New BRICKSTREET CENTER FOR INNOVATION & ENTREPRENEURSHIP
Dear Alumni and Friends:

The hard work we continue to invest in our beloved College of Business and Economics has yielded some great returns, instilling in us a stronger will to help take our College to a higher level. Winston Churchill once said, “Every day you may make progress. Every step may be fruitful. Yet there will stretch out before you an ever-lengthening, ever-ascending, ever-improving path. You know you will never get to the end of the journey. But this, so far from discouraging, only adds to the joy and glory of the climb.”

Our journey has been exciting, and our progress can be seen in so many different ways. For example, we have moved up 20 places in two years to #104 in the nation in our full-time MBA ranking in *U.S. News & World Report*, which also ranks our online Executive MBA program #29 in the country, a ranking that is even more impressive given it has been in existence just over two years.

Academically, we continue to recruit top-notch students, who are landing valuable internships with companies with whom we establish and cultivate relationships, leading them directly to job placement. We also continue to attract top-notch faculty, whose publications in leading journals support our focus on research, resulting in a higher plane of instruction to students.

Programmatically, we have made great strides in resourcing our entrepreneurship efforts in the College (see page 14). Newer programs reflect our ever-growing commitment to students: programs like Hospitality and Tourism; joint MBA programs with the colleges of Dentistry, Medicine and Pharmacy; and others in the pipeline, like Energy and Supply Chain. There is not only a demand for these programs within West Virginia, but also across the United States and around the world.

Finally, we continue to make progress in the area of fundraising, where the establishment of more student scholarships, endowed professorships and support for new programs have been top of mind.

Our Vision for the College—“Better. Bigger. Ranked.”—is built on the realization that a great college is the result of having great students, great faculty and staff, great programs, great facilities and a great name. We are making great progress toward the Vision. Churchill’s “joy and glory of the climb” is all about the journey. Our journey has been invigorating, breathtaking and fun, and we would not trade it for anything.

Thank you for your continued support.

Regards,

Jose V. “Zito” Sartarelli, Ph.D.
Milan Puskar Dean
“We are grateful for the education we received at WVU and the opportunities our degrees have provided. It is our desire to ‘pay it forward’ to help ensure that students have a chance to realize their potential. We recognize the importance of private support to enhance University programs and student achievement.”

DAVID W. HAMSTEAD, 1963 BSBA-Accounting graduate and retired CPA from Price Waterhouse, LLP, pictured with his wife Nancy, a 1962 graduate of the then-WVU College of Arts and Sciences.
The province of Shandong, China, is well known for three things: as the birthplace of the famous Chinese teacher Confucius; Mount Tai, a sacred Taoist mountain; and Tsingtao beer, the #1 Chinese beer in America. But at B&E, its city of Tai'an is also known as the hometown of marketing professor Dr. Annie Peng Cui.

Cui came to the United States in 2002 to study at Kent State University, where she earned her M.A. in media management and her Ph.D. in marketing. Since 2008, she has taught courses including global marketing and buyer behavior at B&E.

She has also been an active researcher, with research interests in marketing, the impact of advertisements on consumers and media influences. She has one paper published in February 2013 and has one more paper awaiting publication in the Journal of Business Research, an A+ research journal. Her upcoming paper “What Makes an Effective Brand Manager?” will also be published in 2013.

“I felt that there was a disconnect between what we teach in the classrooms and what the real world wanted from our graduates in terms of finding a career in brand management,” Cui said of her motivation to complete the research, which was part of her dissertation and had been in the works for four years before it was accepted by the journal.

“Interestingly, we found that brand managers do not just manage brands,” Cui said. “They actually spend a lot of time managing people. They also handle production, outside marketing firms and new trends. They are the glue for all managers do not just manage brands,” Cui continued. “They actually spend a lot of time managing people. They also handle production, outside marketing firms and new trends. They are the glue for all managers do not just manage brands,” Cui continued.

As a result, the study suggested that to teach effective brand management, instructors should focus not only on knowledge but also skill sets like data analysis, better people management and better time management.

Her second paper concerns the role pricing, a relatively new trend of payment for goods and services.

“When you are giving the consumers freedom to choose the price, you are engaging them in the decision making process, which gives them empowered, positive feelings. Interestingly, we found that giving them anchors can sometimes hurt revenue, even if you give them a low or high price point,” she said. “So maybe other methods like giving a recommended price or being able to see what others paid for a good or service is better.”

“We’re really excited about what we found in our research, and A+ journals are a good platform to share our findings. It can pave the way for future research and help practitioners make better marketing decisions. That is what motivates me to do high quality research like this,” Cui said.

Aside from her research interests, Cui enjoys traveling and says it’s an excellent hobby to combine with her career.

“It is a way to bring back interesting marketing practices from around the world to share with my students,” she said. “I try to emphasize the global vision in my classroom.”

Cui’s international marketing class does this by examining the latest international marketing news at the beginning of each class.

“I want my students to realize they are not competing with their classmates, but with students elsewhere in India, Brazil and China,” she said. “An interesting thing that I’ve found is when they are asked about country differences, they feel a little bit uncomfortable about other cultures. But the focus in my classroom is that yes, there are different people doing different things in different cultures. You need to be more open and accepting of those differences and learn to appreciate them. Students can use that mindset to make better business decisions in the future.”

Cui said, “You want to be a sponge and soak in those different cultural aspects, instead of being a rock where everything will bounce out.”

One of Cui’s most unconventional methods to deliver the importance of observation in regards to buyer behavior to her students is also one of the most popular.

“I asked my students to analyze a person’s consumption pattern,” she said. “In short, this means the students collected and examined nonperishable garbage like packaging materials.

“My students work in a group, kind of like CSI,” she laughed, “and they are given plastic gloves and hand sanitizers. Through this analysis they study the consumer’s habits. I don’t tell them who the items belong to or where the family is from. The students have to do an analysis on the age, family, lifecycle and what kind of consumers they are. (Students) open their minds that research is not only about doing surveys or crunching data, it’s more about observation as well.”

Cui says she feels it is not only her job to teach knowledge, but also to teach students how to be better professionals.

“Professors should think about the integrity of their students, how to make them better people and how to make good decisions,” she said. “I ask them to tell me their dream job and to write down five things they have to do to achieve their dream job. I want them to start thinking in the long term; not just getting through school, graduation and a first job, but to focus on a long-term vision.”

“I try to emphasize the global vision in my classroom.”

In addition to seeing positive changes in her students throughout the semester, Cui said that in her five years at WVU she has noticed changing trends within the research community at the both the University and College levels.

“There is a new orientation toward a global presence. I really noticed this when I was invited to China to give a research talk, and the amount of interest they have to form relationships (with WVU) is enormous. I’m pretty proud they want to come be a Mountaineer. I met two deans from two universities who both expressed the interest in joint programs with WVU and B&E,” she said. “Quite exciting.”

Cui said that this reflects well on B&E’s goals to globalize its reach and to nurture high quality research.

“The University is trying to make a better influence in academia by providing more opportunities for faculty to do high quality research,” she said. “The academic community is really thriving. There is a lot of good energy here.”

WRITTEN BY RACHEL NIEMAN
The West Virginia University College of Business and Economics boasts one of the nation’s oldest and most distinguished human relations/industrial relations programs. The Master of Science in Industrial Relations (MSIR) program has one of the most revered placement rates for graduates at approximately 90% placement upon graduation.

Dr. Joyce Heames, Chair of the Department of Management, said the program is a premier site for recruitment for a number of highly regarded companies such as Bechtel Corporation, General Electric, PepsiCo and Eaton.

The WVU MSIR program competed well against the top universities in the country with a one-year program, but in 2012 steps were taken to truly drive it toward one of the top five HR programs in the country. The curriculum was expanded to a two-year program, a HR internship is now required and nearly all members of the program attend a global workshop.

“These changes, coupled with the existing strong track record and curriculum, truly puts WVU’s MSIR program in competition with those universities considered to provide elite experiences,” said Marc Chini, Vice President of Corporate Human Resources with General Electric Company and the new president of the MSIR Alumni Executive Board.

Another aspect of the program that sets it apart from others is the practicum series where business executives provide real world contemporary experiences for the students.

“The students find great value in the practicums because we bring in industry executives who can be good role models. We want them to see and feel real-world applications. It’s the crossover between what happens in all those little checked off boxes called ‘courses’ and how the knowledge learned there fits into the real world,” said Rita Sailer, Director of the Center for Career Development (CCD) at B&E. The CCD works closely with the MSIR program to facilitate connections between students and employers.

The academic portion of the program is strong, too, and was one of the first MSIR programs to meet the guidelines of the Society for Human Resource Management (SHRM).

“We were ranked number four out of more than 300 schools aligned with the curriculum suggested by SHRM,” said Heames, who teaches talent acquisition management in the program. “They review the industry and our curriculum. We stay aligned with that. The solid academic foundation is supplemented by experiential-based tools and activities which bring the information to life.”

And, clearly, it’s working very well.

“These students are dedicated to the industrial relations function. They’re...”

What sets the WVU College of Business and Economics MSIR program apart?

1. **PRACTICUM SERIES**
   Business executives like Jim Lynch, Senior VP of Supply Chain and Operations at PepsiCo (pictured above), provide real-world contemporary experiences for students.

2. **COLLECTIVE BARGAINING SIMULATION**
   MSIR students like 2012 graduates Tara Paolemilio and Steven Westerman spend a semester preparing for a 14-hour collective bargaining simulation.

3. **EXTENSIVE ALUMNI NETWORK**
   Marc Chini, Vice President of Corporate Human Resources with General Electric Company and the new president of the MSIR Alumni Executive Board, is a prime example of the high-profile, engaged alumni that exist throughout the world. MSIR alumni often return to campus as speakers, mentors and workshop hosts.

4. **90% PLACEMENT RATE**
   The new two-year MSIR program includes a required internship. This, along with the quality program, students and alumni network, has aided in the 90% placement rate, which was sustained even through the recent recession.
“West Virginia University provides businesses ready HR talent, and I want more companies to understand that, visit campus, interview the graduate students, and gain first-hand knowledge of the value.”

MARC CHINI, Vice President of Corporate Human Resources, General Electric Company, and president of the B&E MSIR Alumni Executive Board
enthusiastic about it,” said Chini, who is originally from Ravenswood, W.Va., and is a 1981 alumnus of the program. He has been involved with the MSIR Alumni Executive Board for many years and became board president in December 2012. “The program provides real world practical HR knowledge and experiences, and students graduate ready to work after completion of the program.”

“Ready to work” may be an understatement, with graduates landing jobs at national firms like Westinghouse, Dow Chemical and Marathon Oil.

“The strength of the program automatically draws a number of Fortune 500 companies,” said Sailer. “Not only do the graduates get jobs, but their compensation rate is at or above the market rate.”

Bill Hutchison, an Executive-in-Residence at B&E who teaches compensation and benefits and performance management in the program, is an alumnus and former president of the Alumni Executive Board. He said that this is due not only to program strength, but also to alumni involvement as speakers, mentors and workshop hosts.

“Through the recession, we were employing approximately 90% of our graduates,” Hutchison said. “We are fortunate to have a loyal and supportive alumni network providing jobs. They don’t give somebody a job because they went to WVU, but they will give someone an interview because they went to WVU.”

“We are fortunate to have a loyal and supportive alumni network providing jobs. They don’t give somebody a job because they went to WVU, but they will give someone an interview because they went to WVU.”

