KEEP REACHING.

ONLINE HYBRID DEGREES

M.S. FORENSIC & FRAUD EXAMINATION
M.S. BUSINESS DATA ANALYTICS
MASTER OF BUSINESS ADMINISTRATION

On-Campus Residencies
Competitive Tuition

be.wvu.edu/online
In This Issue

16 IN TRUE MOUNTAINEER FORM, NEIL BUCKLEW RETIRES FROM WVU AND B&E
Former WVU president and M.S. in Industrial Relations professor has made a great impact on the University

21 THE BUSINESS SIDE OF WVU’S EcoCAR 3 PROJECT
B&E graduate student Ryan Dudley leads a team competing against 15 other universities

26 BIG DATA MEANS BIG BUSINESS
New B&E curriculum will help meet the global demand for data analysts

34 CHANGING THE LANDSCAPE
Alumni expertise is woven throughout Evansdale Crossing, WVU’s new student center

40 LEARNING OUTSIDE THE CLASSROOM
Both undergraduate and graduate students take in experiential learning opportunities

IN EVERY ISSUE

2 MESSAGE FROM THE DEAN

3 OPENING SHOTS

8 EXECUTIVE Q&A
Robert Reynolds, president and chief executive officer, Putnam Investments

10 ALUMNI SPOTLIGHT
Russel Bunio: The incredible business journey of an economics student

13 FACULTY TIPS
Professor Virginia Kleist shares her top five tips for security online

14 A LOOK AT OUR STUDENTS
Get to know four current B&E students

46 THANK YOU
B&E recognizes those who have made gifts to the College

49 IN MEMORY
B&E remembers deceased alumni

ON THE COVER
Big Data Means Big Business: B&E has a new online hybrid master of science in Business Data Analytics (page 26).

Illustration by Erica Lindsay
To say that serving as interim dean of the WVU College of Business and Economics has gone by at warp speed over the past year might be a bit of an understatement. The future of our business school and how it fits into the future of higher education demands an ability to look not in the rearview mirror, but down the road. For B&E, looking down the road, I believe our future is incredibly bright.

Over the course of the past year, it was our goal to capture the momentum created by former Dean Jose “Zito” Sartarelli and continue building our business school into a great institution. I believe what we have accomplished has continued that momentum, and we are ready for the leadership of the new Milan Puskar Dean, Dr. Javier Reyes, who arrives on July 5.

Those accomplishments would not have been possible without the teamwork of B&E faculty and staff, achievements that represent forward thinking. The academic environment is not just in the classroom, but outside of the classroom as well. Being able to supplement the classroom experience for students with experiential learning is a major differentiator for those venturing from our WVU campus into the global marketplace. We know that because that is the feedback we are getting from the marketplace itself. B&E students have endless opportunities to build their resumes and get experience long before graduation day, and that is what makes them job-ready. Our heightened commitment to students is more evident every day, through unique learning projects with private and public sector organizations to internships, and from case competitions to study abroad that provides invaluable educational and cultural opportunities that will stay with our graduates for a lifetime.

We have also continued the development of academic enrichment through programs that are not only valuable to West Virginia and our state economy, but also the world and the global economy. The cover story of business data analytics in this magazine is just the tip of the iceberg in the evolution of the use of data in the business world, and we are ready to meet the challenge with our new program that begins this fall, a Master of Science in Business Data Analytics. Additionally, our recently approved Global Supply Chain Management and Entrepreneurship undergraduate programs, as well as our Veterans Entrepreneurship initiative, reflect our vision for high-demand skills and jobs at which our graduates will excel.

I think with a smile of the song “The Future’s So Bright, I Gotta Wear Shades” from the 1980s, because I believe that is the direction of our business school. Our momentum has built as we greet Dean Reyes for a new chapter in the history of B&E, and I think I might just buy him a pair of sunglasses as a welcome present.

To our faculty and staff, students, alumni, visiting committee and advisory councils, and WVU administration, thank you for a great year. A bright future awaits us!

Nancy McIntyre, Ph.D.
Interim Dean
Presidential Honorary Degree Recipient

BRAD SMITH

Brad Smith is chairman and chief executive officer of Intuit, and was featured in the B&E Distinguished Speaker Series in April. Born and raised in Kenova, WV., Smith is passionate about his home state and the hard-working, pioneering spirit of his fellow West Virginians. During WVU Commencement exercises on May 14, he was awarded a Presidential Honorary Degree for attaining preeminence in his career, and providing distinguished and sustained leadership and service.
A senior accounting major and WVU Rifle Team captain, Spurgeon competed in the 2016 NCAA Rifle Championship in March. He helped bring home the team’s fourth consecutive title and 18th national win overall. A team member for the past four championship seasons, this Canton, Missouri, native was named to the 2016 Academic All-Big 12 At-Large Team. This skillful shooter will continue his career with the Olympic trials in June.
Finance Chair and Professor
DR. NAOMI BOYD

As B&E’s finance chair and an associate professor, Boyd is a dedicated researcher and was an accomplished ballerina. She is the director of the Certified Financial Planning program, and teaches graduate-level energy finance and personal finance and undergraduate Investments. She is also the architect of the college’s new Center for Financial Literacy and Education, whose initial charge is to help WVU students and West Virginians better plan their financial futures.
Tony is a 1991 marketing graduate of B&E who brought his craft coffee expertise to his alma mater, opening his seventh Octane Coffee location at the new Evansdale Crossing building in December 2015. With a love for both entrepreneurship and coffee, Riffel and his wife, Diane, established their first Octane Coffee shop in Atlanta in 2003 and expanded into wholesale and roasting in 2011. The coffee connoisseur is a native of Summersville, West Virginia.
LEADING AN ORGANIZATION WITH NEARLY $150 BILLION in assets is no easy task, but Robert L. (“Bob”) Reynolds believes that optimism and a commitment to continuous improvement has helped him successfully steer Putnam Investments since 2008.

A native of Clarksburg, West Virginia, Reynolds is also president and CEO of Great-West Financial, one of the nation’s top providers of retirement savings products and services, life insurance, annuities and executive benefits products. Before joining Putnam, this 1974 finance graduate of the WVU College of Business and Economics served as vice chairman and chief operating officer of Fidelity Investments.

While he has earned multiple professional and academic accolades in his lifetime, including an honorary doctorate degree from B&E, he also serves on several not-for-profit boards, including the WVU Foundation.

A distinguished 30-year career has been no accident for Reynolds. His love for business and a work ethic that has no bounds has consistently resulted in bringing his organizations to new heights, powered by daring innovation and a relentless commitment to winning.

How is it that a kid from Clarksburg, West Virginia, can grow up to be the president and CEO of a global investment firm with offices in Boston, London, Frankfurt, Tokyo, Sydney and Singapore?

I have to admit that it was pure dumb luck that I was born in the best town in the best state in the best country in the world. I think I had a better chance of success growing up in Clarksburg – and West Virginia – and America – than I would have had being born in any of those other cities or countries you just mentioned. This country offers pathways to success for anyone who has good health, talent and a willingness to work hard and seize opportunities. That’s why we’re known as “the land
of opportunity.” That’s what made America great. And it’s at risk today. We better hold onto it.

You have a career in finance that spans more than 30 years. What led you to this?
I was drawn toward a business career in early childhood, because my father was himself a successful insurance man. I met a lot of his business friends around our home. They were good people – job creators and risk-takers. I admired their work ethic and their ability to get over setbacks. In high school, I was for a while torn between business and the idea of a law career, but I gravitated toward getting engaged in the real economy. So I shifted my focus to finance, which is the lifeblood of business, and that set me on track to begin my career.

How did Putnam Investments grow to roughly $150 billion in assets?
Putnam is an asset management business that offers both mutual funds we sell through investment advisors and institutional funds we offer to pension plans around the world or to sovereign wealth funds. The asset management business ultimately depends on products, performance and people. That’s easy to say – and very tough to execute well. We are known today for innovating products, like our Absolute Return funds. We’ve hired great people and linked their pay to our customer’s own success. And we are delivering solid, long-term performance. That’s what draws customers to do business with us.

What do you love most about being at Putnam?
First of all, the people. I have terrific colleagues that I am honored to lead. They are fun to be with – and they work their hearts out for our clients. But I have to say that it’s also exciting to compete – every day – with some of the smartest, toughest people in the world. And dealing in our financial markets is never dull. Every day is different. New challenges keep cropping up. You need to be thinking of new ways to maneuver in these markets so you can help clients to do that well.

What do you believe is the most valuable asset you bring to the table at Putnam?
I would say it’s optimism – plus a commitment to continuous improvement. I tend to be a glass-half-full type of person. I see tough markets as challenging, full of opportunities, not just risks. I am absolutely bullish on the long-term prospects for America, no matter what short-term problems we’re coping with. And I think that there’s always room for improvement.

“No matter how successful you are in any given line of business, you need to keep finding ways to get even better.”
ROBERT L. REYNOLDS, President & CEO, Putnam Investments

No matter how successful you are in any given line of business, you need to keep finding ways to get even better. Because customers want to do business with companies that will grow with them, anticipate their needs, and keep their eye on the future. I like to think my optimism and commitment to improvement are contagious.

A few months ago, Putnam was honored for the 26th consecutive year for excellence in the financial services industry. As president and CEO, how do you maintain that level of service?
I hire great people who know how critical it is to serve clients well. Then, I challenge them to keep raising their own standards. Why is that so important? Because we can’t control what markets do. Sometimes they drop – hard – and that hurts us and our clients. But customer service is something we can control, no matter what the securities markets do. In fact, it’s probably most valuable when clients are troubled by volatility. They should always be able to count on great service. That’s something they can count on during my watch.

How did B&E prepare you for the successful career you’ve enjoyed?
I benefited from the teaching and guidance of great faculty. But I would also say that I learned just as much – maybe more -- from my fellow students. We helped each other at least as much as we competed with each other. They made me better. I hope that I helped some of them bring out their best. And I made friends that will last for life. That’s what college should be all about.

Who were the most positive influences in your early life?
My parents, my teachers, my coaches and my teammates. I was blessed with a great mother and father who loved me dearly – and raised me well – including some real, old-fashioned discipline. Tough love. I also had some terrific teachers – at every level – and great coaches. And I learned a lot about life from playing sports. I learned how much teammates depend on each other. There’s an old cliché that’s really true; “There is no letter “I” in the word “team.” And that’s a great life lesson. I also caught onto the habit of winning. And that’s one habit I never plan to quit. Go Mountaineers!

What are you most proud of in your professional and personal lives?
I am deeply honored to lead companies like Putnam Investments and Great-West Financial. And I’m very proud of what we do – helping millions of people reach for financial independence so they can retire with dignity and peace of mind. That’s a great business to be in. But to me it’s also a mission – a noble one. But I have to say that what I am most proud of in my life is my family. We’ve helped raise four amazing people. I now have seven grandchildren – and I just know that every one of them is going to do something to make this a better world. That’s what I am most proud of.
Bunio: The Incredible Business Journey of an Economics Student

Written by PATRICK GREGG
Photographed by ALEX WILSON

THE TRAJECTORY OF RUSSEL BUNIO’S CAREER is a direct reflection of focus and drive. Period.

And yet he describes his career as “a real joy,” a career with stops at such companies as General Motors, Cummins Engine Company and Boeing. It came with a lot of hard work and a true love for what he was doing, and that proved to be a combination that opened new doors of opportunity.

“I was a sponge throughout my career,” said the native of Carnegie, Pennsylvania. “Everyone says change doesn’t bother them — until it affects them. I enjoyed working with people who saw the benefits of change.”

Bunio did not imitate people; he simply observed them and, if he liked and admired something about someone, he adapted that trait to his own work ethic. “I worked with this one guy,” he recalled with a smile. “When he came to work in the morning, he was excited. I wanted to be like that. Throughout my career, I kept working with these successful people, and I tried to be like them.”

Bunio liked being a leader, a role that was evident in his high school years as a member of all major sports teams and as junior and senior class president. That love for being a part of a team and working together as a unit propelled him south of Carnegie toward Morgantown, where his older sister had gone to college.

