How will YOU CHANGE the WORLD?
The purpose of the Jon M. Huntsman School of Business is two-fold: first, to be a career accelerator for our students; and second, to be an engine of growth for our community, the state, the nation, and the world. The Fall 2014 issue of this magazine focused on the career accelerator part, with the announcement of our new FJ Management Center for Student Success.

In this issue, we focus on our purpose as an engine of growth. Entrepreneurial spirit, ethical leadership, and global vision, are pillars of the Huntsman School. Of course, we did not invent these attributes. They are woven into the very fabric of the culture of the Mountain West. The work ethic, spirit of cooperative enterprise, vision, and creativity of our pioneer ancestors who tamed the Great Basin of the Rocky Mountains are evident in the lives of our alumni, and we expect them to be well developed in the lives of our students as they leave the Huntsman School to take up their responsibilities as productive members of society. Our role as educators is to build on this foundational strength by providing curricular and experiential learning opportunities that challenge our students and that enable them to reach their full potential.

Through our Jeffrey D. Clark Center for Entrepreneurship, we aim to foster the sense of excitement and fulfillment that comes from identifying and seizing opportunity. In our cover story of four preeminent alumni and one student, and in profiles of other alumni throughout this issue, you will read of how being open to opportunity—and acting on it—brought about great results, whether in creating new businesses or in creating successful careers inside large organizations.

The engine of growth that is Cache Valley Electric—celebrating its 100th anniversary this year—and the growth engine that is the much younger company, Monkey Bars Storage—now in its 12th year—are animated by opportunities seen and captured by Jim Laub, class of 1974, and Kris Nielson, current MBA student. The same may be said for companies built by Danielle Crosland Nielson, Darven Erickson, and Kurt Larsen, among others. And this same, pioneering entrepreneurial spirit inspires the outlook of Dustin Jones and Justin Wheeler, two of our younger alumni, who are realizing great success in their careers inside of large organizations.

At the core of our focus on growth engines is our belief that students are at the center of all we do. We consider ourselves lucky indeed to be working with such great raw material—our students, their values, and their heritage. They have such potential to make profound and positive contributions to our world. Our pitch is as simple as it is daring: Do you want to change the world? Study business at the Huntsman School!
"You don’t take courses; you take professors." This statement was some of the best advice I received during my undergraduate education. Facing graduation in a few weeks, I can see that I was blessed with a slew of amazing professors and mentors.

My professors cared. Having professors who care is the major difference between my education and the education received by students attending other business schools. Not once did I have a course in the Jon M. Huntsman School of Business where I felt like a number. Even in some of my largest classes such as Managing Organizations and People, Corporate Finance, and Managerial Accounting, I felt as though all of my professors knew me and cared about my success.

I was challenged, challenged to think, to grow, and to push myself. Never was it enough to come to a solution. I learned quickly that the process of achieving a result is often far more important than the result itself. In my strategy class taught by Professor Chris Reutzel, he never graded us based on what our final recommendation was, but instead graded by the factors that resulted in us making a particular recommendation. I remember one time where my recommendation was far different from his, so I asked him to review my work. Dr. Reutzel read my paper and commented that the arguments were sound.

"But I didn’t come up with anything close to what you had," I remarked.

He commented, “Yes, but the process you used to reach your conclusion is sound, and that is what is important. The fact that you think differently from me is a good thing and is the reason I would want you on my team.”

I do not possess all the skills I will need in my career. No one has all the skills they need coming out of their undergraduate degree. Instead, the Huntsman School gave me something better; I learned to how to solve problems and more importantly, how to find and develop the specific skills to solve the determined problems. To a hammer every problem looks like a nail. Instead of giving me a hammer, my undergraduate education taught me how to use the tools I need, and then how to go get it.

Now as I stand on the precipice of beginning my career with the legion of other hungry Huntsman alumni looking to make my mark on the world, I say thank you.

Tanner Boden is the 2014-2015 Huntsman School valedictorian.
Entrepreneurial spirit is a strategic pillar of the Huntsman School of Business. For us, the focus truly is on those exact words, for entrepreneurial spirit is really about a mindset that is open to opportunity, whether that leads to the creation of a company celebrating its 100th anniversary this year, or continuously creating opportunities inside of an organization. In a rapidly changing global economy, identifying opportunities, becoming comfortable with risk, and pursuing your passion can indeed lead to lives of meaning and changing the world.

Jim Laub, ’74
President & CEO, Cache Valley Electric

Over 40 years ago, after graduating from college, I went to work for several years in the field as an electrician. I learned every bit of it. I learned a great deal about the electrical side of the business, but I also learned a lot just working with the other electricians, tradesmen, and people in the construction industry. These are the guys that really make our business successful. They are the ones in the field and in the trenches day after day in the cold and in the heat. I learned a great deal of respect for them.