BILL HUTCHINSON, B&E Executive-in-Residence, MSIR alumnum and former president of the Alumni Executive Board

improve the program further, including the implementation of the two-year program, expanded recruitment efforts to offer in-state tuition to surrounding states, the establishment of a new Legacy Board for young alumni and the addition of high-level executives from new companies to the Alumni Executive Board.

“The Legacy Board came about as an effort to reach out to younger alumni,” Heames said. But the existing Alumni Executive Board is seeing changes as well.

“The board gives us valuable information and feedback on our program design, the practicum series and our other experiential-based programs. Both boards will be very instrumental in our recruiting and fundraising efforts,” she said.

“One of the most important things I want to do is expose more companies to the program,” Chini said. “West Virginia provides businesses ready HR talent, and I want more companies to understand that, visit campus, interview the graduate students, and gain first-hand knowledge of the value. It will create a win-win situation for students, companies and the University.”

Heames and Sailer agreed that an increase in the number of companies coming to campus is a top priority in order to broaden the program’s reach and visibility.

“The MSIR department has so many longstanding relationships with top companies. They tend to come back and want more. But we are always looking for new employers to bring in,” Sailer said.

Heames said the switch from a one- to two-year program will make students more competitive in the hiring process.

“We were cramming into 13 months what other schools were doing in two years, so our first-year students were competing with many second-year students for internships and jobs,” said Heames. “Now, our students will be able to bring two years of graduate experience, as well as at least one internship, to the table when applying for positions.”

“What I teach to professionals, I am teaching in the classroom to these graduate students. It’s a program you can walk out of and be proud of,” Heames said. She said that many graduates return to serve because they are thankful for the education and opportunities they received from participation in the program. Chini is an excellent example.

“I’ve achieved a career status beyond anything I ever imagined,” he said.

“The education at WVU and the MSIR program has paid for itself hundreds of times over with the career opportunities I’ve had at GE.”

WRITTEN BY RACHEL NIEMAN
RANKED #29

Earn your Executive MBA from a nationally ranked online program.

Executive MBA ONLINE or EVENINGS

CHARLESTON, MORGANTOWN OR PARKERSBURG

The Online Executive MBA is a 48 credit hour program spanning two years, augmented by residencies. Students will earn 9-12 credit hours per semester.

WVU offers in-state tuition regardless of where you live.

WVU is ranked #29 among online graduate business programs by U.S. News and World Report and #12 in the Military Times’ “Best for Vets: Business Schools” list.

ENROLL NOW

Visit be.wvu.edu/emba or call Carrie Wood at (304) 293-3578.
Five Things
(from three experts)

You Need to do to Start a Small Business

1. **Define, confine and constantly refine your vision.** Define means you must get your idea and your vision crystalized and specific. Confine insists that you don’t try and do too much; focus and discipline is paramount. Refine means that you should expect and even plan on making mistakes, but have the courage to pivot and adapt.

2. **Build the best team you can.** Hire only the best people, who believe in your vision and embrace your culture; don’t ever settle for less. Keep the team lean, focused and passionate. Fix wrong hiring decisions immediately. Recruit trustworthy, experienced mentors to guide you, and listen to them!

3. **Raise as much money as you can.** And horde it. Raise and manage your funds judiciously. Cash preservation is mandatory. Make your cash last as long as possible. Fundraising is disruptive and time consuming as well as dilutive.

4. **Write a detailed, pragmatic, believable business plan.** There is no shortcut here. Get every possible detail down in writing, and make sure it is rational, believable and doable—especially your financials. Avoid hyperboles and do not over-predict or over-promise.

5. **Know—really know—your competition and your differentiation.** Constantly and continuously look over your shoulder at competitive offerings. Be honest as to your differentiation and your unique value proposition.

**Mike Green**

Retired technology executive, angel investor, advisor/mentor for early-stage companies

Mike Green is a member of the West Virginia State School Board, the West Virginia High Technology Council Foundation and the West Virginia Angel Investment Network, as well as several advisory boards at WVU. He spends most of his time advising, mentoring and investing in early stage companies throughout the region.
Consider your goals for entrepreneurship. Determine if you are a lifestyle entrepreneur interested in doing what you love or if you are focused on the extrinsic financial rewards—money. People are very different in why they start ventures and what they need in order to be successful. The reality is most of us are interested in making lots of money, but we will be more effective if we are working on problems and solutions we are passionate about. Finding business opportunities that you are passionate about AND have high wealth potential is challenging but the ideal.

Work in the startup environment. One of the most valuable experiences is to work in a startup. Most people who start businesses have started businesses before, have been part of a family business or have worked in the small business environment. The startup environment is more hectic than large, well established business environments. Startup environments require more learning and being comfortable with ambiguity; this is the training ground for future entrepreneurs.

Work for your future competition. The best business ideas usually come from a person’s experience in a similar business or industry. If you are really interested in owning a business, and in a particular industry, the best plan for future success is to work for your competition. Starting a business involves a very challenging learning curve and if you have already done much of the learning while working in a similar industry you will have a “learning advantage.” Also, most entrepreneurs say they see better and more lucrative opportunities after competing in the market. Nothing beats experience.

Don’t be afraid to ask for help. Ideas may start at the individual level but successful ventures usually don’t happen without a great team. The people you know (such as your network ties) are critical to making a business successful. Whether the entrepreneur faces challenges in securing financing, business regulation or getting the right meeting, the people you know can help solve some of your greatest challenges. Don’t be afraid to ask for help. Network ties are among the entrepreneur’s greatest assets.

Get out of the building. Don’t be shy. The quicker you share your ideas and talk with potential customers, the better. Even if your product is not perfect, develop a prototype and engage potential customers, get their feedback and value it—even if you don’t like it. Research shows the quicker you engage prospective customers, even if your solution is far from perfect, your chances of survival go way up!
Steve Cutright, MBA
Director, BrickStreet Center for Innovation and Entrepreneurship at the WVU College of Business & Economics

1. **What is your dream?** Your desire to start a business must go beyond money or once you achieve financial independence you will lose your motivation. Find your true underlying motivating factor that moves you to start a business and always keep it clear in your mind, so when problems arise they will only be challenges—not obstacles.

2. **Subject Matter Expertise.** You must have an in-depth understanding of your business, products/services, customers and market. Moving out of your core competency diminishes your probability of success dramatically.

3. **A Plan.** A detailed feasibility study to answer the basic question, “Will the business work?” and an exhaustive business plan answering “How will the business work?” is critical. Even the best business plan does not guarantee success; however, not having a business plan almost certainly guarantees failure.

4. **A Team.** A well-educated, well-trained and diverse team is required for success in any business. No one ever has, nor ever will, build a successful business without a competent and dedicated team surrounding him or her.

5. **Risk Tolerance.** Anyone without a high tolerance for stress, confusion, frustration, disappointment and risk should never consider business ownership. The emotional spectrum between startup and success for new businesses and entrepreneurs is immense, and will challenge the will and commitment of even the strongest personalities.

Steve Cutright was a highly successful entrepreneur in the engineering/construction industry. His areas of expertise include financial management, operations management, organizational structures, contract negotiations and administration, marketing and development and implementation of strategic operating plans to facilitate maximum performance of ongoing entities.
It’s an exciting time to be involved in innovation and entrepreneurship at West Virginia University. The College of Business and Economics recently received a $3 million gift from the BrickStreet Foundation, resulting in the BrickStreet Center for Innovation and Entrepreneurship.

The truth is that the foundational structure of the center has undergone change since the arrival of Jose V. “Zito” Sartarelli, Milan Puskar Dean. “I’ve always thought we could do more on the innovation side of things,” Sartarelli said. “There are things we can do, and have done, to improve in that regard, but there is also a major component that will require effort and resources from the University as a whole.”

The evolution of the Center and B&E’s overall commitment to innovation and entrepreneurship is like an equilateral triangle. There are three equal sides, all important to the shape and all of which fit together, and include academics, programming and experiential learning.

“We’re not one center,” said Steven Cutright, director of the BrickStreet Center for Innovation and Entrepreneurship. “We’re evolving into a center that is an aggregation of programs and resources.” Thus, there are three sides to this story.

ACADEMICS
Sartarelli, Dean of Academic Affairs Dr. Karen Donovan and Cutright are leading the movement of faculty and staff who do not just want to take things to the next level; they want to trail blaze new ways of thinking and new ways of doing.

“From an academic standpoint, we can do so much more,” Donovan said. “And that’s exactly the plan.”

B&E currently has an 18-hour entrepreneurship minor offered to non-business majors across campus to the other 13 colleges. “With that, you can get a minor in entrepreneurship and get minors in two other areas, and combine those into a multi-disciplinary major,” said Donovan.

But Cutright said the fall semester will bring welcome changes. “We’ve upgraded the subject matter starting in the fall of 2013 to include more foundational and quantitative classes,” he said. “Those will include accounting, finance and economics. And the academic rigors have been upgraded to new standards in all classes in the minor to receive the entrepreneurship minor degree.”

“We’ve also started discussions to merge the entrepreneurship area of emphasis in B&E along with the entrepreneurship minor offering to non-business students to create an entrepreneurship major offered through our College.”

“We’re working on the preliminary requirements to accomplish what is needed to create this major,” Donovan said. “This represents new—and better—territory for B&E.”

PROGRAMMING
The programming components include the West Virginia Collegiate Business Plan Competition and the new West Virginia High School Business Plan Competition, both
offered statewide, as well as the Mobile Apps Challenge and the Entrepreneurship Club, both offered at WVU.

The collegiate competition is on the rise, breaking records of participating schools and number of entries for the 2012-13 competition. It is open to all four-year colleges and universities and more than 80,000 college students in the state.

“We currently have two tracks in the competition, and the winners in each track get a grand prize of $10,000, plus an additional prize package valued at more than $5,000,” Cutright explained. “The two tracks include Hospitality & Tourism and Lifestyle & Innovation. We anticipate adding a third track in energy during the 2014-15 competition, and we’re looking to add a fourth track in the near future in health and science. So, this competition is on the brink of significant growth.”

Sartarelli emphasized, “We’re focusing on increasing the quantity of entries, but we’re equally focused on increasing the innovative aspects of the entries as well.”

The $3 million gift from BrickStreet prompted an agreement between B&E and the West Virginia Department of Education to create the high school business plan competition, which will be open to 157 high schools in the state and an estimated 37,000 high school juniors and seniors. Cutright said it will be managed by the Department of Education, and B&E will act as an advisor and partner in the execution of the competition annually.

The event will culminate with the final competition held on the campus of WVU in March of each year, with the ultimate goal of providing a $10,000 scholarship to the winning student or team. WVU has already committed to a scholarship for the winning student or team, and has challenged other state colleges and universities to do the same. The goal is to launch the high school competition in the upcoming 2013-14 year.

The Mobile Apps Challenge is in its second full year at WVU, and demonstrates how academia and private industry teach students to design and program mobile applications supporting both Android and iOS technology. First, second and third place prizes are offered through the center.

“Through the efforts of Dr. Nandra Surendra, Associate Professor of
Management Information Systems, we have partnered with private industry," Cutright said. He added the challenge gets significant support from Michael Bodnar who, together with fellow B&E alumnus and business partner Doug Van Scoy, donated a Taziki’s Mediterranean Café to B&E at the Mountainlair in 2010. Bodnar also presented a gift of $1 million to B&E in late 2012.

