Students gain the confidence and leadership skills most wanted in today's job market
Greetings From the College of Business

It is hard to believe that it has been ten years since my appointment as dean of the College of Business here at Colorado State University.

I must admit, I felt overwhelmed initially by the role and privilege and responsibility, and unsure how I would deliver on the vision to build a business school that would be among the best in the Rocky Mountain Region. Soon I came to realize this goal could not be achieved on my efforts alone. Success would require teamwork – and an unrelenting focus on excellence.

I have been fortunate to work with an extraordinary team of faculty and staff. Thanks to their commitment and leadership, along with unwavering support from university administration, friends and alumni, our drive to become a top 25 public university business school continues to gain momentum.

♦ The College has become a leader in academic excellence, with consistent recognition from the Association to Advance Collegiate Schools of Business, The Princeton Review, U.S. News & World Report, and other rating agencies.

♦ Our Career Management Center is a leader in job placement; 90 percent of College of Business students secure a job offer or full-time employment within 90 days of graduation – delivering on our promise to help students effectively compete in the market and find work.

♦ In addition to teaching, many members of our faculty are leaders in the field of research – authoring award-winning research papers in accounting, entrepreneurship, supply chain management, consumer behavior, and marketing ethics.

♦ For the seventh consecutive year, the business school outperformed all other CSU colleges during the Cans Around the Oval annual fundraiser. The College collected a record-setting 10,997 pounds of food and $14,289 in donations, which accounted for 46 percent of the university’s total contributions. We should all feel proud of the progress being made. Each accomplishment, regardless of its scale, serves as an important stepping stone in our future.

This year the university offered to extend my appointment as dean – and I eagerly accepted. Even with all that’s been accomplished, there is more good work to do, and I very much want to be a part of it. My primary goal moving forward is to help the College of Business secure its place as one the greatest institutions of higher learning in the world.

However, as I realized when first becoming dean, our future success will greatly rely on the power of teamwork ... on dedicated faculty and staff who strive for excellence ... on selfless friends and supporters who help us sustain financial resources ... on parents who get involved ... and on ever-increasing loyalty and leadership from alumni like you.

It therefore seems appropriate to focus on leadership here in The Difference. Inside you’ll find interesting stories of people who have answered the call to lead, and by doing so, have truly made a difference in the classroom, the College, and the community.

If you would like more information about a specific program or initiative, feel free to reach out to me directly at dean@business.colostate.edu.

Until next time, all the best to you and yours. Please keep in touch.

Ajay Menon
Dean
Managing the Ethical Maze
Teaching students the many twists and turns of maintaining ethical business practice

Research
Creates a Tangible Asset in the Classroom

First Bank Scholars
Scholarship Recipients Afforded New Opportunities

Alumni Profile: Bert Miller

Computer Information Systems: Celebrates 50th Anniversary

Principles That Last a Lifetime

Alumni Profile: Vilia Valentine

Class Notes Now Online! http://csubz.us/cns13
Shannon Stearman walked into her first Real Estate Club meeting a timid freshman, knowing no one and “entirely clueless” about the group’s goals and activities. She wasn’t even sure if she wanted a career in the field. Flash forward four years to a poised young woman who speaks passionately about her role as Real Estate Club president and her growth as a leader in the Colorado State University College of Business.

“I’ve learned to recognize the talents and qualities each person brings to a group,” said Stearman, a senior honors student in business administration with a concentration in real estate. “Successful leaders understand their own drive and motivations and channel that to help members reach their goals and, ultimately, those of the organization.”

She adds that the purpose of EREC is to teach students about the varied career choices open to them. Under her guidance, the group started a program shadowing brokers in Denver and Northern Colorado and organized an alumni panel this semester on the first career steps to take after graduation. Stearman is also visible in Zeta Tau Alpha sorority as fraternity education chair and treasurer.

Eighteen student-led clubs and professional organizations in the College provide a range of opportunities, from running a single event to overseeing a team of 20 on a semester-long project. The chance to put book learning into practice and hobnob with business leaders in small-group settings makes membership attractive and competitive.

Business students are generally not shy about stepping up to the plate, but College advisers emphasize that potential leaders do best when they connect with their true passion.

“Students are eager to develop leadership skills and be in charge,’ but it’s essential they are true to themselves and their passion and pick a group that really fits them,” said Katya Stewart-Sweeney, a veteran College counselor and co-sponsor of the Business Diversity and Leadership Alliance, which identifies and recruits high school seniors interested in social justice and diversity training. Along with the self-confidence to speak up, developing keen listening skills – rather than just thinking of what you’re going to say next – is important to fostering good group dynamics, she adds.

Transfer student Joshua Bennett found his niche and defined his career direction by taking on posts in Beta Alpha Psi, an accounting and computer information systems professional organization, and the American Society of Women Accountants (membership is open to all in ASWA).

Bennett was ill-prepared when he arrived on campus and discovered that first-semester juniors are targeted by job recruiters. He set a goal to become a more confident public speaker so he can give presentations to clients and he learned other transferable skills – like diplomacy – along the way.

“I loathed getting up in front of a group and speaking and took on more leadership for personal development,” Bennett said. “You have to be confident in what you bring to the table, but I’ve also learned how to handle a difficult situation with delicacy. As a leader,
sometimes you have to use diplomacy so you aren’t offending anyone or stepping on toes, yet keep moving forward with the group’s objective.”

A global business environment calls for corporate heads to occasionally step out of their comfort zones. No one can accuse Bennett, a former football player, of not stretching himself. “I joined ASWA, which does allow male members, to expand my horizons. I’ve figured out what I like over the last two years, and accounting has become a goal that I wouldn’t have imagined if I didn’t take on these challenges outside of the classroom.”

As if Bennett, a senior with dual concentrations in accounting and CIS, isn’t busy enough running Beta Alpha Psi – the largest student organization in the College with 115 members – and doing an internship, he is also writing a pamphlet to help future accounting students navigate the College and find a job. “The Accounting Roadmap to Success” is a one-stop resource for leadership programs, getting a master’s degree, and licensing that Bennett is developing with Department of Accounting Chair Bill Rankin and the Career Management Center.

Jason Clark took a different path to his position as student coordinator of the Undergraduate Leadership Program, rising up through the ranks as a student worker in Dean Ajay Menon’s office. The junior with a concentration in management is assisting Professor Sara Jo Daubert in establishing a leadership curriculum that includes developing and testing a personal strengths evaluation course and one on ethics. Clark had the unique opportunity to design and run an “ethics boot camp” and helped organize Ethics Week, an early-semester event showcasing how ethics pertain to business leadership.

