28**

Code 24 Competition

## March

**March 8**

CFA Montana Topic Dinner

**March 30-31**

Annual AIC Pow Wow

## April

**April 5-7**

AMA International Collegiate Conference, New Orleans, LA

**April 6**

JJCBE Advisory Board Meeting

**April 13**

MSU Annual Student Research Celebration

**April 14**

Human Resources student competition

**April 20**

District XI 2017 NSAC Event, Seattle, WA

**April 28**

TEDxBozeman

## February

**Feb 3**

International Food Bazaar

**Feb 6**

406 Labs: Demo Day

**Feb 9**

CFA Institute Research Challenge, Spokane, WA

**Feb 12-Apr 9**

MSU VITA prepared taxes

**Feb 14**

Spring Meet the Business Recruiters

**Feb 16**

Awards for Excellence 4 students and their mentors

**Feb 17**

Bobcat Birthday Bash

**Feb 22**

Orser Speaker: Rich Barton

**Feb 27**

MT Community Banking Mentorship Dinner

**Feb 28-Mar 3**

Management Club trip to California

**Feb, Mar**

Acct students travel to Alaska through VITA program

## May

**May 4**

Commencement Celebration/Awards

**May 5**

Spring Commencement

**May 10**

10th Ann. Women's Circle of Excellence Conference



# HISTORY

- 4 125th Timeline
- 7 Dean's letter
- 8 Dean to Step Down, Return to Teaching
- 9 Mark Ranalli Hired as New Business Dean



# FEATURES

## Students/Recent Graduates

- 13 Student Spotlight: Garrett Leach
- 14 AMA Student Chapter Earns Three National Awards
- 15 Business Student Accepted into Prestigious Student Fellow Program
- 16 Interdisciplinary Student Team Takes First Place in Advertising Competition Again
- 17 Students Raise Funds to Support Montana Wildfire Relief Efforts



## Faculty & Staff

- 19 Ana Voss Recognized for Dedication to Students and Courtesy to All
- 20 New Faculty: Brooke Lahneman, Pinky Rusli
- 22 Professor Duo Receives Research Grant to Study Efficiency of Health Centers
- 23 List of faculty publications

## Alumni & Friends

- 25 Featured Alum: Nicole Jones '97
- 27 Accounting Alumnus Keeps Track of Millions for Bozeman Schools (RJ Tvedt)
- 28 Butte 20 Under 40 (Jenean Kujawa, Andy Durkin)
- 30 College Honors Four with MSU Homecoming Awards
- 31 Business Alum Receives Prestigious Blue & Gold Award

## Programs & Curriculum

- 33 Bracken Center Provides Opportunities Instrumental for Student Success; Linda Ward back in Bracken
- 34 Interdisciplinary 'Farm to Market' Course Wins National Design Education Award
- 35 The Gift of Koden Continues to Give
- 36 Partnership Helps Students Become Pilots, then Earn Business Degrees
- 38 Students Continue to Volunteer in Rural Alaska through Unique VITA Program
- 39 College Maintains AACSB Accreditation



# OUTSTANDING STUDENTS

- 42 Four Seniors and their Mentors Honored at 2018 Awards for Excellence
- 42 Annual Student Awards - Graduation Celebration
- 43 Boardroom Bobcats: Michael Hill
- 44 Management Club Earns SHRM Honors
- 45 JJCBE Student Organizations



# FACULTY & PROGRAMS

- 46 New York City Trip
- 47 New Director of MSU's Blackstone LaunchPad
- 48 London Experience
- 49 Faculty Awards for Teaching, Research, and Service
- 50 Blackstone LaunchPad and 406 Labs
- 51 Blackstone LaunchPad visits Ireland
- 52 Montana Summer Startup Academy



# COMMUNITY INVOLVEMENT

- 54** Golfers Support Students through Annual Tournament
- 55** Family Business Day Honors Eight Montana Businesses
- 56** Women's Circle of Excellence (WCOE) Conference
- 57** Guest Speakers 2017-2018



# ALUMNI & FRIENDS

- 58** Alumni Inducted into Athletics Hall of Fame
- 59** Alumni Receive Colorado Leadership Awards
- 59** Business Grad Becomes Youngest DECA Board Director
- 60** Marketing Grad's Brewing Company Tapped to Produce MSU Commemorative Beer
- 61** "What's Next?" (for our recent graduates)

# UPDATES

## Outstanding Students

- 66** Student Team Places 3rd at Research Competition
- 66** Day of Student Recognition
- 66** Student Athlete Awards
- 66** Beta Alpha Psi Recognized as Distinguished Chapter
- 66** Student Entrepreneurs Secure Business Funding and Awards at Startup Challenge
- 67** Can the Griz

## Faculty & Programs

- 67** Professor Wins Scholarship for Students
- 67** MPAC workshop
- 68** Endowment Established to Honor Long-Time Accounting Professor
- 68** Marketing Professor Presents Innovative Research at Conferences

## Community Involvement

- 69** LaunchPad Hosts International Female Entrepreneurs
- 69** Founder & Executive Chairman of Zillow Shares Experiences as Orser Speaker
- 70** Entrepreneurship Center Hosts Website and Kickstarter Workshops
- 70** Consulting Programs Provide Hands-On Experiences for Students
- 70** New Partnership to Provide Additional Opportunities for Student Entrepreneurs

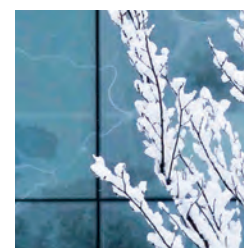


## Alumni & Friends

- 71** Alum with Passion for Horses Graces Two National Magazine Covers
- 71** Alum's Bozeman Business Makes Entrepreneur 360 List
- 72** Two Alumni Honored on Local Newspaper's 20 Under 40
- 72** Company Co-Founded by Alum Named to 2018 Startup Watch List
- 72** Successful Kickstarter Campaign Leads to "Montana Chop Sticks"
- 73** Foundant Technologies Listed as Largest Tech Company in Montana
- 73** CATalyst Panel Conversations Link Students to Recent Graduates

# GIVING

- 75** Letter from Jackie Sather
- 79** Honor Roll of Donors





# Inspiring creativity, innovation and growth since 1893.

**1893**

First business courses taught at the Agricultural College of the State of Montana (now Montana State University) with eight enrolled students. The first college catalog included "book-keeping" and "commercial arithmetic." H.G. Phelps serves as the first business professor and department head.

**1924**

Cost accounting was introduced to the business curriculum; 79 students were enrolled.

**1946**

Courses were added in advertising, merchandising, and salesmanship.



**1949**

Name changed from the Secretarial Department to the Commercial Science Department.

**1958**

Department name changed from Commercial Science to Commerce.



**1960**

The Commerce Department was moved from the SUB to the third floor of Reid Hall.



**1968**

Renamed the School of Commerce; more than 720 students were enrolled.

**1969**

First Master of Science in Business Education was granted.

## NOTABLE PEOPLE



Members of the 1919 Secretarial Club.



Leona Barnes, the college's first female Professor of Business, developed the first data processing course for business students, organized two honorary fraternities, and helped develop the Montana Business Education Association during her 38 years of teaching.



Harvey A. Larson was the longest acting head and dean of the college, from 1957 - 1984. He was the first faculty member with a Ph.D.



In her 37 years at MSU, Christie Johnson established the MSU chapter of Beta Alpha Psi, created the original Meet the Accounting Recruiters event, organized the inaugural MPAc Professionalism Workshop, and won over 30 awards including 18 MSU Awards for Excellence.



The Gary K. Bracken Center for Excellence in Undergraduate Business Education was created in 2003 in honor of Gary Bracken '61.



MSU alumnus Jake Jabs gifted \$25 million to the college to build its new home, Jabs Hall, and support student programs.



## FEATURED PROGRAMS

The Volunteer Income Tax Assistance (VITA) program has been operational for more than 30 years and provides hands-on experience.



The Center for Entrepreneurship for the New West (now the Jabs Entrepreneurship Center), was opened in 2002.

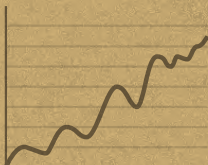


MSU alumnus Lachlan Perks was a recent Orser Executive Speakers Forum lecturer, a series established in 1988 by David Orser '66.



**1975**

Reorganized as a separate academic unit; Renamed School of Business and Technology.



**2001**

Center for Entrepreneurship for the New West opens. New National Board of Advisors recruited.

**2002**

The Bracken Center for Excellence in Undergraduate Business Education is created.



**2011**

The college receives the largest private gift in the history of the Montana higher education system from MSU alumnus Jake Jabs.



**2013**

Name changed to the Jake Jabs College of Business & Entrepreneurship (JJCBE); Blackstone LaunchPad at MSU has grand opening.

**2015**

Jabs Hall is completed, earning LEED silver designation, and the JJCBE moves into the new building.



**2018**

JJCBE maintains AACSB accreditation

**1981**

Received accreditation from AACSB (then the American Assembly of Collegiate Schools of Business) on May 6.



**1983**

Formally recognized as the MSU College of Business. Formal advisory council created.

**1995**

Master of Professional Accountancy (MPAc) degree initiated.



Students at the BGEN 104 Business & Entrepreneurship (freshmen) seminar Venture Pitch Competition.

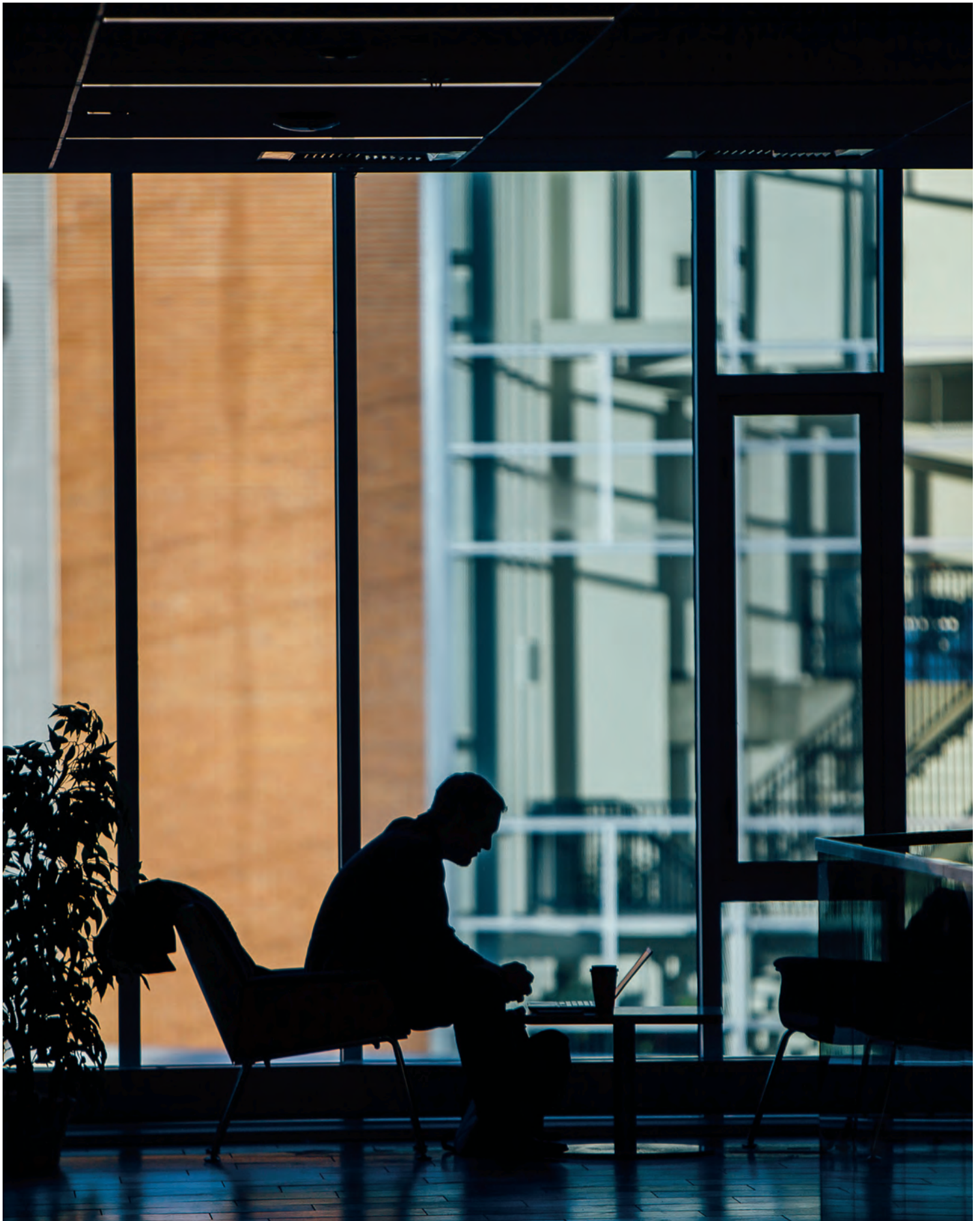


Established in 1994, the Family Business Program has honored more than 150 Montana family businesses.



Accounting students at graduation.







This is my last opportunity to address readers of this annual report as dean of the Jake Jabs College of Business and Entrepreneurship. Approximately one year ago I decided that I wanted to spend more of my time working directly with students and furthering the college's entrepreneurship efforts. As of July, 2018, I have moved out of the dean's office and returned to my role as a business professor. I am excited about the future of the college under the leadership of our new dean, Mark Ranalli and I am committed to his success. I will be fully engaged with the college in my role of professor, and I am absolutely committed to making this the best college it can be.

Six years ago, I arrived on MSU's campus and settled into my office in Reid Hall as the new dean of the College of Business. Over the next three years, I was fortunate to be part of the team that designed and built Jabs Hall. During that time, we changed our name to the Jake Jabs College of Business and Entrepreneurship and fully embraced our mission to support entrepreneurship. Jabs Hall has been our home since the summer of 2015, and every day I enter Jabs Hall I am reminded how much this wonderful building has helped us attract great students and faculty and created a world-class learning environment. We have built a dynamic, lively college, where students, faculty, and staff thrive. I hope you take the time to read this annual report that describes our collective accomplishments over the past year, as we celebrate MSU's 125th anniversary. We have built a college we can all be proud of, and I am confident that we will continue to be even better in the future.

As I step away from the Dean's office, I want to thank all of the wonderful faculty, staff, students, and members of the larger MSU community who helped make the last six years so rewarding for me. I also owe many thanks to our fantastic alumni and members of our advisory councils who have been so supportive of me and the college. I look forward to continuing to build these relationships as I serve the college in new ways.

I encourage all of you to stay in contact with the college. Please stop by and see us. I always enjoy interacting with alumni and friends of the college, so come and find me. My new faculty office isn't as big as my old Dean's office, but there's always room for friends!

Sincerely,

A handwritten signature in black ink that reads "Kregg Aytes". The signature is written in a cursive, flowing style.

Kregg Aytes

## DEAN STEPS DOWN, RETURNS TO TEACHING

Kregg Aytes stepped down as dean of the Jake Jabs College of Business and Entrepreneurship at the end of the 2017-18 academic year. Aytes, who was hired as dean in July 2012, has returned to teaching, occupying an available tenure track faculty position within the college.

“I miss teaching. I want to get back into the classroom where I can share my passion for helping to build a vibrant entrepreneurial ecosystem in Montana,” Aytes said. “And with entrepreneurial activity increasing in Bozeman and Montana, the timing is excellent for us to build on this momentum and make MSU a hub of entrepreneurship.”

Robert Mokwa, MSU’s executive vice president for academic affairs and provost, said it has been a privilege to work with Aytes as business dean.

“The Jake Jabs College of Business and Entrepreneurship has benefitted tremendously from his leadership over the past five years. He’s helped the college live up to the entrepreneurship part of its name and has succeeded in engaging students in entrepreneur activities from a variety of majors and academic backgrounds,” Mokwa said. “I’m very happy that Kregg will remain on the faculty to bring his experience, knowledge and leadership skills to our students.”

During his time as dean, Aytes oversaw the completion of Jabs Hall, which was built with a \$25 million gift from alumnus Jake Jabs as a new home for MSU’s business college. Aytes said the building, the most energy-efficient one on campus, was the highlight of his tenure as dean.

“It’s a great place for students from across campus to come together to collaborate, and the classrooms are desired by faculty from across campus,” he said. “We regularly invite

community members in for events and speakers, and the building is typically humming with activity throughout the school year.”

In Aytes’ years as dean, the number of students majoring

in business increased by 23 percent, and he set out to make business education even more accessible to students. Under Aytes, two new certificate options for non-business majors were added — one in administration and the other in entrepreneurship. Those certificate programs have just become available for students. In addition, MSU business students continued to increase their community outreach by consulting with more than 70 local businesses as part of various class projects. Aytes also guided efforts to coordinate with other colleges to offer team-taught classes through the Design Sandbox for Engaged Learning which are aimed at helping students be more innovative and collaborative.

Back in the classroom, Aytes said he intends to continue his work on the

themes of creativity and innovation that he championed as dean.

“I am passionate about these issues and will be able to bring my relationships and experiences as dean to bear on helping us build our reputation as an entrepreneurial, collaborative university that can provide significant interdisciplinary experiences to our students,” he said. “I am committed to the long-term success of MSU and believe that this move allows me to sustain my contributions to MSU for many years to come.”







## MARK RANALLI HIRED AS NEW BUSINESS DEAN

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An administrator and professor from Tufts University is the next dean of Montana State University's Jake Jabs College of Business and Entrepreneurship, following a national search. Ranalli began at MSU July 1.

"We are confident Mr. Ranalli will be an extraordinary leader for the Montana State University Jake Jabs College of Business and Entrepreneurship," said Bob Mokwa, executive vice president for academic affairs and provost. "His experience as an administrator and professor, as well as his experience in business, is evidence of his innovative approach – an approach that will translate well to our business college."

Ranalli's experience at Tufts University includes serving since 2014 as associate dean of the School of Engineering, as professor of the practice and as executive director of the Tufts Gordon Institute, which encompasses two graduate degrees, a minor, an entrepreneurial leadership studies program and the university's entrepreneurship center. Ranalli helped secure space for the Tufts entrepreneurship center, was a driving force behind a university-wide strategic initiative to define a long-term strategy for entrepreneurship at the university, and helped launch a new master's program of

innovation and leadership. Enrollment across the programs he managed more than doubled during his time there.

In the realm of business, Ranalli co-founded and

served as CEO of Basessix, an internet professional services agency. He later founded and led Helium, a crowd-sourcing content marketing and publishing company, which was later sold to the marketing firm RR Donnelley, where Ranalli served as managing director of the company's digital solutions group. Ranalli led a new business unit and provided strategic leadership for the firm. He also oversaw merger and acquisition efforts for new technologies and worked to integrate businesses and products into the firm.

Ranalli has a master of business administration from Dartmouth College's Tuck School of Business and a bachelor's degree in electrical engineering with a concentration in computer science from Stanford University.

He succeeds Kregg Aytes, who announced in 2017 that he was stepping down as dean at the end

of the 2017-2018 academic year to return to teaching. Aytes will occupy an available tenure-track faculty position within the college.







**1893**

One of the first classes offered at what would eventually become Montana State University was a business course that covered basic secretarial skills, bookkeeping and standard business practices.





# Hand and Typewriting





**This page:** As ASMSU student body president, Garrett led the Community Cat Walk.



## STUDENT PROFILE: GARRETT LEACH

How do you turn a grizzly into a bobcat? It is a trick that finance major Garrett Leach knows well. His parents, two University of Montana graduates, raised him in Missoula, so becoming a Grizzly would have been an obvious choice. However, when he started looking for colleges in 2013, MSU had recently received the generous gift from Jake Jabs that allowed for the construction of Jabs Hall. Garrett notes that MSU President Waded Cruzado had also “done a fantastic job increasing the visibility of MSU at a national level.” Perhaps to the surprise of his Grizzly family, Garrett chose to become a Bobcat. He feels he has received a “world-class education” at MSU; he has also left an indelible mark on the Bobcat community.

Garrett had the biggest impact on the Bobcat community after being elected ASMSU president. “During my junior year, I had the privilege of working with some of the brightest and most dedicated students, faculty, staff and administrators on campus,” Garrett said. He lobbied the state legislature to increase funding for higher education and secured additional funding for student organizations on MSU’s campus.

He is most proud of his contribution to the creation of the \$5.2 million artificial turf complex. After a decade of planning, ground was finally broken for this new field in April. According to Garrett, it was a student project from the beginning and required a team of students from all over campus to realize the vision for this facility, which will double the weeks that an outdoor field is available for use by MSU’s students. “This project represents an investment by students that will better the student experience at MSU for decades to come.”

Garrett credits his experience as ASMSU president as a catalyst for his prestigious summer internship as an analyst at BlackRock, the world’s largest asset manager. The hiring team at BlackRock was impressed as much by his experiences outside the classroom as they were with his success in the classroom. One piece of advice Garrett would like to pass on to incoming freshmen is to get involved at MSU. “Whether that be with student government, Engineers Without Borders, or another of MSU’s over 250 registered student organizations, getting involved outside the classroom will give you real-world leadership experiences that future employers are looking for.”