The son of a self-made businessman with a ninth grade education and a keenly intelligent, high school graduate mother, Bunio came to WVU and B&E and became interested in economics. His junior year at WVU presented an opportunity to attend the European American Study Center in Basel, Switzerland, after which he returned to WVU to finish his undergraduate work and earned a B.S. degree in economics. General Motors was interested in him and a GM recruiter asked him why he would go to school in Switzerland for a year. “I told him I wanted to give myself a broader view of the world,” Bunio said.

GM liked him and hired him at its Inland Division facility in Dayton, Ohio, where the auto manufacturer produced steering wheels, ball joints, instrument panels and other automotive parts and systems. “My materials director asked me what salary I wanted, and I told him he could make my salary commensurate with my productivity.” That’s just the way Russ Bunio was, and his career took off. General Motors had just switched to a team-based organizational philosophy, a philosophy that played to Bunio’s strengths. That led to several promotions at several locations and introduced him to supply chain management, an area in which he would flourish.

He jumped into supply chain at a location that could hardly be described as “glamorous” — Matamoros, Mexico, at a GM plant right across the border from Brownsville, Texas. Bunio and seven others were selected to build and operate the division’s first international operation, and his part of this massive equation — a one million-square-foot plant — was materials management. At full production, the plant shipped 15 rail cars and 14 truckloads of finished products to U.S.-based GM assembly plants each day. From Mexico, he was sent to St. Jerome, Canada, where his responsibility was the production of automobile seats and seat assembly.

But in 1986, an opportunity presented itself to Bunio that was quintessential to his philosophy to absorb knowledge like a sponge. He was selected by General Motors and Toyota to be materials director for NUMMI, New United Motor Manufacturing, Inc., in Fremont, California. The facility, owned jointly by the two automakers, had opened in 1984, and Bunio was responsible for North American suppliers and the delivery of material directly to the points of use.

“I learned the Toyota Production System and how to adapt the system to the North American workforce and supply base,” said Bunio. “I learned everything from the experts. Everything related to supply chain and operations I could ever have dreamed of learning, I had access to it there. It was great working at NUMMI and their work ethic was outstanding.”

After working with GM and Toyota for three and a half years, he was courted by the Cummins Engine Company, where he worked as vice president of materials management for nine and a half years. “I was one of the leaders of the development of the Cummins Production System (similar to the Toyota Production System), which was used in Cummins plants worldwide. I was responsible for major supply chain functions, and my responsibilities grew to the role of vice president of manufacturing support and chief procurement officer.”

In 1998, Bunio joined Boeing as vice president and general manager of Supply Management and Procurement. He oversaw some 3,800 procurement professionals in Puget Sound, Washington; Long Beach, California; Wichita, Kansas; and Tulsa, Oklahoma. He re-engineered the entire procurement function, and was elected three times to chairman of the Boeing Procurement Process Council covering all of Boeing. At the time of his retirement in late 2001, he coordinated purchases of $33 billion at 26 locations and oversaw the management of 6,500 people.

From 2002-15, he owned a consulting company that led a team of supply chain professionals who worked with various suppliers around the globe. “With supply chain, the integral functions of a successful operation are packaging, transportation...
“I was a sponge throughout my career. Everyone says change doesn’t bother them — until it affects them. I enjoyed working with people who saw the benefits of change.”

RUSSEL BUNIO
Over the course of this wonderful career, Bunio made a list of every boss he ever had and accumulated the best practices of those people. Those best practices are the foundation of a book he wrote that was released late last year entitled “The Graduate Handbook: You Don’t Know What You Don’t Know.” He said his book experience has been fun and educational, and that he hopes it helps those new to the global marketplace as they strive to enhance their own careers.

Russ and Mary split their time between Camano Island, just outside of Seattle, and Anna Maria Island, Florida, near Tampa. They provide college scholarships for students at Carlynton High School in Pittsburgh, and Russ is a board member of One by One, a Seattle-based, non-profit organization dedicated to the elimination of obstetric fistula worldwide.

While he is retired, he is still constantly on the move with projects, volunteering and absorbing even more business knowledge.

And when asked to pinpoint what helped him in his outstanding career, he smiled and simply said, “I found out what I really liked and I wanted to become the best.” Well said.
Top 5 Tips for Security Online

There are lots of reasons to be worried about cybersecurity. Just when we think we understand all of the threats facing us online, new cyber hacks pop up as quickly as whack-a-mole. In many cases, there are some simple steps you can take to help protect yourself in the online space. Above all, pay attention! Here are a few things you might practice when purchasing online:

1. **Watch the Websites You Visit.**
   Make sure that the website is reliable and is one that conveys trust to you. You should worry if the website doesn’t work well, if words are typed incorrectly or if the “https” does not appear at checkout. Additionally, don’t let one website link you to the website where you are making a purchase. Be certain that you have typed in the website you wish to visit and don’t be led to that site by clicking another link. This practice will ensure that it really is the website you think it is, and not a scam!

2. **Stick to One Credit Card With a Low Limit.**
   Only use one credit card online and keep the credit limit on that card very low. I “alarm” my credit card with an e-mail alert so that I am notified every time that card is used. If I get a card use alert and I was not the one using it, I will call the bank immediately to report the hack.

3. **Skip the Use of a Debit Card Online.**
   Don’t ever use a debit card online. Consumer laws protect you if your credit card is stolen, and you can contest a payment and are only liable for the first $50 of loss. A debit card is not protected that way, and if someone uses your debit card illicitly, your bank account probably just got emptied. Just don’t use it online, and be careful how you use it in face-to-face environments.

4. **Don’t Provide Too Much Information Online.**
   Watch out for sophisticated phishing scams. E-mails that look legitimate often are not, and everyone is vulnerable. Think before you ever enter any information about yourself online, including SSN, birthday or your mother’s maiden name. Don’t allow a website to store your credit card online for ease of purchasing. Get in the habit of deleting this information after you buy online.

5. **Make Your Security a Routine.**
   Get in the habit of regularly checking your accounts online. Does everything look OK or are there charges you don’t recognize? Consider buying an identity management service and look at your monthly reports. Reputable services will monitor for unlawful credit card activity, insure you if your identity is stolen and have a fraud alert system. Consider not using your phone to manage your bank account or make purchases. Unless you have good, current malware software on your phone, its security is typically weaker than your computer. Just wait to buy something when you get home.

---

**FACULTY TIPS**

**VIRGINIA KLEIST, Ph.D.,** is chair and associate professor of management information systems at the WVU College of Business and Economics.
A LOOK AT OUR STUDENTS

TYLER WOTRING
ONLINE HYBRID MBA

Being a Mountaineer and earning a MBA? That’s a legacy for Tyler Wotring, a first-year online hybrid MBA graduate student and computer crimes specialist with the National White Collar Crime Center (NW3C).

“My father went through the full-time MBA program and is now a corporate executive with AECOM,” he said. “He grew through the program while he had kids and that’s similar to what I’m doing now. It’s opened up opportunities for him, and I hope to follow in those same footsteps.”

A Morgantown native, Wotring discovered respect for law enforcement at a young age. In his role at NW3C at the I-79 Technology Park in Fairmont, he combines that respect with his passion for sciences, math and computers.

“We (NW3C) have been around for 30 years, starting as the Leviticus Project in the ’70s, dealing with coal mines and white collar crime – paper trails. That naturally led into the digital world with spreadsheets and following trails,” he said. “NW3C is a nonprofit and nearly all grant-funded, and we provide free training to any law enforcement anywhere in the country.”

Wotring began with NW3C full time in 2009 and, thanks to his MBA courses and business acumen, has taken on new work responsibilities. “I provide technical training and assistance from basic data recovery and analysis through seizing and identifying items of electronic evidence,” he said. “My experience in the MBA program has led me to our grant and proposal team. I’m down deep in the details of writing our proposals, selecting our deliverables and helping with our budgets.”

GABRIELLE SCHWIND
JUNIOR, ACCOUNTING AND FINANCE

You might ask Gabrielle Schwind when she has time to sleep. The junior finance and accounting double major’s planner is jam-packed not only with class work, but also numerous extracurricular activities. “I think it’s great to be involved in so many things because this is the only time of your life when you can do that,” she said. “I feel like it helps build character.”

This New York City native currently serves as the executive vice president of Alpha Kappa Psi, a professional business fraternity, and a member of Beta Gamma Sigma, Accounting Club, Business Ethics Club and Investments Club. Her favorite activity of all? Being a student ambassador for B&E.

“We do calling campaigns to high school seniors to encourage them to choose B&E and facilitate tours,” Schwind said. “I love doing that because I love giving back to the business school, and the people who did this when I was in high school were a major part of why I came here.”
Her goal is to become a CPA and work in the audit field. “I think it would be fun – I like the investigating aspect of it. It’s interesting to work your way around the financial statements, see what is missing and what needs to be fixed,” she said.

Unbelievably, Schwind took on an accounting internship last fall. “It isn’t like a normal internship where you simply learn what’s going on,” she said. “We cut checks. We do a lot of month-end paperwork and journal entries. I’m applying the skills and concepts I learn in class.”

TIFFANY BENJAMIN
SENIOR, HOSPITALITY AND TOURISM MANAGEMENT
Senior hospitality and tourism major Tiffany Benjamin made her dream come true last fall — working at Walt Disney World in the Disney College Program.

“My family has gone to Disney once every two years since I was seven years old, and I loved it. When I found about the Disney College Program, it kind of pushed me toward the major as well. And I fell in love with the company all over again,” she said.

While her role during the program was hard work and long hours, she took full advantage of her time at the Happiest Place on Earth. “They put you in entry-level jobs, but still offer opportunities to network and take enrichment courses,” she said. “I took an advanced studies of hospitality class that delved into Disney’s company culture and I got to help with the annual food and wine festival, which was an awesome experience.”

Benjamin also has an affinity for event planning. To heighten her skills, she works as the events management intern for the WVU Erickson Alumni Center. “I love details and seeing things through from start to finish. Being in this industry, you learn the skills to plan small and large events, about room setups, working with vendors and more,” she said.

This Wardensville, West Virginia, native began working at Capon Springs and Farms Resort at age 16. “I’ve been around it my whole life. During my summer breaks, I work at the resort, helping with weddings and other events,” Benjamin said. “The guests are amazing. The people really remember you.”

ELLIS ROPER
M.S. IN INDUSTRIAL RELATIONS
“You are what your community is. I’m a firm believer of that.”
First-year Master of Science in Industrial Relations (MSIR) graduate student Ellis Roper believes extensive community involvement exhibits what it means to be a Mountaineer.

“I am an avid believer of giving back to your community,” he said. “We hear about all the great communities, but especially the horrible communities. What are you doing to better your community?”

Born in Washington, D.C., and raised in Charles Town, West Virginia, his background and skills led him to a graduate assistantship for the Health Sciences and Technology Academy (HSTA) program in WVU’s School of Medicine, a high school program aimed at increasing the number of West Virginia minorities who pursue degrees in health sciences and technology.

“I’m in charge of starting the HSTA Alumni Association and getting people excited and involved. I’ve learned a lot about talent acquisition and finding the right alumni that have the right interests and qualities to run an organization,” he said.

Roper is also a graduate brother of Alpha Phi Alpha, a member of WVU chapter of Society of Human Resource Management (SHRM), the co-director for the Paul Robeson/Mahalia Jackson Gospel Choir and was named Mr. Mountaineer in 2014.

“I do believe that my community involvement is what really won me that award. Continuing to be involved and even though I don’t hold the title anymore, I still am Mr. Mountaineer at heart,” he said. “That title will go with me for the rest of my life, and I’m honored for that.”
In True Mountaineer Form,

NEIL BUCKLEW
Retires from WVU and B&E
Just when he thought all the Is were dotted and the Ts were crossed, Dr. Neil Bucklew swooped back in and saved the 2015 summer and fall academic semesters.

With his retirement taking effect July 1, 2015, in true Mountaineer spirit, he indulged in teaching just two more classes.

“I was asked to do a couple of additional things after I retired, including teaching two classes – one in the summer and one in the fall. We had made an offer to a new faculty member that would also serve as coordinator of the MSIR program, but that individual decided at the last minute not to come. We were scurrying to get a few classes that I normally taught and this person would have picked up; they needed to be covered and so I agreed to do that,” Bucklew said. “I finally tied the bow on things at the end of the fall 2015 semester.”