As president of Delta Sigma Pi, a co-ed professional business fraternity, he oversaw the Mock Interview Day when 30 recruiters visited campus to conduct practice interviews and give real-time feedback to students. “The practical application of what I read in textbooks is a huge advantage as fraternity president,” Clark said. “You can read about getting 100 percent attendance of 65 people at an event, but until you try to do it, you don’t understand the nuances. It’s really rewarding to see how everyone can contribute and achieve greater goals.”

Teaching student leaders to widen their world view and appreciate the struggles and gifts of those different than themselves is a passion of Michael Jaramillo, director of Undergraduate Programs for the College. Jaramillo co-sponsors the Business Diversity and Leadership Alliance and co-teaches the required three-credit course for BDLA members on social justice and diversity training with Stewart-Sweeney. These at-risk students develop tools for facilitating workshops on diversity and are expected to share their knowledge with their peers. The BDLA was the only student group invited to lead a workshop during Diversity Week this year, Jamarillo and Stewart-Sweeney both proudly point out.

“Valuing people for who they are is an important leadership principle,” said Jaramillo. “I know what it’s like to feel subordinate in my community, so I look for people who want to try on different roles – it doesn’t matter who they are. We are teaching transferable skills that students can use in any line of work. They are retained in the College and become leaders for the rest of their lives.”
Leadership

Propelling the College of Business Forward

According to the Princeton Review, Colorado State University’s College of Business ranked among the best administered business schools in the nation. The CSU College of Business was evaluated and finished fourth in the “best administered” category of its “Best 296 Business Schools” book for 2013.

This impressive ranking was achieved due to, in no small part, the College’s talented, accomplished leadership team. When reflecting on his core administrators and professors, Dean Menon unequivocally praises their passion for educating students along with their commitment to the CSU mission.

Recent achievements to build upon include the $17.5 million Rockwell-Hall expansion; RAMplified, the College of Business comprehensive new-student orientation session hosted by the Dean’s Student Leadership Council; the expanded Career Management Center; The Institute for Entrepreneurship, which assists with business plan development and fundraising for emerging student ventures; the Beverage Business Institute, a three-day intensive workshop and professional certification program; and the creation of the Ethics Boot Camp to encourage social responsibility in business.

Using these achievements as a foundation, the College is focused on the future.

“Over the next five years, this leadership team will focus on initiatives that build on past progress. Our priorities include continuing to build and refine top programs; increasing financial resources and becoming more independent of state funding; and elevating the College’s brand exposure regionally, nationally and globally,” said Dean Menon.

To continue this momentum, Menon has agreed to remain for an additional five-year appointment. His belief is that CSU’s recently-created programs and expansions add facets to the College that promise to make a top-25 business school ranking a reality in the near future.

Building Top Programs

Dean Menon and Associate Dean of Academic Programs John Hoxmeier devote considerable effort to the recruiting and retention of world-class thought leaders from the global business and academic community. The current, collective College of Business curriculum itself is evidence of their accomplishment. Perfecting the offering of courses for future learning is Menon and Hoxmeier’s chief focus.

“A leading business school should be measured by the impact it has on practice, and by the impact its graduates have on society,” said Menon. “That means the curriculum must be relevant to the needs of society and practice.”

CSU puts Menon’s insight into practice internationally through the Global Social and Sustainable Enterprise MBA program. GSSE has educated more than 100 students from 23 different countries. Director of the GSSE, Carl Hammerdorfer, focuses curriculum on helping program members create ventures in developing areas of the world.

“Through the GSSE MBA we not only deliver degrees focused on social responsibility and innovation, but we also build businesses that improve the human condition.” Hammerdorfer said.

In addition to improving the classroom experience, the leadership team devotes energy to efforts like the creation of the Ethics Boot Camp, which focuses on the importance of values.
“This program is geared to help future business leaders address topics like respect, transparency, delivery of results and accountability,” said Sara Daubert, director of leadership programs at the College. “Due to the economic upheaval in recent years, the world is demanding a higher level of ethics from the business world. Through the boot camp, CSU takes a proactive lead in the educational realm.”

A Well-Rounded Educational Approach

“We have a unique opportunity to position individuals for success,” Hoxmeier said. “Some of that happens in the classroom, but much happens outside of the classroom.”

To improve post-graduation success, the College’s Career Management Center has increased its staff from two professionals to eight, while also enhancing online resources and its physical space. Now undergraduates, graduate students, and alumni have more opportunities to take advantage of one-on-one counseling. The CMC also reaches out to employers through a new corporate sponsorship program, which seeks to gain more understanding of their hiring needs so the College can meet them. In the summer of 2012, the Center hosted a best practices seminar for the local universities.

A Support Team of Professionals

“We need to model leadership for our students,” said Menon. “We have assembled an outstanding group of faculty, staff, and community advisors who are poised to tackle future challenges. I am so grateful to those who have stepped up – including the College’s associate deans, John Hoxmeier and Dan Ganster.”

Going forward, they will continue to build and refine programs by working with internal University resources as well as reaching out to members of the business community, alumni, friends – and especially the College faculty. Relying on faculty insight regarding the programs and curriculum is invaluable. To round out perspectives, the College relies on the Global Leadership Council, the dean’s advisory board, and the CSU Denver Business Roundtable as extra sounding boards.

Growth Will Continue

To date, the College has experienced tremendous growth. In strategizing and creating their vision for the future of the College, the executive administrators concluded that enrollment growth will continue.

“The next five years will be especially critical for the College as we anticipate up to 50 percent growth in the number of students we serve,” said Dan Ganster, Department of Management chair and associate dean for administration. “We will be faced with the challenges of recruiting additional faculty members and expanding our physical space, and doing so with few, or no, additional resources from the state.”

Increasing Financial Resources

Currently, the State of Colorado provides less than 10 percent of the College’s total budget. Therefore, private giving and entrepreneurial revenue streams will continue to play important roles as state funding dwindles.

Creating a Distinctive Brand

The College of Business provides a globally-oriented business education which is rooted in a deep social context. Faculty, students, and staff display their commitment to addressing global challenges and positively impacting communities and individuals. This has resulted in the emergence of a distinctive “Make a Difference” brand that differentiates the College as a business school with a conscience.

Bob Taber, executive director of branding and communications, believes this brand is at the core of the College’s rise in national rankings and reputation.

