

Fall 2003

Crummer Connection Fall 2003

Crummer Graduate School of Business

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CRUMMER. connection

KEEPING IN TOUCH WITH ALUMNI, BUSINESS PARTNERS, AND FRIENDS

FALL 2003

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Innovation and
Strategic Planning
Prove Successful
for Crummer
Family Business

Philanthropy and
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Stan Jones '00, Bob Finrock '71, and Allen Finrock '97



Rollins MBA
Florida's Most Prestigious

Innovation and Strategic Planning Prove Successful for Crummer Family Business

By Millie Erichsen

It's the first day of classes, and there isn't a parking space to be found on campus. That is not a concern for Rollins students, because directly across the street, parking spots abound in an attractive and well-designed parking garage. For that, the students have Finrock DMC and its management team of Crummer graduates to thank.

Finrock specializes in precast concrete structures. The company began doing business in Florida in 1945, supplying precast, prestressed concrete for office buildings, apartments, and parking garages. Over the past 50 years, Finrock has transformed itself from a commodities supplier into a single-source provider of services encompassing all aspects of a construction project from blueprints to ribbon cutting. Next year Finrock will celebrate involvement in their 100th parking structure, which makes them the largest builder of parking structures in Florida and the only company in the precast concrete industry that combines design, manufacturing, and constructing services under one roof.

At the helm of this innovative company is **Robert Finrock, Jr. '71**. Bob's father founded Finrock and turned over the day-to-day operations to his son after suffering a heart attack. "I soon saw that our product was a commodity," Bob said. "When you are in the commodities business, competition is fierce and profit margins are squeezed to zero."

Bob began experimenting with a design-build concept while he was attending the Crummer MBA program at night. He envisioned a second business that would handle finding customers, designing projects, and managing the actual construction. "The ability to work and attend Crummer simultaneously was most valuable for me. It made me a better executive," said Bob.

The severe recession in the early 1990s forced Finrock to re-examine and redefine their business model. In 1994, an intensive strategic planning process led the company out of the precast concrete commodity market to create Finrock Design-Manufacture-Construct (DMC). The company fully implemented this new competitive strategy in 1995. At that time, their sales were \$11 million annually. In just three years, Finrock more than doubled their sales to \$28 million, and in 2002, sales exceeded \$60 million.

The management team at Finrock DMC, comprised of five Crummer graduates, credit their success to education, strategic planning, and an objective-focused corporate culture. The team meets frequently to review the strategic plan and makes adjustments as necessary. Every employee is responsible for individual objectives that supervisors review using a measurement system to assure that progress is on track. "This type of focus provides clarity of expectations," said **Stan Jones '00**, vice president of construction.

Bob's sons, **Bill '97** and **Allen '97**, joined the family company in the early 1990s. Bill, his wife, **Jennifer '97**, and Allen attended Crummer's Professional MBA program together. "It's easier to apply what you learn in business school to the real world if you are currently working, or have work experience," said Allen, vice president of design at

Finrock DMC.

Allen now leads the design division of Finrock DMC. He has recently been working in partnership with a software company, StructureWorks, to develop a computer program that can produce 3-D renderings of a planned project, shaving days and even weeks off the design process. Allen oversaw the purchase of a one-third ownership in StructureWorks, which will market and offer software to the precast concrete industry by January 2004.



Bob '71, Bill '97, and Allen Finrock '97, and Stan Jones '00 in front of SunTrust parking garage adjacent to campus

The management team at Finrock DMC is comprised of five Crummer graduates who credit their success to education, strategic planning, and an objective-focused corporate culture.

MESSAGE FROM THE DEAN

Bill serves as vice president of sales and is also heavily involved in employee training. "I use the skills I learned at Crummer daily during contract negotiations," he said. Bill has been central to the development of comprehensive, internal training programs for employees. Each employee has a professional development plan and is encouraged to contribute ideas in bi-weekly meetings. Ideas presented with a plan for implementation are rewarded with paid leave time, movie tickets, or other incentives. "This helps ensure employee success and retention," Bill said.