Bucklew, a native of Morgantown, graduated with his undergraduate degree in history from the University of Missouri and his master’s degree in political science from the University of North Carolina. He earned his Ph.D. in industrial relations from the University of Wisconsin, and his career in academia grew from there.

“At the time I finished my Ph.D., I was working now full-time again for the University of Wisconsin, and I was their director of employment relations. I got in on the ground floor of one of the first academic collective bargaining contracts. That’s when faculty or teaching assistants negotiates with the university, and I managed – I was the spokesperson for the university team that negotiated that first contract,” he said. “I had this unusual experience, and faculty were starting to unionize in different places. It was such a new phenomenon that I got contacted by the University of Michigan, saying, ‘Would you be willing to come join us because this is a new thing we don’t know how to deal with? You have some experience.’”

Bucklew made a deal with Central Michigan University. He agreed to be responsible for the collective bargaining and negotiate with faculty as the main spokesperson. In exchange, he wanted to be a part of the general administration. By the time he left Central Michigan University, he was the provost. He then became the provost for Ohio University and, after six years there, he went to be the president for the University of Montana.

“I was young. I was still in my 30s,” Bucklew said. “Everything sort of happened fast for me. My initial plans to go be a faculty member just didn’t happen like it normally does.”

And when the presidency at WVU opened up, Bucklew jumped at the opportunity to come home.

“I had been there (Montana) five years when this presidency opened. Gordon (President Gee) had left his first time here. I applied, became a candidate and then became the president,” he said. “I think coming back to WVU was such an opportunity, and I was received warmly. I look overall at that presidential experience and I liked the progress we made. WVU grew dramatically. We were able to get ourselves stable financially, which is always a challenge.”
Bucklew always describes his path to becoming a renowned B&E faculty member as uncommon, maybe even a little bit backwards. 

“I served here 10 years as president of WVU, and then I thought, ‘Well I’ve really enjoyed this administrative life. It’s been very fulfilling, but I want to return to where I thought I would start.’” And in 1995, Bucklew began his new life in the world of academia in the WVU College of Business and Economics.

“The College has been great. They gave me a chance to get my feet on the ground and learn what it really meant to be a teacher, become a researcher. So I've had 20 years – backwards, but 20 wonderful years,” he said.

Throughout these 20 wonderful years with B&E, he found a family and really honed his skills and affinity for the field of human resources through research and bestowing his knowledge upon thousands of Master of Science of Industrial Relations (MSIR) students.

“I think really highly of this College and its wide-ranging programs, but close to my heart is the MSIR program. It’s important that good faculty are connected to it. It’s important to invest and feel invested, and this program, the MSIR program, I would recommend it to anyone. It is so good. The faculty are so committed to it. The quality of students we bring, the jobs they get, the internships they get – it’s just a winner. It’s a winner for the students. It’s a winner for the College. It’s a winner for the University,” he said.

Throughout his time at B&E, Bucklew was instrumental in many initiatives, including the development of the West Virginia Business Hall of Fame and the MSIR program’s capstone strategy course, practicum series and global track.

“There are several things I look back at with pride. I was able to create a couple courses here, which is always fun for a faculty member,” he said. “One of them that I both had the idea for and then the opportunity to create was our strategy class. That’s the capstone class for the MSIR program and a way to put all the work together.”

While the former WVU president has left an eternal legacy at B&E through those enterprises, his biggest hope is that he left a lasting impression upon his students.

“I’ve been a popular teacher. You can tell it with your evaluations and how they respond. And I enjoy them in the classroom. I think they'll remember me as someone who knew what he was talking about, both the theory and construct of it, but also the practical application of it,” he said. “That was the important part of teaching. That’s why a program like an applied MSIR program is something I really will always value.”

Kevin Noreen, former WVU basketball player and second-year MSIR graduate student, said Bucklew had a remarkable impact on his life.

“Dr. Bucklew’s classes were taught hands-on. Speaking for our class, we always felt his genuine care and received an incredibly practical learning experience,” Noreen said. “He always took the time to speak candidly about my future career opportunities and how to place myself in the best possible position to effectively take advantage of every opportunity. What I will take away is his selfless service and availability to others and will strive to position myself to be a servitude leader like Dr. Bucklew.”

He has several pieces of advice for Noreen and the rest of his former students, but the key one is to be open to change.

“Some of the most important things that have happened to me, I didn't see coming. Some of the most important beliefs I have, values that really motivate me – I didn’t see coming. I actually stiff-armed them until I learned the importance of them. For me, keep your mind open. Keep open. And things that first seem either offensive or ‘not me’, be sure. And you may end right where you are, but you might find yourself changed dramatically,” he said.

Bucklew also hopes his coworkers at B&E will remember him as a helpful and supportive colleague. Working with Bucklew for 10 years, B&E’s Associate Dean for Innovation, Outreach and Engagement Dr. Joyce Heames views him as not just a colleague, but also a mentor and dear friend.

“His diplomacy and his commitment have been key to me,” she said. “He is so well spoken and has such a sense...”
of humor. He is dedicated. He is not afraid to take on a battle if he feels like there needs to be, take on a cause or an issue to see it through. There’s also that degree of humbleness. His legacy – he did so much while he was president. He did so much as a faculty member.”

Under Bucklew’s administration, WVU made great strides, which he looks back on with strong sense of Mountaineer pride.

“I think coming back to WVU was such an opportunity, and I was received warmly. I look overall at that presidential experience, and I liked the progress we made,” Bucklew said. “I’ll always be very proud of and feel particularly good about the steps and improvements we took in social justice initiatives and the life of the university. As president, I knew it was important to me personally, but it was critical to the University. With the help from a number of people, we made great progress in that area.”

The current WVU administration wholeheartedly values those efforts of Bucklew. “West Virginia University will remember Dr. Bucklew as a leader during a time of transition at the university. He made an enormous difference as the university moved from a regional to a national institution. And he is very well recognized, as noticed by the latest action by the Board of Governors, in naming him President Emeritus,” President E. Gordon Gee said.

Now you can find Bucklew at his second home in New Smyrna Beach, Florida, spending time with his 15 grandchildren, traveling the country with his wife, Connie, or heading to the streams with his fly-fishing rod in hand.

“We like to travel. Connie and I talked about this. As much as we love our international travel, I think we are going to take advantage and do more U.S.-based travel,” he said. “My wife and I both have on our bucket list seeing some things in the United States that we haven’t had the opportunity to see. This summer, we are going to go visit both Glacier and Yellowstone Parks.”

Along with these leisurely activities, Bucklew plans to spend more time serving on different boards throughout the WVU and Morgantown communities, including the MSIR Advisory Council and the boards for HealthWorks, Mylan Park and West Virginia Public Theatre.

“I’m very disciplined, and so it will be interesting how I actually operate during retirement. I’m on two or three boards in town, valuable boards, and I can give more time to them. I know some organizations that need people to step up and help that often use retired people to help out,” he said.

While you might not be able to find him in the classroom lecturing about collective bargaining, Bucklew will always carry his love and pride for WVU and B&E with him.

“Mountaineers always say, ‘I bleed gold and blue.’ Well, I bleed gold and blue. This is my school. This is the town I grew up in. This is the place I thought of as my university.”

NEIL BUCKLEW

While you might not be able to find him in the classroom lecturing about collective bargaining, Bucklew will always carry his love and pride for WVU and B&E with him.

“Mountaineers always say, ‘I bleed gold and blue.’ Well, I bleed gold and blue. This is my school. This is the town I grew up in. This is the place I thought of as my university, and the unusual set of circumstances that allow you to have a career elsewhere, but come back and you can't help but feel really good about it. The administrative years here were superb,” he said, “In that other chunk of my life, which is very different, my academic life, I again feel very fortunate. I’ve been able to teach in the areas I wanted to teach or had special interests. I built research partnerships with two or three of my colleagues here and some people elsewhere, and I’ve been able to do research in areas that were fulfilling to me.” That’s what makes him an important part of the history of WVU.
THERE IS A GROUP OF 50 STUDENTS who make up West Virginia University’s EcoCAR 3 team, a team charged with turning a fuel-burning General Motors car into a hybrid. One member of the group is a College of Business and Economics graduate student, who also happens to be the project manager.

Ryan Dudley is working toward both MBA and M.S. Finance-Energy degrees, with the help and funding of a not-so-typical graduate assistantship on campus. And in serving as the project manager for WVU’s EcoCAR 3 team, his role entails much more than the average 20-hours-per-week assistantship.

Dudley’s responsibilities include interacting on a daily basis with seven team leaders, managing budgets and accounts, overseeing production and deadlines of several deliverables for the competition, taking charge of travel logistics and making sure each project deliverable meets the requirements of the program.

“This is more of a hands-on graduate assistant position than I could have ever asked for. It has not only taught me professionalism, but also life skills and how to interact with people,” Dudley said. “I’m essentially running my own small business for two years, learning how to interact with 50 people in seven different EcoCAR teams.”
Sponsored by the U.S. Department of Energy (DOE) and General Motors, and managed by Argonne National Laboratory, EcoCAR 3 is the latest Advanced Vehicle Technology Competition series. As North America’s premier collegiate automotive engineering competition, EcoCAR 3 challenges 16 teams from universities in North America to redesign a Chevrolet Camaro to reduce its environmental impact, while maintaining the style and performance expected from the iconic American car. The project began in 2014 and will conclude in 2018.

A native of Higginsville, Missouri, Dudley chose WVU to complete a dual degree in mechanical and aerospace engineering from the Benjamin M. Statler College of Engineering and Mineral Resources. He knew, however, that what he wanted for his future was to be in more of a management role. That is when WVU was chosen, along with 15 other universities in North America, to compete in EcoCAR 3. Dudley had joined the team during his senior year, and his close work with the project manager at the time, then-MBA student Dillon Carden, sparked his interest in applying for the job himself.

“I got to see what Dillon did during his year with getting his MBA and working with EcoCAR 3, and it was interesting to me that I could get that kind of unique experience in project management as a graduate student,” Dudley said. “At first, I thought about getting my MBA to make me more marketable as an engineer but, as time went on, I realized I didn’t necessarily want a career in engineering; rather, in management within the engineering industry.”
Nix said the EcoCAR 3 program focused heavily on building up the project manager position, funding it and providing opportunities for the students holding this position, such as personalized meetings and training sessions at each of the workshops and competition events. He also emphasized the advantage Dudley will have when he enters the job market following this experience.

“Ryan has the opportunity to work with our GM mentor Bill Cawthorne, a fellow WVU alum who is a manager himself. They have weekly calls in which Bill works with Ryan on how to be an effective project manager,” Nix said. “Not only that, but at the end of his two years, he will be able to apply for a Certified Associate in Project Management credential from the Project Management Institute, so he’s coming out of Statler College with two degrees and B&E with two graduate degrees, as well as this CAPM certificate. There’s no way his resume will be overlooked.”

The EcoCAR 3 program boasts a 100 percent placement rate of student employment, due in part to the amount of recruiting and events that take place during fall and winter workshops, as well as final competition events. Sponsor social events are held at each gathering, which essentially serve as career fairs for participating students.

Dudley said each team member submits a resume, which is placed in a resume book for review by program sponsors and GM employers.

“Many times, a GM representative will call us before a workshop and inform several team members that they’ll have a job interview during their visit,” he said. “Essentially, these events bring a huge network of possible employers who are looking for candidates directly from this program. We’ve had several students get jobs at GM as a result of their work on this project. These kinds of programs, like EcoCAR, have been around since 1988, and the top organizations in the industry are well aware that this is a program that delivers students of a very high caliber with real experience. These companies know that the students do a lot of work on this, and that they’re well-prepared for a job after graduation.”

Carden, former project manager for EcoCAR 3 in its first year, was hired at GM during his tenure as project manager. After graduating in July 2015 with a MBA from B&E, he moved to Detroit to begin his position as a design release engineer, a job in which he believes his MBA completion played a big part.

“If I hadn’t gotten my MBA, I might be in a rotation program or a testing role, which are also great positions to be in at GM, but I think my MBA gave me a head start toward a role that provided both engineering and management opportunities. It certainly helps with exposure for future growth in the company,” Carden said. “I also just really enjoy what I do; I work a lot with people and that’s more aligned with my personality than working at a desk all day.”