That experience has really informed my view as we enter our 100th year of being in business. I put a lot of trust in my team. They are free to run their part of the business as they see fit. They run it with integrity and honesty, and they take care of their customers and employees.

At the basic attributes we’ve had for almost 100 years are what my grandpa had. My grandfather started those values, my father was a master of it, and I’ve just tried to carry it on. It’s not rocket science; it’s just kind of basic human decency. If you treat people well, they respond. I have a lot of confidence in people. There are a lot of good people out there and some of them just need a chance to succeed. Most times if you give them the chance they won’t let you down.

I am just a firm believer that the harder you work, the luckier you get. So we work hard and our basic premise has always been to take great care of our customers. We were able to develop a few relationships with customers that started spreading their wings nationally and because we had developed such a great relationship with them, they took us with them throughout the country.

We’ll continue to be an electrical construction company, but as the world changes with technology, we’re always going to be open to the technological advances and opportunities out there. Hopefully we can expand our footprint throughout the country.

I go back to the basics of treating your customers well and your employees like family, and when you do those things, it creates a solid foundation and when you have that solid foundation it creates opportunities that if you’re not afraid to take the next step, can create a big payoff. Sometimes you can’t be afraid to fail.
Danielle Crosland Nielson, ’99
Co-Founder & Executive Vice President, Diamond Wireless

As a child I grew up surrounded by entrepreneurs; my grandfather, my father and my uncle were all great examples of business owners who took risks. After graduation, my brother and I started a business selling wireless phones. After five months of telemarketing, we were in debt and living off of credit cards. However, we knew the wireless business was a rapidly growing industry that we were passionate about and we had developed great relationships with Verizon Wireless. Our next decision led us to where we are today. We opened our first retail location in Fashion Place Mall in Salt Lake City in March of 2000 and it took off! Over the past 15 years we have expanded our retail model across the country and currently operate 357 locations in 32 states and have become a National Agent for Verizon Wireless, with over 2,000 employees. It was the risk we took into the retail space that catapulted us to where we are today.

In May 2013 we were approached with the opportunity to assume ownership and control of 154 retail locations located throughout the eastern seaboard. We had less than 60 days to negotiate the deal, hire 500 employees, and open for business in a part of the country where we had little existing presence. With the help of our leadership team and the willingness of employees to move across the country, we accomplished this nearly impossible undertaking. I had confidence in our model and philosophy, and most importantly, in our people.

I believe you create your own opportunities in life and you have to be willing to take risks. In the end, I want to know if an opportunity will advance or hinder our core business philosophies and what my leadership team has to say about them.

To me an entrepreneurial spirit means having a vision of what you want a company to become and the discipline and attention to detail to execute the daily objectives necessary to make the vision a reality. The gulf between an idea and a successful company is execution.
Individuals who possess the drive to innovate before the opportunity becomes obvious, or who are comfortable with disruption, especially when told it can’t be done, are what an entrepreneurial spirit is all about.

Kris Nielson, ’15  
CEO, Monkey Bars Storage  
The only way you can progress in life is if you remain open to opportunities. There are always opportunities to stretch and grow and become a better person. When we close ourselves off to opportunities professionally or personally we never expect our future to be as good as it could be. For example, I started this venture with some partners when I was a junior in college. That said, I have also learned to stay patient and take advantage of all opportunities. I have screened opportunities through my professional life by making sure they are in line with my personal goals. Not all opportunities are equal, and I have learned to say no to a lot of potentially great opportunities. Monkey Bars Storage grew out of such an opportunity, and now we have 120 dealers across North America.

I have also found the intimate setting of our classrooms very beneficial. I have been able to reach out to my professors, and these connections with students and professors have provided a great deal of valuable unbiased feedback along with much needed instruction. I am confident that I didn’t even realize I needed to know. Often I tell my wife that I would pay to receive this kind of consulting. However, I am getting an MBA from USU in the process. I am excited with our future. We want to change the way the home services industry works, and take advantage of emerging technologies to align customer needs with quality products and timely service.

Dustin Jones, ’05  
Senior Vice President, Macy’s  
Since graduating from USU I have lived in NYC for almost ten years. In those ten years I have held ten different positions at Macy’s. I’ve worked to get a holistic view of the industry and of a Fortune 500 company in an attempt to make myself as marketable as possible and to make the process of decision-making as complete as possible. It has been a fun, exciting time and I work with incredible people. Personally, I’ve taken advantage of everything the city has to offer. I have been part of some incredible organizations that have helped me learn about leadership, government, service, and culture. I have two amazing daughters who share this journey with me. They are my closest friends. We have a fun life.

