

**School of Business**  
**Lumpkin College of Business and Applied Sciences**  
**Eastern Illinois University**

*The Year in Review, 2010-2011*  
*Dr. Cheryl L. Noll, Chair of the School of Business*

Once again, the School of Business had a very busy and productive year in 2010-2011.

### **Integrative Learning**

One of the Provost's ongoing goals is to provide students with a significant integrative learning experience. In the School of Business, we consider integrative learning to have been one of our strengths for some time. Our students are provided with appropriate subject content within each course, and they are also presented with a wide range of extra-curricular and professional development opportunities that encourage them to assimilate their learning experiences within the classroom with those outside the classroom. The activities of the School of Business that are described here support the goals of the School and the goals of the University. Our students are able to travel to professional conferences, participate in study abroad trips, and take advantage of other professional development activities through the generous support of our donors. We are grateful to them for their support.

The School of Business is the home of the new **Entrepreneurship Minor**. Beginning in the Fall 2010 semester, students began enrolling in and taking classes toward completion of the minor. The minor is designed so that it appeals to a broad range of students who have an interest in starting a business venture, not just business students. At the conclusion of the spring semester, twenty students had declared Entrepreneurship as a minor.

In the fall semester, **Ms. Julie Nimmons** visited campus to present "Get in the Game: Careers in the Sporting Goods Industry." Ms. Nimmons is the former President and CEO of Schutt Sports, Inc. She returned to campus to give students valuable information on the careers available in the sporting goods industry and shared strategies to help students land the perfect job.

The School of Business **Executive-in-Residence Program** brings executives and entrepreneurs together with students. In the fall semester, **Mr. Steve Gosselin**, Vice President of Customer Services Support for Caterpillar, Inc., served as an EIR. In the spring semester, **Ms. Judy Ethell**, Operating Partner at Thompson Street Capital Partners, visited campus as an Executive in Residence.

The School of Business was proud to sponsor events in celebration of **Global Entrepreneurship Week**. On November 16, Mr. Bill Skeens, Founder and President of Prairie City Bakery presented, "From Dorm Room Start-up to the Official Cookie of the Chicago Cubs and Beyond." On November 17, Mr. Mike Yager, CEO and founder of Mid-America Motorworks talked about his success in his presentation entitled, "From Local Entrepreneur to Global Enterprise." Both events were standing room only, as our students were excited to hear from successful entrepreneurs.

As part of the **Bertrand P. Holley Business Ethics & Social Responsibility Series**, author and speaker **Mr. Justin Paperny** visited campus and held two presentations that were open to the public: "Lessons from Prison" and "Ethics in Motion." Additionally, Mr. Paperny visited several School of Business classes while on campus, in order to discuss topics related to business ethics. The video of his open session is consistently one of the top downloads on EIU's iTunesU site; to view portions of the session, click on the "iTunesU" link available on the School of Business homepage: <http://www.eiu.edu/business/>.

Each semester, at the **Internship Poster Presentations**, students who have completed internships create posters detailing their experiences while working as interns. These posters are on display, so that other students can learn more about the opportunities available to them. Additionally, the interns make themselves available to answer questions that other students and faculty members might have; this is an important occasion for the students to reflect on what they have learned and how their internship experience can be applied in the future.

Additionally, some students who completed internships are asked to participate in the **Internship Panel** that is offered in order to spread the word about the exciting opportunities available and to encourage students to complete an internship as part of their studies.

The **Registered Student Organization Fair** is held each semester to showcase the student organizations within the School of Business. This event allows students to ask questions of current members of each organization, and it encourages students to become active members of School of Business student professional organizations.

Several members of Walmart's management team visited the School of Business to let business majors know of the opportunities available within the corporation. The presentation was entitled, "**What You Don't Know About Walmart: A Cross-Functional View of Operations Presented by a Team of Walmart Executives.**"

The **You're Hired** program was once again offered to students interested in finding the best strategies to land their dream jobs. This year, the program was offered on an evening/weekend basis to allow more students to participate. Topics presented to participating students included: "Set Yourself Apart from the Competition," "Learn how to Impress Recruiters and Employers," and "Develop the Skills Needed to be Part of a Winning Team."

