Super lawyer, Donald E. Godwin, Esq., handles the biggest cases with down-to-earth savvy.
12 SUPER LAWYER
DONALD E. GODWIN, ESQ.,
HANDLES THE BIGGEST CASES
WITH DOWN-TO-EARTH SAVVY
WHAT'S THE LIFEBLOOD OF OUR COLLEGE?

FACULTY GOVERNANCE.

"Our faculty members not only perform at the top of their respective fields, they are also emotionally invested in bettering our school, and thereby, our students."

Over the years, I have espoused many initiatives that have advanced our college’s mission and vision. We have created programs dedicated not only to “educating” our students, but to “preparing” them as well.

We have encouraged and rewarded faculty who go beyond standard classroom teaching methods and who work with students hands-on and with whatever means necessary to ensure complete comprehension and learning. We have improved our facilities and introduced new course materials in order to keep current with an ever-evolving world. But, the question might be asked, “How are we able to accomplish these things?” The answer is simple. We are led by an esteemed and capable faculty. Our faculty members not only perform at the top of their respective fields, they are also emotionally invested in bettering our school, and thereby, our students.

There are many benefits of being governed by our professors.

Our Heads of departments are professors first. They are all on top of their research and academic game. Plus, they are capable of handling the administrative responsibilities of running a department and of providing a high-quality education to students. Their ability to perform both academic and administrative roles, ultimately, enhances how our college functions. For example, if one goal of a department is to increase enrollment, pure administrators might adopt short-term tactics, e.g., heavily promoting the department in order to achieve this goal. Fogelman Heads, however, would choose to grow enrollment by improving course offerings and by building the department’s brand via better faculty and better research. Listed below is each and every department Head’s research disposition.

Dr. Marla Royne Stafford, chair of the Department of Marketing and Supply Chain Management, was recently presented the 2016 Ivan Preston Award for Outstanding Contribution to Advertising Research at the
American Academy of Advertising (AAA) conference. This award honors individuals who have made sustained and systematic contributions to advertising research over the course of their careers.

Dr. Charles (Chuck) Pierce, chair of the Department of Management, has published research articles in top-tier scholarly journals, such as the Journal of Management, Journal of Applied Psychology, and Journal of Organizational Behavior, just to name a few. He was also the winner of two Academy of Management’s Research Methods Division Robert McDonald Advancement of Organizational Research Methodology Awards.

Dr. Robin Poston, chair of the Department of Business Information and Technology, holds several leadership roles in organizations that work to advance knowledge and promote excellence in the practice and study of information systems. In order to further possible research endeavors, she has raised grant money for numerous projects totaling about $360,000 from industry partners and more than $1 million from Department of Defense partners. She has also published articles in top-rated journals.

Dr. Pankaj (P.K.) Jain, interim chair of the Department of Finance, Insurance, and Real Estate, has been published in several high-quality journals including The Journal of Finance, Journal of Financial Economics, Journal of Financial and Quantitative Analysis, Financial Management, and The Financial Review for his work on international regulatory policy in market microstructure. He was also an invited researcher at the Securities Exchange Commission for two years. Dr. Jain’s service to the finance profession also includes a recent invitation from the U.S. Treasury, wherein he will provide research leadership in the Office of Financial Research (OFR) for our nation’s market structure stability.

Dr. William (Bill) Smith, chair of the Department of Economics, has received several prestigious awards for being an excellent academic. These awards include the University of Memphis Distinguished Teaching Award, the Alumni Association Distinguished Research Award, and the Excellence in Teaching Award from the National Society of Leadership and Success. He also has had numerous articles accepted for publication in premier journals such as the Journal of Mathematical Economics, Journal of Banking and Finance, Journal of Money Credit and Banking, and Journal of Economic Dynamics and Control, among others.

Dr. Kenton Walker, chair of the School of Accountancy, has high academic values as shown by the faculty he has hired. He has also been instrumental in the successful AACSB reaccreditation process during his tenure at FCBE. Besides publishing in academic journals, he works with industry partners, such as FedEx, on different research projects to measure accounting service quality.

There are two major benefits of cultivating a research-active and academically-devoted administration team. First, this results in “leading by example” and, thereby, improves the quality of our research and teaching among all professors. Professors who are active in the most recent research innovations are better equipped to transfer cutting-edge knowledge to students than professors who are not.

Second, by having academically oriented Heads, we attract and recruit high-quality professors. To be expected, top-performing professors and researchers want employment at colleges that support such endeavors. When
our current faculty members make notable advancements in their fields, they also attract new talent to our school. Due to the progress of our faculty members, we have recently been able to hire additional proficient individuals.

To name just a couple, we recently hired Dr. Kristen Jones as an associate professor in the Department of Management. She earned her Ph.D. from George Mason University after completing her undergraduate work at the University of Virginia. In the year she’s been at Fogelman College, her research has been featured three times in the online Harvard Business Review. Additionally, she recently had an article, entitled “Isms and schisms: A meta-analysis of the prejudice-discrimination relationship across racism, sexism, and ageism,” accepted for publication in the top-rated Journal of Organizational Behavior (JOB). Dr. Jamin Speer, associate professor in the Department of Economics, has also hit the ground running since accepting a position at FCBE. He earned his master’s and doctoral degrees in economics at Yale University after completing his undergraduate work at Vanderbilt University. Since beginning at the Fogelman College, his research has been published in top journals such as the Journal of Human Resources and the Journal of Labor Economics. His paper entitled, “Cashier or Consultant? Entry labor market conditions, field of study, and career success,” was also used as the subject of a New York Times article that discussed the returns of graduating in certain academic disciplines in a recessionary economy. We are extremely proud of Kristen, Jamin, and all of our newly-hired faculty members. While Jamin and Kristen have achieved notable success in a relatively short time, our other newly hired professors are also performing very well.

We believe that colleges should be composed of and led by productive and proactive faculty members. We encourage them to not only have a voice regarding new programs, processes, and protocols; but also to drive our school towards becoming a more successful and better-equipped institution. Ultimately, the reason for our continued growth is due to our faculty and their unrelenting emphasis on cutting-edge research and a commitment to high-quality teaching.

Professors who are active in the most recent research innovations are better equipped to transfer cutting-edge knowledge to students than professors who are not.
Dr. Charles Pierce, Great Oaks Foundation Professor and chair of the Department of Management, recently collaborated with colleagues from Indiana University and the University of Illinois to publish a research study in the Journal of Educational Psychology. The article is entitled “Differential Prediction Generalization in College Admissions Testing.”

The study uncovers hidden bias in college admissions tests and suggests that “hundreds of thousands of college students have been affected by differential and varied predictions of their success based on how they perform on standardized tests such as the SAT.” The authors assess the extent to which predicted first-year college grade point average (GPA) based on high-school grade point average (HSGPA) and SAT scores depend on a student’s ethnicity and gender and whether this difference varies across samples. Results uncover evidence for across-institution variability in gender-based and race-based differential prediction in college admissions testing.
Tyler Stegall and Tiyana Childres, both honors management human resource concentration students, received the James House Williamson HR Excellence award at the recent Tennessee State Society of Human Resources (SHRM) Conference held in Memphis. This award recognizes students who have achieved excellence in the Human Resource (HR) field while pursuing their degree. The award is given by the Tennessee State SHRM Council.

One aspect of the students’ accomplishments was their participation in impressive HR internships. Tyler received an HR internship with the City of Memphis in the fall of 2015 and was quickly promoted to head the City’s Urban Fellows Internship Program. Tiyana, as a sophomore, received a summer HR compensation internship with AutoZone and was asked to remain for the fall semester.

In addition to their internships, they are student leaders in Fogelman, having both participated in The Complete Professional Program and the FCBE Helen Hardin Honors programs. They are the top leaders of the SHRM Student Chapter; Tyler currently serves as president and Tiyana serves as vice president. Both students were recognized at the Tennessee State SHRM conference awards luncheon and received a $2,000 scholarship for their leadership in the Memphis HR student community.

“We are very proud of Tyler and Tiyana and know that they will be an inspiration to other human resource concentration students,” said Dr. Chuck Pierce, chair of the Management Department.

“These students are taking full advantage of the development and leadership opportunities offered at the Fogelman College and their participation has helped them have a true competitive advantage in the workplace,” said Dr. Kathy Tuberville, SHRM faculty co-advisor and director of the Avron B. Fogelman Professional Development Center.

“Thirteen FCBE SHRM student chapter members attended the state conference with the support of Dr. Charles Pierce, chair of the Department of Management, and SHRM Professional Chapter president, Mrs. Tisch McDaniel of Verso, Inc.,” said Dr. Carol Danehower, faculty co-advisor of the UoM Student SHRM chapter.

The UoM Student SHRM chapter, under the leadership of Tyler and Tiyana, won first place at the spring SHRM Central Division Case Competition in Houston, Texas. They won a $2,500 check, a plaque, and free registration to the SHRM National Conference in New Orleans in June, 2017. The team competed against 19 other schools.
Dr. Kristen Jones’ research featured three times in online Harvard Business Review

Dr. Kristen Jones, assistant professor in the Department of Management, has had her research featured three times in the *Harvard Business Review* (HBR) online version this year. Her research appeared in HBR’s “diversity,” “gender,” and “psychology” sections, respectively.

Dr. Jones’ first online article was entitled “Why Subtle Bias Is So Often Worse Than Blatant Discrimination.” She co-authored this piece with Dr. Eden King, George Mason University.

The article summarized the findings of their meta-analysis (recently published in the *Journal of Management*) examining how subtle discrimination affects employees and their performance at work. To test the relative effects of subtle and overt discrimination, the authors analyzed studies that examined relationships between discrimination and outcomes such as career success and satisfaction, stress, turnover, performance, and physical and mental health symptoms. Results of this meta-analysis confirmed that experiencing any kind of discrimination has negative consequences. But more importantly, the results showed that across every job and individual outcome, the effects of subtle discrimination were at least as bad as, if not worse than, overt discrimination.

Dr. Jones’ second online article was entitled “Stop 'Protecting' Women from Challenging Work.” This article was also co-authored with Dr. King.

The article examined how past research demonstrates that prejudice toward women can take obvious and not-so-obvious forms. In this article, the authors summarized several of their research studies showing that this latter benevolent form of sexism is exceptionally damaging, particularly in the workplace. Taken together, their research suggested that women are more likely to receive protective and paternalistic behaviors at work that result in women receiving less challenging work assignments (despite comparable levels of interest in challenging work) and less constructive criticism (which is essential for performance and learning). While such attempts to protect or coddle women may have seemed “nice” on the surface, these protective behaviors actually made it more difficult for women to advance. Furthermore, the authors’ research showed that unwanted help or protection can undermine women’s self-confidence, making them feel worse about their capabilities. Yet, many of these problems have clear solutions. Attempts to support women at work may be most effective when they occur in response to a request, when they enable rather than restrict autonomy, and when they are negotiated through discussion.

Dr. Jones’ third online article was entitled “The Right and Wrong Ways to Help Pregnant Workers.” Dr. Jones co-authored the article with Dr. Judy Clair, Boston College, Dr. Eden King, George Mason University, and Dr. Beth K. Humberd, University of Massachusetts Lowell.

