

BLUE

REVIEW

EASTERN ILLINOIS UNIVERSITY
LUMPKIN COLLEGE OF BUSINESS AND TECHNOLOGY



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at National Competition



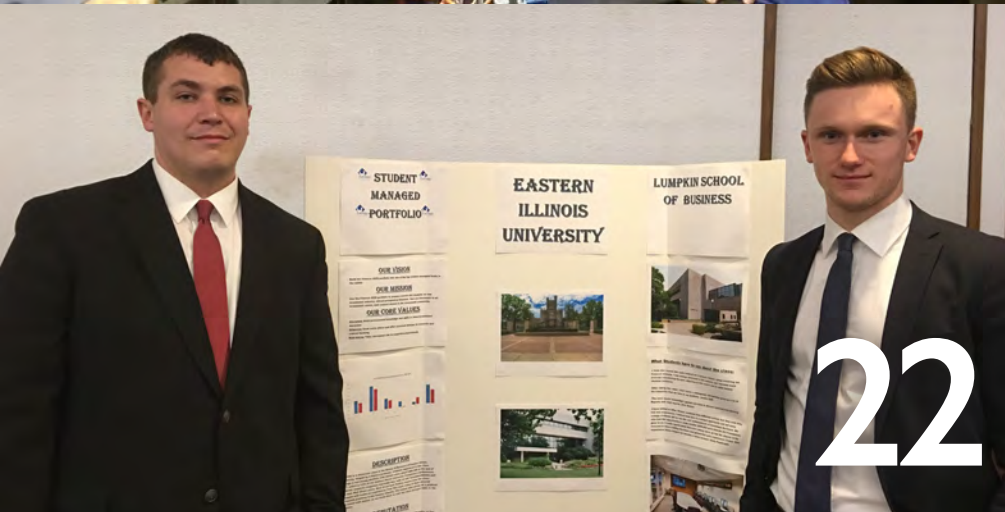
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Lumpkin BLUE Review Magazine

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Design/Layout

Gabe Grant, Assistant Professor, School of Technology

Editing

Terri Fredrick, Professor, English Department
Daniel Carpenter
Caroline Egan
Matt Eifrid
Brienne Geier
Jessie Hausmann
Dom Hill
Megan Keane
Emily Oldham
Colin Roberts
Kaitlyn Will

Research and Contributions

Deborah Endsley
Wutthigrai Boonsuk
John Cabage
Austin Cheney
Michael Dobbs
Nichole Hugo
Nicholas Robinson
Jaysinha Shinde
Austin Swanson
Tina Wang

FROM THE DEAN

Dear Alumni and Friends,

Welcome to the Lumpkin BLUE Review. This publication is intended to be a bit different from those in the past and is truly a team effort of faculty, alumni, students, and the dean's office. Designed more as a magazine and hopefully enticing to read both in hard copy and online, the publication reminds us that the College is a living organization that provides a positive environment for learning, sharing, giving back, and nurturing not only students but numerous stakeholders.



WILLIAM MINNIS, PhD
Interim Dean & Associate Professor

During my year as Interim Dean, the College has experienced remarkable changes, events, and celebrations. The university completed a “vitalization” reorganization that created a College of Health and Human Services and sharpened the focus of the Lumpkin College. The renamed Lumpkin College of Business and Technology is strategically offering five new undergraduate programs in addition to its five existing programs, and the College's graduate programs are growing. A complete list of undergraduate and graduate programs can be found on page 15. The Entrepreneurship minor continues to be popular with students across campus. The student advising staff work closely with students to ensure the right path to graduation, and the EIU Career Center has opened an office in Lumpkin Hall to better serve students of the College where they go to class.

It was an improved year for enrollment, and job placements for graduates were outstanding. Renewed and improving relationships with area community colleges and high schools are resulting in more students wanting to attend our high-quality programs. I want to thank the many people who support the College by providing financial support, volunteering in the classroom, serving the students, writing reports, coordinating events, connecting with alumni, providing internships, serving on advisory and strategic task force boards, and assisting in student recruitment efforts. The College relies on so many individuals to ensure the quality and success of our programs and students. It is a pleasure to have had the opportunity to associate with so many fantastic people.

The next chapter of the College begins this spring with the selection of a permanent dean. The new leadership will benefit from the talent and commitment of the EIU network. The landscape of higher education continues to change as demographics, funding, and a new level of competitiveness requires all programs to be effective marketers as well as curriculum providers. Despite the challenges, expectations are positive that Eastern will continue this year's success. As an alum told me, “we just need to keep the foot on the gas.” Thank you for all your support!

Warmest Regards,

A handwritten signature in black ink that reads "William C. Minnis". The signature is fluid and cursive, with a long horizontal stroke at the end.

Bill
William C. Minnis
Interim Dean

An Interview with Ben Tueck

Tell us about your career steps since graduating from EIU with an MBA degree.

Right after graduation, I started working for the consulting unit of DHL out of their Americas HQ in Miami. After this exciting time, I went back to my native country Germany to finish my German degree. At that point in time, the university systems were not fully globalized, and a double degree was recommended. After several internships in strategy consulting, I started with Accenture in 2009 and made the step to Managing Director (former Partner level) last year. Today I work out of the Zurich office in Switzerland.

What were the best experiences you had while at EIU?

The high-quality education along with personal and professional development fueled by small class sizes and teachers who take personal ownership of your career.

Tell us about your current role as a partner managing director of Accenture.