“Compiling a strong value proposition in an increasingly homogenous educational market is one of the most challenging roles business school leaders face,” said Menon.

A Solid Foundation for Future Success

Given the direction they are moving in, the College should be well positioned for success. The fresh initiatives to enhance curriculum, increase external resources and tell the story of a College making a difference are sure to move the College toward a top 25 school.
The backing of the Daniels Fund enables the College of Business to complement curriculum with relevant speakers, panels, and events that encourage students to explore ethical situations and discover ways to act responsibly. With the help of the Daniels Fund, the College aims to send into the business world students who have the intent of raising overall ethical standards.
How do you handle a co-worker who frequently forges the truth – or a boss who undermines the system for personal gain? What steps can you take to ensure a healthy, ethical environment at work and in your personal life?

New students gained tools and developed skills to answer these questions and more at the inaugural Ethics Boot Camp at the Colorado State University College of Business. Hosted in conjunction with the Daniels Fund Ethics Initiative, the boot camp is an example of a program the College is using to develop ethical leaders of tomorrow.

“We made a commitment to talk about ethics from the day students enter the program,” said John Hoxmeier, associate professor at the College of Business.

Stephen M.R. Covey, New York Times bestselling author of The Speed of Trust, kicked off the event with a keynote speech on the importance of trust and integrity. Students were encouraged to read Covey’s newest book, Smart Trust, prior to attending the boot camp.

Covey’s speech delved into the focus of Smart Trust – how trust affects enterprise in a positive way and how companies and individuals can cultivate high-trust relationships and environments. Covey drew on examples of people who have experienced high levels of success, recognition, and joy due to their commitment to maintaining credibility and honesty.

“In a low-trust world, those who can build trust have the advantage,” said Covey. “In a sense, trust is the new currency.”

Covey also instilled in the freshmen something to which he refers as the Four Cores of Credibility: integrity, intent, capabilities, and results. He emphasized that in order to maintain credibility, a person must not only demonstrate the intent to be dependable but must also capitalize on promises and produce the expected results.

“The boot camp definitely caused me to think more about ethics in my everyday life, and I try now to be a more trustworthy person and extend Smart Trust to others in my life,” said Forrest Smith, a freshman business student. “I think it would be beneficial for all students at CSU to go through the program not just College of Business students.”

After Covey laid out the basic principles of high-trust relationships with his keynote presentation, the students were sent to breakout sessions for interactive discussions about trust and honesty as well as how to make difficult ethical choices.
“We strive to incorporate ethics throughout their degree program,” said Suzanne Lowensohn, associate professor of accounting and Daniels Ethics Initiative Faculty Fellow. “The value of the breakout sessions was that we were able to discuss ethical decision making on a more personal level.”

“I really liked the fact that during the boot camp we were able to meet teachers and advisers, and I liked the lecture tips we received while in the classrooms. I feel like I now have an idea of what the business school believes is important,” said Carson Magoon, freshman business student. “The book *Smart Trust* was very interesting, and I am happy that the school is concerned about the honesty and ethics of businesspeople today. The information from that book will definitely stay with me after college.”

At the conclusion of the boot camp, students were asked to sign an Ethical Conduct Pledge, which established the high standards of ethical behavior set forth by the Daniels Fund Ethics Initiative expected of students at the College. Students pledged to uphold these principles and to “promote them for the duration of [their] academic and professional careers.”

“I left the boot camp energized about the students’ overall enthusiasm for thinking through ethical issues in business. I was particularly impressed by their willingness to grapple with difficult situations and discuss those situations openly and candidly with their peers,” said Kelly Martin, assistant professor of marketing and Daniels Ethics Initiative Faculty Fellow. “By talking about ethical considerations early and consistently, I am confident this class of students will be well prepared for the complex challenges the business world presents.”

The College of Business is dedicated to producing qualified, knowledgeable, and ethical leaders, and hosting opportunities such as the Ethics Boot Camp was the jump-start to building these leaders.

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**Ethical Conduct Pledge**

Trust and integrity are at the core of our business degree curriculum. We are committed to delivering to the business world outstanding graduates with a strong knowledge of business practice grounded in the highest principles of business ethics and personal integrity. The following high standards of ethical behavior set forth by the College are expected of students throughout their academic and professional careers:

**Integrity**
Act with honesty in all situations

**Trust**
Build trust in all relationships

**Accountability**
Accept responsibility for all decisions

**Transparency**
Maintain open and truthful communications

**Fairness**
Engage in fair competition and create equitable and just relationships

**Respect**
Honor the rights, freedoms, views, and property of others

**Rule of Law**
Comply with the spirit and intent of laws and regulations

**Viability**
Create long-term value for all relationships and stakeholders

I do hereby pledge myself to uphold above business ethics principles set forth by the College of Business at Colorado State University, and will promote them for the duration of my academic and professional career.
Research

Creates Tangible Impact in the Classroom

CSU believes groundbreaking research is as pivotal to the student learning experience as the classroom itself. The College of Business devotes substantial resources to faculty endeavors because these projects enhance education through exposure to real-world issues that put textbook knowledge into practice.

In recent years, the College has examined wide-ranging areas – from oil price volatility’s link to economic growth; to cyclical links between the buyer-seller relationship strength; to using consumer data to discover connections between societal poverty and life satisfaction around the globe. This list of research achievements is only growing.
CSU’s two-fold focus, on teaching in the University environment along with conducting research in the outside world, benefits everyone involved. As senior associate dean for administration and the director of research undertakings, Dan Ganster believes, “it is sharing research discoveries with colleagues and corporations around the world that makes a positive difference in individuals’ quality of life, in businesses’ profitability, and in the formation of public policy.”

Identifying New Marketing Techniques on Nutrition Labels

The extensive work of assistant professor of Marketing Gina Mohr addresses a range of health industry concerns. Professor Mohr, in conjunction with Donald Lichtenstein of the University of Colorado and Chris Janiszewski of the University of Florida, investigated the role of nutritional labels in conveying calorie information to consumers.

The study discovered that adjusting serving-size portions can re-frame a product’s perceived health benefits. Products that inherently contain less nutritional features can, through the creation of smaller SKUs, convey “claims” of health. As such, “health framing” can be used to overcome the feelings of guilt consumers feel when purchasing indulgent foods.

In keeping with the College’s focus on delivering academic solutions that are also applicable to the “real world”, Mohr and her student team drafted a simple-to-follow action plan for consumers. As Mohr describes, once consumers are “made aware of these health framing effects,” they can make informed choices. “The key is to always pay attention to the details … consumers can benefit by slowing down and reading the nutrition labels carefully.”