The Entrepreneurship Club at WVU was resurrected and is now an active organization. Speakers and activities designed to expand student knowledge of entrepreneurship and business ownership have been a catalyst for membership. Cutright cited a team-building exercise including this club and the B&E Hospitality & Tourism Club at Nemacolin Woodlands Resort in nearby Farmington, Pa., an exercise that was funded in part by Maggie Hardy Magerko, president and owner of Nemacolin.

The club gets access to speakers like B&E graduates Andrew White, the 2006 collegiate business plan competition winner who now has a global manufacturing and distribution entity selling Andrew White Guitars worldwide. Or Tom Petrini, founder and president of Evive Water Systems, a 29-year-old who raised $10 million to begin a nationwide delivery service of bottled water focusing primarily on higher education institutions.

**EXPERIENTIAL LEARNING**

With Sartarelli’s arrival in mid-2010 came a rapidly increasing emphasis on internships and learning in professional environments to accompany a higher standard of academics. All of this, he said, leads to more high-profile companies recruiting B&E students and, ultimately, job placement. Enter the Experiential Learning Center.

“We’ve started an Experiential Learning Center, which engages senior level and graduate students in business projects of local and state government agencies, as well as private industry entities,” said Cutright. “Our focus is providing services consisting of feasibility studies, business plans, strategic operating plans and financial evaluations for business ventures in the public and private sectors.”

Cutright stressed that WVU has such a wealth of intellectual capacity that students in the Experiential Learning Center can partner with government and private industry and serve as a positive influence in the state’s economic development climate.

“Many times, higher education zeroes in on recruiting, educating and graduating students, and puts less of an emphasis on application skills. This Experiential Learning Center teaches students to apply their knowledge on an accelerated basis when placed in employment after graduation,” said Cutright. “How do we apply what we teach our students to the value of businesses?”

“We have world-class subject matter experts teaching here at West Virginia University. If we combine those skills with real-life opportunities and application skills, we will produce a higher quality of career-ready students who can make an immediate impact on society.”

This triangle—with three equal sides, all important to the shape and all of which fit together—benefits B&E students as well as WVU students across many colleges and majors. Sartarelli contends it has to be like that, all the while raising the standards of the business college, where the march to a “Better. Bigger. Ranked.” school has broken into a gallop.

**WRITTEN BY PATRICK GREGG**
WVU President James Clements, BrickStreet President and CEO Greg Burton and Milan Puskar Dean of the WVU College of Business and Economics Jose V. “Zio” Sartarelli pause for a photo during the gift announcement on February 26, 2013.
When the BrickStreet Foundation presented a gift of $3 million to WVU’s College of Business and Economics in late February, it was definitely a game-changer. Not only from a financial perspective, but also from the unique perspective with which the gift was given—one of entrepreneurial spirit.

“Without the entrepreneurial spirit in the employees here at BrickStreet, we wouldn’t be where we are today,” said Greg Burton, President and CEO of the BrickStreet Mutual Insurance Company. The Charleston, W.Va.-based company, which began its historic role as West Virginia’s first private workers’ compensation carrier in 2006, presented B&E with a $3 million gift on February 26, becoming the College’s largest corporate benefactor. Thus, the BrickStreet Center for Innovation and Entrepreneurship at West Virginia University was named, launching a host of ideas and plans that had, quite simply, been held back by funding. And that entrepreneurial spirit, quite simply, has triggered a transformation.

“The announcement of this $3 million gift to our College by the BrickStreet Foundation signifies much more than the naming of the center,” said Jose V. “Zito” Sartarelli, Milan Puskar Dean. “It signifies a transformation at our business school that encompasses increased opportunities for entrepreneurial education and an environment where new technologies, new companies and new jobs are born.”

You get the feeling that BrickStreet is more than a donor, that the company really “gets” entrepreneurship and innovation.

“We’ve got strong ties to WVU — and we firmly believe in the power of innovation,” Burton said. “Really, it’s how BrickStreet began. We are proud to partner with WVU to open new doors of opportunity for students and to inspire this same spirit in a new generation of leaders.”

Sartarelli believes the gift represents an opportunity for the College to sustain existing programming and expand entrepreneurship education throughout West Virginia, across the country and around the world, elevating the quality and number of programs offered.

“BrickStreet’s generosity will help us enhance our offerings in academics, programming and experiential learning,” Sartarelli said. “Innovation and entrepreneurship span across several different colleges and several different majors at West Virginia University. This will open more and new doors of opportunity for students and to inspire this same spirit in a new generation of leaders.”

We’ve got strong ties to WVU—and we firmly believe in the power of innovation. Really, it’s how BrickStreet began. We are proud to partner with WVU to open new doors of opportunity for students and to inspire this same spirit in a new generation of leaders.”

GREG BURTON, President and CEO of the BrickStreet Mutual Insurance Company
opportunity for students, and create new and better avenues for innovation and entrepreneurship at WVU.”

Burton agreed, saying that he hoped the gift would have a positive effect in several different areas of the Center.

“There’s no substitute for education or experience. At its core, I think the Center will provide both to our younger generations. We hope this gift will help create and expand a variety of skill sets for new graduates entering the job market in West Virginia and around the region; skills that are vital to be competitive.”

While Burton understands what the expansion of the Center for Innovation and Entrepreneurship means on national and international levels, he also has a keen appreciation of how the Center will impact the state. WVU’s land-grant mission includes a dedication to promoting access to higher education and applying research to meet the needs of West Virginians. He said he believes the gift will better the innovation and entrepreneurial climate in West Virginia, which helps fulfill that mission and beyond.

“We need new ideas and new businesses that are continually growing and developing — not just in West Virginia but across the United States. Today, our economy has become part of a global marketplace. And in order to compete and be successful, we must rely on the bright minds of future generations to drive us forward. By providing a way for students to think critically, and put what they’ve learned into practice, our culture and economy will thrive,” Burton said.

A more immediate effect of the gift officially took place the very morning of the BrickStreet gift announcement. B&E signed a five-year agreement with the West Virginia Department of Education creating the West Virginia High School Business Plan Competition, prompting a virtual tidal wave of support when Sartarelli announced it at the BrickStreet press conference.

“We are so happy to announce a five-year agreement with the West Virginia Department of Education creating the West Virginia High School Business Plan Competition,” said Sartarelli. “The competition will be open to 157 West Virginia high schools and 37,000 high school juniors and seniors. It will provide increased opportunities to encourage and bolster the entrepreneurial spirit, as well as access for younger audiences to entrepreneurial thought and education.”

Knowing that West Virginia high school juniors and seniors would now have an opportunity to tap into their innovative interests and talents also created a great sense of excitement within BrickStreet.

“It’s never too early to get involved,” Burton said. “I think this new program is a great opportunity for high school students to explore innovation and entrepreneurial interests. I’ve said many times if you don’t like change, you shouldn’t be working at BrickStreet. We know change is necessary to grow and innovate. By giving students the opportunity to explore these interests early in their career, we engage them, we empower them and we encourage their educational goals and dreams.”

Plans are in the works to have the High School Business Plan Competition ready to go for the 2013-14 academic year.

“This gift from BrickStreet has really allowed us to make strategic plans for the growth and development of the Center,” Sartarelli said. “We have a solid foundation upon which to build in our academic offerings, programs and unique experiential learning. We’re going to build something really special here.”

Now, that’s spirit.

WRITTEN BY PATRICK GREGG
CLOCKWISE FROM FAR LEFT: President Clements speaks with Andrew White, founder of Andrew White Guitars and a winner of the inaugural Business Plan Competition winners. A crowd fills the Stewart Hall lobby for the BrickStreet gift announcement. President Clements presents BrickStreet’s Greg Burton with a Mountaineer statue gift.

The BrickStreet Center’s “experiential learning team” provided real work services for real world business projects. Pictured, from left, are B&E students Marcus Rush, Claudia Miles, Anthony Zabiegalski and Danny Owen with Steve Cutright, director of the BrickStreet Center for Innovation and Entrepreneurship.

“BrickStreet’s generosity will help us enhance our offerings in academics, programming and experiential learning.”

JOSE V. “ZITO” SARTARELLI, WVU College of Business and Economics Milan Puskar Dean
William ‘Bill’ Sheedy

GROUP PRESIDENT, AMERICAS, VISA INC., IN THE COMPANY’S SAN FRANCISCO OFFICE.
Mountaineer pride is a family affair for Bill Sheedy, who grew up in Hollidaysburg, Pa., just over two hours northeast of Morgantown.

"The initial connection was that my older sister was a Mountaineer. When I was in high school, I remember driving around to some of the neighboring states. Morgantown more than anything appealed to me. It felt like the right place for me," Sheedy said.

While at WVU, Sheedy said he felt very connected with the business school and stayed active in Greek life as a brother of the Delta Tau Delta fraternity.

"The best thing that I got from my four years in Morgantown was being able to balance all of the demands that we have on us as people," he said. "Thinking back, among the things that were unique about Morgantown and WVU, I learned the importance of personal relationships, balancing the demands of my academic schedule with having a good time and building what would be lifelong relationships."

Upon graduating from WVU with a finance degree in 1988, Sheedy headed to Notre Dame where he received his MBA in 1990. He then began working with Ford Motor Company's First Nationwide Bank, where he was responsible for asset and liability planning and profit/expense forecasting. In 1993, he joined Visa USA. He and his family have lived in San Mateo, Calif., just south of San Francisco where the Visa corporate office is located, for 16 years.

In his current role as the Group President, Americas, for Visa, Sheedy oversees the company's client relationships with card issuers, merchants, merchant acquirers and third-party processors in North, Central and South America, as well as the Caribbean. Prior to that, he served as Visa's Global Head of Corporate Strategy and Business Development, where he played a leadership role in the company's restructuring in 2007. The following year, Sheedy was a dominant player in Visa's successful initial public offering.

"We're a large global company," he said. "Because we move such a large percentage of the economy, I constantly read the business press because the things that are happening in the macro are big drivers of our business. I spend most of my time solving problems that are difficult to resolve."

Sheedy said that his problem-solving skills were groomed during his time in Morgantown.

"The people that I was exposed to in Morgantown gave me confidence that you can take risks, speak up and be heard. In my experience, many people have a sense for the answers but they're afraid to make mistakes," he said. "The culture and the environment in the B&E program gave people a lot of confidence; you're not necessarily going to be the smartest person in the room, but you're always surrounded by people who know different parts of the answer. You've got to pull out what they know and have them be part of the solution."

Sheedy said that these things—communication and the ability to successfully collaborate—are two of three components crucial to success in today's business environment.

"The skills that we require of business graduates are greater in number than they've ever been. The third most important thing is the ability to look at a complex situation, to break down something that is very confusing and bring clarity to a problem that other people can't see. Someone who can break down complex situations through his or her own analysis and bring clarity and take a risk by suggesting a course of action, that person is going to succeed," Sheedy said.

Despite the difficulties of being 3,000 miles away, Sheedy said he has been able to maintain his connections to WVU and the Mountain State through family. A self-described family man, he and his wife of 21 years, Patti, along with their three children, spend a lot of time traveling back to the East Coast to visit. Both his older sister and younger brother are Mountaineer alumni, and he has nieces and nephews that attend WVU. It is only natural that one of their common bonds during these visits is a love for the University. In the Fall of 2011, Sheedy visited campus to speak as part of the B&E Distinguished Speaker Series.