I lead teams of front-office experts, experienced in transforming and digitalizing the client-facing functions of organizations. I have spent most of my consulting career in the banking and utilities industry, but I am also experienced in logistics and automotive. Within these industries, we help our clients “leading in the new” with digital ways to run their business and help them orchestrate their go-to-market channels front to end, including their user experience and content strategy.

Do you have plans to visit Charleston/the US anytime soon?

Accenture has a global training facility in the western suburbs of Chicago. Every time I go there, I try to combine it with a private visit to Charleston to visit EIU and a former professor. The next visit will most likely be in spring 2019. Looking forward to it!

What are some of your fondest memories of your time in the US/Illinois/EIU?

I came from a large university in a big European city to EIU in Charleston. To be expected, this came with a cultural shock. My fondest memories date back to my first weeks in Charleston. The people at the university were open, friendly and very welcoming to international students. I instantly felt at home and welcomed. Further down the road, I remember enjoying doing management simulations in class, having open career-planning talks with professors, and taking road trips across the US.

What are the two most important pieces of advice you would give to students today when starting a career?

A. Leave your ego at the door!

Ego skews real capabilities. Early in your career, fear and low self-esteem shouldn't limit your drive and willingness to ask uncomfortable questions. Later, after several promotions and other accomplishments, you run the risk of letting your ego get the best of you. Always stay on topic and impress colleagues through performance and respect.

B. Never get complacent. Keep learning!

A challenging career paired with a family might make you complacent. I encourage everybody to continuously learn and push for achievement. You only have this career once.

accenture



Emotion Regulation and Communication in the Workplace: How Might Information and Communication Technology Help?

NAN WANG - ASSISTANT PROFESSOR - SCHOOL OF BUSINESS

On a December 2011 flight to a conference in Shanghai, I watched the movie *Contagion*. A nice movie. It reminded me of the SARS outbreak in my home country China in 2002. What struck me most when watching the movie was the powerful influence of emotion on the collapse of our society—as the movie poster says, “Nothing spreads like fear.” Little did I know then that this movie would make a permanent mark on my research.

Not long after watching the movie, I was introduced to Arlie Russell Hochschild’s seminal book, *The Managed Heart: Commercialization of Human Feeling*, in which she discussed emotional labor: the management of emotional feelings or expressions in exchange for a wage. I was hooked. Ever since, I have been interested in the emotional aspect of organizational life specifically, the regulation and communication of emotions. As a management information systems (MIS) researcher, I am particularly interested in the potential of information and communication technology (ICT) to support emotion regulation.



Help-desk employees are bombarded with negative emotions, most often in the form of frustrations and anger from users. Like viruses, those negative emotions (or hostility) are highly contagious and may cause negative consequences such as stress and burnout, leading to an industry average turnover rate of approximately 40%. In one study of IT help-desk employees of a Fortune 500 company, I found that ICT may be strategically used to support emotion regulation via its potential for hostility decontaminating. ICT’s strategic roles include:

- **Hostility filtering**, such as posting problem announcements to stop users from calling the IT help-desk when an outage is expected to affect a large number of users
- **Hostility isolating**, such as cherry picking around tickets from difficult users
- **Hostility barriering**, such as putting users on mute to release frustrations before getting back to users
- **Hostility containing**, such as preventing emotional communication from being overheard by others

The hostility decontaminating potential of ICT could be used by help-desk employees or their leaders to counteract negative emotion contagion at the IT help-desk, eliminating the emotional burden and associated consequences like stress.

Help-desk employees are bombarded with negative emotions, most often in the form of frustrations and anger from users.

Leaders' emotion regulation is of particular importance. Good leaders regulate not only their own emotions, but the emotions of others. Existing research in face-to-face contexts suggests that emotion regulation is especially expected from female leaders due to gender-role stereotypes. However, in my study of emergent virtual teams with distributed members and without a formal leader, members who showed gender-incongruent behaviors (i.e., behaviors inconsistent with gender-role stereotype) are more likely to be perceived as leaders. My takeaway? While deviating from gender-role stereotypes in face-to-face contexts is often received unfavorably, doing so in virtual team contexts may not result in the same backlash and, in contrast, makes one stand out and be viewed as a leader.

In addition to supporting emotional regulation, ICT also helps with the communication of emotion. Delivering bad news such as a poor performance evaluation is an unpleasant and challenging communication task that is often done inappropriately, leading to messages that are delayed or distorted. In a cross-cultural comparison study, I found that individuals preferred using ICT with high rehearsability and lean symbol sets for delivering negative messages. For example, as compared to the phone, email allows senders to carefully craft negative messages before sending; in addition, the lean symbol sets transmitted via email (i.e., text vs. tone of voice) reduce individuals' concerns about self-presentations that may be threatened by the negative messages. Such ICT preference is especially strong among individuals from cultures like China and South Korea that emphasize face (or *mianzi*)—a concept originated in China, but applicable to other cultures.

What can be learned from this research? Just like viruses, negative emotions in the workplace are often inevitable. ICT, like the anti-infection equipment and practices found in medical contexts, may be utilized to (proactively or reactively) counteract emotional contagion. While it might be true that “Nothing spreads like fear,” in technology-mediated environments, ICT is readily available to stop the infection from spreading.

Selected Publications:

- Wang, Nan.** & Carte, Traci. A. (2018). Face Challenging Perception and Media Feature Preference for The Task of Delivering Bad News: A Cross-Cultural Comparison, *Pacific Asia Journal of the Association for Information Systems*, 10(2), pp. 1-24.
- Wang, Nan.**, & Carte, Traci. (2014). Communication Media Feature Affordances for the Use of Emotion Regulation Strategies: A Qualitative Investigation, *Academy of Management Annual Meeting*, Philadelphia, Pennsylvania.
- Carte, Traci., **Wang, Nan.**, & , Albert. (2010). The Impact of Technology on Emergent Leadership Behaviors and Perceptions, *International Conference on Information Systems (ICIS)*, St. Louis, MO.

