

# PERSPECTIVE

The Newsletter of the University of Tennessee  
College of Business Administration

## UT College of Business Administration Hosts Regional SHRM Games

For the first time, the Society for Human Resource Management (SHRM) brought its Southeast Regional “SHRM Games” to the University of Tennessee. SHRM is the world’s largest association devoted to human resource management.

Fifteen universities and 48 participants from across the Southeast competed in the games, including Meredith College, North Carolina State University, University of Georgia, James Madison University, and University of South Alabama.

The annual Jeopardy-style games, designed to test undergraduate human resource management students’ knowledge of the field, were held April 7-8. Competition was fierce, and the Rocky Top teams were well-prepared, placing first in two rounds.

UT-SHRM faculty advisor Debbie Mackey worked with the national SHRM organization in welcoming the games to UT.

“We were very excited to host the games on our campus,” Mackey said.



UT’s mascot Smokey prepares the crowd and the NC State “Black” team (seated left) and UT “Orange” team (seated right) for competition. Forty-eight students competed making it the largest turnout for the Southeast regional games.

“Last year, the games were held in Ft. Myers, FL, a more difficult location for many of the Southeastern schools to reach. Knoxville is more centrally located, and we had the largest turnout ever for the Southeast region,” Mackey said.

SHRM created the games to help students study for the Professional Human Resource (PHR) Exam. The games cover six key areas in human resource development: strategic management, human resource development, employees and labor, compensation and benefits, safety, and workforce planning. “The games test students in all the areas in which they will need to be proficient as professionals,” Mackey said.

Senior management student and UT team member Megan Scott joined the team in order to study for the PHR exam. “Practicing for the games gave us a structure for preparing for the PHR exam,” Scott said. “It’s been a valuable experience for me.”

Mackey said that the games are much more than a study aid. “The games build camaraderie,” she said. “They help students build relationships with other students and create connections with professionals.”

Each year, a distinguished panel of human resources professionals judge the competition. This year’s panel included local professionals from companies such as Denso Manufacturing, Kimberly-Clark, Panasonic, Target, UT Battelle, and Nova Information Systems.



UT teams were, of course, named “Orange” and “White.” (front l-r) Julie Lax, Megan Scott (back l-r) Lauren Reid, Amy Zubko, advisor Debbie Mackey, Emily Brickel, and Kristin Achey

### In This Issue:

Dean’s Corner . . . . .	2
New Development Director. . . . .	2
NSF Grant . . . . .	2
How Collegiate Rankings are Created. . . . .	3
2005 EIR Series . . . . .	3
Development Update . . . . .	3
Department News. . . . .	4
Inside Our Staff: Fred Pierce . . . . .	4
Srinivasan Wins Edelman Award . . . . .	5
New CBA Professorships . . . . .	5
Alumni Profile: Randy Boyd ‘79 . . . . .	6
Alumni Profile: Agenia Clark ‘87 . . . . .	6
Alumni News . . . . .	7
In Memoriam. . . . .	7
Construction Update. . . . .	8

## Dean's Corner



In my previous letter to you, I identified four strategic initiatives for this academic year. One of those is diversity, a subject I want to expand on in this letter.

Our objective in focusing on diversity is to strive to reflect the diversity that is everywhere around us. This means a more diverse student body, faculty, and staff, and ultimately the graduation of a more diverse set of students who enter the business world. A related goal is to prepare all students to function effectively in a more diverse workplace.

What do we mean by diversity? Perhaps the first thought that comes to mind is racial diversity, and that is certainly an important aspect of our diversity effort. Diversity also includes differences in ethnicities; religions; creeds; national origin; gender; sexual orientation; physical abilities; age; veteran status; and social, economic and educational backgrounds.