Garrett connected with BlackRock on a trip to New York City with the JJCBE Finance Club. He recalls this trip as an excellent opportunity to see what working on Wall



Street would be like. In addition to visiting BlackRock, the club toured several major banks and investment institutions.

Garrett describes the opportunities to travel to New York and study abroad as some of his most memorable experiences at MSU. During the Fall 2017 semester, Garrett lived in Chester, England. From there, he was able to travel extensively throughout Europe, with quick trips to the Middle East and Africa. “Living in a foreign country, thousands of miles away from friends and family, is a both a challenging and exciting experience, and one that I would recommend every student in the JJCBE attempt before graduation.”

One other thing Garrett recommends all students do is get to know their professors. He cites their depth of knowledge and connections as a resource underutilized by students. Garrett has had several mentors in the JJCBE, and though he is a finance major, his mentors come from several disciplines. “Susan Dana has been a professor and mentor to me since my first semester at MSU, when I was in her BGEN 194 course. Katy Brandis sparked a deep interest in the law, which has persisted since taking her business law course junior year. Marc Giullian did an excellent job delivering accounting material that will be critical to my success in finance. In the two computer science courses I have taken at MSU, John Paxton was an outstanding professor, piquing my interest in a topic that is continually reshaping the finance industry.”

Garrett’s interest in finance blossomed at an early age. Now, his hard work in the JJCBE is paying off as he heads back to BlackRock’s Analyst Program after graduation. He is leaving the Bobcat community a better place than he found it, but hopes to return someday. “One of my biggest goals in life is to come back to MSU, the JJCBE specifically, and teach in the future.”

# AMA STUDENT CHAPTER EARNS THREE NATIONAL AWARDS

Our student chapter of the American Marketing Association enjoyed a strong showing at the 40th annual American Marketing Association International Collegiate Conference, taking home three major awards.

They earned second place for best website and third place in the case competition. The organization was also named one of the top 20 chapters out of more than 370 student chapters worldwide. The conference was held April 5-7 in New Orleans.

“The outstanding showing at (the conference) is the result of incredible drive, marketing instinct and intelligence from all the students associated with (the American Marketing Association at MSU),” said Eric Van Steenburg, assistant professor of marketing in the Jake Jabs College of Business and Entrepreneurship and faculty adviser for AMA at MSU. “It is incredible to think about all they have accomplished in such a short time.”

To finish in the top 20, the MSU chapter – which is just two years old – had to earn a high score in all six areas of its annual report. Those areas are professional development, community and social impact, fundraising, membership, internal and external communications, and chapter operations. Three MSU students – Emilie McGee of Bozeman, George Gold of Helena and Katie Pierce of Missoula – spearheaded creation of the annual report.

In addition, the MSU case team, composed of 10 students, finished third out of more than 100 universities. Five members of the team presented its strategic marketing plan at the conference to the client, Mary Kay Chief Marketing Officer Sheryl Adkins-Green. Presenters included Morgan Gilbert of Billings, Jonathan Habel of Clancy, Nathan Piccini of Mukilteo, Washington, Haley Walter of Helena and Pierce.

The MSU chapter took second place out of hundreds of student chapters that entered the competition for best website. The MSU chapter’s website – which can be viewed at [amamon-tanastate.org](http://amamon-tanastate.org) – scored high on aesthetics, functionality, engagement and various other required elements, such as a calendar of events. Website efforts were led by Austin Finch of Dillon.

In addition to the other awards, a two-person team of McGee and Gold reached the semifinals of the marketing strategy competition in which students are presented with a business case and have 20 minutes to prepare a strategy leveraging marketing to solve the company’s problem. After the preparation period, students have seven minutes to present their strategy to a team of judges and three minutes to answer two specific questions related to the case.

“I am extremely proud of the chapter as a whole,” said McGee, a senior marketing major and founding member of the student chapter. “The chapter is still young, and seeing it

progress has been an overwhelmingly positive experience for everyone involved.”

Members of the executive board of the American Marketing Association at MSU include McGee, president; Gold, executive vice president; Finch, vice president of marketing; Lena Johansen of Vancouver, Washington, vice president of communications; Wyatt Kelly of Kent, Washington, vice president of membership; Elijah Klein of Tacoma, Washington, vice president of finance; and Krista Luring of St. Paul, Minnesota, vice president of programs.



MSU case team presenters.



AMA chapter at the annual conference awards ceremony.



AMA chapter with advisor, Dr. Eric Van Steenburg, at the annual conference in New Orleans.





## BUSINESS STUDENT ACCEPTED INTO PRESTIGIOUS STUDENT FELLOW PROGRAM

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A student in the Jake Jabs College of Business and Entrepreneurship at Montana State University was accepted into a prestigious student fellow program focused on business and entrepreneurship.

Emma Gamble, a sophomore business student who is originally from Eagle Rock, Alaska, is one of only 150 students to be accepted into the 2017-2018 BNY Mellon Enactus Student Fellow Program.

Founded in 2016, the program is a workforce competency certification plan that provides participants with training in the areas of project management, entrepreneurial thinking and financial skills in a free-market economy. The program is run by BNY Mellon, a worldwide banking and financial services holding company headquartered in New York City, and Enactus United States. Enactus is an international organization that connects student, academic and business leaders through entrepreneurial-based projects that empower people to transform opportunities into real, sustainable progress for themselves and their communities.

Gamble, who started the program this fall, said she is excited to share what she learns with the Enactus chapter at MSU.

"I was president of the (MSU Enactus) club last year

and was hoping to move more into a project management position this year, so this fellows program is the perfect way to do so," she said. "The three different modules that I will complete not only will provide me with skills that can be applied to the club, but also to the rest of my life."

Lenka Beranova, adviser for the MSU Enactus chapter, said the chapter congratulates Gamble for her acceptance into the program.

"The leadership skills and experience Emma will gain through this program will enable her to further enhance the club in developing and operating sustainable projects in the community," Beranova said.

The application was open to all Enactus students in the United States, which totals just over 16,000. Participants were selected based on four areas: the history of leadership within the student's Enactus team; the engagement with Enactus through events, committees and service hours; the student's résumé; and a short essay on why the student should be selected for the program.

Students who successfully complete the BNY Mellon Enactus Student Fellow Program this year will earn the designation of a Certified Enactus Fellow and will be recognized at the 2018 USA National Exposition in Kansas City.

## INTERDISCIPLINARY STUDENT TEAM TAKES FIRST PLACE; PLACES TOP 8 IN NATION

Fourteen MSU students from the Jake Jabs College of Business & Entrepreneurship (JJCBE) and College of Arts and Architecture placed first at the regional level of the National Student Advertising Competition (NSAC) held in Seattle, Washington.

By winning the regional level of the competition, the team participated in the semi-finals and landed one of the top eight team spots, qualifying them for the national competition in Chicago. There on the national stage, they wowed judges and won an impromptu award for their strategically designed packaging initiative.

Each year, a corporate sponsor provides a case study reflecting a real-world situation to challenge students competing in the event. This year's sponsor was Ocean Spray and their objective was to develop a campaign that increased both household market penetration and brand equity among millennial consumers.

Assistant teaching professor Mike Gold who leads the class said, "It's wonderful to be competing with schools like University of Virginia, University of Nevada, University of Texas- Austin, Johnson & Wales, University of Missouri and Syracuse University. Our team did a great job and I was delighted that their dedication and hard work was appropriately rewarded. It was an absolute honor to be able to lead this team to compete with the best of the best at a national level."

At the regional competition, the team also won awards for "Best Media Plan," "Best Male presenter (Nick Selden)," "Best Retail Activation," and "Most Effective Use of Reporting & Analytics".

"For me personally, this class has fully cemented my passion for marketing and even forced me to really consider what aspects of advertising I love the most. I learned so much about agency life, advertising strategy, media platforms, and probably most importantly, how to truly and effectively work with and trust an interdisciplinary team with strong opinions and sometimes opposing ideas. This class has given me both a strong foundation for my career motivations, and some

great lifelong friends," said Aidan Wade, a senior studying marketing.

In all, teams representing more than 140 colleges and universities participated in competitions held at the regional, semi-final and final levels. Judges for the final competition included executives from Ocean Spray, Energy BBDO and Digitas. Other schools represented at the competition included Boise State University, Brigham Young University-Idaho, Idaho State University, University of Idaho, University of Oregon and Washington State University. Those represented at the national finals included Brigham Young University, Columbia College, East Tennessee State University, Oral Roberts University, Syracuse University, University of Virginia and University of Missouri.

The students involved were: Joel Benson, Chip Carey, Jarett Grimm, Micahel Kriegel, Mathew Lacko, Luke Li, Nick Selden and Aidan Wade from the JJCBE and Ariel Baker, Danny Damschen, Alexa d'Atri, Kree Gullings, Dominique Kintzing and Jenna Tilleman from the School of Art.

Sponsors supporting this group of students: Jim and Connie Alderson, Jon Saunders at KBZK, MSU School of Art and the MSU Jake Jabs College of Business and Entrepreneurship.

For more information about this advertising course, please contact Mike Gold: [mgold@montana.edu](mailto:mgold@montana.edu).



The 2018 team with their awards at the regional competition.





After showcasing their entrepreneurial ventures, the students presented a check to support the Seeley Lake/Rice Ridge Fire Relief Fund.

## STUDENTS RAISE FUNDS TO SUPPORT MONTANA WILDFIRE RELIEF EFFORTS

**T**eams of business students turned \$25 each into more than \$7,000 in just three weeks, and the students then donated those funds to three different Montana wildfire-related relief causes.

The students were participating in the “Entrepreneurship Challenge,” part of an upper-division class on entrepreneurship in the MSU Jake Jabs College of Business and Entrepreneurship. As part of the course, student teams received \$25 each in start-up capital and launched real businesses, in which they worked to be as profitable and impactful as possible in just three weeks. Management professor Brent Rosso, who taught the course, challenged the students to apply their entrepreneurial skills to make a difference in the community.

Students raised funds through a variety of creative ventures, including a mobile photo studio and an aircraft detailing service. They also created and sold 3D-printed and handcrafted fidget spinners, apparel, stickers and baked goods.

At the end of the three-week period, students donated the proceeds from their entrepreneurial ventures – a total of \$7,062 – to the Garfield County Fire Foundation Relief Fund, the Seeley Lake/Rice Ridge Fire Fund and the Lolo Peak Fire Fund.

The funds will assist with a range of needs, from rebuilding communities affected by the fires through requests to the local Human Resource Council’s 2-1-1 hotline, to the installation of high-efficiency particulate air (HEPA) filters for dozens of classrooms and senior centers across the state, to grants to help with fencing, reseeding and other ranch needs.

Representatives from the wildfire-related relief organizations expressed gratitude for the donations.

“The unbelievable gift from the MSU and this entrepreneurship class will be passed to those so severely impacted to allow them to invest it in ways that can amplify every dollar’s buying power,” said Cathy Byron, founding member and director of the Garfield County Fire Foundation. “We are so grateful to these bright entrepreneurs for sharing our journey through this uncharted water. They are a genuine inspiration.”

“Everyone at United Way of Missoula County is so touched by the donation to our fire funds from these young entrepreneurs and inspired by the students’ creativity, generosity and hard work,” said Susan Hay Patrick, CEO of United Way of Missoula County. “As a result, people in western Montana who have really been suffering as a result of the fires will not only receive tangible help but the gratification of knowing that these enterprising MSU students reached out so generously to people they may never meet. We applaud these ‘entrepreneurs’ for their creative business heads and their caring hearts.”

“It is thrilling to see how much the students can accomplish under such significant constraints, and this challenge provides an excellent touchstone for the hard work, ingenuity and adaptability that leads to entrepreneurial success,” Rosso said. “I am so impressed with what they have learned and the impact they have made for families in our state.”

This is the seventh year MSU students have participated in the Entrepreneurship Challenge. Collectively, the students have raised more than \$32,000 over that period of time.





## ANA VOSS RECOGNIZED FOR DEDICATION TO STUDENTS AND COURTESY TO ALL

On any given day, you can walk in to Jabs Hall and see the wonderful hustle bustle of the building. The Office of Student Services is often the Jake Jabs College of Business & Entrepreneurship's first point of interaction with current students, prospective students and parents, alumni, and business professionals. This office sees over 3,000 student interactions in one semester, and Ana Voss talks with every single person who walks in the door.

Ana is a valuable member of the staff and an MSU employee of the year. Eight individuals and one team were named winners of the annual Celebrating Excellence in Service and Employee of the Year awards on April 19.

Ana has a graceful way of being approachable – maybe it is her big smile or warm demeanor – but she gently and organically builds a relationship with each person who enters her office, especially our business students. She wants to know about their background, what brought them to Bozeman, MSU, and why they are studying business.

“As a transfer student, I have spent an incredible amount of time at the Office of Student Services in Jabs Hall. In all of my past college experiences, I had never been to a student office at a college and met someone so kind, caring, passionate, and helpful. Ana Voss talked to me as if she had known me for years, listening to what my plan was for college and after I graduated. It was after my meeting with Ana that I knew I made the right choice coming to Montana State,” said Stephen Vetter, a senior studying business management.

All students passing through the Office of Student Services have made a life-long friend. Students will pop in to say hello to Ana and tell her about their day because they know she is genuinely interested. Ana truly listens to students and helps them understand that the Office of Student Services' role is to get them the assistance and advice they need to be successful. She goes out of her way to make sure students are finding the resources they need within our campus.

Brenda Truman, director of the Office of Student Service says, “She’s become like a second mom to so many of them – inviting them into her home for Thanksgiving dinner when she hears they have no plans, advocating for them when they find themselves in a bind, and taking the time to look at their photos from their most recent weekend ski trip—all in addition to performing her daily tasks.”

Her dedication to students was also recognized and honored when two business students, Erin Brohoski and Andy Woodward, nominated her for the 2017-2018 Staff Member of the Year in appreciation for her efforts to positively impact MSU's Residence Hall communities.

“Ever since the opening of Jabs Hall in 2015, I have been in and out of the Office of Student Services needing help with class scheduling, advisor meetings, planning for my future and often times just to grab a candy and say hello. Without fail, Ana is there each and every day to ensure the success of students. I’ve never met a more sincere and approachable individual at my time here at Montana State University. Ana has been there to watch me grow as a student semester after semester. She never fails to take interest in not only my education and my success after college, but also my life’s journeys and my well-being,” said Cheyenne Clark, a junior studying business marketing.

Students can be intimidated when asking for help, but Ana helps normalize this for students so that they can approach her for help in the future. She exudes optimism and caring, and her smile draws people in that might not have sought advice otherwise.

Her willingness to assist others does not stop at students. Her same enthusiastic “how can I help you?” attitude is present for staff, faculty, and even strangers off the street. The common phrase you will hear from Ana is “My pleasure.”

Liz Greenfield, assistant director of the Office of Student Services says, “Even when people come in upset and angry, Ana is the perfect person to help defuse stressful situations. She treats everyone with respect, especially those who are having a visibly hard day. She understands that all people just want to be heard and with those difficult conversations, she exhibits massive amounts of empathy.” Being a student can be extremely daunting, and Ana brings the motherly instinct out for all her students. She empathizes with what they are going through and listens.

Ana was hired as the administrative assistant in the Office of Student Services in September 2015. Prior to joining the JJCBE, Ana worked as an office manager at Kings Academy Christian School for 15 years and California State University for 5 years prior. This August, Ana celebrates her third year in Montana. Her husband is also employed at MSU and was also honored with his colleagues for a team service award.



## MEET THE NEW MANAGEMENT FACULTY

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### **DR. BROOKE LAHNEMAN**

#### **ASSISTANT PROFESSOR OF MANAGEMENT**

##### **Education:**

Ph.D. in Management from University of Oregon  
M.B.A. from ESADE Business School in Barcelona,  
Spain  
B.A. in Economics from University of Virginia

##### **Teaching:**

BMGT 335—Management and Organization  
BGEN 499 – Strategy  
BGEN 242D – Introduction to International Business

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Prior to joining the faculty at Montana State University, Brooke taught a number of courses while pursuing her doctorate at the University of Oregon. In the past, Brooke has taught courses in management, entrepreneurship, and strategic management. Her current research interests include business strategies for sustainability, organizational culture and social processes, and cognitive drivers of strategy, using qualitative and mixed research methodology.

Prior to her academic career, she worked as the Director of the Client Services Development for Bluestone Law International, and as an Enterprise & Risk Services Consultant for Deloitte & Touche, LLP.

##### **Your most memorable interaction with a student(s):**

Here at MSU, I've already had many great interactions with our engaged & interested students. A highlight among these was serving as a workshop mentor at the Leadership Institute's Sustainability Retreat in February 2018. I was very impressed at the creativity and passion of the students in generating actionable ideas that would improve social and ecological issues we all face.

##### **What are you most looking forward to next academic year (Fall 18, Spring 19):**

I am very much looking forward to continuing my ongoing research projects on business sustainability, as well as teaching the core management course in a new context with innovative materials and methods. In addition, I already have trips planned to the Grand Tetons/Jackson Hole area and Banff!



##### **Thoughts about JJCBE and Bozeman so far:**

I've really enjoyed my time in Bozeman and at the JJCBE! My colleagues and the students have been very welcoming.

##### **Fun Facts (Tell us about your other interests/hobbies and what you do in your free time):**

In my spare time, I enjoy running and hiking, and exploring the area, as well as cooking and spending time with friends & family.

# MEET THE NEW ACCOUNTING FACULTY

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**DR. PINKY RUSLI**  
**ASSISTANT PROFESSOR OF ACCOUNTING**

**Education:**

Ph.D. in Accounting from University of Kentucky  
M.B.A. from National University of Singapore  
M.B.A. from Peking University  
B.S. in Accounting from Parahyangan Catholic University

**Teaching:**

ACTG 201—Principles of Financial Accounting

Pinky joined the faculty at Montana State University after completing her doctorate at the University of Kentucky. Her teaching experiences encompass various accounting and business courses. Prior to joining academia, she began her career as an SAP consultant and trainer, and she moved up the ranks to become a senior accounting manager and a financial controller at companies in Indonesia and Singapore.

Pinky's research interests include managerial and behavioral accounting, especially how management control systems can affect group identity in employees as well as financial reporting outcomes; her additional interest is in trust shared between superiors and subordinates.

**Your most memorable interaction with a student(s):**

When I was an instructor of accounting at the University of Kentucky, one of my students struggled a lot with the course. I learned that quantitative skills were not her strong suit. When she came to my office hours, she told me that she was very discouraged because she had taken this course multiple times and always failed. I encouraged her to adopt a different study approach by viewing accounting as a language class rather than as a math class. She became motivated and worked extremely hard to master this "language." Her new mindset and tenacity led her to earn a B in the course. A few weeks before I left the University of Kentucky, she came to my office to give me her best wishes and thank me. She told me that she aced subsequent accounting courses because of the study approach that she learned in my class. The chance to motivate and train this student to succeed in accounting is one of the most rewarding occasions in my teaching experience.

**What are you most looking forward to next academic year (Fall 18, Spring 19):**

My colleagues and I decided to revamp our introductory accounting classes by changing the textbooks and curricula, and we will begin to implement the changes next semester. This will be an exciting time to see how these changes can motivate students to learn more about accounting!

**Thoughts about JJCBE and Bozeman so far:**

Bozeman is incredibly pretty, and my friends always get jealous when I share scenic pictures of this town with them. Working together with my colleagues at JJCBE has been a wonderful experience too, and I am very grateful to be able to collaborate with supportive, generous, and collegial people like them.

**Fun Facts (Tell us about your other interests/hobbies and what you do in your free time):**

I am a proud bathroom singer who embraces eclectic musical tastes, from rock and roll to opera songs. I sing the best when there is a complete absence of an audience. I also enjoy cooking in my free time.



## PROFESSOR DUO RECEIVES RESEARCH GRANT TO STUDY EFFICIENCY OF HEALTH CENTERS

Dr. Andreas Thorsen (assistant professor of management at the Jake Jabs College of Business and Entrepreneurship) and Dr. Maggie Thorsen (assistant professor of sociology at the Department of Sociology & Anthropology) are co-project-leaders on a pilot grant from the Center for American Indian and Rural Health Equity (CAIRHE), “an official State of Montana research center designated by the Montana University Board of Regents,” which receives support by way of the National Institutes of Health. So far, the money has been used to support an international master student in industrial and management systems engineering, Srinivasan Sridhar, of Chennai, India, who assists the Thorsens in assembling data from various sources. Another collaborator on the project is Ronald McGarvey, assistant professor at the Harry S. Truman School of Public Affairs and the Department of Industrial and Manufacturing Systems Engineering of University of Missouri. Ronald, Maggie, and Andreas are all alumni of Pennsylvania State University (though at various times), and Ronald and Andreas previously worked together at the RAND Corporation.