Finrock has successfully navigated several recessions, including the most recent, with little decline in business. Steady growth can be attributed to the company's determination to be ahead of the rest of the industry. "The pace at which the business environment changes is accelerating," said **Elton Holland '00**, project executive in the sales department. "Companies must have the ability to rapidly adapt to change to be successful."

The company's strategic planning and objective-focused management has proven to be a successful combination. "The pace of change at Finrock DMC has been extremely fast in the last eight years," said Bob. Finrock DMC has taken careful steps to be ahead of the curve, incorporating strategic planning, objective-focused management, and an innovative corporate culture.

Bob describes the day-to-day operations at Finrock DMC as fun. "First and foremost, we all enjoy what we do." ■

Dear Alumni and Friends:

Skills in accounting, economics, finance, management, and marketing are crucial to the leadership of today's complex organizations. Add to these the nuances of customer behavior, the knowledge of how to manage high-performing teams, and the ability to think strategically about change, and you have the outline of a solid MBA program.

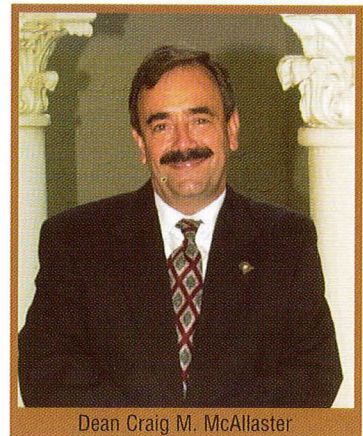
At the Crummer School, we strive to move beyond the basic tools of business to include an integrated understanding of ethics, leadership, and character.

Our rankings in *Forbes* and *U.S. News & World Report* tell me that we have done a sound job of integrating the learning experience through the use of technology and vigorous class discussion, but it doesn't tell me where we stand in developing men and women who are truly worthy of the designation "leader."

The questions arise:

- Are we developing business professionals whose actions are praised as admirable?
- What impact can a good business school have on a person's ethical behavior and leadership style?
- Is it possible for us to expand the intellect and sharpen a person's character through a designed course of study?

I hope that you will join me as we embark down a path to address these fundamental questions in a logical and considerate manner. This fall, we are beginning a new leadership initiative under the direction of faculty and executive-in-residence, John Cascio, a former Sprint executive. Your input and suggestions are valuable to us as we craft a program that will shape the Crummer School experience in a meaningful way for years to come.



Dean Craig M. McAllaster

Sincerely,

A handwritten signature in black ink, appearing to read "Craig M. McAllaster".

Craig M. McAllaster

Alumni Profile

Roseann Harrington '90

By Suzanne Beranek

**Vice President, Marketing, Communications, & Community Relations
Orlando Utilities Commission**

Residence: Orlando, Florida

Family: Two children, Kristen, 8 and Allison, 6

It's not surprising that one of the best-known slogans in all of Central Florida came from Crummer grad Roseann Harrington '90. Meet an employee of the Orlando Utilities Commission and you'll immediately be greeted with, "Hi, my name is so-and-so and I work for OUC, The Reliable One." The slogan is incorporated in the company's advertising, stationery, and voice-mail greetings. For Harrington, it's a part of who she is. Harrington did not just create and implement the use of this well-known slogan. She, like her company, is counted on as "The Reliable One" every day.

As the vice president for marketing, communications, and community relations, Harrington is responsible for getting things done on a very large scale. With her staff of 26 employees, she handles all of the media relations, advertising, and local government relations for the organization, in addition to being responsible for all written and verbal communication that comes out of the company. As the only female member of the executive management team at OUC, she also has responsibility for the overall strategy of the corporation, which includes employees, benefits, capital projects, service areas, new customers, service development, and

regulations. That's no small task when you consider the scope of this half-billion-dollar electric and water utility business. More than 1,000 employees serve approximately 190,000 customers in Orange and Osceola counties.

Crummer helped Harrington understand the big picture and areas where she lacked knowledge, such as statistics, financial management, and accounting, which helped her move into management.