Nix said the EcoCAR 3 program focused heavily on building up the project manager position, funding it and providing opportunities for the students holding this position, such as personalized meetings and training sessions at each of the workshops and competition events. He also emphasized the advantage Dudley will have when he enters the job market following this experience.

“Ryan has the opportunity to work with our GM mentor Bill Cawthorne, a fellow WVU alum who is a manager himself. They have weekly calls in which Bill works with Ryan on how to be an effective project manager,” Nix said. “Not only that, but at the end of his two years, he will be able to apply for a Certified Associate in Project Management credential from the Project Management Institute, so he’s coming out of Statler College with two degrees and B&E with two graduate degrees, as well as this CAPM certificate. There’s no way his resume will be overlooked.”

The EcoCAR 3 program boasts a 100 percent placement rate of student employment, due in part to the amount of recruiting and events that take place during fall and winter workshops, as well as final competition events. Sponsor social events are held at each gathering, which essentially serve as career fairs for participating students.

Dudley said each team member submits a resume, which is placed in a resume book for review by program sponsors and GM employers.

“Many times, a GM representative will call us before a workshop and inform several team members that they’ll have a job interview during their visit,” he said. “Essentially, these events bring a huge network of possible employers who are looking for candidates directly from this program. We’ve had several students get jobs at GM as a result of their work on this project. These kinds of programs, like EcoCAR, have been around since 1988, and the top organizations in the industry are well aware that this is a program that delivers students of a very high caliber with real experience. These companies know that the students do a lot of work on this, and that they’re well-prepared for a job after graduation.”

Carden, former project manager for EcoCAR 3 in its first year, was hired at GM during his tenure as project manager. After graduating in July 2015 with a MBA from B&E, he moved to Detroit to begin his position as a design release engineer, a job in which he believes his MBA completion played a big part.

“If I hadn’t gotten my MBA, I might be in a rotation program or a testing role, which are also great positions to be in at GM, but I think my MBA gave me a head start toward a role that provided both engineering and management opportunities. It certainly helps with exposure for future growth in the company,” Carden said. “I also just really enjoy what I do; I work a lot with people and that’s more aligned with my personality than working at a desk all day.”

Nix said the EcoCAR 3 program focused heavily on building up the project manager position, funding it and providing opportunities for the students holding this position, such as personalized meetings and training sessions at each of the workshops and competition events. He also emphasized the advantage Dudley will have when he enters the job market following this experience.

“Ryan has the opportunity to work with our GM mentor Bill Cawthorne, a fellow WVU alum who is a manager himself. They have weekly calls in which Bill works with Ryan on how to be an effective project manager,” Nix said. “Not only that, but at the end of his two years, he will be able to apply for a Certified Associate in Project Management credential from the Project Management Institute, so he’s coming out of Statler College with two degrees and B&E with two graduate degrees, as well as this CAPM certificate. There’s no way his resume will be overlooked.”

The EcoCAR 3 program boasts a 100 percent placement rate of student employment, due in part to the amount of recruiting and events that take place during fall and winter workshops, as well as final competition events. Sponsor social events are held at each gathering, which essentially serve as career fairs for participating students.

Dudley said each team member submits a resume, which is placed in a resume book for review by program sponsors and GM employers.

“Many times, a GM representative will call us before a workshop and inform several team members that they’ll have a job interview during their visit,” he said. “Essentially, these events bring a huge network of possible employers who are looking for candidates directly from this program. We’ve had several students get jobs at GM as a result of their work on this project. These kinds of programs, like EcoCAR, have been around since 1988, and the top organizations in the industry are well aware that this is a program that delivers students of a very high caliber with real experience. These companies know that the students do a lot of work on this, and that they’re well-prepared for a job after graduation.”

Carden, former project manager for EcoCAR 3 in its first year, was hired at GM during his tenure as project manager. After graduating in July 2015 with a MBA from B&E, he moved to Detroit to begin his position as a design release engineer, a job in which he believes his MBA completion played a big part.

“If I hadn’t gotten my MBA, I might be in a rotation program or a testing role, which are also great positions to be in at GM, but I think my MBA gave me a head start toward a role that provided both engineering and management opportunities. It certainly helps with exposure for future growth in the company,” Carden said. “I also just really enjoy what I do; I work a lot with people and that’s more aligned with my personality than working at a desk all day.”
Carden said an estimated 40 percent of his MBA class was made up of international students from more than nine countries, which helped give him a global perspective. “I felt that I was exposed to different cultures, especially having taken the trip to China, which showed me how to interact with Chinese suppliers. I also feel that it gave us a better understanding of the business world, and how everything has an effect on the price and how things are produced, thinking of the supply chain specifically. What I learned is incredibly valuable in the work I do now.”

Dudley hopes to somewhat follow in Dillon’s footsteps — be the project manager for EcoCAR and land his dream job within the automotive industry.

“The thought of working with GM or another huge global company is exciting to me,” Dudley said. “I know I’ve learned so much from this process already, and I still have more than a year to go before I finish with EcoCAR in August of 2017.”

Dudley will be a hard one to replace come next summer, when he will graduate with both of his master’s degrees from B&E. “For the project manager who will finish out the project, we’ll be looking for someone who has that engineering background, but who is dedicated to getting a graduate degree from B&E,” said Dudley. “I’ve already gotten questions about going to business school from upperclassmen, so I feel as though we’ll be in good hands for the last year of the project.”
2015 WEST VIRGINIA BUSINESS HALL OF FAME

H.B. “Bernie” Wehrle, III
Director, MRC Global Inc.

J. Michael Bodnar
Managing Partner, Fresh Hospitality

Donald E. Panoz
Entrepreneur

Read about this year's inductees at be.wvu.edu/hall_fame
For decades now, companies and organizations have been gathering and using data for competitive advantage. But the world has taken a significant turn since companies and organizations have learned how to use data more effectively.
The difference is that huge amounts of data are readily available at our fingertips. That hasn’t always been the case, but the evolution of technology has helped us out in that area. Now we can collect, manage and use that data for reasons that are so numerous it can make your head hurt.

That is the rationale for the creation of a new curriculum at West Virginia University’s College of Business and Economics — Business Data Analytics. And while several other colleges and universities across the country have jumped into the pool with their own big data curricula, WVU has taken its own unique approach.

Last fall, WVU announced the creation of Business Data Analytics at the graduate level, paving the way for studies in how large amounts of data are used in the global marketplace. Starting this fall, the new curriculum will be offered by B&E in the form of a Master of Science in Business Data Analytics, and also as a future area of emphasis in the business school’s nationally ranked online hybrid MBA program.

“WVU’s approach to teaching big data is a unique and strategic one,” said Dr. Brad Price, a new assistant professor of management information systems hired to teach business data analytics at B&E. “In this program, we will ask ourselves how we use data to make better business decisions. We’re creating a program to produce data scientists with an expertise in the technologies that businesses have been using. This targeted approach really differentiates us.”

“If we instill the technical ability, the quantitative skill set and the communication ability in our students, they will be in high demand in the marketplace.”

WVU Provost Joyce McConnell said business data analytics at B&E is the first of several steps at the University. “Vast quantities of data are compiled every day for purposes ranging from business to medicine and from government to academia,” said McConnell. “With the tremendous expertise we have in these fields across campus, we are determined to make West Virginia University a leader in the area of data sciences and data analytics. This new B&E program is a significant step along that path.”

**HOW DO WE GATHER AND USE ALL THAT DATA?**

“Innovation has helped us gather large volumes of data. There is a tremendous difference in the scale of data available, driven by new innovative technologies such as Internet of Things, sensor networks, social media, smartphones and the worldwide digitization of information,” said Dr. Virginia Kleist, faculty coordinator for the Business Data Analytics program, chair of Management Information Systems and associate professor at B&E. “Simply put, we have access to a lot more data than we’ve ever had before, and we’re going to do something with it.”
So what happens to all that data? A few good examples are what products are available at your grocery store, what the best transoceanic shipping lanes are, how fast food chains decide where to build a restaurant, what discounts are offered to you at your favorite store or how to keep healthcare costs down. All require big data, and there are mountains of it being accumulated in a multitude of industries as we speak.

Here is a more detailed example: according to a recent report from Dallas market research firm Markets and Markets, the weather forecasting systems market, fed by large-scale weather data, is projected to grow to $1.99 billion by 2020. Industry users of weather data and the resulting forecasting include aviation, agriculture, energy, marine, military and transportation. The National Oceanic and Atmospheric Administration (NOAA), a U.S. Commerce Department agency, plays a big role in this, gathering more than 20 terabytes of weather data each day via satellites, buoys and other mechanisms. (FYI, that is more than twice the data of the entire printed collection of the United States Library of Congress.) That data is sent to and received by satellite dishes at a NOAA facility located in the I-79 Technology Park — about a 25-minute drive from WVU’s campus.

Retailers rely heavily on big data. Do you think Wal-Mart wants to know the impact of a snowstorm in the Midwest? Do you think Target compares shopping trends between good weather and bad weather periods? Of course they do. Does it make sense that in October of last year IBM announced that it had purchased the Weather Company, essentially buying everything except the Weather Channel TV network? CNN Money said that IBM bought the digital assets of the Weather Company, including the Weather Channel mobile app, weather.com, and all of the company’s forecasting data and technology. All indications are that the purchase makes a lot of sense (cents).

“Big data’ may be a buzzword, but it’s IBM’s bread and butter,” CNN Money said. “And the Weather Company has
boatloads of it. Many businesses rely on weather data to maximize profits. Drug companies and pharmacies rely on weather forecasts to predict when to increase supplies of allergy medications. And agriculture companies use weather data to maximize crop yields."

And that’s just weather data. What about your grocery store? The Wall Street Journal reported in September 2015 that Kroger had promoted its chief information officer to oversee an analytics subsidiary of the company. The report said that the subsidiary sells analytics services to Kroger suppliers and consumer packaged goods companies like PepsiCo, Del Monte Foods, Inc., Hershey Co. and Hallmark Cards Inc. But that’s not the only reason analytics is important to the company.

“Kroger’s focus on analytics is part of a broader technology strategy,” the Wall Street Journal wrote. “Using data collected on loyalty cards at check-out, the company sends personalized coupons to customers based on what they buy and how frequently. The coupons arrive via mobile app, e-mail and postal mail.”

Using your Kroger shopping card tells the store things like what you want to see on store shelves and when you buy what you buy, and it does that over long periods of time. Thus, a manufacturer may want to know what cereal is preferred by region or price point, and the company can do exactly that. Through big data.

“Data scientists use algorithms to hunt for trends in shopper tastes, habits and price sensitivity, looking at information picked up from 8 million customers who shop weekly at Kroger stores,” according to the article.

“Kroger runs 2,625 stores, including its namesakes and Fred Meyer, King Soopers and other banners. Overall, Kroger has data on grocery preferences of 56 million households over 18 years.”

These are two examples that impact your daily life. No matter the industry, big data is big business, and industries across the board agree. Then there are topics like using data as a predictor of behaviors, including credit card theft, criminal behavior and customer behavior. Or using data in sports, say, to help an NFL team use a defensive alignment based upon similar game situations against the team they are playing.

Price said the medical arena is the perfect industry to apply analytics, and that is an industry near and dear to West Virginians. “Data can be used to determine what hospital services are being billed by insurance companies and to come up with a better way of understanding the financial impact of medical care received by patients. It can also help us better understand the medical needs of West Virginians and, potentially, which state residents are under-served. Healthcare is something that resonates with everyone, so using analytics to help make healthcare more affordable, help hospitals serve patients better or help insurance companies be more efficient can help everyone. This is a field I see analytics rapidly growing in because patient care data is so abundant.”

Kleist and Price contend big data is a game-changer, and that B&E is uniquely positioned to make a substantial splash. “We’re going to drive value for business as a result of exploring and asking questions of this large scale data,” Kleist said. “From things like pricing information to the real time analysis of customers, we have a huge opportunity here. For an individual business, this will provide the opportunity to react immediately to problems. This could help create better decision-making in business and reduce the uncertainty of such decisions because they will be based on an entirety of data.”