"Personally, I took a pretty significant break from WVU being in California and raising a family, but as the kids have gotten older I've been able to reconnect in recent years with the business school," he said. "I've developed a nice personal relationship with (Dean) Zito (Sartarelli). I'm participating in the current capital campaign. I feel I owe a debt to WVU. A big part of who I am was shaped during the four years I was in Morgantown. In your life you like to pay back debts, so that's meaningful to me. Having an opportunity to share experiences with the family, visit the school and share the things I do in my career, if that's of interest to students, it's a small price to pay for what I received there," he said.

WRITTEN BY RACHEL NIEMAN

Q\A

What is your favorite part about being a Mountaineer?
"One thing that is unique about being a Mountaineer is how authentic everyone is. (Morgantown) is not a place where people try to be anything other than who they are. It's high praise for the environment and what it means to be a Mountaineer."

What do you miss most about WVU?
"The wonderful thing about Morgantown was when you were there, it was a self-contained world. You always had a sense for the possibilities outside of campus, but it was also an enclave that you could just focus on the things there. It was simple and sort of protected from the rest of the world. I miss that."

What is the most satisfying aspect of your job?
"Although I have a couple thousand employees, I have 12 or 14 people who work closely with me. Helping them with their careers and coaching them on how to manage their people, that's probably where I get the greatest satisfaction."
The College of Business and Economics awards more than 50 scholarships each year. Some scholarships are created to honor the memory of a loved one who has passed away. Others are established in honor of individuals or faculty members who made a significant impact in a person’s life. Everyone who creates a scholarship—whether it be for academic merit, financial need, or both—shares a desire to give back to West Virginia University and keep the College of Business and Economics competitive in recruiting and retaining outstanding students. The following is a comprehensive list of our 2012-13 academic year scholarship recipients, with our deepest thanks to those who made them possible.

“I’m so grateful. I don’t take it for granted. That’s money given to me, and it makes me work harder as a student. It has really taken a burden off my family.”

LEVI MOORE

College of Business & Economics Anonymous Endowed Scholarship
Paul Ehrenworth
Kayla Kruse
Brian Lee
Alyssa Mariano
Starasia Marson
Jason Martin
Grant Meadows
Anirudh Rawat
Joseph Reed
Amanda Scott
Jacob Shriver
Sharon Sinay
Tony Smith
Michael Tuscic
Anthony Zabiegalski

College of Business & Economics Merit Scholar
Christine Keplinger

College of Business & Economics Scholarship
Zachary Adkins
Evan Crowder
Daniel Goers
Samuel Jarrett
Carol Kostak
Amanda Newpol
Stanley Smith

College of Business & Economics WV Resident Need-Based Scholarship
Jordan Mueller
James Murphy
Matthew Yates

W. Marston & Katharine B. Becker Doctoral Fellow
Kathleen Sheehan

Blair M. Amole, Jr. Scholarship
Megan Morgan

John E. Arbuckle Business & Economics Scholarship
Jessica Rosser

Marie Batlas Scholarship
Nathaniel Wright

Beta Gamma Sigma Scholarship
Abigail Monson

Boise Cascade Office Products Scholarship
Amanda Hooper

Thomas J. Brewster Scholarship
Emily Fleschman

Brian Douglas Brick Memorial Scholarship
Da Gui
Abigail Monson

Chester Hatfield Curry Jr. Memorial Scholarship
Sharon Sinay

DonMar Scholarship
Kaleigh Cunningham

Arthur & James Gabriel Scholarship
John-Henry Doktorski
Andrew Hudock

Richard M. Gardner Scholarship Award
Alois Wuitz

Laroy E. Gorman Memorial Scholarship
Christian Comberg
Charles Schuler
Scholarships

David R. Greenlee Memorial Scholarship
Anthony Larijani

Robert L. Grimes Marketing Scholarship
Sara Frances Willingham

Fred Haddad Scholarship
Sheraz Ahmad
Dominic Miro

D. Ray Hall Scholarship Endowment
Erika Bragg
Jordan Gobble

David W. & Nancy F. Hamstead Accounting Scholarship
Forrest Reid Hirsh

Francis J. Harman Memorial Scholarship
Michael Tusic

Ronald Hayhurst Business Scholarship
Patrick Brandt

Don Hoylman Entrepreneurship Scholars
Borris Aristott
Lauren Combs

W. Boyd Hutchison Award
Carrie Johnson

Kaiser Aluminum & Chemical Corporation Scholarship
Julia Asel
Samuel Hargis
Brenna Seredinsky
Chelsea Williams

Kendrick Graduate Studies Scholarship
Dash Kelley
Travis Wiseman

Koch Foundation Fellows
Amanda Kaler
Danko Tarabara
Travis Wiseman
Christopher Yencha

M.S. in Industrial Relations Awards
Langston Bryant
Alexa Hadfield

John D. May Award
Georgia Boyd

Michael S. Lane Memorial Scholarship
Matthew Chiariello

Wilma McBrayer Leppert Scholarship
Jessica Rosser

R. Emmett & Edna Lynch College of Business & Economics Scholarship
Melissa R. Ackerman
Morgan Bott
Justine Lane
Zachary Weaver

James M. & Kristine B. Mullendore Award
Thomas Ferrari
Liam McLaughlin
James Siroczek
Stephen Sosenko

Russell S. Newman Memorial Scholarship
Jai Hu
Christina McGugan

Phi Sigma Delta Stuart Robbins Scholarship
Evan Berryhill
Elise Carenbauer
Lee Hickman
Christina Pelone

Thomas A. & Dr. Thomas G. Ponzurick Marketing Scholarship
Barbara Farley
Sarah Janowski

PriceWaterhouseCooper Accounting Award
Zachary Adkins

John L. and Bette J. Schroder Endowed Scholarship
Benjamin Scott
Abner Stout

Terry and Frances Seelinger Scholarship
Clark S. Douglas

Dr. Gail Shaw Accounting Student Support Fund
Xin Geng
Tyler Goodykoontz

C.B. Singleton III Endowed Scholarship
Katie Ann Jarrell

Professor Charles P. Skaggs Scholarship
Nelson Raines

John L. & Hazel L. Sutton Scholarship
Pilar Samantha Ayala
Megan Nicole Headley

Douglas H. Tanner Scholarship
William Joseph Cook

Dr. Jack Torner Scholarship
Wesley Bailey

Lise & Andrew Urbaczewski Scholarship
Sean McDonough

Professor and Mrs. Enoch Howard Vickers Scholarship
Jacob Bixler
Tyler Cyr
Jeffrey Kaiser
Bradley Parrish
Jacob Shriver

Jon Vilasus Memorial Scholarship
Dashle Kelley
Jennifer Moreale
Anne Walker

Bob (Bobby) E. and Emily N. Vincent Scholarship
Nicholas A. Crabtree

Royce J. & Caroline Watts Family Endowed Scholarship
Levi Moore
Miranda Peddicord

Charles Edward Witt Memorial Scholarship
Kathryn Feehley
The following individuals, corporations and foundations have provided gifts to the West Virginia University College of Business and Economics from January 1 to December 31, 2012. Gifts to the College greatly enhance nearly every aspect of the College—from recruiting top-tier students and faculty to expanding program offerings. Such support provides the opportunity to educate students and to prepare them for the global marketplace and life-long learning. On behalf of the students, faculty and staff, your generosity is greatly appreciated.
INDIVIDUAL GIVING

LEGACY INVESTOR
$100,000 and Above
Mr. and Mrs. Stuart M. Robbins
Mr. and Mrs. Robert E. Roll
Mr. and Mrs. Douglas R. Van Scoy
Mr. and Mrs. D. Stephen Walker

PRESIDENT’S INVESTOR
$25,000 to $99,999
Mr. and Mrs. Gregory S. Abe

DEAN’S INVESTOR
$10,000 to $24,999
Mr. and Mrs. W. Marston Becker
Ms. Barbara G. Becker
John and Lynne Gianola
Mr. and Mrs. David W. Hamstead
Mr. and Mrs. Gary A. LeDonne
Dr. and Mrs. Andrew Urbaczewski

LOYALTY INVESTOR
$5,000 to $9,999
Mr. James S. Arnold
Mrs. Marcia A. Broughton Esq
Dr. and Mrs. Neil S. Bucklew
Mr. and Mrs. Marc A. Chini
Mr. and Mrs. Eugene P. Cipoletti
Mr. Vaughn A. Cook
Mr. and Mrs. Barry L. Eden
Mr. Joseph B. and Dr. Sharon E. Older
Mr. and Mrs. David W. Hamstead

INVESTOR
$1,000 to $4,999
Mr. David H. Bashaw
Mr. and Mrs. Stephen E. Beck
Mr. and Mrs. Thomas D. Bone
Mrs. Denise M. Bone
Dr. Thomas P. Breslin
Delegate and Mrs. Thomas W. Campbell
Mrs. Cathy D. Cipoletti
Mr. and Mrs. James M. Conley
Mr. and Mrs. Donald R. Conley
Mr. Thomas R. Criste
Mr. Charles H. Deremer
Mr. and Mrs. Edward J. DiPaolo
Mr. Vincent J. Doblas
Mr. Chris W. Durbin
Mrs. Karen S. Evans
Dr. and Mrs. Arron S. Fleming
Mr. and Mrs. Jack T. Heyl
Mr. and Mrs. Don L. Hoylman
Mr. and Mrs. William R. Hutchison
Mr. and Mrs. James C. Inman, Jr.
Mr. and Mrs. Robert D. Johnson
Mr. C. M. Justice
Mr. Vincent P. Kania
Mr. Bryan J. Katchur
Mr. and Mrs. Mark V. Kuntz
Mr. and Mrs. John L. Lancianese, Jr.
Ms. Kimball A. Lane
Mrs. Dana C. Leech
Mr. Peter S. M. Love and
Mrs. Sarah W. Love
Mr. Hobart M. Harvey and
Ms. Kimberly A. Maskell
Mr. Christopher McElroy
Mrs. Marianne L. Mohn
Mr. and Mrs. Bradley P. Nicklin
Mr. and Mrs. Keith E. Parton
Mr. L. Scott Phillips
Mr. and Mrs. S. Michael Polanski
Dr. and Mrs. William B. Riley, Jr.
Mr. Mark N. Roth
Mrs. Pamela J. Schwer
Mr. and Mrs. Mark D. Solomon
Mr. Richard M. Stratton
Mr. and Mrs. Robert S. Tissue
Mr. and Mrs. Harry J. Turtle
Mr. and Mrs. Frank S. Vitale
Ms. Katherine F. Welford
Mrs. Kristina K. Williams
Mr. James S. Williams
Mrs. Michalene K. Womble
Mr. John A. Wood

