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## The Huntsman Post, February 2017

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# THE HUNTSMAN POST

FEBRUARY 2017

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As you enjoy these final weeks of winter, we hope you'll take a moment to enjoy a few inspiring stories. This month's Huntsman Post features Huntsman School students, faculty, and alumna who are leading with distinction and demonstrating a commitment to excellence.

Visiting Professor Dr. Lloyd Baird is a leader in the field of Organizational Behavior. He joins us this year to help redesign a more holistic approach to business education, with the idea that cross disciplinary study and many different kinds of learning opportunities will help create more excellent and productive business leaders. We're excited to announce that our School of Accountancy is climbing in national rankings. Our accounting students are also proving they measure up to students at much larger schools nationwide, as a team of five accounting students recently led the field in a regional tax competition, placing 2nd Honorable Mention.

Finally, we congratulate Theresa Foxley, a Huntsman School of Business National Advisory Board member, on being named president and CEO of EDCUtah. We applaud her efforts to promote Utah as a great place to live and work. Her constant drive for excellence exemplifies the leader of distinction that we strive to create here at our school. We're proud to call her a USU alumna and we wish her success in her new position.



DOUGLAS D. ANDERSON  
DEAN & JON M. HUNTSMAN CHAIR



RISING TO THE TOP



THOUGHT LEADER  
VISITING HUNTSMAN



BOARD MEMBER  
NAMED CEO

JON M.  
HUNTSMAN  
SCHOOL OF BUSINESS  
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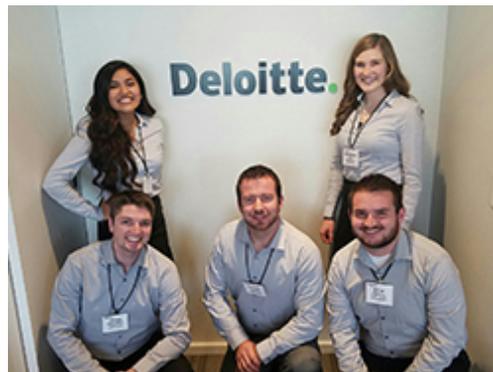


# Rising to the Top

02/16/2017

The Huntsman School of Business is on the path to becoming a top tier business school, as indicated by the most recent Public Accounting Report Annual Rankings.

Both the undergraduate and master's degrees in accounting at HSB have been ranked in the Top 50 in the nation, at 39 and 35, respectively. Among programs with 15 or fewer full time accounting faculty, both programs rank 4th nationwide. These rankings are determined by a survey of accounting professors rating the quality of collegiate accounting programs, including reputation of faculty from a publishing standpoint, student placement, and graduates' performance where they place.



Having programs ranked among the top 50 nationwide creates professional opportunities for students. "It creates interest in our program. Since we've started entering that ranking, we've seen an increase in our students placing outside of the Utah market with big international firms like PricewaterhouseCoopers, Deloitte, and Ernst & Young. They have the opportunity to go all over the place," says Dr. Chris Skousen, Associate Department Head, School of Accountancy.

HSB accounting students also recently demonstrated the quality and excellence of their training in the accounting program by placing 2nd Honorable Mention at Deloitte's FanTAXtic regional competition in Salt Lake City in November 2016. Shannan Peel, Ashley Hernandez, Slater Duncan, Kyle Merrill, and Derek Droesbeke were given a case and approximately 250 pages of supporting materials to study over the course of three weeks. They presented their findings and recommendations to Deloitte partners, competing against teams from the top five undergraduate accounting programs in the nation including BYU, Texas A&M, and UT Austin.

Dr. Skousen is proud of the instruction accounting students are receiving in the Huntsman School. "To be able to beat out teams from schools with higher rankings demonstrates that our students can compete with anybody from anywhere. We're giving them the tools to be competitive nationally and internationally, and they're performing. They're not just doing well, they're doing great."

# Thought Leader Visiting Huntsman

02/16/2017

Dr. Lloyd Baird is Professor of Management at Boston University and most recently served as Chair of the Organizational Behavior Department. He was Executive Director of the Leadership Institute for numerous years and currently serves on the steering committee of the Executive Development Roundtable and Research Director of the Human Resources Policy Institute, both consortiums of leading corporations devoted to improving leadership capability in their organizations. He also served as Faculty Director of the Questrom School of Business PhD programs. Currently he is completing work on two grants "Redesigning the Undergraduate Learning Experience" and the "Digital Learning Initiatives".

Nationally he serves on the Editorial Board of the Human Resources Management Journal, and is a committee member of BizEd's Education Innovation Awards. Dr. Baird has consulted and worked with leading organizations including IBM, Johnson & Johnson, BP, Bristol-Myers Squibb, Florida Power and Light, John Hancock, ATT, Rockwell International, and the U.S. Army. He received his BS degree from Utah State University and his MBA and PhD from Michigan State University.