The Thorsens bridged their own research interests in this project. Andreas’s interests are on analyzing and improving public sector operations, and Maggie’s interests are on family demographics including health outcomes related to pregnancy. The result is a project about optimally measuring the efficiency of federally qualified health centers. These health centers are, in part, federally funded to provide comprehensive health care for disadvantaged individuals living in disadvantaged communities as a way of targeting health disparities. The Thorsens’ overarching goal is to better understand the needs of health centers and their patients so that state and federal funding (which is always in short supply) can be efficiently and innovatively used to provide better health care.

Usually, efficiency is measured as the number of patients (output) divided by the amount of revenue received by a given center (input). This metric, however, does not do justice to all health centers. Some centers spend less money but see more patients; that would apparently make them

seem more efficient. However, higher quantity does not necessarily translate into better quality. One output in particular that Maggie is concerned about is the number of babies who are born at low birth weight (less than 2,500 grams or 5.5 pounds), which is usually 7% of all births. This number is disturbing because there is an overwhelming amount of scientific literature that shows that such babies are more likely to have problems with development of cognitive abilities, sometimes leading to intellectual disability and/or learning difficulties. Thus, in order for a health center to be judged efficient, Maggie argues, there should be a threshold on the number of adverse outcomes, such as low birth weight, so that health centers that see fewer patients but have better patient outcomes score higher on the efficiency metric. In other words, the Thorsens argue, efficiency should not just count a single input and output, but rather there should be multiple variables. For outputs, these include the number of prenatal patients, the number of deliveries, and, of course, the number of low birth weight births; for inputs, there are the multiple revenue streams and labor expenses.

The health care centers, however, not only have different patient populations which may affect their efficiency, but also there may be differences in the geographical areas where the centers are located. For this reason, the Thorsens also looked at additional variables including sociodemographic characteristics of patients, such as income, age & race, and the locations of health centers, whether urban or rural. All data was obtained from the 2015 Uniform Data System for the variables on health centers, and the zip code tabulation area for the regional variables.

Clearly, all this data calls for serious statistical analyses. As a quantitative sociologist, Maggie performed latent class analyses, looking into how 1,111 different health centers across the country are similar to or dissimilar from each other based on the values of the sociodemographic variables.

As a result, 5 classes of health centers were identified, each with its own challenges and outcomes. The first class included health centers with patients who are living in the rural areas, many of whom are children and ethnic



minorities, on Medicaid or without insurance. The second class consisted of primarily older white people living in rural areas and using Medicare. The third class included health centers located in urban areas with an overall lower poverty rate, but who served a large number of low income and minority patients. The fourth class included health centers located in densely populated, poor urban areas, like New York City. The fifth class of health centers saw many patients without insurance.

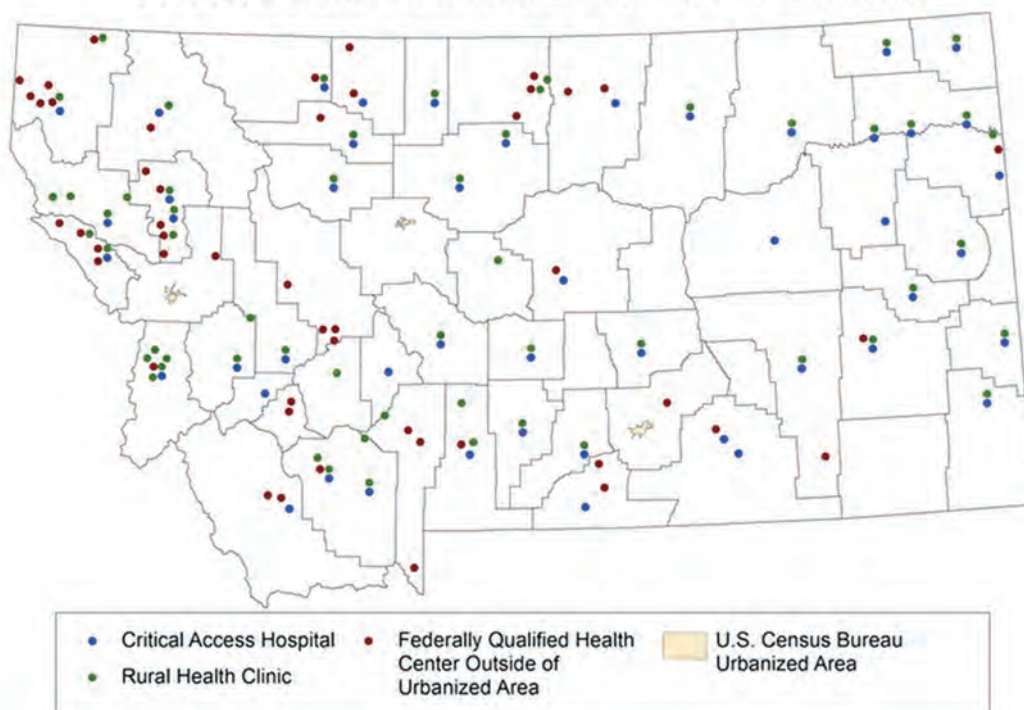
Surprisingly, metrics of efficiency of or access to prenatal care at health care centers had very small (but significant) effects on whether a baby was born at a low birth weight. It was the class of a healthcare center that had the biggest effect on low birth weight outcomes. In other words, the efficiency of the health centers themselves had a limited association with pregnancy outcomes; rather, it was the sociodemographic environments of the patients that contributed the most to their pregnancy outcomes.

There are two main takeaways from this study. The first is that the current efficiency metric is not perfect,

and that it is much better to compare efficiency of health centers within a sociodemographic class where all centers face similar challenges and hence are comparable in a meaningful way. The second is that while health care centers are very important in improving pregnancy outcomes, they cannot undo the tremendous impact of social and economic disparities that patients face on a daily basis. It is these disparities that largely determine whether babies are born healthy.

These results are especially relevant to a state like Montana, where many counties are rural, and where obstetrics services are disappearing, in part due to the aging population and urbanization leading to a shrinking population. Since the Medicaid expansion in 2014, there is extra pressure to make sure that the health care system in Montana is working on a given budget. As the Thorsens say, the more efficient the centers are, and the better the health outcomes are, the more positive impact they will have on budget choices.

### Selected Rural Healthcare Facilities in Montana







## FEATURED ALUM: NICOLE JONES '97

**A**s senior law enforcement and security counsel for Google, Nicole Jones is fluent in the language of cybersecurity and privacy. Originally from Whitefish, the 1997 Montana State University business grad — who went on to earn a J.D. from Stanford Law — provides legal counsel for all of Google's law enforcement-related matters, including thousands of requests from around the world for information about user data. In addition, she works closely with teams of security engineers and investigators to manage fraud, abuse and security issues on one of the world's largest platforms: Google.com. Prior to joining Google in 2011, Jones was an assistant U.S. attorney for the Southern District of California, where she was a member of the National Security and Cyber Crimes section.



Jones visited her alma mater this week to meet with students and to deliver a lecture about cybersecurity and privacy. While at Montana State, she also answered a few questions about what individuals can do to protect their electronic footprints, how MSU has contributed to her career success and what she likes to do to unwind after a long day in the office. (Hint: it's a throwback to her Montana roots.)

**You're speaking at MSU about "Cybersecurity and Privacy: The Perspective of a Google Lawyer." What do you hope students will take away from your lecture?**

I don't think people often think about privacy and security in their daily lives, and so when I'm having these sorts of conversations, I hope it makes people stop and think, particularly about the security aspects of the products they use and the things they do (online). Because you can't have privacy without good security. That's really the top line message.

**You work as senior law enforcement and security counsel at Google. What's the best part of your job?**

For me the best part of my job is that I rarely know going into the day how it's going to progress and end. I work on a really wide variety of issues, because a lot of different things can fall into the realm of law enforcement and security. That's exciting to me. I don't like to be bored. I don't know if I've ever had a day where (I look at my watch)

and say, "Is it five o'clock?" Instead, it's, "Oh, it's 8 o'clock. How am I still here?"

**What cybersecurity and/or privacy issue keeps you up at night?**

I think the primary issue is more on the security side. It has gotten more attention in the past few years, as security breaches are being published — almost daily, it seems — and are growing in scope. Part of what is concerning is making sure the entire ecosystem becomes more secure. Google invests incredible engineering and financial resources into security, but it's really important that the entire ecosystem has the same focus because it's all hooked together. Right now, passwords are an incredibly weak link. Google has been doing a lot of work to move beyond the password, and progressing that effort is going to be really critical. We know one of the most common passwords is still "1-2-3-4-5." So we have some work to do.

**In your view, what is the biggest misunderstanding related to internet privacy and security, and what should every college student know about internet privacy and security?**

I think one of the misunderstandings is that neither of those terms has a single definition. You can't have strong privacy without good security, but privacy and security mean different things to different people in different contexts. Part of it is neither of them — and particularly privacy — is one-size-fits-all. That really needs to be taken into consideration for various designs of products and services where people are generating data and sharing data. There needs to be a focus on giving different communities and different users different options when it comes to privacy and security settings. I would encourage college students to actually look at what (platforms) they're using and think about the various products and services. Those products are much more transparent than they used to be, and they give people choices.

**What do you suggest that all individuals do to protect their electronic footprints?**

There are many different things you can do. Some of the critical issues—and where things go wrong for people—is with some of their own security hygiene. And passwords



Jones, cont.

are one of the biggest ones. In particular, password reuse is a problem. When you reuse your password from one site to another, if one site is breached and your password gets out, not only is that one site at risk, but hackers immediately go and try your email and password in other services. People see rules about password complexity and often make one password that's really hard to remember. Then they use it everywhere. But it's actually better to have a less complicated password and then to use it uniquely on individual sites.

### **What apps or tools would you recommend to help people manage their passwords?**

Password managers are great for handling this particular issue. Lots of password managers will generate for you a unique password and help you manage it across the different services you are logging into. Some of that has been built into Chrome functionality, where the Chrome browser will offer to generate and store a password for you.

### **Twenty years ago, you graduated from MSU with a degree in business with a marketing option. What was the most valuable thing you learned while at Montana State, and how has your education from MSU contributed to your career success?**

I think the most valuable thing that I learned at Montana State was the interdisciplinary nature of technology, in particular, and business more generally. I was working at the time through Extended Systems, which was a tech company based in Boise but which also had people here in Bozeman, and I had a lot of interaction with people in engineering and computer science. I even took a computer programming class.

In a lot of ways, MSU itself launched me into Silicon Valley because I ended up taking a job with Andersen Consulting, a company that was at a career fair at MSU. It was an MSU grad at the San Francisco office of Andersen who came out with a team to do a little recruiting. And that was how I ended up going to Silicon Valley in 1997, when the internet boom basically started.

### **What advice would you give to a Montana State student who is interested in working for Google?**

Google is a huge company, and there are so many different types of jobs and positions available. Even if you're not an engineer or a computer science major, there are still many opportunities. One of the things I would say is to get on Google's career website and start looking at the different offices, areas and functions that are hiring. I've seen young

people come in for entry-level jobs and excel. Even if it's not your dream job at the moment (aside from working at Google), you can start to see things you haven't even considered as a potential career option. I would encourage people to be open and be willing to see what is available and what the entry points might be.

### **What is your favorite Montana State University tradition?**

This isn't really a tradition, but I was really excited to see that the Pickle Barrel is still here. Bozeman has changed so much that it's almost unrecognizable. It's good to see that familiar place.

### **What makes you most proud to be a Montana State alum?**

I'm very proud of Montana State and the education that I received here. When I got my first office, I put my Stanford diploma on the wall, as well as my Montana State diploma. It's very important to me to keep some of my Montana mentality about me. Montana State is a very good school with really strong programs. It's becoming more well-known outside of Montana, and for good reasons.

### **What do you like to do to unwind after a long day on the job?**

I grew up riding horses, and then I pretty much stopped when I went to college, for practicality reasons. When I first started working, I tried riding again, but I really didn't have time, and it was expensive. In the last 2 ½ years, I've gotten back into riding, and I have a horse again, and it's taking up a significant amount of my non-working time.

### **You work for what is, arguably, one of the most powerful companies in the world. From your perspective, what's the most pressing issue facing our world today?**

We need to determine what our framework is going to be for governing and handling jurisdiction issues in a world that is becoming significantly less territorial. This is an issue on the government level, and governments need to come to some agreements about how it is going to be managed. Some of the existing frameworks haven't kept up to date with the internet and our electronic, borderless world. Companies increasingly find themselves in middle of conflicts of laws, and private companies are not well-positioned to manage this. So this is something that governments need to decide, with multi-lateral agreements, how it is going to work going forward.

## ACCOUNTING ALUMNUS KEEPS TRACK OF MILLIONS FOR BOZEMAN SCHOOLS

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**T**here's a stereotype that government workers are lazy, incompetent or lack integrity.

Anyone who thinks that hasn't met R.J. Tvedt, accounting supervisor for the Bozeman School District for 18 years.

R.J., as he's called, is in charge of paying bills, writing financial reports and ensuring the district properly accounts for \$88 million a year.

He has been busy pulling together year-end reports ever since the budget year ended June 30. He works weeks without a day off. On July 4, he worked just half a day.

"He's a hard-working guy," said Steve Johnson, deputy superintendent. "He puts in his hours and nobody ever sees that. He's excellent."

The district just sold \$100 million in bonds to build its second high school, earning one of the highest bond ratings in the state from Moody's. One thing that inspires confidence is the detailed, 190-page financial report that R.J. compiles each year on district and community finances.

Bond agencies always note Bozeman's "very strong accounting practices," Johnson said. "He's our backbone in that."

The district is "very transparent," R.J. said. He never forgets "we are ultimately working for the taxpayers."

R.J. would rather avoid the limelight ("Accounting is not a sexy field," he says) and credit others' hard work.

Sitting in his bare-walled office in Willson School, surrounded by a few family photos, his CPA certificate and piles of financial reports, R.J. said this is his busiest time of year.

To handle stress, he likes to go running at noon. He once did ultra-marathons and ran 62 miles. Other things people might not suspect — after graduating from Montana State University, he once peeled logs for a living. And while metal-detecting in England, he once found a 2,000-year-old Roman gaming token.

Running at age 47, he said, "The speed is gone. It's more to clear your head. There's a lot of numbers bouncing around."

*Story by Gail Schontzler, Bozeman Daily Chronicle*



## ANDY DURKIN ‘EXEMPLIFIES THE BEST OF BUTTE’S YOUNG PROFESSIONALS’



**A**ndy Durkin is only 30 years old, but he already owns his own CPA firm and seems an old hand in the industry.

Ten solid years in the accounting and tax businesses and 7 years as a certified public accountant, he is in his second year running his own accounting firm, Durkin CPA. It is housed in the Thornton Building.

His day job as a NorthWestern Energy accountant keeps him on his toes.

“Ever since my first job in high school, I’ve always been fascinated with the business side of things,” the Butte native said recently. “As we ‘nerdily’ like to say, accounting is the language of business.”

Durkin cuts a wide swath, professionally and civically. Dale and Linda Mahugh nominated him for his volunteer work as:

- St. James Healthcare Foundation treasurer, finance committee chair, fund development committee chair
- Butte Emergency Food Bank treasurer, finance committee chair
- Butte Exchange Club Foundation treasurer, board of directors
- Butte Certified Public Accountants past president

“As a lifetime resident, Andy is committed to the Butte Community and exemplifies the best of Butte’s young professionals,” wrote the Mahughs. “Although he is only 30 years old, he serves in numerous community leadership

positions. He does all this while prioritizing his commitment to his young son and family.”

Andy lives with his son, Finn, girlfriend Kylee, and her daughter, Brin in his hometown.

“One big challenge can be the time commitment,” he said. “It’s easy to become a workaholic. However, I think I’ve found a nice balance between family time, volunteering for organizations, and working two jobs. While it might seem like a lot, there is a decent amount of flexibility which makes it all possible.”

He earned his bachelor’s degree in business and a master’s in accounting at Montana State University, plus he’s a CPA.

“Certainly succeed at your own career, but don’t stop there,” he said. “We all have valuable skills that can come in handy to a variety of organizations. There are so many opportunities to get involved. Seeing how your volunteer work can make an impact in your community makes the extra effort all worth it.”

Volunteers and colleagues motivate him.

“Helping and seeing others succeed — whether it is being part of a team filing a big rate case, helping a client start a new business, or assisting others in identifying and achieving financial goals — seeing those results is ultimately why I do what I do,” he said.

A previous client convinced him to open his own firm, but the Mahughs lead his fan club.

“When you work with Andy, you soon discover that he is a genuine principled person who follows through on all projects and delivers more than expected,” they wrote. “Although he is a quiet and gentle man, he acts with courage when needed and speaks with expertise when he adds to a discussion.

“Andy has excellent communication skills essential for effective leadership; he is highly competent, generous in thought and action, and a man of the highest character. It is our honor to nominate such a worth person for recognition as someone under 40 years old who is contributing to Butte in such a positive way!”

Adds Andy: “I’m humbled, knowing there are many people in the community who do extraordinary things. I’m just glad to be a small part of it.”

*Courtesy of The Montana Standard*

# JENEAN KUJAWA DEVOTES PROFESSIONAL, PERSONAL LIFE TO HELPING HER COMMUNITY SUCCEED

**A**nybody who knows Jenean Kujawa would never bet against her succeeding at whatever she tries, and that's good news for her hometown.

Kujawa's singular focus, both in volunteer work and her profession, is helping Butte grow and prosper. Challenging? Sure. But she's used to overcoming challenges.

Kujawa, formerly Jenean Salle, is a dynamo. After graduating from Butte High, then Montana State University with a degree in business administration with a marketing emphasis, she went to work for a major advertising agency, Bradshaw Advertising, in Portland, Oregon.

In 2006, still in her 20s, she was diagnosed with papillary thyroid cancer.

Challenge accepted.

"I had surgeries and treatments in 2006 and 2007," she says, matter-of-factly.

After 10 years in Portland, she decided to return to her hometown, and shortly afterward became advertising director at The Montana Standard.

At the same time, she began engaging in community volunteer work.

"If you're from here, you're vested. The people matter, because you know them. The businesses matter. You're tied to more than just yourself," she said.

She reconnected with Matt Kujawa, silane unit manager at REC Silicon, who had gone to Butte High at the same time — he was a couple of years younger. They married, and in 2014 son Kobin arrived.

The following year, Jenean's cancer recurred, necessitating another surgery. For the mother of a 1-year-old, it was ... challenging. "But I had Matt," she says, simply.

As a cancer survivor, she took an interest in Relay for Life, and has been increasingly involved with the charity, organizing a relay team from The Montana Standard. This year she served as the chairman for the entire event — at which the local Relay for Life doubled the amount of money raised from the previous year.

She has also been on the United Way board since 2013, serving as its secretary and participating each year in events including the Day of the Child, Dress a Child and Day of Caring.

She is on the Butte-Silver Bow Chamber of Commerce board and executive board, and she is president-elect, preparing to lead as the Chamber's president in 2018-2019.

Kujawa is also a parishioner at St. Ann's, a lifetime member of the Montana State University Alumni Association, a member of the Bobcat Club and a volunteer for the Butte Bobcat Club spring social committee.

She serves on the St. James Healthcare Events Committee, where she has worked on the Gala, the Fall Ball, the Hope Luncheon, the Pinwheel Pledge, and other events.

Oh, and then there's her actual job.

Managing the advertising sales efforts for The Montana Standard and also The Helena Independent Record and the Mini Nickel is more than a full-time job.

"My professional goal is to help the people and businesses in Butte, at the same time helping my company and the people who work for me succeed," Kujawa says. "When a business grows and expands I like to look at it and think I had a part in their success and ultimately the success of Butte."

Challenge accepted.

*Courtesy of The Montana Standard*





## COLLEGE HONORS FOUR WITH MSU HOMECOMING AWARDS

**F**our individuals were honored at the College's annual Homecoming Awards ceremony that took place on Thursday, September 28. The awards honor individuals in four categories: alumni achievement, honorary alumni, young alumni award, and the entrepreneurial alumni award.



**Kevin Seth** received the *Alumni Achievement Award*. After graduating from MSU with a B.S. in Economics and Pre-Law, he began his career as a North American equities analyst and junior

portfolio manager. He then worked in London for a UK merchant bank called Robert Fleming Ltd. (now owned by JP Morgan Chase). From there he became an institutional equity salesman with First Boston, later called Credit Suisse First Boston. Seth then joined Edgewood Management in 1995 as a partner.

His support has been instrumental to the continuation of the Jake Jobs College of Business & Entrepreneurship's annual trip to New York City where students receive opportunities to connect with leading companies. He also served as a member of the Board of Governors for the Montana State University Alumni Foundation in addition to being a member and past chairman of the Investment Committee for over 10 years.



**Carl Nystuen** was the *Young Alumni Award* honoree. A Montana native, he is a 2012 business graduate in three options: management, marketing, and finance, also competing for the Bobcat cross-country and track teams. After graduation, he hired on with D.A. Davidson & Co. as a financial advisor.

Carl continues his involvement in the university community through alumni and athletics activities and volunteer services. He has participated in our Professional Coaching Clinic, First Impressions exercise, and CATalyst Mentoring Program.