PARTNER
$1 to $999
Mr. and Mrs. Willis E. Adams
Mr. and Mrs. Donald L. Akers
Mr. and Mrs. Terry R. Akers
Mr. and Mrs. Michael G. Alastanos
Mrs. Amanda J. Alexandrowicz
Mr. and Mrs. Douglas L. Allemon
Mr. and Mrs. Lindsey N. Allen
Mr. and Mrs. Edward C. Allen, Jr.
Mr. Michael J. Alleruzzo
Mr. and Mrs. John J. Aluise
Mr. and Mrs. Anthony J. Alvarez, Jr.
Mr. and Mrs. Steven R. Anastasio
Mrs. Bonnie C. Anderson
Mrs. Eleanor M. Anderson
Mrs. Jane B. Anderson
Mr. Michael T. Anderson
Mr. Paul R. Anderson
Mr. and Mrs. Denis J. Antol
Mr. Donald A. Appel
Ms. Russlee A. Armstrong
Miss Leigh E. Ashby
Mr. and Mrs. Robert B. Atkins, Sr.
Mr. and Mrs. Steven R. Atkinson
Mr. Martin Atkinson III
Mr. James F. Auremanne II
Mr. John Babich
Mr. and Mrs. Joshua W. Bach
Mrs. Elise J. Baer
Mr. and Mrs. Donald J. Baker, Jr.
Ms. Beth O. Baldanzi
Mr. Richard K. Baldwin
Mrs. Amy M. Ball
Ms. Julie R. Balsley
Ms. Kayla R. Baranowski
Mr. and Mrs. Mark E. Baranowski
Mr. Douglas W. Barker
Mr. Ronald R. Barnett
Mr. Brett S. Barthelmess
Mr. and Mrs. Steven R. Bartram Esq
Mr. Jim A. Baumgartner
Ms. Kimley A. Bay
Mrs. Robin M. Baylous
Mr. Joe B. Beam, Jr.
Mr. and Miss Lance E. Beckley
Mr. and Mrs. Todd M. Beckwith
Mrs. Vanessa S. V. Belcastro
Mr. Michael S. Bell
Mr. Philip C. Belt
Mr. Robert S. Bennett
Dr. Larry G. Bennett
Mr. and Mrs. Ludwik Bernatowicz
Mr. Frank W. Berry
Ms. Stephanie M. Bifano
Mr. and Mrs. Robert F. Biggs
Mr. and Mrs. George S. Bilderback, Jr.
Mr. and Mrs. John S. Blackshaw
Dr. Gerald L. Blakey
Mr. and Mrs. Gerald E. Blakley, Jr.
Mr. Michael D. Blankenship
Mr. Charles K. Block
Mr. and Mrs. Peter F. Bogart
Mr. and Mrs. Michael S. Boggs
Mr. and Mrs. Danny L. Boggs
Mr. and Mrs. David L. Bonvenuto
CAPT and Mrs. F. Thomas Boross, Jr.
Mr. and Mrs. John M. Boston
Mr. F. Alexander Bowders
Mr. and Mrs. Timothy Z. Bower
Mr. Michael R. Bowers
Mr. and Mrs. Forest J. Bowman
Mr. and Mrs. James M. Boyd
Mr. Timothy L. Brammer
Mrs. Winifred M. Brand
Ms. Mary R. Brandt
Mrs. Marjorie D. Breisch
Mr. and Mrs. William C. Brewer
Mr. and Mrs. Thomas J. Brewster
Mr. Tyler L. Bridgegate
Mr. and Mrs. Michael T. Briers
Mr. Noel P. Brock Esq
Mr. and Mrs. Howard S. Brodsky
Mr. and Mrs. Robert D. Brooks
Mr. Lawrence S. Brooks
Mr. Charles D. Brown
Ms. Patsy J. Brown
Mrs. Norman P. Brown
Mrs. Priscilla J. Brown
Mr. and Mrs. Don C. Broyles
Ms. Victoria C. Brunn
Mr. John D. Bryson
Mr. and Mrs. David R. Buckel