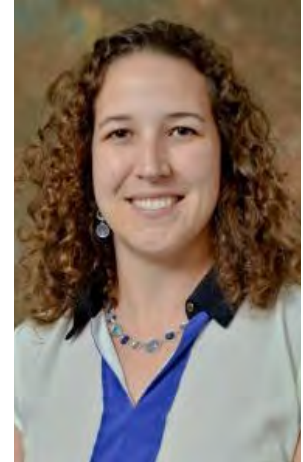
Wine and Beer making curricula now a part of Hospitality and Tourism Program



NICHOLE HUGO - ASSISTANT PROFESSOR - HOSPITALITY AND TOURISM DEPARTMENT

Hospitality programs across the nation are immersing themselves in the area of brewing and winemaking. According to the Bureau of Labor Statistics, total employment within the brewery industry increased by 126 percent from 2006 to 2016, while employment in wineries increased 153 percent from 2001 to 2017. To address this emerging job growth, the Hospitality and Tourism program is providing opportunities for students to gain hands-on experience while learning more about beer and wine.

This fall, students in the new Brewery and Winery Management class toured vineyards, wineries, and breweries around Central Illinois. Students harvested, destemmed and stomped grapes at Arpeggio Winery in Pana. They toured the Terre Haute Brewing Co.--the second oldest brewery in the US--where they interviewed one of the managing partners about the evolution of the establishment. Students visited the newly opened Lot 50 Brewery in Paris to gain insight into the challenges of opening a new business. In Marshall, students sampled wines at Castle Finn and toured the back of the house where grapes were fermenting. At Sunset Lake Vineyard and Winery, students learned about topics such as getting permits in a dry county and being vigilant about trademarking a brand. At the largest establishment toured, Destihl Brewery in Normal, students learned about large-scale production and distribution of craft beers.



During the spring semester, students will have the opportunity to take the Beer and Wine Production course. In this class, students will make their own beer and wine in order to learn about the chemistry of the fermentation process, the technology used in production, and how to identify quality ingredients. In-class tastings will give the students a better understanding of the different styles and characteristics of beer and wine. Students will then research target markets and create logos to place on their bottles.

Through these two new classes, students will expand their knowledge of the brewing and winemaking industries, which can lead to new career opportunities.

A Program Re-imagined: A new degree in Construction Management

JOHN CABAGE - ASSISTANT PROFESSOR - SCHOOL OF TECHNOLOGY

As part of the Lumpkin College of Business and Technology's efforts to innovate and maintain competitiveness within our academic programs, we must continually return to core business questions. Who are our customers? Are we serving our customers effectively? What differentiates our product from other schools in the region or even throughout the world? Why would customers choose us?

Applied academic fields such as construction management have two customers: the first is our students; the second—and often neglected—is the industry that we serve. Students want to compete for the highest paying jobs that provide good personal satisfaction. Industry will pay more for motivated professionals who will positively impact the bottom line within a short time of hiring. What if students and industry could be brought together to achieve everyone's goals and expectations? What if our curriculum was geared toward helping students meet industry productivity expectations?

In response to these questions, the School of Technology (SOT) has redesigned the Construction Management Focus Area under our Applied Engineering Technology Program into a new Construction Management (CM) major. Following analysis of more than 30 schools in the Midwest and in-depth interviews with more than 20 industry partners, we have created a program that retains the best material from the original program and incorporates new coursework to meet or exceed the offerings of our competitors. Approved by the Illinois Board of Higher Education in Summer 2017, the newly developed CM major fosters student and industry partnership throughout the students' EIU experience.

The CM program begins with the Introduction to Construction Management course. Unlike most introductory courses, this first-semester, freshman class is facilitated by faculty but taught using academic partners from our new CM Industry Advisory Board. Industry partners come weekly to the class to present topics germane to the construction industry. Our partners are EIU alums who take time away from their busy schedules to support the mission of this new program.



Through the program, students have the opportunity to connect with our partners—most of whom are hiring managers—and present themselves personally for internship and permanent job opportunities. In the introductory course, students prepare a resume to present to our industry partners. And this early career preparation is paying off: less than three months into the fall semester, two sophomores in the program had already secured interviews for summer internships in construction management.

The academic-industry partnership will continue throughout the four-year academic program, culminating in a capstone class, where students will be presented with a problem by an industry partner. The industry professionals themselves are enthusiastic about the new CM major. As one partner said, "Keep producing great students passionate and ready to work in our industry, and we will keep supporting the program." This industry involvement differentiates EIU from many other universities offering the same major.

While there is certainly plenty of work to be done as the program matures, the initial response to the new CM major is promising: 27 new students signed up for the introductory class in the first term offered. These students see the end game, and as such, are motivated in their academics and more committed to achieving their career goals. Industry partners have begun investing money as well as time into the program and are actively involved in EIU student recruitment. If you want further information regarding this program, please feel free to contact Dr. John Cabage (jvcabage@eiu.edu). Alumni in Construction Management are always welcome to participate in the program.



Dream big, hustle hard

With Rahul Wahi's sharp managerial skills combined with Anthony Zipparro's finance savvy, this entrepreneurial duo have led their company, LLT Group, to record growth over a three-year period to earn a spot on Inc. Magazine's fastest-growing companies list in 2015, making them the ideal recipients of this year's Outstanding Young Alumnus Award.