I worked at the Kater Shop in Logan while attending USU, and it gave me a place to experiment with my ideas. While there, I started an eBay business selling tuxedos that I found in the Kater Shop attic—the kind Jim Carey wore on Dumb and Dumber. They were a gold mine. This experience taught me how to start a business, work with banks, build business plans, and ultimately how hard it can be to see it to success. I also learned a host of leadership and management skills that gave me a great jump start at Macy’s.

I joined Macy’s when it was an $8B retailer and a regional department store with a great Parade and Christmas movie. Now we are a nationwide Fortune 500 company approaching $30B with 880 stores. My goal is to be a leader in getting it to $150B.

An entrepreneurial spirit means three things to me—curiosity, being comfortable with change, and a sense of optimism.
At the Jeffrey D. Clark Center for Entrepreneurship in the Huntsman School of Business, we have a unique and effective program for teaching students the skills of entrepreneurship. It starts with our six-course minor which is available to students from all majors across the university. The overall goal of our curriculum is to help students create a sound plan for a new product, service, or business they can actually implement. These courses teach a proven sequence of events successful entrepreneurs follow when building a new venture. In the first course, students learn the difference between an “idea” and a “true business opportunity.” They evaluate a number of concepts and select the one that is the most likely to succeed. In subsequent courses, they learn how to form a legal entity, acquire needed resources, create a brand, develop a marketing strategy, build a team, finance their venture, create a launch plan, make effective presentations, and diversify their products and services. In the final course, students learn about social responsibility and how to link their venture with the broader community. Students from a wide variety of majors are taking these courses: business administration, finance, mechanical engineering, electrical engineering, communication, psychology, landscape architecture, music, etc.

To support this formal coursework, we have a very active entrepreneurship club that is run by our students. The club sponsors weekly workshops, lectures, competitions, and a number of activities during our Entrepreneurship Week every spring. One of the most important services the club offers is business consulting for student entrepreneurs and companies from the community. Approximately 30 club leaders from a variety of majors receive scholarships each year to perform consulting services. They meet in a class each week to learn the skills of business consulting, and then form project teams that work with a number of startup and growing companies. Many of the clients these teams support come from other organizations within the university: Commercial Enterprises, the Small Business Development Center, the agribusiness program, and faculty research projects. These students gain valuable experience for their own careers, and help a number of new ventures launch and grow.

One of the greatest assets of our program is our Founders’ Board, consisting of 30 talented entrepreneurs, business owners, executives, attorneys, and investors. These board members speak in classes, judge competitions, mentor students, and help us acquire the resources we need to expand our programs at the Clark Center. Several of our board members are currently creating a new venture fund that will help students develop their brands, build prototypes, create websites, and launch their businesses.

One of the most unique experiences our students enjoy is our Small Enterprise Education and Development program—SEED. Students selected for the SEED program spend a semester studying social entrepreneurship, micro-lending, and business consulting, and then spend a semester in Peru, Ghana, or the Philippines. During this semester they teach classes on new business development, help participants create business plans, make funding recommendations, and mentor business owners who receive loans. This program helps people in developing countries obtain self-sufficiency through business ownership, but equally important, it is a life-transforming experience for our students.

Graduates from college and university entrepreneurship programs, compared to general business graduates:

- Are 3 times more likely to start a business
- Are 3 times more likely to be self-employed
- Have annual incomes that are 27% higher
- Own 62% more personal assets
- Earn $23,500 more per year if they work for a large corporation
- Are more likely to work in new product development and R&D activities
- Are more satisfied with their jobs

“Whether our students build their own business or not, we believe that an entrepreneurial spirit is the new leadership model for the 21st century.”

Whether our students build their own business or not, we believe that an entrepreneurial spirit is the new leadership model for the 21st century. The practices used by successful business founders can benefit all types of organizations and all types of careers. The skills of innovative problem solving, developing brands, building teams, diversifying product lines, and serving communities are desperately needed in our rapidly changing world. At the Huntsman School of Business, our students are developing these skills.
Resiliency for Entrepreneurs and Careerists

BY SCOTT HAMMOND, CLINICAL PROFESSOR, HUNTSMAN SCHOOL OF BUSINESS

Resiliency is a choice. Almost every case we studied of people who survived being lost in the wilderness said they “decided” to survive. Even an eight-year-old boy lost overnight at 11,000 feet said, “I knew I wanted to live.”

The same is true for entrepreneurs and careerists who face what are seemingly insurmountable challenges. They make a choice. They say to themselves, “I want to get through this. I will do what it takes to survive until I can find a way to thrive.”

Of course making the choice to be resilient does not guarantee a positive outcome, but it does have two interesting effects on individuals in “survival” situations.