So how did this 1990 grad become so reliable and, in turn, successful? Harrington says some of the credit belongs to Crummer, where she learned how to make good decisions. "Once you get into management, everything is a decision," Harrington said. "You can have the best technical skills in the world, but if you don't have the decision-making skills, you can't do it." According to Harrington, as you move up the ladder, the number of decisions increases and the time you have to make them decreases exponentially.

Crummer also helped Harrington

understand the big picture and areas where she lacked knowledge, such as statistics, financial management, and accounting, which helped her move into management. But, it was Crummer's method that really drew her in. "I appreciated the case method, as opposed to straight memorization, for problem solving. It's a proven method, helps you think outside the box, and is now being used with all the corporate malfeasance."

Harrington, who's been at OUC for 17 years and has been rewarded for her knowledge, talents, and reliability with various promotions, passes the knowledge she gained at Crummer and in the business world along to her employees, telling them to think, think, think. She's also telling them to work on their MBAs, to find out for themselves the benefit of a Rollins MBA.

And she's teaching them one of the most important values she learned at Crummer: personal accountability. Consider the tale of the tortoise and the hare. "The last couple of years, we've been encouraged to do the hare mentality. Do things quick, get rich, get things done," Harrington reminds us. "Now we're coming back to: the tortoise had it right to begin with." ■



A favorite memory:

"Dr. Currie took his classes to Two Flights Up after final exams and then took everyone to the perfume shop he owned. Some of the men in my class would joke they went home smelling like perfume and alcohol and had to explain this to their wives."

As a private educational institution, the Roy E. Crummer Graduate School of Business has throughout its history recognized the importance of philanthropy. Our growing reputation and stature make possible extraordinary new opportunities that can be capitalized on only through the investment of alumni and friends.

During the past year, the Crummer School has again been touched by the generosity of nearly 400 individuals, corporations, and foundations. The School recognizes and is thankful for each of these heartfelt gifts. Together, they allow us to offer the superior education that has helped us maintain our position as "Florida's Most Prestigious MBA."

This Honor Roll of Donors acknowledges all gifts to the Crummer School between June 1, 2002 and May 31, 2003. Every effort has been made to ensure the accuracy and completeness of our list, and we apologize for any errors or omissions. To report a discrepancy or for more information, please contact the Office of Alumni Relations and Development by phone at (407) 646-2537 or by email at alumni.crummer@rollins.edu.

All donors of \$500 or more are also recognized on the annual Honor Roll of Donors plaque located at the main entrance to Crummer Hall in the Charles and Lynn Steinmetz Lobby. To those donors whose names are not listed here because they wish to remain anonymous, we are grateful for your support.

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In a strong year for overall private support, the Crummer School increased donations by more than 30 percent over last year. The success can in part be attributed to a focus on a strong corporate partners program that brings value to participating companies. Alumni continue to generously support the School through the Crummer Fund, and for the first time alumni were able to make their contributions using a secure online Web site. For more information, visit the Web site at: www.crummer.rollins.edu/Alumni_Relations.

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By making gifts to the Crummer School, corporations strengthen their relationship with one of the nation's top MBA programs, gain exposure to an important source of intellectual talent, advance the economic development of the region, increase visibility among future customers and employees, and encourage philanthropy among their employees.

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Alumni Profile

Stan Gale '72 '73

By Suzanne Beranek

**Chairman & Chief Executive Officer
The Gale Management Company
Residence: Florham, New Jersey
Family: Married to Pam. Three children: Stan 18 (incoming
Rollins freshman), Katie 17, and Jackie, 15**

From his days as an undergrad playing soccer at Rollins and earning back-to-back degrees in the College's 3-2 program, Stan Gale has lived Nike's Mantra "Just Do It." That drive to "go after it every single day" has taken him to the role of leader of a 540-employee commercial real estate company that operates in 27 states, Europe, and Asia.