What steps are we taking in the college to increase our diversity? While our efforts are still in their infancy, here are a few things that we are doing:

- Developing a diversity plan that is built on the foundation of a diversity framework established at the university level

- Benchmarking the diversity programs in other major universities

- Partnering with Austin-East, a predominantly African-American high school in Knoxville, as part of its Academy of Finance and Business

- Working with selected businesses and other organizations to solicit their support for our diversity efforts

- Proposing certain business support opportunities to UT as part of the development of the Five-Points district in Knoxville

- Entering into preliminary discussions with a minority faculty member at another major university regarding the possibility of him joining us to direct our diversity efforts

- Further diversifying membership on our Advisory Council to the Dean

- Considering a summer "boot camp" to attract minority high school students to UT and to the study of business

- Participating in The Ph.D. Project, a national program to attract minorities to academic careers in business

Adding true diversity will be a long and difficult journey, but we are making a strong effort to begin moving in a positive direction. As we make progress, I will update you from time to time on our successes in this important initiative.

*Jan R. Williams*  
Jan R. Williams  
Dean

## National Science Foundation Awards Grant

The MS/MBA dual-degree masters program with the Colleges of Business Administration and Engineering received a \$600,000 grant from the National Science Foundation's Partnerships for Innovation. The grant proposal was one of 222 considered and one of only 24 funded. The money will be used to enhance this three-year-old program by expanding enrollment, enhancing the entrepreneurial focus in the curriculum, and further engaging the public sector and scientific community to help with new business success. In the program, students design and market new products.

Ken Kahn, MS/MBA program coordinator and associate professor of marketing for the College of Business Administration, sees the program as having a significant impact on the region and the state.

"The expected sustainable impact from the MS/MBA program on the East Tennessee economy is considerable," Kahn said. "East Tennessee has tremendous technological resources, with a major research university and one of the nation's largest national labs. We would like to see these resources translated into technology-based businesses that produce high-wage jobs and sustainable economic growth."

Through the UT/Oak Ridge National Laboratory partnership and the university's science, business, and engineering programs, UT is at the forefront of technology transfer. Thus, the university can be a major impetus in the regional efforts to boost economic development through new industry and job creation.

"The MS/MBA is unlike any other program offered nationwide," continued Arnold Lumsdaine, associate professor in the College of Engineering's Department of Mechanical, Aerospace and Biomedical Engineering, adding that engineers and businesspeople don't always understand each other's roles in bringing quality products to market. "While engineers are more concerned with how the products are made, businesspeople focus on product marketability."



While in the MS/MBA program, Ben Jordan (left) and Tony Spezia (right) invented the SAFELight, a flashing brake light that may help prevent rear-end collisions.

## Rodgers Named Director of Development

The College of Business Administration is pleased to welcome our new director of development, Chastity Rodgers. Rodgers comes to UT from Texas A&M University where she was director of development for Mays Business School. Texas A&M recently completed a \$1 billion development campaign similar to the campaign UT is launching. As part of the Texas A&M campaign, Rodgers was instrumental in raising private funding of \$13 million for a new graduate school addition to the business school. She also was involved in several other aspects of the Texas A&M campaign that resulted in significant increases in private funding for the business school.

"We did a true national search that took over a year to complete. We already are working closely with Chastity and are looking forward to great development success under her leadership," College of Business Administration Dean Jan Williams said.

"I am thrilled to be a part of the University of Tennessee's College of Business Administration. The abundance of support from the alumni and community has truly inspired me to champion the development efforts of a college whose possibilities are endless," Rodgers said.

### Perspective Newsletter

UT College of Business Administration  
Office of Development  
865-974-6803, fjohnson@utk.edu

Chastity Rodgers, Director of Development  
Howie Avery, Assistant Director of Development  
Freda Johnson, Development Associate  
Carrie Baker, Graduate Assistant

The University of Tennessee is an EEO/AA/Title VI/Title IX/Section 504/ADA/ADEA institution in the provision of its education and employment programs and services. ROI-1401-017-002-06

## How Collegiate Rankings are Created

The UT College of Business Administration is always proud to announce its ever-growing list of national and international rankings. For instance, in its most recent rankings, *Public Accounting Report* ranked our Master of Accountancy and undergraduate accounting programs #16 and #17, respectively, in the nation. *Financial Times* recently ranked our full-time MBA program #55 among all U.S. programs and #8 among Southern U.S. programs. The program earned its strongest mark on alumni value three years after graduation (“value for money”), ranking #6 among U.S. schools.

These programs join the college’s already ranked executive MBA programs, Physician Executive MBA program, undergraduate program, and supply chain management/logistics programs.