The **Student Financial Planning Association** participated in the 2<sup>nd</sup> annual Financial Planning Day, which is rotated between Eastern Illinois University and University of Illinois, Urbana-Champaign. This year the event was hosted by UIUC. The Student Financial Planning Association also hosted a Finance Alumni Roundtable event through EIU's School of Business to welcome alumni with finance degrees back to campus to impart their expertise to our current students. During the roundtable discussions, participants talked about current market conditions including interest rates, tax laws, and estate planning.

**Society for Human Resource Management (SHRM)** members organized the "SHRM 5K for Head Start," a fundraiser and celebration of the Charleston Head Start Program's 45<sup>th</sup>

Anniversary. **SHRM** also sent six members to the Illinois HR Games, where the **EIU team earned first place!** In February, six members and two sponsors of EIU's Student Chapter of SHRM traveled to Dekalb, IL to participate in the annual Illinois HR Games and Conference, hosted by Northern Illinois University. Dr. Heather Jia and Dr. Denise Smith accompanied EIU SHRM students Patrice Boyd, Nathaniel Farber, Alison Kostelich, Anna Perrecone, Ashley Wallace, and Brad Wells. A total of 46 students from seven universities around the state competed in the Jeopardy-style HR Games. Other schools represented included: Bradley University, Illinois State University, Northern Illinois University, Robert Morris University, Southern Illinois University-Carbondale, and University of Illinois-Urbana-Champaign.

students had an opportunity to network with professionals in the field.

Two MIS students who are members of EIU's chapter of the **Association of Information Technology Professionals (AITP)**, brought home a 2<sup>nd</sup> place finish in the COBOL competition from the National Collegiate Conference in Orlando, FL. The Chapter also co-hosted the event.

The **Association of Information Technology Professionals** was named the winner of the "Region 5 Outstanding Student Chapter Award" for 2009-2010. This award is a testament to the dedication and efforts of the members of AITP.

**AITP** also sponsored IT Networking Day, where speakers from State Farm, Consolidated Communications, ADM, Anixter, Applied Systems, and Caterpillar, Inc. visited classes to talk about the IT field and internship and career opportunities. The event concluded with a cookout where

EIU's chapter of the **American Marketing Association (AMA)** was also recognized for its excellence. At the 50th Annual Marketing Conference held in St. Louis in February of 2011, EIU's AMA chapter was awarded the Dik Twedt AMA Student Chapter Award, for the second consecutive year. This is the top award at the conference and recognizes the EIU American Marketing Association student chapter as outstanding in all areas. In addition, the EIU AMA student chapter received these recognitions: Outstanding Chapter Planning, Outstanding Membership Activities, and Outstanding Fundraising Activities.

Dr. David Boggs accompanied members of the **International Business Club** to the International Business Conference at St. Louis University. Members also took field trips to Toyota in Princeton, IN, and to FedEx. Several guest speakers were hosted on campus and through Skype. In addition, the club hosted their annual international lunch, where members and invited guests bring their favorite international dish to share. The international luncheon also features guest speakers who talk about their experiences with other cultures.

**Beta Alpha Psi** students continued their partnership with the Embarras Volunteer Service. For the past seven years, these two organizations have partnered to hold service days in which members of Beta Alpha Psi visit local nature preserves, centers, and state parks to assist with clean-up and maintenance efforts.

**Beta Alpha Psi** students attended the Midwest Regional meeting in Indianapolis, IN, and officers attended the national meeting in San Jose, CA. BAP hosts guest speakers frequently, including speakers from BKD, ING, KPMG, ADM, Becker CPA Review, Kaplan Test Prep & Admissions, Gilbert, Metzger & Madigan, The Sargent Consulting Group, Kemper CPA Group, Sikich, Reznick Group, and State Farm. The students also took a tour of the Federal Reserve and the Illinois CPA Society Office.

Accounting students participated in Accounting Day, an annual event held in conjunction with EIU's Career Network Day. Accounting students served as moderators for the panel discussions, in which employers gave information on topics like: Accounting Careers in Private Industry, Interviewing and Impressions, and Impact of Technology on Accounting. During the day, students had an opportunity to network with over 30 professionals from 21 different firms.