The team’s findings, titled “The Effect of Marketer-Suggested Serving Size on Consumer Responses: The Unintended Consequences of Consumer Attention to Calorie Information,” was published in January 2012 in the American Marketing Association’s Journal of Marketing.

Improving Teamwork Processes Increases Success Rates

Teamwork expert Travis Maynard, who is an associate professor in the Department of Management, is researching the functioning of surgical teams at large hospitals around the country. From this research, Maynard and his students will have the opportunity to review and strengthen training protocol.

“It has been a rewarding setting in which to conduct research because it’s possible to see the effects of teamwork in real time,” said Maynard.

The operating room setting itself demands a teamwork approach. Every professional must be dedicated to providing the utmost care for the patient. Maynard and his team’s work focused on the pathways of communication between team members. Their findings indicate that clear definition of processes and individual responsibilities reduce patient care issues. Even simple practices such as specifying duties on a checklist and holding each member accountable to that checklist facilitates more effective communication which, in the end, benefits patients the most.

While the public health ramifications are obvious, Maynard believes that his findings are applicable to various fields looking to reduce costs and create efficiencies. Explicitly defining processes and job duties, along with improving inter-team communication, can benefit any business or organization.

Examining Corporate Responsibility

Along with individual concerns, faculty pinpoint areas of study in the broader public policy spectrum as well. Sanjay Ramchander, head of the Department of Finance and Real Estate, worked in conjunction with Associate Professor Rob Schwebach and Kim Staking to investigate correlations between corporate social responsibility efforts and share price. The study focused on the Domini Social 400 Index. The DS400 is “a market cap weighted stock index of 400 publicly traded companies that have met certain standards of social and environmental excellence.” Increasingly, considerations like corporate responsibility affect perceptions in the marketplace. And though CSRs drawbacks and benefits have been debated over the past decade, Ramchander and his colleagues reaffirm “do well by doing good” as a company mantra. According to

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1. Research, Colorado State University, College of Business
their evaluations, when companies are added to the DS400, their share price increases and their rivals’ share prices decrease. Conversely, delisting a company negatively impacts its share price. Ramchander and his colleagues present real-world implications for corporate policy to their students and reemphasize the importance of communicating CSR efforts to the market.

**Investigating Auditing Practices**

Jeff Casterella and Derek Johnston, associate professors in accounting, endeavored to highlight entirely different facets of public policy through their work. In their recent in-depth survey of academic literature investigating Mandatory Audit Firm Rotation, the team’s work caught the attention of the Public Accounting Oversight Board.

According to PAOB, MAFR (which reduces the number of audits a company can perform for a specific client) is a potential avenue for increasing the quality, applicability, and accuracy of financial statements.

The research team set out to examine MAFR – specifically, the relationship between the number of years an auditor works with a client and their ability to create an accurate financial picture. They wanted to learn if an auditor’s familiarity with a client decreases their effectiveness over time.

Currently, regulators and federal policy makers are reviewing potential actions to limit auditors to terms of three years. Casterella and Johnston’s initiatives provided them with substantial insight into the issues of audit rotation. As an added note, their work has garnered interest from the Council of Institutional Investors.

Central to everything, however, is the student experience. Casterella’s goal is to help students “build the research skills necessary to evaluate whether current standards are working or whether they need improvement.”

**Research Impacts the University**

While a great deal of the research conducted by the College of Business will impact the day-to-day lives of ordinary people, specific research suggests possibilities for sustaining CSU research itself. CIS professor Stephen Hayne, along with James Folkestad, an associate professor from the College of Applied Human Sciences, is conducting social network analysis of all of the university research teams that have applied for grant funding.

Due to budget realities, increasing numbers of grantmaking organizations emphasize interdisciplinary cooperation. As part of his work, Hayne is mapping the network of CSU researchers to identify key linkages and overall network strength. The goal is the formation of more strategic interdisciplinary partnerships, thus enabling future CSU research to gain a competitive advantage in obtaining grant funding.

Research provides opportunities for the practical application of academic concepts in ways that textbooks can’t equal. Thanks to the groundbreaking research efforts of our faculty, students of the College of Business graduate with a more relevant understanding of the business world.
New Executive Director of EREC Announced
A longtime Northern Colorado real estate developer, Eric Holsapple, will be the new executive director of the Everitt Real Estate Center.

Holsapple has regularly lectured in real estate principles, finance, market analysis, and development classes for CSU since 1995 and has published articles in finance, regional economics, international real estate, and real estate market analysis.

“I am excited to formalize my engagement with the real estate program at CSU, after being an adjunct faculty member since 1995,” Holsapple said. “This position gives me the platform to give back to the community that has given me so much.”

Kelly Martin Receives Inaugural Emerging Scholar Award
Kelly Martin, assistant professor of marketing and Daniels Fund Ethics Initiative Faculty Fellow at the College of Business, was awarded the American Marketing Association’s debut Marketing and Society Emerging Scholar award afloat a fireworks boat cruise in Chicago during this year’s Summer Marketing Educators Conference.

“Kelly Martin is very deserving of this honor,” said Ken Manning, head of the Department of Marketing. “While still at the early stages of her academic career, her research has led to many important insights regarding the impacts of corporate social responsibility.”

Ron Hall Earns Multi-Ethnic Distinguished Service Award
The College of Business is proud to announce that Ron Hall, director of the Tribal Technical Assistance Program in the College, was presented with the Multi-Ethnic Distinguished Service Award as part of the Celebrate Colorado State! awards reception on April 24.

The award honors individuals who have made outstanding contributions to their professions and the multi-ethnic community. It was presented by the Multi-Ethnic Faculty and Staff Caucus.

College of Business Recognizes Quality in Faculty and Staff
Each year, the College of Business recognizes faculty and staff for demonstrating exceptional merit in teaching, research, and service. These faculty and staff members have exceeded expectations and have helped the College offer a rewarding education to its students. This year, five awards were presented at the Aug. 15 all-college meeting.