SPRING 2013
<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Salem C. Bullard</td>
</tr>
<tr>
<td>Mr. Roger D. Burford</td>
</tr>
<tr>
<td>Mr. John L. Burkard</td>
</tr>
<tr>
<td>Mr. Charles K. Burke</td>
</tr>
<tr>
<td>Mr. and Mrs. James D. Burnell</td>
</tr>
<tr>
<td>Mr. Scott E. Burnworth</td>
</tr>
<tr>
<td>Mr. Vincent W. Burskey</td>
</tr>
<tr>
<td>Mr. and Mrs. Kevin Burt nett</td>
</tr>
<tr>
<td>Mr. and Mrs. Edward S. Burton</td>
</tr>
<tr>
<td>Mr. Louis A. Cala</td>
</tr>
<tr>
<td>Mr. Joseph A. Calabrese</td>
</tr>
<tr>
<td>Ms. Sharrar A. Cales</td>
</tr>
<tr>
<td>Ms. Karen Caltrider</td>
</tr>
<tr>
<td>Mrs. Patricia G. Cannon</td>
</tr>
<tr>
<td>Mr. Jason W. Canterbury</td>
</tr>
<tr>
<td>Mrs. Susan S. Canterbury</td>
</tr>
<tr>
<td>Mr. Matthew J. Caradine</td>
</tr>
<tr>
<td>Mr. and Mrs. Edwin G. Carr</td>
</tr>
<tr>
<td>Mr. and Mrs. Randolph D. Carter</td>
</tr>
<tr>
<td>Mr. Michael E. Caryl Esq</td>
</tr>
<tr>
<td>Mr. and Mrs. David H. Case</td>
</tr>
<tr>
<td>Mr. and Mrs. Frank S. Cashman</td>
</tr>
<tr>
<td>Mr. Gregory J. Cassis</td>
</tr>
<tr>
<td>Mr. Earl Cecil</td>
</tr>
<tr>
<td>Mr. and Mrs. John R. Chaplin</td>
</tr>
<tr>
<td>Mrs. Carolyn L. Chapman</td>
</tr>
<tr>
<td>Mr. Cong Chen</td>
</tr>
<tr>
<td>Mr. Eric M. Chipps</td>
</tr>
<tr>
<td>Mr. and Mrs. William Choi</td>
</tr>
<tr>
<td>Ms. Carol L. Cipoletti</td>
</tr>
<tr>
<td>Dr. and Mrs. Patsy P. Cipoletti, Jr.</td>
</tr>
<tr>
<td>Mr. Sam Cipoletti</td>
</tr>
<tr>
<td>Mr. F. J. Cipoletti</td>
</tr>
<tr>
<td>Mr. Anthony J. Cipirani</td>
</tr>
<tr>
<td>Mr. and Mrs. George M. Cipirani</td>
</tr>
<tr>
<td>Mr. and Mrs. Anthony J. Cipirani, Jr.</td>
</tr>
<tr>
<td>Mr. and Mrs. David E. Clark</td>
</tr>
<tr>
<td>Ms. Nancy B. Claypool</td>
</tr>
<tr>
<td>Mr. and Mrs. Charles D. Clayton</td>
</tr>
<tr>
<td>Ms. Deborah P. Clem</td>
</tr>
<tr>
<td>Dr. Roy Clemens PhD</td>
</tr>
<tr>
<td>Dr. and Mrs. Jay H. Coats</td>
</tr>
<tr>
<td>Dr. Ronald L. Coccari</td>
</tr>
<tr>
<td>Mr. Edward J. Cochran</td>
</tr>
<tr>
<td>Mrs. Elizabeth B. Cocke</td>
</tr>
<tr>
<td>Ms. Sara B. Collins</td>
</tr>
<tr>
<td>Mr. and Mrs. Larry S. Collins</td>
</tr>
<tr>
<td>Mr. Victor A. Colon</td>
</tr>
<tr>
<td>Mrs. Judith Conner</td>
</tr>
<tr>
<td>Mr. Andrew F. Conner</td>
</tr>
<tr>
<td>Mr. and Mrs. Donald J. Conners</td>
</tr>
<tr>
<td>Dr. and Mrs. Harold B. Cook</td>
</tr>
<tr>
<td>The Hon. and Mrs. Frederick P. Stamp, Jr.</td>
</tr>
<tr>
<td>Mr. Marcus Corvino</td>
</tr>
<tr>
<td>Mr. and Mrs. George G. Couch</td>
</tr>
<tr>
<td>Dr. and Mrs. Thomas H. Covey, Jr.</td>
</tr>
<tr>
<td>Dr. and Mrs. Charles R. Craig</td>
</tr>
<tr>
<td>Mr. and Mrs. Billy J. Crum, Jr.</td>
</tr>
<tr>
<td>Mr. Michael D. Crum</td>
</tr>
<tr>
<td>Dr. and Mrs. Don Cunanan</td>
</tr>
<tr>
<td>Mr. and Mrs. Joseph A. Curia, Jr.</td>
</tr>
<tr>
<td>Mr. Aaron S. Currey</td>
</tr>
<tr>
<td>Mr. Peter J. Curry</td>
</tr>
<tr>
<td>Mr. and Mrs. Aaron C. Darnell</td>
</tr>
<tr>
<td>Ms. Melissa J. D’Aurora-Marmie</td>
</tr>
<tr>
<td>Mr. and Mrs. Matthew E. Davin</td>
</tr>
<tr>
<td>Mr. and Mrs. Jerry N. Deal</td>
</tr>
<tr>
<td>Dr. Marion F. Dearley</td>
</tr>
<tr>
<td>Mr. and Mrs. Stephen F. Decker</td>
</tr>
<tr>
<td>Mr. and Mrs. Patrick D. Deem</td>
</tr>
<tr>
<td>Mr. Pio J. Defiavis</td>
</tr>
<tr>
<td>Mr. and Mrs. James W. DeFrance</td>
</tr>
<tr>
<td>Mr. Tanny J. Deliere</td>
</tr>
<tr>
<td>Mr. Dennis R. DeLong</td>
</tr>
<tr>
<td>Mr. and Mrs. James S. Delorettta</td>
</tr>
<tr>
<td>Mr. Patrick M. Denman</td>
</tr>
<tr>
<td>Mr. and Mrs. Steven J. Dennison</td>
</tr>
<tr>
<td>Mr. and Mrs. Robert R. Denyer</td>
</tr>
<tr>
<td>Mr. and Mrs. Keith D. DeVault</td>
</tr>
<tr>
<td>Mr. and Mrs. George V. Dibacco</td>
</tr>
<tr>
<td>Mr. and Mrs. William B. Dickinson</td>
</tr>
<tr>
<td>Lt. Col.(Ret) and Mrs. Brent O. Diefenbahn</td>
</tr>
<tr>
<td>Mr. Scott Diguglielmo</td>
</tr>
<tr>
<td>Mr. and Mrs. Gadis J. Dillon</td>
</tr>
<tr>
<td>Mr. and Mrs. Scott D. Dixon</td>
</tr>
<tr>
<td>Mr. and Mrs. Douglas A. Doak</td>
</tr>
<tr>
<td>Mr. and Mrs. Michael E. Dombrowski</td>
</tr>
<tr>
<td>Ms. Rebecca I. Donato</td>
</tr>
<tr>
<td>Dr. Jack W. Dorminey</td>
</tr>
<tr>
<td>Mr. and Mrs. D. Lyn Dotson</td>
</tr>
<tr>
<td>Ms. Gloria Doukakis</td>
</tr>
<tr>
<td>Mr. Christopher D. Dowell</td>
</tr>
<tr>
<td>Mr. Robert J. Doyle</td>
</tr>
<tr>
<td>Ms. Kathryn R. Drumwright</td>
</tr>
<tr>
<td>Mr. and Mrs. Joseph P. Duda</td>
</tr>
<tr>
<td>Mr. and Mrs. Frederick L. Dudding</td>
</tr>
<tr>
<td>Mr. Thomas W. Dukas</td>
</tr>
<tr>
<td>Mrs. Danielle H. Dunn</td>
</tr>
<tr>
<td>Ms. Darlene T. Dunn</td>
</tr>
<tr>
<td>Mr. and Mrs. Anthony P. Duryea</td>
</tr>
<tr>
<td>Mr. and Mrs. Michael E. Duvall</td>
</tr>
<tr>
<td>Mr. and Mrs. Gary E. Earp</td>
</tr>
<tr>
<td>Mrs. Teresa G. Eastep</td>
</tr>
<tr>
<td>Mr. J. Steven Eavenson</td>
</tr>
<tr>
<td>Mr. William D. Eifert</td>
</tr>
<tr>
<td>Dr. and Mrs. Richard W. Eller</td>
</tr>
<tr>
<td>Mr. and Mrs. Frederick N. Elofson</td>
</tr>
<tr>
<td>Prof. David P. Ely</td>
</tr>
<tr>
<td>Mr. Daniel R. Embody and Dr. Renata V</td>
</tr>
<tr>
<td>Schmid Embody</td>
</tr>
<tr>
<td>Mr. and Mrs. Horace Emery CPA</td>
</tr>
<tr>
<td>Mr. Andrew K. Emmerth</td>
</tr>
<tr>
<td>Mr. and Mrs. Frank K. Ermlich</td>
</tr>
<tr>
<td>Mr. Nick R. Estes PE</td>
</tr>
<tr>
<td>Mr. and Mrs. Thomas J. Evans</td>
</tr>
<tr>
<td>Mrs. JoAnn J. Evans</td>
</tr>
<tr>
<td>Mr. John V. Evans</td>
</tr>
<tr>
<td>Mr. Christopher S. Everett</td>
</tr>
<tr>
<td>Mrs. C. Elaine Everitt</td>
</tr>
<tr>
<td>Mr. and Ms. Ying Fang</td>
</tr>
<tr>
<td>Mr. Stephen B. Farson</td>
</tr>
<tr>
<td>Mr. Brian J. Fenelli</td>
</tr>
<tr>
<td>Mr. Jeffrey F. Fenske</td>
</tr>
<tr>
<td>Mr. Adrian R. Fenton</td>
</tr>
<tr>
<td>Mr. Thomas M. Ferguson</td>
</tr>
<tr>
<td>Mrs. Judith S. Ferree</td>
</tr>
<tr>
<td>Mrs. Lesley A. Fetter</td>
</tr>
<tr>
<td>Mr. and Mrs. William G. Fields</td>
</tr>
<tr>
<td>Mr. Steven T. Figiel</td>
</tr>
<tr>
<td>Mr. and Mrs. Richard A. File</td>
</tr>
<tr>
<td>Mr. and Mrs. Charles F. Finley</td>
</tr>
<tr>
<td>Mr. John D. Fischer</td>
</tr>
<tr>
<td>Mr. Brent A. Fischthald and</td>
</tr>
<tr>
<td>Ms. Elizabeth S. Keipper</td>
</tr>
<tr>
<td>Mr. John D. Fisher</td>
</tr>
<tr>
<td>Mr. and Mrs. Douglas R. Fisher</td>
</tr>
<tr>
<td>Mr. and Mrs. James C. Fisher, Jr.</td>
</tr>
<tr>
<td>Mr. and Mrs. Arden D. Fisher</td>
</tr>
<tr>
<td>Dr. M Paula Fitzgerald</td>
</tr>
<tr>
<td>Mrs. Paula R. Fleming</td>
</tr>
<tr>
<td>Mr. D. Ben Fletcher</td>
</tr>
<tr>
<td>Judge and Mrs. Edwin F. Flowers</td>
</tr>
<tr>
<td>Ms. Mary Ann Folz</td>
</tr>
<tr>
<td>Mr. and Mrs. Randolph H. Foster</td>
</tr>
<tr>
<td>Ms. Whitney M. Foster</td>
</tr>
<tr>
<td>Mr. Richard A. Fowler</td>
</tr>
<tr>
<td>Mr. T. Scott Fowler</td>
</tr>
<tr>
<td>Mr. and Mrs. Henry M. Fox, Jr.</td>
</tr>
<tr>
<td>Mr. Edward A. Francowic</td>
</tr>
<tr>
<td>Mr. Ethan J. Frank-Collins</td>
</tr>
<tr>
<td>Mr. and Mrs. James F. Frankenbery</td>
</tr>
<tr>
<td>Mr. Matthew P. Franks</td>
</tr>
<tr>
<td>Mr. and Mrs. John Frederick</td>
</tr>
<tr>
<td>Mr. James H. Fredlock</td>
</tr>
<tr>
<td>Dr. Thomas M. Freeman</td>
</tr>
<tr>
<td>Mr. Eric S. Fridley</td>
</tr>
<tr>
<td>Mrs. Mary L. Friedman</td>
</tr>
<tr>
<td>Mr. Robert W. Friend II</td>
</tr>
<tr>
<td>Mr. and Mrs. Robert P. Fries</td>
</tr>
<tr>
<td>Mr. Michael J. Frola</td>
</tr>
<tr>
<td>Mr. and Mrs. George R. Fryer</td>
</tr>
<tr>
<td>Mr. and Mrs. C. Michael Fulton</td>
</tr>
<tr>
<td>Mrs. Dorothy T. Fulton</td>
</tr>
<tr>
<td>Mr. Thomas E. Funk</td>
</tr>
<tr>
<td>Mr. and Mrs. Robert J. Furbee, Jr.</td>
</tr>
<tr>
<td>Mrs. Holly E. Gannon</td>
</tr>
<tr>
<td>Mr. and Mrs. Michael J. Gansor</td>
</tr>
<tr>
<td>Mr. and Mrs. Hadden P. Garvin, Jr.</td>
</tr>
<tr>
<td>Mr. and Mrs. Michael G. Gdula</td>
</tr>
<tr>
<td>Mr. David A. Geer</td>
</tr>
<tr>
<td>Mr. Gregory R. George</td>
</tr>
<tr>
<td>Mr. John S. George and Dr. Alexandra S.</td>
</tr>
<tr>
<td>George</td>
</tr>
<tr>
<td>Mr. and Mrs. Louis D. George</td>
</tr>
<tr>
<td>Mr. Mark E. George</td>
</tr>
<tr>
<td>Ms. Eva George</td>
</tr>
<tr>
<td>Mr. Michael A. Gianni</td>
</tr>
<tr>
<td>Mr. Stephen L. Gilbert</td>
</tr>
<tr>
<td>Mr. and Mrs. Keith J. Gilland</td>
</tr>
<tr>
<td>Mr. and Mrs. Michael E. Gima</td>
</tr>
<tr>
<td>Mr. Christopher J. Girod</td>
</tr>
<tr>
<td>Mrs. Mary Jane Glasscock</td>
</tr>
</tbody>
</table>
Mr. Michael P. Gobeni
Miss Donelda J. Godfrey
Mrs. Ilene S. Goodman
Mr. and Mrs. Michael J. Gorski
Dr. and Mrs. John M. Gowdy
Mrs. Marva F. Graff
Mr. and Mrs. Roger N. Graham
Ms. Nancy E. Graupner
Mrs. Kathy S. Gravel
Dr. and Mrs. Robert W. Graves
Mr. Christopher M. Greaver
Mr. David A. Gregory, Jr.
Mr. David J. Griffith
Mr. Gerald A. Grimes, Jr.
Mrs. Susan J. Grimm
Ms. Constance J. Groth
Mr. Stephen S. Grove
Mr. and Mrs. Charles F. Gruber, Jr.
Mr. Cameron Cita
Mr. and Mrs. Robert E. Haden
Mrs. Michelle I. Hadjimarcou
Mr. Jay Hagerman
Mrs. Leslie Hagerman
Mr. Philip J. Hale
Mrs. Alice C. Hall
Dr. Joshua C. Hall
Mr. Andrew J. Hallam
Ms. Maryn B. Halstead
Mr. Linwood F. Hamilton
Mr. Stephen D. Hamilton
Mr. and Mrs. Leon R. Hammond
Mr. and Mrs. Joseph F. Hampel, Jr.
Mr. Phil A. Hancock
Mr. and Mrs. Ryan S. Hanna
Mr. and Mrs. David M. Hannah
Mrs. Maureen A. Hannan
Mr. and Mrs. L. W. Hanson
Mr. Timothy W. Harclerode
Mr. Edward L. Hardesty
Mr. and Mrs. Frederick C. Hardman
Mr. William R. Harker
Mr. and Mrs. Geoffrey H. Harkness
Mr. and Mrs. Herbert M. Harr
Mr. and Mrs. Glen R. Harrah
Mr. and Mrs. Thomas W. Harrison
Mr. and Mrs. Jennings L. Hart
Mrs. Frances L. Hartley
Mr. and Mrs. David M. Hartley
Mr. and Mrs. E. Kent Hartsgo
Mr. James E. Harvey
Ms. Shirley Hassan
Mr. Anthony E. Hatala
Dr. and Mrs. Clifford B. Hawley
Mr. Brian J. Headley
Dr. Ellis B. Heath
Miss Brianna Heckert
Ms. Caitlin Henning
Mrs. Donna F. Henry
Mr. and Mrs. Kevin R. Hessler
Mr. and Mrs. George S. Hevener
Mr. Robert W. Hewitt
Mr. and Mrs. Millard F. Hill, Sr.
Ms. Emma Lee Hite
Mr. and Mrs. David J. Hockenberry
Mr. and Mrs. P. Hoelting
Mr. Michael E. Hoffer
Mr. and Mrs. Brian K. Hoffmaster
Mr. Charles B. Holben
Mrs. Dianne M. Holecek
Ms. Jennifer M. Holley
Dr. Stephen J. Holoviak
Mr. Kyle R. Homan
Ms. Ann L. Hoover
Mr. and Mrs. Thomas C. Hostutler
Mr. and Mrs. William C. Howard
Mr. and Mrs. Derek H. Howell
Mr. Charles E. Huggins, Jr.
Mr. and Mrs. Richard W. Humphreys
Mr. and Mrs. Thomas A. Humphreys
Dr. and Mrs. Keith Inskeep
Mr. and Mrs. Robert L. Irick
Mr. and Mrs. G. Patrick Jacobs
Mr. and Mrs. Keith D. James
Mr. and Mrs. Glenville A. Jewell
Mrs. Marcy L. Johnson
Mr. James C. Johnson III
Mr. and Mrs. John D. Johnson
Mr. and Mrs. Nancy K. Johnston
Mr. & Mrs. Marvin H. Jones
Mr. William F. Julian
Miss KristenJurask
Mr. John D. Jurczak
Mr. Brett Justice
Mr. Joshua B. Kakel
Mr. Nicholas J. Kappa
Mr. Sean P. Keefe
Mr. and Mrs. Charles W. Keller
Mr. Ralph W. Kelley
Mr. and Mrs. Rony J. Kelly
Mrs. Deborah K. Kelly
Mr. and Mrs. Stephen T. Keplinger
Mr. D. Scott Kesner
Mr. and Mrs. Jeffrey M. Kessel
Mrs. Charlotte B. Khoury
Mr. John P. Kiger
Mr. Vaughn L. and Dr. Meredith Kiger
Mr. Howard B. Kincer
Mr. and Mrs. Michael A. King
Mr. and Mrs. Todd W. Kipp
Mr. and Mrs. Richard K. Kiser
Mr. and Mrs. Robert H. Klein
Mr. and Mrs. Paul L. Kiemash
Ms. Gaylona P. Kline
Mr. and Mrs. Brian M. Kilshis
Mr. Edward D. Knight III
Ms. Terry I. Knight
Ms. Katrina Kniska
Ms. Sandra B. Knowles
Mrs. Lisa J. Kocher
Mr. and Mrs. Thomas J. Kocis
Mr. Theodore A. Kolanko
Mr. and Mrs. J. Martin Kooman
Mr. and Mrs. Jason T. Koskey
Mr. and Mrs. Douglas E. Kreinik
Mr. and Mrs. Donald P. Krisher, Jr.
Ms. Rosemarie P. Krol
Mr. Thomas J. Krzys
Ms. Debra S. Kuhl
Dr. and Mrs. Ben L. Kyer
Mr. and Mrs. Gary E. LaBrose
Mr. Andrew F. Lamson
Mrs. Nelda L. Lane
Ms. Wendy A. Lawrence
Mr. and Mrs. Kenneth L. Leach
Mrs. Heidi J. Leep
Mr. Ernest W. Lefler
Ms. Jean L. Leman
Mr. and Mrs. Warren E. Lemley, Jr.
Mr. and Mrs. Robert R. Lenhart
Mr. Thomas J. Leonard
Mr. and Mrs. S. Dean Lesiak
Mr. Frederick S. Lewis
Mr. William F. Lichte
Mr. and Mrs. Kristopher C. Lilly
Mr. and Mrs. Jeffrey A. Lindeman
Mr. and Mrs. Bray E. Liston CPA
Dr. Cyril M. Logar
Ms. Danielle L. Logue
Mr. J. Thomas Lombardi
Mr. Joseph M. Lonchar
Mr. Michael M. Long and
Dr. Lisa L. Laumann
Mr. and Mrs. James A. Looney
Mr. Vincent Lopez
Mrs. Elizabeth O. Lord
Mr. Joshua P. Loucks
Mr. and Mrs. Roger P. Loudin
Ms. Myra N. Lowe and
Dr. Kenneth C. Martis
Mr. Paul E. Lucas
Mr. and Mrs. Bruce E. Ludwick, Sr.
Ms. Jo Lusk
Ms. Dawn L. Lutz
Mr. Philip A. Lux
Mr. and Mrs. Robert E. Lynch, Jr.
Mr. and Mrs. N. E. Lyons, Jr.
Mr. William E. MacFarlane
Mrs. Dorotha P. Maddox
Col. and Mrs. Joseph B. Magnone
Mr. Michael E. Malone
Mr. Cesidio G. Mancini
Mr. and Mrs. Mark A. Mangano
Dr. and Mrs. Patrick C. Mann
Mr. William Marcinko, Jr.
Mr. and Mrs. J. Michael Martin
Mr. and Mrs. William B. Martin
Mrs. Tamara A. Martin
Mr. Robert H. Martin and
Dr. Lucille D. Martin
Mr. William J. Martin
Mrs. Susan E. Martino
Mr. and Mrs. Doug S. Martz
Mr. and Mrs. Joseph D. Massinople
INDIVIDUAL GIVING