In Dr. Melody Wollan's senior-level Human Resources Staffing class, **students offered mock interviews and resume feedback** for other business majors. The HR students receive extensive training on designing and conducting interviews and reviewing resumes. These students are planning to enter the HR field, and Dr. Wollan provides them with this valuable learning experience so they can practice their skills.

Finance students are participating in the **daily closing market reports on WEIU's radio station**, Hit Mix 88.9, and **Zachary Moomaw** prepared and presented the market report for WEIU-TV. This opportunity allows students to give their own commentary on market moving information and closing prices for major equity market indexes, commodities, and local stocks. A group of about ten Finance students are currently participating in the reports given on WEIU-FM. They follow the three major indexes, Dow Jones Industrial Average, S&P 500, and Nasdaq and track commodity prices and about a dozen local stocks. Then, after researching and collecting all of this material, the host of the day goes live or prerecords a two to three minute segment that airs daily. For more information, visit: [http://www.eiu.edu/business/spotlight\\_dailymarketreports.php](http://www.eiu.edu/business/spotlight_dailymarketreports.php)

The third annual **Young Professionals Series** was held in the spring. The program is a professional development tool designed to provide students with practical advice from EIU School of Business alumni. This program brings recent alumni back to campus to connect with current students and gives students the opportunity to ask questions about the professional world and to learn how to make the transition from student to professional. The program also provides an opportunity for School of Business alumni to remain involved and invested in the future of their alma mater. This year, the School of Business welcomed the following alumni back to campus as part of the Young Professionals Series: **Jenna Anderson**, Account Manager at PMT Advertising/Dealer HD; **Jennifer Clement**, Finance Trainee at State Farm; **Caleb Freeman**, Owner/Lead Consultant at Freeman-Richards Consulting; **Marina Goldshteyn**, Marketing Coordinator at Crate & Barrel Corporate Headquarters; **Alex Guttosch**, Membership Advisor at the Lakeshore Sport & Fitness Club; **Barbara Moore**, Tax Analyst at State Farm; **Elias Sahyouni**, Client Server Support Analyst at Country Financial; **Ryan Zarlengo**, Manager of Sports Services for the Chicago White Sox; **Tony Zipparro**, Co-founder of the Local Lister.

Two faculty-led study abroad trips were held this year. Dr. David Boggs and Dr. Patrick Lach led the annual summer trip to **Maastricht, the Netherlands**. Additionally, Dr. Marko Grünhagen took a group of students to **China**. In total, twenty-nine students participated in faculty-led study abroad trips in the School of Business.

Members of EIU's School of Business **Student Investment Society** attended the 2011 R.I.S.E. (Redefining Investment Strategy Education) Investment Forum that was held from March 31 through April 2, and is now the largest student investment forum in the world. The Student Investment Society took **1st Place in the Core Investment Style category** at the competition. The R.I.S.E. Investment Forum brings top financial industry leaders from around the world together with college students. During its 11 year history, the R.I.S.E. forum has attracted 13,000 students and industry leaders, including Ben Bernanke (Chairman of the Federal Reserve), Jack Bogle (Founder and former CEO of The Vanguard Group), Pete Coors (Chairman of Coors Brewing Company), Myron Scholes (Nobel-Prize recipient, and co-creator of the Black-Scholes option pricing model), and Rev. Jesse Jackson (Founder and President of the Rainbow/PUSH Coalition).

As part of the EIU Campaign Kickoff Dinner, **Mr. L. Ross Gaddis** was invited to present his poster of his research project, ““The Transition from a Substantive to Self-Regulated CSR Legal and Corporate Environment.” His faculty mentor was Dr. Denise Smith.

As part of the EIU Legacy Dinner, two students were invited to present posters: **Mr. Patrick Higel mire**, “Study Abroad in South Korea: A Life Changing Experience,” and **Mr. Zachary Moomaw**, “You’re Hired! When to Hire a College Football Coach.”

Three students were invited to present posters as part of Showcase EIU: **Ms. Madeline Trimble**, "Business Study Abroad: European Union," **Ms. Chelsea Allard**, "Applied Securities Analysis," and **Mr. Bricen Hakeman**, "Student Investment Society Portfolio Management."

Mr. Jim Adee, MBA Candidate, presented “Dodd-Frank Wall Street Reform and Consumer Protection Act,” to the Investment Committee of the EIU Foundation Board.