- Faculty Excellence in Research Award: John Elder, associate professor of finance and Daniels Fund Ethics Initiative Faculty Fellow
- Faculty Excellence in Service Award: Dan Turk, associate professor of computer information systems
- Faculty Excellence in Teaching Award: Joe Cannon, professor of marketing
- Staff Excellence in Service Award: Melissa Luna, employer relations manager of the Career Management Center
- Green and Gold Award: Lauren Long, instructor of accounting
Casterella Presented With Outstanding Faculty Award

Jeff Casterella, associate professor in accounting, was awarded the Beta Alpha Psi’s 2011-2012 Outstanding Faculty Award. Casterella teaches the intermediate sequence and an auditing course in the master’s program at Colorado State University. He is a member of the editorial review board for several journals and has published articles in academic and professional journals. He is also a member of the American Accounting Association, Beta Alpha Psi, and Beta Gamma Sigma. This award is in appreciation of Casterella’s engaging teaching style and genuine devotion to students’ success and learning.

Thornhill Recognized as Outstanding Alumni Employee

Kathy Thornhill is the assistant director of Undergraduate Programs and an undergraduate advisor in the College. She received the Distinguished Alumni Employee Award for the 2012 Distinguished Alumni Awards at Colorado State University. Kathy received her Ph.D. in 2011 in Education, Human Resources, Educational Leadership, and Renewal and Change from CSU. Kathy commented, “It is important to me to be involved in the organization where I work and to be recognized for my contributions was very rewarding.”

Faculty/Staff Appointments

Jenn Long is a career counselor at the Career Management Center for the College of Business. She hopes to combine her business background and her counseling experience to support clients in reaching career goals. Previously, she was a team leader and senior meeting manager with the Corporate Executive Board in Washington, D.C. and Arlington, Va.

Jennifer Doyle Vancil is the new graduate career counselor in the College of Business Career Management Center. She has worked with the CSU MBA program since 2008. Her special interests are in personal branding and networking. Jennifer is Colorado Career Development Association board member and a certified Global Career Development Facilitator. She is also trained in the interpretation of the CareerLeader and StrengthsFinder career assessments. She graduated from the University of Colorado at Boulder in Theatre and earned a Master of Education from the University of Alaska – Anchorage.

Kelly Mapes joined the College of Business as the admissions coordinator and administrative assistant for Graduate Programs. Kelly joins us from the Poudre School district. She recently placed fourth in the national Panera Bread Sandwich Showdown. Her sandwich creation was selected from more than 35,000 entries to be in the final 20.

Allison Dineen, a former MBA student and a vice president of finance at CSU, has joined the College as the director of Financial Planning and Analysis. Allison joined CSU in 1995 and has held the roles of University tax manager, director of business and financial services, and University controller. Most recently, Allison was the director of business services for CSU Health Networks where she is credited with organizing the financial planning process and undertaking financial analysis of the various programs and services delivered by the network.

Kimberly Mashek was recently named to the position of administrative assistant in the Department of Finance and Real Estate. Kimberly brings nearly 10 years of combined administrative and accounting experience from industry and academia. Most recently, she held the accounting technician III position in the microbiology department at CSU. She holds a bachelor’s degree in accounting from Chadron State College (Nebraska).

Kym Bauer, originally from California, graduated from CSU’s College of Business in May 2012 with a bachelor’s in Business Administration. She has been working for the College of Business for three years and looks forward to continuing in her new role as Employer Relations Specialist at the Career Management Center.
Melanie Sprenkel (‘13) knows all about being busy. While taking an 18 credit-hour course load in Fall 2012, she found the time to work 10 hours per week as the student coordinator for Colorado State University’s Business Diversity and Leadership Alliance, complete a financial analysis certificate, work on a certificate in international business, and draft her thesis. Though you may be exhausted just thinking about such a schedule, Sprenkel handles all the pressure with cheerful grace. And while you may think this sort of enthusiasm is rare, each of this year’s FirstBank scholarship recipients in the College of Business share the same hunger for excellence.

The Recipients’ Perspective
In addition to Sprenkel, junior accounting and finance major Kristen Rains and senior business administration major Michael Hanson were recognized as 2012-2013 FirstBank Scholars. All three students are quick to express their gratitude for the award and recognize its significance given the current economic climate.

In addition to being a full-time student, Rains holds down two part-time jobs. Juggling the demands of school and two jobs would be more than enough for most people. Rains has an entrepreneurial streak, however, and also manages her own beauty products business. Clearly, she is doing her part to pay the bills.

Nonetheless, Rains’s FirstBank scholarship proved to be of great assistance in paying down her student loans. “It’s especially nice to know that the scholarship has helped ease the financial burden on my family,” said Rains. She credits her advisers with helping her navigate the balance between employment and course work. “I just love being in the College of Business. People care more here – they’re not just here to teach you but to help you.”

Hanson voices a similar sentiment: “Being worried about financials as well as the stress of school is very challenging.” He sees two primary benefits to his scholarship. First, it allows him to focus more fully on his studies. It also gives him greater “freedom to be more involved at CSU.” How does he put this freedom to use? Hanson works as an Admissions Ambassador, giving tours to prospective students and welcoming newcomers to campus. He is also a Presidential Ambassador who interacts with alumni and donors to foster a direct connection between the graduate network and current students. Without the scholarship, Hanson said he would most likely have needed to take on more work hours, which could have precluded his involvement in these experiences. “I cannot thank FirstBank enough for offering me this amazing scholarship,” states Hanson.

FirstBank’s Perspective
Since opening its first Fort Collins branch in 1993, FirstBank has been a strong supporter of CSU. About a decade ago, the company created an annual giving program for those of its employees wishing to donate to CSU. From that point on, FirstBank has matched all employee donations to the fund, which has amassed more than $400,000 thus far.

The goal of the program is to create a sustainable endowment from which future scholarships can be paid. The fund and its
award strategy are donor-managed. This steering committee recently decided to increase its commitment to student scholarships for juniors and seniors in the College of Business from two to three.

“FirstBank has always been a strong proponent of higher education – many of our employees have four-year business degrees,” said Pat Brady, president of FirstBank’s Northern Colorado market. It not only “makes sense” to support the success of talented business students, “it also aligns with FirstBank’s mission as a philanthropic corporation,” explains Brady.

Toward the Future
Certainly, it is hard to go wrong supporting students like Hanson, Rains, and Sprenkel. They are a cadre of talented students with outstanding business leadership potential. After graduating, Hanson plans to pursue a master’s in health care administration, Rains plans to earn her CPA license to become an auditor, and Sprenkel plans to pursue her passion for social and environmental justice either through graduate school or by taking a break to work for a couple of years.

Reflecting on her CSU career to this point, Sprenkel believes that “people make the difference in the College of Business – its students, professors, and advisers are what make it a special place.” And with dynamic students like these, who could argue with that sentiment?

FirstBank has been a strong supporter of CSU and student scholarship programs since 1993.