Such esteemed rankings reflect the college’s continuing efforts toward excellence, but how and who decides these rankings, and what do they mean for business schools in the U.S. and overseas?

Publications use different combinations of factors in determining their rankings, including admissions data, recruiter surveys, dean surveys, student reputation, academic reputation, student placement, and alumni networks. Different percentages of these factors are used to create individual rankings lists. For example, 25 percent of the *U.S. News & World Report* ranking is based upon surveys completed by school directors and deans, while *The Wall Street Journal* uses only recruiter surveys to determine its rankings.

While rankings are important, Sarah Gardial, associate dean of academic programs, warned that they can be a “double-edged sword.” “Rankings provide external objective validation, but they also can become the ‘tail that wags the dog.’ Magazines and newspapers evaluate hundreds of schools in their national and international rankings, and most institutions strive to be in the top tier, but the general public may not see the complete picture. People need to understand how the schools are being ranked before reaching their conclusions.”

“It is important to keep an eye on the rankings, but it can be very destructive to put rankings first,” Gardial continued. “We want to be there, and we are proud to be there, but to pursue rankings at all costs is dangerous.” Instead, UT’s College of Business Administration focuses on sustaining and building upon its outstanding business curriculum.

“Our goal is to be an excellent business school, and rankings are a natural consequence of being an excellent school,” Gardial said.

Cheer on the Vols!  
Relax in the mountains!  
Visit old friends!  
all for  
**FREE**

We’re giving away **two tickets** to watch the Vols play California, September 2, 2006 (Labor Day weekend), and a weekend stay at a mountain retreat!

To register, simply go online and update your alumni information at <http://bus.utk.edu/development/register.asp> and check the “register for football giveaway” option box.

Register today, and we may  
**see YOU**  
at the game!

## Development Update



This is an extremely exciting time for the College of Business Administration at the University of Tennessee, and I am excited to be a part of it. The buzz of jackhammers next door reminds me of

the construction activities taking place with our new business building complex that we will soon call home! We also have begun the planning stages of our upcoming capital campaign that will undoubtedly be the most successful one to-date. I may be a long way from Texas but have been settling in with my new UT family. Thanks to ALL of you for making my welcome so warm and inviting. I am looking forward to meeting the college’s many alumni and friends who make our institution the wonderful place that it is. So, until then, Happy Spring!

*Chastity Rodgers*

Chastity Rodgers  
Director of Development

## Executive-in-Residence: Building Bridges



Since 1975, the Executive-in-Residence (EIR) program has brought to UT executives spanning virtually every industry. The program offers students the opportunity to learn directly from these executives during a one-semester course that builds bridges between the leaders of today and tomorrow. The 2005 series brought 13 executives to UT. From top left: **Tonya G. Hinch**, president and founder, LifePlanning Unlimited, Inc. and executive vice president, special projects, Edison Schools; **Robert A. McDonald**, vice chairman, global operations, Procter & Gamble; **Karen Gullett**, senior vice president, brand strategy and research, Visa International; and **Darryl L. Mobley**, president and founder, Family Digest.

## Department News

### ACCOUNTING AND INFORMATION MANAGEMENT

**Keith G. Stanga** received the 2005 Lifetime Achievement in Accounting Education Award from the Tennessee Society of CPAs.

**Bruce Behn** was awarded the UT College of Business Administration Physician Executive MBA 2005 Outstanding Teacher Award. Behn is currently secretary of the Federated Schools of Accountancy and immediate past president of the International Accounting Section.

### FINANCE

**Phillip Daves** received the UT College of Business Administration Physician Executive MBA 2005 Outstanding Teacher Award.

**Deborah Murphy** received the 2005 Outstanding Second-Year MBA Faculty Member in the UT College of Business Administration full-time MBA program.

### MANAGEMENT

**Brian Hoffman**, a fourth-year Ph.D. in industrial/organizational psychology, recently was awarded the SHRM/HR Division of the Academy of Management Dissertation Award. SHRM Foundation Dissertation Grants are given to four promising researchers in the field of human resource management at the dissertation stage of their doctoral education. This annual competition is funded by the SHRM Foundation, in partnership with the HR Division of

the Academy of Management and is intended to support the dissertation research of doctoral candidates. Each winner receives \$5,000 from the SHRM Foundation and is honored at the Academy of Management's annual meeting.