First, they report envisioning the ideal future. A good example of this is the famous canyoneering climber Aron Ralston who cut off his arm with his pocket knife when he was trapped in a narrow canyon. His story can be seen in the documentary 127 Hours. Ralston reports that while in a space between sleep and hallucination he saw his unborn son running towards him. He saw himself holding the young boy and laughing. He remembers a vivid sense of joy as he held his child. When he awoke he realized again his predicament, and also that he had no son, no wife, and no future. But he did have a vision of the ideal that motivated him to action. Rarely do we realize the ideal in our lives, but visualizing the ideal creates hope and hope motivates resilience.

When an entrepreneur feels like their business is hitting a brick wall, impossible to see through and discouraging to look around, they must stick to the vision of the ever-promising future. Go back to the roots of why the business was started. And for the careerist, remember your dreams. Envision yourself working with the people who will get you to the top. Envision yourself accepting the promotion and how that will feel.

Second, making the decision to be resilient helps us see our situation differently. In my book Lessons of the Lost: Finding Hope and Resilience in Work, Life, and the Wilderness, I tell the story of Victoria Grover who was lost in the wilderness for four days with a broken leg. Victoria, who is a hero of mine, broke her leg at the base of a dry waterfall, 100 yards from water. She was in a place where she could not see or be seen, nor could she get to the needed water. It took three days to climb up and over the rocks with her broken leg. She wondered what to do. “There has to be a way,” she told herself. Then she reported to me that she saw herself backwards, as if in a mirror. “Backwards Yes. Backwards I can turn around and go backwards over the rocks.” It took her 12 hours, but she got to water and warmth. The “backwards” thinking saved her life.

Our creativity is sometimes the only differentiator we may have. As a careerist, always think of the next best way to move ahead, stand out or do something that has never been done before in your field. Entrepreneurs have in their blood to be different. Don’t be afraid to take the well-calculated risk. “Backward” thinking has made many entrepreneurs successful, such as Steve Jobs, co-founder of Apple, or Billy Beane, general manager for the Oakland Athletics baseball club.

There are tragic tales in the wilderness of strong people who chose not to be resilient—who gave up. Four in five business startups fail, though that does not necessarily mean they were bad ideas. Some portion of those failures come because the entrepreneur or careerist was not resilient enough. When it seems like your arm is caught in a rock or that resources are out of reach, remember to envision your dreams and don’t be afraid to go where no one has before.

Professor Hammond’s work on resiliency was recently quoted in Fast Company.

“...visualizing the ideal creates hope and hope motivates resilience.”

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Huntsman Students in Dubai

Seven Huntsman students were invited to the Insight Dubai Women’s Conference in the United Arab Emirates. One of those students, Morgan Ipaktchian, Marketing, '18, took home the first prize winnings of $3,500 out of more than 100 students from various colleges in Utah.

"I was beyond shocked when they called my name as the overall winner," Morgan said. "I cannot express enough gratitude to Professor Sterling Bone. I didn’t think I would hear my name called to move on in each round, and each time, he told me that I could win the whole thing. Taking his sales class and working through his Griffin-Hill assignments each round, and each time, he'd tell me that I could win the whole thing. The duo interviewed nearly 80 women from 30 countries, all focused on business. The findings will be shared with USU and Huntsman School recruiting teams, and both students may look to use it as their honor’s theses as well.

Sales Idol

For the second consecutive year, a Huntsman student won first place at the Intercollegiate Sales Idol Competition. Morgan Ipaktchian, Marketing, '17, took home the first prize winnings of $3,500 out of more than 100 students from various colleges in Utah.

"I was beyond shocked when they called my name as the overall winner," Morgan said. "I cannot express enough gratitude to Professor Sterling Bone. I didn’t think I would hear my name called to move on in each round, and each time, he told me that I could win the whole thing. Taking his sales class and working through his Griffin-Hill assignments each round, and each time, he’d tell me that I could win the whole thing. The duo interviewed nearly 80 women from 30 countries, all focused on business. The findings will be shared with USU and Huntsman School recruiting teams, and both students may look to use it as their honor’s theses as well.

Help with tax returns

At the beginning of each new year, many USU students and members of the community turn to the School of Accountancy at the Huntsman School for help with filling out tax returns. Through Volunteer Income Tax Assistance (VITA), a program where the IRS partners with people willing to serve others to help get taxes done, Huntsman students assist USU students and members of the Cache Valley community through the tax process. On average, USU VITA has generated over $850,000 in tax returns and refunds.

"One of the cool things about having a VITA site at a university is that it’s a win-win; students that are attending the university get the help with situations that are unique to the fact that they are attending the university," said Bonnie Villarreal, director of the accounting program and a tax professional who helps run VITA each year. "But also the volunteers, who are often studying things like income tax, get real-world experience to supplement the classroom experience." This service is especially valuable to international students. Because each country has different rules for filing in the U.S., Huntsman accounting students specialize in earning each country’s unique rules.