If you would like to help provide scholarships for deserving students like these, please contact:
Erik Olson
College of Business Development Office
erik.olson@colostate.edu
Colorado Briefs

One-of-a-Kind College Career Services Best Practices Institute
The College of Business at Colorado State University, along with the University of Colorado Career Center and the National Career Development Association, hosted the Career Management Center’s College Career Services 2012 Best Practices Institute July 20. This event was the first of its kind at the College.

“The purpose of this institute is to foster collaboration amongst career services professionals working in higher education,” said Jennifer Vancil, graduate career counselor at the College’s Career Management Center. “Sharing ideas helps us all to operate based on best practices in the industry.”

Jim Herbert, Chief Executive Officer and Director at First Republic Bank
Colorado State University’s College of Business hosted Jim Herbert, founding CEO of First Republic Bank and chairman of the Board of Directors, on Sept. 21. Herbert discussed ethics, integrity, the current financial crises, and how he built a high-performing organization in a regulated industry.

Princeton Review
Colorado State University was included in the 2013 edition of the Princeton Review’s list of “The Best 296 Business Schools.”

The list also included 11 categories for which colleges were ranked, and CSU’s College of Business appears high on the list of the “10 Best Administered Business Schools,” receiving the fourth best spot.

Competition Gives Students Real Human Resource Insight
The Society for Human Resource Management Case Competition took place at the Southwest Central Regional Student Conference on March 30-31 in Lakewood, Colo., at the CenturyLink Conference Center. CSU students Amy Ayers, Tabitha Bhatti, Eliza Hammon, Rachel Jaakkola, Jami Jensrud, Emily Beckman, and Dani Michaelis competed against undergraduate and graduate teams from Colorado, Utah, Texas, Missouri, Arizona, Louisiana, Kansas, and Oklahoma.

The competition consisted of a one-day event in which teams competed in both oral and written presentations. The teams had four hours to read, evaluate, and draft presentations.

Second Annual Women Entrepreneurs’ Leadership Summit
The Women Entrepreneurs’ Leadership Summit hosted by Colorado State University’s College of Business and Institute for Entrepreneurship was held on Oct. 17. The goal of the event was to drive awareness of the challenges facing women in entrepreneurship. The summit provided practical advice, connections, and advancement to encourage the growth of women-led businesses. This year’s keynote speaker was Campbell McKeller, the founder and chief executive officer of Loosecubes, a private global office sharing network.

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Hundreds of cycling enthusiasts attended the new Ram Bicycle Classic on Sept. 23. The Classic started and ended on campus. Proceeds from the event funded student scholarships and summer field work in developing regions of the world for Global Social and Sustainable Enterprise students.

Justice and Ethics Author Mollie Marti Speaks to Students

Dr. Mollie Marti, lawyer-psychologist, leadership author, and community activist, spoke to College of Business students on Sept. 24-25. Marti presented “Walking with Justice: Building a Life of Service and Ethical Contributions.”

Her presentation is based on her book, Walking with Justice: Uncommon Lessons from One of Life’s Greatest Mentors. The book details her experience being mentored by Judge Max Rosenn, one of the most cited judges in U.S. history.

For the past 20 years, Marti has reflected stewardship and making a meaningful difference, values she learned from Judge Rosenn, in her work as a resiliency researcher and performance coach to high level business and athletic performers.

Gain the competitive edge. The Center for Professional Development and Business Research offers an array of professional development opportunities for middle management positions and professionals in the Northern Colorado and Denver communities.

FALL 2013 - SPRING 2014 PROGRAMS

Strategic Human Resources for Managers and Practitioners

Strategic Organizational Leadership

Business Ethics and Social Responsibility

Project Management

Sustainability: The Business Essentials

Finance for Managers and Professionals

Building Managerial Skills and High Performance Employees

Operations and Supply Chain Management

Gain the competitive edge. The Center for Professional Development and Business Research offers an array of professional development opportunities for middle management positions and professionals in the Northern Colorado and Denver communities.

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Discounts available for CSU alumni and employees, and companies that send two or more employees.
Students Place First in Dashboard Design Competition

Three computer information systems graduate students – Laura Barron, Austin Walton, and Matt Zachman – won the SAP University Alliances North America Student Dashboard Design Competition in Orlando, Fla. CSU finished in the top spot ahead of the University of Pittsburgh and Texas A&M University in the final competition. The team’s winning dashboard went beyond the required criteria and included key information on finances, contribution patterns and trends, and performance compared to the national Junior Achievement organization. The team’s presentation included using the dashboard to determine effective revenue sources to increase in order to cover future expenses, and mapping system to demonstrate the geographic location of donors over time.

Sustainable Entrepreneurship Certificate Now Offered in Africa

The commitment of the College of Business to create economic opportunity is expanding this fall as its Center for the Advancement of Sustainable Enterprise takes venture-centered entrepreneurship education to Africa. CASE established a partnership with the United States International University in Nairobi, Kenya to offer a CSU certificate in sustainable entrepreneurship as a concentration in the MBA from USIU. Classes in the Sustainable Enterprise MBAs for Africa program began Sept. 10.

This new partnership in Kenya will allow students to learn and practice entrepreneurship at a price point that works for African students. Students who are unable to afford the cost of attending the Global Social and Sustainable Enterprise program at CSU will be able to receive the same instruction in Nairobi and earn a CSU GSSE certificate for a fraction of the cost.

Beverage Institute Celebrates First-Year Success by Honoring Graduates

The inaugural class of the Beverage Business Institute at Colorado State University received certificates in Beverage Business Management on Aug. 24. The Aug. 22-24 session marked the culmination of a yearlong curriculum of four, three-day beverage industry workshops that began in November 2011. Graduates of the program included representatives from Coca-Cola, the Odom Corporation, American Eagle Distributing, New Belgium Brewery, and entrepreneurs planning to open breweries.
Cans Around the Oval

The College of Business, which has been the University’s top contributor to the Cans Around the Oval hunger drive the past six years, has again led by example in this year’s efforts. By working closely with the Dean’s Student Leadership Council and promoting healthy competition between the College’s five departments, the College was able to raise an extraordinary amount of donations this year. Preliminary results show that the College collected 10,997 pounds of food and raised $14,289. These donations accounted for approximately 46 percent of the drive’s total impact. Colorado State University as a whole collected 52,188 pounds of food and $37,661.

Students Experience Success on the CSCA Exam

The Certified Supply Chain Analyst exam has continued to increase in popularity within recent years. Last month, there were 37 College of Business students registered to take the exam, and the pass rate was 100 percent.