### **Business and Accountancy Advisory Boards**

The **Business Advisory Board** and the **Accountancy Advisory Board** have once again been very active this year. Both boards are committed to helping the School of Business provide opportunities to its students. Members of both boards enjoy their visits to campus, as they have the occasion to interact with students and with faculty.

The **Business Advisory Board** held a panel presentation and discussion with students at its fall meeting where members talked about "Successful Students, Successful Hires." Panel participants included Barbara Baurer, Brian Christensen, and William Rowland. At the fall meeting of the Board, members reviewed and judged the display cases in the lower level of Lumpkin Hall. These cases are used by School of Business student organizations to showcase their activities and to build membership in their organizations. The winners of the competition

were Delta Sigma Pi and the International Business Club. The spring meeting was held on a Monday, in order for members to visit classes and have more interaction with students. Members visited several classes in order to hold discussions on the following panel topic: "How the Changes in the Role of the U.S. Government Have Impacted my Business Practices." These sessions were valuable to both students and faculty. Additionally at the spring meeting, members were given the opportunity to have lunch with students, further developing our students' networking and overall professional development skills.

At the fall meeting of the **Accountancy Advisory Board**, members participated in panel discussions aimed at giving faculty information on current issues in the professional world of accounting. The first panel topic was "IFRS Impact/Implementation"; the members participating in this panel were Pat Brooks, Kraig Ritter, and Eric Bradham. The second panel was entitled, "Impact of the Current State of the Economy," and Pat Roan, Kaleb Lilly, and Brian Talley participated. Finally, members engaged in a discussion regarding "Ethical Decision Making," and panel members included Cindy Oakley, Kent Rodgers, and Susan Young. These panel discussions were open to all faculty in the School of Business, as was the luncheon that was held in between the presentations. At the luncheon, students were also invited to attend, in order to meet the members of the Board who are serving in the mentoring program, and students who participated in the recent study abroad trips attended the lunch to discuss their experiences. At the spring meeting, panel discussions took place within accounting classes on the topic of business ethics. Members of the Board were impressed with the students' engagement in the topic, and the discussions were extremely beneficial to the students in attendance.

## Student Recognition

As part of the recognition of the accomplishments of our graduates, the School of Business held its third annual reception just prior to the commencement ceremony. Graduates and their families had the opportunity to meet the faculty and tour our classrooms and lab facilities. Once again, a large number of graduates and their guests attended the reception.

Also in recognition of their accomplishments, graduates were given a t-shirt that will connect them to their alma mater. Each t-shirt recognizes the student as a School of Business alum, with signatures of all of the business faculty on the back of the shirt. The shirts are meant to be worn with pride to remind the graduates of the memories they created and the quality education they received in the School of Business at Eastern Illinois University. This is the third year that the School has been able to provide a t-shirt for each of its graduates to wear as testimony of their achievements, and students continually express their appreciation of receiving the shirts. Our alumni are proud to announce themselves as graduates of EIU's School of Business.

Each spring, the School of Business holds its Student Awards Ceremony to recognize the hard work and talents of its outstanding students. More than \$83,000 in scholarship money was awarded to students who were recognized for their outstanding academic achievements. This year, **Ms. Courtney Anderson** was chosen as the recipient of the prestigious Dean Giffin Award; she was also recognized as the winner of the Accountancy Excellence Award. **Mr. Matthew Bielema** was the recipient of the Management Information Systems Excellence

Award; **Ms. Aimee Dihle** received the Finance Excellence award; **Ms. Rachel Dihle** was awarded the Management Excellence Award; and **Mr. Patrick Higelmire** was honored with the Marketing Excellence Award.

**Mr. Greg Poznic** was recognized as the Distinguished Graduate Student, on-campus MBA program. **Mr. Collin Anderson** was recognized as the Distinguished Graduate Student, off-campus MBA program.

**Mr. Luel Tekle**, MBA candidate, was recognized as the School of Business Outstanding International Student and was recognized at the University's annual International Programs Awards Banquet. He also was named the 2011 winner of the King-Mertz Award of Excellence in the Lumpkin College of Business and Applied Sciences for his research project entitled, "Financial Intermediation and Economic Growth: Evidence from East Africa."