**Stu Bohart** was the college's *Honorary Alumni Award* recipient. He began his career working for Cargill, a large commodity trader and processor. He subsequently worked for the Harvard University's endowment fund before joining Morgan Stanley, where he eventually became

head of the investment management division and a member of the firm's management committee. He retired from the private equity firm Fortress Investment Group in 2015.

Stu has been a featured Orser Executive Speaker, has visited in many classes sharing his expertise and advice, and has assisted our finance students in making meaningful connection in the New York City program.



**Michael Monaghan** was honored with our first *Entrepreneurial Alumni Award*. He is a 1998 graduate of our accounting program and was a member of the Bobcat track and field team. Originally from Miles City, Monaghan began his career at Goldman Sachs in New York prior to working for Riverstone Holdings, UBS and Sanford Bernstein. He has since moved back to Montana and co-founded Beartooth, a product that allows smartphone communication without cellular, or wi-fi infrastructure.

Michael serves on the College's Advisory Board and has deep ties to the local community. Beartooth is staffed with MSU engineering and business graduates.



## BUSINESS ALUM RECEIVES PRESTIGIOUS BLUE & GOLD AWARD



Lt. Gen. Patrick Hughes, along with Anne and James Banks, Col. Beau Freund, and Dr. Robert and Theresa Narotzky, were honored with MSU's Blue & Gold Award. The Blue and Gold Award is one of the most prestigious awards MSU grants. It honors individuals who

have rendered great lifetime service or who have brought national or international distinction to MSU or the state of Montana.

To receive the award, candidates must have achieved

prominence through service to one or more of the following: profession, family, country, world, university, philanthropy or humanity.

Lt. Gen. Patrick Hughes of Fort Lauderdale, Florida was one of this year's recipients. He is the former director of the U.S. Defense Intelligence Agency and a native of Manhattan, Montana. During his military career that spanned 37 years, Hughes served as an enlisted combat medic, as an infantry officer and as a military intelligence officer, including battalion and brigade command. His major assignments as a senior officer were: commanding general of the U.S. Army Intelligence Agency, director of intelligence for U.S. Central Command, and director of intelligence for the Joint Chiefs of Staff. Hughes graduated from MSU in 1968 with a degree in business and received an honorary doctorate from MSU in 1999.

## LINDA WARD RETURNS AS PROGRAM MANAGER

A familiar face is back in the Bracken Center! Late in the fall of 2017, Chantelle Mahan left Bozeman for sunnier skies in Arizona and a search was held to fill the vacant position in the Bracken Center. Linda Ward rose to the top of the applicant pool and returned to the Bracken Center as its Program Manager after leading programs within the Jobs Entrepreneurship Center. She has been with MSU for over 11 years.

As the Center's program manager, she manages the many day-to-day operations of the Bracken Center. Linda connects students with jobs, internships, and other professional opportunities like workshops, study abroad programs, and student organizations.







## BRACKEN CENTER PROVIDES OPPORTUNITIES INSTRUMENTAL FOR STUDENT SUCCESS

On the first floor in Jabs Hall, you will find a place where students have access to three conference rooms, student organization support, job and internship listings, one-on-one communications coaching, and friendly staff.

This place is the Bracken Center for Excellence in Undergraduate Business Education and it provides and facilitates all these resources and student engagement opportunities through a variety of programs, events, services, and activities. The Center was created with a gift from the family and friends of alumnus Gary K. Bracken ('61), who was from Montana and worked his way up to become the executive vice-president and controller of one of the largest cable media companies in the U.S.

With the construction of Jabs Hall, many of the Bracken Center's offerings now take place in the building and student opportunities and resources have expanded to include both the Bracken Business Communications Clinic (BBCC) and the Bracken Center for Excellence in Undergraduate Business Education in one location.

The Bracken Business Communications Clinic (BBCC) now houses nine coaches who continue to meet students one-on-one to assist and give feedback that helps students improve their writing, interviewing, and oral presentation skills. With increased space and coaches, this service was expanded. In 2017, they had 1,385 appointments with 567 unique students.

The Jabs Hall Forum is now the venue for both fall and spring Meet the Business Recruiter events. The Meet the Accounting Recruiters Fair continues to take place in the Stadium Club with the Fall 2017 event on September 21 hosting 20 firms and over 100 students.

The Forum was packed with students in business attire and company representatives alike on the evening of October 4, 2017 for the fall Meet the Business Recruiters event. Over 34 businesses and more than 120 students attended the event, which was part of a campus-wide focus on recruiting over a three-day period. Businesses ranged

widely from start-up software companies to traditional insurance, banking, and real estate development firms. Most companies were eager to talk to students about both summer internships and full-time employment for locations in Montana and regionally.

Some students were there to explore the current job market and learn more about the individual companies themselves, and others were ready with résumés in hand to set up future interviews. Many of the students mentioned they had used the services of the BBCC for résumé prep and editing.

Elspeth Cooper, a senior student, mentioned she was looking forward to speaking with a representative from NAVSEA (Naval Undersea Warfare Center). She is considering the Navy after graduation and is simultaneously pursuing her pilot's license while studying at Montana State (see page 36 for her story).

The spring event yielded even more students. The event on February 14, 2018 featured 32 recruiters with over 150 students in attendance. The variety of companies present at the

event made it easy for students with myriad interests to make connections. The networking opportunities available for JJCBE students were outstanding, and the business executives were eager to make student connections. The recruiting events were co-sponsored by the MSU Jake Jabs College of Business & Entrepreneurship and Career, Internship & Student Employment Services.

Between generous contributions from our donors, the Bracken Center offers not only international fellowships for programs like the Starzen Internship and study abroad assistance, it now has additional funds to support professional activity for both students and faculty.

The Bracken Center also supports 10 student organizations. For more information about each student organization, see page 45).

Through these opportunities, students gain invaluable experiences that expand their worldview, leadership skills, hands-on experiences, and funding support to pursue educational opportunities.





## INTERDISCIPLINARY 'FARM TO MARKET' COURSE WINS NATIONAL DESIGN EDUCATION AWARD

MSU's interdisciplinary course that challenges undergraduate and graduate students to solve real-world problems for Montana's specialty crop farmers won a national design award this past summer.

The Farm to Market course won Core77's Design Education Initiative Award. The award recognizes a business-education or nonprofit-education partnership initiative that furthers the practice of design or promotes design education. A team of highly regarded designers and educators chose the award winners, which this year included an overall category winner, two runners-up and two notable submissions.

The Farm to Market course is part of MSU's Design Sandbox for Engaged Learning. DSEL, pronounced "diesel," is an interdisciplinary collaboration space launched in 2015 as part of the College of Arts and Architecture where faculty, students and industry professionals use design thinking to solve myriad challenges. In the lab, business, graphic design, engineering and other students come together to tackle unusual and challenging design questions and gain experience working as a member of a team. This course is open to students from any discipline.

For many students, the course is their first opportunity to work on a team with peers from other MSU colleges, and the experience prepares them for the complexity and ambiguity that they will face in their careers. Throughout the course, students also gain first-hand experience about how empathy is essential to solving difficult, human-centered problems.

The cross-listed course is backed by the professional experiences and backgrounds of three professors from three colleges and the enthusiasm and talents of its undergraduate and graduate students.

Teaching the course are: Graham Austin, associate professor of marketing in MSU's Jake Jabs College of Business and Entrepreneurship; Meta Newhouse, associate

professor of graphic design in MSU's College of Arts and Architecture; and Mary Stein, health and human development instructor in MSU's College of Education, Health and Human Development and the program leader for the MSU sustainable food and bioenergy systems program.

The three teachers were also honored with the Teaching Innovation Award at MSU's 2018 Spring Convocation. This award honors faculty who have incorporated outstanding innovative teaching practices into their classes. This unique course will also appear as a case study in a book, "Collab + Design Ed," published by Bloomsbury Academic.

In evaluating the entries, judges noted the complexity of the Farm to Market course and how it provides a unique, hands-on experience for students.

"The students were only able to bring in one ingredient to class and in short order they formed teams, designed around the ingredients that they had brought, and went through a whole design process without much guidance on day one," said Roshie Givechi, partner and executive design director at the New York-based IDEO global design and innovation company.

Jeremy Mende of MendeDesign, who also teaches at California College of the Arts, added, "It made you think about an upcycling methodology of design, not just in the abstract, but in real examples."

Founded in 2011, the Core77 Design Awards champions the principles of inclusivity, innovation and excellence. Recognizing the broad spectrum nature of the design field, the awards program offers 14 distinct categories for entry, each further broken into dedicated sections for professionals and students. The Design Education Initiative is only open to professionals.

Past winners of the Design Education Initiative have included Stanford's dSchool and IDEO.





The interns, Kultay Azanbayeva and Nathan Piccini, visit Higashiyama-Ku, one of the districts in the city of Kyoto.

## THE GIFT OF KODEN CONTINUES TO GIVE

In the Japanese custom of “Koden,” it is appropriate to offer money as a token of esteem and respect on the occasion of someone’s death. At the time of the death of his father, Starzen executive Seiichi Uzurahashi bestowed a gift of Koden to our College here at MSU. The gift resulted in an endowment that supports an internship program to promote a better understanding of Japanese culture, business practices, and perhaps most important, promoting mutual respect.

How does a company in Tokyo, Japan connect with a university in Montana?

The relationship between the College and the Starzen Company began in 1991 when Seiichi Uzurahashi traveled to Bozeman and gave a lecture on “Managing Methods in a Japanese Company.” The Starzen Company owned a ranch in Dillon at the time.

Over the years, Senior Starzen Company Executive K. Uzurahashi proceeded to form a strong relationship with Dr. Mike Malone, then the president of the University, and Mike Owen, then Dean of the College of Business. Although President Malone passed away in 1999 and a number of deans have come and gone since Owen retired, the relationship between the College and the Starzen Company endures.

Since the program’s inception in 1995, two business students have been selected for the program each year through a competitive application process. The internship takes place in Tokyo, Japan for Starzen International Co., an international trading company and meat producer and processor.

The 2017 student interns were Kultay Azanbayeva and Nathan Piccini. They spent May 15-29 in Tokyo, experiencing

diverse culture and work at the Starzen Company.

While there, the two students wrote reports, assisted with communications, assisted their Japanese colleagues with English, and learned about the Starzen Company by visiting different parts of the company and attending special lectures. Kultay and Nathan were also able to visit a number of cultural and historical landmarks such as the Tokyo Tower, Imperial Palace Plaza, Nijubashi Bridge, National Garden of the Royal family, Senso-ji Temple, Mount Fuji, Kyoto and Nara. Kultay said that they were also able to visit the Tokyo National Museum, attend a Japanese culture concert, enjoy Japanese foods, and watch a tea ceremony.

“I would like to thank the JJCBE for this incredible, life-changing opportunity. I will be grateful forever for this experience,” Azanbayeva said. “From each place we visited, I learned about the history, culture, and traditions of beautiful Japan. I also discovered my strengths and weaknesses being in a foreign country where I barely spoke the language. Growing up in a different Asian country, I always was curious about Japanese culture, their behavior, and way of thinking. I am definitely not an expert in Japanese behavior, but I discovered a lot about that part of the world that answered some of my questions and left me with great memories.”

“Going to Japan and working with Starzen is one of the highlights of my time at MSU. This experience let me use and grow the professional skills I had learned in the JJCBE. Participating in this internship pushed the boundaries of my comfort zone, and I am grateful for the experience I had,” added Nathan Piccini.





Joel Benson ('18) stands on the wing of Summit Aviation's Diamond DA-42 Twin Star at the Bozeman Yellowstone International Airport.

## PARTNERSHIP HELPS STUDENTS BECOME PILOTS, THEN EARN BUSINESS DEGREES

Elspeth Guzik had no idea when she enrolled at MSU that she would become a commercial pilot and then earn a bachelor's degree in business management. She did know that she wanted to explore the mountains after growing up on the East Coast. She planned to major in sociology.

Shortly after arriving at MSU, though, Guzik realized that sociology might not be for her. After a friend suggested she check out the two-year aviation program offered by Gallatin College MSU, Guzik visited Program Director Ryan Haskins.

Guzik went on to earn various aviation certificates until she became a commercial pilot qualified to fly multi-engine planes. She then enrolled in MSU's Jake Jabs College of Business and Entrepreneurship. Because of the "aviation plus business" program that provided an efficient way to transition between the two colleges, Guzik earned her associate of applied science degree in aviation and her business degree in 4 1/2 years.

Guzik graduated from MSU in December 2017. Despite winning an award with classmate Brett Berry in the Blackstone LaunchPad's 2017 Idea Challenge for a helicopter

touring business, she plans to enlist in the U.S. Army and fly helicopters.

"The program is great," Guzik said of the aviation plus business program. "How well it sets you up for success is pretty awesome."

Joel Benson, a current student in the program, said he knew growing up that he wanted to pursue aviation and a four-year degree. Although he applied to larger universities, he selected MSU because he liked the unique way it combined aviation and business. He was also familiar with MSU – even though he was born in Kenya and feels most at home in South Korea – because of his family history. Jerry Nielsen, his grandfather and first airplane passenger, was an MSU professor in soil science. Benson's parents, Jeff and Barb, both graduated from MSU even though his father grew up in Tanzania and his mother was born in Afghanistan. His older sister, Carlee, graduated from MSU. His younger sister, Natalie, attends MSU now.

"I always wanted to be a pilot," said Benson, who began flying planes at age 15 and soloed at 16. "Having that combination between the two (business and aviation) has been incredible."

He especially appreciated the fact that his business instructors allowed him to incorporate aviation into all of his research projects.

“My course work has been more than I could have asked for,” Benson said. “I never had to do projects I haven’t been 100 percent invested in.”

Benson now expects to graduate in December 2018 after 4 1/2 years at MSU. By then, after serving as president of the business honorary Beta Gamma Sigma and the International Business Club, he will have earned his associate of applied science degree in aviation, a bachelor’s degree in marketing and possibly a minor in international business.

Not sure where his future will take him, Benson said he has many options and interests, but he knows he wants a career that combines business and aviation. He currently interns at the Bozeman Yellowstone International Airport. He works at the nearby Summit Aviation as a ground instructor and scheduler for charter flights. In the summer, he will intern at the Boeing Co. in Seattle. With the international background he acquired because of his father’s jobs as a civil engineer, Benson said he can see himself flying jets around the world, although he does not want to limit himself to that path only. At the moment, he is most passionate about improving flight experiences for travelers.

“It disappoints me to hear when someone has a bad experience while flying, because I believe that improvements can be made at all stages of customer interaction,” he said. “Right now I want to be involved in helping aviation businesses make those changes. That may be in the marketing, customer experience management, airport operations, or even being face to face with the customer as a pilot.”

Guzik and Benson are just two MSU students who have benefited from the informal partnership that led to the aviation plus business program. Crediting Haskins with the idea, Brenda Truman, director of student services in the business college, said that approximately 10 students are currently working on their aviation/business degrees.

About five students have graduated with both degrees since 2012.

“This was something I pushed for years,” Haskins said. “It basically provides the opportunity for Montana students or anybody to get an aviation degree and all of their certificates, then continue on and earn a bachelor’s degree for added value at a fraction of the cost of going through a four-year aeronautical university.”

Truman said she, Haskins and Nicole Berg, student success director for Gallatin College MSU, worked closely together to develop graduation plans that clearly outlined all of the requirements for both aviation and business degrees.

As a result, 54 credits from the Gallatin College aviation program transfer to the Jake Jabs College of Business and Entrepreneurship. Both colleges are based on the MSU campus in Bozeman. Since students earn their private, instrument and commercial pilot certificates in the aviation program, they can earn money and accumulate extra flight time while attending business school.

“As long as students follow the plan, they can complete both programs in about four and a half years,” Truman said.

“It’s a lot of work and a big commitment for these students, but I think it’s a great option for students who want to become commercial pilots,” Truman added.

Haskins said the aviation program – the first and largest workforce program offered by Gallatin College MSU – began in 2005 with 13 students. It currently has a full cohort of 83 students. Everyone will be a commercially rated pilot when he or she graduates.

With job placement nearly 100 percent, Haskins said the aviation program not only prepares MSU students for aviation careers, but it addresses a national problem. The United States has a shortage of pilots due to retirement, overseas employment and fewer pilots trained by the military, he noted. He added that the program has been mutually beneficial for MSU and the Bozeman Yellowstone International Airport.

Brian Sprenger, director of the airport, concurs.

“The value of having an aviation program in the Gallatin Valley can’t be overstated. It contributes to the thriving and active aviation community at (Bozeman Yellowstone International Airport) and provides a great career opportunity for Montana and out-of-state students in an industry with a shortage of qualified pilots.”

Guzik, the former sociology major from Virginia Beach, Virginia, said she hadn’t known before coming to MSU that she could go to college and study aviation.

“As soon as I found out, I fell in love,” she said.

At the same time, Guzik said, she knew she wanted to earn a bachelor’s degree. She was pleased that MSU created a way for her to do both through the aviation plus business program.

“It’s not easy, but it’s worth it,” Guzik said. “I definitely would recommend it to anybody interested in aviation.”



# STUDENTS CONTINUE TO VOLUNTEER IN RURAL ALASKA THROUGH UNIQUE VITA PROGRAM

“I was able to be a part of an Eskimo dance. We were able to try moose meat, seal blubber, and dried herring. I got to experience a whole new culture and it was amazing,” Becca Zullo said after returning from Alaska.

Not many students are able to share in these types of unique cultural experiences, but this is a recurring comment from the accounting students who participate in the Alaska Volunteer Income Tax Assistance (VITA) program, offered since 2008.

Two years ago, the program expanded to include two separate groups of students traveling to Alaska.

This year, three students (Elise Byron, Miranda Koski, and Becca Zullo) went up in February and three more students (Kultay Azanbayeva, Abbie Caldwell, and Ella Mullen) traveled up to Alaska over spring break.

The volunteers fly into Anchorage where they receive additional tax training specific to Alaska. From there, they fly into Bethel to transfer to planes that fit an average of five people to get to the remote villages.

The first set of three students left for Alaska on February 23 and were scheduled to return on March 4, but were delayed

due to weather by a couple of days. Byron, Koski and Zullo visited Tununak and Nightmute. There are around 600 people living between the two villages on Nelson Island, bordering the Bering Sea. The three students filed around 165 returns during their visit.

“This was a transformative experience and incredible adventure for which I am immensely grateful for. This enriching volunteer experience has given me new friendships, an abundance of hilarious and meaningful memories I will cherish forever, and a deeper appreciation for tax,” said Koski.

The second group of students traveled to Alaska March 9-18, over Spring Break. Azanbayeva, Caldwell, and Mullen visited Kotlik and Emmonak. These villages, near the Yukon River delta, were slightly larger with a combined population of just over 1,300. They filed almost 200 tax returns during their trip.

“I am happy that I chose to volunteer for this program. I had a good time with my teammates, gained some knowledge about the Native Alaskan culture, tasted their food, and watched ‘Eskimo dance.’ Overall, it was better than I expected,” said Azanbayeva.



In spring 2018, 19 upper division accounting students prepared a total of 218 federal returns (98 electronic, 129 paper) for individuals in the Gallatin Valley. There were \$136,869 of federal refunds and \$31,066 of education credits. Through this program, accounting students gain professional tax knowledge and experience, while serving the needs of the lower income taxpayers in the community, many of whom are other MSU students.

**Clockwise:** Becca Zullo (front) and Elise Byron (back) waiting to prepare taxes in Tununak.; (left to right) Abbie Caldwell, Ella Mullen, and Kultay Azanbayeva; (left to right) Ella Mullen, Kultay Azanbayeva, and Abbie Caldwell; (left to right) Becca Zullo, Elise Byron, Ron O'Connor, and Miranda Koski. Ron O'Connor was their trip leader.



## COLLEGE MAINTAINS AACSB ACCREDITATION

The Jake Jabs College of Business & Entrepreneurship (JJCBE) has maintained its prestigious accreditation from the Association to Advance Collegiate Schools of Business International.

The accreditation has been earned by less than 5 percent of the world's business programs, according to Robert D. Reid, executive vice president and chief accreditation officer of AACSB International. Today, there are 810 business schools in more than 50 countries and territories that maintain AACSB accreditation.

Accreditation with the association is considered the hallmark of excellence in business education, according to Gregg Aytes, dean of the Jake Jabs College of Business and Entrepreneurship. He said the distinction is evidence of the college's value.

"The members of the (accreditation) visit team recognized that we are providing our students with a high-quality education," Aytes said. "They specifically commended us for the great job our faculty do in mentoring our students, as well as the professional development opportunities provided by the Bracken Center and the Blackstone LaunchPad. The team was also impressed with our students' ability to apply what they

learn in the classroom through internships and class projects."

AACSB-accredited business schools are reassessed every five years. As part of this assessment, the Jake Jabs College of Business and Entrepreneurship submitted a comprehensive application last fall. Then, a peer assessment team visited the college in January to conduct an on-campus review of programs.

The team recommended that the college's accreditation be extended, and the AACSB board of directors ratified that recommendation in April.

