

For and about Walsh alumni and students who work in management.

From the Chair

New Department Created at Walsh

by Sheila Ronis, Ph.D., Chair of Management & Communications



The newly established Walsh College Department of Management and Communications will ensure coherence of management theory and practice in all programs that include management courses.

With eight faculty members, the Management Department includes Professor James McHann, Ph.D.; Professor Lee Meadows, Ph.D.; Assistant Professor Glenn Hodges, Ph.D.; Associate Professor Laura Frost, and Professor Georgine Fogel, Ph.D.

The Communications Department includes Professor of Communications Linda Hagan, Ph.D., the new director of Graduate Programs, and Communications Professor Jenny Tatsak, Ph.D.

Management Portfolio Project

To ensure that Walsh College students have the most up-to-date knowledge emerging in this fast-paced discipline, the new Management Department has been developing a comprehensive portfolio of management skills based on the most recent research from the field.

Faculty are using new criteria based upon research conducted at the Harvard Business School to ensure that rigorous and competitive management approaches are employed in Walsh courses.

In *Rethinking the MBA: Business Education at a Crossroads* (Harvard Business Press, Boston, 2010), Datar, Garvin, and Cullen maintain that the most important 21st century themes of a competitive management curricula are: globalization, systems and integration analysis, understanding complexity and thinking critically, risk assessment, and strategic leadership.

A World of Globalization

In an academic world characterized by globalization, Management faculty members travel to conferences, present papers, and collaborate with their peers on international themes.

For example:

Dr. James McHann and Associate Professor Laura Frost are co-editing a special interest journal on “Systems” for The International Journal of Economics and Business Research.

Dr. Glenn Hodges co-authored the paper “Changing Strategic Patterns: An Application of the Attention-Based View to How Firms Adapt to Financial Crisis” at the Strategic Management Society for the Prague in the Czech Republic in October 2012.

Dr. Georgine Fogel presented and published *Global Skills and Competency Training for Developing Global Talent: Implications for International Human Resource Management*, at the North American Management Society Annual Conference and Proceedings in Chicago in 2013.

Dr. Lee Meadows presented “Ethical Coaching Leadership: A Model for Preparing ‘High-Potential Leaders for Contemporary Ethical Challenges” at The Institute for Business and Finance Research (IBFR) Conference in January in Las Vegas.

Dr. James McHann was awarded a great honor as a Visiting Scholar in 2011 to study at the University of Gothenburg’s business school in Sweden. The University of Gothenburg, one of Europe’s leading research and teaching universities with nearly 40,000 students, is home to the College of Business Economics and Law. Its Visiting Professor Programme is used by the University to “improve the international profile and competitiveness of the school by increasing the share of international researchers within the faculty.”

Dr. Sheila Ronis travels to many countries presenting papers, developing concepts, and identifying the tools needed for a decision support center recommended in her work with the Project on National Security Reform for Congress. The center will improve decision- and policy-making for senior leaders of countries and organizations, from businesses to non-profits. Dr. Ronis has traveled to the United Kingdom, Germany, Finland, China, Japan, Israel, and to Singapore in 2011 as a Fulbright Specialist.

Walsh Takes Home the ACG Cup – Again!

For the third time in six years, the team from Walsh College took first place and returned the silver ACG Cup to campus in the annual Association for Corporate Growth (ACG) Detroit business case competition. Michigan State University's Eli Broad College of Business hosted the 2013 competition on February 9.

Students who participate in nationwide ACG chapter competitions represent the country's leading MBA programs. They gain real-world experience and invaluable insights into mergers and acquisitions, investment banking, financial advising, and private equity.

The Walsh team defeated three other MBA teams: the Eli Broad College of Business at Michigan State University, the Stephen M. Ross School of Business at the University of Michigan, and the Wayne State University School of Business Administration.

Walsh teams have placed in the top two spots since the ACG Detroit competition began in 2008, marking itself as the most successful team in the competition's brief history. Walsh teams were victorious in 2008 and 2011.

"We are very proud of our students and their continued success in the ACG Cup," said Stephanie Bergeron, president and CEO. "Winning for the third time shows that we are one of the premier business institutions in the state of Michigan, producing students with a strong business acumen that can be applied in real-world situations."