Business Honors student, **Ms. Madeline Trimble**, completed her research project, "The Asymmetric Value Relevance of Special Items," mentored by Dr. Richard Wang. The quality of her project and presentation was superior; the faculty member will be submitting the paper to a journal.

Eleven MBA candidates conducted research projects and presented the results to faculty.

- **Ms. Jackie Alexander**, "Corporate Messages: Are Recruitment and Marketing Messages Different?" Faculty mentor: Dr. Melody Wollan.
- **Ms. Anci Borozan**, "Willingness to Work in an International Context: An Empirical Investigation." Faculty mentor: Dr. David Boggs.
- **Mr. Evan Danner**, "Developing a Marketing Plan and Securing a Patent." Faculty mentor: Dr. Marko Grünhagen.
- **Ms. Nicole Goddard**, "Is Your Employment for Love or Money? Engagement at Work: It Matters." Faculty mentor: Dr. Melody Wollan.
- **Ms. Zhenghong Hou**, "Academic Stress in Accounting Students: Development and Validation of an Instrument." Faculty mentor: Dr. Jay Shinde.
- **Ms. Carly McCrory**, "The Office at your Office: Head of the Committee Against Workplace Bullying." Faculty mentor: Dr. Melody Wollan.
- **Mr. Tristan Pisarczyk**, "Measuring Success in Non-profit Organizations." Faculty mentor: Dr. Michael Dobbs.
- **Mr. Greg Poznic**, "A Fraud hidden by the Passage of Time." Faculty mentor: Dr. Jay Shinde.
- **Mr. Luel Tekle**, "Financial Intermediation and Economic Growth: Evidence from East Africa." Faculty mentor: Dr. Ingyu Chiou.
- **Mr. Dereje Abebe**, "The Role of Supply Chain Integration on Organization's Performance: The Health Care Context." Faculty mentor: Dr. Dean Elmuti.
- **Mr. Daniel Thurston**, "Entrepreneurship Ratings: A Search for Answers in Costa Rica, Dominican Republic, and Panama." Faculty mentor: Dr. David Boggs.

Three **MBA candidates presented papers** at conferences.

- **Mr. Luel Tekle**, "Financial Intermediation and Economic Growth: Evidence from East Africa," MBAA International Conference, Chicago, IL. Awarded Williams Travel Award from the EIU Graduate School. Faculty mentor: Dr. Ingyu Chiou.

- Ms. **Zhenghong Hou**, “Academic Stress in Accounting Students: Development and Validation of an Instrument,” Academic Business World International Conference, Nashville, TN. Awarded Williams Travel Award from the EIU Graduate School. Faculty mentor: Dr. Jay Shinde.
- Mr. **Joseph Thiry**, Proceedings and Paper Presentation, “Corporate Social Responsibility and Disaster Relief: USA Pharmaceutical Firms’ Responses to the 2010 Haiti Earthquake and 2004 Indian Ocean Tsunami,” Academy of International Business-Midwest, Chicago, IL. Faculty mentor: Dr. David Boggs.

As a result of a conference presentation last year, a faculty member and a graduate of the MBA program were successful in publishing an article in an academic journal.

- “Smart Mobile Device and Competitive Strategy: A Resource-Based Perspective,” Journal of the North American management Society, 5(1/2), 2010. **Dr. David Boggs and Eric Arseneau, MBA.**

Two undergraduate **students** completed faculty-led **research projects and presented** at conferences.

- Mr. **L. Ross Gaddis** was selected as one of seven students nationally to present at the ALSB Conference, Richmond, VA. “The Transition from a Substantive to Self-Regulated CSR Legal and Corporate Environment.” Faculty mentor: Dr. Denise Smith.
- Mr. **Zachary Moomaw** presented “You’re Hired! When to Hire a College Football Coach?” at the Academy of Economics and Finance Conference, Jacksonville, FL. Faculty mentor: Dr. Chuck Chahyadi.

## Alumni Recognition

The **School of Business 2010 Distinguished Alumnus** was **Mr. Richard Levi**, Founder and CEO of Levi, Ray, and Shoup (LRS) which provides information technology solutions to a wide variety of organizations. Mr. Levi is an avid supporter of the School of Business.