"It takes a great deal of commitment and determination to earn and maintain AACSB accreditation," Reid said. "Business schools must not only meet specific standards of excellence, but their deans, faculty and professional staff must

make a commitment to ongoing continuous improvement to ensure that the institution will continue to deliver the highest quality of education to students."

Founded in 1916, AACSB International is the longest serving global accrediting body for business schools that offer undergraduate, master's, and doctoral degrees in business and accounting. To learn more about AACSB International accreditation, visit [aacsb.edu/accreditation/](http://aacsb.edu/accreditation/).







**1912**

Looking up the hill at Montana Hall.







# OUTSTANDING STUDENTS

## FOUR SENIORS AND THEIR MENTORS HONORED AT 2018 AWARDS FOR EXCELLENCE

Forty of Montana State University's top seniors and their faculty or staff mentors were recognized Friday, February 16, at the 36th annual Awards for Excellence banquet held on the MSU campus.

Honored students were nominated by faculty and staff in their college or department. Qualified seniors had at least a 3.5 grade point average on a 4.0 scale, as well as demonstrated campus leadership and community service.

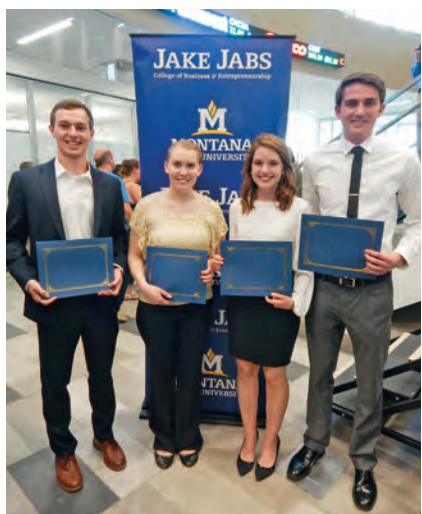
The award-winning students each selected a mentor who were honored with them at the event.

The 2018 Jake Jobs College of Business & Entrepreneurship (JJCBE) Excellence award winners and their mentors are:

- **Jeffrey Bell**, *finance, Airdrie, Alberta*, Tim Harvey
- **Rachel Casey**, *finance and accounting, Liberty Lake, Washington*, Tim Harvey
- **Monica Denny**, *accounting, San Diego, California*, Laura Black
- **Garrett Leach**, *finance, Missoula, Mont.*, Tracy Ellig



The 2018 Awards for Excellence recipients and their mentors



**Top:** Fall student award winners; **Bottom:** Spring student award winners

## STUDENTS RECOGNIZED AT FALL AND SPRING GRADUATION WITH COLLEGE HONORS

At the end of each semester, the College recognizes students for their accomplishments throughout the year. Four students, one in each option, are awarded the *Dean's Award for Excellence* during the graduation celebration. Award recipients are chosen by the faculty. Starting in the spring of 2014, one or more student speakers have also been chosen to address their fellow classmates at the event.

### FALL 2017

- **Accounting Option:** Samuel Schwartz
- **Finance Option:** Martin Muan
- **Management Option:** Kelby Janicek
- **Marketing Option:** Jonathan DeCausin

**Student speakers:** Kelby Janicek

### SPRING 2018

- **Accounting Option:** Alexander Lewis
- **Finance Option:** William Cronk
- **Management Option:** Elisabeth Sauer
- **Marketing Option:** Joel Benson

**Student speaker:** Hannah Johnston, *Bracken PRIDE Professionalism Award* recipient

The following special awards were also announced in the spring:

- **Dean's Award for Excellence (Master of Professional Accountancy Program [MPAc]):** Cortney Thompson
- **Montana Society of CPAs Medallion Award:** Seth Hedge

The graduation celebrations take place the Friday before Commencement and serve as a great way for students to celebrate their time at MSU with family, friends, and JJCBE faculty and staff.

## BUSINESS STUDENTS PARTICIPATE IN BOARDROOM BOBCATS

According to Montana's Nonprofit Economic Impact Report, 2,228 out of the 7,468 charitable nonprofits in the state paid wages and two thirds of Montana's charities are run by volunteers including volunteer boards made up of committed community leaders.

To bring awareness to the nonprofit sector, provide hands-on experiences for students, and bring a different perspective to the table, MSU's Leadership Institute launched a pilot program that placed students as non-voting members of local nonprofit boards in 2016.

The first year, 10 MSU students were paired with nine nonprofit organizations in the Bozeman community. Three were business students: Ryeland Allenson of LaPorte, Colorado with Bozeman Schools Foundation; Matt Brownlow of Missoula with Bozeman Community Foundation; and John Miller of Judith Gap with Gallatin Valley Land Trust.

The pilot program was a success and the second year yielded four business students in the cohort of 10 MSU students: Michael Hill of Billings, studying accounting and political science, was paired up with Cancer Support Community; Keaton Johnson of Kalispell, studying accounting and management, was with Sacajawea Audubon; Lindsay Langhals of Columbus Grove, Ohio, studying business management and Chase Byrne of Tacoma, Washington, studying business marketing, were both paired with Eagle Mount.

Michael Hill shared with us his experiences participating in Boardroom Bobcats:

### How did you hear about the program, and why were you interested in participating?

MH: I heard about Boardroom Bobcats from the College's weekly newsletter. I have always been involved in volunteering going back to my participation in the Relay for

Life growing up in Billings, and this sounded like a good way to get involved in the Bozeman non-profit community in a more sophisticated/higher-level way. When I heard that Cancer Support Community (CSC) was one of the non-profits I could serve for, I knew I wanted to join the program.

### What are some of the activities or experiences you have gained through the program?

MH: One of the major duties I served was going to monthly board meetings where we would approve management decisions and plan for the future of the CSC. I also served on the finance committee, where we looked over internal finances of CSC and made investment decisions. Additionally, I volunteered at several of their events and am working to bring more of our services to the MSU campus. These experiences were really valuable because I gained practice in making big-picture decisions but was also able to volunteer and help serve the community.

### What was your biggest takeaway from participating?

MH: My biggest takeaway is that I am capable of making a massive, positive difference in my community. At the beginning, serving on the board was very intimidating because I was surrounded by lifelong attorneys, doctors, etc. who knew so much more than me, and I wasn't sure how I could help. As the year went on though, I realized that my opinions and thoughts were valuable too. This was empowering, and I realized that even as a student I can serve the community.

### Anything else you would like to share?

MH: I would recommend this program to other students. It was a very empowering experience, and I developed a lot as a person. I also met many amazing people at MSU and in the community whom I will continue to stay in touch with. And, it's a great thing to put on a résumé! I cannot recommend this program enough to students who are interested in participating.

The mission of Boardroom Bobcats is to develop students to become catalysts for change who seek life-long commitments to community involvement and board service, creating value and lasting impact for nonprofit organizations and the greater community. As a reciprocal partnership, nonprofits gain insights and a fresh perspective from MSU students while training future board leaders. Students gain practical boardroom experience, familiarity with the nonprofit sector, mentee opportunities and lifelong leadership skills.



The 2018 Boardroom Bobcats cohort.





The Management and HR Club visiting The Nest headquarters in California.

### STUDENT CLUB RECEIVES AWARD FROM WORLD'S LARGEST HUMAN RESOURCES ASSOCIATION

The college's Management and Human Resources Club has received an award recognizing the superior growth and development opportunities the club provides to its members.

The Society for Human Resource Management, or SHRM, recently awarded a 2017-2018 Merit Award designation to the MSU SHRM student chapter.

Robyn Chupka, the MSU club's faculty adviser, said the group focused this year on pursuing the student chapter's mission of providing professional development opportunities for students. Those opportunities included participation in a series of events, including meetings with both local and out-of-state businesses and human resource specialty panels, opportunities to practice networking skills and participation in a statewide human resources competition.

"This was an extremely motivated group of leaders, and I am pleased that their hard work has been recognized by SHRM," Chupka said.

In addition, earlier this spring 11 club members and Chupka also met with executives from five businesses in California's Bay area, including Brad Bergum, a 1995 MSU alumnus who is chief financial officer of Epicenter Sports and Entertainment.

Members of the club who attended the meetings said they learned a lot from them.

"Epicenter showed students how multi-faceted a company can be and how much liability that can present," said Jarett Grimm, the club's president from Bainbridge Island, Washington, who received a degree in business from MSU in spring 2018.

"Keeping employees happy is one of the most important key success factors for any company," said Rayna Darrow, a club member from Kalispell who is studying business at MSU.

The SHRM student chapter Merit Award program, which began in 1972, was created to encourage student chapters to require ongoing excellence in the following areas: student chapter requirements, chapter operations, chapter programming and professional development of members, support of the human resource profession and SHRM engagement. SHRM student chapters have the opportunity to earn an award based on the number of activities they complete during the merit award cycle.

## JJCBE STUDENT ORGANIZATIONS

The Jake Jobs College of Business & Entrepreneurship (JJCBE) has ten affiliated student organizations. There is also a Toastmasters Club with emphasis on public speaking that has many participating business students and a business faculty adviser.

### Beta Alpha Psi (BAP)

BAP is a national honor organization that prepares accounting and finance students for professional success. Students must meet requirements to gain admittance to the Eta Chi Chapter of BAP and fulfill activity requirements to maintain membership.

The club brings in guest speakers, sends students to conferences and competitions and facilitates networking opportunities.

### Finance Club

The club mission is to create connections between finance students, faculty, and professionals while promoting finance related activities that help inform and prepare students for a career in the financial sector.

The club hosts a variety of speakers and networking events. Members also travel to New York City to tour America's most prestigious financial institutions after taking BFIN 317, a trip that originated from this club.

### Management and Human Resources Club

The club provides networking opportunities, resume builders, and career/personal development opportunities that lead to an enhanced understanding in the fields of management and human resources.

The club is an affiliate of Society of Human Resources Management (SHRM), the world's largest HR association. The club most recently traveled to the Seattle and San Francisco areas to visit with executives at businesses like Microsoft and Nest.

### American Marketing Association (AMA)

The chapter, a member of the national American Marketing Association, develops innovative professionals through hands-on workshops, guest speakers, their annual Agency Crawl, and networking events.

Every year, AMA competes at the International Collegiate Conference (ICC). At the 2018 conference, AMA teams earned two top awards and the group was named a Top 20 chapter.

### Additional College supported clubs & organizations:

There are many other clubs affiliated with the JJCBE including: Collegiate DECA, Enactus/Social Impact Club, International Business Club (IBC), LaunchCats, Montana Investment Group, and the Women in Business Club.

To learn more, please visit: [www.montana.edu/business/current-students/clubs/index.html](http://www.montana.edu/business/current-students/clubs/index.html)







The JJCBE group at the New York Stock Exchange in New York City.

### YEARLY TRIP A CATALYST FOR INTERNSHIPS AND JOBS IN THE BIG APPLE

In 2018, Gary Caton, finance faculty and Finance Club advisor, organized the sixth trip to New York City for our business students. What started out as a Finance Club trip in 2009, became a special topics course the spring of 2017 and has now evolved into the finance elective BFIN 317 American Financial Institutions course, offered every year starting fall 2018.

This popular offering gives students a unique glimpse of what it would be like to live and work in the world's financial capitol.

"Taking the students out of the classroom and into the boardrooms of some of America's top financial institutions really brings home to them the importance of professionalism and ethical behavior. The professionals we meet with in New York literally manage trillions of dollars of other people's money," said Dr. Caton.

Between January 9 and 14, Caton took 20 students to visit the Big Apple, along with two other faculty members and the college dean to meet with well-known financial firms and MSU alumni. While there, they visited the New York Stock Exchange; Federal Reserve Bank; Manhattan real estate giant The Durst Organization; One World Trade Center, leased

by Durst Org.; Edgewood Management, LLC; BlackRock, Inc. (over \$6 trillion assets under management); private equity firms Blackstone Group L.P. and Riverstone Holdings, LLC; Barclays' trading and investment banking division; Bloomberg, Inc.; and SMBC Nikko Securities.

During the trip, students spoke with the President of the New York Stock Exchange and met with many MSU alumni. Caton emphasized the importance of alumni in making this trip possible.

"Many busy New York professionals made time to help me organize this trip and host us at their companies. I am particularly grateful to MSU alumnus Kevin Seth, partner and portfolio manager at Edgewood Management LLC, for hosting us and whose generous donation funded the majority of my students' expenses for the trip," he said.

This program helps MSU build lasting relationships with MSU alumni like Seth, Alexander Durst, and Matt Hanley, as well as MSU-connected people like Ken Wilson, Stu Bohart and Sam Jackson. These relationships have already had very positive effects on MSU students' opportunities for internships and jobs in and around New York City.

"I know my peers would agree with me when I say that the NYC trip was one of the most valuable experiences that I had in college. It provided the opportunity to apply coursework in a real-world setting and not only learn about many of the most prestigious financial institutions, but also visit them in-person. The trip will have long-term benefits for all that attended. For instance, as a direct result of the trip, myself and several other attendees were able to obtain summer internships in NYC," said Will Cronk, Finance Club past president and recent graduate with the finance option. He was offered a full-time position with Blackstone, the company he interned for, starting summer 2018.

Three of the five NYC interns last summer accepted full-time positions in the New York area with BlackRock, Blackstone, and Credit Agricole. Three more students participated in 2018 summer internships. Erik Axelsson, the 2018-2019 Finance Club President, with Riverstone, and Jonathan Mudge and Dallas Whitfield with the Durst Organization.

To see additional photos from the trip, visit the Finance Club's Facebook photo album at <https://bit.ly/2MJNZw7>. The Jobs College encourages students to be engaged in their learning to better prepare for their future through these types of experiences.

## TREVOR HUFFMASTER NAMED NEW DIRECTOR OF MSU'S BLACKSTONE LAUNCHPAD



An MSU entrepreneurship program that has helped generate more than 90 ventures since its inception in 2013 has a new director.

Trevor Huffmaster, who has served as interim director of the Blackstone LaunchPad at MSU since 2017 and as director of its 406 Labs accelerator component since 2015, has been selected to be the director of the Blackstone LaunchPad at MSU. He begins his duties immediately.

The MSU Blackstone LaunchPad – which is housed under the Jake Jobs College of Business and Entrepreneurship – is an entrepreneurial resource for students, alumni and faculty across the university and community and offers coaching, ideation and venture creation support. As director, Huffmaster will interact with MSU students, faculty, staff and alumni and help guide them as they develop their ideas into entrepreneurial opportunities.

"I am extremely excited and honored for this new role at the Blackstone LaunchPad," Huffmaster said. "This is an amazing opportunity to work even more with our talented students, faculty and alumni to leverage entrepreneurial thinking to solve big problems."

An entrepreneur himself, Huffmaster has more than 18 years of experience creating and managing health care and business organizations, as well as more than 15 years of experience managing and implementing complex information technology and business projects. Originally from Billings, Huffmaster held positions at the Ohio State University Wexner Medical Center and A4 Health Systems, among others, before relocating back to Montana in 2007 to join Bozeman Health in a lead information technology management and implementation role. He has also been a part of the founding leadership teams for MaternOhio Management, Women's Imaging Center and, most recently, 406 Labs.

Huffmaster has a bachelor's degree in biology from Boston University and a master's degree in health administration from the College of Public Health at the Ohio State University. He has also earned numerous certificates, including one from the Executive Program in Social Impact Strategy at the University of Pennsylvania and another from the MITx Global Entrepreneurship Bootcamp.

Kregg Aytes, dean of the Jake Jobs College of Business and Entrepreneurship, noted that Huffmaster has proven to be a strong leader of the Blackstone LaunchPad over the past five months.

"Trevor brings great energy and vision to the role, and his relationships across campus and in the business community are going to serve our student entrepreneurs and alumni entrepreneurs well," Aytes said.

The LaunchPad's physical presence is in the Strand Union Building next to the Union Market.

More information is available online at [montana.edu/launchpad/](http://montana.edu/launchpad/).

If you would like to receive the LaunchPad's email newsletter, please send a message to [trevor@msulaunchpad.org](mailto:trevor@msulaunchpad.org).



### LONDON EXPERIENCE BRINGS TO LIFE MARKETING & ENTREPRENEURSHIP FOR STUDENTS

This summer, 10 MSU students (Joey Billette, Abby Coffee, Austin Finch, Dava Harvey, Christian Lapp, Rebecca Lindsay, Eric Lundgren, Hannah Mathews, Lindsay Williams, Joseph Wisher) traveled to London, England with its new faculty coordinator, Mike Gold, assistant teaching professor of marketing, for a two-week trip coordinated through the college and International Studies Abroad (ISA).

The students brought their diverse areas of study and experiences to the table to make the trip a truly enriching experience. All four options were represented as well as students with backgrounds in engineering and global and multicultural studies. Some of the students were also pursuing the popular international business and small business and entrepreneurship minors.

While in London, the students were able to experience a mixture of unique educational and cultural activities.

"I really enjoyed going on this trip, especially as an accounting major. Before this trip, I didn't have any experience with marketing, so the program gave me the opportunity to think in a completely different way. Having this experience will help me to better understand how businesses create and sell new products to consumers," said Eric Lundgren, a junior from Anchorage, Alaska.

The students visited Cockpit Arts, a specialized incubator/accelerator that works with craft businesses by supporting startups and helping mid-career and established businesses to accelerate growth. The students spent time talking to the director of the program and some of the 27 artists who run their businesses out of Cockpit Arts. One student commented that this was a truly novel concept to them and was impressed at how the incubator had helped many businesses get started.

Through Gold's connections, the students visited M&C Saatchi and worked with one of their account planners who walked them through the process that Saatchi's uses to create powerful advertising. The students then had an hour to put what they heard into practice; they did a great job and demonstrated some excellent thinking to help market a recipe box kit. The students had read a book about Saatchi & Saatchi in the class they took prior to the trip, so it was interesting for them to see everything in person.

The students also spent an entire day at London South Bank University, where they toured the school, met some business students and teamed up with them to create a marketing strategy for a single-person virtual accounting practice.

Other activities included visiting the Bank of England, a City of London walking tour, the Churchill War rooms, the Tower of London, Hampton Court and a trip down the River

Thames to see the Greenwich Royal Observatory where they stood on the Prime Meridian.

The group left London for a day and went to Cambridge, where they visited the University that was established in 1209. After a guided tour of the magnificent Kings College Chapel, the students tried their hand at punting on the River Cam; this was a great success and nobody fell in the water!

The London trip was established to help our students gain international business skills and knowledge through experiential encounters. Erika Armistead '94 has specifically provided funds to support this educational experience while other donors have contributed funds to support general international programming.

Through her life's experiences, Erika realized the importance of educating students about global business. Remembering professor Mike Reilly's words about giving back from her last day of classes as a senior, Erika established a scholarship to help students travel outside of Montana and learn in another cultural environment. She added a second scholarship to support the London experience.

"We are so excited to be able to help support our MSU business students with the international experience to London. Both my husband, Jason, and I know the value of learning in a different cultural environment and we feel that this trip provides a sound base for our students' entry into global business," she said.

Gold said "As teachers we impart knowledge to our students in the classroom through lectures, presentations, case studies, discussions and simulations but to use an Asian proverb 'Better to see something once than to hear about it a thousand times.' "



## FACULTY HONORED WITH AWARDS FOR TEACHING, RESEARCH, AND SERVICE

Faculty and staff play an integral role in the College and at the end of the spring semester, the Jake Jobs College of Business & Entrepreneurship (JJCBE) recognizes them for their accomplishments throughout the year. Faculty received these honors based on their outstanding performance in teaching, research, and service. Some of the awards, provided through endowment programs, give faculty members financial resources for scholarly and pedagogical development. A handful of awards are given out based on service excellence, professionalism, and collaboration. Award recipients were:



### SPRING 2018

✦ *Carstensen Haferman Excellence in Teaching Award:* **Eric Van Steenburg**, assistant professor of marketing



✦ *Dean's Award for Outstanding Performance in Service:* **Angela Woodland**, associate professor of accounting



✦ *Harold & Reta Haynes Faculty Superior Performance Award:* **Anne Christensen**, professor of accounting



✦ *Dean's Award for Outstanding Performance in Teaching:* **Steve Ault**, associate teaching professor of accounting



✦ *Scott & Barbara Heck Faculty Scholar Award:* **Ed Gamble**, assistant professor of accounting



✦ *Gary K. Bracken Student's Choice for Excellence in Teaching Award:* **Scott Bryant**, professor of management



✦ *Joe & Sharlene Loendorf Excellence in Teaching Award:* **Graham Austin**, associate professor of marketing



✦ *PRIDE Code of Excellence Award:* **Susan Dana**, associate professor of management and the director of the Bracken Center for Excellence in Undergraduate Business Education



✦ *Thomas Nopper Academic Excellence Award:* **Katy Brandis**, instructor of management



✦ *Norm Millikin Award:* **Gary Caton**, professor of finance and



✦ *Dean's Award for Outstanding Performance in Research:* **Andreas Thorsen**, assistant professor of management



✦ **Robyn Chupka**, instructor of management





### BLACKSTONE LAUNCHPAD AT MSU

The Blackstone LaunchPad at MSU, housed under the Jake Jabs College of Business and Entrepreneurship, is an entrepreneur resource for students, alumni and faculty across the university and community that offers coaching, ideation and venture creation support. With a physical presence in the Strand Union Building next to the Union Market, the Blackstone LaunchPad has generated 90+ new ventures and assisted hundreds of individuals and teams from across campus and all disciplines since its grand opening in 2013.