Pregnancy reflects a common experience for women in today’s workforce, yet recent data suggests that some women scale back or leave the workforce altogether following the birth of a child. In this article, the authors reviewed research findings from a study that they conducted in which they explored a paradoxical reason for weakened postpartum career attitudes: that the help women receive during pregnancy may actually hurt their careers. The results of their longitudinal survey of 120 women showed that help received by pregnant women at work increases women’s intentions to quit after the birth of their child. Consistent with the predictions of the threat-to-self-esteem model, these effects were transmitted through helping’s depressive effect on self-efficacy during pregnancy. This does not mean employees should not try to help their pregnant coworkers; rather these findings suggest that workplace supports designed to help pregnant employees should increase, rather than decrease, pregnant employees’ confidence in their abilities to manage the demands of work and non-work roles. Supporting pregnant workers is not a one-size-fits-all approach and the quality of support received during pregnancy could make the difference in retaining top female talent long-term.

“The Department of Management and Fogelman College of Business and Economics are extremely pleased to see Dr. Jones’ scholarly work featured in the *Harvard Business Review,*” said Dr. Chuck Pierce, chair of the Department of Management. “This is an incredible accomplishment and we are delighted to have her on our faculty. Congratulations, Dr. Jones!”
Dr. Joseph Zhang publishes the first article about accounting comparability in Contemporary Accounting Research

Dr. Joseph Zhang, assistant professor of Accountancy, recently had his paper accepted for publication in the journal of Contemporary Accounting Research (CAR). The paper, entitled “Accounting Comparability, Audit Effort and Audit Outcomes,” is the first article ever accepted for publication by CAR on this topic.

Accounting comparability is under-researched, in spite of its importance underscored by regulators, such as the FASB and PCAOB. Dr. Zhang’s paper is the first work on how comparable information is useful for financial auditing. The study has practical implications for both auditors and client firms. He finds that comparability brings tangible benefits, i.e., timely and transparent financial reports and audit reports, lower audit fees, high audit quality, and low risk of audit failure.

In his paper, Dr. Zhang discusses accounting comparability among peer firms in the same industry. He finds that it reflects the similarity and the relatedness of firms’ operating environments and accounting reporting. From the perspectives of “inherent audit risk” and “external information efficiency,” comparability is helpful for auditors in assessing client audit risk and lowers the cost of information acquisition, processing, and testing. Dr. Zhang states that the availability of information about comparable clients helps improve audit efficiency and accuracy. Empirical results show that comparability is positively associated with audit opinion accuracy. Moreover, comparability is negatively related to audit effort (surrogated by audit fees and audit delay). These findings are robust to different specifications of regression models, particularly for the “endogeneity” issues due to the possible reverse causality that auditor style might influence client firms’ comparability. In sum, the study shows that accounting comparability enhances the utility of accounting information for external audits.

The University of Memphis’ Fogelman College of Business and Economics has earned a spot for the second consecutive year on the Princeton Review’s list of “Top 25 Online MBA Programs” for 2017.

Among other schools listed were the University of North Carolina at Chapel Hill, Indiana University, Arizona State University, University of Florida, Auburn University, and more.

The results of this ranking are based on both surveys of administrators at the schools and of students enrolled in the schools’ Online MBAs.

“We are both honored and proud to be named as one of the ‘Top 25 Online MBA Programs’ in the country,” said Dr. Rajiv Grover, dean of Fogelman College. “The Fogelman College of Business and Economics works diligently to maximize the value our students receive with their education. Our Online MBA program is fully accredited and provides a relevant education in a flexible format in order to cater to the needs of people in full-time careers and people with busy schedules.”

“As a working professional, it was important that I selected a program that is recognized nationally and is ranked amongst other great schools. The Fogelman College of Business and Economics’ Online MBA Program has afforded me the opportunity to develop my business knowledge for immediate application within my career field. The flexibility in which this program provides has allowed me to create a great work-life balance,” said Robert Massey, current FCBE Online MBA student.
FCBE leads Tennessee schools in MIS publications

Fogelman College of Business and Economics is very pleased to announce that the University of Memphis is the only school in the state of Tennessee to make the list of top global research schools for Management Information Systems. The rankings were calculated based on the new Association of Information Systems (AIS) Research Ranking Service announced this summer.

Citing the number of publications in the field’s top six journals from 2011–2015, the rankings placed Fogelman College’s Department of Business Information & Technology as 47th on a competitive list that included schools from 17 different countries. The Fogelman College of Business and Economics at the University of Memphis is listed alongside universities such as the University of Georgia, the University of Texas at Austin, Carnegie Mellon University, Clemson University, and others.

“We have a solid base of effort to build on and we plan to raise this ranking to higher levels.”

- Dr. Robin Poston

Fogelman College’s BIT research faculty focus on publishing in the very top BIT and MIS research journals. As professional scholars, we strive to improve our work by continuing our emphasis on meaningful, rigorous research projects and publications, with strong student engagement where it is beneficial,” said Dr. Robin Poston, interim chair of the Department of Business Information and Technology. “We have a solid base of effort to build on and we plan to raise this ranking to higher levels.”
Dr. Marla Royne Stafford receives 2016 Ivan Preston Award

Dr. Marla Royne Stafford, Great Oaks Foundation Professor of Marketing and chair of the Department of Marketing and Supply Chain Management, was recently honored with the 2016 Ivan Preston Award for Outstanding Contribution to Advertising Research at the American Academy of Advertising (AAA) conference. The award honors individuals who have made sustained and systematic contributions to advertising research over the course of their careers and is not necessarily given every year. Award recipients receive $1,000 and a plaque during the annual AAA Conference.

While at the AAA conference, Dr. Royne Stafford, along with coauthor Dr. Kathrynn Pounders, University of Texas at Austin, were recognized as recipients of the 2016 American Academy of Advertising Research Fellowship Award for their project, “Shame and Guilt in Health Advertising Messages: The Moderating Role of Construal.” This award provides small grants for advertising research. This is the fourth time Dr. Royne Stafford has received the highly competitive award.

“We are extremely proud of Dr. Royne Stafford and her continued, innovative research. She is making tremendous advancements in her field and this award is a much deserved recognition,” said Dr. Rajiv Grover, dean of Fogelman College of Business and Economics.

Dr. Sabatino Silveri published in the Journal of Financial Economics

Dr. Sabatino (Dino) Silveri, assistant professor of Finance, recently had his paper entitled “Executive overconfidence and compensation structure” published in the Journal of Financial Economics. The paper was coauthored with Drs. Mark Humphery-Jenner, UNSW Australia; Ling Lei Lisic, George Mason University; and Vikram Nanda, Rutgers University.

The authors examine the impact of overconfidence on compensation structure. Their findings support the exploitation hypothesis: firms offer incentive-heavy compensation contracts to overconfident chief executive officers (CEOs) to exploit their positively biased views of firm prospects. Overconfident CEOs receive more option-intensive compensation and this relation increases with CEO bargaining power. Exogenous shocks [Sarbanes-Oxley Act of 2002 (SOX) and Financial Accounting Standard (FAS 123R)] provide additional support for the findings. Overconfident non-CEO executives also receive more incentive-based pay, independent of CEO overconfidence, buttressing the notion that firms tailor compensation contracts to individual behavioral traits such as overconfidence.

The authors examine the impact of overconfidence on compensation structure.
Finance, Insurance, and Real Estate is the only department in Memphis recognized by the CFP Board

The Finance, Insurance, and Real Estate undergraduate program is recognized by the Certified Financial Planner Board of Standards, Inc. (CFP). This makes Fogelman College the only CFP-recognized onsite program in Memphis and the surrounding areas. The CFP awards certification to individuals who meet its education, examination, experience, ethics, and other requirements.

“The bar for CFP recognized programs is quite high,” says Dr. P.K. Jain, interim chair of the Finance, Insurance, and Real Estate Department. “We had to significantly improve our course offerings and industry partnerships to obtain this recognition in multiple attempts.”

Completing a recognized educational program is a requirement for candidates sitting for the CFP exam.

Today, CFP Board partners with over 360 programs at more than 225 institutions. CFP Board-Registered programs are financial planning education programs at the college or university level that meet specific criteria for educating individuals who wish to fulfill the education component for obtaining CFP certification.

Last year, Nap Overton also facilitated the FIR program being recognized by the CFA Institute (Certified Financial Analyst), whose worldwide headquarters is in North Carolina.

Recognition from both of the leading financial certification institutions, CFA and CFP, in addition to AACSB and SACs, enables FCBE to offer a high-quality education to our students.
Dr. Mehdi Amini’s publication in the International Journal of Management Science attracts thousands of views and hundreds of citations in a matter of a few months

Dr. Mehdi Amini, George Johnson Professor of Marketing and Supply Chain Management, published a paper entitled “Closed-Loop Supply Chain Configuration for New and Reconditioned Products: An Integrated Optimization Model,” in Omega: The International Journal of Management Science. Since its publication in February 2016, the paper received a cumulative number of 17,000 views and 186 citations in a matter of five short months. Dr. Amini’s coauthors were Drs. Jighyasu Gaur and K. Rao, professors in the Department of Operations & IT at ICFAI Business School (IBS) Hyderabad, ICFAI Foundation for Higher Education (IFHE) University.

The authors researched and developed an integrated multi-period optimization model for a closed-loop supply chain that depicted tactical decisions regarding sourcing, manufacturing, and launching of a new product and also collection, reconditioning, and launching of the reconditioned product at the end of its life cycle. Based on the integrated optimization model and the data gathered from a real-life case study the researchers established, they comprehensively conducted and validated a set of computational experimentations to explore profitability of a forward supply chain versus a closed-loop supply chain.

The closed-loop supply chain (CLSC) was defined as “the design, control and operation of a system to maximize value creation over the entire life-cycle of a product with dynamic recovery of value from different types and volumes of returns over time.” In the context of CLSC, product reconstruction demanded supply chain partners to be involved in recycling, remanufacturing, and reconditioning of products offered to the marketplace. The extended value creation resulted from product reconstruction benefits both supply chain sustainability and profitability.

Dr. Bill Kettinger earns prolific publisher status

Dr. Bill Kettinger, FedEx Chair of Excellence and professor in the BIT department, had five articles published in the Association of Information Systems’ (AIS) top six journals for Management Information Systems (MIS) between 2013 and 2015. These six top journals were selected by AIS’ senior scholars as representing the best in the MIS field. The AIS is the leading global professional association of information systems scholars.

Furthermore, Dr. Kettinger was the 12th most prolific MIS publisher in the world during 2013–2015. He ranked 26th, with 20 articles published, in the same category when the time window was extended to the past 25 years. These achievements demonstrate the success the Department of Business Information and Technology (BIT) strives for at the Fogelman College of Business and Economics, as well as the impact it hopes to have on the field of MIS.

Dr. Kettinger works tirelessly for the MIS field and he has served as editor for numerous top journals. He has more than 100 publications, including four books, and he has worked with industry partners over the last 30 years in both the public and private sectors. Dr. Kettinger is a popular teacher and has led dozens of Ph.D. dissertations and has served on many committees throughout the years.

“It is a privilege to work with Dr. Bill Kettinger. He is a true scholar and colleague who tirelessly works to help our department and college move forward, and to provide the best educational experience possible for all of our students and junior faculty,” said Dr. Robin Poston, interim chair of the Department of Business Information and Technology.