**Mr. Steve Gosselin** was honored as the **Beta Gamma Sigma Chapter Honoree** at the recent member induction ceremony. Mr. Gosselin was also recognized by the University with an **Honorary Degree in Philanthropy** at the spring commencement ceremony, as a business leader, philanthropist, volunteer, and advocate for his alma mater. Mr. Gosselin joined Caterpillar in 1979. He is currently the Vice President of Customer Services Support at Caterpillar, Inc. In this role, he is responsible for growing Caterpillar's aftermarket parts and services business which includes dealer rental/used business development; dealer operational capability development and deployment support; global brand management; enterprise eChannel support; parts, service, marketing and technical publications; and select global services.

Three School of Business alumni were recognized by the EIU Alumni Association for their accomplishments and support of Eastern. **Michael Cunningham ('70, '73)** and **Chuck Witters ('68)** were honored as **2010 Distinguished Alumni**. The Distinguished Alumni Award is the most prestigious award bestowed by the EIU Alumni Association to recognize outstanding accomplishments and service. Mr. Cunningham recently served two terms on the Business Advisory Board, and Mr. Witters recently served as an Executive in Residence at the School of Business. Additionally, **Mr. Carl Dolson ('76)** was the recipient of the **2010 Louis V. Hencken**

**Alumni Service Award** in recognition of his long-term and continuous service to the School of Business and the University. Mr. Dolson was a founding member and a past president of the Accountancy Advisory Board within the School of Business.

We congratulate our alumni for being recognized for their extraordinary talents, successes in their chosen fields, and service to the School of Business.

## Faculty Recognition

There were two changes to the administrative team of the School. Dr. Norm Garrett began his term as Assistant Chair of the Management Information Systems Discipline. Additionally, Ms. Christine Ward was hired as the Director of Administration, as a result of Ms. Toni Smith's retirement.

Five faculty members joined the School of Business this year. **Kesha Coker, Ph.D.**, the Southern Illinois University-Carbondale, and **David Fleming, Ph.D.**, University of South Florida-Tampa joined the Marketing faculty. **Yoshie Lord, Ph.D.**, Temple University, and **Richard Wang, Ph.D.**, Victoria University of Wellington, became members of the Accountancy faculty. **James Sysko, J.D.**, Widener University School of Law, joined the Management faculty, specializing in Business Law and Ethics.

Additionally, **Marko Grünhagen, Ph.D.**, was named the Lumpkin Distinguished Professor of Entrepreneurship. Previously, Dr. Grünhagen had been a member of the Marketing faculty. In his new role, he has taken the reins of the Entrepreneurship minor and has built membership in the School of Business entrepreneurship student organization.

As part of our ongoing Faculty Research Forum, **Dr. Heather Jia** presented, "Cyberloafing: Does Personality Play a Role?" and **Dr. Yoshie Lord** presented, "The Value and Incentive Relevance of Nonrecurring Items." **Dr. David Boggs, Dr. Richard Flight, Dr. Marko Grünhagen, and Dr. Laura Lucia Palacios** presented, "The Organizational Ecology of Franchises in the Automotive Services Sector."

During the fall semester, two **faculty brownbag sessions** were held in order to provide faculty members with more information about how to help students with disabilities and how to support students with personal issues. Ms. Kathy Waggoner from Disability Services and Ms. Sandy Cox from the Counseling Center presented information and answered questions from faculty about issues that have arisen or may arise in the future. The sessions were very informative, and the high faculty attendance at both illustrates the significant level of dedication that our faculty have to the students, as they are willing to help them both inside and outside of the classroom. In the spring semester, two **faculty brownbag sessions** were held to provide a forum for faculty and staff to provide feedback on the proposed strategic planning document that will drive the School of Business for the next five years. The sessions were a success, as many attended to discuss the plan in detail.

Several faculty members were recognized at the university level for their achievements. **Dr. Patrick Lach**, Assistant Professor of Finance, received an "Excellence in the Use of Technology" award for his use of technology in the classroom. This award was given by the University's Center for Academic Technology Support (CATS). **Dr. Marko Grünhagen**, Lumpkin Distinguished Professor of Entrepreneurship, was honored as a 2010 recipient of a University Achievement and Contribution Award in the area of service. **Dr. Heather Jia** was recognized by the Office of Disability Services as a faculty member who has been particularly supportive of students with disabilities. In addition, **Ms. Vicki Hampton** received the EIU Student Government's Distinguished Professor Award for Academic Support.