In 2010, LLT Group opened its doors for business. Specializing in web design, development, and a host of digital marketing services, the company was the brainchild of two EIU graduates, Rahul Wahi and Anthony Zipparro. These two entrepreneurs would go on to lead LLT Group to record growth over a notable three-year period. Wahi's managerial skills and knack for brand management combined with Zipparro's finance savvy earned their company a spot on *Inc. Magazine's* fastest-growing companies list in 2015. With an exclusive clientele list ranging from National Geographic to Discover, Wahi and Zipparro's LLT Group stands shoulder-to-shoulder with marketing industry veterans.

Wahi and Zipparro started small, launching LLT Group in a ten-by-ten-foot basement room. Together, they had a vision of generating better creative and better results for clients. LLT Group, Inc. now has more than 30 team members and 700+ clients across the United States, yet their core focus remains the same: presenting the best ideas for the best value all while driving results from sales to development to marketing. LLT Group, Inc. focuses on quality over quantity and prioritizes educating clients over delivering an end product.

For their achievements, Rahul Wahi and Anthony Zipparro have received EIU's 2018 Outstanding Young Alumnus Award. Established in 1988, this award is presented to an alum who is thirty-five years of age or younger and who has excelled in a new career and/or public service. Both Wahi and Zipparro are proud of their ongoing relationship with EIU. Wahi serves on the EIU Lumpkin College of Business and Technology Young Alumni Group and is an ambassador for the EIU Admissions Office and Housing and Dining Office. Zipparro has presented to EIU undergraduate and graduate business classes on numerous occasions while Wahi hosts events and programs for prospective students. Zipparro recently hosted, led and sponsored a Lumpkin College of Business and Technology meeting at his Naperville office with 20 young graduates to discuss new strategies for fund development and student recruitment.



School of Business Distinguished Alumnus 2018

Carl Mito



Carl Mito was named to the EIU Board of Trustees in May 2016. Mito is a Managing Director of Investments at Oppenheimer & Co. Inc. He has volunteered in a variety of capacities at Eastern, including as a member of both the School of Business Advisory Board and the EIU Foundation. A five-term member of the School of Business Advisory Board, he was an early supporter of the Securities Analysis Center and later hosted events in his Chicago office to connect business graduates with the University and promote the center's benefits to students.

He and his late wife established the Carl and Marion Mito Excellence in Finance Endowment Fund in 2003 to benefit the School of Business on an ongoing basis as part of his philanthropic commitment. Mito was the recipient of the 2012 EIU Foundation's Outstanding Philanthropic Award and also the recipient of the 2012 Louis V. Hencken Alumni Service Award.

Mito served as a member of EIU's Capital Campaign External Steering Committee, which provided guidance as the University significantly exceeded its goal. Carl also delivered the commencement address to EIU's graduates in December 2011. Having joined Delta Chi Fraternity as an undergraduate, he maintained his connection with that group after his 1972 graduation and assisted with the planning of its 2006 alumni reunion on campus.

In addition to his continuing support of EIU, Mito also sat on the Board of Directors for the Cancer Wellness Center and served on the Executive Committee, Co-Chaired the fundraising committee and led Team Marion for the National Ovarian Cancer Coalition Walk as he continues the fight against cancer.

Distinguished alumni are chosen based on both accomplishments in their field and on their service to the School of Business.

School of Business Distinguished Alumni

Dr. Donald L. Shawver, 1970
Dwight T. Baptist, 1971
John M. Luther, 1972
Dr. Author E. Hughes, 1973
Dr. Daniel J. James, 1974
Gerald D. Fines, 1975
James G. Kehias, 1976
Dr. M. Gene Newport, 1977
Dr. John H. Willingham, 1978
J.W. Oglesby, 1979
Cynthia (Rahn) Wedryk, C.P.A., 1980
Richard Arroyo, 1981
George O. Krueger, 1982
Rex D. Cooley, 1983
Judith K. Myers, 1984
Coyne V. Richardson, 1985
H. Michael Finkle, 1986
Eli Sidwell, 1987
Roger Roberson, 1988
Mike Weaver, 1989
Jeffrey G. Scott, 1990
Thomas W. Faller, 1991
James P. Evans, II, 1992
Janet M. Treichel, 1993
Robert A. Ingram, 1994
John P. Coffey, 1995
Jerry L. Gilomen, 1996
Tom L. Gilomen, 1996
Marilyn L. Satterwhite, 1997
Robert C. Manion, 1998
Rudolph G. Hlavek, 1999
James R. Schnorf, 2000
Joyce A. Madigan, 2001
Ronald Jeffris, 2002
Don Gher, 2003
Paul Snyder, 2004
Mark Dronen, 2005
James Giffin, 2006
Michael Morrissey, 2007
Edward J. Escalante, 2008
Gregory A. Bonnell, 2009
Richard H. Levi, 2010
Richard Dodson, 2011
Michelle Hanlon, 2012
Paul Blair, 2013
Paul Hoffman, 2014
Richard A. Fox, 2015
Barbara A. Baurer, 2016
Habeeb Habeeb, 2017
Carl Mito, 2018

Nine Full-time Faculty Members join the Lumpkin College of Business & Technology



Amaal Al Shenawa

Dr. Al Shenawa joins the School of Technology as an instructor in Construction Management. Al Shenawa earned her Ph.D. in Mechanical & Energy Engineering from the University of North Texas. Her research on polymeric and metallic coatings for steel structures and on reinforced concrete structures has been published in journals such as *Current Applied Physics*, *Journal of Failure Analysis and Prevention*, and *International Journal of Corrosion*. Al Shenawa teaches courses in statics and strength of materials, surveying and site planning, and construction cost analysis.