“Dr. Kettinger is a fine example of the high-performing professors and innovative researchers we strive to support at the Fogelman College,” said Dr. Rajiv Grover, dean. “We are extremely proud of his accomplishments. Congratulations, Bill!”
Donald E. Godwin, Esq., is the very definition of success. He’s a high-flying Texas trial attorney who handles big — really big — cases with tenacity and aplomb. He’s represented the likes of Dallas Cowboys owner Jerry Jones, oilman Ray Hunt, and H. Ross Perot. He’s also a savvy real estate investor who knows to take the long view along with his profits.

Not bad for a kid whose highest aspiration in college was to be a CPA for the Winn-Dixie supermarket chain.

But even back then, Godwin knew how to listen. In the 1960s, when he was attending Wilmington College (now the University of North Carolina at Wilmington), he paid attention when Robert Appleton spoke. Appleton had been a professor of accounting there for a couple of years, hired after getting his MBA at the University of Memphis (then called Memphis State University). He was impressed with Godwin’s abilities and, one day, pulled him aside.

“He asked me, ‘Don, what are you going to do when you graduate?’” Godwin said. “I told him I was going to seek employment with Winn-Dixie. He asked, ‘Are you sure about that?’ and I said they had been good to me when I was without any resources to go to college.”

Godwin told his professor the story. He’d worked at a local Winn-Dixie since he was 16 and wanted to go to college, but his family didn’t have the money and he was determined not to borrow the funds. The young man, however, had impressed the people he’d worked for and the company provided a scholarship for him. He graduated with honors in three years of the four-year program, passed his CPA exam, and was ready to work as an accountant in its regional office.

Appleton appreciated that. But he saw something in Godwin the young man didn’t quite see in himself. “Don, you seem to be very good with taxes, and you know the Internal Revenue Code (IRC) well. I think you should get a graduate degree in accounting with an emphasis on tax.” It hadn’t even entered Godwin’s mind to do such a thing. He was the first in his family to go to college. “My mom and dad were fine people but didn’t come from a family of educated people — she’d graduated from high school and he had gone through the tenth grade.”

His professor nodded and said, “I’d like you to try. Why don’t you take the GRE (Graduate Record Exam)?”

Godwin took it and scored well. Appleton, not in the least bit surprised, said, “Don, I got my MBA at Memphis State
Godwin started in the summer of 1969 to get a head start on the year-and-a-half program. He was a graduate assistant to accounting professor Dr. Jesse Spiceland and thoroughly enjoyed his experience. “I had the time of my life and did very well in school,” he said. “Were it not for Dr. Appleton, I would never have gone to Memphis and met the people who recommended I go to law school, and I wouldn’t be in Dallas today as a lawyer. What a wonderful man he was to me.”

When Godwin got his M.S. in accounting at the Fogelman College of Business and Economics, he was about to experience something like déjà vu. This time it was Thompson who asked him what he would like to do with that new graduate degree. “I said I’d like to go back to Winn-Dixie and work in its home office. The director said, ‘Don, you need to do more than that. You need to go to law school.’”

The key to making that happen was, again, in Memphis. Thompson introduced him to John Kimbrough, a prominent lawyer in Memphis who was on the board of trustees at Southern Methodist University’s law school.

That started the ball rolling from Memphis to Dallas much in the way Godwin went from Wilmington to Memphis. Kimbrough urged him to take the Law School Admission Test (LSAT), Godwin scored well and, with his working-class background and an impressive interview with the dean at SMU, found himself admitted to the law school with a full three-year scholarship.

Now Godwin was poised to become a super-lawyer, although his journey was far from over.

After law school, he started at Lyne, Klein, French & Womble, a prominent Dallas firm. His CPA training and degrees were forging him into a top tax lawyer — for about nine months. Then Dawson French, a senior lawyer at the firm, asked Godwin to be his tax expert in a federal court case. The young lawyer, however, hadn’t even been in a courtroom. “Mr. French said I had a natural ability and he wanted questions to ask,” Godwin said. “I told him I’d give it a try.”

For three weeks, Godwin interviewed witnesses and worked with French. And they won. In short order, Fritz Lyne, the firm’s managing partner, heard about Godwin’s courtroom abilities.

University and I think I can help you get a scholarship there. They like a student like you coming from a background like yours. You’ve excelled and provided help and resources for your family while in school.”

And that’s how one UofM alumnus helped nurture another. Appleton got Godwin an application to the University of Memphis and made sure that James Thompson, director of the School of Accountancy, got hold of it.

Before his final semester at Wilmington, Godwin was accepted to the UofM graduate program scholarship. “I was so excited, I told my parents. I explained that and he asked, ‘Is that a better job than what college degree?’ I told him I try to make it work that way. He said, ‘Well, then go for it.’”

Dean Rajiv Grover (left) with Donald E. Godwin, Esq. (right)
much,” Godwin said. “I loved trying cases and being with a jury.”

He’d found his true calling. “I started as a trial lawyer less than a year out of law school and for the last 40 years I’ve been trying jury cases all over the United States,” Godwin said. Some cases were so huge that a client could demand a lawyer at the top of his game, such as the successful defense of Halliburton in connection with all the civil litigation and investigations around BP’s well blowout where more than four million barrels of oil were lost into the Gulf of Mexico. Preparation alone took four-and-a-half years.

“These are some of the largest cases ever tried in any courtroom,” Godwin said, “and I got there through Wilmington, through Memphis, then to Dallas as a tax lawyer, and then as a trial lawyer. Not a bad run for a poor boy from North Carolina.”

It’s a remarkable story of a determined and humble young man who needed just the occasional nudge to show him the way. One of his admirers is Dr. Rajiv Grover, dean of the Fogelman College of Business & Economics at UoF&M. “He is amazingly successful and surprisingly amiable,” Grover said, “as well as incredibly busy but remarkably peaceful. He hasn’t forgotten what got him to the pinnacle.”

Godwin hasn’t forgotten and, in fact, is intent on passing along what he’s learned.

Jenny L. Martinez, a name partner in the firm of Godwin Bowman & Martinez, has worked closely with Godwin in the BP litigation. “He wants to teach young lawyers what he knows,” she said, “not only about the legal aspect of cases but about the business aspect of running a law firm.”

That mentorship gives young lawyers keen insights. “He’s very methodical about his legal decisions,” Martinez said. “The BP case was gigantic with billions of dollars involved. Don sees the big picture, understands where things are going and he’s always ten steps ahead of you. When you get into large litigation, ultimately it’s a business decision how the client handles it. Don, with his expertise as a businessman, understands that.”

Ask Godwin’s family and you’ll hear a similar take. “He’s an amazing father, very determined,” said his daughter, Natalie Perry. “I was a daddy’s girl and I always wanted to be with him.” When growing up, she’d go with him to work on Saturdays. “His work ethic was amazing to be around, just listening to his people skills. It all stems back from when he was young.”

Godwin’s demeanor has always been friendly and disarming. He’s a seasoned trial lawyer and shrewd negotiator, but he tells his story without pridefulness and gives full credit to those who helped him along the way. His skills as an expert communicator came from watching and learning — initially from his father. “My dad had been a car salesman,” Godwin said. “After dinner, he’d call customers to see what they needed. I listened to this bright, likable man who was persuasive and credible. If he decided to talk you into something, he could do it. I learned a lot from him.”

Winning over the other side was a gift he fine-tuned. “I was always debating issues with friends,” Godwin said. “I fell in love with the idea of taking a point and trying to convince somebody. I feel you have to be honest and present it in the right way. If you can make it their idea, they’ll always go with you.”

That skill still shows: “Don is a delightful, inspirational, and powerful personality who can move mountains by his oratory,” Grover said. “He motivates students to aim high, for they don’t know what they can really achieve, and he is a leader with enough charisma to enthuse even the most accomplished men and women to do more.”

“Don is a delightful, inspirational, and powerful personality who can move mountains by his oratory.”

- Dr. Rajiv Grover

**About the Author:**

Jon W. Sparks is a freelance journalist who has written for local and national publications since 1978.
Mr. Larry Papasan has been a powerhouse player in the Memphis business industry for decades. He has held the title of president at two of the City’s largest and highly-renowned employers, Memphis Light Gas and Water (MLGW) and Smith & Nephew. And for the past decade, he has also chaired another pivotal position – chairman of the Dean’s Advisory Board at the Fogelman College of Business and Economics (FCBE).

Under Larry’s stewardship, the Fogelman College has made tremendous strides in the quality of education and variety of programs offered to students, in the higher compensation packages provided to productive faculty members, and in the noticeable improvements to the physical facilities — just to name a few.

Larry graduated from Mississippi State University in 1965 and began working as a junior engineer at MLGW. He held many positions during his 27-year tenure at MLGW such as a gas construction worker, design engineer, and superintendent before, ultimately, becoming president.

However, the road to leadership was not always easy. During his career he faced many challenges and disappointments. One such experience was when the director of the Gas Division announced that he was stepping down. Little did he know that one of the greatest life lessons would

"When you don’t get something you want, you have to refocus your ambitions and work relentlessly. If you do that, inevitably, something good will follow.”

- Larry Papasan
soon be discovered.

Larry was a seasoned employee when this position arose and he was eager to assume this new role. After making it to the final round of interviews, he lost the role to another candidate.

“Coming in second place was devastating,” said Papasan. “I had fought hard for the position and I believed that I had earned it. After that, I pouted and sulked and didn’t perform well. After a few weeks with a lackluster performance, a colleague asked me to lunch and gave me some of the best advice that I have ever received. He told me ‘to work harder and smarter than you ever did before and to prove them wrong.’”

Larry contributes much of his lifelong success to that very lesson. “When you don’t get something you want, you have to refocus your ambitions and work relentlessly,” said Papasan. “If you do that, inevitably, something good will follow.”

He was right. A few years later, Larry was offered an even higher position as the vice president of Customer Relations. He was personally selected by the president (at the time) to represent MLGW on the City Council. That was not an opportunity that Larry wasted. He made it a point to get to know each individual on the council, and throughout his service he never lost an initiative that he presented. His unwavering commitment to his job eventually resulted in his promotion to president, a role which he held for eight years.

In 1990, he decided that he was ready for a new adventure. He resigned from his position at MLGW and accepted an offer at Smith & Nephew as president of the Orthopedic Division. He worked at Smith & Nephew until 2002, but acted as a consultant for another three years.

Never one to slow down for long, Larry joined the Board of Visitors at the University of Memphis. He chaired this group for five years. He was on the search committee for the dean of Fogelman College is extremely lucky to have had such a committed chairman of the board for the past ten years and many of our accomplishments have been a direct result of his tireless efforts. He is truly a wonderful person and I cherish his friendship.”

- Dr. Rajiv Grover
the business school in 2007, and he was an avid supporter of Dean Rajiv Grover’s hire. After Grover assumed command at the Fogelman College, Larry decided that he wanted to put his decades of industry-learned business acumen to good use. He accepted the position of chairman of the Dean’s Advisory Board at FCBE.

Over the past ten years, Larry has supported many new initiatives and programs that have bolstered the business school. For instance, he wanted to seamlessly merge academics with industry. He worked with Dean Grover to create a degree program for business students who were interested in the medical field. He reached out to companies such as Smith & Nephew, Wright Medical, and Medtronic and coordinated a partnership between them and FCBE. This program provided the initial framework for what would later become the Customer-Driven MBA program.

He helped to steer Fogelman College’s leadership team towards a goal of “preparing” — not just “educating” — students. “I am very proud of the advancements that I have witnessed during my time at Fogelman College,” said Papasan. “Dean Grover has done an outstanding job. He fought for the creation of the Avron B. Fogelman Professional Development Center, which teaches students all the skills necessary for success.”