In this competition, the ACG gave each of the four teams of MBA students a real business case to analyze. Teams then presented their findings and recommendations to a panel of judges. Walsh's winning team was comprised of graduate students Michael Manetta (Troy), Ryan Drews (Royal Oak), and Mark Lashbrook (Marysville).

The ACG Detroit chapter awarded a total of \$16,000 in scholarship money during the competition. In taking first place, Walsh College received the chapter's ACG Cup and \$10,000. The second-place team received \$5,000, and the remaining team received \$1,000.

Corporate sponsors of the 2013 ACG Detroit Cup were Conway MacKenzie, Ernst & Young, Fifth Third Bank, Huntington Bank, Huron Capital Partners, Maynards, UHY Advisors, and Pinsent Masons.

For more information, please visit walshcollege.edu/acg or www.acg.org/global/aboutacgcup.aspx.



The 2013 ACG Cup Winners: Walsh College students Ryan Drews, Mike Manetta, and Mark Lashbrook.



Walsh College Team

2008	1st
2009	2nd
2010	1st
2011	1st
2012	2nd
2013	1st

Coming Up



MAY

- 22** Ethics Conference; Troy Campus; 7:30 - 11:30 a.m.
- 30** International Day; Troy Campus; 4 - 5:45 p.m.

JUNE

- 24** Scholarship Golf Classic; Franklin Hills Country Club

JULY

- 18** Gold & Silver Reunion Luncheon; Troy Campus

AUGUST

- 23** WCAA Golf Outing; Devil's Ridge;



“To be successful today, graduate degrees are needed more than ever. Stick to it. Work through it. A Walsh education is a very good tool for achievement in the working world.”

Tom Lindberg,
Master of Management, '11

Tom Lindberg, Master of Management, '11

TODAY

These days, he is the outgoing, energetic Chief of Police in Milford, Michigan. In that capacity, Tom Lindberg spends equal time enforcing the law, managing the staff, and engaging the citizens and business people of that small Oakland County suburb. It was not always that way. Originally, Tom anticipated using his criminal justice experience as a springboard for becoming an attorney. That vision changed, however, as a result of a growing love affair with the nature of police work and ample success in the field. Together, they convinced Tom that policing was the right choice all along.

YESTERDAY

On the spring day in 1985 when he was supposed to take part in graduation ceremonies at Michigan State University, Tom bypassed “Pomp and Circumstance” in order to sit for the Novi Police Department exam. That day was his twenty-second birthday, and Tom’s alternate birthday choice paid prompt dividends: he passed with flying colors. He became a patrol officer in Novi and – over a 26-year career – would ultimately rise to the rank of deputy chief.

SATISFACTIONS FROM THE FIELD

“There’s so much that I enjoy in my work,” Chief Lindberg says. “It is good to be involved with my community and to get to know citizens and business owners personally. I enjoy the sense that police work helps our village maintain its quality of life. Whether times are good or bad, it feels terrific to be able to help others. I particularly appreciate the way that the citizens of Milford have embraced me in my first year on the job.”

INSPIRATION ALONG THE WAY

Tom earned his Master of Management from Walsh in 2011. He remembers with real respect instruction by Management Professor Lee Meadows, Ph.D. “Dr. Meadows (who continues to teach at Walsh) had a dynamic instruction persona and the ability to reach

his students via sparkling, real-world analogies.” Tom was so respectful of Dr. Meadows’ work that he later contracted with the esteemed Walsh faculty member to teach diversity awareness at the Novi Police Department.

REFLECTIONS ON WALSH

“To be successful today, graduate degrees are needed more than ever,” Tom says. “Stick to it. Work through it. A Walsh education is a very good tool for achievement in the working world.”

FOND WALSH MEMORY

Tom’s favorite Walsh memory did not take place on campus. Instead, it involved the more than one occasion when he and his two high school daughters, Kelsey Rose and Samantha, studied together at the kitchen table in Novi. All were cracking the books at the same time, and none will ever know with certainty who was role-modeling who.

AFTER HOURS

These days, Tom spends a great deal of time in the community taking advantage of the recreational opportunities Milford has to offer. He enjoys all things outdoors, including golf (“My game is barely adequate...”), running (“I ran the Marine Corps Marathon in 2007”), and bike-riding.