### 406 LABS

406 Labs is Montana's first technology and high tech manufacturing accelerator program. Their curriculum focus is modeled after the MIT x Global Entrepreneurship Bootcamp and ventures participate in the 90-day intensive program with a focus on market research, product development, mentorship, and resource access.

#### The 2018 Accelerator Co-Hort

**Laser Lab** Source platform gives customers the power to shop and buy directly from hundreds of the best laser lab product manufacturers around the world.

**Adventure Agent** facilitates short-term vehicle ownership. The service offers international travelers a money-saving alternative to renting vehicles while on long trips.

**Crooked Yard Hops** was founded in 2015 to meet the demands of the emerging craft brewery market. Since then, two expansion yards have been built to begin delivering thousands of pounds of local hops.

Ticketing is broken. **Sellout** is fixing it. Sellout is rethinking the ticketing experience by providing revolutionary new opportunities for event organizers and attendees alike.

**Cowboy Cricket Farms LLC** is an emerging industry leader in the entomophagy (edible insects) market in America.

Our product is 100% *Acheta domestica* (common house cricket) and farmed locally in Belgrade, MT.

**Dino Drop-In** is a childcare service built to fit the lifestyle of busy families and ever-changing work schedules. Combining the best aspects of daycares without the negatives accrued from traditional drop-in centers, Dino Drop-In provides the next level of drop-in daycare.

**Lumalanes** is a revolutionary system created to guide swimmers through a complete workout and provide immediate and effective feedback, freeing up the coach and swimmers to concentrate on technique and efficiency without the need to watch the clock.

**Farmented** was founded to reduce food loss in the form of ugly and excess vegetables on small organic farms. By taking these perfectly good vegetables and fermenting them into products, Farmented helps farmers to be more sustainable and profitable year-round.

## MSU'S LAUNCHPAD CONNECTS WITH IRELAND LAUNCHPAD

For two weeks, students from MSU and UM visited Cork, Ireland for a study abroad course centered around entrepreneurship. The course was hosted by the Blackstone LaunchPad at University College Cork under the direction of Peter Finnegan. Accompanied by the schools' respective LaunchPad directors, Trevor Huffmaster and Paul Gladden, students learned about the current entrepreneurial ecosystem in Cork while also working on projects associated with three local startups.

Coryn Johnson, a business student and marketer at MSU's Blackstone LaunchPad, was able to participate in this once-in-a-lifetime opportunity through UCC's BLP. She shares with us her experiences from this summer.

"Entrepreneurship had never been something of initial interest to me, but come two weeks later [after meeting the director of the LaunchPad] I found myself interning at the LaunchPad, come another few months I found myself employed as their marketer, and come four full months from that initial conversation, I found myself in Ireland.

From the very onset, the days were packed. Headed under the director, Peter Finnegan, the course took place at the University College Cork LaunchPad and was built around three different projects associated with local startups. Specifically, the group I was assigned to had been asked to create the framework for a pilot study that tested a posture-correcting device.

Each day included some time designated for project work. Additionally, we listened to our fair share of lectures,

the topics ranging from venture capitalism to the current economic growth of Cork to the human microbiome. Perhaps my favorite portion of the academic day was the various field trips we took, visiting local startups and government offices, where we were taken through their daily processes, ultimately gaining a more intimate understanding of the drivers behind a business.

I left Cork with a full grasp on the word entrepreneurship, something I'd always fallen just short of despite my work at the MSU Launchpad. Perhaps the fact we were fully surrounded by all aspects of the word for a two-week period had something to do with the newfound understanding. But also, perhaps it wasn't these academic experiences that taught me the most...

Then there are the things you learn that you can't ever place words on. I have a few words I've turned over in my head, and the one I keep coming back to is refreshing. It doesn't sit quite right, doesn't fully illustrate the understanding I've come to, but I can say, the sense of optimism, as well as the pride that the people of Ireland have for their country and their heritage, was refreshing. Such was an outlook on one's country and the world that I've never quite witnessed, not on so large a scale.

To all I've had the pleasure of learning from during my time in Cork, thanks a million."

For the full story of Coryn's experience, please visit our website: <http://www.montana.edu/business/news/article.html?id=17907>.



Students from the MSU and UM LaunchPads visit Ireland, accompanied by the schools' respective LaunchPad directors. Coryn is the student on the furthest left.



### ENTREPRENEUR DAY EVOLVES INTO NEW MONTANA SUMMER STARTUP ACADEMY

Why are all of West Paw's finished products stored in the center of its facility? What benefits are there to making products as they are ordered, rather than having excess inventory waiting on the shelves? Why are the company's employees cross-trained for different positions?

Nine high school students representing communities from across Montana – including Billings, Bozeman, Fort Benton, Great Falls, Missoula and Sheridan – pondered these and other questions during a tour of West Paw, Inc., a company that manufactures and sells pet toys, dog beds and other products.

The students were participating in the Montana Summer Startup Academy, a new educational program for Montana high school students interested in entrepreneurship. The four-day program is a collaboration between the Jake Jabs College of Business & Entrepreneurship, the Blackstone LaunchPad at MSU, and One Montana's high school entrepreneurship program. One Montana is an organization dedicated to creating a vibrant Montana by connecting rural and urban communities.

The West Paw tour was just one portion of the Montana Summer Startup Academy.

Other sessions that were offered as part of the four-day academy included one about design thinking and company ideation; another where two MSU graduates and entrepreneurs shared information about their own companies and answered students' questions; a session about conducting market research; a session sharing information about making sales pitches to customers; and several sessions where students worked on ideas for their own startups. The academy culminated in the students pitching their own ideas.

Kregg Aytes, dean of the Jake Jabs College of Business and Entrepreneurship, said the academy was designed to provide a broad range of information to students and to allow them to apply what they were learning to their own ideas. He said he hoped the experience would not only inspire the students, but also help them make informed decisions about their future college and career choices.

The educational program teaches students about identifying problems and

opportunities for meeting people's needs, the design thinking process, key principles of the lean startup methodology, how to conduct market research and how attending college can help students develop the skills necessary to implement creative solutions.

"The students who are participating in this program have expressed an interest in entrepreneurship and in learning about the 'right' way to start a business," said Trevor Huffmaster, director of the Blackstone LaunchPad at MSU. "This program is all about engaging students and getting them inspired."

Prior to this Startup Academy, the College used to host a fall "Entrepreneur Day" for Montana high school students, but felt this new format would provide a higher quality visit for students specifically interested in business and entrepreneurship. Some members of this first group of participants were part of their schools' business clubs, and others are winners of One Montana's annual Montana Teenpreneur Challenge, where students submitted a two-minute business pitch and written summary that was judged by entrepreneurs around the state.

"This program is a great way for students who are interested in business and entrepreneurship to get involved and begin developing their ideas while they're still in high school," Aytes said. "Spending four days brainstorming, problem solving and workshopping ideas should really be helpful as these students consider their own future choices."

He hopes to expand this program to include more high school students from across the state as well as other professional groups and organizations.



Along with representatives from the MSU Jake Jabs College of Business and Entrepreneurship and Blackstone Launchpad, High school students from around Montana learned about West Paw's business model and manufacturing process for dog toys.



## PUBLISHED FACULTY RESEARCH AND BOOKS

### FACULTY RESEARCH

**Dr. Graham Austin**, associate professor of marketing

“A Theater Intervention to Promote Communication and Disclosure of Suicidal Ideation.”

*Journal of Applied Communication Research*, 45(3), 294-312.

**Dr. Graham Austin**, associate professor of marketing

**Dr. Agnieszka Kwapisz**, assistant professor of management

“The Road to Unintended Consequences is Paved with Motivational Apps.”

*Journal of Consumer Affairs*, 51(2), 463-477.

**Dr. Virginia Bratton**, assistant professor of management

“El Chapo for Presidente: An Examination of Leadership through Mexico’s Narcoculture.”

Book Chapter: *Leadership, Popular Culture, and Social Change* (2018th ed., pp. 91-106)

**Dr. Scott Bryant**, professor of management

“Major Factors Affecting Knowledge Sharing in Emerging Economies: A Theoretical Study.”

*International Journal of Management and Human Resources*

Gravity Payments, Inc.: Setting the World or Itself on Fire?

*Journal of Case Research and Inquiry*

**Dr. Anne Christensen**, professor of accounting

**Dr. Angela Woodland**, associate professor of accounting

“An Investigation of the Relationships Among Volunteer Income Tax Assistance (VITA) Participation and Ethical Judgment and Decision Making.”

*Journal of Business Ethics*, 147(3), 529-543.

**Dr. Nathan Jeppson**, assistant professor of accounting

“Defining and Quantifying the Pension Liabilities of Government Entities in the United States.”

*Journal of Corporate Accounting and Finance*, 29(1), 98-106.

**Dr. Bonita Kramer**, professor of accounting

“Current Opinions on Forensic Accounting Education.”

*Accounting Research Journal*, 30(3), 249-264.

**Dr. Agnieszka Kwapisz**, assistant professor of management

“Defining and Quantifying the Pension Liabilities of Government Entities in the United States.”

*Journal of Corporate Accounting and Finance*, 29(1), 98-106.

**Dr. Brooke Lahneman**, assistant professor of management

“Nested identities as cognitive drivers of strategy.”

*Strategic Management Journal*

**Dr. Christine Sung**, assistant professor of marketing

“Department vs. Discount Store Patronage: Effects of Self-image Congruence.”

*Journal of Consumer Marketing*

**Dr. Andreas Thorsen**, assistant professor of management

“Robust Inventory Control Under Demand and Lead Time Uncertainty.”

*Annals of Operations Research*, 275(1), 207-236.

“Efficient Frontiers in a Frontier State: Viability of Mobile Dentistry Services in Rural Areas.”

*European Journal of Operational Research*, 1-15.

### FACULTY BOOKS

**Doug Fletcher**, instructor of management

*How Clients Buy: A Practical Guide to Business Development for Consulting and Professional Services* (1st ed., pp. 250)



### GOLFERS SUPPORT STUDENTS THROUGH ANNUAL TOURNAMENT

The 16th annual Classic Open Golf Tournament took place on Friday, September 29, aligning once again with MSU's Homecoming. The event brought more than 150 golfers and volunteers together to support students.

Same as previous years, the scramble format event kicked off with a shotgun start and wrapped up with an awards ceremony. During the event, the International Business Club and the Management Club had members stationed at the Betting Hold to raise funds for their organizations. Monies raised through the auction went towards funding our Friends of the Classic Open Golf Tournament scholarship. The recipients of the 2017 scholarships were Erang Cho, Maximillian Durtschi, and Grace Fleming.

The 2017 winners (Jim Coleman, Scott Hatler, Adam Leachman, Jim Sullivan) beat out 26 other teams to capture the first place gross spot and took home the traveling crystal trophy. Players also won prizes for first, second and third place gross and net, as well as longest drive and closest to the pin.

It is with the support of event sponsors, players and silent auction donors that the College is able to continue providing excellent business education programs and scholarships. Big Sky Western Bank, Foundant Technologies, and Rudd & Company were this year's co-host sponsors. A complete listing of all donors to the Golf Tournament and other JJCBE activities can be found in the Honor Roll of Donors located in the back of this report.

The next tournament is scheduled for Friday, September 28, 2018 at Riverside Country Club. Please contact Anna Reardon at [anna.reardon@montana.edu](mailto:anna.reardon@montana.edu) for more information, or see the JJCBE Website at [www.montana.edu/business/alumni/golf.html](http://www.montana.edu/business/alumni/golf.html).

#### RESULTS

**Gross 1st Place:** Jim Coleman, Scott Hatler, Adam Leachman, Jim Sullivan (LuvStitt, Inc.)

**Gross 2nd Place:** Nick Johnson, Eric Murphy, Brandon Vancleeve, Tyler Wantulok (Security Title)

**Gross 3rd Place:** Steve Dailey, Paul Pahut, Chris Remley, Brent Zanto (Stockman Bank)

**Net 1st Place:** Chris Dahl, Grant Elliott, Daren Nordhagen, Mark Larimer (Foundant Technologies)

**Net 2nd Place:** Lindsay Gallinger, Sean Gallinger, Chris Martinsen, Ryan Rittal

**Net 3rd Place:** Bryce Harrison, Pat Schumacher, Doug Weedin, Jeff Weedin (State Farm – Jeff Weedin)

**Longest Drive (Men 0-20):** Nick Obie

**Longest Drive (Men 21+):** Garret Gillispie

**Longest Drive (Women 0-20):** Allie Sauvageau

**Longest Drive (Women 21+):** Kami Gillispie

**Closest to the Pin (Men):** Brent Schumacher

**Closest to the Pin (Women):** Kara Gallinger



The 2017 tournament winners pose with the traveling crystal trophy.



Visser Greenhouses of Manhattan



Cowboy Cricket Farms of Belgrade

## FAMILY BUSINESS DAY HONORS EIGHT MONTANA BUSINESSES

The Jake Jabs College of Business and Entrepreneurship recognized eight family businesses in 2018 for their hard work and dedication to their businesses, communities, and industries. Chosen based on their commitment to customer service and community, family values, and their adaptability to an ever-changing business environment, the winners were:

- **Midland Claims Service Inc. of Billings**, *Very Small Business category* (fewer than 10 employees)
- **Visser Greenhouses of Manhattan**, *Very Small Business category* (fewer than 10 employees)
- **L.P. Anderson Point S Tire & Automotive of Billings**, *Small Business category* (10 to 30 employees)
- **Columbus IGA & Stillwater Family Pharmacy of Columbus**, *Medium Business category* (31 to 50 employees)
- **American Bank of Bozeman**, *Large Business category* (more than 50 employees)
- **Missoula's Office City of Missoula**, *Old Business category* (more than 50 years)
- **Bauer & Clausen Optometry of Billings**, *New Business category* (less than 10 years)
- **Cowboy Cricket Farms of Belgrade**, *Special Business Recognition category*

All award-winning businesses have an extensive history of providing service and support for their communities and Montana. The awards luncheon brought participating families together to celebrate their achievements, learn from each other, and share advice. Multiple generations and many MSU alumni attended the luncheon, as well as past Family Business Day award winners.

Lachlan Perks, previous COE of the global family business Eclipse, Inc., was the keynote speaker. A 1981 graduate of

MSU, Lachlan joined his family's manufacturing business as a development engineer and later transitioned into sales and marketing. Eclipse Inc. grew under Perks' 10-plus-year leadership from an \$85-million to a \$125-million company and into a company with manufacturing facilities in six countries and sales in every industrialized country.

His talk, "Driving Success by Aligning Your Business Strategy with the Family Vision," provided tools for utilizing the family vision and assumptions to help determine the ownership plan and, subsequently, the business strategies to lead those in attendance to success.

Prior to the awards luncheon, there was a free succession planning workshop hosted by Alistair Stewart, senior business adviser with the Montana Manufacturing Extension Center. He shared with those in attendance what it takes to achieve a successful exit from — or the continued success of — the business that is the culmination of a life's work.

Now in its 24th year, the JJCBE and State Farm Insurance have honored almost 160 old and new Montana family businesses, ranging in size from fewer than 10 employees to more than 50, in all types of industries.

The JJCBE and State Farm Insurance, in honor of Robert Jaedicke, hosted the program. Additional support came from the Montana Chamber of Commerce and WIPFLi.

The 2018 Family Business Day is scheduled for Friday, October 26, 2018 at the Best Western Plus GranTree Inn. The event is a part of the college's 125th celebration month.

Please email Anna Reardon at [familybusiness@montana.edu](mailto:familybusiness@montana.edu) for more information or see the JJCBE website at <http://www.montana.edu/business/familybusiness/index.html>.





The “Women in Today’s Workplace” panel session.

### CELEBRATING 10 YEARS OF MENTORING, EDUCATING, AND NETWORKING

On May 10, Jabs Hall was packed with professionals for the 10th annual Women’s Circle of Excellence (WCOE) conference. The sold-out event of over 145 attendees emphasized mentoring and networking as well as inspirational and educational sessions.

Karen Lum kicked off the event with her group session: “You are your Best Answer: Growing Yourself as a Leader” before participants split up into breakout session. The five breakouts offered included: “Giving Productive Feedback & Empowering Your Team,” with Amanda Tebay of MSU’s Family & Graduate Housing; “Marketing that Works,” with Jessica Burch of Betula Creative; “Integrative Negotiation for Professional & Personal Success,” with Dr. Amber Raile, an associate professor of management; “Families and Legacies: Challenging Decisions,” with Dr. Marsha Goetting, an MSU professor & an Extension Family Economics Specialist, and “Visual Business Planning,” with Karen Lum of K Lum Consulting and Suzi Berget White of the Montana Women’s Business Center.

Between breakout sessions, a “Women in Today’s Workplace” panel featured four women: Britt Ide, executive director of the Yellowstone Club Community Foundation; Kari Schultz, manager of the Web Experience Team for Helix Business Solutions; Barbara Wagner, the chief economist for the MT Department of Labor & Industry and Tamara Williams, owner/realtor of Tamara Williams & Company. A PK-inspired session on the theme “She Inspired Me,” touched the audience with presentations from Ginny Dieruf, founder of The Cody Dieruf Benefit Foundation; Suzi Berget White of the Montana Women’s Business Center; Jessica Dehn, owner of Dino Drop-In Childcare Center; and Julie McGrath of Enterprise Holdings.

The 2018 Outstanding Woman Mentor Award recipient was Jackie Sather, one of the founders of the event and a senior director of development for MSU’s Alumni Foundation. Each year, this award is presented to a woman in recognition of exceptional contributions of leadership, inspiration, and mentorship to her community. Excerpts from letters of support were read aloud including comments from Micki Munro, the other Women’s Circle of Excellence co-founder.

Professional tidbits shared throughout the day by the 2017 keynote were such a huge hit, that the trend continued this year with “Winners’ Minutes.” Coach Sherry Winn was this year’s dynamic keynote speaker and she shared many important messages with the audience. She is a motivational speaker, coach, two-time Olympian, and author of five books. Her presentation titled, “Unleash the Winner Within You,” covered her “WIN” philosophy.

The event also raised enough funds for two scholarships which will be awarded at the fall scholarship celebration to business students Amber Friesz and Xiaoqing Zhu.

The conference sessions not only provided useful takeaways for those in attendance, they provided a welcoming environment for participants to connect and reconnect with others. Afterwards, one attendee said, “I LOVED attending this event! I learned a ton and it just felt good to be in a room full of smart, driven and creative women. Can’t wait to attend next year!”

Sponsorship support for this year’s conference was provided by BlueCross BlueShield of Montana and Northwestern Energy, with additional support from Amatics CPA Group, PayneWest, Sky Federal Credit Union, First Security Bank, PrintingForLess.com and Foundant Technologies.