- Larry Papasan

of industry-learned business acumen to good use. He accepted the position of chairman of the Dean’s Advisory Board at FCBE.

Over the past ten years, Larry has supported many new initiatives and programs that have bolstered the business school. For instance, he wanted to seamlessly merge academics with industry.

He worked with Dean Grover to create a degree program for business students who were interested in the medical field. He reached out to companies such as Smith & Nephew, Wright Medical, and Medtronic and coordinated a partnership between them and FCBE. This program provided the initial framework for what would later become the Customer-Driven MBA program.

He helped to steer Fogelman College’s leadership team towards an outstanding job. He fought for the creation of the Avron B. Fogelman Professional Development Center, which teaches students all the skills necessary for success — even those skills which can only be taught outside of the classroom, such as dining etiquette. He brokered close relationships with other successful business professionals, such as Michael Cook of SouthernSun Asset Management. Through their partnership and Michael’s generosity, the Fogelman College now has a fully functional Trading & Analytics Lab equipped with 12 Bloomberg terminals. Rajiv has transformed our degree programs to better serve all students, even nontraditional ones. He has improved the quality of his faculty and staff by bringing in bright, eager individuals. Even the building has seen tremendous improvements.”

Larry stated that his vision when accepting the role as chairman of the FCBE Dean’s Advisory Board was to cultivate students who were high caliber and business ready.

“I believe that the work the Dean Grover has done and continues to do has helped us achieve that mission,” said Papasan.

Now, after a decade at the helm, Larry has decided to step down. This spring, David Wedaman, founder, CEO, and chairman of Retrans Inc., will assume the role as chairman of the Dean’s Advisory Board. David has been serving on the board for five years.

“It’s time,” said Papasan. “I have been out of the business for nearly 15 years and I think I have contributed everything that I could to the school. Fogelman needs a fresh, capable leader. And, that’s exactly what it’ll get with David.”

“I am excited to serve the Fogelman College,” said Wedaman. “As a graduate of the school, its continued success is an important goal for me. I can only hope that I prove to be as good of a steward as Larry has been.”

“I am deeply grateful to Larry for his keen guidance and unwavering support throughout the years,” said Grover. “Fogelman College is extremely lucky to have had such a committed chairman of the board for the past ten years and many of our accomplishments have been a direct result of his tireless efforts. He is truly a wonderful person and I cherish his friendship.”

In appreciation of Larry Papasan’s exceptional leadership, dedicated support, and significant impact, the Fogelman College of Business and Economics extends its sincerest gratitude. Thank you for all that you have done and we wish you all the best in your future endeavors.

Larry Papasan (left) with Dean Rajiv Grover (right) during the Fogelman College Hall of Fame induction ceremony.
National trends indicate that college students frequently do not take advantage of career preparation opportunities while in college. Students in the Fogelman College of Business and Economics value the generosity of our external partners in the Avron B. Fogelman Professional Development Center (PDC). Through the Complete Professional Program, students are prepared for the competitive job market through informative and engaging employer-driven workshops and programs, so that they can compete more effectively for internships and early entry talent jobs.

The Complete Professional Program (CPP) is an innovative program with five core outcomes for students upon graduation – education enhanced with industry speakers in emotional control, creativity, critical thinking, and communication, ethics awareness, polished preparation, health awareness in motivation, physical and fiscal health, and community service. Employers engage with students to help foster these skills both on campus and at their facilities. These opportunities help students to envision professional work environments and meet current professionals in their field.
Assistant director, Carolyn Cates, working hands-on with students while leading a resume workshop.

The metrics of the CPP program demonstrate the increase in student participation in career development. Since 2014, student preparation activities, as well as internship placements, have seen significant improvement. In addition, employer participation and engagement with students in strategic recruiting activities have seen an increase in types of activities such as professional development workshops, recruiting programs, and internship fairs. Employer feedback indicates that FCBE student talent is highly competitive and desired in the Memphis market as well as other cities.

Dr. Kathy Tuberville, director, states, “We are seeing more and more employers seeking our student talent and longtime supportive employers indicate they see a significant difference in current FCBE student preparation.”

The Fogelman Internship Network continues to provide a strong opportunity for students to showcase résumés, as well as to earn internships and early entry talent opportunities. Through the generosity of committed donors, our staff has also grown and focuses on meeting students “where they are” and helping them continue their career preparation. Carolyn Cates, assistant director, meets with students individually for both resume development and interview skills training. “Carolyn has a gift in helping students reframe their experience so that their personal brand is enhanced. More and more students are receiving interviews, which is a strong indicator of the value of this resume support. In addition, her work with students in mock interviews has empowered many students to excel in interviews,” Tuberville says.

Our most recent staff addition, Jan Dugan, provides a strong consistency in helping students stay involved in the CPP workshops and activities. “Jan’s attention to the students is impressive – she works with them to help them see the value of their participation; whether it’s through registration in the program, Suits for Success, Toastmaster involvement, or CPP recognition, she connects with students in an encouraging and professional manner and the students know her enthusiasm for them is genuine.”

What are the future plans for the CPP?

Benchmarking with other schools, we will continue to provide innovative programs with the support of our committed community partners and student leaders.

Dean Rajiv Grover states, “The CPP has provided a new dimension to our college and our students. My philosophy has always been that our students are our products. As with all products, innovation and branding is important. The CPP does exactly that for our students — through the unique career development that our students receive, their personal brand is enhanced and their talent potential is more visible to our community partners and our hire rates have drastically risen.”

According to Dr. Tuberville, this program is becoming more integrated into student organizations and course delivery. “Our faculty value the work from the PDC and many make frequent referrals to students, include the PDC activities in syllabi, participate in workshops, and celebrate student success. Faculty involvement is important as students respect faculty guidance.”

Due to the growth of the PDC, new space has been acquired at FCBE to provide additional

“We are seeing more and more employers seeking our student talent and longtime supportive employers indicate they see a significant difference in current FCBE student preparation.”

- Dr. Kathy Tuberville
opportunities for student development and employer activities. Beginning in 2017, dedicated space is now available to assist programming and professional presentations for students. “We are so excited to have our new space in rooms 271 and 273 as we believe these rooms will provide additional resources to connect effectively with employers as they seek to engage with our students. We are committed to our students, our products, and The Complete Professional Program and seeing it grow to reach more students in this employer-driven program,” Grover states.

If your organization would like to become involved with the Complete Professional Program or become an internship partner, please contact Dr. Kathy Tuberville at k.tuberville@memphis.edu.
Mary Trice

International Paper, 2016 Fogelman College graduate
While pursuing her Supply Chain Management degree, Mary was a Student Veterans in Business member, Complete Professional Program graduate, and MILE Program participant. She also held three successful internships.

AutoZone, 2016 Fogelman College graduate
As a student earning his Business Information and Technology degree, Venkatesh was also a Complete Professional Program graduate and Toastmasters leader.

Linda Goodman

SIMCO Electronics, 2016 Fogelman College graduate
During her time at FCBE, Linda was a Complete Professional Program graduate and Toastmasters leader.

The Marston Group (internship), current FCBE Accounting major
Zach is currently participating in the Complete Professional Program and Toastmasters, while also pursuing a degree in Accounting.

Zach Ingram

Willis Towers Morgan, 2016 Fogelman College graduate
While enrolled at FCBE, Victor was a Complete Professional Program graduate.
The Fogelman College of Business and Economics (FCBE) has five different MBA programs. Two of our MBA programs form the Full-Time MBA program. They are the Customer-Driven MBA program and the International MBA program. Two of our other MBA programs, the Professional MBA and Online MBA programs, are flexible and well suited for working professionals. Our Executive MBA program is for proven leaders who are expected to head their organizations or organizational units.

In the last two years, the Fogelman MBA programs have been recognized for their excellence. In 2015 and 2016, the *Princeton Review* ranked our Online MBA program in the Top 25 list of all Online MBA Programs. Our MBA programs were also rated in the Top Tennessee Graduate School of Business list by *Nashville Business Journal*.

All the MBA programs have a similar core course of study. They consist of courses in the functional areas of business such as accounting, economics, finance, information technology, management strategies, marketing, operations, and analytics. This core is augmented by several unique courses like seminars in leadership, ethics and corporate governance, and creativity and innovation, which were developed 10 years ago.

**Full-Time MBA Programs**

The Full-Time MBA program is composed of the Customer-Driven MBA program and the International MBA program. All the classes are offered during the daytime on Tuesdays and Thursdays. Students in these programs benefit from small class sizes and substantial professor attention. This is a lockstep, cohort-based program where the students graduate in 17 months. Furthermore, our students are invited to attend the Executive Speaker Series, which consists of talks by C-level executives.

**Customer-Driven MBA Program**

This is a unique program highlighting the very best of industry-academe collaboration. In this program, Fortune 500 companies work with the FCBE in identifying their needs and work collaboratively in recruiting top-caliber students. Then, the
students are sponsored by the company and are granted an internship with the company during their MBA education. They are contractually obligated to work for the sponsoring company for a minimum of two years. This program helps Memphis-based companies to recruit top talent. Furthermore, it provides the companies employees who already understand the culture and demands of the job upon their graduation.

**International MBA Program**
This program is composed of international students and domestic students in equal numbers. Students in this program are required to complete an internship as a part of their program. While international students intern with domestic companies, domestic students (most of them are bilingual or multilingual) intern at international locations.

**Flexible MBA Programs**

**Professional MBA Program**
This program primarily serves the needs of working professionals. Hence, classes are held in the evenings. This allows working professionals to gain their MBA education by attending classes after work. They are also permitted to take courses online if they are unable to attend classes on campus. This is the largest program among the MBA programs.

**Online MBA Program**
The Online MBA is the newest of the MBA programs offered by the Fogelman College. Students can take all of their classes online. Before the start of every semester, students are offered some courses in a residency format in order to help them expedite their education. This also provides the Online MBA students an opportunity to visit our campus and to meet their professors. We have students from 30 states and some international students in this program, though most of the students are from Tennessee and its surrounding states.

**Executive MBA Program**
This is the premium MBA program. Executives who have held leadership roles for five or more years are typically admitted to this program. The executives have three residencies as a part of their MBA program. Two of the residencies are domestic, while one residency is international. The goal of this program is to develop leaders by honing the executives’ leadership skills, and to engage them in high-level decision making. In keeping with its premium nature, the program is a concierge program during which the executives can focus on adding value to their skill sets and the program handles the supply of books, case studies, etc., as well as their food and beverage needs. This is a cohort-based 17-month program.

**MBA Program Activities**
Every fall, the Full-Time MBA program students have an orientation and a welcome lunch followed by activities that allow for team building. Similarly, there is a welcome reception for the Professional MBA program, which is then followed by a brief orientation program. The Executive MBA program has a welcome reception during its first residency program. Besides these activities, which are unique to each MBA program, all of our students are invited to the open house event held at the Fogelman College every fall.

Each MBA program has its own alumni network and also has access to the resources available to all University of Memphis alumni. The alumni associations frequently organize networking meetings, talks by local business leaders, tailgating before Tigers games, and other activities that promote connecting with their alma mater. Many of them contribute significantly to the Fogelman College through donations as well as with their time.