Dr. Baird joins the Huntsman School faculty as the Huntsman Presidential Visiting Professor of Leadership for Spring 2017, working with the leadership group and dean's office to position the school on the forefront of business education. Because students learn best when the curriculum is equal parts learning, applying, and then internalizing concepts by teaching them to others, Dr. Baird is helping create a more collaborative approach to business education and integrate it into the curriculum.

Linkage, or forming connections between things, is one key concept driving the redesign toward a more holistic undergraduate curriculum. "The Huntsman School has clubs, institutes, foundations, roundtables, national linkages, the entrepreneurial center, the Huntsman Scholars program, and a global presence at our disposal that we can weave together to create opportunities for students to learn, apply, and internalize concepts. We need to link curriculum horizontally through the years and across departments and pull these opportunities into the classroom," says Dr. Baird.

Another key is leveraging concepts and processes across disciplines, giving students opportunities to work with and learn from those outside their own areas of study. "How can we take what's being done in one place, and leverage it into a different place?" asks Dr. Baird. "We need to understand that separate departments are silos that are linked together and leveraging off each other. When students understand how the entire system functions, they can better understand the opportunities and constraints they're working with and know how to produce and become excellent."

Dr. Baird believes that over the next few years the collaborative business curriculum will bring more national and international recognition to the school and increase opportunities and experiences for the students. "In three to five years, the Huntsman School of Business will look like an enhanced version of itself. We have excellent outside support, an undergraduate population that's uniquely prepared to make a difference in the world, and an admin group that wants to bust the norms of how learning and teaching takes place. Who wouldn't want to play with that?"

# Board Member Named CEO

02/16/2017 04:30:56 PM

The Huntsman School of Business congratulates Theresa Foxley on her recent appointment as President and CEO of Economic Development Corporation of Utah (EDCUtah), a private nonprofit organization working to attract and grow business in Utah.

Ms. Foxley, a USU graduate and Huntsman School of Business National Advisory Board member, most recently served as Deputy Director of Corporate Recruitment and Business Services at the Governor's Office of Economic Development (GOED) where she oversaw business development, expansion and relocation projects. Prior to GOED, Ms. Foxley worked as a business and finance attorney at Ballard Spahr. Ms. Foxley is driven by her deep interest in promoting Utah and the success of this great state. She's excited about the opportunity to focus on business recruitment in her new role at EDCUtah.



Since its founding in 1987, EDCUtah has grown into an organization with more than 260 members working to bring together community and private sector leaders as well as state and local elected government officials to develop programs that make Utah attractive to new companies and companies looking to expand. Utah is uniquely situated with a pipeline of well-trained, young individuals ready to enter the workforce, infrastructure assets and a transportation network that includes rail, air, and road for ease of manufacturing and distribution, and world class educational and research institutions in the state that train and develop new talent, create new business opportunities, and generate intellectual property. From a governance standpoint, Utah is a predictable and attractive environment for businesses. The quality of life in Utah is also a compelling feature for businesses who understand that talented workers in a healthy economy have a strong negotiating position. The ability to have a great life outside of the office as well as a rewarding career makes it easier for businesses to attract and retain talent.

The state economy is seeing some success from the efforts at EDCUtah. Recently, Utah has seen an increase in high-tech manufacturing, information technology, financial services, and fintech companies. "We're in a marketing role of one of the best products in the country, and also one of the best products globally," says Ms. Foxley. "Governor Herbert's vision of Utah being the top economy in the country has permeated into all levels of government and has people thinking about economic development because it funds everything else we enjoy as residents of this state."

EDCUtah is a trusted partner to the state, to local communities, and the private sector and is helping communities and the state identify and take advantage of opportunities for economic growth in the future. They are also working in connection with Governor Herbert's Talent Ready Utah Initiative, which is a partnership between the education system and private sector to identify and develop curriculum for students. The goal over the next 4 years is to have 40,000 highly skilled workers entering the workforce, and to create 25,000 jobs in rural Utah by helping companies already in place expand and access new markets incrementally.

To students entering the workforce, Ms. Foxley stresses the importance of understanding the intersection between technology and the workforce. "Be comfortable with change. Be open to expanding your skill set. Add value anywhere you go as a student, whether as an intern or in your first job. Really understand what drives the organization and how you can add value to their mission. Most importantly, find something you like doing."

Ms. Foxley's advice to those looking to start a business in Utah is to become aware of the many governmental and non-governmental resources available to help small business owners succeed. These resources can be found online at <http://edcutah.org/> and <http://business.utah.gov/>. For Huntsman alumni outside the state but considering an expansion into Utah, Ms. Foxley says there's nothing quite like living and working here. "You can get your arms around Utah. It's warm, engaging, and accessible. You can understand how to solve problems here because it's a navigable community. If you're considering an expansion into Utah, call me. I'd love to talk."