Carolyn Bates

A graduate of Eastern, Ms. Bates joins the School of Business to teach courses in the legal and social environment of business. Bates earned her law degree from Southern Illinois University at Carbondale. After being admitted into the Illinois Bar, Bates moved back to Coles County, where she began her career in civil defense litigation. She is the owner of Bates Law Office in Charleston, which focuses on estate planning, commercial law, and family law.



Ammar Bhutta

Mr. Bhutta joins the School of Technology as a faculty member teaching courses in Computer Programming, Database and Java applications and Management of Computer Technology. Bhutta has a Master's of Science degree in Management Information Systems from the University of Illinois. He conducts research and holds several patents related to Software Automation, Machine learning, Artificial Intelligence, and AWS/Alexa integrations. Before becoming a faculty member at Eastern, he was Director of Sales Technology at Amdocs from 2010 to 2018.



Trang Doan

Dr. Doan joins the School of Business as an assistant professor in finance. Doan earned her PhD in Business Administration from Wayne State University. Doan's areas of research include corporate governance, executive compensation, mergers and acquisitions, and analysts' earnings forecast. Her research has been published in the *Journal of Accounting, Auditing & Finance*; *Corporate Ownership and Control*; and the *Journal of Corporate Finance*. Doan teaches courses in financial management and financial planning.

**Blake Hayes**

Ms. Hayes joins the School of Business as an instructor of management. Hayes earned her MBA in Applied Management from Eastern, where she was an active member of Beta Gamma Sigma. Prior to joining the faculty, she worked as a strategic initiatives lead and client administrator for Heartland Dental in Effingham, Illinois. Hayes teaches courses in organizational behavior, human resources management, and employee staffing and development.

**Kimberly Hogan**

Mrs. Hogan returns to the School of Business as an instructor of accounting. Hogan was a collegiate basketball All-American as an undergraduate before earning her Master's of Accountancy from Southern Illinois University at Carbondale. She has worked as an auditor for KPMG US and as a financial supervisor for World Wide Technology. Hogan has more than ten years of experience teaching college-level accounting; at Eastern, she teaches courses in beginning and intermediate financial accounting and business ethics.

**Evan Kubicek**

A graduate of Eastern, Mr. Kubicek joins the School of Business as an instructor teaching marketing, sales, and entrepreneurship. While earning his MBA from Eastern, Kubicek worked as an external graduate assistant to help expand Jackson Avenue Coffee in Charleston. In addition to teaching, Kubicek is a Startup Consultant/Coach for Open Nations, where he helps coach and mentor entrepreneurs, leaders, and potential managers to reach their highest potential. Kubicek previously taught marketing for Indiana State University.

**Ian McCormack**

Mr. McCormack joins the School of Technology as an instructor in the new Digital Media program. McCormack has an MFA in Animation from the University of Southern California. He has worked as a product specialist at Rokoko and a motion capture artist at both Visionary Games and Frontware Studios. McCormack teaches courses in gaming animation and simulation, 3D modeling, emerging video technologies, and digital photography. McCormack is the creator of the website www.americanmocap.com.

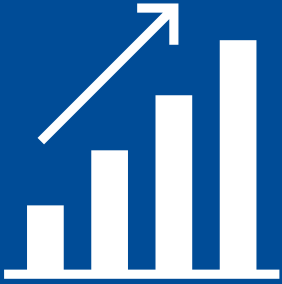
**Farhad Sadeh**

Dr. Sadeh joins the School of Business as an assistant professor in marketing. Sadeh earned his Ph.D. in Business Administration with specialization in Marketing at McMaster University. His research interests include marketing strategy and analytics, international marketing, business-to-business marketing, marketing channels, and retailing. His most recent article was published in *Small Business Economics*. Sadeh previously worked as a brand manager and industrial engineer. He is the former CEO of Atiray Paya Company. Sadeh teaches courses in marketing management, marketing strategies, and sales.

Lumpkin College of Business & Technology

75%

EIU Freshman to Sophomore retention rate
(national average: 70%)



Facts and figures

94%

of our undergraduates secured employment
in professional positions or made plans to
attend graduate school after graduation.



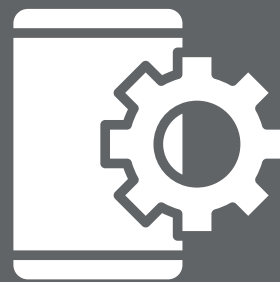
150

students participating in internships



18

Registered Student
Organizations



12

research laboratories/
facilities for integrative
learning experiences

57

full time faculty



65%

of faculty published /presented at
conferences in 2018

Undergraduate Programs



Accounting
Business Administration
Computer Information Technology
Construction Management
Digital Media
Engineering Technology
Finance
Hospitality & Tourism
Management
Management Information Systems
Marketing
Organizational Development

Graduate Programs

Master of Business Administration

Options in:

Accountancy

Applied Management

Geographic Information Systems

Research

MS in Technology

Options in:

Computer Technology

Resource Management Technology

Technology Management

Training and Development

MS in Sustainable Energy

MS in Cybersecurity

MS in Talent Development



5

Online programs

BS in Organizational Development
BS in Business in Business Administration
Master's in Business Administration
Master's in Talent Development
Master's in Cybersecurity