Professor Villarreal estimates that the student volunteers file approximately 250 international returns and 500 U.S. returns each season.

"I enjoy VITA because I enjoy meeting students and helping them understand how the tax code affects them," said Katrina Nieveen, a Master of Accounting student. "VITA also provides an opportunity for me to learn from my classmates and directly apply what I’m learning in the classroom to helping others." VITA is sponsored at USU by Beta Alpha Psi, the International Accounting Honors Association.
Larzette G. Hale

Larzette Hale, a mighty force in the lives of all she touched, passed away on Thursday, February 5, 2015. Dr. Hale was an accounting faculty member and department head of the School of Accountancy from 1971 to 1980. She began her life humbly, attending Langston University in Oklahoma, in as much as a young black woman was not permitted to enroll in the state’s leading institutions at that time. Completing a business degree there, she then proceeded to the University of Wisconsin, earning a master’s degree, and eventually her PhD. She initially taught at Clark University in Atlanta, passed the CPA exam, and founded a prosperous CPA firm. Her personal successes must be framed against their historical context, which mark her achievements as being possible only by someone of talent, integrity, fortitude, and conviction. Dr. Hale was recently recognized by the American Institute of CPAs as one of the most influential CPAs of all time.

Despite her impressive accomplishments, Dr. Hale was more known at USU by her students and colleagues as a loving and compassionate faculty member. She embraced those around her as members of her family, and used “tough love” to instill a drive for personal excellence by all she came in contact with. Her former students around the country are quick to relate that much of their motivation to succeed was in part to not disappoint Larzette Hale. Quoting Emerson: “To laugh often and much, to win the respect of intelligent people and the affection of children, to earn the appreciation of honest critics and endure the betrayal of false friends, to appreciate beauty, to find the best in others, to leave the world a bit better, whether by a healthy child, a garden patch ... to know even one life have breathed easier because you have lived. This is to have succeeded!” Indeed she did, indeed.

— Larry Walther, Department Head, School of Accountancy

New Leadership for Partners in Business

Professor Chris Fawson, the Dr. Vernon Maughan Buehler and MaRee C. Buehler Endowed Professor, was recently appointed as the Executive Director of the Partners in Business program at the Huntsman School. As the Executive Director at PIB, Professor Fawson will fill a leadership role in the organization and work with the professional staff and student employees to design and deliver a set of extraordinary conference experiences for working professionals, scholars, and students.

“I am honored to be a part of the legacy Dr. Buehler started at Partners in Business,” Professor Fawson said. “This program has the potential to affect many lives, including students and professionals.”

Professor Fawson arrived at Utah State University in the winter of 1990 and has taught economics and economic systems in the department of economics and finance for the past 21 years. During his tenure at USU he has served as Director of International Programs and Vice Provost for Academic and International Affairs for USU, and Department Head and Senior Associate Dean in the Huntsman School of Business.

“We want to be the first conference program that working professionals and business scholars think of attending when they are looking for ways to keep abreast of the most interesting advancements in business leadership and the broad set of management competencies that drive organizational success,” Professor Fawson said. “If we can fulfill that one goal—all other milestone goals along the way will have been achieved.”

Above: Accounting student Curtis Anderson with Larzette G. Hale, circa 1985
Below: Faculty members Richard Jenson, Cliff Skousen, and Larry Walther with Dr. Hale, circa 2009
USU Honors Two Huntsman Grads

Two graduates of the Huntsman School, Blake Kirby, Accounting, ’92, and David Miller, Finance, ’87, were honored by Utah State University with Distinguished Alumnus Awards at the annual Founders Day celebration. ACache Valley native, Kirby founded Irvin, Inc., in 1988. His focus provides manufacturing services to a variety of industries. He served as CEO from 2000 to 2012, and is currently the majority shareholder and chairman of the board. In 2004, he was a finalist for the Ernst and Young Entrepreneur of the Year Award, which honors the nation’s most innovative entrepreneurs. Kirby credits Phil Swensen, his former finance professor, as an influential teacher and mentor who provided him with a solid foundation in creating successful business enterprises.

Though born and raised in southern California, David Miller loved the outdoors and the West. He grew up on a farm in Idaho and didn’t know a thing about business before USU. “I grew up on a farm in Idaho and didn’t know a thing about business before USU,” Wheeler said. “I had great professors and an education there that really opened my eyes and gave me a great foundation upon which to build my career.”