POSTSCRIPT

“When I interviewed for the job of Chief here in Milford, I was asked by the interviewer why I hadn’t pursued a graduate degree in criminal justice. I did not hesitate in replying that any police department’s success depends on applying solid, consistent business practices nearly as much as good police work. My Walsh master’s degree in business management is one of the best tools in my toolbox for driving Milford’s success.”



James C. McHann, Ph.D.

Professor of Strategy, Organizational Learning & Change

Faculty Profile

“Management isn’t a single focus. It encompasses and integrates all the workplace functions – marketing, finance, accounting, law, tax – all rolled into one. It’s the most complex and challenging of all the business disciplines.”

Jim McHann, Ph.D.
Professor of Strategy,
Organizational
Learning & Change

YESTERDAY

Often derisively referred to as “Huck Finn” as an adolescent because of a distinct dislike of formal education, this functionally illiterate Mississippi native went on to earn multiple degrees and complete post-doctoral studies (Mississippi College, Dallas Theological Seminary, Northwestern University, University of Aberdeen, Tulane University, University of Gothenburg, Sweden).

His passion for learning was the result of a senior class high school teacher taking an “against-all-odds” interest in mentoring him — and turning his life around. En route to his work with the Management Department at Walsh, Jim served as the president of two institutions of higher education and a Bloomfield Hills management consulting firm.

TODAY

These days, Jim McHann is a most accomplished, hard-working, and respected member of the Walsh community. A faculty member since 2007, he teaches management courses at the bachelor’s, master’s, and doctoral levels.

INSTRUCTIONAL STYLE

In teaching, Jim has two goals. The first is to help students learn enduring management theories that will still be valid 50 years down the road. The second is to teach “learning by doing,” crafting assignments that demand real-time applications of concepts to outside-classroom life and work, and then giving thoughtful feedback on them.

REFLECTIONS ON WALSH

“While my work in management consulting was rewarding, I missed reaching students,” Jim says. “I returned to teaching on a small scale as an adjunct and truly enjoyed it. Ultimately, my love for teaching and great camaraderie with Walsh’s management faculty convinced me to return to education full time.”

REFLECTIONS ON WALSH STUDENTS

“Walsh students are respectful. They are ambitious. Most of all, they take the high road, frequently challenged by multiple responsibilities – job, family, and so forth – as they earn their degrees. I have great respect for my students.”

“Management isn’t a single focus. It encompasses and integrates all the workplace functions – marketing, finance, accounting, law, tax – all rolled into one. It’s the most complex and challenging of all the business disciplines.”

AFTER HOURS

Jim and his wife of 34 years, Rebecca, make their home in Bloomfield Hills. In his spare time, Jim enjoys building “radio stations” on Pandora and playlists on his iPod of reflective music like Enya, Deuter, Ennio Morricone, and beautiful foreign language fare like the music of Nana Mouskouri and Gigliola Cinquetti.

POSTSCRIPT

Great personal difficulties moderated by great educator interest characterize Jim’s early learning experiences. He was powerfully shaped by that combination. It motivates how he relates to his students today... in the classroom and away. For this Walsh professor, the goal is to provide a good business education that makes a difference in the lives of those entrusted to him.

Alumni in Action

The Children's Center of Wayne County has named **Robert Blumenfield** (MSF '92) its Chief Financial Officer. He had been CFO at Orchard's Children's Services of Southfield.



David Girodat (BBA '85; MSF '92), president and CEO of Fifth Third Bank, Eastern Michigan, was elected to the Walsh College Board of Trustees. An active community leader, David also serves on the boards of the Detroit Regional Chamber and New Detroit. He is a member of the New Detroit Finance and Executive Committees and the United Way cabinet. David also sits on the Board of

Directors and Finance Committee for Henry Ford Macomb Hospital and chairs the Macomb Executive Leadership Committee.

At Fifth Third Bank, David is responsible for the growth and strategic direction of the affiliate's Commercial Banking, Branch Banking, Consumer Lending, and Investment Advisors lines of business.