**Faculty Research Grants** are provided to full-time tenured/tenure-track faculty in their first or second contract year at Eastern Illinois University, and to faculty who have published a peer-reviewed journal article during the last three years. Recipients of research grants this year were: **Dr. David Boggs, Dr. Chuck Chahyadi, Dr. Ingyu Chiou, Dr. Kesha Coker, Dr. Ayse Costello, Dr. Tom Costello, Dr. Hank Davis, Dr. Michael Dobbs, Dr. Dean Elmuti, Dr. David Fleming, Dr. Richard Flight, Dr. Norm Garrett, Dr. Marko Grünhagen, Dr. Abdou Illia, Dr. Heather Jia, Dr. Patrick Lach, Dr. Simon Lee, Dr. Crystal Lin, Dr. Yoshie Lord, Dr. Tom Moncada, Dr. Jay Shinde, Dr. Denise Smith, Dr. James Sysko, Dr. Richard Wang, Dr. Larry White, Dr. Melody Wollan, Dr. Bill Wootton.**

The **Outstanding Service Award** recognizes excellence in service to the university, college, school, discipline, and/or community. **Dr. Heather Jia** received the service award this year. Dr. Jia, an Assistant Professor in Management, served on the Honors Council and the Student Standards Committee at the university level. Within the School of Business, Dr. Jia served as Chair of the Technology & Resources Committee; she was also an active member of the Graduate Committee and the Strategic Planning Committee. She also served as a member of the Accounting Faculty Search Committee that succeeded in bringing a highly-qualified faculty member to the School. Dr. Jia acted as primary sponsor of a student organization, the Society for Human Resource Management. Finally, Dr. Jia has also supported the community by acting as a consultant for a local non-profit agency.

The **Outstanding Research Award** recognizes excellence in research. This year's recipient was **Dr. Yoshie Lord**, Assistant Professor in Accountancy. During the 2010 award period, Dr. Lord made substantial contributions to the accounting and finance fields, as she published three papers in high-ranking, peer-reviewed journals. One of her publications, "The Economic Value of Auditing and its Effectiveness in Public School Operations," appeared in *Contemporary Accounting Research*, which is the 4th highest-rated accounting journal in the world and is notorious for its rigorous review process. Additionally, she published papers in the *Journal of Applied Finance* and the *International Trade Journal*, both of which are also high-quality journals.

The **Outstanding Teaching Award** recognizes the superior contributions of faculty in the classroom. This year, **Dr. Michael Dobbs**, Assistant Professor of Management, was the recipient of this award. Dr. Dobbs consistently receives very high student evaluation scores which are reflected in his peer evaluations. He has created integrative learning opportunities to encourage students to connect information and experiences across different business disciplines

and to bridge the divide between the classroom and the "real world." His MBA 5000 students have served as strategic management consultants for numerous organizations within the community. In his BUS 4360 classes, Dr. Dobbs presents hundreds of examples of real world applications through case studies, videos, and interactive lectures. Additionally, Dr. Dobbs makes extensive use of technology within his courses. His passion for teaching is evident, as he constantly strives to give his students the experiences that will help them to excel.

The following faculty members were presented with Special Recognition of Teaching Excellence awards: **Mr. Paul Brown, Management Information Systems, Dr. Kesha Coker, Marketing, Dr. Abdou Illia, Management Information Systems, Mr. David McGrady, Finance, Dr. William Minnis, Management, Dr. Jay Shinde, Accountancy, Dr. Richard Whitaker, Finance, Dr. John Willems, Management, Dr. Melody Wollan, Management, and Dr. Bill Wootton, Accountancy.** This recognition is particularly special because the recipients of this award were nominated by business students who were asked to recognize faculty who distinguished themselves in the classroom and served as mentors in and out of the classroom.

**Balanced Contribution Awards** are presented to faculty who make significant contributions in teaching, research and service; this year's recipient was **Dr. Crystal Lin**, Associate Professor of Finance. Dr. Lin has consistently demonstrated her teaching excellence; her student evaluations are always high, and she has developed a hands-on project for students in her Finance 3730 class, to allow students to better understand the abstract content of the course. Additionally, Dr. Lin excels in the area of research. During the review period, she published a journal article in the Journal of Real Estate Portfolio Management. She also had three conference presentations in 2010. Dr. Lin has also shown an outstanding record in the area of service, to the University, the College, and the School of Business.