**WHY THE BUSINESS SCHOOL, AND WHY NOW?**

WVU has not gone the typical route in creating its first big data curriculum on campus. Naturally, B&E is elated that Business Data Analytics will be launched in the fall, but the decision by WVU to start at the business school was this: the University is going to be good at big data on the business side of things, and then other courses and programs will be added in other colleges on campus. Why? There is a strong belief at WVU that big data could have a substantial impact on West Virginia’s economy, and that is a keen focus of the University.

“The formula for Business Data Analytics at B&E is similar to that of its nationally ranked, online, hybrid MBA. It will be an online graduate environment, which opens up channels of communication between the instructor and class students, but also communication channels among the students. The value-

**As West Virginia reinvents itself and makes the move to diversify its economy, big data can make a significant and positive impact; one that not only keeps bright, young people in the state, but also attracts others to move here.”**

DR. BRAD PRICE, assistant professor of management information systems

This program has the opportunity to make a big impact in the state of West Virginia,” said Price. “From government to the private sector, it can widely benefit our state with the potential for a significant economic impact. Big data can be used to help businesses plan for the future using data rather than making assumptions as we have in the past,” said Price. “It allows us to formulate questions, where in the past we just made those assumptions. You’re seeing companies start to morph because of big data. Organizations are seeing competitive advantages they never dreamed of.”

Kleist said the data analytics curriculum can help big data be a “major disruptor in business.” She said a disruptive innovation is something not immediately apparent, but the impact is coming. And she said it is coming soon. “The businesses that embrace this technology will lead the disruptions, rather than be overtaken and overwhelmed by them,” said Kleist.

The formula for Business Data Analytics at B&E is similar to that of its nationally ranked, online, hybrid MBA. It will be an online graduate environment, which opens up channels of communication between the instructor and class students, but also communication channels among the students. The value-
add is on-campus “residencies,” where the students come to Morgantown for integral and unique exercises and experiences. That formula has resulted in a top 40 ranking by U.S. News & World Report for four consecutive years, and the MBA program has only existed for five years.

“We are uniquely positioned in the online, hybrid education arena. We are building upon the expertise of our highly ranked online MBA,” Kleist said. “We strictly limit our class sizes, we choose our top teaching professors to teach in our online programs, and we partner with academic experts in online education to deliver top-end content that I would argue is better than a face-to-face class.”

Within this formula is a strong commitment to ethics and expertise in online education by various faculty and staff members in B&E and across WVU. Kleist added that a critical role is played by Academic Innovation, a dedicated department at WVU whose charge is quality course design and innovation in teaching and learning both on-campus and online.

“Academic Innovation and our in-house experts in online class design help us make a world-class, online, hybrid degree,” she said. “It’s a forward-looking approach to online education, and technology has allowed us to welcome students from across our region and beyond. We are really marked by the quality we build into our online degrees.”
The CEO of the High Technology Foundation thinks WVU is smack dab in the middle of a region that could be like Silicon Valley for big data.

Jim Estep, president and CEO of the organization that also oversees the I-79 Technology Park in Fairmont, West Virginia, can look at the huge ground antenna systems (satellite receivers) outside the National Oceanic and Atmospheric Administration (NOAA) just by walking over to his window. NOAA collects 20 terabytes of data every day, but next year will launch new satellites that will collect 40 times the amount of data currently collected by the satellites. Additionally, NOAA will add to the Environmental Security Computing Center, its most advanced supercomputing center, which NOAA also chose to locate at the technology park.

With many other advancements planned by NOAA, which operates in the U.S. Department of Commerce, the park has become a solid, big data anchor point.

“We already have companies coming to us asking us for our graduates,” Kleist said, “and we haven’t even started the program yet.”

“This is an industry that demands critical thinkers who use technology to solve business challenges, and it’s our goal for our students to fill that need,” added Price. “As West Virginia reinvents itself and makes the move to diversify its economy, big data can make a significant and positive impact; one that not only keeps bright, young people in the state, but also attracts others to move here. As the state’s flagship university, we can play a critical role in helping develop the field and talent to grow big data in West Virginia.”
B&E alumni are known for changing the landscape of business. Now they’re changing the landscape of Morgantown. Alumni expertise is woven throughout Evansdale Crossing, WVU’s new student center.
OCTANE COFFEE / BAR
CHIEF EXECUTIVE OFFICER
TONY RIFFEL
1991 Marketing Grad

CROSSING OPERATIONS
MANAGING PARTNER
DAN SIMPSON
2015 Online MBA Grad

POSTNET
CO-OWNERS
JESS MANCINI
1975 Accounting Grad
DOUG VAN SCOY
GENERAL MANAGER
TARA ST. CLAIR
2012 Management Grad

FRESH HOSPITALITY
MANAGING PARTNERS
DOUG VAN SCOY
MICHAEL BODNAR
For many West Virginia University alumni who have not made it back to Morgantown in quite some time, a once-familiar drive through campus might bring some unrecognizable elements. And they will notice something new on the Evansdale campus. That something is a five-story, 100,000-square-foot building known as Evansdale Crossing, a new building that many College of Business and Economics students, faculty and alumni are proud to show off. Why? Because many B&E alumni are behind the creation, execution and operation of this highly functional new structure.

Narvel Weese, vice president of administration and finance at WVU, reached out to B&E alumni Doug Van Scoy and Michael Bodnar, wanting to discuss the possibility of a public/private partnership to finance the construction of the new campus landmark. “When Narvel told us about the project, it sounded to me that it was something the Evansdale campus was very much in need of, and it sounded both interesting and fun,” Van Scoy said. “Since Bodnar and I are in the hospitality industry, it gave us an opportunity to do something fairly unique and creative in that arena as well – and there is no place we would rather invest our time and money than here on this campus.”

Evansdale Crossing contains Collo Rosso Pizza, Hugh-Baby’s BBQ and Burger Shop, Little Donkey, Taziki’s Mediterranean Café, I Love Juice Bar and Octane Coffee, each owned by professionals who Van Scoy and Bodnar have found in the hospitality industry to be innovative, rising entrepreneurs. “What Doug and I have done is find these bright young people who have great ideas and we invest in them, offering them both financial and intellectual capital to help grow their businesses,” Bodnar said.

Aside from Van Scoy and Bodnar, managing partners of Fresh Hospitality, and partner Mike Tidwell, the Crossing Marketplace management team includes Dan Simpson, managing partner of Crossing Operations and also a graduate of B&E’s online hybrid MBA program.

“I just love working with these young professionals in the industry; their ideas are phenomenal,” Van Scoy said. “Bodnar and I are both in our seventies, so we don’t need to build a resume or anything. We do this because, first, it’s fun, and, second, it lets us give back a little bit and help others get started.”

Van Scoy and Bodnar are hardly new to the concept of giving back to their alma mater. Not only have they made several individual gifts to B&E in the past, but in 2010 the pair began gifting the proceeds from Taziki’s Mediterranean Café, located in the Mountainlair, to B&E’s Hospitality and Tourism Management (HTOR) program. The restaurant is used as a lab environment for HTOR students and faculty, and net profits from the restaurant go back into funding the program. “We found that students who completed internships with Taziki’s were improving its business for the better, and frankly the work these young people did was very helpful to us,” Van Scoy said. “It’s truthfully a two-way street – these students get practical experience in terms of how to run a business, and we get answers to some of the issues we face.”

To continue this momentum, Fresh Hospitality will now provide scholarships for students enrolled in the 2016 Summer Experience and expand the paid internship opportunities to the new restaurants at Crossing Marketplace. Selected students will work with a store manager to run a Fresh Hospitality restaurant concept during the summer months, a hands-on and conceptual restaurant operations experience in which students will also serve as Fresh Hospitality brand ambassadors.

“These students will essentially have practical experience running a restaurant day in and day out, maintaining the atmosphere and energy of the place. That will allow them to get a true glimpse of the real-life restaurant business,” Bodnar said.

The scholarship covers six credits of tuition for business administration and hospitality and tourism courses, cost of textbooks, cost of ServSafe Management Certification book and exam, and a job in the fall at these restaurants, based on summer internship performance.

Simpson, managing partner of Crossing operations, has high hopes for the summer program. “College students are full of energy and promise and, while we get to employ them, we also instill values and transferable skill sets that we hope they take into whatever vocation they choose,” he said. “Building on the existing Taziki’s summer experience, we have revamped the entire program to focus on teaching in-the-trenches-style leadership, management, finance and operations. It will be very rewarding for those selected.”

He set a vision for himself and his team: to be the top campus dining experience in the country, and ensure the team is achieving its mission. “Since all of our concepts are chef-driven, I interact with the founders and chefs to ensure we are executing brand standards and responding to guest experience feedback,” Simpson said.

Joining the operations team was not the only big undertaking for Simpson in January 2014 – he simultaneously began to work toward his online MBA degree from WVU, a bucket list item of his for years. While it was a challenge to balance time with
his wife and three kids, as well as completing his schoolwork and launching the Crossing building, he was successful in his degree completion.

“I was fortunate enough to be able to apply classes in leadership, corporate finance, marketing and financial statements in real time along the way,” Simpson said. “Launching just one restaurant is a challenge; launching six at one time requires massive planning and action, which the online MBA degree fueled me for.”

Tony Riffel, a 1991 B&E marketing graduate and CEO of Octane Coffee/Bar, met fellow B&E graduate Bodnar through a mutual friend. Soon after, Riffel and Bodnar joined forces with Bodnar’s Fresh Hospitality firm, resulting in an investment in his brand.

A resident of Atlanta, Georgia, Riffel described how it felt to return to Morgantown and make his mark on campus. “When you graduate, you hope, of course, to go out in the world, make your mark and hopefully bring something back,” Riffel said. “Since I grew up in West Virginia, there will always be something special about this state, WVU as a whole and also the College of B&E specifically. In this venture, I’m fortunate enough to serve all three.”

His mission for Octane Coffee locations is for them to become a community hub – a creative outlet to work, play and be a part of something.

“Our goal is to be that place where you can get things done, meet new people or simply geek out over coffee and craft beer. We’re that place that hopefully has something for everyone, and even if you come by yourself, you’re still around friends.”

Octane has already come to benefit from being on campus. Dr. Ajay Aluri’s hospitality and tourism management senior students spent a semester developing a social media plan for the coffee chain’s location at WVU. “Teams of students presented,
competing against each other for the best plan,” Riffel said. “How cool is that?”

“We’d like to be a valuable resource that provides opportunities for B&E and its students, such as taking a group of students to coffee farms in Nicaragua next year to show that side of the supply chain and sustainable practices there.”

B&E alumni are serving up more than just outstanding hospitality at Crossing. Jess Mancini, a 1975 B&E graduate who recently retired as associate dean of administration at the business school, partnered with Van Scoy to open PostNet, a business center offering printing, shipping, color copies, online marketing and more. The decision was made, in part, because it was good timing, as the University had reduced its own printing services.

“Being a former employee of WVU, I knew the kind of quality and timing of various printing services businesses all over town, and we felt there was a need to be filled, particularly for University departments and students,” Mancini said. “We wanted to deliver quality products at a lower price, and be able to do that quickly for people who have close deadlines.”

He began talking to businesspeople in the area who expressed that having a centrally-located printing service on campus – especially one owned by alumni who were familiar with WVU and its policies – would help the University, its students and the city in general. He also mentioned that PostNet, a chain retailer, has never been franchised within a university student union – until now.
“Most PostNet locations are located in strip malls with roadside access, but we took their business into a student setting for the first time, and we’re now being looked at as a model for other universities,” he said. “Being on a college campus gives us the opportunity to hire its students and graduates. We’re both WVU graduates ourselves, and feel very strongly about helping these people grow.”

The partners hired Tara St. Clair, a B&E business management graduate who also recently obtained a master’s degree in higher education administration, to work as PostNet’s general manager. St. Clair previously worked at B&E as the program assistant for the BrickStreet Center for Innovation and Entrepreneurship, where she got to know Mancini in a professional setting.

Familiarity with the University has proven valuable in St. Clair’s endeavors thus far with PostNet. “Working at B&E prior to starting with PostNet has helped in terms of coming on board with an already large customer base, from the relationships I made in my previous position,” St. Clair said. “Knowing WVU procedures, and my way around the University, has put a lot of trust into our customers who know that their work will be efficiently produced, and of high quality.”

