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THE HUNTSMAN POST

Huntsman Students Take Top Awards



This year marked the 60th anniversary of the esteemed Robins Awards at Utah State University. At the award ceremony, the most coveted and prestigious of all university honors are given to students, faculty, and staff for outstanding dedication and hard work to individual as well as program achievements.

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Huntsman Finance Team Wins CFA State Competition

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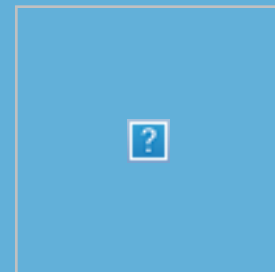


We've Become Too Attached to Our Own Brilliance

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NYC Alumni Event

Please Join USU Alumni & Friends for an Aggie Social



Exclusive Rooftop Event
Thursday, May 10 | 7-9 pm
253 West 47th Street, NYC

RSVP by May 5 to: huntsman@usu.edu

Huntsman School professors Paul Fjeldsted and Todd Griffith will be traveling with several students on a career exploraiton trip. Our students would love to meet fellow Aggies and learn more about living and working in NYC.

Huntsman Students Take Top Awards

April 2018

This year marked the 60th anniversary of the esteemed Robins Awards at Utah State University. At the award ceremony, the most coveted and prestigious of all university honors are given to students, faculty, and staff for outstanding dedication and hard work to individual as well as program achievements.

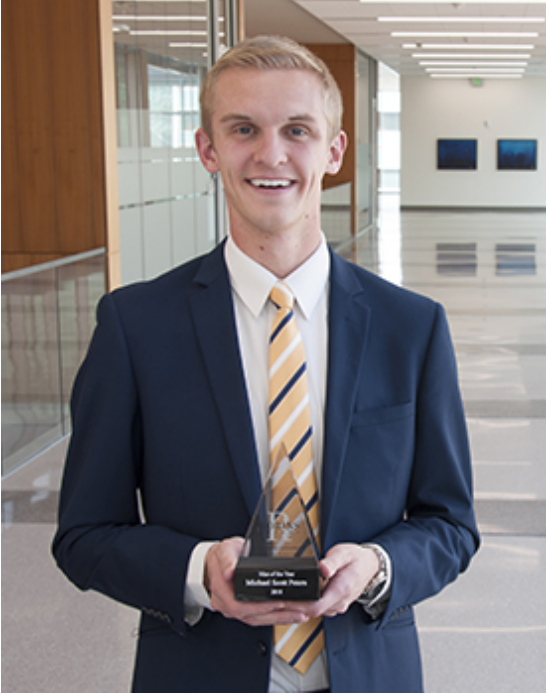
At the April 14 awards gala, Huntsman School students received four prestigious awards. Entrepreneurship club member, Halston Van Der Sluys, received Achievement of the Year for his work in developing a jacket that charges cellular devices. Both the Woman and Man of the Year were also awarded to Huntsman students. Woman of the Year, Emily Turner, is a quadruple major in International Business, Economics, Political Science, and Asian Studies, with a minor in Chinese. Man of the Year, Michael Peters, served as 2017-2018 Student Body President and has had a significant impact on increasing mental health awareness across the university.

The most prestigious award of the evening went to Huntsman School senior, Christian Hobbs. The Bill E. Robins Memorial Award is presented to a student who represents the best youth has to offer. This award, unlike other Robins Awards, is based on total collegiate achievement. It is awarded to a student who has excelled academically, displayed outstanding leadership ability, shown dedication to Utah State University, and possesses traits that set them apart as a rare individual. Hobbs will graduate with a dual degree in Marketing and Business Administration and a minor in Spanish. He served as the president of the Utah State University Ambassador Program and is the Co- Founder and Vice-President of USU's gentlemen's a cappella group 'The Octaves'. Hobbs recently returned from Peru after an internship with the Huntsman School's Small Enterprise Education & Development (SEED) Program, where he and his partner developed a 12-step financial teaching manual to aid small business owners in reaching financial stability. Hobbs has accepted a full-time position with General Mills and will begin work in Arizona as a Business Management Associate upon graduation.

The Robins Awards have been held each year for the past 60 years in memory of 1949 USU student body president William E. Robins. One of the original visionaries for the Taggart Student Center, Robins and his wife were tragically killed in a plane crash in 1954 leaving behind a one-year-old son. After his death, Robins' fraternity Sigma Nu set up the Bill E. Robins Memorial Fund, which continues to fund the Robins Award tradition today.



Halston Van Der Sluys
Achievement of the Year



Michale Peters
Man of the Year



Emily Turner
Woman of the Year



Christian Hobbs
The Bill E. Robins Memorial Award

Employees Friendly with Bosses Are More Likely to Model Unethical Behavior

April 05, 2018



New research by Utah State University Huntsman School of Business Professor Julena Bonner finds that when employees have a good relationship with their supervisor, they are more likely to model the supervisors' morally questionable behaviors.

Bonner's research was recently published in the *Journal of Organizational Behavior* in an article, "[Supervisor expediency to employee expediency: The moderating role of leader-member exchange and the mediating role of employee unethical tolerance](#)," with co-authors Rebecca L. Greenbaum of Oklahoma State University, Mary Bardes Mawritz of Drexel University, Brian Webster of Ball State University, and Joe Kim of Temple University.