## AY 2017 GUEST SPEAKERS



Diana Holshue, Federal Reserve Bank, Helena Branch

**Angela Ahn** MSU  
**Tory Akins** Murdoch's Home & Ranch  
**Susan Alt** MSU  
**Caroline Arce** Mystery Ranch  
**Kristi Argyilan** Target  
**Deborah Barkley** MSU  
**Jack Barley** Evergoods  
**Rich Barton** Zillow, Expedia, Glassdoor  
**Chris Bauer** Sky Federal Credit Union  
**Dave Bayless** Human Scale Business  
**Brad Bergman** Epicenter  
**John Bielenberg** Project M  
**Stu Bohart** retired, Fortress Investment Group  
**Kate Boie** Boeing  
**Diane Bristol** Simms Fishing Products  
**Jessica Burch** Betula Creative  
**Travis Caldwell** Bear Group  
**Steve Cannon** pulseCHECKER  
**Patricia Catoria** MSU  
**Hillary Clow** Revive Skincare  
**Jennifer Coad** ILX Lightwave  
**Stephanie Cole** PIE  
**Eulalie Cook** Tadpull  
**Bethany Cordell** MSU Athletics  
**Leon Costello** MSU Athletics  
**Stacie Costello** American Prairie Reserve  
**Erica Coyle** HAVEN  
**Tressa Croaker** Elixiter  
**Steven Dailey** Morgan Stanley  
**Jessica Dehn** Dino Drop In  
**Pete Dickman** TRX  
**Ginny Dieruf** The Cody Dieruf Benefit Foundation  
**Chad Ferris** Johnson & Johnson

**Clinton Gerst** Bank of Bozeman  
**Marc Giullian** MSU JJCBE  
**Marsha Goetting** MSU Extension  
**Ember Hanson** Wisetail  
**Cathy Hasenpflug** CHRO MSU  
**Eric Hathaway** Zoot Enterprises  
**Bill Henderson** Rombauer Winery  
**Cheri Hollenbaugh** Simms Fishing Products  
**Diana Holshue** Federal Reserve Bank, Helena Branch  
**Laura Humberger** MSU  
**Britt Ide** Yellowstone Club Community Foundation  
**Mara Johnson** Wipfli  
**Chris Jones** Nest  
**Nicole Jones** Google  
**Mindy Kissner** Alaska Legislative Audit  
**Bob Knebel** Rombauer Winery  
**Kathleen Kusek** MSU JJCBE  
**Jen Lane** Williams Plumbing and Heating  
**Diane Letendre** Human Resources Consultant  
**Jeannie Little** MSU  
**Clint Lohman** Rocky Mountain Gaming  
**Karen Lum** K Lum Consulting  
**Chantelle Mahan** MSU JJCBE  
**Joel Martin** Orbital Content Co.  
**Ken May** private equity investor  
**Julie McGrath** Enterprise Holdings  
**Kristi Mills** MSU JJCBE/MOR  
**Christian Mitchell** Northwestern Mutual  
**Danny Morse** Alaska Legislative Audit  
**Toni Neal** retired executive  
**Meta Newhouse** MSU  
**Shelby Nordhagen** Foundant

**Carl Nystuen** D.A. Davidson  
**Steve Olp** Rosauers  
**David Olsen** Starbucks  
**Sandeep Parekh** Nest  
**Mark Pesavento** NFL  
**Steven Potraz** Murdoch's Home & Ranch  
**Jared Rabinowitz, Sr.** NBC  
**Amber Raile** MSU JJCBE  
**Jose Rodriguez** The Eat Club  
**Kalli Ryti** First Security Bank  
**Kari Schultz** Helix Business Solutions  
**Shann Scott** First Interstate Bank  
**Jacob Sharp** Foundation  
**Sam Sharples** LPL Financial  
**Garrett Shaw** Blue Ribbon Builders  
**Cliff Sheets** Oxy  
**Renee Sippel-Baker** Mystery Ranch Backpacks  
**Tim Solso** retired executive  
**Dan Spurr** Rocky Mountain Gardening  
**Sharon Stoneberger** MSU  
**Mike Swanson** LeadInsite  
**Carson Taylor** Bozeman  
**Amanda Tebay** MSU Family & Graduate Housing  
**Jon Tester** State of Montana  
**Barbara Wagner** MT Department of Labor & Industry  
**VB Webb** Workiva  
**Suzi Berget White** Montana Women's Business Center  
**Geneva Wild** TRG  
**Tamara Williams** Tamara Williams & Company  
**Sherry Winn** author, motivational speaker  
**Patrick Zimny** commonFont



Kristi Argyilan, SVP, Target



### ALUMNI INDUCTED INTO THE MSU ATHLETICS HALL OF FAME

Six of the greatest athletes in MSU history and one of the Big Sky Conference's most dominant teams were honored on January 19, when they earned induction into the Bobcat Athletics Hall of Fame. Three business alumni were among those honored.

**Corey Smith** capped perhaps the most electrifying season by a return specialist in school history in the most fitting fashion possible in 2003 when he returned the opening kickoff of the Cat-Griz game for a touchdown. Still the only time that has happened in series history, that play propelled the Bobcats to their second straight win over UM. Corey, from Federal Way, Wash., set a Big Sky record with four punt returns for touchdown that season, and became the first player in league history to return two punts for touchdowns in the same game, as well as a punt and kickoff for scores in one game. He was Consensus All-America in 2003.

One of the most dominant competitors Montana State has produced in tennis, **Federico Ueltschi** won three straight Big Sky MVP awards, the only Bobcat to win even one. He was a four-time All-Big Sky choice and remains the Montana State record-holder in wins.

**Tej Chigateri** was honored as a part of the 2004, 2005, and 2006 men's tennis teams. All three teams, coached by Mike Phillips, dominated the Big Sky men's tennis scene. Each of the three squads captured league titles and advanced to the NCAA Championships.



Federico Ueltschi



Corey Smith



Tej Chigateri

## BUSINESS ALUMNI RECEIVE COLORADO LEADERSHIP AWARDS

Two JJCBE alumni received Mayor's Young Leader Awards for outstanding efforts that benefitted the community of the Pikes Peak region of Colorado. Both Doug Martin ('99) and Terrell Brown ('16) received recognition for using sports to unite the community and generate economic growth in the area.

Martin majored in Management and is now the Chief Operating Officer of the Colorado Springs Sports Corporation (CSSC), a non-profit that enhances the community by organizing athletic events. "We exist to bring sporting events to Colorado Springs and the Pikes Peak Region to generate economic impact for the community and enhance the quality of life for the residents here," said Martin. In 2017, CSSC brought over 250,000 spectators to the Pikes Peak region for several sporting events, including golf tournaments, car races, cycling challenges, and hot air balloon launches. Colorado Springs is known as "Olympic City, USA," and in that spirit, the CSSC also hosts the Rocky Mountain State Games, which invites amateur athletes from all over the country to compete in 40 different sports. The mayor recognized Martin for his contribution to the creation of a strong local economy.

Brown grew up in Colorado Springs and devoted himself to the game of basketball because he knew an athletic scholarship was his best chance to attend college. After coming to Montana State University to play basketball and major in Marketing, he returned to his hometown as a Program Associate with the El Pomar Foundation. In this role, he serves as a community liaison who recommends the distribution of over \$300,000 in grants annually. Because he

was determined to help at-risk youth in his old neighborhood, he created Hillside Connection, a program that uses "the game of basketball to create pathways to opportunity for kids in Southern Colorado Springs. Growing up in the area, I faced similar challenges; therefore, it feels great to help kids in the neighborhood," according to Brown. Through the program he created, Brown connects kids with community leaders for mentorship opportunities, gets kids involved in volunteer opportunities so they take ownership in their community, and provides kids with a safe place to play basketball. Receiving the Mayor's Award has "provided me with the opportunity to strengthen relationships with leaders in the private, nonprofit, and public sectors. One day I hope to have a success story like Montana legend Jake Jabs," said Brown.



Doug Martin (left) and Terrell Brown (right) at the awards ceremony.



## BUSINESS GRAD BECOMES YOUNGEST DECA BOARD DIRECTOR

DECA Inc. (Distributive Education Clubs of America) is pleased to announce the election of John Stiles to the DECA Inc. Board of Directors. The International Board of Directors governs DECA Inc. High School and Collegiate programs and policy in all fifty states and nine countries, spanning a membership of over 234,000 members in 5,000 classrooms in 3,500 schools across the world who are preparing for careers in marketing, finance, hospitality, management and entrepreneurship. Stiles joins the 12-member Board of Directors July 1st as the organizations youngest director in its 70+ year history, and the first director from the State of Montana.

Stiles, an alumnus of Montana State University Jake Jabs College of Business and Entrepreneurship and Bozeman High School, has served as the State Director of Montana DECA since 2015, leading the Chartered Association to record membership, participation and impact. Throughout his tenure, Stiles has served the DECA organization as a State Officer, National Executive Officer, and currently holds the office of the Western Region Board President.





The Front Brewing Company and Jeremiah Johnson Brewing Company owners Katherine and Jeremiah Johnson were selected to produce the Golden Bobcat Pale Ale in honor of Montana State University's 125th anniversary.

### MARKETING GRAD'S BREWING COMPANY TAPPED TO PRODUCE MSU COMMEMORATIVE BEER

The Golden Bobcat Pale Ale made its first public appearance at MSU's Birthday Bash event on February 16, 2018, which featured music, activities and food at the MSU campus as the main event of the university's year-long anniversary celebration.

This commemorative beverage includes five varieties of hops, a mix of malted barley, Montana honey, and filtered water from the Missouri River. Brewmaster Tristan Bradford says that it really brings a lot of Montana agriculture into the taste.

For example, the brewery gets its malt from nearby Malteurop North America, which sources more than three-quarters of its barley from growers in the northern Montana region called the Golden Triangle, which is known for its production of barley and other grains, according to brewery manager Jeremiah Johnson, who shares a name with the legendary Montana mountain man.

"Many of the farmers have ties to MSU," said Johnson, who earned his

bachelor's in business marketing from MSU in 2004 and is in the process of acquiring ownership of the brewery from another MSU alumnus, Brad Talcott and his wife Linda Caricaburu.

"Craft brewing is a growing, professional industry, and it's something MSU has ties to through its agricultural college," Johnson added. "I think that's something MSU can be proud of."

That was a primary reason why MSU, originally called the Agricultural College of the State of Montana when it was established as a land-grant institution in 1893, decided to license its Bobcat brand and partner with the brewery — one of 53 craft breweries now operating in the state — to make the drink.

Johnson said producing the commemorative beer for statewide distribution is a big move for his small brewery, and one that has personal significance for him as he applies his MSU business degree to a newfound passion. But he is also excited about the beer itself.

"We wanted to hit a home run with this," he said. "People are going to love it."



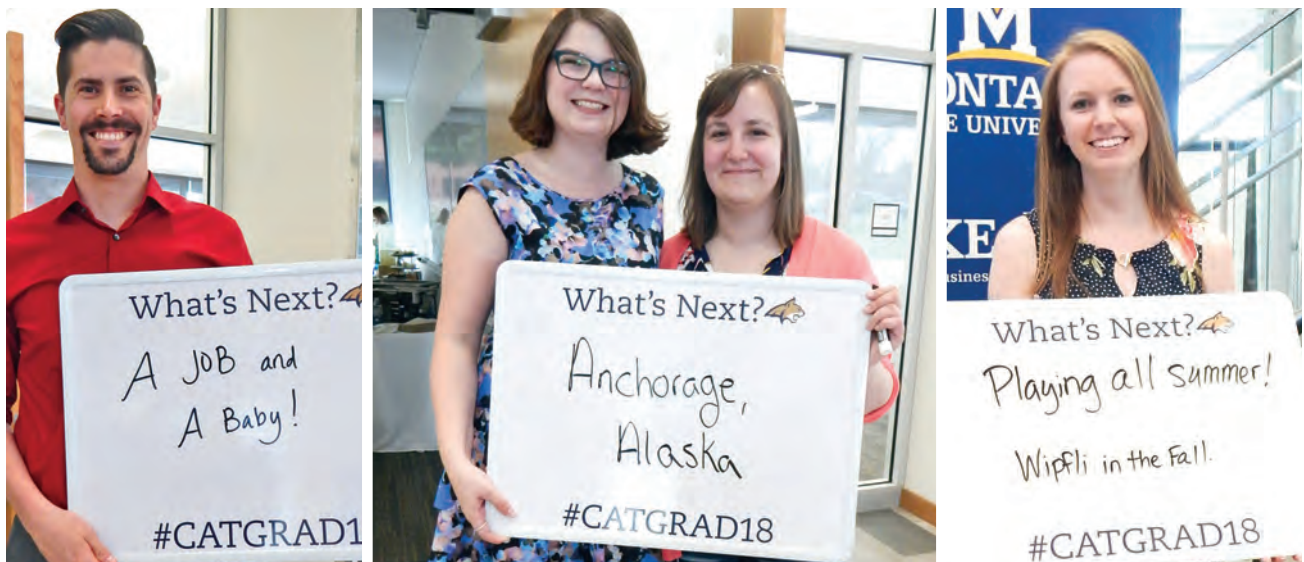
## OVER 3,000 STUDENTS GRADUATE FROM MSU

Between the fall 2017 commencement and spring 2018 commencement, more than 3,000 MSU students received degrees. The Jake Jabs College of Business & Entrepreneurship listed 313 graduates. Some students share with us what they will be doing next.



**Above:** The 2018 MPAC graduating class.

**Below and following pages:** Future plans for our business students.











Graduating business students waiting for MSU's Commencement ceremony.





**1940s**

The Leigh Lounge in the Student  
Union Building







## Outstanding Students

### Student Team Places Third at CFA Research Competition

Ian Hastings, Alex Boozer, Dan Penoyer, and Davis McCall placed third in a competition focused on financial analysis. The team of four participated in the annual CFA Institute Research Challenge, a competition that provides university students with hands-on mentoring and intensive training in financial analysis. This year's competition was held Feb. 9 in Spokane, Washington. In addition to placing third overall, the team also received the highest score of any participating team on the live presentation and question and answer session with the judges.

### Two Business Students Honored at Annual Day of Student Recognition

Two business students were honored with awards at the MSU Annual Day of Student Recognition held Thursday, April 19 in the MSU Strand Union Ballrooms.

Aidan Wade, a senior studying marketing, was awarded MSU's Honors College Exemplary Service Award at the 95th annual Day of Student Recognition. Casey Wolfe, a junior

studying marketing, was named a 2018-2019 member of Septemviri.

Each year, the MSU Office of Student Engagement hosts the Day of Student Recognition. This ceremony honors MSU students who are exemplary in leadership, service, and scholarship. This tradition has deep roots in Bozeman, dating back to 1900. The ceremony has developed over the years; however, it remains grounded in the opportunity to recognize high performing students at the university.

### Student Athletes in Business Earn End-of-Year Awards



The 2018 Golden Bobcat Awards Banquet, which recognized student athletes for service and leadership, academics, and athletic success was held on Tuesday, April 17. A number of our business students were honored.

- **Academic Achievement Award:**  
Pari Keller
- **Academic Excellence Award:**  
Alex Lewis
- **Top 6 for Service Award:**  
Jeff Bell
- **Travis Lulay Male Athlete of the Year:**  
Mac Bignell
- **Bobcat Team of the Year:** Skiing

### Beta Alpha Psi Recognized as Distinguished Chapter



The Beta Alpha Psi Board of Directors announced that the MSU chapter of Beta Alpha Psi, Eta Chi, was once again recognized internationally as a "Distinguished Chapter" for the 2016-2017 academic year. This is a significant accomplishment with the club far exceeding the baseline requirements of Beta Alpha Psi. They have excelled in the areas of academics, professionalism, and leadership under guidance of their advisor Steve Ault, associate teaching professor of accounting.

### Student Entrepreneurs Secure Business Funding and Awards at Startup Challenge

Three teams of MSU students, with support from our Blackstone LaunchPad, competed at the 29th annual John Ruffatto Business Startup Challenge, held April 13 at the University of Montana. Over the course of the competition, the teams made their pitches in front of more than 50 judges ranging from small business owners to larger company executives. In all, 11 finalists represented MSU and the University of Montana at the



Casey Wolfe (right) receiving her award.



MSU's teams with their prize money at the Ruffatto Business Startup Challenge.



Food collected in Jabs Hall for the 'Can the Griz' competition.

competition.

The three MSU teams that competed were Ice Viper Hockey, which manufactures a high-stability street hockey puck that works on all types of surfaces; Vaytricks, which builds universal content creation apps; and Freats (for free eats), a startup working to make use of food waste on college campuses.

Joaquin Monterrosa, a freshman studying business and computer science, who was a part of the Freats team took home the \$1,000 Brandon Speth Award for Passion, Poise and Charisma. Monterrosa said the competition "was one of the most inspiring experiences of my life. As young entrepreneurs, getting the chance to interact with the business leaders of Montana was incredibly fulfilling."

All three teams were named finalists, earned awards and funding to support their startups.

### Beta Gamma Sigma Hosts Fun 'Can the Griz' Competition

Beta Gamma Sigma hosted the second annual 'Can the Griz' Competition between the four business options. This year's winner was the Management option with efforts led by the Management and HR Club. More than 170 items were donated by the College's four options.

## Faculty and Programs

### Professor Wins Scholarship for Students

A company that provides academic business simulations announced that Mike Gold was the winner of The Interpretive Challenge, which came with a \$1,000 scholarship for the winning team in his course. He used the company's CountryManager simulation in his spring 2018 BMKT 441 International Marketing course, which required the participating student teams to launch a U.S. toothpaste brand into Latin America over an eight-year period. The winning team included Patrick Allard, Jeanne Belnap, Jennifer Hartman, and Dan Nitz.

### Alumni Share Experiences and Advice During MPAC Workshop

To get the students thinking about their professional careers in accounting, our college holds a Professionalism Workshop for its Master of Professional Accountancy (MPAC) program students during the first week of classes. More than 30 graduate students attended the annual event this year.

The day-long workshop includes a session on growth mindset, recruiting events and opportunities through the college, a presentation by the Montana Society of CPAs, résumé critiques,

individual coaching, and information networking.

In the morning, there was also a panel discussion with the Accounting Advisory Council (AAC), composed of alumni, on "Understanding the Profession of Accounting," which was moderated by Dr. Marc Giullian, the director of the MPAC program. In the afternoon, a panel of four young accounting alumni shared their experiences as young professionals in a variety of different accounting positions. The panelists were Anna Morris '14, a senior associate with KPMG Anchorage; Heidi Morrison '14, senior accountant with Wipfli in Bozeman; Nolan Preeshl '14, a financial-compliance auditor for the Montana Legislative Audit Division in Helena; and Catherine Wodey '15, a staff accountant at West Paw, also in Bozeman.

The students found all the shared experiences and advice during the day incredibly important. Topics discussed included everything from employer expectations and what employers are looking for when interviewing to the difference in schedules for a public tax accountant versus an auditor working for the government.

The JJCBE prides itself on supporting its students by preparing



Mike Gold (left) awards the team, consisting of Jennifer Hartman, Jeanne Belnap, Patrick Allard, and Dan Nitz (in absentia), that won the international marketing class business simulation.





Members of the Accounting Advisory Council participate in a Q&A session with students.



**Top:** Current and past students celebrate Christie Johnson's retirement in Jabs Hall. **Bottom:** Dr. Eric Van Steenburg presents his research at the Ellen Theater.



them to not only secure jobs after graduation but be prepared professionally to excel in a business setting. Events like the MPAc Professional Workshop assist in these endeavors.

### Endowment Established to Honor Long-Time Accounting Professor

Long-time accounting professor, Christie Johnson, retired in the fall of 2017 after 37 years at MSU. During her time with the college, she helped establish the MSU chapter of Beta Alpha Psi, created the original Meet the Accounting Recruiters event, and organized the inaugural Master of Professional Accountancy program (MPAc) Professionalism Workshop, now in its seventh year. Her support of her students and excellence in teaching was recognized over the years through

more than 30 awards, including 18 MSU Awards for Excellence.

After a wonderful retirement celebration for Christie in December 2017, the JJCBE announced the establishment of an endowment in her honor. The Christie Johnson Accounting Scholarship will ensure that students in accounting remember Christie's legacy and dedication to teaching and associated accounting programs in perpetuity.

### Marketing Professor Presents Innovative Research at Conferences

This year, Eric Van Steenburg participated in the Transformative Consumer Research (TCR) conference at Cornell University June 2017. Unlike typical conferences where one submits a research paper to present, at the TCR conference an individual applies

to participate in one of 15 topic areas based on their research stream, areas of interest, and/or professional experiences. Eric participated in the "Consuming Space: How to Foster Pro-Social Transformations" topic area.

Van Steenburg has also completed four different studies examining celebrity endorsements in politics. He presented the third study titled "Hooray for Poliwood: Celebrities and Political Endorsements" at the 10x10 Innovation Road Show hosted by MSU's Office of Research and Economic Development on Oct 26, 2017. The fourth study was completed in spring 2018 and presented at "Data, Dollars, and Votes: The Intersection of Marketing and Politics Conference" at Georgetown University in Washington D.C. on May 11, 2018.

## Community Involvement



The Blackstone LaunchPad at MSU hosted 16 female entrepreneurs from Bolivia, Cuba, Spain, Macedonia, Bulgaria, Germany, Hungary, Egypt, Cote d'Ivoire, Nigeria, Zimbabwe, Mongolia, Sri Lanka, Thailand, the Philippines and Indonesia.

### LaunchPad Hosts International Female Entrepreneurs

The Blackstone LaunchPad at Montana State University recently hosted 16 female entrepreneurs who were visiting Montana as part of World Montana, an organization that partners with the U.S. Department of State to build stronger ties with international business leaders. The 16 hailed from Bolivia, Cuba, Spain, Macedonia, Bulgaria, Germany, Hungary, Egypt, Cote d'Ivoire, Nigeria, Zimbabwe, Mongolia, Sri Lanka, Thailand, the Philippines and Indonesia.

"As an AmeriCorps VISTA serving with Montana Campus Compact, it's important to me to bring in the type of diversity World Montana represents," said Connor Harbison. "At the Blackstone LaunchPad, we know that people from diverse backgrounds bring new ideas to the table and make the team stronger as a result. I am always looking for new opportunities to work with groups like World Montana."

World Montana, which operates out of Helena, brings groups of international leaders in business and academics to Montana in order to highlight the state's economic development and programs.

As a part of their campus visit,

the visiting entrepreneurs heard from a representative of Prospera Business Network and the Women's Business Center as well as two female entrepreneurs who are also MSU students. Kregg Aytes, the dean of the Jake Jabs College of Business and Entrepreneurship, wrapped the visit up by speaking about the work of the college in fostering entrepreneurial skills among the student body. The event concluded with members of the MSU community speaking with the visiting entrepreneurs.

### Founder & Executive Chairman of Zillow Shares Experiences as Orser Speaker

Rich Barton, a former Microsoft executive and a founder of the online companies Expedia, Zillow, and Glassdoor, shared his experiences as a successful entrepreneur earlier this year as part of the David Orser Executive Speakers Forum.

To view the Orser event, please check out our video on our YouTube page: <https://www.youtube.com/watch?v=eSpIoiZGhyc>.