St. Clair also expressed how much there is to be learned by being her own boss every day. “I feel as though I truly am running the business myself, and both of them are very big on giving people what they need to be successful. For me, it’s the independence when I can handle something on my own, and a quick response when I do need guidance, which they’ve always given to me in those situations.”

All in all, Evansdale Crossing truly does utilize many B&E resources, including of course the alumni, but also current students, faculty and staff. “In the initial process of planning for what kinds of business the Crossing building would offer to the campus community, we met with the marketing program and asked them to do a survey of what the needs were for students on Evansdale campus, which painted a clear picture for us on what we should include,” Van Scoy said. “We like to tie B&E and its students into our business as much as we can.”

“It makes you feel good at the end of the day when you see these students coming through the door, enjoying the building, filling up the lounges while gathering together to eat, study and hang out,” Van Scoy said. “It’s fun to watch a place that we worked so hard to create become a home for these students. The student involvement behind the scenes also makes us feel as though we accomplished a secondary goal, which is allowing a learning experience to be made through the Crossing. That’s the best part about it all.”
LEARNING OUTSIDE THE CLASSROOM

Written by MEL MORAES | Photographed by ALEX WILSON
THERE'S NOTHING OUT THERE for students quite like obtaining valuable industry experience and making themselves more marketable while completing their college degrees. With today’s highly competitive job market, the assumption is that business students simply won’t secure a job without hands-on experience outside. And the College of Business and Economics has kept pace with that expectation, creating a wide array of experiential learning opportunities for its students.

Millennials want more than can be offered in a classroom; with big ambitions and great expectations for their future job search, they want to pursue academic experiences to hone their skills and gain an understanding of the industry for future job interviews.

What was once two hands-on courses offered by the BrickStreet Center for Innovation and Entrepreneurship at B&E has grown into what is now known as the Experiential Learning Center, where students can apply to work on various projects with local and state government agencies, as well as private industries. Projects include exhaustive and detailed business analytics studies, business plans, feasibility studies and strategic operating plans, and the center has completed 34 of these programs over the last three years with 155 students.
A local Morgantown entity called upon the expertise of three MBA students to make a case for company expansion. PACE Enterprises, a nonprofit, community-led organization that provides prevocational and vocational rehabilitation services to individuals with disabilities, has been around for more than 40 years, currently employing more than 200 people and generating in excess of $6 million in revenue. Company officials spoke with BrickStreet Center Director Steven Cutright to develop a student-created plan to evaluate PACE’s potential to expand program offerings beyond Morgantown, and to influence employment at its current location near Mylan Park.

During the fall 2015 semester, MBA students Bill Pecora, Ben Schwanke and Justin Facer took on this task by evaluating PACE’s current program offerings, conducting an analysis of its community impact on Morgantown, assessing the capabilities the business might move into and weighing new businesses it might pursue. The team focused on West Virginia residents eligible to work at PACE and how they could stimulate jobs and operating income, so that PACE could invest in new programs to continue its growth.

The team looked at various options focusing on PACE’s current secured document destruction, but also examined electronic file destruction and the disposal of electronic equipment. What resulted was real, quantifiable data that will help PACE grow for the future.

“We think there’s a great opportunity for that segment of business in West Virginia, and we built a model that we have provided to PACE,” Cutright said. “The operative document we gave them will provide great value over the next few years.” In addition to the student work on this plan, John Deskins, director of the Bureau of Business and Economic Research (BBER), measured the quantitative effect of what PACE is doing currently and what it could do if it successfully implements the operative document. He emphasized the importance of PACE’s programs due to disability being such a large contributing factor to the state’s exceedingly low rate of labor force participation.

“This expansion project is such a win-win for the state, and it is exactly what West Virginia needs,” Deskins said. “I couldn’t think of a better way to avoid giving up and, rather, overcoming this deficit we face in regard to labor force participation and disability.”

The project is a win-win: for PACE and for the students who diligently worked on the project for five months. “These students now understand the value of the social entrepreneurship aspect, the model of community engagement and the development of a community initiative,” Cutright said. “It will be a lasting component on the city of Morgantown and, hopefully, the state as a whole for many years, long after their education is complete.”

Creating a recreational facility for WVU and its community

A $30 million project to plan and build a state-of-the-art aquatic and track complex at Mylan Park in Morgantown was announced last fall, and the project has B&E’s fingerprints on it. While the plans for the complex were released in local and regional media, one large detail that may have been overlooked is that the initial plans came from within the walls of the BrickStreet Center. Cutright recollected a call he received from Ron Justice, WVU’s state, corporate and local relations specialist, in spring 2014.
“Ron wanted us to take a look at doing a study on recreational facilities in Morgantown at first, due to our experience in having done so for both the City of Bridgeport and McDowell County in the past,” Cutright said. “We assembled two teams of MBA students from the ENTR 430 Business Planning and Analysis course as part of the Experiential Learning Center, and these teams got to work.”

Then-students Kerissa Kuis and Victor Adelanwa took the lead, benchmarking two facilities in order to create business plans, budgets and capital costs for two new recreational facilities in Morgantown: an aquatic recreational center and an ice arena. For the aquatic center, the vision for the project came from meetings between the students, Cutright, Justice and then-athletic director Oliver Luck.

“Luck explained that what WVU needed as far as a facility that would be competitive is a 50-meter pool with a 10-meter diving well, as well as an indoor recreational water park facility that could be used by WVU, the community and also other surrounding institutions, such as junior and senior high schools,” Cutright said.

The students traveled to look at similar facilities at Virginia Tech and collected information on capital costs it took to build the facility, as well as operating costs, and were even able to bring preliminary layouts and designs back to Morgantown to study with architects and others. The students spent the next four months putting together a master plan for an aquatic center, based on attributes the team thought the community would like to have.

The B&E team also worked on benchmarking Ice Castle, an arena in Castle Shannon, Pennsylvania. Students met with the owner and architect of the complex, toured the facility on multiple occasions and obtained various costs for the center. The students put together a plan to incorporate two NHL regulation-sized sheets of ice that would seat 800 to 1,000 people based on the final design, using one sheet of ice for community use and the other for institutional use.

The teams also gained insight into satisfying the wants and needs of all parties within the surrounding areas, including the county and city. “We held four different community meetings across the city and county to present the plans to the community, answer questions and provide renderings with cost estimates and slideshows,” Cutright said. “The MBA students put it together as a part of their classwork, and all parties seemed satisfied with the end result.”

While the aquatic center broke ground in November, construction on the ice arena is yet to be finalized.

Kuis, who owned a wellness education company called The University of Wellness prior to starting this project, was inspired by her work on the facility plans to form her own nonprofit to help raise money for wellness programs and facilities for Morgantown. “This is only the beginning of how this project is going to change our town, keep young people in the community and create amazing jobs and partnerships,” she said. “I have so much appreciation for the opportunity I was given to be a part of this. In my opinion, these are the best kinds of projects, and it was the best class I took in all of my MBA studies. I’m now doing business plans for wellness projects all over the world. This was a priceless experience."

**Revitalization for a local, neighboring city**

Due to a decline in the economy in Fairmont, West Virginia, the city recognized an urgency to initiate a community revitalization program. City officials called on MBA students to form the Fairmont Rising Initiative, a project to revitalize the city and boost its economy. All natives of West Virginia, the three students involved in the initiative were Brody Prudnick of Charleston, Logan Stout of Flemington and Ben Scott of Williamstown.

In fall 2014, Cutright was invited to a presentation by Main Street Fairmont; weeks later, he informally proposed a student revitalization project concept to Rocco Fucillo, state and local relations specialist at WVU. By the next semester, Main Street Fairmont had embraced the concept, as it was in the running at the time for an “America's Best Cities” grant, competing for a $3 million grand prize. Main Street Fairmont’s submission, known as the 4Fairmont Movement, had already been selected as one of 40 first-round winners, and received $35,000 to assist them in round two.

The initiative consisted of four main components: deconstruction, demolition, reconstruction and planned communities. “We didn’t tell the officials with the City of Fairmont what they needed, but, rather, they
told us what their challenges, needs and goals were,” Cutright said. “Our plan was devised so that buildings could be utilized in the most beneficial manner for the city. That might be salvaging the materials and selling them or reconstructing the buildings to be usable assets. In the end, the City’s intention was to create job opportunities, engage new business and attract a high income population, and we designed a plan that really appealed to them.”

The team was successful in helping Fairmont's initiative to make the cut as one of 50 quarterfinalists for the competition, earning them $50,000 to continue on with the plan for revitalization. While the team did not end up making the next cut, what resulted from the success of their work was an even better learning experience than they had hoped for – contact by a number of other towns and cities to present their plan.

In January 2016, the three students headed to Mount Pleasant, Tennessee, a town of nearly 4,700 residents located some 60 miles south of Nashville, to present their Fairmont revitalization plan. “The students walked them through the process, presented the proposal and told them the things they put in place for the Fairmont project,” Cutright said. “They also toured the downtown area of the city, and helped to develop tactics and strategies for reconstruction of that area.” As a result, the executives from Mount Pleasant will visit Morgantown in spring 2016 to work on community development plans, encompassing both physical construction of the buildings and also the stimulation of new businesses.

“The Fairmont Rising Initiative taught me the value in community engagement. As we pursue success in life, we must remember to give back to our communities,” Prudnick said. “This project will remind me to stay humble throughout my career and lend a helping hand to those in need as my skills apply.”

THERE’S MORE!

Real-world learning isn’t exclusive to the Experiential Learning Center — it’s woven throughout all B&E departments and centers. Here are a few more examples of how we’re preparing our students for greatness in both the business world and in life.

STARTING THEM YOUNG WITH PHILANTHROPY

Each spring semester, students enrolled in the Corporate Citizen Project course are given the chance to award a total of $20,000 in charitable donations to local nonprofit organizations – but not without all the work that goes into such a thing. The students are put through the paces of requesting proposals for projects that would benefit Monongalia County and developing criteria for evaluation, including each program’s track record and the impact a grant would have. The students then choose grant recipients during the final days of the semester, guided by their mission statement to have long-lasting impact while providing quality service to the community.

Participating students have helped to inject more than a quarter of a million dollars into grants for community nonprofit organizations since 2001. Funding for the program comes from B&E and WVU alumni who recognize the importance of corporate social responsibility and the role of business giving back to the community.
Creating a Hospitable Environment

Each hospitality and tourism management (HTOR) student — no matter what course — has the opportunity to work hands-on with a company in the industry. Students in all HTOR courses interact with different organizations in each different course and, as a result, experience a wide variety of organizations in four years. Students enrolled in HTOR 472 learn within the environment at Waterfront Place Hotel, which serves as a learning lab for students. Guest speakers from each area of the hotel, such as spa management, front office, controller, revenue manager, sales and marketing, catering and finance, contribute to the student experience.

“We call it ‘both sides of the coin,’ in that we don’t just grade them on a classroom project but, rather, how well they interact with their industry client,” said Dr. Ajay Aluri, assistant professor of management. “The industry-critical concepts they’re taught from a textbook are applied right away in the next few weeks of the course, and the students receive excellent, immediate feedback from business professionals during the project.”

Let’s Make a Deal

Picture this: approximately 20 graduate-level students split into two teams, stuck in a room together for 11 hours, attempting to agree on a very specific set of terms for a case based on a real union negotiation. “It gets very emotional,” said Bill Hutchison, an executive-in-residence for B&E’s Master of Science in Industrial Relations (MSIR) program. “It’s the most hands-on thing we do for the entire two-year program.”

The Collective Bargaining Simulation conducted within the program is the 44th of its kind at WVU. What began as a three-hour lesson that Hutchison started on campus two years after his own graduation from the MSIR program in 1969 has turned into a nine-week course that builds up to the final, all-day simulation and critique session held annually in Morgantown. The simulation is an experiential learning activity in which students have the opportunity to research issues, develop bargaining positions, create a strategy for success and then implement that strategy in a reality-simulating activity.