Distinguished Alumni Awards

Mark Geninatti, a computer management graduate, has enjoyed a highly successful career in his field that has spanned more than 35 years. He served as Chief Information Officer of JDA Software for nearly 10 years, with responsibility for JDA's internal information technology and administrative organizations worldwide. Serving more than 3,200 employees while supporting the needs of 6,000 customers, he managed budgets of more than \$90 million for IT and facilities and \$25 million for capital projects. He established IT as a strategic asset and transitioned JDA's systems into an integrated suite of tools that enabled strategic growth through acquisition and allowed the company to grow from \$250 million in annual revenues to more than \$700 million in five short years. Although semi-retired, Geninatti still works as a consultant, assisting software and technology companies with mergers and acquisitions and mentoring executives. He also enjoys lecturing and mentoring M.B.A. students at Arizona State University, where he is an adjunct faculty member. He has maintained a strong connection to his alma mater and been involved in EIU's alumni activities for many years, including – along with three of his fellow alumni – providing the financial support for the university to host an event in Scottsdale, Ariz., the past two years. In addition, he and other EIU alumni who worked together in the residence halls have endowed a scholarship in the EIU Foundation to assist current students.



Paul Hoffman is senior vice president of human resources and administration for the Dallas, Texas based Hunt Consolidated, Inc., one of the largest privately held and family-owned companies in the world. He provides strategic human resources leadership and services to the growth oriented, diversified and global group of Hunt companies comprised of oil and gas exploration and production, refining, LNG, power, real estate, investments, ranching, and infrastructure. He serves as a key member of the senior leadership team in support of major business decisions, such as numerous acquisitions, start-ups, spin-offs and divestitures. He has been deeply involved in the set-up of drilling operations on six continents, and the development of a \$4.2B LNG project in Peru. Prior to joining Hunt, he was the vice president of human resources for Dynegy, Inc. in Houston. Hoffman serves on the executive committee and chairs the human resources committee for the board of directors of the Dallas Metropolitan YMCA. He continues to give generously to EIU through both his time and resources. In 2015, Hoffman fully endowed the Ernest and Janis Hoffman Family Scholarship. He has served as the School of Business executive-in-residence, president of the EIU Alumni Association and was the 2014 School of Business Distinguished Alumnus. The EIU team won 2nd place among all participating teams and won 1st place on the technical report.



Bill Skeens is the president and co-founder of Prairie City Bakery, a world-wide company known for its cookies, danish, muffins, cinnamon rolls, ooey gooey butter cakes and brownies. He started the company in 1994 after spending 16 years with Sara Lee Bakery in various roles and, in addition to being the official cookie of the Chicago Cubs, Prairie City Bakery sells its baked goods in approximately 30,000 locations. The company has won many awards for its products, including Best New Item of the Year for its Big Cinnamon Rolls, Big 'n Fudgy Brownies and Ooey Gooey Butter Cakes. They were also named among Inc. magazine's 500 fastest growing companies in America in 2000, 2008 and 2009 and 2014. Bill and his team have built Prairie City Bakery (www.pcbakery.com) from a boot-strapped start-up to a company with more than \$30 million in annual sales. Skeens has a passion for working with entrepreneurial students who hope to start their own business, and he speaks regularly at EIU and other campuses on lessons he has learned from starting his own business. Having started his first company, Skeens Enterprises, while serving as a resident assistant in Thomas Hall, he is currently serving as president of EIU's School of Business Advisory Board.





WE INVITE YOU

TO SUPPORT THE
LUMPKIN COLLEGE OF
BUSINESS & TECHNOLOGY



MENTOR A STUDENT.

OFFER AN INTERNSHIP.



SHARE YOUR KNOWLEDGE.

BE A GUEST SPEAKER.



OFFER EXPERIENCE.

JOIN AN ADVISORY BOARD.



SUPPORT EDUCATION.

EIU.EDU/DEVELOP



Accounting student organizations combine service and professional development



Beta Alpha Psi and Student Accounting Society (SAS) have enjoyed another exciting year of excellent service and professional development. Eastern's chapter of Beta Alpha Psi--an international honor society for accounting, finance, and information systems students--was recognized in 2018 as a Superior chapter, the highest rating the organization could receive. The chapter hosted more than twenty professional development workshops with representatives from companies such as Caterpillar, Eli Lilly, State Farm, ADM, Bunge, RSM, and CLA. Members of the chapter attended Beta Alpha Psi's regional conference in Ann Arbor, Michigan in March and the national conference in Washington D.C. in August. Members of Beta Alpha Psi at Eastern completed more than 250 hours of volunteer service in 2018.

SAS is one of the oldest registered student organizations in the Lumpkin College of Business & Technology. The club focuses on social responsibility, encouraging anyone interested in accounting to exercise their skills through serving the community. As part of this mission, SAS engages in philanthropic activities throughout the year, partnering with organizations such as the American Red Cross, the Qadriya Sufi Foundation of America, and the Champaign County Humane Society. SAS often collaborates with other campus organizations, including the EIU Mindfulness Club, the Student Investment Society, and the American Marketing Association. SAS's most well-known philanthropy project is its canned food drive on behalf of the Charleston Area Churches Food Pantry, which provides up to three days worth of food each month to families in need. During this October's drive, 20 volunteers from SAS helped coordinate and collect 2,600 cans and 280 jars of peanut butter, totaling 5,300 lbs of donations.

The College looks forward to seeing these two exemplary organizations continue their stellar records of service and success in the future.