Promotion in Caracas

Benjamin Leatham, MHR, ’12, and MBA, ’13, was recently promoted to HR Analyst in Chevron’s Latin America Business Unit in Caracas, Venezuela. He hit the ground running by performing an efficiency review of the department’s 188 processes, resulting in successfully eliminating over 3,000 wasted man-hours. In addition to improving efficiency within the department, he will be managing performance evaluations and salary administration, and coaching the department through a reorganization.

Leatham graduated from the Huntsman School in 2012 with a Master of Science in Human Resources and took advantage of the dual master’s degree option to also get a MBA in 2013. He started with Chevron in San Ramon, California, as an HR Business Partner, where he was involved in developing a health care reform implementation strategy for a segment of their employees. He then relocated to Bakersfield, California, home of one of Chevron’s most profitable oil fields, where he prepared the company for negotiations with the United Steelworkers union before being transferred to Venezuela.

“The education that I got in the Masters of Human Resources program really set me up for success in my career,” Leatham said. “The hands-on experience I got in my classes was perfectly aligned with what I’ve needed to be strategic in my work at Chevron, both at home as well as in Venezuela.”

Alumnus Named CEO of Buffett Company

Justin Wheeler, Finance and French, ’95, has been appointed as the CEO of Berkadia Commercial Mortgage, LLC. After graduating from USU, Wheeler worked for a small private equity firm and then went on to earn his MBA from Brigham Young University. He spent the next 14 years working for Leucadia National Corporation, eventually being appointed CEO in 2010. In 2009, Leucadia formed a joint venture with Warren Buffett’s Berkshire Hathaway to acquire one of the largest full-service commercial mortgage banks in the country, which they renamed Berkadia. After eight months as interim CEO of the company, earlier this year Wheeler was appointed as full-time CEO.

Wheeler is in charge of all strategic and tactical direction of Berkadia, where he oversees approximately 1,500 people, 700 of whom reside in India. In 2014, the company arranged $17 billion in real estate transactions. It services $240 billion in commercial real estate mortgages.

“To put it simply, we want to be the best in what we do,” Wheeler said, “and that means growth in activity and profitability.” Wheeler hopes to grow and diversify Berkadia’s current activities, including significant inroads into retail, office and industrial finance and investment sales, identify smart acquisitions and investments and continue to hire the best mortgage bankers and investment sales advisors in the industry.

“I grew up on a farm in Idaho and didn’t know a thing about business before USU,” Wheeler said. “I had great professors and an education there that really opened my eyes and gave me a great foundation upon which to build my career.”

Canada Bound

Natali Naegle, Marketing, ’10, recently joined the consulting firm McKinsey & Company at their offices in Calgary, Canada, where she will focus on their agriculture practice.

“I love being in Calgary and working with some amazing colleagues and clients, and I’m really excited about being back in the Rocky Mountains,” said Naegle. After graduating as the valedictorian of the Huntsman School, she went on to earn an MBA from Columbia University. She enjoyed her experience at the Huntsman School so much that she convinced her three brothers to also enroll in the school. One brother, Nate, graduated in 2014, with another, Preston, due to graduate in 2016. Her youngest brother, Andrew, is due to start soon.
Keep in Touch

Have you written a book or climbed a mountain? Had a baby or run for office? Gotten married or started a new job? We would like to know—and so would your classmates!

Share your news by submitting your class note online at usu.edu/alumni/records

Don’t miss out—let your fellow alumni know what you’re up to!

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Champ Celebrates Milestone
This fall George H. “Herb” Champ celebrated his 90th birthday with his family and his favorite dinner of macaroni and cheese and hot dogs, and celebra-
ing again with his friends at the Bluebird Coffee Club.
Champ was born on Nov. 18, 1924 in Logan, Utah, and after service in the infantry during WWII, graduated with a degree in Commerce from USU in 1949. Champ has always been an active member and supporter of his community, with a particular passion for USU. He is a past President of the Logan Rotary Club, Logan Golf and Country Club, USU Athletics (Bluebird Club), and USU Old Main.
He has received USU’s Distinguished Service Award and the Huntsman School Distinguished Executive Alumnus Award. Several days before his 90th birthday, Herb and Helen were awarded USU’s Spirit of Old Main Award. Champ has always given the utmost respect and lifetime dedication to the university. He and Helen have two children, Teresa Champ-Major (Richard), who live in Logan and George F. Champ, who lives in Laguna Beach, California, and grandchildren Charles and Nicholas Major, and Adam, Katie, and Sarah Champ.

LEADERSHIP GIFTS
In recognition of individuals and organizations whose cumulative giving exceeds $100,000.