“If you look at our employer base, almost all the major corporations are heavily unionized,” Hutchison said. “This project gives them a distinct competitive edge in the marketplace, since we’re the only MSIR program in the country that does this kind of simulation as extensively as we do.”

Learning How to Interview ... And How to Be Interviewed

For the last 10 years, General Electric has sponsored an interview competition at B&E in which students enrolled in BCOR 315 have the chance to gain valuable interview experience in addition to the course curriculum on proper interview decorum. Within the course, students create a proper resume, learn what to wear and get an overall run-down on professionalism in the workplace.

The win-win of the situation is that the group of interviewers is comprised of first-year MSIR students who, in turn, are gaining prized interviewing experience. Not only are approximately 300 undergraduate student interviewees identified, students were told to assume the role of a seller pitching a computerized sales tracking tool.

Once four finalists were identified, students were sent to an intensive second round in which the buyer had objected to their previous proposal and the sellers had to quickly think on their feet. The winner and three runners-up were recognized, as were all competition participants.

“There are big national competitions just like this one, and most students aren’t in the position to be able to go,” said Mike Walsh, chair of the Marketing Department. “This was an opportunity to bring that type of experience here to campus, and it was great to see them interacting with each other and networking with counterparts from other schools. While there was only one official winner, each student ‘won’ by getting a ton of valuable advice on their apprenticeship.”
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, 2015. On behalf of the students, faculty and staff, your generosity is greatly appreciated.

### CORPORATE AND FOUNDATION GIVING

<table>
<thead>
<tr>
<th>Amount Range</th>
<th>Name of Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEGACY INVESTOR</strong></td>
<td>$100,000 &amp; Above</td>
</tr>
<tr>
<td></td>
<td>BB&amp;T</td>
</tr>
<tr>
<td></td>
<td>BrickStreet Foundation, Inc.</td>
</tr>
<tr>
<td></td>
<td>Charles Koch Foundation</td>
</tr>
<tr>
<td></td>
<td>United Bank</td>
</tr>
<tr>
<td></td>
<td><strong>PRESIDENT’S INVESTOR</strong> $25,000 to $99,999</td>
</tr>
<tr>
<td></td>
<td>Donors Trust, Inc.</td>
</tr>
<tr>
<td></td>
<td>Ernst &amp; Young Foundation</td>
</tr>
<tr>
<td></td>
<td>H. B. Wehrle Foundation</td>
</tr>
<tr>
<td></td>
<td><strong>DEAN’S INVESTOR</strong> $10,000 to $24,999</td>
</tr>
<tr>
<td></td>
<td>Arnett Carbis Toothman, LLP</td>
</tr>
<tr>
<td></td>
<td>GE Aviation</td>
</tr>
<tr>
<td></td>
<td>Hardman Supply Company</td>
</tr>
<tr>
<td></td>
<td>M&amp;T Charitable Foundation</td>
</tr>
<tr>
<td></td>
<td>Piney Holdings, Inc.</td>
</tr>
<tr>
<td></td>
<td>Pricewaterhouse Coopers, LLP</td>
</tr>
<tr>
<td></td>
<td>Taziki’s WV, LLC</td>
</tr>
<tr>
<td></td>
<td><strong>LOYALTY INVESTOR</strong> $5,000 to $9,999</td>
</tr>
<tr>
<td></td>
<td>Clayton Engineering Company</td>
</tr>
<tr>
<td></td>
<td>Energy Corporation of America - Eastern Operations</td>
</tr>
<tr>
<td></td>
<td>General Electric Company</td>
</tr>
<tr>
<td></td>
<td>KPMG Foundation</td>
</tr>
<tr>
<td></td>
<td>Lynch Foundation, Inc.</td>
</tr>
<tr>
<td></td>
<td>Marathon Petroleum Company</td>
</tr>
<tr>
<td></td>
<td>Marshall Miller Foundation</td>
</tr>
<tr>
<td></td>
<td>Mylan Pharmaceuticals, Inc.</td>
</tr>
<tr>
<td></td>
<td>PPG Industries Foundation</td>
</tr>
<tr>
<td></td>
<td>Waterfront Place Hotel</td>
</tr>
<tr>
<td></td>
<td>Wells Fargo</td>
</tr>
<tr>
<td></td>
<td>Wilington Foundation, Inc.</td>
</tr>
<tr>
<td></td>
<td><strong>INVESTOR</strong> $1,000 to $4,999</td>
</tr>
<tr>
<td></td>
<td>American Water</td>
</tr>
<tr>
<td></td>
<td>Amgen Foundation</td>
</tr>
<tr>
<td></td>
<td>Baker Tilly Virchow Krause, LLP</td>
</tr>
<tr>
<td></td>
<td>Capital Educators</td>
</tr>
<tr>
<td></td>
<td>Computer &amp; Communications</td>
</tr>
<tr>
<td></td>
<td>Industry Association</td>
</tr>
<tr>
<td></td>
<td>Dixon Hughes Goodman, LLP</td>
</tr>
<tr>
<td></td>
<td>Enterprise Holdings Foundation</td>
</tr>
<tr>
<td></td>
<td>Federal Home Loan Bank of Pittsburgh Mortgage Corporation</td>
</tr>
<tr>
<td></td>
<td>FirstEnergy Foundation</td>
</tr>
<tr>
<td></td>
<td>Grant Thornton Foundation</td>
</tr>
<tr>
<td></td>
<td>Institute for Humane Studies</td>
</tr>
<tr>
<td></td>
<td>Maury County Investment Trust</td>
</tr>
<tr>
<td></td>
<td>Morgantown Area</td>
</tr>
<tr>
<td></td>
<td>Economic Partnership</td>
</tr>
<tr>
<td></td>
<td>MVB Financial Corp.</td>
</tr>
<tr>
<td></td>
<td>Piper Jaffray</td>
</tr>
<tr>
<td></td>
<td>Robert S. &amp; Sylvia K. Reitman</td>
</tr>
<tr>
<td></td>
<td>Family Foundation</td>
</tr>
<tr>
<td></td>
<td>Summit Community Bank SWIFT</td>
</tr>
<tr>
<td></td>
<td>T. Rowe Price Foundation, Inc.</td>
</tr>
<tr>
<td></td>
<td>The Dow Chemical Company</td>
</tr>
<tr>
<td></td>
<td><strong>PARTNER</strong> $1 to $999</td>
</tr>
<tr>
<td></td>
<td>3R Connect Systems, LLC</td>
</tr>
<tr>
<td></td>
<td>Aftria Group, Inc.</td>
</tr>
<tr>
<td></td>
<td>American Electric Power</td>
</tr>
<tr>
<td></td>
<td>American Marketing Association - Pittsburgh Chapter</td>
</tr>
<tr>
<td></td>
<td>Aptask, LLC</td>
</tr>
<tr>
<td></td>
<td>Arrowhead Farms</td>
</tr>
<tr>
<td></td>
<td>Bank of America</td>
</tr>
<tr>
<td></td>
<td>Bechtel</td>
</tr>
<tr>
<td></td>
<td>Deloitte Foundation</td>
</tr>
<tr>
<td></td>
<td>ExxonMobil Foundation</td>
</tr>
<tr>
<td></td>
<td>Jtn Enterprises, LLC</td>
</tr>
<tr>
<td></td>
<td>Legal and General America</td>
</tr>
<tr>
<td></td>
<td>Marathon Oil Company Foundation</td>
</tr>
<tr>
<td></td>
<td>Medix</td>
</tr>
<tr>
<td></td>
<td>Mountain State Accounting Services</td>
</tr>
<tr>
<td></td>
<td>Nationwide Insurance Foundation</td>
</tr>
<tr>
<td></td>
<td>Norfolk Southern Foundation</td>
</tr>
<tr>
<td></td>
<td>Northern Trust Company</td>
</tr>
<tr>
<td></td>
<td>Northrop Grumman Corporation</td>
</tr>
<tr>
<td></td>
<td>Northwestern Mutual Life Foundation</td>
</tr>
<tr>
<td></td>
<td>PNC Bank Foundation</td>
</tr>
<tr>
<td></td>
<td>Procion Family Partnership</td>
</tr>
<tr>
<td></td>
<td>Reckart Logistics, Inc.</td>
</tr>
<tr>
<td></td>
<td>Ryan</td>
</tr>
<tr>
<td></td>
<td>Shell Oil Company Foundation</td>
</tr>
<tr>
<td></td>
<td>State Farm Companies Foundation</td>
</tr>
<tr>
<td></td>
<td>TIAA-CREF Community Affairs</td>
</tr>
<tr>
<td></td>
<td>UBS Foundation USA</td>
</tr>
<tr>
<td></td>
<td>Verizon Foundation</td>
</tr>
</tbody>
</table>

### INDIVIDUAL GIVING

<table>
<thead>
<tr>
<th>Amount Range</th>
<th>Name of Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEGACY INVESTOR</strong></td>
<td>$100,000 &amp; Above</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. W. Marston Becker</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Ken Kendrick</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Douglas R. Van Scy</td>
</tr>
<tr>
<td></td>
<td><strong>PRESIDENT’S INVESTOR</strong> $25,000 to $99,999</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Daniel C. Brown</td>
</tr>
<tr>
<td></td>
<td>Mr. Paul W. Oshel</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Fred T. Tattersall</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Stephen Walker</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. H.B. Wehrle, III</td>
</tr>
<tr>
<td></td>
<td><strong>DEAN’S INVESTOR</strong> $10,000 to $24,999</td>
</tr>
<tr>
<td></td>
<td>Ms. Barbara G. Becker and Mr. John LaVacca</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Marc A. Chini</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. David W. Hamstead</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Gary A. LeDonne</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Gary R. Pell</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. James F. Remo, Jr.</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Philip E. Rosenenthal</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Jerry R. Simpson</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Michael L. Summers</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Robert L. Torrerdale</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Scott A. Wilkie</td>
</tr>
<tr>
<td></td>
<td>Mrs. Kristina K. Williams</td>
</tr>
<tr>
<td></td>
<td><strong>LOYALTY INVESTOR</strong> $5,000 to $9,999</td>
</tr>
<tr>
<td></td>
<td>Mr. Richard L. Allen</td>
</tr>
<tr>
<td></td>
<td>Mr. Philip A. Compton</td>
</tr>
<tr>
<td></td>
<td>Mr. Vaughn A. Cook</td>
</tr>
<tr>
<td></td>
<td>Mr. James S. Deloreta</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Edward J. DiPaolo</td>
</tr>
<tr>
<td></td>
<td>Mr. Chris W. Durbin</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Barry L. Eden</td>
</tr>
<tr>
<td></td>
<td>Mrs. Karen S. Evans</td>
</tr>
<tr>
<td></td>
<td>Ms. Kimberly K. Fisher</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. John B. Gianola</td>
</tr>
<tr>
<td></td>
<td>Mrs. Donna J. F. Hardman</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Fred C. Hardman</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. James C. Inman, Jr.</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. James M. Mullendore, Jr.</td>
</tr>
<tr>
<td></td>
<td>Dr. and Mrs. Adolph A. Neidermeyer</td>
</tr>
<tr>
<td></td>
<td>Mr. Joseph B. and Dr. Sharon E. Older</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Charles L. Owens</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Amount Range</th>
<th>Name of Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INVESTOR</strong> $1,000 to $4,999</td>
<td>Mr. and Mrs. Keith E. Parton</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Kevin S. Ramsburg</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. John R. Sacerno</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. William M. Sheedy</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Robert L. Sovine, Jr.</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. John C. Stamato</td>
</tr>
<tr>
<td></td>
<td>Dr. Andrew Urbaczewski</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Paul W. Whetsell</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Amount Range</th>
<th>Name of Entity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INVESTOR</strong> $1,000 to $4,999</td>
<td>Mr. Victor O. Adelainwa</td>
</tr>
<tr>
<td></td>
<td>Dr. Ajay K. Aliuri</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. David H. Bashaw</td>
</tr>
<tr>
<td></td>
<td>Ms. Jean M. Bray</td>
</tr>
<tr>
<td></td>
<td>Dr. Thomas P. Breslin</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. William C. Brewer</td>
</tr>
<tr>
<td></td>
<td>Mr. Michael T. Briers</td>
</tr>
<tr>
<td></td>
<td>Mrs. Marcia A. Broughton and Dr. Stephen B. Broughton</td>
</tr>
<tr>
<td></td>
<td>The Hon. and Mrs. Thomas W. Campbell</td>
</tr>
<tr>
<td></td>
<td>Mr. Adam R. Castleman</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. James M. Conley</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Donald R. Conley</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Bruce K. Cox</td>
</tr>
<tr>
<td></td>
<td>Mr. Patrick M. Denman</td>
</tr>
<tr>
<td></td>
<td>Mr. Charles H. Deremer</td>
</tr>
<tr>
<td></td>
<td>Mr. Vincent J. Dobias</td>
</tr>
<tr>
<td></td>
<td>Mr. Michael T. Escue</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Carlyle D. Farnsworth</td>
</tr>
<tr>
<td></td>
<td>Dr. and Mrs. Arron S. Fleming</td>
</tr>
<tr>
<td></td>
<td>Dr. Thomas M. Freeman and Ms. Phyllis Attanasio</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Timothy A. Fox</td>
</tr>
<tr>
<td></td>
<td>Mrs. Mary L. Friedman</td>
</tr>
<tr>
<td></td>
<td>Mr. David M. Fulton</td>
</tr>
<tr>
<td></td>
<td>Mrs. Ruth S. Gardner</td>
</tr>
<tr>
<td></td>
<td>Ms. Donelda J. Godfrey</td>
</tr>
<tr>
<td></td>
<td>Mr. John Grossi</td>
</tr>
<tr>
<td></td>
<td>Col. and Mrs. Robert Hamilton</td>
</tr>
<tr>
<td></td>
<td>Mr. Thomas F. Hardman</td>
</tr>
<tr>
<td></td>
<td>Mr. William R. Harker</td>
</tr>
<tr>
<td></td>
<td>Mr. Hobart M. Harvey and Ms. Kimberly A. Maskell</td>
</tr>
<tr>
<td></td>
<td>Ms. Ann L. Haway</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Jon T. Heames, Sr.</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Jack T. Heyl</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. Don L. Hoyman</td>
</tr>
<tr>
<td></td>
<td>Mr. and Mrs. William R. Hutchison</td>
</tr>
</tbody>
</table>
NEW FUNDS & ENDOWMENTS