**Irina Naoumova**, visiting scholar from Russia, was invited as the European member of the Board of the Alliance of Universities for Democracy (registered under the umbrella of UNESCO) to talk at the session "University Partnership for Education and Citizenship" at the American Association of State Colleges and Universities American Democracy Project conference. She received one of two *New York Times*-issued grants for European participants of the conference.

**Taylor Poling**, a second-year Ph.D. in industrial/organizational psychology, was selected to attend the Trans Atlantic Summer Academy in Boon, Germany, which is centered around the EU summit. Her three-week trip is fully funded. The award is especially unique, as psychology students are not often targeted to attend.

### MARKETING AND LOGISTICS

Ph.D. student **Edith Davidson** was first runner-up in the prestigious Society for Consumer Psychology Dissertation Proposal Competition, receiving her award and presenting a summary of her work at the society's 2005 annual conference. The topic

of her dissertation is a study of African American perceptions on discrimination in the retail environment. Next fall, Edith will be joining the marketing faculty at Auburn University.

According to Google Scholar, **Tom Mentzer** was one of the industry's most cited authors. The American Marketing Association's web site, MarketingPower.com, tracks those articles from the association's publications that were most-cited during the prior five-year period. From 2000-2005, Mentzer had the tenth most cited article in the *Journal of Marketing*.

**Mentzer** also served as a visiting scholar at the Bordeaux Ecole de Management during March 2006 and will serve at the University of Verona during June 2006.

**Funda Sahin** was invited to be one of five keynote speakers at a leading international logistics conference in Turkey. The conference is expected to host over 500 academicians and practitioners. Sahin will speak about "Expanding the Frontiers of Logistics: A Process Approach."

**Simon Walls, Dan Flint**, and **David Schumann** will present a paper titled "The Consumer-Firm Bond: An Existential-Phenomenological Description of the Nature of the Consumer-Firm Bonding Process" at the Consumer Psychology Annual Conference.

### STATISTICS, OPERATIONS, AND MANAGEMENT SCIENCE

**Robert Mee** was awarded the prestigious Lloyd Nelson Award for his paper "Efficient Two-Level Designs for Estimating All Main Effects and Two-Factor Interactions." This national award, named after one of the pioneers of statistical applications in quality, is awarded annually for the best paper to appear in the *Journal of Quality Technology*.

The UT International Case MBA Competition Team of **Mark Buckingham, Kurt Gellert, Krys Mathis**, and **Evan Nylander** received accolades at the recent Concordia University John Molson School of Business 25<sup>th</sup> Annual MBA International Case Competition in Montreal. The UT team received one of two Richard Outcault Memorial Team Spirit Awards. The award, based on peer recognition from the 35 competing universities, recognized a team's enthusiasm and support of the other teams. Team coaches were **Eddie Armbrister**, a member of the 1996 competitive team, and **Mark Collins**.

### CORPORATE GOVERNANCE CENTER

**Joe Carcello**, co-founder of UT's Corporate Governance Center, was named for the third consecutive year as one of America's most influential business people by *Business Finance* magazine. He was the only academic named for the past three years.

## A Look Inside Our Staff: Fred Pierce

Fred Pierce loves creating opportunities. As the College of Business Administration undergraduate programs director, Pierce builds opportunities for hundreds of students each semester. Whether through study abroad, internships, student organizations, or any of the other programs open to students, Pierce works to ensure that undergraduate students have the opportunity to make the best of their time at UT.

"UT is really every person's university," Pierce said. "Every student has the opportunity to make his or her personal experience at UT as large or as small as he or she wants it to be."

In order to make this happen, Pierce manages "the big picture." Much of his job involves "college leadership" tasks such as creating and managing curriculum changes, coordinating course scheduling and evaluations, and organizing the college's graduation ceremonies. In addition to those responsibilities, Pierce serves as the advisor for three student

groups and chairs several college committees.