**If you are an alumni of any of the master’s programs and would like to be involved with the Fogelman College, please contact Dr. Balaji Krishnan at krishnan@memphis.edu. If you are interested in any of the MBA programs, please visit us at http://www.memphis.edu/mba.**
Online MBA

Global Presence:
Japan, India, Turkey, and Canada

Domestic Presence:
1. Murfreesboro, TN
2. Clarksville, TN
3. Johnson City, TN
4. Nashville, TN
5. Knoxville, TN
6. Birmingham, AL
7. Muscle Shoals, AL
8. Montgomery, AL
9. Richmond, VA
10. Charlotte, NC
11. Washington, DC
12. Lexington, KY
13. Cleveland, OH
14. Erie, PA
15. Pittsburgh, PA
16. Charleston, SC
17. Houston, TX
18. Atlanta, GA
19. Savannah, GA
20. Deerton, MI
21. Cedar Rapids, IA
22. Calamar, IA
23. Sacramento, CA
24. Costa Mesa, CA
25. Richmond, IN
26. Evansville, IN
27. Phoenix, AZ
28. Russellville, AR
29. Jonesboro, AR
30. Boca Raton, FL
31. Lady Lake, FL
32. Olive Branch, MS
33. St. Louis, MO
34. Queens, NY
35. Westchester, NY
36. Rochester, NY
37. Miami, FL
38. Seattle, WA
39. Minneapolis, MN
40. Green Bay, WI

Professional MBA
Aaron Sullivan
Senior Marketing Manager, Medtronic Spine and Biologics, Memphis, Tennessee

“The Fogelman Professional MBA program has allowed me to bolster my overall business acumen, gain the necessary skills as a strategic marketing manager, and unlock my untapped potential. The well thought out course structure and accessibility to the program’s ‘best in class’ faculty, has both enhanced and accelerated my MBA experience. I could not be more pleased with the PMBA program. I highly recommend Fogelman to anyone considering high gain post-graduate opportunities for personal and professional growth.”

Online MBA
Corinne Schumacher
Current Online MBA Student

“Before beginning the Online MBA program at the Fogelman College of Business and Economics, I researched and compared many programs looking for quality, flexibility, and reputation. I found all of that and more in this program, with thanks to bright fellow students for stimulating discussions and professors for their genuine desire to enrich the lives and careers of their students!”

Online MBA
Robert Massey
Current Online MBA Student

“As a working professional, it was important that I selected a program that is recognized nationally and is ranked amongst other great schools. The Fogelman College of Business and Economics’ Online MBA Program has afforded me the opportunity to develop my business knowledge for immediate application within my career field. The flexibility in which this program provides has allowed me to create a great work-life balance.”

Online MBA
Brian Miles
VP of Administration / Business Services and Information Technology, St. Petersburg College, Florida

“For the second consecutive year, Fogelman’s Online MBA program has been ranked in the top 25 by the Princeton Review. This honor speaks volumes about the faculty, administration, and students at FCBE. All have worked hard to produce a nationally-recognized, successful program that provides a streamlined curriculum delivered online by top-notch professors at an affordable cost. Since earning my degree, I have developed business skills that are helping to open doors for career advancement and professional development, while continuing to practice law full-time in Florida. I would encourage any busy professional thinking of pursuing an MBA to consider the online program at Fogelman.”
**Customer-Driven MBA**

**Lindsey Widick**  
FedEx Scholar

“The Customer-Driven MBA program is unique because of the partnership between the University of Memphis and FedEx. This program allows me to intern at FedEx while earning a tailored MBA degree suited to their company’s specific needs. One of the things I value most about the program is all of the networking events. The weekly Executive Lecture Series provides student the rare opportunity to meet face-to-face with C-level businesspersons who are making a significant impact in our community.”

**Executive MBA**

**Nic Tullock**  
Director of Category – Central Garden and Pet

“The Executive MBA program was a great opportunity for me to further my education while maintaining my career. The knowledge and skills gained through the course work are immediately applicable to the day-to-day responsibilities of my job. I also gained great insights from my classmates, many of whom had extensive leadership and management experience.”

**International MBA**

**Amadou Gaye**  
IMBA Scholar, Fogelman College of Business and Economics

“The International MBA program is very well structured and it prepares students for management roles, taking into consideration the global environment and up to date business practices. The class is composed of scholars from various nations and backgrounds. Such a multicultural class provides diverse inputs into matters and broadens the perspectives of students.”
As I begin my third year as director of the School of Accountancy, the accounting program continues to be a cornerstone of the Fogelman College of Business and Economics. We have an exceptional foundation built on the hard work of many individuals. In May, the Association to Advance Collegiate Schools of Business (AACSB) International extended the accreditation for the undergraduate, master’s, and doctorate degree programs for five years. We are one of a relatively few accounting programs that are separately accredited. Our student organizations are very active, our alumni are continuously engaging the department in new and exciting ways, and we continue to explore opportunities to improve the quality of our programs.

There were several notable faculty changes this year. Dr. Charles Bailey accepted a chaired professorship at James Madison University in Harrisonburg, Virginia. Dr. Charlene Spiceland accepted a position at Simmons College in Boston, Massachusetts. Dr. David Spiceland announced his retirement would

Dr. Kenton Walker,  
Director  
kbwalker@memphis.edu
be effective at the end of the 2016-17 academic year. David has been with the University of Memphis for 35 years and has had a distinguished and productive career. We will miss him immensely. In the spring, we will announce a date for celebrating his service and accomplishments. Dr. Rita Green has been hired as a full-time instructor. She holds an Ed.D. in higher and adult education and an MBA from the University of Memphis. She received her undergraduate degree in accounting from the University of Tennessee at Martin. During the fall, we will be actively recruiting for three replacement faculty for next year.

In anticipation of new rules from the Tennessee State Board of Accountancy concerning the requirements to sit for the Uniform Certified Public Accountant (CPA) Examination, we are again examining the structure and content of the undergraduate degree program. This is in order to be consistent with state rules and remain competitive with other programs. We are also taking steps to re-evaluate the content of the master’s program to make it more attractive to both students and employers.

Our students continue to be involved in many important community service activities. The University of Memphis chapter of Beta Alpha Psi, an honorary organization for financial information students and professionals, provided more than 1,000 hours of service to the community last year. The students worked with a variety of organizations including the Humane Society of Memphis & Shelby County, Memphis Zoo, and Memphis Botanic Garden. Our chapter served as co-host for 43 chapters at the Southeast regional meeting held at the University of Alabama at Birmingham. For the 13th consecutive year, the organization’s national office named the group a Superior Chapter in recognition of its dedication to the community and engagement in professional education activities. Nearly 60 accounting students participated in internships last year; most were in private companies followed by public corporations and public accounting firms.

Our faculty remain active in scholarly pursuits and often collaborate with students in these efforts. Professors Malloy and Langstraat published three articles with John Wilder IV, a graduate of our master’s program, who is now pursuing a law degree at Vanderbilt University. In addition to maintaining our reputation as active scholars, we continue to develop our students to be good data analysts, effective communicators, and ethical citizens. We want our graduates to be leaders in the accounting profession.

Finally, we are grateful to those of you who have given of your time and resources to support the School of Accountancy during the past year. Studies show that generosity feels good and can make a difference in the lives of both the donor and the recipient. Your generosity goes a long way in helping us transform the lives of our students and in the success of our department.
The Department of Business Information and Technology (BIT) has many reasons to be proud. Our applied teaching and research are geared toward utilizing information and technology for effective business practices and continue to generate successful internship and job placements for students. In addition, our globally recognized faculty ranked 47th on an international list of faculty publications by premier journals from 2011–2015. Dr. Bill Kettinger was not only the 12th most prolific BIT/MIS publisher worldwide between 2013 and 2015, but his 20 top-tier journal articles place him 26th within the past 25 years. That kind of staying power exemplifies the long-term impact we strive for in the BIT/MIS field and, not surprisingly, the University of Memphis is the only Tennessee school on the Association for Information Systems Research Rankings of top schools.


The BIT department thrived in 2016. In the spring, the Association of Management Information Systems (AMIS) student chapter hosted its first annual TechUP competition. The participants learned a new technology and then made presentations to local IT professionals. In the fall, we welcomed new tenure-track faculty member, Dr. Srikar Velichety, who holds a Ph.D. from the University of Arizona, Tucson, an M.S. in Information Technology, and a B.S. in Information Technology from
Dr. Bill Smith, Chair
wtsmith@memphis.edu

The Department of Economics at the Fogelman College of Business and Economics is committed to excellence in both the study and teaching of economics. Our department’s areas of greatest strength are in empirical microeconomics, especially in the areas of health economics and labor economics. We also continue to publish regularly in major academic economic journals.

We welcomed Dr. Sumant Rai back to the department. Sumant worked as a visiting assistant professor here a couple of years ago. He has now returned as an instructor to teach some of our large undergraduate classes. He is an excellent teacher and we are happy to have him back.
The department offers two undergraduate majors, a B.S. through the Fogelman College of Business and Economics and a B.A. through the College of Arts & Sciences. In the fall of 2016, we had 167 majors and the proportion coming from business is rising. Economics is a popular major because it is one of the best majors for entry into a wide range of careers and graduate programs. It is also one of the most lucrative majors, right up there with degrees in engineering and computer science. Our undergraduate majors go on to have successful careers in business or government and often pursue graduate education in law, business, economics, finance, statistics, or public policy. For example, one student recently finished law school at Harvard and is now working with McKinsey, while another works as an economist for BP on the trading floor in Chicago.

Our undergraduate students have also been eager participants in the University’s internship program. They have benefited from internships at major firms, including Thomas & Betts, International Paper, and CB Richard Ellis, as well as the U.S. Attorney’s Office.

Our graduate students pursue careers in academia, government, and the private sector. One of our master’s students recently started the Ph.D. program at Vanderbilt where he is the recipient of a lucrative scholarship. Another student began the Ph.D. program at the University of Colorado, Boulder and has been awarded a generous graduate assistantship. We also have a former student that is now completing a Ph.D. at Northwestern University, and another recently graduated with a Ph.D. from the University of Houston. Other Ph.D. graduates are professors at Xavier University, Clarkson University, Simon Fraser University, and Georgia Tech.

Our faculty has also been quite active over the last year. In 2016, the Methodist Le Bonheur Center for Healthcare Economics (MLCHE) became a member of the newly established Tennessee Health Economics Consortium under the auspices of the Tennessee Department of Health (TDH). According to Dr. Cyril Chang, the director of MLCHE, the purpose of this research affiliation is to assist TDH in incorporating basic health economics into public health strategic planning and decision making to improve efficiency and quality of program outcomes. Dr. Bill Smith was honored by the National Society of Leadership & Success, one of the largest honor societies in the country, with its award for Excellence in Teaching.

We have also been quite successful with research recently. In just the last year faculty members have published in *Applied Economics*, the *Berkeley Journal of Economic Analysis & Policy*, *Economic Modelling*, *Economics Letters*, *European Economic Review*, *Health Economics*, the *Journal of Labor Economics*, and the *Journal of Applied Economics*. In addition, another member of the faculty now has a paper forthcoming in the *Journal of Human Resources*.
FIR students also have the ability to become Bloomberg certified in the Cook Analytics and Trading Lab. In addition to the FIR’s world-renowned scholarly academic faculty members, industry leaders such as Michael Allen and Steve Valadie from FTN Financial, Frank Allen from Shoemaker Financial, Ward Mayer from Raymond James, Anurag Pandit from St. Jude ALSAC, and senior executives from Northwestern Mutual regularly engage students to impart high-quality financial education.