Doeren Mayhew promoted **Todd Groeneveld** (MSIS '11), CPA, to shareholder within its Audit and Assurance practice. Todd has focused on supervising risk-based assurance engagements for a variety of manufacturers, construction companies, and auto dealerships since he began his career at the firm in 2000. Todd also assists clients with accounting systems as part of the firm's Information Technology Assurance Group. After receiving his CPA license in 1998, Todd became an active member of the American Institute of Certified Public Accountants and the Michigan Association of Certified Public Accountants.



The State of Michigan awarded **Tamara (Tamme') Quinn Grzebyk** (MSM '06) the King-Chavez-Parks Fellowship for Future Faculty via Wayne State University, where she is a doctoral student.

Denise Kulak (BBA '00), opened OTHER FUN STUFF!, an eclectic gift store in Birmingham, Mich., in October of 2012. She credits the Blackstone LaunchPad program at Walsh for encouragement and business strategy coaching. Denise is a third-generation retailer. Her grandfather owned an independent hardware store in Hamtramck, and her father was one of five managers of the first Kmart, which opened in Garden City, Mich., in 1963.



Oakland Community College promoted **Robert Spann** (MM '11) to dean of campus affairs. Robert was previously an admissions recruiter and manager of campus academic services at OCC.

To submit your news, or to learn more about alumni in action visit walshcollege.edu/alumniinaction.

Management Job Openings in Career Services eRecruiting Database

Job openings in the following management-related categories have been posted in eRecruiting:

- General Manager
- Assistant Director of Communications
- Corporate Benefits Supervisor
- Project Manager
- Assistant Branch Manager
- Human Resources Specialist
- Product Manager
- Administration Manager
- Program Manager
- Payroll Manager

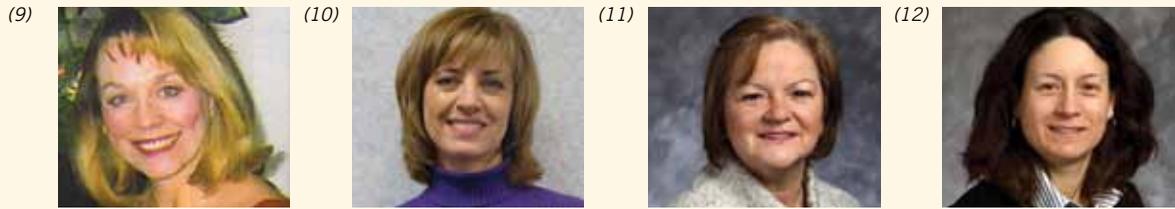
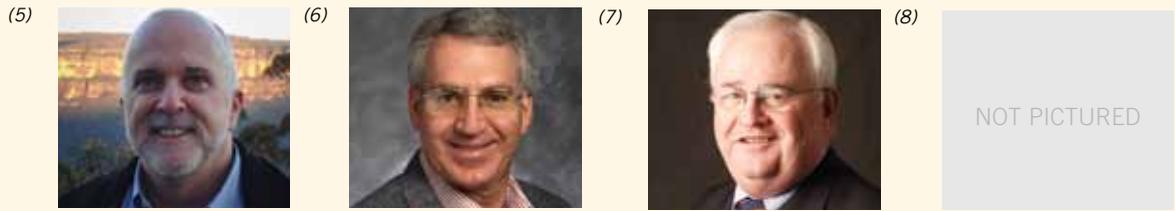
For specific listings today, consult the Career Services portal at Walsh: <http://walshcollege.experience.com>

Help Wanted

Walsh College Career Services assists students and alumni by providing job listings of all levels, résumé critiques, mock interviews, career assessments, and job search coaching by appointment. In addition, two annual career fairs, on-campus interviews, and events with employers and professional associations are offered to help students and alumni build professional networks. All Career Services tools and information are available to students and alumni at no cost.