Society of 1888
$10,000 – $99,999
The Huntsman Foundation

Society of 1898
$10,000 – $100,000
Benefactor

- $500,000 – $1,000,000
Oracle Corporation

- $1,000,000 – $10,000,000

- $10,000,000 or more

- The Huntsman Foundation

- The Huntsman Foundation

- The Huntsman Foundation

- The Huntsman Foundation

- The Huntsman Foundation

- Alumna Katie DAVIS Champ Bassett, ’09, President of Franchise Development at IA.
- Beau S. Pitcher, ’09, Director of Finance at eFORCE,
- Michelle Kolbe, ’10, President at UT.
- Kevin Douglass Yee, ’13, Customer Marketing Specialist at Aegon, resides in Herriman, UT.
- Samantha Minor, ’14, Marketing Manager at Healthplan.com, resides in Salt Lake City, UT.
- Vianessa Burtchett, ’13, Director at Highrise Inc., resides in Idaho Falls, ID.
- Rebecca Ramos Peppe, ’13, HR Coordinator at Heritage Health, resides in Etiwanda, PA.
- Karen L. Yee, ’17, Marketing Director at Echears Inc., resides in West Jordan, UT.
- Adam Wexler Hubbard, ’13, Marketing Manager at Agio, Service Inc., resides in Commack, NY.
- Tyler Randy Lloyd, ’13, Account Manager at Rocky Mountain Power, lives in Greeley, CO.
- Jordan Rose Coleman, ’14, Product and Marketing Services Specialist of a storage Startup firm, resides in Halifax, VT.
- Dale Lakin, ’14, HR Business Partner at OneContact Inc., resides in Eagle Mountain, UT.
- Nathan Douglas Jermain, ’14, Junior Advisor at Financial Planning Consultants, resides in Providence, UT.
- Sean Miller, ’14, Capital Analysts Specialist at Texas Capital Bank, resides in Dallas, TX.
- Mark Shalock, ’14, Director of Healthcare Operations at Vivint Health, resides in Waukee, IA.
- Jordan M. Valgian, ’14, SEO Manager at Honeymoon Insurance Inc., resides in Chandler, AZ.
- Michelle Kolbe, ’10, President at UT.
- Jake M. Bassett, ’09, President at CentrePointe, resides in St. George, UT.
- Nikki Ann Evans, ’10, Director of Human Resources at CSU’s Fulton College of Business, resides in Murray, UT.
- Nicholas Steen Harvary, ’10, Founder/Owner at Sutherland, resides in Commack, UT.
- Derek George Harris, ’10, Senior Sales Executive at New Dream Technologies, lives in Hyde Park, UT.
- Michelle Kolbe, ’10, President at Oracle Unix Group, resides on Park City, UT.
- Aaron Balkhash Ramziek, ’10, The Senior Associate at Revolution, lived in Salt Lake City, UT.
- David Weinberg, ’10, Project Manager at Workday, resides in Salt Lake City, UT.
- Ryan T. Reid, ’11, Unit Business Manager at Salesforce, Inc., resides in Salt Lake City, UT.
- Cody Robert Walden, ’11, Senior Consultant at Erika, a look at Marketing/Finance, resides in Salt Lake City, UT.
- Vianessa Burtchett, ’13, Director at Highrise Inc., resides in Idaho Falls, ID.
- Adam N. Saltiel, ’12, Human Resources Manager at Intermountain Farmers

Association, lives in West Jordan, UT.

Jordahl Rose Coleman, ’14, Product and Marketing Services Specialist of a storage Startup firm, resides in Halifax, VT.

Dale Lakin, ’14, HR Business Partner at OneContact Inc., resides in Eagle Mountain, UT.

Nathan Douglas Jermain, ’14, Junior Advisor at Financial Planning Consultants, resides in Providence, UT.

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Huntsman CEO.”

Making a Difference in Korea
Andrew Arveseth, International Business and Economics, ’14, and Luci Griffiths Arveseth.”

Economics, ’14, both Huntsman Scholar alumni, are currently working for Savoip, a Korean NGO located in Seoul, South Korea, that primarily provides medical and social services to defectors from North Korea. In July they will make the trip to the US where Andrew will pursue a master’s degree in International Affairs, and Luci will work in the economics field.


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My experience at Utah State has exceeded all expectations. As well as being involved in great student opportunities, I have truly come to appreciate all I have learned in the classroom as well. I owe so much to this school and all of my classmates. I am honored to give back in any way I can.

Douglas Foshee, Marketing, ’15, Student Body President 2013-14, 2014-15
My early years were filled with examples of good
steady leadership and an entrepreneurial mindset
because of my father, a USU graduate in accounting,
who, with his brother started a business that thrived
in Logan for over 35 years. I had the opportunity
to work in the family business from the age of 12
through college years both on the floor and in
the back office doing some of the bookkeeping. At 15, I watched my father work two jobs, one at the
University and the other in the business as well as in
leadership positions at our church. I learned at an
early age that there was no substitute for determi-
nation, hard work, dedication, and perseverance.
While attending USU, I obtained the skill set to
begin my career both as an army officer; real estate
developer and a human resource professional.