Certification adds real value to each student’s resume and education. Not only do the class and exam review a majority of the topics discussed in supply chain classes, but it also shows that the students go above and beyond what a typical graduate in the supply chain program has accomplished. Moreover, taking the CSCA exam demonstrates students’ dedication to the supply chain field while showing that they strive for excellence in their chosen profession.

Now you can balance work, family, and earning your MBA

Balancing work, family, and your MBA is never easy. But at Colorado State University’s College of Business MBA program, we’ve made it easier to accommodate your busy life.

• Professional MBA offered evenings on campus in Fort Collins
• Executive MBA offered evenings in downtown Denver
• Online MBA offered whenever and wherever you connect to the Internet

And we’ve made it affordable. Recognized as one of the “25 Best Online MBA Degree Programs” by The Best Colleges, our Online MBA is ranked top 10 for programs costing less than $50,000.

Visit csuMBA.com to learn more about how we can help you balance all your commitments.
Success in college is not measured solely by a student’s GPA. For Bert Miller, college was a time for finding his specialty, making mistakes and learning from them, and getting the most out of every experience.

A 1969 graduate of Colorado State University, Bert Miller studied business finance. However, Miller’s pursuits did not always default toward business. Miller started his career at CSU studying engineering. But when he failed his organic chemistry course, he decided to switch his studies to finance, where he found his niche.

“The professors in the College of Business were very down to earth. Virtually all of them had practical experience before they went into teaching,” Miller said. “They helped us develop skills applicable in the real world.”

Miller recalls a couple of classes that had a direct impact on his professional success. He said that Phil Shade’s introductory finance class should have been a requirement for every student at CSU.

“Dr. Shade’s class taught life skills for personal financial management. It probably saved a lot of marriages for those who took his advice to heart,” he jokes.

A business machines class that was required during Miller’s time at CSU also proved practical.

“My first job out of college was as a financial analyst at a Fortune 500 company corporate headquarters,” Miller explains. “I can’t tell you how relieved I was when I was shown to my desk, and there was the same adding machine I used back at CSU.”

It was Miller’s hard work and nose-to-the-grindstone attitude that propelled him to the top in his initial professional positions. After graduating from CSU, Miller earned an MBA at Loyola University in 1971. In 1970, he went to work for Borg Warner Corp. as a financial analyst, but he found his true calling in 1979 when he joined Phoenix Closures. The six-generation, family-owned company had been in operation since 1890. In one short year, Miller became the president of the company. Miller has held this position and expanded the company for 32 years, and he shows no signs of stopping.

Phoenix Closures is the fourth-largest closure company in the United States, and it employs more than 300 employees at bottle cap manufacturing plants in Illinois, Indiana, Iowa, and Tennessee. Miller prides the company on hiring and empowering dedicated employees to create quality products for customers and foster a culture of employee growth.

In 2007, Miller was named Illinois Manufacturer of the Year by the Illinois Institute of Technology. He has served many years as a board member for the National Association of Manufacturers, as well as past chair of the Illinois Manufacturing Association, an organization of more than 3,500 companies spread across Illinois.

Miller was recently given the College of Business Honor Alumnus award, largely the result of his continuing dedication to the College. Miller makes an effort to speak to students on campus, supported the Rockwell Hall expansion, and advises the College by serving on Roundtable advisory board.

Miller advises students to study hard, to save their money (especially by finding a job during college), and to find challenging courses at CSU.

“What you learn is more important than your GPA. Take classes that will make a difference. Have fun, make friends, get a little crazy, but always get back to why you’re there – to learn.”
Colorado State University's Computer Information Systems program celebrated its 50th anniversary on Oct. 26 with a series of events involving guest speakers, alumni from the 1960s to the present, and the annual meeting of the CIS Advisory Council. In addition, a special tribute was made to the founding faculty who had the vision to establish the program that may well be the first of its kind in the United States.

The program began 50 years ago with an offering of three data processing courses in operations research and decision making. The classes were taught as part of the management and accounting departments’ curricula. Two years later, CSU offered its first associate’s degree program in business data processing. Finally, in 1966, the College welcomed students enrolling in a four-year degree in business data processing and by 1969 had 282 students enrolled in the major.

Since its inauguration, the program has grown and shifted to adapt to industry trends. In 1974, the program was renamed the Department of Management Science and Information Systems, and adopted its current designation, Department of Computer Information Systems, in 1983.

The CIS program has a history of leadership in its field. In 1984, the first lab in the nation with the ability to broadcast what an instructor was doing on a local PC to other connected PCs was built at CSU. The CIS program was also an early adopter of the AT&T Writer’s Workbench of the mid- to late-1980s, a suite of tools that checked the grammar of various programs.

Hewlett-Packard teamed up with the CIS program in 1982 and donated the HP3000 series minicomputer to the program. Donations from HP continued through the early 1990s, when donations had topped $1 million.

HP fostered and continues to support a strong relationship with the College and the CIS program. In the 1980s, HP hired more students from CSU than any other university in the world. According to John Plotnicki, an associate professor and past chair of the CIS department, CSU CIS students are highly marketable because the program teaches them everything they need to be completely prepared for a job upon graduation. Students of the CIS program rarely need any training before they are qualified to work, and that fact helps to explain the nearly 100-percent hire-rate for graduates of the program.

From 2001 to 2007, the CIS department was IBM’s Linux hub for the United States. This helped promote the development of Linux in the traditional mainframe computer environment. The value of the grant was more than $21 million.

“Following the land-grant mission, our program has always been very applied,” said Plotnicki. “Companies have consistently told us our students are always able to hit the ground running and ready for the current work environment. This has been a tradition of our department that has spanned its 50-year history.”

The resources available to current students of the CIS program are equally impressive. The JD Edwards grant in 1999, valued at $4 million, launched the program into the enterprise resource planning area. This ERP tradition has continued with a CSU student team under the direction of CAP Smith winning the International SAP Dashboard Competition in 2012.

Fall 2010 saw the introduction of the proven Master of Science in CIS delivered at a distance. Currently the program has 125 students in 32 states and five countries.
RE/MAX founders Dave and Gail Liniger inspired audience members when they were inducted into the College of Business Everitt Real Estate Center Hall of Fame. As co-founders, they not only built a successful company but revolutionized the real estate industry along the way.

When RE/MAX opened for business in the early ’70s, individual agents weren’t allowed to contribute input into their own businesses.