Top left: Beta Alpha Psi students pose with faculty advisor Nic Robinson at their annual conference. Middle: Beta Alpha Psi students on a tour of Marathon. Bottom left: Beta Alpha Psi students with Nic Robinson at a conference event. Top Right: SAS students take a break from a development activity. Bottom right: Beta Alpha Psi students involved with a service project.

Building a winning robotics team



WUTTHIGRAI BOONSUK - ASSOCIATE PROFESSOR - SCHOOL OF TECHNOLOGY

The EIU Robotics Team had a very productive year. The team of undergraduate and graduate students from the School of Technology, advised by Dr. Wutthigrai Boonsuk, participated in three robotics competition events in 2018.

The first event in February was the Robot Rumble, also known as the battle bot, held in Buffalo Grove, Illinois. This event required a robot equipped with weapons and power tools. The robotics team worked with the Production Lab at the School of Technology to build the robot. Through this competition, the robotics team had the opportunity to promote EIU and the School of Technology's programs to high school students in the Northern Illinois region.

In April, the team participated in the National Robotics Challenge in Ohio. The challenge was to build a robot that can solve a maze without making physical contact with the maze's wall. For this task, the team learned how to utilize ranging sensors and developed an algorithm for solving the maze.

Lastly, in November after more than three months of preparation, the team attended the ATMAE Robotics Competition in Kansas City, Missouri with co-advisor Dr. Toqeer Israr. At the competition, the team's robot needed to complete challenges such as autonomously navigating through an unknown maze, using the robot arm to cut a wire that was not in line of sight, and capturing the flag of another opponent. The EIU team won 2nd place among all participating teams and won 1st place on the technical report.

Throughout these activities, the team members learned about teamwork, sharing roles and responsibilities, and making decisions as a team. Most importantly, they gained experience that cannot be acquired in classrooms all while having fun. The EIU Robotics Team is very excited for this year and looks forward to future opportunities to compete.





Top left: Students pose with robot at annual ATMAE competition. Bottom left: Student poses with 1st place research poster at ATMAE robotics competition. Top right: ATMAE Robotics Competition 2018: EIU Robotics Team on the floor. Bottom right: Robot Rumble battlebot team.

Finance Students Win 2nd Place in Investment Competition



Quinnipiac G.A.M.E. Forum is an annual three-day conference that gathers some of the most successful people in finance together to share their knowledge, expertise, and outlook for the future with graduate and undergraduate students. In March 2018, the Finance 4220 class participated in the conference's portfolio competition, in which student-managed funds compete with calendar 2017's real money performance in five categories. The FIN 4220 portfolio placed 2nd in the Undergraduate Growth category. Students Christian Bartosch and Charlie Luby from the FIN 4220 class attended the conference with Dr. Crystal Lin and presented at the poster session.

This is the third time the FIN 4220 portfolio has been ranked amongst the top three portfolios in the nation since 2013. Dr. Lin believes that this ranking is a step in the direction of making the FIN 4220 portfolio one of the top student-managed portfolios in the nation.

Study Abroad: Italy



In May 2018, twelve EIU students traveled to Florence, Italy for a three-week Study Abroad trip. The students' home base for the trip was a building originally built in the 1300s that had been divided into apartments modernized to meet the needs of today's travelers.

While in Florence, the group studied Italian technology and business with faculty from both EIU and Florence University of the Arts (FUA). Their travels took them to Rome, where they visited Vatican City, the Sistine Chapel, St. Peter's Basilica, the Vatican Museums, the Colosseum, and Trevi Fountain. The group also toured the Ferrari Museum in Modena, rode a gondola in Venice, climbed the Leaning Tower of Pisa, explored the gardens and wineries of the Medici Villas, and visited artisans in cities across the Arno River from Florence.

During the FUA course, the group learned about Italian culture, art, history, food, wine, gelato, and the Mafia. The students learned some basic Italian, which helped in their travels and dining experiences. In their journals, students wrote about how they learned and applied the Italian language, especially when speaking with Florentines on the winding streets of the Oltrarno, San Lorenzo, Santa Croce, Santa Maria Novella, and other districts. For the students, their personal travels on the streets of Florence were their favorite learning experiences. Though many of the students were first intimidated by the city of Florence and being away from home in a different country, they all took pride in being able to navigate, speak, shop, eat, and enjoy their time in the City on the Arno River.



2018 Dean Giffin Award Winner



Thanks to the continuing generosity of our donors, almost 300 scholarships are awarded each year to students in the Lumpkin College of Business & Technology. One of these scholarships is the Dean Giffin Award, established by Dr. James Giffin, founding Dean of the College of Business. The award is presented annually to a graduating senior whose experience, character, and service to the University gives promise of a life of distinguished service and leadership.

Sierra Weber was the 2018 recipient of the Dean Giffin Award. The youngest of ten siblings, Weber is the first member of her family to attend college. According to Weber, "College has been an exciting experience for not only me, but also my family because they were all new to the college world when I first came here in 2014." The scholarships Weber received during her time at Eastern allowed her to participate in student organizations she would have otherwise been restricted from due to the need to work. Weber took an executive role in Beta Alpha Psi, an international honor society for accounting, and traveled with the Eastern chapter to conferences in Maryland, California, and Washington D.C. After earning a BSB in Accounting, Weber began Eastern's MBA program in May 2018. She will graduate in May 2019 with eligibility to sit for the CPA exam, and after graduation, she will begin a position with CLA in Champaign, Illinois.