This Orser event served as an "extraordinary opportunity to learn from one of the internet's true innovators and thought leaders,"

said Kregg Aytes, dean of the Jake Jabs College of Business and Entrepreneurship. "Rich Barton disrupted the travel, real estate and recruiting markets and will provide the audience rare insights into how to build defining companies that scale."

Barton joined Microsoft in 1991 and then founded Expedia – a website that transformed the way individuals plan and purchase travel – in 1996. Barton served as Expedia's president, CEO and board director until 2003. (The company spun-off from Microsoft in 1999 in an initial public offering.) In 2005, Barton co-founded Zillow, which creates an accessible site for previously hidden information about local real estate markets. He is executive chairman and served as Zillow's CEO until it went public in 2010.

The MSU Jake Jabs College of Business and Entrepreneurship's David Orser Executive Speakers Forum is named for David B. Orser, a 1966 MSU graduate who started funding the program in 1988 in order to inspire MSU business students to pursue careers as innovative, responsible, and ethical business leaders.

To learn more about this program, visit [montana.edu/business/orser](http://montana.edu/business/orser).



Rich Barton



### Entrepreneurship Center Hosts Website and Kickstarter Workshops

Often, our students will suggest areas of business and entrepreneurship they feel would be beneficial as workshops. With more and more entrepreneurs going digital, the Jobs Entrepreneurship Center (JEC) hosted Startup of the MSU You workshops titled “Website Development: The unknown marketing tool, what they didn’t tell you!” and “Kickstarting Your Business: It’s all or nothing, and that’s the easy part.”

The website workshop featured guest Travis Caldwell, the marketing director at Bear Group in Seattle, Washington. He touched upon the importance of web development, content management, and technology considerations.

The Kickstarter workshop, organized and facilitated by Sam Lucas ’16, featured Jack Barley, CEO and Founder of Evergoods and Joel Martin, a serial entrepreneur and CEO of Orbital Content Co. They shared tools and strategies regarding cultivating a following and launching a campaign, the subtleties to the funding goal and rewards, as well as what happens after a Kickstarter campaign.

A video of the Kickstarter workshop can be found on our JEC website here: <http://www.montana.edu/business/e-center/resources.html>.

### Consulting Programs Provide Hands-On Experiences for Students

The Jobs Entrepreneurship Center (JEC) provides a unique learning environment that emphasizes hands-on experiences for students through upper-divisional pro bono consulting courses and the Student Entrepreneurs in Action (SEA) internship program.

Between summer 2017 and spring 2018, the college’s pro bono consulting courses (BMGT 462 and BMGT 475) took on 55 different clients, and students provided over 4,200 hours of services. The SEA internship program had 11 students participate, serving as interns for nine different area businesses and non-profits for almost 1,900 hours.

Through these two programs, students help manage special consulting projects requested by area businesses and non-profit organizations who serve as clients. Past projects have included developing business, marketing and financial plans, identifying ways to improve businesses, suggesting solutions

to problems, re-branding businesses, developing websites and social networking sites, analyzing markets, competition and sales, assisting with human resources and customer services issues, developing employee training and handbooks, and other business and management processes.

For more information or to participate as a client, please contact Linda Ward, [lward@montana.edu](mailto:lward@montana.edu) or 406-994-1995.

### New Partnership to Provide Additional Opportunities for Student Entrepreneurs

Entrepreneurs working with the MSU Blackstone LaunchPad will now have access to additional opportunities thanks to a new partnership between the Blackstone LaunchPad and Techstars, a global startup accelerator and entrepreneurial network. The new partnership was announced March 7 at SXSW EDU in Austin, Texas.

Beginning this year, students and other entrepreneurs working with the Blackstone LaunchPad at MSU will have access to Techstars’ network of more than 10,000 mentors, global entrepreneurial events and content



**Right and Left:** Students present their research and findings to the client as a part of the college’s pro bono consulting course.

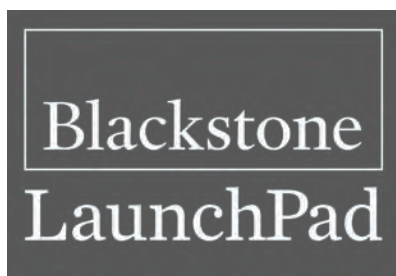
and startup services. In addition, Techstars will provide resources to help with fundraising, job placement and recruitment.

The opportunities and resources will benefit MSU students, alumni and employees, said Trevor Huffmaster, director of the Blackstone LaunchPad at MSU. He added that similar opportunities and resources are rarely available to collegiate entrepreneurs in campus-based programs but are crucial to ventures' long-term success.

"We are thrilled about the Techstars and Blackstone LaunchPad partnership and the opportunities it opens up for Montana entrepreneurs," Huffmaster said. "Started in 2006, Techstars is an amazing leader in the space and will be a huge resource for the entrepreneurs with whom we work."

During SXSW EDU, John Hill, vice president of network at Techstars, said that the organization is "excited to play an impactful role in students chasing their dreams."

"We'll apply Techstars' proven methodology to startups created by amazing university entrepreneurs so they can do more, faster," he said.



Reata Brannaman

## Alumni and Friends

### Alum with Passion for Horses Graces Two National Magazine Covers

Reata Brannaman, who graduated in 2017 with a marketing degree, has made a name for herself as a horsewoman and a businesswoman. The America's Horse, a publication by the American Quarter Horse Association, the world's largest equine breed registry and membership organization, featured Brannaman as the cover story in its August issue. She was also on the cover of the September/October issue of Cowgirl, a magazine primarily for women interested in the western lifestyle.

In the Cowgirl magazine story, "American Cowgirl," written by Chase Reynolds Ewald, Brannaman shares her journey as an MSU sophomore marketing student who spent three years juggling coursework and teaching duties, while also running her business and helping her father conduct clinics and events across the country.

Brannaman launched her western wear business, Reata Ranchwear

when she was just 12. She serves as an adjunct instructor at MSU, teaching the colt-starting class in the College of Agriculture since 2013. Most recently, she paired her marketing and horse backgrounds to develop a one-credit, independent-study course in equine marketing.

### Alum's Bozeman Business Makes Entrepreneur 360 List

H2A Partners, co-founded by Mike Antonczyk 2007 finance graduate, was included in the 2018 Entrepreneur 360 List at number 252. The description states that H2A Partners offers innovative client acquisition and reputation development platforms for professional service, high-tech and b2b organizations.

The Entrepreneur 360 List identifies 360 small businesses each year that are "mastering the art and science of growing a business." Those businesses that made it onto the list were evaluated based on four metrics: impact, innovation, growth, and leadership.



### Two Alumni Honored on Local Newspaper's 20 Under 40

Each year, the local newspaper, the Bozeman Daily Chronicle (BDC) recognizes local business professionals, 39 years of age or younger, for both personal achievement and commitment to their customers and community. Those featured are individuals who prioritize success, innovation, perseverance and sincerity according to the BDC website.

Two business alumni were included in this year's list: Kristin Laird '14 with Foundant Technologies and Chris Odegard '04 with Murdoch's Ranch & Home Supply

### Company Co-Founded by Alum Named to 2018 Startup Watch List

The Montana High Tech Business Alliance is constantly watching out for promising tech and manufacturing startups in the Big Sky state. This spring, it announced its list of 2018 Startups to Watch, which included a business co-founded by our alumnus, Sam Lucas '16.

Software companies often need support when launching new products. Lucas and Paul Burton are servicing this niche with Bozeman-based Triple Tree. Burton is a full stack software developer, and Lucas brings a product



Alumnus successfully completes Kickstarter campaign for these "Montana Chop Sticks".

management and business strategy background to the team.

Assisted by the MSU Blackstone LaunchPad, the team landed its first big client in RedOwl Analytics, a Baltimore-based cybersecurity analytics startup that was recently acquired by Forcepoint, a company based in Austin, Texas.

Officially founded in 2017, Triple Tree exceeded six figures in revenue by the end of its first year. Lucas said the company is on track to triple that number by the end of 2018

The full list includes other businesses that utilize 406 Labs/MSU Blackstone LaunchPad: <https://mthightech.org/montana-startups-2018/>

Experts at Next Frontier Capital, Frontier Angels, Montana

Manufacturing Extension Center, MSU Blackstone LaunchPad, and UM Blackstone LaunchPad nominated early-stage Montana companies to create this list.

### Successful Kickstarter Campaign Leads to "Montana Chop Sticks"

After five years, business alum and founder of Colt James Ranches, Colter DeVries '12, took on a new challenge of providing a new and improved beef stick. As a 5th generation Montana rancher, he wanted a way to share his high quality beef and expand upon his company's vision of better cattle, better ranches, and better beef.

As it says on their website: The idea to make the world's first Wagyu beef stick was born out of their love for gourmet charcuterie. They wanted to offer meat lovers a more convenient way to enjoy the extraordinary flavors, attributes and all-around quality of Wagyu beef with no knives or cutting board required. Montana Chop Sticks was the solution. In order to fund the new product line, he took to Kickstarter to gather crowd support and funding. The campaign was a success with over 200 backers for more than \$15,000. The new product, with three different flavor offerings, was distributed to supporters towards the end of 2017 and the start of 2018. To see the campaign on Kickstarter, please visit



Sam Lucas '16 (left) with business co-founder Paul Burton.

## THE LARGEST TECH COMPANY IN EACH STATE



Business Insider illustrates the largest tech companies in each state.

<https://www.kickstarter.com/projects/coltjamesranches/gourmet-grab-and-go-wagyu-beef-sticks>.

### Foundant Technologies Listed as Largest Tech Company in Montana

As Business Insider says in its article, “You’ve likely heard of tech giants Amazon and Apple, but what about Foundant Technologies...?” Data from the 2016 Fortune 1000 List and Inc. 5000 List, compiled by Utopia, shed light on which tech companies pull in the most money across the entire US.

For Montana, that company was Foundant Technologies. Alumnus Daren Nordhagen ’93, is the President and Co-Founder. Founded in 2007, Foundant Technologies focuses on maximizing the impact of the philanthropic community by providing SaaS solutions to grantmakers, grantseekers, and community foundations, according to its website. At the time of the list compilation, Foundant was listed as having 43 employees, many of whom are MSU graduates, some in business. Its revenue was listed as \$4 million for 2015.

Wisetail, also of Bozeman, was listed as the runner-up.

Bozeman and Montana boast many successful startup companies that are now making waves at a national level and many times, the college will proudly say that its alumni had a hand in those businesses across the state.

For the full list of companies, visit <http://www.businessinsider.com/largest-tech-company-every-state-2017-7>.

### Visiting Alumni



Alumni from the 1948, 1958, and 1968 classes visit Jabs Hall.

### CATalyst Panel Conversations Link Students to Recent Graduates

To better prepare our students for life after school, we brought in young alumni representing all options for the CATalyst Panel Conversations in October. These conversations were an opportunity for students to hear directly from their predecessors about their initial successes and challenges as young professionals; students also receive real-world advice and the inside scoop about the young alumni’s current jobs and industries.

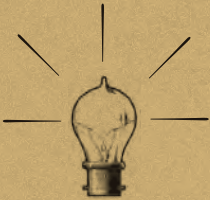
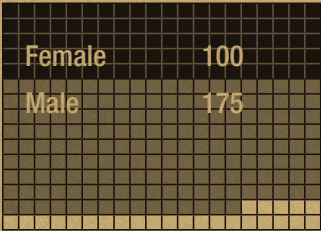
For accounting and finance, we brought in Mara Johnson ’13 with WIPFLi, Sam Sharples ’14 of LPL Financial, and Garrett Shaw ’13 with Blue Ribbon Builders. For management and marketing, we hosted Tressa Croaker ’16 from Elixiter, Ember Hansen ’12 with Wisetail, Jacob Sharp ’16 of Foundant Technologies, and Patrick Zimny ’15 from commonFont.

This program was designed to create opportunities for current students to connect with and learn from the experiences and challenges that recent graduates have faced in their professional endeavors. It also provides an avenue for Alumni to reconnect with their collegiate home in a meaningful way.



UNDERGRADUATES

By Gender



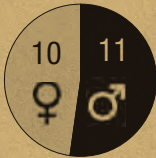
Average GPA  
3.18

By Major



MASTER OF  
PROFESSIONAL  
ACCOUNTANCY (MPAc)

By Gender



Average GPA  
3.45

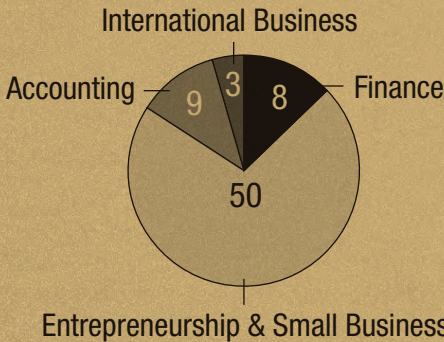
Business Certificates  
Awarded

10



MINORS

Business Students with  
Business Minors



Entrepreneurship & Small Business

Non-Business Students with Business Minors	
Accounting	2
Business Administration	31
Entrepreneurship & Small Business	12
Finance	6
International Business	3

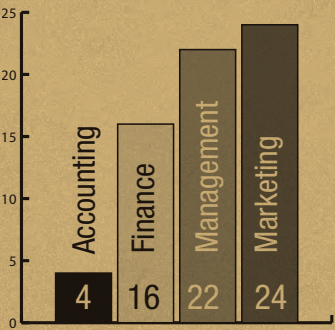
BUSINESS ATHLETES



By Sport

Men's Alpine Ski	2
Men's Basketball	4
Men's Football	25
Men's Nordic	2
Men's Tennis	3
Men's Indoor Track	5
Spirit Squad	3
Women's Alpine	5
Women's Basketball	4
Women's Golf	2
Women's Nordic	3
Women's Tennis	2
Women's Volleyball	4
Women's Indoor Track	2

By Major



Total Business Athletes: 66





### What it Takes, the Campaign for Montana State University

In 2010, Montana State University Alumni Foundation began the silent phase of the most ambitious fundraising efforts in MSU history — What it Takes, The Campaign for Montana State University. On September 25, 2015, the campaign went public and President Cruzado announced that \$300 million would be the goal. With that announcement, we were off and running on making history and a significant impact for MSU.

To date, we have raised \$376,734,759 in support of MSU given by alumni, parents, friends, corporations and foundations. Every dollar given since the launch of the campaign has made a difference.

Gifts have come in all sizes and packages. Working with representatives from the MSU Alumni Foundation, some individuals have set up endowments, which are invested in perpetuity, offering a predictable source of funding each year for the purpose they designate, including scholarships, program and faculty support. Some chose to include MSU in their estates, detailing their intentions in their wills or in a charitable trust, while others have made gifts of real estate or in annual gifts, perhaps by making a donation during the annual phone-a-thon or for a specific program or project.

What has this campaign meant for the Jake Jabs College of Business and Entrepreneurship? The impact has been tremendous! Since the start of the campaign, \$45,776,856 has been given in support of the College. Jake Jabs' generous gift in 2011 kick-started the College's fundraising efforts, providing the College with a new building as well as scholarships, program support and in the near future, a professorship in entrepreneurial studies.

Equally as important, Jake's support has been complemented by many other alumni and friends who have made their own impactful gifts supporting programs such as the Bracken Business Communication Clinic, the Professional Development initiative, international studies, club activities as well as providing funding for curriculum enhancements, faculty support and student scholarships.

We are now in the final stretch for this campaign and though we can see the finish, we have not yet crossed the line. Every gift we receive between now and December 31 will count towards the final success of the campaign – for MSU and the Jake Jabs College of Business and Entrepreneurship. You can still be part of this journey. Together, we can take this campaign to the end and celebrate the success.

On a personal note, since my update in last year's report, I became a grandmother. Quotes from Winnie the Pooh have always been my favorite and now I am sharing that bear's tidbits and wise advice with my little grandson. That said, I will leave you with one I recently came across, "*A little thought, a little consideration for others, makes all the difference.*" Thanks for all you do.

Jackie Sather  
Senior Director of Development  
Montana State University Alumni Foundation  
406.994.6766  
jackie.sather@msuaf.org

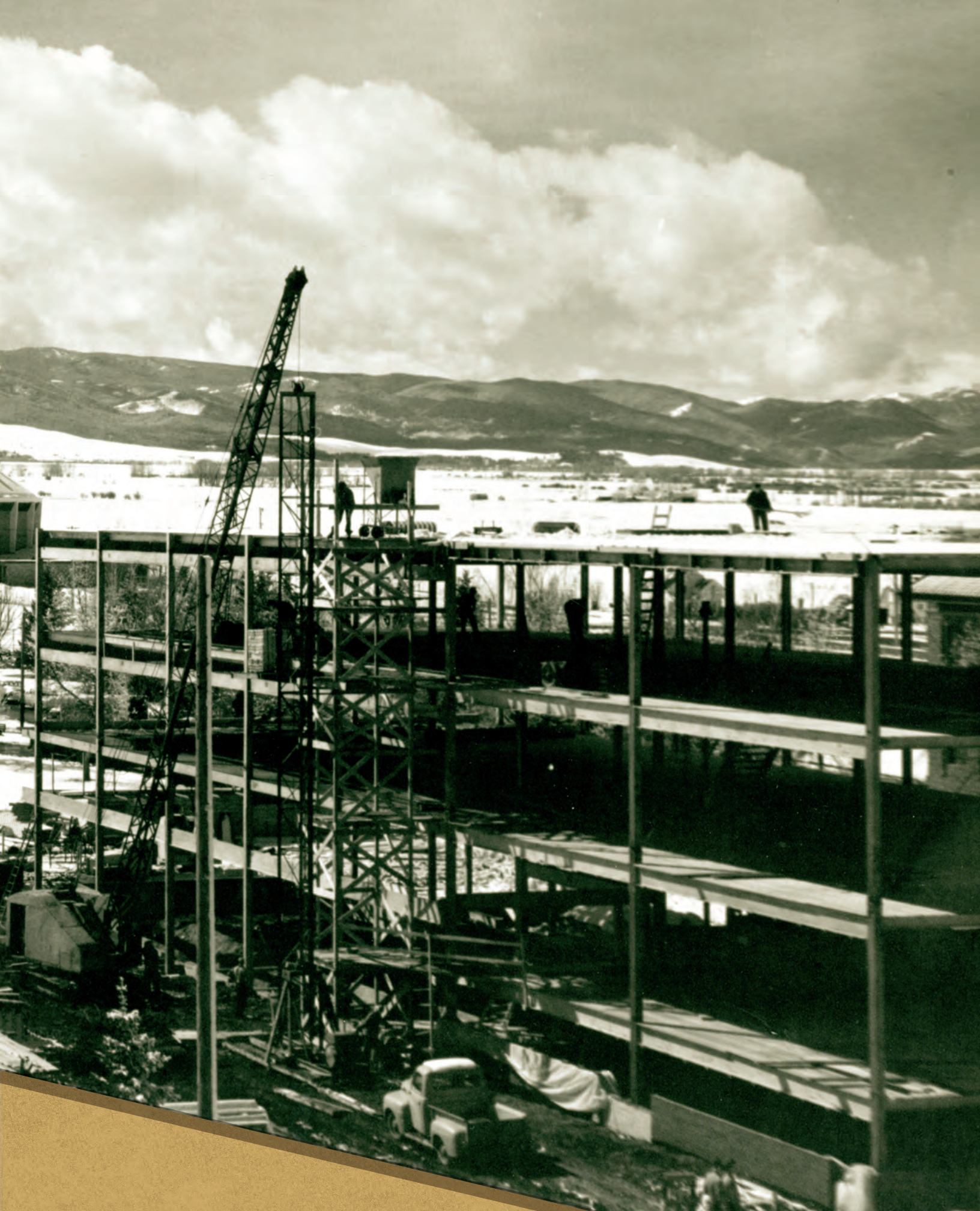




**1958**

The construction of Reid Hall on Montana State College's campus.







# HONOR ROLL OF DONORS





*Every effort has been made to ensure that all names are listed correctly. This list represents donations given in June 2017 - May 2018. If your name has been inadvertently omitted or misspelled, please contact Jackie Sather at 406-994-6766 or [jackie.sather@msuaf.org](mailto:jackie.sather@msuaf.org).*

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Amatics CPA Group	Foundant Technologies, Inc.	Ritland Farm
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American Bank	General Business Services	Rocking R Bar, Inc.
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The JJCBE's support staff provides vital assistance to our administrative team, faculty, and students in a variety of ways. From preparing payroll, drafting budgets, and coordinating position searches, to faculty and student assistance as well as event support, they demonstrate hard work and dedication. We would like to express our gratitude and appreciation for their support.



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For the past eight years, the JJCBE has created an online version of the *Annual Report* as a way to keep you updated on College activities and news while striving to manage our financial resources wisely. As we move forward, the JJCBE continues this tradition by linking our homepage to our online interactive *Annual Report*. Please e-mail [collegeofbusiness@montana.edu](mailto:collegeofbusiness@montana.edu) if you wish to continue to receive a hard copy of the *Annual Report*. Thank you for your continued support!

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