The **Holley Ethics Award** was created in honor of a former professor in the School of Business, Dr. Bertrand P. Holley who was committed to advancing social responsibility. This award supports and encourages research in business ethics and the integration of ethics in the curriculum. This year's recipient was **Dr. James Sysko**, Assistant Professor of Management. During the review period, Dr. Sysko reviewed over 100 undergraduate syllabi from the previous academic year in order to evaluate the degree to which business ethics exercises, modules, or other ethics development activities were integrated into the courses surveyed. Dr. Sysko also coordinated a two-day business ethics symposium featuring well-known author and speaker Mr. Justin Paperny. Mr. Paperny gave two large group lectures to over 300 students, faculty, staff, and community members; he also visited eight different classes in order to present information directly to over 150 students. This symposium generated a high level of ethical awareness and discourse, and response to the program was universally positive. Finally, Dr. Sysko lectured on the topic of business ethics in a number of classes, in order to complement faculty efforts to integrate a high degree of ethical awareness among students.

The **Annually Contracted Faculty Outstanding Contribution Award** was presented to **Ms. Renee King**. Each year, the School of Business recognizes an annually contracted faculty member for contributions to the School. Annually contracted faculty are full-time instructors, with no expectation for research or teaching. However, in the School of Business, we are fortunate to have instructors like Ms. King who go above and beyond to contribute to the

ongoing life of the School. In addition to being excellent teachers, they participate in other activities that are important to the School of Business. Ms. King consistently earns high student evaluations for her teaching and is always looking for innovative ways to integrate technology into her teaching. This year, she was a recipient of an EIU Foundation Redden Grant (Fall 2010), "Always Connected Through MacBook Technology," which allowed her to purchase a MacBook to support her classroom teaching. Even though instructors are not required to conduct research, Ms. King attends and participates in academic conferences. At the recent Annual Association for Business Communication Conference in Chicago, IL, Ms. King presented "Using iMovie to Support Student Presentations." In addition, she supports her professional development by serving as a consultant for White & Associates in New Berlin, WI.

The **Distinguished Professor Award** was presented to **Dr. Hank Davis**. This award is the highest honor that is bestowed upon faculty members in the School of Business; it recognizes a distinguished record of accomplishments in teaching, research, and service to the school. During his tenure at the School of Business, Dr. Davis has distinguished himself in many ways. He has taught both undergraduate and graduate courses and has been influential in developing courses. He has also established himself as a productive researcher, having published numerous scholarly journal articles, a book chapter, several conference proceedings, a monograph, and a variety of study guides. Dr. Davis also has a proven record of service to the university, college, school, community, and his discipline of Accounting. He currently serves as Director of the Accounting Program. At the School level, he has served on the Personnel, Graduate, Faculty Issues, Technology, and Curriculum committees. At the College level, he has served on the Teaching Award and Technology committees. His service to the University has included acting as vice-chair of the Intercollegiate Athletic Committee and Chair of the Search Committee for the EIU Director of Budget.

Each year, EIU holds a "Publishing Scholars" reception to showcase the recent scholarship of our faculty. The following School of Business faculty members were recognized as publishing scholars in 2010: **Dr. David Boggs, Dr. Kesha Coker, Dr. Ayse Costello, Dr. Thomas Costello, Dr. David Fleming, Dr. Richard Flight, Dr. Marko Grünhagen, Dr. Abdou Illia, Dr. Simon Lee, Dr. Yoshie Lord, Dr. Jay Shinde, Dr. Jeffrey Snell, Dr. Richard Wang, Dr. Larry White.**

Dr. Laura Lucia Palacios, Assistant Professor in the Department of Business Management, from the University of Zaragoza in Spain, served as a visiting scholar in the School of Business at Eastern Illinois University during the Fall 2010 semester.

This year, one of our eminent faculty members retired. We say good-bye to **Mr. David Arseneau** from Management, who has a long a distinguished career within the School. We thank him for his service to the School of Business as we wish him well in his future endeavors.

The School of Business is privileged to have such outstanding faculty who are critical to the success of the School of Business.