My professional journey has been salted with
a variety of careers and experiences that have
prepared me to deal with failure as well as success.
We all talk about success, but learning how to fail
is very important.

Changes to US tax law in 1986 led to the
reduction in real estate values nationally, including
$20 million of the real estate projects that I owned.
I found myself sitting on property that no longer
sustained bank underwriting, and that had
decreased in value by 30%, and I had no buyers. I
learned learning how to fail and still maintain
perspective was important.

Eventually, all of the projects were sold, but my
personal net worth dropped below 0.

I made the decision to leave real estate
development and get into a business that created
recurring income with little debt. After looking at
a lot of different opportunities, my wife and I found
one that appealed to us, put in years of sweat equity,
and in 1992, we started Resource Management,
Inc., a Professional Employer Organization (PEO).
I, like my father before me, worked two jobs to help
support my family and new fledgling business. I
had the added benefit of having my wife working
side by side as a partner, accounting for all of the
funds coming into and out of the business. Twenty
years later, the business has offices in Salt
Lake City, St. George, Portland, Seattle, and Denver
and services 12,000 employees and 350 companies
nationally.

Failure and success has taught me a number of
leadership qualities that can lead to success not only
in business but in my personal life. These qualities
are as follows:

1. No one in this world is entitled to a free ride
2. Success comes only through smart decision
   making, hard work, and dedication
3. Make well thought out decisions and follow
   them fearlessly
4. Failure will happen, be strong enough to work
   through it
5. Surround yourself with people as good or
   better than yourself
6. A good leader provides authority equal to the
   responsibility assigned
7. Love what you do or get out of it and find
   something that you do love
8. Set your goals and stay focused on them
9. Continue to study and learn. Just because
   you are out of school doesn't mean you stop
   learning
10. Don't focus on money—focus on being the
    best at what you do—the rest will follow
11. Demand loyalty, but remember that is a two-
    way street
12. Remember it's not all about you
13. Humility is a God-like attribute and allows
    you to keep green and growing, no matter
    what position you hold
14. If you love what you do, others around
    you will catch the vision and associated
    enthusiasm
15. Leave fear at the back door; it doesn't serve
    you well
Born in 1928 in Ashburn, Georgia, Ann Rice has spent her life teaching and serving others across the country and around the world. Dr. Rice is an expert on personal and family finance and also owns commercial property in California, Georgia, Nevada, and Utah. She is also a committed philanthropist, having endowed scholarships at five universities, including Utah State, and is a member of several community boards and organizations. Dr. Rice taught at the USU-Brigham City campus, and her husband Myron received his doctorate from USU.

How do you suggest students have success in their careers and in their lives?

There is great wisdom in learning the principles of saving and sharing not only money, but also time. Early on in marriage, my late husband, Mike, and I decided that we wouldn’t get each other gifts for Christmases, birthdays, or other holidays. When those holidays would come around we would celebrate by giving something to someone in need. For our first Christmas together, we got Christmas presents for another family instead of for each other, and it set the tone for our marriage and our lives. Each year as we became more financially established, we enjoyed doing bigger and better things for those in need. It is important to learn to give before we have an excess. It builds the habit of giving. And I found that giving created success, professionally and personally. It created happiness. It created meaning.

What are some guiding principles that anchor your leadership philosophy?

My husband used to have a friend that was a top-notch leader, and he always said, “One of the biggest things you have to remember with leadership is that people do not do what you expect them to do, they do what you inspect.” So it’s not the expectation, it’s the inspection that lets them know you will hold them to their responsibilities. When you find yourself in a leadership position remember that you’re there because you have earned someone’s confidence and you’re expected to do that inspection.

I also think there is great value in correct delegation. If you delegate well, and inspect well, your team will learn to respect you and feel your confidence in them. Pretty soon, your team will be efficient, and you won’t have to worry about the quality of work being produced. It’s important to learn that you don’t have to do it all by yourself.

What does “Dare Mighty Things” mean to you?

This quote is one of my favorites. I firmly believe that people who are afraid to dare are afraid to fail. And if you never fail, you’ll miss out on so many great learning opportunities that could be the key to your success. Failing makes us human. We should all live in the moment and live deeply. We should never just wander through life but should take each moment in and truly live. If you can live, you can dream, and dreaming leads to success.
Huntsman Hall

Two terraces, a courtyard, and spacious commons areas for the entire Huntsman School community to gather.

Our dream is becoming a reality, thanks to the support of generous alumni and friends.

Huntsman Hall. Opening January 2016.

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21 new classrooms

21 new student meeting rooms

architectural rendering of Huntsman Hall