Pierce's passion for helping students succeed brought him to UT. Originally from Virginia, Pierce moved to Knoxville in 1994 to pursue a master's degree in geography. Prior to that, Pierce graduated from the University of North Carolina at Charlotte with a BA in economics, and then worked in Bristol, VA, with Project Discovery, a program for at-risk students in which he worked with 150 students from nine high schools in two counties.

After completing his master's degree and teaching undergraduate courses, Pierce decided it was time for him to return to his Project Discovery days.

"What I loved about Project Discovery I wasn't able to experience through teaching," Pierce said. "Instead of working with a section of only 30 students, you had the chance with the Project Discovery program to impact a larger number of students."

In July 2001, Pierce found his niche as undergraduate programs director where he continues to impact students and works to provide more opportunities. "Right now we're developing an honors program and more international opportunities," Pierce said.



# Newly Announced Spring 2006 Faculty Designations

## New Professorships, Chairs, and Other Designations Announced

The UT College of Business Administration is fortunate to offer over 30 professorships and other designations to its faculty. These privately funded positions supplement state funding and provide additional compensation and support for selected faculty members. Awards generally are given on the basis of outstanding faculty performance.

“These designations help us keep our best people and make a state-funded position better than it would have been,” College of Business Administration Dean Jan Williams explained.

This spring semester, several new faculty designations became effective, and some previously unoccupied designations were filled. Also new this year, the university created the designation of “distinguished lecturer.” These positions allow the college to recognize yearly contracted faculty members, while the chairs and professorships typically honor tenured faculty members. Much like the professorships, the distinguished lecturer appointments identify outstanding lecturers by providing them with a title and salary supplement.

Spring also marks the announcement of the new Center for Business and Economic Research (CBER) faculty designations. The CBER faculty fellows program is a new initiative intended to create synergies across departments and fields by bringing outstanding faculty from around the university together with CBER faculty and staff. (*For all newly announced designations, see list at right.*)

The college is grateful for the individuals and business organizations that support these professorships, chairs, and other designations and is privileged to have outstanding faculty members whose work qualifies them for these designations.

## Newly Announced Spring 2006 Designations

### College Awards

**Beaman Professor of Business:** Don Clark, Professor (Economics)

**Beaman Professor of Business:** Sarah Gardial, Professor (Marketing), Associate Dean

**Ergen Professor in Business:** Bruce Behn, Associate Professor (Accounting)

**Nestlé USA Professor:** Matt Myers, Associate Professor (Marketing)

**Pilot Chair of Excellence:** Jan Williams, Professor (Accounting), Dean

**William B. Stokely Professor of Business:** Tom Ladd, Professor (Management), Interim Head (Department of Management), and Associate Dean

### Departmental Awards

**Ernst & Young Professor:** Joe Carcello, Professor (Accounting)

**Proffitt's Professor:** Dan Flint, Associate Professor (Marketing)

### Faculty Scholars

**Don Bruce,** Associate Professor (CBER and Economics)

**Phillip Daves,** Associate Professor (Finance)

**Kenneth Kahn,** Associate Professor (Marketing and Logistics)

**Joan Rentsch,** Professor (Management)

**Glenn Swift,** Lecturer (MBA Program)

**Christian Vossler,** Assistant Professor (Economics)

### CBER Faculty Fellows

**Bruce Behn,** Associate Professor (Accounting)

**Mary Evans,** Assistant Professor (Economics)

**Don Leatherman,** Professor (Law)

### Distinguished Lecturers

**Kate Atchley** (Management)

**Mark Collins** (Marketing and Logistics)

**Charles Cwiek** (Statistics, Operations, and Management Science)

**Anita Hollander** (Accounting)

**Suzan Murphy** (Finance)

**Laura (Swanee) Sexton** (Finance)

## Mandyam Srinivasan Shares in Prestigious Business Award

Mandyam Srinivasan, Ball Corporation Distinguished Professor of Business and internationally renowned expert in lean management, was part of the team that won the prestigious Franz Edelman Award, the “Super Bowl” of business operations research and management sciences. Srinivasan helped the U.S. military generate annual revenue increases valued at \$49.8 million by radically streamlining the maintenance and repair process of the Air Force’s largest transport plane, the C-5.