NEW FUNDS
Colonel Robert L. and Barbara W. Hamilton Business Fund
F. Raymond Kennedy Memorial Scholarship
Jose V. Sartarelli Scholarship by W. Marston and Katharine B. Becker
Mike Summers MSIR Graduate Support Fund
Robert and Sylvia Reitman Corporate Social Responsibility Fund

NEW ENDOWMENTS
Dorothy F. Tatordale Scholarship
Lisa Helmick, Jennifer Bolton and Allen Rosenthal Scholarship
Marc and Deborah Chini MSIR Experiential Opportunity Fund
Paul W. Whetsell Hospitality and Tourism Management Scholarship
Professor Adolph Neidermeyer Scholarship
Sallie and Jim Word Discretionary Fund
Sallie and Jim Word Presidential Scholarship
Stonebridge-Morgantown Woodcock at Waterfront Place Hospitality Scholarship

WAYS TO GIVE
Visit be.wvu.edu/give to make a donation online
Make checks payable to “WVU Foundation” and mail to:
WVU College of Business and Economics
Attn: Kimberly Becker
P.O. Box 6025
Morgantown, WV 26506-6025

OTHER WAYS TO MAKE A GIFT
Payroll deduction
Matching gift
Donor advised fund
Securities (stocks, bonds or mutual funds)
Estate gifts

CONTACT
College of B&E Development Office
304-293-7807
Bedevelopment@mail.wvu.edu

IN MEMORY
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 have passed away between October 2015 and February 2016.

Mr. Dwight E. Harding
B.S. 1956
d. 10/1/2015
Mr. Robert J. Daugherty
B.S. 1952
d. 12/31/2015
Mr. Richard T. Budd
B.A. 1966
d. 1/17/2016

Mrs. Emily H. Warden
B.S.A. 1946
d. 12/31/2015
Mr. John W. Urey
B.S. 1955
d. 1/2/2016
Mr. Charles S. Stone
B.S.B.A. 1959
d. 2/16/2016

Mr. Robert J. McAtee
B.S. 1964
d. 10/22/2015
Mr. John W. Thayer, III
B.A. 1953
d. 1/26/2016
Mr. James E. White
B.S.B.A. 1962
d. 1/20/2016

Mr. Frederick A. Getsinger
B.S. 1955
d. 12/31/2015
Mr. Charles O. Dickey
B.S.B.A. 1965
d. 2/1/2016
Mr. Steven E. Deem
B.S.B.A. 1972
d. 2/15/2016

Mr. Joseph R. Tassone
S.B.S.A. 1993
d. 12/28/2015
Mr. Bradley J. Fagula
B.S.B.A. 2011
d. 2/15/2016
Mr. David M. Steindler
B.S.B.A. 1972
d. 2/16/2016

Mr. Jeffrey S. Rush
B.S. 1958
d. 12/26/2015
Mr. Charles O. Thayer, III
B.A. 1953
d. 2/16/2016
Mr. Charles E. Dickey
B.S.B.A. 1965
d. 2/16/2016

Mr. Larry P. Sims
S.B.S.A. 1975
d. 12/29/2015
Mr. Frederick A. Getsinger
B.S. 1962
d. 3/1/2016
Mr. David M. Steindler
B.S. 1972
d. 2/21/2016

Mr. Albert L. Hess
B.S. 1957
d. 12/20/2015
Mr. Ralph L. Krasik
M.B.A. 1969
d. 3/1/2016
Mr. Jay L. Mullen
B.S. 1979
d. 2/14/2016

Mr. William W. Ulman
B.S. 1952
d. 1/18/2015
Mr. Victor J. Bellace
M.S. 1965
d. 1/10/2016

Mr. Harvey Woodson
Mr. Thomas C. Woolwine
Ms. Carly R. Worthy
Mr. William E. Wright
Mr. Robert Wright III
Mr. David E. Yaeger
Dr. Pavel A. Yakobtsov
Mr. Keith A. Yoho
Miss Kayla M. Younciak
Mr. Ronald P. Young
Mr. Andrew D. Young
Mr. Anthony Zabiegalski
Mr. Kevin C. Zebley
Mr. and Mrs. Richard M. Zuza

Mr. B. A. A. McTeer
Mr. Robert W. Aukening
Mr. M. M. A. Young
Mr. Ronald P. Young
Miss Kayla M. Younciak
Mr. Keith A. Yoho
Dr. Pavel A. Yakovlev
Mr. David E. Yaeger
Mr. Robert Wright III
Mr. William E. Wright
Ms. Carly R. Worthy
Mr. Thomas C. Woolwine
Mr. and Mrs. Jack W. Woods
Mrs. Jaclyn K. Wood
Brian and Jaclyn Wood
Brian and Jaclyn Wood
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Mr. Robert J. Daugherty
Mr. and Mrs. Theodore N. Williams
Mr. Robert C. Willis
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Mr. Robert J. Daugherty
Mr. and Mrs. Theodore N. Williams
Mr. Robert C. Willis
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Ms. Jessica D. Wilmoth
Mr. and Mrs. Ricky L. Wilson
Mr. and Mrs. Alan J. Wilson
Mr. and Mrs. John S. Wilson
Mrs. Suzanne R. Winnard
Mrs. Lisa K. Wise
Mr. and Mrs. Michael W. Wise
Mr. and Mrs. James D. Wise
Mr. and Mrs. James E. Wiseman, III
Mr. and Mrs. Richard M. Wisnoski
Mr. and Mrs. Thomas J. Wolfe
Mrs. Michalene K. Wombie
Mr. and Mrs. Jack W. Woods
Mr. Harvey Woodson
Mr. Thomas C. Woolwine
Ms. Carly R. Worthy
Mr. William E. Wright
Mr. Robert Wright III
Mr. David E. Yaeger
Dr. Pavel A. Yakobtsov
Mr. Keith A. Yoho
Miss Kayla M. Younciak
Mr. Ronald P. Young
Mr. Andrew D. Young
Mr. Anthony Zabiegalski
Mr. Kevin C. Zebley
Mr. and Mrs. Richard M. Zuza

Mr. Frederick A. Getsinger
Mr. Charles E. Dickey
Mr. David M. Steindler
Mr. Robert W. Aukening
Mr. M. M. A. Young
Mr. Ronald P. Young
Miss Kayla M. Younciak
Mr. Keith A. Yoho
Dr. Pavel A. Yakovlev
Mr. David E. Yaeger
Mr. Robert Wright III
Mr. William E. Wright
Ms. Carly R. Worthy
Mr. Thomas C. Woolwine
Mr. and Mrs. Jack W. Woods
Mrs. Jaclyn K. Wood
Brian and Jaclyn Wood
Brian and Jaclyn Wood
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Mr. Robert J. Daugherty
Mr. and Mrs. Theodore N. Williams
Mr. Robert C. Willis
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Mr. Robert J. Daugherty
Mr. and Mrs. Theodore N. Williams
Mr. Robert C. Willis
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Ms. Jessica D. Wilmoth
Mr. and Mrs. Ricky L. Wilson
Mr. and Mrs. Alan J. Wilson
Mr. and Mrs. John S. Wilson
Mrs. Suzanne R. Winnard
Mrs. Lisa K. Wise
Mr. and Mrs. Michael W. Wise
Mr. and Mrs. James D. Wise
Mr. and Mrs. James E. Wiseman, III
Mr. and Mrs. Richard M. Wisnoski
Mr. and Mrs. Thomas J. Wolfe
Mrs. Michalene K. Wombie
Mr. and Mrs. Jack W. Woods
Mr. Harvey Woodson
Mr. Thomas C. Woolwine
Ms. Carly R. Worthy
Mr. William E. Wright
Mr. Robert Wright III
Mr. David E. Yaeger
Dr. Pavel A. Yakobtsov
Mr. Keith A. Yoho
Miss Kayla M. Younciak
Mr. Ronald P. Young
Mr. Andrew D. Young
Mr. Anthony Zabiegalski
Mr. Kevin C. Zebley
Mr. and Mrs. Richard M. Zuza

Mr. Frederick A. Getsinger
Mr. Charles E. Dickey
Mr. David M. Steindler
Mr. Robert W. Aukening
Mr. M. M. A. Young
Mr. Ronald P. Young
Miss Kayla M. Younciak
Mr. Keith A. Yoho
Dr. Pavel A. Yakovlev
Mr. David E. Yaeger
Mr. Robert Wright III
Mr. William E. Wright
Ms. Carly R. Worthy
Mr. Thomas C. Woolwine
Mr. and Mrs. Jack W. Woods
Mrs. Jaclyn K. Wood
Brian and Jaclyn Wood
Brian and Jaclyn Wood
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Mr. Robert J. Daugherty
Mr. and Mrs. Theodore N. Williams
Mr. Robert C. Willis
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Mr. Robert J. Daugherty
Mr. and Mrs. Theodore N. Williams
Mr. Robert C. Willis
Mr. Robert M. Wilmoth and Mrs. Karen L. Wilmoth
Ms. Jessica D. Wilmoth
Mr. and Mrs. Ricky L. Wilson
Mr. and Mrs. Alan J. Wilson
Mr. and Mrs. John S. Wilson
Mrs. Suzanne R. Winnard
Mrs. Lisa K. Wise
Mr. and Mrs. Michael W. Wise
Mr. and Mrs. James D. Wise
Mr. and Mrs. James E. Wiseman, III
Mr. and Mrs. Richard M. Wisnoski
Mr. and Mrs. Thomas J. Wolfe
Mrs. Michalene K. Wombie
Mr. and Mrs. Jack W. Woods
Mr. Harvey Woodson
Mr. Thomas C. Woolwine
Ms. Carly R. Worthy
Mr. William E. Wright
Mr. Robert Wright III
Mr. David E. Yaeger
Dr. Pavel A. Yakobtsov
Mr. Keith A. Yoho
Miss Kayla M. Younciak
Mr. Ronald P. Young
Mr. Andrew D. Young
Mr. Anthony Zabiegalski
Mr. Kevin C. Zebley
Mr. and Mrs. Richard M. Zuza