FIR faculty recently expanded its relations with the Federal Reserve Bank of St. Louis. Their assistant vice president, Dr. Christopher J. Neely, presented a seminar at the University of Memphis and joined us as an adjunct graduate faculty member to guide the doctoral dissertations of Jonathan Miller on Bitcoin, and Jade Planchon on unconventional monetary policy. He also hosted Dr. Thomas H. McInish of FIR as a visiting scholar at The Fed. In another initiative, Professor Jain and doctoral student Will Jiang Zhang collaborated with Shelby County Trustee David Lenoir and held a summer boot camp, the Young Wall Street Traders, to improve the financial literacy among local high schoolers. The Commercial Appeal highlighted this community outreach effort.

In other news, the department welcomed Vivek Sharma into the role of instructor, Cook Lab manager, and CFP Educational Program director. Professor Dick Evans announced his retirement after 38 years of service to the University. He taught real estate classes and regularly brought in grants from the City of Memphis as part of the Sparks Bureau. The department mourned the tragic losses of Professor CS Pyun, 82 and adjunct instructor Ms. Sadie Tutor, 39.

FIR students engaged in high levels of extracurricular leadership activities in Tennessee Valley Authority (TVA) Investment Challenge club, Financial Management Association (FMA) student chapter, Avron Fogelman Professional Center’s Futures in Finance club, and CFA Institute’s Global Investment Research competition under the mentorship of Professors Nap Overton and Leslie Mathis.

The Finance Department congratulates Professor Nap Overton for winning the George Johnson Fellow Award for Engaged Creative Teaching and Service Excellence, Vivek Sharma for the FCBE GA Teaching Excellence Award, Professor Mark Sunderman for the FCBE Research Mentoring Award, FIR student Evan Hewer on receipt of Financial Executives International (FEI) scholarship, and Jackson Dudley, Harley Davidson McLean, and William A. Stafford on their receipt of the Memphis Chapter of Lambda Alpha International Scholarships.
Faculty in the Department of Management had another productive year publishing their research, teaching undergraduate and graduate students, and engaging in student-centered and professional service. Some of the department highlights are listed below.


Dr. Kristl Davison published a book chapter and presented a paper at the Society for Industrial and Organizational Psychology meeting in Anaheim, California.

Dr. Frances Fabian is the management Ph.D. program coordinator and Entrepreneurship Minor coordinator. She coauthored papers at two international conferences and three regional conferences and won a best paper award from the Southern Management Association and Southeast Academy of International Business.

Dr. Kristen Jones published two articles in the Journal of Management. She also had three articles accepted for publication in the Journal of Occupational Health Psychology, Journal of Business and Psychology, and Industrial and Organizational Psychology: Perspectives on Science and Practice. Her research was featured in three online articles published in Harvard Business Review.

Dr. Kelly Mollica presented papers at the Academy of Business Research Conference in San Antonio, Texas, and at the Pearson New England Faculty Workshop in Boston, Massachusetts. She received a George Johnson Fellow Award for Teaching and a Department of Management Undergraduate Teaching Award.

Dr. Mike Nalick coauthored an article published in the Academy of Management Perspectives.

Dr. Chuck Pierce serves as chair of the Department of Management and coordinator of the Mid-South Management Research Consortium (MMRC). He published articles in the Journal of Educational Psychology and Personnel Psychology. He was an author and presenter in a symposium, paper session, and caucus at the conference’s best paper proceedings.

Dr. Bob Renn won a best paper award in the organizational psychology track at the British Academy of Management meeting.

Dr. Alex Rubenstein published an article in the Journal of Applied Psychology. He also presented two papers at national conferences, one of which was published in the conference’s best paper proceedings.

Dr. Kathy Tuberville served as SHRM College Relations Chair for SHRM-Memphis and Tennessee State SHRM Council.

Faculty in the Department of Management had another productive year publishing their research, teaching undergraduate and graduate students, and engaging in student-centered and professional service. Some of the department highlights are listed below.


Dr. Kristl Davison published a book chapter and presented a paper at the Society for Industrial and Organizational Psychology meeting in Anaheim, California.

Dr. Frances Fabian is the management Ph.D. program coordinator and Entrepreneurship Minor coordinator. She coauthored papers at two international conferences and three regional conferences and won a best paper award from the Southern Management Association and Southeast Academy of International Business.

Dr. Kristen Jones published two articles in the Journal of Management. She also had three articles accepted for publication in the Journal of Occupational Health Psychology, Journal of Business and Psychology, and Industrial and Organizational Psychology: Perspectives on Science and Practice. Her research was featured in three online articles published in Harvard Business Review.

Dr. Kelly Mollica presented papers at the Academy of Business Research Conference in San Antonio, Texas, and at the Pearson New England Faculty Workshop in Boston, Massachusetts. She received a George Johnson Fellow Award for Teaching and a Department of Management Undergraduate Teaching Award.

Dr. Mike Nalick coauthored an article published in the Academy of Management Perspectives.

Dr. Chuck Pierce serves as chair of the Department of Management and coordinator of the Mid-South Management Research Consortium (MMRC). He published articles in the Journal of Educational Psychology and Personnel Psychology. He was an author and presenter in a symposium, paper session, and caucus at the conference’s best paper proceedings.

Dr. Bob Renn won a best paper award in the organizational psychology track at the British Academy of Management meeting.

Dr. Alex Rubenstein published an article in the Journal of Applied Psychology. He also presented two papers at national conferences, one of which was published in the conference’s best paper proceedings.

She also served as director of the Avron B. Fogelman Professional Development Center. She was nominated for the UofM Alumni Association 2017 Distinguished Teaching Award.

We are pleased to report that 2016 was a positive year for the Management Department’s faculty, students, and community partners.
The department’s state-of-the-art Customer NeuroInsights Research Lab (C-NRL) participated as a beta site for a new Biometrics Research certification program offered by iMotions Inc. Faculty and graduate students enrolled in the course completed a sequence of hands-on modules on how to design research and analyze data using eye tracking, EEG, galvanic skin response (GSR), and automated facial expression recognition software systems.

iMotions’ software platform enables researchers to integrate best-in-class eye tracking, biosensors, facial expression analysis, EEG, GSR, EMG, ECG and surveys into one unified software platform. iMotions software powers cutting edge research at labs in some of the largest and most prestigious academic institutions and companies in the world, including clients such as Harvard Medical School, Stanford University, P&G, Unilever, Honda, and Expedia.

Faculty in the department have been recognized for their research, with Dr. Mehdi Amini’s publication in Omega: International Journal of Management Science attracting thousands of views and hundreds of citations in just a few months. Amini, along with Dr. Emin Babakas, won the 2015 FCBE Best Theoretical Paper Award for their article, “Success Factors in Product Seeding: The Role of Homophily,” which was published in the Journal of Retailing. Dr. Marla Royne Stafford received the award for best paper in the promotions track at the Society for Marketing Advances National Conference for the second consecutive year. One of Dr. Stafford’s coauthors on the paper is FCBE marketing doctoral candidate, Joshua Coleman. Josh just accepted a position beginning in fall 2017 as assistant professor of marketing at Missouri State University.

Our student associations are thriving. In July, the American Marketing Association approved the department’s application to establish a new collegiate AMA chapter at the Fogelman College. The local AMA Memphis industry chapter helped support the launch of the group by partially supporting student membership fees. The chapter’s ten initial student members are actively working to organize, promote, and grow their membership. The group has already established a Facebook page and other marketing materials to support their efforts and have held several membership campaigns. They were also excited to host Phillip Ashley of Phillip Ashley Chocolates at a fall speaker event. Mr. Dale Kehr continues to support the group as faculty advisor.

The Supply Chain Management Student Association (SCMSA) remains an active organization and hosted three events during the Fall 2016 semester. The leadership team from APICS Memphis, a supply chain management professional society, spoke to the SCMSA in October and discussed the value of APICS membership and its certification programs in career development for SCM professionals. David Tate, president, and Katie Smart, director of marketing for Signet Inc. spoke to the SCMSA in early November and provided an overview of Signet, the promotional products industry and its SCM challenges. Also in November, Jim O’Brien, General Manager for KPower Global Logistics, LLC provided an overview of KPower Global Logistics and its logistics services and future growth. Dr. Ernie Nichols serves as the advisor for the SCMSA group.
The Fogelman College of Business and Economics Alumni Chapter hosted its 24th Alumni Day Luncheon last November to celebrate some of the school’s most distinguished graduates and honor its significant supporters.

Donald E. Godwin, Esq., CEO of Godwin, Bowman, and Martinez, received the Outstanding Alumnus Award. Melanie Carpenter, the senior vice-president and chief human resources officer at Mid-America Apartment Communities (MAA), was named Outstanding Young Alumna. Rajesh Subramaniam, the executive vice president of marketing and communications for FedEx Services, was awarded Distinguished Friend of the College. The keynote speaker for the luncheon was Paul Maidment, the director of Oxford Analytica’s Analysis Division.

Godwin, Esq., who graduated in 1970 with an M.S. in accounting, was honored as this year’s Outstanding Alumnus. He went on to complete his Juris Doctorate at Southern Methodist University Dedman School of Law. Godwin has served for nearly 40 years as a trial and litigation attorney.

Melanie Carpenter, a 2007 FCBE Executive MBA graduate, received the Outstanding Young Alumna Award. She oversees all aspects
of human resources for MAA in addition to communication, culture, and community outreach programs. Carpenter is a 2012 graduate of the New Memphis Institute Leadership Development Intensive program and holds a Professional in Human Resources certification from the HR Certification Institute. She has also served on boards for the Memphis Chapter of the Society of Human Resources, Junior League of Memphis, and Open Arms Foundation.

Subramaniam, FCBE Board of Advisors member, was named the Distinguished Friend of the College. He oversees all aspects of marketing and communications for FedEx Services. Subramaniam is not only a member of the FCBE Board of Advisors, he also serves on several advisory boards supporting the U.S.-India Business Council, the Orpheum Theatre of Memphis, and the American Heart Association.

Godwin and Subramaniam were also inducted into the Fogelman College Hall of Fame, which recognizes our Outstanding Alumni and Distinguished Friends.

The luncheon was concluded by the keynote speaker, Paul Maidment, director of Oxford Analytica’s Analysis Division. He is also managing editor of its flagship publication, The Daily Brief. Previously, Maidment was principal and editor-in-chief of Bystander Media, a New York digital publishing consultancy. Before starting his own firm, he was an award-winning journalist and pioneer in digital journalism, being the founding editor of the Financial Times’ website, ft.com, and then spending a decade in a similar print and online role as executive editor of Forbes magazine and editor of forbes.com. His early career was spent as a foreign correspondent and editor with The Economist.
and the BBC working in London, Tokyo, Hong Kong and New York. That broad range of professional experience gives him a uniquely global perspective on the changes transforming the political economy.

“All of the award winners stated the importance of education and the significant impact it has had on their lives. At the Fogelman College, we place great value on providing our students with an opportunity to be taught by quality educators who are at the top of their respective fields,” said Dr. Rajiv Grover, dean of the Fogelman College of Business and Economics. “The faculty’s commitment to research and devotion to student success allows the Fogelman College to offer an exemplary learning experience. It is both inspiring and gratifying, as an educator, to hear how these outstanding individuals were positively influenced by their teachers.”