The process took only eight months and cost less than \$1 million. Working with Srinivasan were Warner Robins Air Logistics Center and software provider Realization Technologies Inc.

Before the team became involved, C-5 repairs took an average of 240 days and Warner Robins Air Logistics Center had up to 13 C-5s — or more than 10 percent of the fleet — under repair at one time. More than \$500,000 of potential daily income was sitting idle.

Through the team’s efforts, Warner Robins reduced C-5 turnaround time to 160 days and the average number of C-5s under repair from 13 to seven.

The revenue and cost implications are enormous. Five additional, operational planes generate an estimated \$49.8 million annually; replacement cost of these planes exceeds \$2 billion. The extra workforce capacity generated should bring Warner Robins additional annual revenue of up to \$248 million through 2009, and, by having fewer C-5s under repair, 11 dock spaces, worth \$220 million, became available for other work.

Ken Percell, Warner Robins’ senior-most civilian, noted, “There is another key consequence that we measure not in dollars, but in human lives. The five C-5s returned to the Air Force will immediately reduce dangerous convoy operations in combat areas, saving uncounted lives that might have been lost in these dangerous operations.”

With the C-5 success under its belt, Warner Robins is implementing a similar process on the C-130s to reduce its work-in-process from 24 aircraft down to 15.



*Pictured, left to right: William D. Best and Ken Percell, Warner Robins Air Logistics Center; Mandyam Srinivasan, UT College of Business Administration; Sridhar Chandrasekaran, Realization Technologies Inc.; Jan R. Williams, UT College of Business Administration; Jeff Elliot, Warner Robins Air Logistics Center.*

## Header Here for Alumni Profiles

### Randy Boyd '79: Pursuing the Business Dream



For Randy Boyd, his business dream began early. From the young age of eight, Boyd worked in his father's factory, on the assembly line and operating injection molding machines. "Pursuing business was an inherited trait; it was a career that I felt most comfortable pursuing," Boyd said.

He continued to work part-time at the factory, paying for his UT college education. The hard work paid off; Boyd graduated in 1979 at the age of 19 with a bachelor's degree in business administration.

After graduation, Boyd found himself on the fast track at Fi-Shock, Inc., first as director of international sales and later as vice president of sales. By 1983, he had founded Saco, Inc., a manufacturer of the barometer alarm system "StormAlert;" then, in 1984, he founded Saco Distributing, a distributor of electric fencing for cattle and horses.

In 1991, Boyd continued the founding trend and established Radio Systems Corporation (RSC). "We began selling our first product in June 1991 and finished that

year with sales of just under \$1 million," said Boyd. "Since then, we have had a compound growth rate of over 40 percent and will finish 2006 with sales of \$196 million."

RSC has facilities in Knoxville; Shenzhen, China; London, Ontario; Preston, England; Waterloo, Belgium; Jackson, Tennessee; and San Diego, California, and has approximately 360 associates.

"I have enjoyed the challenge and opportunities to make a positive difference in my community and in the lives of my associates," Boyd explained.

Boyd said that he plans to keep his dream going by growing RSC to a billion-dollar company and watching it become the most trusted brand in the pet ownership experience.

"Being the leader of such a great enterprise is completely fulfilling," Boyd said. "I have the opportunity to provide rewarding and enriching careers for hundreds of great people; provide products that result in happier, safer lives for millions of pets and their owners; and, with my associates, make a positive contribution to our community both through the company and individually."

### Agenia Walker Clark '87: A Successful Transition to Business



As with many careers, Agenia Clark's began with a dream. But, unlike most careers in business, hers began in a radio station.

Clark graduated from UT in 1987 with a degree in broadcast communication and worked for WIVK AM/FM and WBIR-TV. While Clark enjoyed her time on-air, she knew that her real dream was still unrealized.

"I always had dreamed of working for a corporation," Clark said. She knew that she wanted a career change, which meant learning a new set of skills.

"To transition from broadcast communications into a corporate role required that I 'retool' myself. The MBA was an easy choice, and the UT MBA was the best choice I've made," Clark said.