Across three studies, the researchers assessed employees and their supervisors in multiple industries. Research participants were evaluated to determine whether the employee or their supervisor were engaging in "expediency behaviors," meaning questionable behaviors a worker may carry out in order to accomplish their tasks more efficiently, such as cutting corners to try to get things done more quickly or altering numbers to appear more successful. In addition to modeling the morally questionable practices of a supervisor with whom they have a good relationship, the study also found that employees are likely to experience a degree of ethical fading no matter their relationship with their boss as a result of observing their supervisors' expedient behaviors.

"From past research and anecdotal evidence, we understand that serious unethical behaviors in the workplace begin with small questionable behaviors," said Bonner. "We found that when subordinates witness supervisors carrying out this type of behavior, their level of tolerance and likelihood of adopting these questionable business practices are amplified by having a friendly relationship with their boss. When left uncorrected, this can result in a normalization of seemingly minor unethical infractions across a company culture."

Bonner continued, "The WorldCom fraud scandal, for example, began with hiding small losses, but eventually ended with the company concealing over \$12 billion in losses. Our findings suggest that organizations should offer ethical training to employees to teach them to not blindly follow their supervisors' example, even in practices that may seem relatively harmless and commonplace but are immoral."

Huntsman Finance Team Wins CFA State Competition

April 2018

Three students from the Huntsman School of Business won the in-state competition for the CFA Institute Research Challenge. Seniors Scott Saunders, Brett Dommer, and Bretton Ashcroft represented Utah State University at the competition in Salt Lake City, competing against teams from around the state. This was the first time an Aggie team won the competition. “We came in wanting to win, but since no team from USU had won the Utah level competition before, we weren't expecting to win. We were really surprised and grateful to have won!” said Ashcroft.

Paul Fjeldsted, the CFA team advisor, said, “We are very proud of this team and their accomplishments this year. Congrats to them for representing themselves and the Huntsman School so well during the Challenge.”

The Certified Financial Analyst (CFA) Institute oversees one of the world's most prestigious financial certification programs. The Research Challenge is a global competition held each year. Participants are given mentoring in advanced financial analysis and tasked to research and analyze a publicly traded company. Students then write a report and create a presentation offering a buy, sell, or hold strategy on the company's offerings. More than 5,000 students from 1,000 universities worldwide compete in the competition every year.

After winning the local competition, the Huntsman students proceeded to compete at the regional level in Boston, facing competition from elite colleges in the western hemisphere.

“Competition in Boston was very intense. Most teams were a blend of undergraduate and graduate students, but we were one of the few pure undergraduate teams. Most of the competing teams in our bracket were from former world champion schools. Overall, it was the best thing I could have done with my time here.” said Dommer.

Under the direction of faculty advisors Paul Fjeldsted and TJ Bond, the team performed research on Health Equity, a healthcare savings company founded by Utah State alumnus Stephen Neeleman. The team created a 10-page research report and presentation.

TJ Bond, CFA competition advisor, said “I think the team came up with a compelling investment thesis—an out-of-consensus view on Health Equity. Some of the arguments they made could have appeared in a Wall Street report.”

Saunders, Dommer, and Ashcroft will be graduating this May. Ashcroft will be taking the CFA Level 1 Exam in June and will be attending graduate school in data analytics. Dommer has been offered positions at Kroll Bond Rating Agency and Credit One Bank and is in final interviews for positions with Goldman Sachs and Bloomberg. Saunders will be doing an internship with Utah Retirement Systems before working toward a Masters of Finance degree from the University of Utah.



CFA Competition Team Members: Scott Saunders, Brett Dommer, and Bretton Ashcroft

We Become Too Attached to Our Own Brilliance

April 2018

“You may have not learned how to learn,” said Steve Daley, President of Market-Based Management, to students about lifelong learning at a recent Focused Fridays Leadership Forum at the Huntsman School of Business.

He explained further that although someone might be a good test taker, they may not be a great learner. He said ultimately in the real world it doesn't matter what your GPA was in college. Daley stated, “Your grades really matter and they really don't matter at all. No one has asked me what my GPA was. What they will ask is if this person is capable, is this person committed, can this person make people they work with better?”

He spoke of the importance of having a ‘can do’ attitude and embracing change, “It's easy for us to change and destroy what others have built, but it is very hard to destroy or change the things that we have built. We must embrace change. We become too attached to our own brilliance.”

Daley emphasized that each and every unique skill and trait is valuable and should be considered so in however you apply yourself. “If you're just punching a time card you will be out competed every day.”

He closed by sharing how his studies in economics were not seen by others in his life as a secure career path, much like his decision to move back to the United States from Australia. He expressed that you need to commit to your choices and stay true to who you are.

“Stop worrying about what others think and worry about yourself, develop your own skills.”

Daley, born and raised in Australia, received his bachelor's degree from Brigham Young University and moved back to Australia for a career opportunity. He then decided to move back to the United States to go back to school and get a Ph.D. in Economics from George Mason University, which led to a career with Koch Industries.

The Focused Fridays initiative provides career development programming, including workshops, industry panels, skill-specific bootcamps, and the signature leadership forum, which brings senior executives to discuss leadership.

Videos of past leadership forums can be found at: huntsman.usu.edu/focusedfridays