WHY I GIVE

"I believe education is the foundation for success in realizing personal potential and satisfaction in life. It is a privilege to be able to "give back" to EIU for providing me with both the technical preparation for my chosen profession and the confidence to achieve my dreams."

Judy Ethell

BS in Business – Accounting Major, 1982

"EIU was instrumental in shaping the person that I am today and the professional life I've enjoyed. It is now more than 30 years since I graduated from EIU and, frankly, the bond that I have with EIU has grown stronger over time as has the generational responsibility I feel. This is why I give from both my personal time and financial resources to EIU."

Ross McCullough

BS – Industrial Technology, 1987

"EIU was a springboard to the public accounting career I wanted. Now I can assist others to launch their careers in the field of accounting. Our family thinks EIU is a great value, a private university school at a public school price. Both of our sons and their spouses all attended EIU."

Greg Andresen

BS in Business - Accounting Major, 1971

MBA with Accounting Concentration, 1973

300

scholarships awarded in 2018 totaling more than

\$79,000

"I had a great experience at EIU. The academic programs were challenging and provided a solid foundation from which I have built a successful career. In addition, the smaller class sizes enabled me to actively engage with my peers and professors. I met so many wonderful people at EIU who are still an important part of my life today. I actively participate on the Business Advisory Board and donate to EIU so that I can give back to EIU and help to ensure that students who are motivated to learn have opportunities to succeed."

Krupal Swami

BS – Administrative Information Systems, 1995

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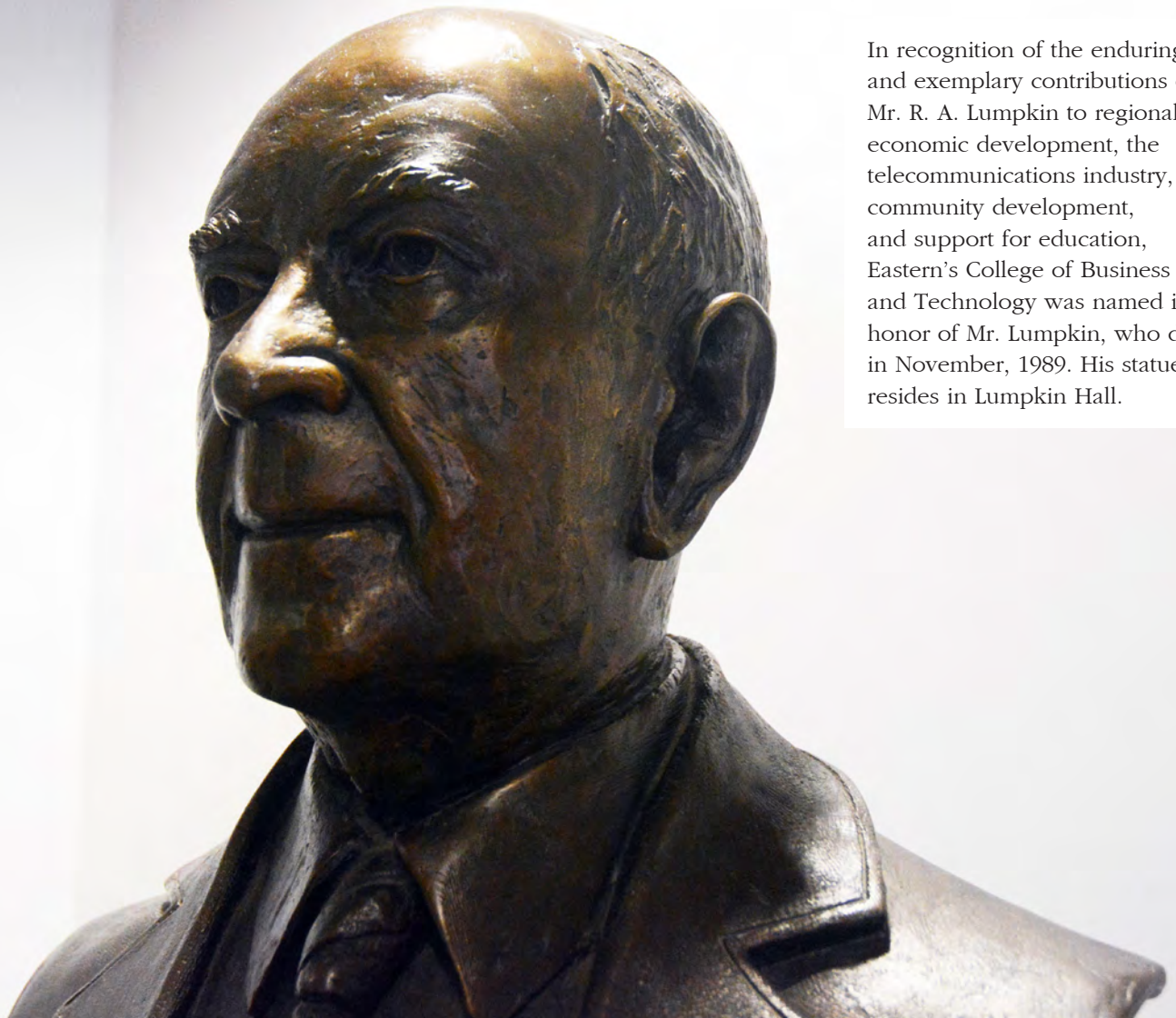
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In recognition of the enduring and exemplary contributions of Mr. R. A. Lumpkin to regional economic development, the telecommunications industry, community development, and support for education, Eastern's College of Business and Technology was named in honor of Mr. Lumpkin, who died in November, 1989. His statue resides in Lumpkin Hall.