During her time in the MBA program, Clark used experiences, such as her required summer internship, to test her goal of working in the corporate setting. For her internship, Clark was hired to work for the Pepsi-Cola

corporate offices in New York.

"It was from that summer of challenging marketing and sales work that I knew that a business setting was for me. UT's MBA opened those doors for me, and since then I've continued to open doors," Clark said.

Since earning her MBA in 1989, those doors have led to a 13-year career at Nortel Networks, culminating in the role as director of human resources. Then Clark became senior director of human resources at Vanderbilt University and vice president of human resources for the Tennessee Education Lottery Corporation.

Today, Clark combines her passion for aiding the community with her professional skills as the president and CEO of the Girl Scout Council of Cumberland Valley.

"I'm excited about managing the 'whole picture,'" Clark said. "This council is larger than many small businesses because of the size of its operating budget, number of employees, scope of responsibilities, etc. On the horizon for me is shifting this council into the greatest Girl Scout Council in the United States. We are 'good.' 'Great' is inevitable. I'm excited about the wonderful staff that I work with and the volunteers that we serve."

# Alumni News

**Byron M. Eiseman '58** is currently serving as managing partner of Friday, Eldredge & Clark, the largest law firm in Arkansas with 90 partners.

**Phillip Gary Smith '69** competed in and completed the 10-minute, 53-pound Kettleball Snatch Event at the National Kettleball Convention in Las Vegas, Nevada. Kettleball is a type of weightlifting that employs a metal ball at various weights with a large handle. Smith also won the national essay contest about the sport that was held in conjunction with the competition.

**Stan Hurt '76**, president/owner of Knoxville-based docQmed LLC, is celebrating the company's fourth year. With annual revenue exceeding \$1 million, docQmed LLC contracts home-based medical transcriptions services nationwide.

**Capt. Eric Myhre, SC, USN '78** was named assistant professor of military strategy and logistics at The Industrial College of Armed Forces, National Defense University in Washington, D.C.

**Dave Stacey '90**, an Ameriprise financial services advisor, recently won *The Tennessean* 2005 stock picking contest, with a 30 percent gain in his portfolio. He began the contest with a \$10,000 make-believe portfolio invested in at least four Tennessee public companies. He ended with \$13,036.

**Laura Bower, '92** full-time MBA, has been promoted to vice president of EdFinancial Services.

**Scott Bird, '94** full-time MBA, has been hired by Moxley Carmichael public relations as director of client services.

**Ken May, '94** Senior Executive MBA, was promoted to president of FedEx Kinkos.

**Phil Hulbert, '99** Professional MBA, was promoted from plant manager of the Key Safety Systems, Inc. Maryville facility to vice president, operations global airbag business unit.

**Ursala Bailey, '00** JD/MBA, put forth her name for consideration as interim Knox County Sessions Court Judge replacing Judge Brenda Waggoner.

**Kristi Pilant, '00** human resource development program, has been promoted from staffing coordinator to assistant vice president of EdFinancial Services. Pilant handles recruiting and hiring for all divisions. She's been with the company for five years.

**Rebecca Harmon, '02** Professional MBA, recently was promoted to vice president of human resources for DeRoyal Industries. She is one of two female vice presidents in the company and the first female vice president in human resources.

**Dr. Eneida O. Roldan, '03** Physician Executive MBA, was named president and chief executive officer of Miami-based Pan American Hospital. One of Roldan's primary responsibilities will be to help the nonprofit, 146-bed hospital emerge from bankruptcy.

**Jeff Smith '04** of Centerville, OH, was recently promoted to lieutenant colonel in the U.S. Air Force.

**Mitch Rowan, '05** Professional MBA, was promoted to director of operations for the Tennessee, Kentucky, and Alabama Market Area at Waste Management. He credits his participation in the program as a significant factor in being selected for the position.

Three alums of the full-time MBA program have been named as 2006 board members for Nucleus Knoxville: president, **Jennifer Holder** of First Tennessee Bank ('91); programs, **Robert Cathey** of BarberMcMurry Architects ('91); member at large, **John Werner** of Knox County Department of Finance ('97).