Need more information?
walshcollege.edu/careerservices





Management, General Business, and International Business Faculty

- 1) **John A. Anderson, J.D.**
Course: MGT 530
- 2) **Judy Bailey, Ph.D.**
Course: COM 320
- 3) **Roger Paul Bober, Ph.D.**
Course: MGT 565
Expertise: Board Relations/Teamwork, Change Management, Financial Administration, Leadership, Operations Management, Relationship Development/Communications, Strategic Planning, Technology Innovation
- 4) **Helen Bojarczyk, Ph.D.**
Courses: MGT 455, MGT 453, MGT 303, MGT 555
Expertise: Management, Human Resources Management, Training and Development
- 5) **John Bordeaux, Ph.D.**
Course: MGT 530
Expertise: Organizational Theory, Information Systems, Policy Analysis, Knowledge Management
- 6) **Douglas Bringhurst**
Course: IB 565
Expertise: Fluent technical Japanese. Extensive experience developing business & engineering products with Japanese automakers
- 7) **Edward Dennis Callaghan, Ph.D.**
Course: MGT 501
Expertise: Labor arbitrator, Michigan Employment Relations Commission
- 8) **Richard Chasdi**
Courses: MGT 475, IB 571
- 9) **Ann Corwell**
Course: MGT 501
- 10) **Julie Falk**
Courses: COM 320, COM 340
Expertise: Organizational Communication, Communication Strategy, Marketing Communication, Media Relations, Public Relations, Broadcast Journalism
- 11) **Susan Gilkey, Ph.D.**
Courses: MGT 475, MBA 670, MGT 590, MGT 530, MGT 555, IB 535, IB 514, SL 555
Expertise: Intercultural Leadership Behaviors, Legal & Ethical Decision Making, Career Transition Consulting
- 12) **Deborah Hannan**
Courses: MGT 202
- 13) **Marie Janes**
Courses: MGT 569, MGT 574
- 14) **Tom George Javarinis, Ph.D.**
Courses: SL 520, SL 510, SL 500, SL 570, MGT 556, MGT 555, SL 560
- 15) **Swati Karve, Ph.D.**
Course: IB 564
- 16) **James Joseph Krolik, Ph.D.**
Courses: MGT 556, MGT 404, MGT 555, SL 600, SL 545
Expertise: 12 years of Human Resource Management
- 17) **Matthew J. Latham**
Course: MGT 501
- 18) **Mark Lee**
Course: MGT 303
Expertise: Marketing, Advertising, Promotion, Branding, Corporate Communications
- 19) **Ralph Maccarone, J.D.**
Course: MGT 470
Expertise: Public Administration, Employment & Labor Law, Business Law
- 20) **John Wayne Matlock**
Course: MGT 501
- 21) **Glenn Moots, Ph.D.**
Course: MGT 411
- 22) **David C. Odett, Ph.D.**
Courses: MGT 565, SL 600
- 23) **Samuel Palmeri, Ph.D.**
Courses: MGT 404, MGT 555
- 24) **Jill Peplinski**
Courses: COM 300, COM 320, COM 340
- 25) **Rich Pietila**
Courses: COM 320, COM 340
- 26) **John Poswalk**
Courses: COM 320, COM 340
Expertise: Business Communications, Marketing, Sales, Relational Databases/IT Project Management, Production Management, Vendor Relationships/Contracts, Toyota Production System
- 27) **Ronald S. Roman**
Courses: MGT 405, BBA 461, MGT 455
Expertise: Management, Accounting, Finance, Myers-Briggs Certified

Management Degree Programs

UNDERGRADUATE

walshcollege.edu/bachelors

BBA-General Business

Coursework in accounting, economics, finance, and communication prepares students for many different careers, including purchasing agent, customer service manager, supervisor, or sales manager.

BBA-Management

With coursework in all areas of management as well as a strong general business background, you will be prepared for careers in human resources management, public administration, customer service, industrial production management, or health care.

GRADUATE

walshcollege.edu/masters

MBA

Our Master of Business Administration (MBA) program integrates courses in accounting, finance, management, and related areas essential to a successful business operation.

Master of Management (MM)

Our Master of Management encompasses key concepts of managing for profit or not-for-profit enterprises.

Dual Degree MBA-MSF

We offer a dual degree program in which you can earn Master of Business Administration (MBA) and Master of Science in Finance (MSF) degrees at the same time. This dual degree requires completion of 22 classes for 66 credit hours.

PROFESSIONAL CERTIFICATES

walshcollege.edu/businesscertificateprograms

Human Resources Management (HRM)

This certificate program is helpful for human resources professionals seeking to stay relevant in their field, expand their skills, or enhance previous degrees. It helps prepare for certification by the Society for Human Resource Management.