“All of the award winners stated the importance of education and the significant impact it has had on their lives. At the Fogelman College, we place great value on providing our students with an opportunity to be taught by quality educators who are at the top of their respective fields.”

- Dr. Rajiv Grover

From left to right: Keynote Speaker, Paul Maidment; Dean Rajiv Grover; Distinguished Friend, Rajesh Subramaniam; Outstanding Young Alumna, Melanie Carpenter; and Outstanding Alumnus, Donald E. Godwin, Esq.
The Fogelman College of Business and Economics gratefully acknowledges the following individuals for their generous donations to the College during the past year. (Jan.–Dec. 2016)

Thank you for your continued dedication to the Fogelman College! Your support is greatly appreciated.

Your gift is important to us! We have made every effort to report gifts correctly; however, if we have made an error, please bring it to our attention by contacting us at 901.678.3633. Thank you!
THE FOGELMAN COLLEGE OF BUSINESS AND ECONOMICS ALUMNI CHAPTER IS ACCEPTING APPLICATIONS FOR NEW BOARD MEMBERS.

The Fogelman College of Business and Economics strives to reconnect UofM graduates to the University by planning and implementing various activities throughout the year, including:

- the annual FCBE golf tournament, a fundraiser for our building renovation fund, and Alumni Day, where we honor distinguished Fogelman College graduates and friends of the college.

If you are an alumni of the University of Memphis Fogelman College of Business and Economics and are interested in serving on the board of the FCBE alumni chapter, please contact alumni coordinator Connie Thiemonge at cthmonge@memphis.edu or 901-678-5686.
Ms. Chiquita R. Brown
Mrs. Dynisha A. Brown Woods and Mr. Kevin D. Woods
Tanya and Michael Cherry
Mr. Jimmy N. Brumley
Mr. and Mrs. Benjamin C. Bryant Jr.
Lt. Col. Joseph M. Buchwald
Mr. Robert T. Buckley
Mr. Michael Bulthaus
Ms. Michelle Burchfield-Rye
Mr. and Mrs. Marc A. Burford
Mr. William J. Burg
Mr. Ronald G. Burleson
Mr. Tommy G. Burns
Lillian and Wilfed Busby
Mr. Rene Bustamante
Ms. Gloria Butler
Jane and Steve Byrd
Ms. Gwen G. Byrd
C Howard Davis Appraisals
Amber M. Cagle
Ms. Mary L. Caldwell
Gina and Kevin Campbell
Campbell Clinic Orthopaedics
Hector Cantele
Austin Cantu
Mr. Ira Carbage Jr.
Mr. Sam J. Cardwell
Ms. CaShedra C. Carpenter
Mr. Sean A. Carroll
Mr. Brantly C. Carter
Mr. Stephen D. Carter
Ms. Suzanne E. Carter
Mr. and Mrs. Bob Cartwright
Mr. Billy T. Cash
Ms. Carolyn Cates
CBIZ Operations Incorporated
Dr. Lillian H. Chaney
Cyril and Alice Chang
Dr. Jeng-Hong Chen
Mr. Jiang Chen
Mr. Randall K. Cherry
Mr. John E. Childers
Tiyana Childres
Mr. and Mrs. Louis P. Chiozza Jr.
Mr. Christopher J. Chrestman
Ruston Christian
Shelby Christian
Elen and Mark Christopher
Dr. Shifei Chung
Ms. Evalynn K. Clark
Dr. Brian P. Clifford
Ms. Carla S. Clifft
Mr. and Mrs. J. Peter Clifton
Mr. Daniel J. Cohen
Mr. and Mrs. Howard A. Cohn
Ms. Amelia Cole
Mr. Matthew T. Collier
Mr. Dennis L. Collins
Paula and Robert Collins
Ms. Andrea L. Collins-Pierce
Mr. Prachak Comkornruencha
Commercial Advisors LLC
Mr. and Mrs. Joseph S. Cook
Mr. and Mrs. Michael W. Cook
Mr. Philip M. Coons
Ms. Diane F. Coons
Stephen Counce
Delane and Herbert Cox
Ms. Pamela D. Craft
Ms. Carolyn P. Crain
Dr. and Mrs. William R. Crandall
Mr. Mark Crayton
Dr. and Mrs. Andrew Crone
Sarah and Mark Cronin
Donald Curnow
Mr. and Mrs. David M. D’Amore
Twila and Norman Daniel
Dr. Heater K. Davison
Mr. Joseph R. Dawson III
Emily Dean
Mr. Austin Dean
Mr. Vincent M. DeGutis
Mr. Edward C. Dellinger
Deloitte Foundation
Ms. Alicia D. Byer
Mary and David Deterding
Keri and Charles Dibrell
Mr. and Mrs. Edward C. Dickerson
Leasa and Don Dillow
Dixon Hughes Goodman LLP
Dr. and Mrs. John M. Dobson
John Dobson
Mr. and Mrs. Ted B. Donaldson
Ms. Debra R. Donner
Sharon and Robert Doss
Athena and David Dowell
Mr. and Mrs. Jeffrey A. Droke
D’s Wrecker Service
Mr. Micah Z. Duke
Derek M. Duncan

SUPPORT THE FOGELMAN COLLEGE OF BUSINESS AND ECONOMICS
by using the convenient envelope provided in this issue of Fogelman Focus, or by making a gift online at memphis.edu/giving.
Cindy Dysthe
Ms. Julie A. Eder
Rev. Mary Wall Edwards
Mr. Sean T. Elder
Mr. and Mrs. Carl R. Elliott
Charles Ellsworth
Eloise Kimmelman
Foundation
Mr. Charles J. Emerick
Judith Ennis
Mr. Robert S. Ennis Jr.
Diane M. Ericksen
Ernst & Young Foundation
ESP Online
Investments, LLC
Essentia Health
Therapy Center
Ms. Eleanor G. Eubank
Dr. and Mrs. Richard D. Evans
Mr. David L. Everson
Mr. David H. Ewing
Eileen and Allen Exelbierd
Dr. Frances Fabian
Ms. Stacey M. Fantom
Ms. Camille L. Farris
Mr. Jeffrey D. Fausey Jr.
FedEx
FedEx Corporation
Mr. Eugenio Fernandez
Deanna Feuerstein
Financial Planning Association of Greater Memphis
Elizabeth Fioravanti
First Tennessee Foundation
Mr. John C. Fisher
Lyle Flax
Mr. David G. Fletcher
Mr. John N. Flint IV
Mr. and Mrs. Avron B. Fogelman
Mr. and Mrs. Robert and Martha Fogelman
Mr. Hal Fogelman
Col. Randall M. Fountain
Ms. Judy K. Fox
Jasmine Franklin
Mr. Phillip D. Franklin
Mr. and Mrs. Gerald A. Fratini
Frazee Tate and Davis PLC
Ms. Barbara F. Frazer
Mr. Gene R. Frederic II
Mr. Joseph A. French
Mr. Leland M. Fruhman
Ms. Lillie A. Gaines
Ms. Lidia Gardner
Ms. Kathryn M. Garibaldi
Leesa and Pat Gavin
Mr. Lakshmi Sai
Sunil Geddam
Ms. Prentiss A. Giboney
Anne and Roy Gibson
Mr. Eric Gibson
Mr. Richard B. Gilbert Jr.
Ms. Mary V. Gillispie
Donald E. Godwin, Esq.
Shelley and Grant Gongoll
Ms. Louise C. Goodale
James Gosnell
Ms. Devon L. Gosnell
Carolyn and Larry Graff
Mr. Ralph E. Gray Jr.
Mr. Richard Graziosi III
Jill and Steve Green
Morgan Green
Mr. Bruce L. Green
Mr. Yancey Green
Green Mountain Technology, LLC
Ms. Jenny L. Bell-Gremillion
Mr. Rocky A. Gresham
Anne Griesbeck
Timothy J. Finnell
Dr. Rajiv Grover
Ms. Marla M. Grubbs
Mr. and Mrs. Carl W. Gruenewald II
James Guess
Dr. Nell S. and Mr. Jacky Gullett
Sandhya and Naveen Guniganti
Kathy and Steven Gutman
Mr. David T. Guyton Jr.
Mr. Douglas E. Gwin Jr.
Mr. David A. Hager
Mr. Joe Hailey
Mr. and Mrs. John R. Hall
Ms. Janice R. Hall
Mr. and Mrs. Mark Halperin
Pat and David Halpern
Mr. and Mrs. Paul F. Hamm
Mr. Randall C. Hampton
Stacy and George Hancock
Ms. Clyte T. Harbour
Elizabeth and Gary Harder
Mr. and Mrs. Stephen A. Hargett
Melanie Harpell
Ms. Janet Harris-Smith
Linda and Robert Harshbarger
Ms. Brittany R. Hart
Mr. Ronald Hart
Marianne Hartquist
Travis Harwell
Mr. Matthew W. Harwood
Ms. Emily Hayes
Mr. Brandon C. Hayes-Taylor
Marcia and Melvin Headley
Mr. Mark T. Heath
Mr. and Mrs. Kim A. Hellman
Margaret J. Henderson
Mr. James A. Henderson
Ms. Verlinda J. Henning
Amy Hennington
Mr. Herman Bensdorf II
Dr. Jeanne M. Hermann-Petrin
Ms. Azell Herron
Robert Hewitt
Ms. Chandrea Y. Winton
Emily Higginbotham
Mr. Clare C. Hodge III
Mr. Walter F. Hoehn
Mr. John R. Holden
Tim Holleman
Alison and Al Hollingsworth
Ms. Chinita S. Holmes
Mr. Bryan D. Holstrom
Ms. Lexine R. Horton
Belinda Howell
Ms. Joyce R. Howell
Dr. Xankui Hu
Ms. Helen Humber
Mr. and Mrs. Donald R. Hundley
Kathy Hurst
Carlos Hurtado
Dr. Andrew Hussey
Zach Ingram
Interactive Solutions Incorporated
International Business Machines Corporation
International Paper Company
Mrs. Shobha G. Iyer
D. John Jackson
Dr. and Mrs. Wade M. Jackson
Dr. Robert J. Jackson
Ms. Geneva C. Jackson
Sakshi and Pankaj Jain
Elizabeth James
Ms. Alexandra M. James
Ms. Ashley D. Barbee
James H. Shoemaker & Partners
Dr. Brian D. Janz
Jo Anne and David Janz
Maureen and John Jepsen
Ronald Jevnick
Ms. Betty W. Jewett
Mr. Raymond Jimenez Jr.
Mr. Robert W. Johns
Amy Johnson
Mr. and Mrs. George T. Johnson
Mr. and Mrs. Theodore J. Johnson Jr.
Mr. Kevin D. Johnson
Mr. Marshall D. Johnson
Mr. Michael Johnson
Ms. Karen S. Johnson
Ms. Nikia L. Johnson
Robert M. Johnson
Carol A. Johnson Bishop
Dorothy E. Jones
Kristen Jones
Mr. and Mrs. George R. Jones Jr.
Mr. Michael A. Jones
Penny and Charles Jones
Willie Jones Taylor
Mr. and Mrs. Donald L. Jordan
Ms. Jolene H. Jordan
Deepak Joshi
Brian Juengling
Mr. and Mrs. David C. Kabakoff
Mr. and Mrs. Steven L. Kaplan
Mr. and Mrs. Allan J. Katz
Dr. Ben L. Kedia
Mr. Jason Keen
Mr. Dale F. Kehr
Mary and John Keis
Mr. James B. Kelley
Mr. John C. Kelley Jr.
Steve Kelley
Dr. Dale and Marty Kelman
Jan and David Kemme
Mr. Kevin M. Kent
Connie and Rod Kesti
Dr. William J. Kettinger
Mr. and Mrs. Kendall M. Keuter
Joyce Kilpatrick
Ms. Billie Kimbrough
Mr. Kevin D. Kimery
David and Eloise Kimmelman
Austin King
Mr. Casey N. King
Mr. Zaffrenarda L. King
Roger Kirk
Edith Kittelsen
Anna Knecht
Ms. Avanthi Koneru
Lisa Konkol
Mr. David R. Kopald
Jim Kothe
Mr. Richard Kozel
KPMG Foundation
Susan Kramer
Dr. Roberta H. Krapels
Dr. Balaji C. Krishnan
Phil Kruger
Beth and Dan Kuczkowski
Mr. and Mrs. David B. Kuehner
Dr. Marica Lynn P Kugele
Linda Kuntzman
Mr. Zachary R. Kuntzman
Ryan LaCroix
Col. Edward T. Ladd
Somnath and Susmita Lahiri
Mr. K. C. Lam
Mr. Kam T. Lam
Lambda Alpha International, Memphis Chapter
Lucas A. Landman
Mr. John C. Landman
Mrs. Shirley H. Lane
Dr. Craig J. Langstraat
Walker Laury
Charleen and John Lawrence
Mr. Kevin L. Lawrence
Ronald Lazarov
Mr. and Mrs. David A. Lea
Christine Lee
Jong Lee
Ms. Delores Legrand
Mr. Bert A. Less
Dr. Lillie K. Lewis
Ms. Angela R. Lexner
Dr. Nancy B. Lillie
Mr. Ronald L. Limberg
Dr. Woraporn Rattanasanpan
Valerie and Chuck Lindley
Mr. Mathew W. Lipscomb III
Ms. Rima S. Logan
Gordon Lohnes Jr.
Patrick Long
Mr. Jeffrey D. Loveless
Janet L. Loverude
Dr. Al. S. Lowvorn
Mr. Wesley Lowrance
Dr. James M. Lukawitz
Mr. James E. Luna
Michael N. and Carol S. Lyons
George Mabon
Robin Mackie
Ms. Dorise J. Madison
Mary D. Maduska