The UT Council of Logistics Management Professionals honored two alums in recognition of their contribution to the profession. **Kelley Hull Crandall ('96)** has been designated a Rising Star. In her 10 years with Caterpillar Logistics Services, Crandall has worked with some of the top Fortune 100 companies globally. She has managed multicultural teams in Mexico, Brazil, and Europe. **Scott McWilliams ('81)**, CEO of Ozburn-Hessey Logistics, was recognized for distinguished service to the profession.

## In Memoriam

William Wallace (Bill) Albright '48  
John Mebane (Jack) Allen III '52  
Louis A. (Toty) Biagiotti '48  
Alice Mullen Bradley '55  
Henry T. Burem '42  
Neil E. Byerley '58  
Troy Gerald (Gerry) Chapman '75  
Paul H. Clark Sr. '45  
Donald Edward Coleman '72  
L.N. Crabtree '60  
R. Daniel (Dan) Culp '57

Terrell Edwin (Ted) Daffer '51  
Carey E. Garrett '58, '60  
Patricia Kathleen Burke Goesser '83  
Bambi Lynn Hughes '86  
Wilbur L. Kephart '61  
Howard Leo Kilburn '42  
Curtis Leon King '53  
John S. Ledgerwood '33, '50  
Thomas Stanley Lewis Jr. '38  
Glenn Harold Mays Sr. '49  
Taylor Thomas Morgan '50

William A. Norman Jr. '65  
Henry T. (Squire) Ogle '48, '50  
John Luther Parris '48, '60  
Charles Addison Pollock '43  
William J. Rutherford '64  
Stephanie Nicole Sharp '02  
Danny Boyd Smith '66  
David Hoyt Smith '76  
Glenn Edward Tolleson '75  
Cleo J. Whaley '50

### Keep in Touch

Do you have any personal news or career updates that you would like to submit for future editions of *Perspective*? If so, we want to hear from you!

Name \_\_\_\_\_ Maiden Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_  
Preferred E-mail Address \_\_\_\_\_ Degree \_\_\_\_\_ Year \_\_\_\_\_  
Employer \_\_\_\_\_ Job Title \_\_\_\_\_  
Work Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_  
News About You: \_\_\_\_\_

### Make a Gift

Gifts to the College of Business Administration will help us maintain and enhance our tradition of academic excellence.

I would like to make a gift of \$ \_\_\_\_\_ Please make checks payable to The University of Tennessee  
Or pay by credit card. Card type: \_\_\_\_\_ Acct. number: \_\_\_\_\_ Exp. Date: \_\_\_\_\_  
(Visa, Mastercard, American Express accepted) Signature for credit card transaction: \_\_\_\_\_

Please designate my gift to:  
\_\_\_\_ Enrichment Fund for the Department of \_\_\_\_\_ The MBA Excellence Endowment  
\_\_\_\_ The Dean's Enrichment Fund \_\_\_\_\_ New Business Building Fund \_\_\_\_\_ Other: \_\_\_\_\_

Please send updates and gifts to: College of Business Administration, Office of Development, 721 Stokely Management Center, Knoxville, TN 37996  
or visit on-line at <http://bus.utk.edu/development/gift.htm> to learn more about giving gifts to the College of Business Administration. Please send e-mails to [fjohnson@utk.edu](mailto:fjohnson@utk.edu).

Non-Profit Org.  
U.S. Postage  
PAID  
The Univ. of Tenn.  
Knoxville

**College of Business Administration**  
**The University of Tennessee**  
**721 Stokely Management Center**  
**Knoxville, TN 37996-0570**

## Construction Update: Rouse Construction Begins Work



With spring comes the promise of new beginnings, and in no place on UT's campus is this more apparent than on the construction site of the new business building.

Rouse Construction, from Concord, TN, began work on the building this semester. The first order of business has been creating the building's foundation by drilling and pouring 97 concrete piers. To date, one-quarter of these piers have been completed, and more drilling continues daily. Most of the construction's progress has literally been out of sight. Re-routing steam and electricity lines account for much of the "below-grade" work that we don't see.

One very visible change is the way we now enter Stokely Management Center. The Volunteer Avenue access to the building has been severed in anticipation of the new business building's entrance.

Follow the building's construction online with photos and live Web cam coverage at <http://bus.utk.edu>.