“The real estate industry was backward,” Dave Liniger said. “Eighty percent of the agents failed within the first 12 months.”

Dave sought to actively involve agents. The RE/MAX business model helped agents service home buyers and maximize their commissions.

As the business grew, Dave needed a person with operational experience to run the company while he sold the business plan and trained agents. Gail, a manager at Ralston Purina Company, was Dave’s hire. In a few years they fell in love.

Thirty-eight years later, the Linigers and RE/MAX have weathered recessions, health scares, and a host of other challenges.

Both credit their success to seven business principles which they learned from other business professionals and their own experiences.

First, ask questions, and never stop learning. Second, strive for openness and transparency. Third, foster your curiosity. Fourth, maintain persistence – if you don’t quit, you don’t fail. Fifth, write down your goals – then make them your obsession. Sixth, surround yourself with people who bring out the best in you. Finally, possess a passion.

During their formative years, the Linigers applied these principles to gain an honest understanding of their company.

Dave said, “We asked agents what they liked about their old companies. What do you like about our company? What do you dislike?”

As RE/MAX grew, other real estate businesses adapted many RE/MAX practices.

“No competitive advantage lasts forever,” Dave said. “Within five years, our commission concept was worthless because every competitor adopted look-alike plans. So we adapted and figured out how to lead against everyone else.”

Gail adds to Dave’s insights, with her thoughts on setting priorities and goals.

“Success comes from what you focus on,” Gail said.

As leaders, Dave and Gail strove for openness and never stopped learning.

When the recent market transformed due to the economic downturn, RE/MAX remained a leader because Dave and Gail always searched for solutions.

The Linigers: True Teamwork

A farm boy from Marion, Ind., Dave settled in Denver after four tours in the U.S. Air Force. After founding RE/MAX, he and Gail grew the business from a single office into a network of 100,000 agents in 91 countries.
Last year, Dave experienced a health crisis, of which he only has vague memories due to the sickness. But during a moment of clarity he made another critical life decision. He pledged, “I will not quit. I may be a paraplegic, but I’m going to be the best paraplegic in the world.”

This mirrors their fourth principle: “If you don’t quit, you don’t fail.” With Gail by his side, Dave recuperated.

Not only did their commitment to Dave’s recovery pay off, today both Dave and Gail are back at work, applying their business principles to guide RE/MAX and help the community. Beyond their personal giving and dedication to the College of Business, the Linigers’ world famous golf course, the Sanctuary, has hosted charity events raising more than $68 million.

When asked about the Linigers’ ongoing commitment to CSU, College of Business Dean Ajay Menon said, “I have discussed with the Linigers on several occasions their passion that conservation, free enterprise and corporate social responsibility be brought into the university curriculum to train future societal leaders.”

The Dean joins the rest of the academic community in congratulating Gail and Dave on their induction in the Everitt Real Estate Center Hall of Fame with a sense of admiration for this couple’s many contributions to our state, as well as their outstanding achievements in transforming the real estate industry.
A Colorado native raised in Boulder, Vilia Valentine’s first encounter with Colorado State University during high school was not a tour of the campus or an exploration of the academic programs, but at a Hughes Stadium concert featuring rock bands Chicago and The Beach Boys. So when the time came in 1978 for Valentine to choose a university after high school, her fond memories of rock ‘n’ roll at CSU played a part in her decision.

A number of other factors helped Valentine realize that CSU was her perfect fit. Her older brother and sister both attended CSU, and the clothing store for which she worked in high school was expanding to Fort Collins, so she could maintain her job and go to school. In order to pay for her tuition, she worked full-time during her four years at CSU – a task she said was difficult but well worth it.

“Having to work in addition to taking classes taught me a lot about taking advantage of opportunities when you have them and staying focused on the end goal,” said Valentine. “Because I had to work so hard to pay for college, it made me really appreciate the opportunity, and I didn’t want to waste it.”

Valentine studied accounting in the College of Business at CSU and became a leader in a series of progressive roles after graduation. She started her career at a Colorado-based company, Corporate Express Inc. During her tenure at Corporate Express, she helped grow the company from a $30 million single warehouse to a $4 billion international office products distribution company.

She later joined Verio Inc., a Web hosting company and Internet services provider. From Verio, she moved to Gaiam Inc., which is best known for its yoga products and commitment to healthy lifestyles. She also worked at MDC Holdings Inc., known for its homebuilding brand “Richmond American Homes.” In 2012, she left MDC to join Inspirato, a luxury travel destination club.

Working at a luxury travel company, as one might imagine, comes with a lot of perks, including the opportunity to travel to Inspirato’s amazing vacation properties. However, what really attracted Valentine to Inspirato was the opportunity to work for a start-up that had a great company culture and was full of young, dynamic, and energetic people with an entrepreneurial drive.

“I loved the idea of building a company from the ground up, as opposed to being the one trimming costs,” said Valentine. “It’s so much more fun.”

Valentine’s exceptional finance work led to her being named CFO of the Year for public companies by the Denver Business Journal in 2009. She attributes part of her success and recognition to working with and leading highly committed professionals who helped her and the companies for which she worked reach their goals. Valentine is also proud of how she was able to transform the typical view of a CPA from a behind-the-scenes number cruncher to an integral member of the management team who influenced the daily and strategic operations of the company.

Proud of her alma mater, Valentine has maintained a connection with CSU and the College of Business. Three of the 10 staff members of the finance division at Inspirato are CSU alumni, and Valentine enjoys taking part in the playful rivalry between CSU and CU alumni within the company.

For students and aspiring professionals, Valentine offers this advice: “Success comes with hard work, perseverance, and dedication. You can’t lose confidence in yourself. The most successful leaders are those who lead by example and develop strong teams around them. You cannot do it all by yourself. Lastly, don’t forget to laugh and bring a smile to work.”

Valentine has two daughters, ages 19 and 21, and three stepsons, ages 10, 14, and 16, and is happily married to “a wonderful man.” She enjoys all that Colorado has to offer, including hiking, cross-country skiing, and spending time with her family at their home in Winter Park.
The College wants to thank the following speakers and guests at the College of Business.

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<td>Dean Smith</td>
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<td>Ko Wang</td>
<td>Newman Chair in Real Estate Finance</td>
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<td>Pat Wenzel</td>
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<td>Amanda Brooks</td>
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<td>Kristina Johnson</td>
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<td>Ryan Yoder</td>
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Campbell McKellar, Loosecubes Co-Founder and CEO

Jim Herbert, First Republic Bank, CEO and Director
Class Notes
Available Online
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