International Business

This certificate program is helpful for international business professionals seeking to stay relevant in their field, expand their skills, or enhance previous degrees.

Project Management (PM)

The goal of the certificate is to prepare students to assist organizations with project management needs while acquiring the knowledge that will prepare them to take the Project Management Professional (PMP) certification exam or the Certified Associate in Project Management (CAPM) exam.

28) **Ann L. Saurbier, D.M.**

Courses: MGT 453, MBA 670, MGT 501

29) **Leonard Andrew Sholtis**

Courses: MGT 471, MGT 455, MGT 410, MGT 453

30) **Terri Washburn, Ph.D.**

Courses: MGT 455, MKT 545

Expertise: More than 20 years in I.T., including 10+ years in management. Leadership and management, information systems, online learning.

31) **Tina Marie Wohlfield**

Course: MGT 559

Expertise: Human Resources, Compensation and Benefits, Management, Training and Development

View full faculty profiles at
walshcollege.edu/managementfaculty

Points of Pride

- 2011-12 total undergraduate management program participants:



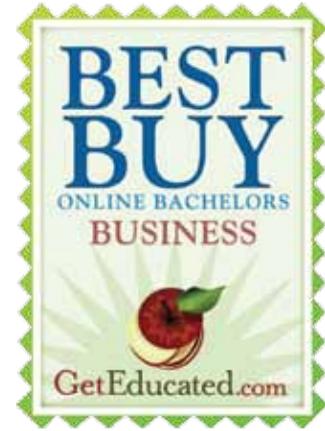
1,375

- 2011-12 total graduate management program participants:



2,898

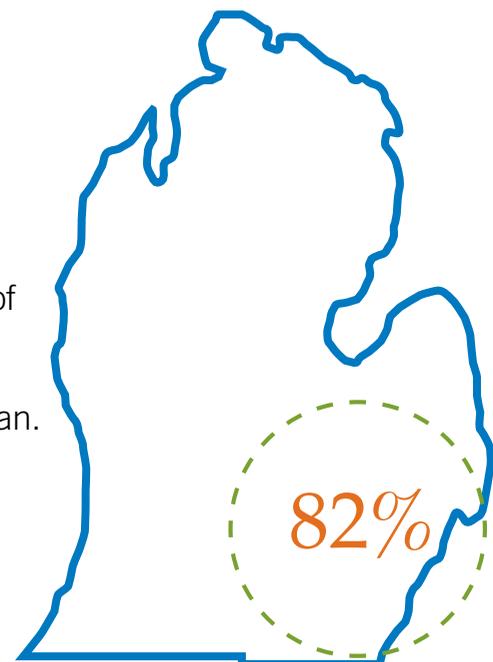
(In graduate study, the two largest fields are MBA [1,175] and MM [539].)



- For 2012, Walsh College was named a Best Buy by **GetEducated.com** for the online Bachelor of Business Administration (BBA) program. This affordability ranking is based on a comprehensive review of 67 U.S. business schools offering online programs.

- The top 10 job titles held by Walsh management graduates include
 - Owner, President
 - Vice President
 - CFO
 - Staff Accountant
 - Senior Buyer
 - Manager
 - Controller
 - Director of Operations
 - Certified Public Accountant.

- More than 82% of Walsh graduates live and work in southeast Michigan.



Spring 2013

View From the **Top**

Congratulations to Scott Wyckoff (BBA-FIN '10) and Jason Sweet (future MBA student) for naming this newsletter. Both are Walsh Admissions and Academic Advisors.



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Dr. Courneya proudly watches his wife and daughter prepare her master's gown for the 1993 Commencement ceremony.

Management **Memory**

From 1985 until 1992, Thomas E. Courneya, Ed.D., was a professor of Management, directed the Master of Science in Management program, and was the College's vice president and chief academic officer. He retired in 1998 and moved to McCormick, South Carolina, with his wife, Paula J. LeMond, the former director of institutional research for the College.

Their daughter, Ann L. Saurbier, is following her father's academic footsteps. Prof. Saurbier earned a Walsh Master of Science degree in Management in 1993, and became an adjunct assistant professor of Management in 1996. This year, she earned a Walsh Doctor of Management degree. Dr. Saurbier will receive her doctorate at the 101st Commencement ceremony on June 22, 2013.