Mr. and Mrs. Mark A. Matheny
Mr. and Mrs. Robert S. Maust
Mrs. Cheryl L. May
Mr. and Mrs. Homer W. Maynard
Mr. and Mrs. G. Daniel McBride
Mrs. Megan E. McBride-Schaupp
Mrs. Laura M. McCall
Mr. Denis S. McCarthy
Mrs. Dianne M. McCarthy
Ms. Nancy S. McCarty
Mr. Larry L. McCauley
Lenore McComas Coberly
Mr. and Mrs. Hugh E. McCoy
Mr. Thomas D. McCracken
Mr. David McCreary
Mr. and Mrs. Kenneth R. McCreary
Mr. John M. McCune
Ms. Tara E. McEwen
Mr. Kevin M. McGowan
Mr. and Mrs. James McGrail
Mr. and Mrs. Ronald G. McMasters
Mr. Stephen L. McNabb
Mr. and Mrs. Dennis G. McNamara
Mr. Robert C. Mead, Jr.
Ms. Nathaniel F. Means
Mr. Robert A. Megahan
Mr. Robert G. Meredith
Mrs. Sarah L. Metzbower
Ms. Carolyn J. Meyers
Miss Sheila Mick
Mr. James H. Miller
Prof. Stacy P. Miller
Mr. and Mrs. Randy B. Miller
Mr. Brett Miller
Mr. and Mrs. Walter D. Mills
Mrs. Nancy S. Moll
Mr. and Mrs. Michael K. Monheith
Mr. and Mrs. Robert A. Morgan, Jr.
Mr. Edward J. Morrison
Mr. and Mrs. John C. Morrow
Mr. and Mrs. Robert F. Moyle
Mr. and Mrs. Robert W. Mull, Jr.
Mr. and Mrs. Gary A. Murdock
Mrs. Christine A. Murphy
Mr. and Mrs. Mark D. Myers
Ms. Grethe Myles
Ms. Barbara A. Navarini-Higgins
Mr. Moinuddin B. Nawabzada
Mr. and Mrs. Geoffrey P. Naymick
Mr. Larry E. Neff
Dr. and Mrs. Adolph A. Neidermeyer
Dr. Presha E. Neidermeyer
Mrs. Nancy C. Nelle
Mr. and Mrs. Frank H. Nelson
Mr. and Mrs. Gerald J. Nemeroff
Mr. and Dr. Frank Nesbit III
Mrs. Amy D. Newton
Mr. and Mrs. Gary A. Nicholas
Mr. Ryan A. Noon
Mr. Ronald Noonoo
Mr. and Mrs. Wayne J. Northey
Mr. and Mrs. Herbert H. Nottingham, Jr.
Ms. Jean E. Novak
Dr. Richard M. O’Brien
Mr. John H. Och
Mrs. Kelly H. O’Hara
Mr. Roger A. Okey
Mrs. Denise J. Olexa
Mr. William S. Oliver, Jr.
Mr. and Mrs. Jeffrey B. O’Neil
Mr. Jeffrey A. Osborne
Ms. Kerri B. Osinski
Col. Robert C. Owens
Mr. Mark F. Pack
Mr. and Mrs. Frank E. Paczewski
Mr. Harold W. Painter, Jr.
Mrs. Theresa L. Palmer
Mr. John A. Papst
Mr. Howard J. Parks
Mrs. Anne L. Parsons
Mrs. Jennifer L. Parsons
Mr. and Mrs. John K. Pascoe
Mr. William F. Patient, Jr.
Mr. and Mrs. Timothy A. Pearson
Mr. and Mrs. Guy A. Peduto
Mr. & Mrs. Douglas M. Pell
Mr. and Mrs. Thomas H. Pendleton
Mr. and Mrs. John M. Perry
Mr. and Mrs. Robert A. Petryszak
Mr. and Mrs. James M. Phillips, Jr.
Mr. Andrew K. Ploeger
Mr. and Mrs. Edmund J. Podeszwa, Jr.
Mrs. Elaine M. Pollock
Mrs. Jeanette Popovich
Ms. Mary C. Powers
Mr. Frederick K. Prager
Mr. J. Blaise Prentiss
Ms. Marie L. Prezioso
Mr. and Mrs. Nicholas Prodanovich
Mr. and Mrs. Daniel R. Proffitt
Mr. Benjamin S. Psillas
Dr. Ann B. Pushkin
Drs. Martin H and Ann B. Pushkin
Mr. and Mrs. Thomas L. Puschke, Jr.
Mr. and Mrs. John J. Quattrone
Mr. William R. Quigley
Mrs. Erin A. Quinlan
Mr. and Mrs. David A. Raese
Ms. Judith S. Raese
Mr. and Mrs. John J. Raffaelli, Jr.
Ms. Emily R. Rayburn
Ms. Christina L. Rea
Mrs. Gina S. Reckert
Mr. and Mrs. Mark K. Rector
Ms. Rebecca A. Reed
Mr. and Mrs. Ronald D. Reed
Ms. Joan W. Reese
Mr. and Mrs. John S. Regan II
Mr. Mark A. Reider
Mr. Sean M. Reilly
Mr. William J. Renner
Mr. Paul D. Rennix
Ms. Heather A. Richardson
Mr. J. Scott Richmond
Mrs. Annette R. Riel
Mr. and Mrs. Richard A. Riley, Jr.
Mr. and Mrs. Philip E. Riley, Jr.
Mr. and Mrs. Gary R. Riley
Mr. Terry L. Rine
Mr. Dwane R. Ringer
Ms. Lisa J. Riss
Mrs. Margaret J. Rizzo
Mr. and Mrs. Joseph S. Robertson
Mr. and Mrs. Steven S. Robey
Dr. and Mrs. George R. Robinson II
Mr. William C. Robinson
Mr. Michael L. Robinson
Mrs. Susan P. Robinson
Ms. Jennifer Rockwell
Mr. and Mrs. Jose Rodriguez III
Mr. Robert J. Rogers
Mr. Bruce E. Rose
Dr. and Mrs. Armond A. Rossi
Dr. Harold P. Roth
Miss Mara L. Roush
Mr. and Mrs. Robert T. Roy
Mr. William R. Ruane
Mrs. Linda J. Rudy
Ms. Nancy C. Ruhe
Mr. and Mrs. David W. Rusmisel
Mr. and Mrs. James A. Russell
Mr. and Mrs. Thomas A. Ruziska
Mr. Robert M. Ryan
Mr. Terry Nicholson and
Mrs. Holly L. Sabatino
Mr. and Mrs. Frank C. Salai
Mr. Stanley M. Samuel
Mrs. Marie Sansone
Mr. Nathan N. Savage
Mr. David L. Sayre
Mr. and Mrs. Stephen D. Scales
Mr. John E. Schafer
Mr. and Mrs. Matthew T. Schafer PSIA BSA
Dr. and Mrs. Ludwig C. Schaupp
Ms. Ruth E. A. Schick
Mr. and Mrs. Anthony G. Schmeck, Jr.
Mr. and Mrs. James J. Schneider
Mr. and Mrs. Michael J. Schork
Mr. and Mrs. Brett R. Schweikle
Mr. and Mrs. Michael J. Scordato
Mr. Joseph P. Scrip, Sr.
Mr. Clyde C. Seabright, Jr.
Mr. Timothy S. Seaman
Mr. Stephen J. Seem
Mr. Henry H. Seidel
Mr. Ronald Shackelford
Mr. and Mrs. James B. Shaffer
Harold and Helen Shamberger
Mr. and Mrs. Robert H. Sharpenberg
Mrs. Rebecca M. Shaver
Mrs. Barbara E. Shaw
Ms. Manlee L. Shen
Ms. Angela H. Shepherd
Mr. and Mrs. Charles B. Shoaf
Mr. and Mrs. Christopher Shoemaker
Mr. Cecil B. Shrader III
Mr. and Mrs. Norman W. Shumate III
Mr. and Mrs. Kevin K. Sidow
Mr. and Mrs. Camden P. Siegrist
Mr. and Mrs. Rodney N. Silvis
Mr. Jessie Simmons
Mr. Mark W. Simpson
Ms. Donna L. Sisley
Mr. Jacob N. Skezas
Mr. Christopher T. Slack
Mrs. Jane W. Slocum
Ms. Pamela M. Slone
Mr. and Mrs. David C. Smith
Mr. Lynn A. Smith
Mr. and Mrs. Stanley R. Smith
Mr. and Mrs. William R. Smith
Mr. Wilbur J. Smith
Mr. David Snodgrass
Mr. and Mrs. John E. Snyder
Mr. and Mrs. Ronald L. Snyder
Rick S. Soos
Mr. Matthew Sowers
Dr. and Mrs. Michael A. Spinelli
Mr. Jeffrey S. Staggers
Mr. and Mrs. John C. Stamato
Mr. and Mrs. William D. Stanhagen
Mr. and Mrs. Jeffrey W. Stanley
Mr. and Mrs. Barry K. Stanley
Mrs. Anne M. Stanton
Mrs. Becky B. Stauffer
Mrs. Brenda A. Stauffer
Ms. Lori A. Stein
Mr. Joseph J. Stevens III
Mr. and Mrs. L. Nicholas Stevens
Mrs. Beth L. Stevens
Mr. Thomas A. Stewart
Mr. and Mrs. William H. Stitt
Mr. and Mrs. John Stockhausen
Mr. and Mrs. John J. B. Stoetzer, Jr.
Ms. Constance E. Stokely
Mr. Marvin E. Stokely
Mr. and Mrs. Gary H. Stokes
Mr. John W. Stormer
Mr. and Mrs. Richard B. Stratton
Mr. and Mrs. Edward B. Strawderman II
Mr. and Mrs. Claude A. Strick
Mr. and Mrs. Edward J. Sullivan
Mr. Jonathan W. Summers
Miss Jennifer M. Sutphin
Mr. Christopher M. Swann
Mr. Edward V. Szewczyk
Mr. and Mrs. Thomas E. Tallman PE
Mr. and Mrs. George E. Tannehill
Mrs. Judi G. Tanner
Mr. David F. Taylor
Mr. Keith A. Taylor
Mr. David H. Taylor
Mr. Thomas L. Thomas
Mr. Bryan Thompson
Mr. and Mrs. Charles R. Thompson
Mr. Everett L. Thompson
Mr. Gary D. Thompson
Mr. and Mrs. Gordon R. Thorn
Mrs. Julia A. Tice
Mr. and Mrs. Robert K. Tinney
Mr. Marvin S. Titus, Jr.
Dr. Ting-Man Tong
Mr. James P. Townsend
Dr. and Mrs. George E. Trapp, Jr.
Mr. and Mrs. Kevin M. Trax
Mr. and Mrs. Robert W. Trenor
Ms. Vickie D. Trickett
Ms. Nancy E. Trudel
Mr. David E. Truscott
Mr. and Mrs. Brian M. Turley
Mr. Robert J. Turney
Mrs. Tracey Twenhafel
Mr. James B. Ullum
Mr. and Mrs. Robert L. Waggoner
Mr. Allen A. Wagner
Mr. and Mrs. Matthew D. Waldie
Mr. and Mrs. H. Jarrett Walker
Mr. Michael D. Walker
Mrs. Beverly A. Walker
Ms. Beth A. Walker-Pete
Dr. Michael F. Walsh
Mr. Paul E. Walton
Mr. and Mrs. Ralph R. Wardle
Mrs. Emily V. Waters
Mr. Derek C. Watt
Mr. and Mrs. Royce J. Watts
Mr. and Mrs. Charles S. Waugaman, Jr.
H. Douglas and Susanna A. Wayt
Ms. Barbara C. Weaver
Mr. Ronald W. Webster
Mr. Cecil T. Wells
Mr. and Mrs. Jeffrey C. Welshonence
Mr. Kristian E. White
Mr. Timothy F. White
Ms. Denise R. White
Mr. and Mrs. E. Steven White
Ms. Tricia L. Wienceke
Mr. and Mrs. Fredrick S. Wilkerson
Mr. and Mrs. E. M. Wilkinson, Jr.
Mr. and Mrs. H. A. Williams
Mr. John L. Williams
Mrs. Amy W. Williams
Mr. and Mrs. Theodore N. Williams
Mr. Daniel D. Williamson
Miss Jessica D. Wilmoth
Dr. and Mrs. J. Fred Wilson
Mr. and Mrs. John S. Wilson
Mr. and Mrs. Ricky L. Wilson
Mr. William F. Wilson, Jr.
Mr. Richard W. Wilson
Mrs. Suzanne R. Winnard
Mr. and Mrs. James E. Winzenreid
Mr. and Mrs. James E. Wiseman III
Mr. and Mrs. Richard M. Wisnoski
Mr. John P. Witt
Mr. and Mrs. Brian P. Wood
Dr. Diane T. Woodrum Leuthold and Mr. Peter P. Leuthold
Mr. and Mrs. Jack W. Woods
Ms. Stacey L. Woody
Mr. Robert L. Wright II
Mr. and Mrs. Ronald M. Wuslich
Mr. David E. Yaeger
Mr. and Mrs. R. Karl Yagle
Lt. Col. Jeffrey A. Yingling
Mr. Keith A. Yoho
Mrs. Sheila C. York
Mr. Ronald P. Young
Ms. Shawna M. Zoladz
Mr. and Mrs. William M. Zoric
Mr. and Mrs. Richard M. Zuza
Mr. and Mrs. Eugene M. Zvolensky, Sr.