DID YOU KNOW?
Alumni giving is universally regarded as a way to measure alumni satisfaction with their alma mater. High alumni participation rates have helped the Fogelman College of Business and Economics achieve a prestigious spot among the top 25 percent of business schools in the country according to US News & World Report (2011-12).

We need your continued support to raise the reputation of your degree. Any donation is greatly appreciated, so please consider increasing our alumni participation percentage by making a gift today. Please make a gift online at memphis.edu/giving or return the envelope enclosed in this magazine.

THANK YOU!
Our representative from Thompson & Associates can provide a second set of eyes on your plan to make sure it accomplishes everything you hope. Participation is completely confidential and will cost you nothing.

Contact John Thatcher for more information at 901-678-3068 or at john.thatcher@memphis.edu.

Be certain your plans use the best possible tools!
Niranjan Narasimhan  
Mr. Robert D. Naro  
Nationwide Insurance  
Enterprise Foundation  
Mr. and Mrs. John R. Neal  
Ms. Stacey O. Neel  
Mr. Robert G. Nelms  
Amanda and Dusty Nelson  
Ms. Laura K. Nelson  
Ms. Dorothy H. Neuf  
William Neumann  
Rachel and Bret Newcomb  
Ms. Sandra H. Newsom  
Dr. Ernest L. Nichols Jr.  
Barbara and Philip Nitse  
Ms. Brenda M. Nolen  
Dr. Mary Ellen M. Nourse  
Novo Nordisk Charity  
Trust Account  
Ms. LeAnne P. Nowell  
Andrew OBrien  
Shane O’Connell  
John Oglesby  
Dr. Albert A. Okunade  
Mr. Derrick D. Oliver  
Elizabeth and Steve Orians  
Judy O’Shaughnessy  
Chris and Jim Otto  
Mr. and Mrs. Forrest N. Owens  
Mr. Dan Palmer  
Cristian Palomino Sanchez  
Dianne and Larry Papasan  
Mr. and Mrs. James G. Parker  
Dr. John A. Parnell  
Ms. Jamice C. Patterson  
Mr. Michael A. Patton  
Mr. and Mrs. Lewis W. Perkins III  
Richard and Pamela Perkins  
Mr. Anthony C. Perry  
Ms. Tameka T. Perry  
Patsy and Austin Perry  
Phillip Peters  
Ms. Patricia W. Petkosek  
Mr. and Mrs. James G. Petterson  
Pfizer Foundation  
Mr. Arville B. Phillips  
Pam Piazza  
Lauren and William Pickens  
Blake Piedrahita  
Dr. Charles A. Pierce  
Mr. Josef A. Pierce  
Jonathan Pike Family  
Mr. Al Pilcher  
Mr. Robert Pitts  
Sarah and Max Piwonka  
Mr. and Mrs. Wayne A. Podgorski  
Mr. and Mrs. Dale W. Polley  
Ms. Rita M. Pomtree  
Daniel Pope  
Mr. Ethan A. Porter  
Ms. Frances J. Porter  
Reginald Porter  
Paul F. (Skip) Portis  
Dr. Robin S. Poston  
Mr. and Mrs. Stuart Poston  
Jane and Charles Poulos  
Brendan Powell  
Mr. Thomas P. Powell  
Power and Telephone Supply Company  
Russell Powers  
Leslie and Jimmie Price  
Mr. W. Richard Price  
Mr. Rick Pride  
Promotional Products Education Foundation  
Nii Nortey Quist-Therson  
Lisa R. Ragghianti  
Holle Raggio  
Dhanrajie Bhikam Raheem  
Mr. Brian Raiteri  
Ms. Cecelia D. Ralston  
Dr. and Mrs. E. James Randall  
Emilie G. Ratner  
Austin Ray  
Mr. David C. Reeves  
Mr. William J. Reisa  
Mr. Philip L. Rencher  
Jill and Jared Reynolds  
Reynolds Bone and Griesbeck PLC  
Zabihollah Rezaee  
Mr. and Mrs. William H. Rice Sr.  
Mr. Ronald E. Rich  
Dr. Sandra Richardson  
Ms. Debbie R. Banks  
Ms. Susan Richardson  
Mr. Gary Rickenbach  
Mr. Rolland G. Riesberg  
Dr. John T. Rigby  
Elijah Risling  
Ms. Geraline Rixter  
Dr. John E. Robbins  
Robert Half International Incorporated  
Mr. Terry A. Robertson  
Ms. Vicki R. Robertson  
Mr. and Mrs. Marshall Robilio  
Mr. Aaron F. Robinson  
Ms. Dixie Y. Rockholt  
Mr. Rick J. Roelke  
Dr. Jeffrey M. Romine  
Mr. Jeffrey R. Romph  
Ms. Gayle S. Rose  
Kimberly Ross  
Mr. Fred L. Rothschild  
Alan Skid Rowe  
Laura and Jeff Rower  
Dr. Alex Rubenstein  
Mr. Patrick Ruckh  
Jennie Russell  
Ms. Laura K. Russell  
Lauren Ryan  
Helene M. Ryczak  
Shahab Sadeghi  
Ghahroodi  
Ms. Cindy J. Sage  
Danuta Sanford  
Mr. Letroy E. Sardon  
Mr. and Mrs. Richard Savori  
Dr. S. J. Schaeffer III  
Mr. Rudi E. Scheidt  
Mr. and Mrs. Dennis W. Scherer  
Mr. Jonathan Schmitt  
Frank V. Schriner Jr.  
Jill Schultz  
Sonia and Thomas Scott  
Mr. Jonathan K. Seagraves  
Kimberly Segar  
Mr. and Mrs. Harold L. Segerson  
Tarun Sen Gupta  
Vivek Sharma  
Ms. Mary L. Sharp  
Dr. Martha Kay  
Hedley Shaw  
Ms. Mary E. Sherman  
Mr. Clayton D. Short  
Dr. Philip H. Siegel  
Dr. Judith C. Simon  
Mr. Steven L. Simpson  
Randy P. and Tona Jackson Simpson  
Nicki Slusser  
Birgul Smith  
Dr. William T. Smith II  
Mr. Oscar L. Smith  
Ms. Jennifer N. Smith  
Stephanie Smith  
Symbat Smith  
Smith & Nephew Orthopaedics
Patricia and Robert Taylor
Raven Taylor
The Assisi Foundation of Memphis Incorporated
Janice J. Compton
The Morgan Morton Family Foundation Incorporated
The Peabody Hotel
The Peer Power Foundation
The Richard M. Schulze Family Foundation
Mr. Bracton Thoma
Jackie and David Thomas
Mr. Elbert L. Thomas Jr.
Thomas and Betts Corporation
Jennifer F. Thompson
Jessica and Jeremy Thompson
Kimberlee A. Thompson
Roger Thompson
Lisa and Kenneth Tillman
Mr. David B. Tobin
Ms. Sharron D. Todd-Jerry
Elizabeth and Robert Tonahill
Mr. Chris P. Tonn
Donald Townsend
Mr. and Mrs. William E. Townsend
Mr. and Mrs. Joel K. Tracy
Mr. John M. Tracy Jr.
Ty Tremmel
Dr. Jennifer L. Troyer and Mr. John R. Teague
Ms. Heather W. Truesby
Ms. Jill A. Truitt
Kathy and Paul Tuberville
Mr. Aubrey J. Tucker
Mrs. Laurie Tucker
Mr. Terry M. Turner
Ms. Barbara C. Turner
Lyle R. Udell
Ms. Vivian J. Umfress

University of Memphis MBA Class of 2016
Teresa and James Van Frank
Blair Taylor and Brian Vanderheyden
Ms. Brenda B. Vanderslice
Alec Velez
Mrs. Jane A. Venson-Talford
Mr. Jan P. Verhage
Vincraft Industrial Floor Care, Inc.
Joseph Vossen
Ms. Felicia A. Waage
Darius Wade
Debora Walker
Dr. Adam G. Walker
Mr. Gary L. Walker
Mr. Michael E. Walters
Shangjun Wang
Ms. Geraline Wardlow
Jason Wardour
Mr. and Mrs. William H. Watkins Jr.
Mr. Theodore C. Watts
WCCG LLC/ University of Memphis Conference Center and Hotel
Ronald Webb
Mr. David Wedaman
Evelyn A. Weekly
Ms. Daphne Wei
Cathy and Craig Weiss
Ms. Teresa D. Wells
Wells Fargo Foundation
Jason Wendtland
Mr. and Mrs. William H. Watkins Jr.
Mr. Kemmons Wilson Sr.
Mr. Kemmons Wilson Jr.
Mr. Scott M. Winkler
Wipro Limited
Dr. and Mrs. James M. West
Mr. Donald Yates
Young WallStreet Traders
Mr. Michael F. Zboyan
Diana (Zhao) and Michael J. Stauffer
Gail and Tom Zielinski
Ernest G. Zumbrunnen