Make a Gift
Be a part of A STATE OF MINDS: THE CAMPAIGN FOR WEST VIRGINIA'S UNIVERSITY and help continue the momentum of a Better, Bigger, Ranked B&E.

BE.WVU.EDU/GIVE

CONTACT
West Virginia University
College of Business and Economics
Office of Development
1601 University Avenue
PO Box 6025
Morgantown, WV 26506
(304) 293-7807
Alumni comprise a significant portion of our B&E Family, so we feel compelled to let our readers know when we have lost a member of the Family. We extend our most heartfelt sympathies to the families and friends of the following B&E alumni who passed away from October 2012 through February 2013.

Mr. Ralph B. Ackles  
BS 1951  
d. 1/29/2013

Mr. Michael C. Allen  
BS 1967  
d. 10/18/2012

Mr. Merritt F. Allen  
BS 1962  
d. 2/5/2013

Mr. Charles E. Anderson  
BS 1960  
d. 11/9/2012

Mr. Ollie B. Bates III  
BS 1963  
d. 11/9/2012

Mr. Ambrose J. Borkowski  
BS 1949  
d. 1/28/2013

Mr. Charles S. Calhoun  
BS 1967  
d. 10/20/2012

Mrs. Rosemary Cappellari  
BS 1942  
d. 12/23/2012

Mr. Samuel A. Cavallaro  
BSBA 1969  
d. 12/5/2012

Mr. Thomas K. Chaplin  
BSBA 1970  
d. 1/15/2013

Mr. Allen S. Chips  
BS 1984  
d. 12/5/2012

Mr. Cliff A. Cremeans  
MS 1974  
d. 12/13/2012

Mr. Keith A. Cunningham  
BS 1948  
d. 11/3/2012

Mr. Donald R. Dowler  
BS 1954  
d. 12/14/2012

Mr. Thomas R. Ely  
BS 1971  
d. 2/17/2013

Mr. Ernest L. Emswiler  
BS 1965  
d. 2/15/2013

Mr. Timothy A. Fittro  
BS 1981  
d. 10/14/2012

Mr. Ward B. Fletcher  
BS 1981  
d. 12/9/2012

Mr. Jack N. Henkel  
BS 1954  
d. 10/26/2012

Mr. James F. Iaconis  
BS 1959  
d. 1/17/2013

Mr. John J. Isner  
BS 1974  
d. 2/11/2013

Col. Lynn W. Jobes  
USAF (Ret); BS 1982; MS 1984  
d. 10/26/2012

Mr. Earl W. Judy  
BS 1950  
d. 11/6/2012

Mr. Terry W. Kelly  
MA 1973  
d. 10/2/2012

Mr. Joseph E. Lally, Jr.  
BS 1952  
d. 1/26/2013

Mr. Robert C. Maddox  
BSBA 1951  
d. 10/21/2012

Mr. Jack M. McCaskey  
BA 1950  
d. 10/6/2012

Mr. Bernard R. McNeely  
BS 1955  
d. 12/1/2012

Mr. William Molla, Sr.  
BS 1943  
d. 11/26/2012

Ms. Ruth E. Moore  
BSBA 1974  
d. 11/16/2012

Mr. Charles C. Moore, Jr.  
BS 1959  
d. 11/11/2012

Mr. Grover R. Morrison  
BS 1950  
d. 1/5/2013

Rev. Leslie D. Nutter  
BS 1963  
d. 11/20/2012

Mr. Joseph E. Oliver  
BS 1978  
d. 10/10/2012

Col. Robert C. Owens  
BSBA 1966; MBA 1977  
d. 2/7/2013

Mr. Timothy P. Saab  
BSBA 1979  
d. 1/1/2013

Mr. Alan W. Scheerer  
BS 1960  
d. 12/14/2012

Mr. Henry R. Shinaberry  
BS 1977  
d. 1/22/2013

Mr. E. Hal Shoup  
BSBA 1965  
d. 10/18/2012

Mr. William R. Skinner  
BS 1954  
d. 11/28/2012

Mr. Cyrus S. Smith  
BS 1946  
d. 1/11/2013

Mr. Paul E. Stewart  
BS 1959  
d. 10/16/2012

Mr. Karl F. Walker  
BS 1962  
d. 1/4/2013

Mrs. Jean C. Weaver  
BSBA 1949  
d. 12/11/2012

Mr. Carter Williams  
BS 1949  
d. 1/20/2013
B&E Grads: Where are they now?

MATTHEW A. ROYCE  
BS Economics 2006  
BSBA (Accounting) 2007  
MBA 2011  
Senior Accountant  
Consol Energy, Inc.  
Canonsburg, PA

SARAH RUSSELL  
BSBA (Finance) 1997  
Director, Leasing  
Glimcher Realty Trust  
Pataskala, OH

KYLE A. PIERSON, CPA  
BSBA (Accounting) 2009  
Chief Financial Officer  
Minnie Hamilton Health System  
Grantsville, WV

FRED RICHARDSON  
BSBA 1980  
Tax Manager  
Exact Software North America, LLC  
Columbus, OH

ADAM SAINATO  
MBA/MSIR 2011  
HR Business Partner; Oil, Gas & Chemicals  
Bechtel Corporation  
Houston, TX

KURT SKASIK  
BSBA 2006  
Financial Advisor  
Edward Jones  
Morgantown, WV

SHAUN GREEN  
BSBA (Management) 2009  
Storage Solutions Consultant  
Tennessee Region  
Business Systems & Consultants  
Nashville, TN

GREG HARBERT  
BSBA (Marketing) 2006  
Banking Center Manager  
WesBanco Bank Inc.  
Morgantown, WV

GLEN BOWEN  
BSBA (Finance) 2004  
Litigations Specialist  
Citizen Property Insurance Corporation  
Jacksonville, FL

JEFF MARTIN  
BSBA (Accounting) 2002  
MPA 2003  
Senior Manager  
Washington National Tax Office  
Washington, DC

KEVIN SCHULTZE  
MBA 2009  
Project Manager  
URS Corporation  
Wilmington, DE

STAY CONNECTED

facebook.com/wvucobe  
twitter.com/wvucobe  
be.wvu.edu/social

To share your employment information in our next publication, send your name, degree, year, position, company, and city/state of employment to bealumni@mail.wvu.edu. It is optional to submit a high-resolution photo.
SHOP B&E
BESTORE.WVU.EDU
ENTER CODE BEFAMILY AT CHECKOUT TO RECEIVE 20% OFF THRU MAY 31, 2013.