When Gale arrived at Rollins, his original goal was to play the game he loved: soccer. He accomplished that. Gale was a key member of the Rollins team for four years and even served as assistant coach under Coach Gordie Howell while a Crummer student. Along the way, he developed a passion for the business that was in his blood: real estate. His grandfather began working in the field in 1922 in Long Island, New York, and New Jersey, and his father followed suit. But Stan's primary goal was to play soccer professionally. He even tried out for a league in England. But those around him at Rollins and Crummer convinced him that a successful career in business would be a bigger payoff.

After graduating from Crummer, Gale immediately signed on as a residential real estate broker in the family business. He quickly realized what he didn't know. "I got humble quickly," he pointed out. He then decided he'd like to learn more about the commercial side of real estate and moved to California, where he spent 10 years learning about the commercial,

investment, financial, and development sides of the business. Armed with this knowledge, Gale returned to the east coast in 1985 and started The Gale Management Company, now one of the largest privately held real estate companies in the industry with a global portfolio exceeding 50 million square feet of office space.

Managing this large, successful, investment, leasing/advisory services, construction, development, and management services company keeps Gale on the go. But he doesn't consider long days and constant travel a hassle. "I love what I do and have fun everyday," Gale shared. "You put a lot of hours in, but you do it in a fun way. Fortunately, I'm in a business that allows me to do that." While it might seem to the untrained eye a 'brick and mortar' business, it's really all about relationships. "It's all about repeat business, and it is a growth business if you make it that way." Because he loves the relationship aspect of his work, among other things, Gale has no aspirations of going public and cashing out.

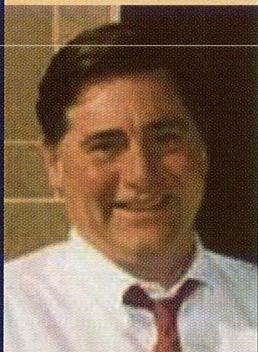
Gale credits Crummer with broadening his mind and giving him the skills necessary to succeed. With his classmates, he spent five weeks in Europe, where they visited the head of the European Union in Brussels and the Bank for International Settlement in Switzerland. "Crummer exposed me to a bigger world," Gale said. There, and in classrooms, he learned the skill set needed to think critically and challenge assumptions. "I learned that

everything that's written is not to be taken verbatim. Crummer challenges students to question and to become proficient in problem solving and critical thinking."

These skills have helped Gale as he's developed a long list of distinguished clients throughout the U.S. and abroad and signed on major financial institutions as joint ventures. One such partnership is with Morgan Stanley, which raises capital internationally and invests with The Gale Management Company. "We're Morgan Stanley's largest, most successful real estate company internationally," Gale said. "This puts us in a very elite league."

Gale and his company are creating very bright, open, and plugged-in environments for his modern users. "We don't want to offer our clients just another building," he said. "We want to offer an enhanced environment that meets today's work-world needs." This is apparent in his most recent venture: Workstage.com, which offers futuristic office buildings designed to meet today's business needs.

While he is quick to give Crummer credit, Gale believes he has been blessed—"...blessed with the ability to innately visualize, not create a vision, but have a vision," he humbly stated. "It's never been difficult to see where we want to go with the company. I don't think about it. I just do it." He could have coined Nike's slogan. ■



A favorite memory:

"Dr. Evans, who taught finance and investment analysis, was a very hard teacher and a smart son of a gun. He challenged, and embarrassed, every one of us. He made us rise to the occasion. He brought out the best in us. And he got me fired up."

The prestigious Crummer Board of Overseers recently elected three new members: Joseph R. Cleveland, chief information officer, Lockheed Martin Corporation; Rex V. McPherson II '93, president and director, R.D. Keene Trust; and Harold J. (Butch) von Weller, president and chief executive officer, Weller Pool Constructors.

"Our newest board members bring a wealth of leadership experience to the board," said Dean McAllaster. "We are honored that they will contribute their expertise and guidance in this time of increasing change in the business world."

The Board of Overseers is comprised of local and international senior corporate executives. Members advise the dean of Crummer and serve as ambassadors for Rollins' MBA program.

As chief information officer for the Lockheed Martin Corporation and president of Enterprise Information Management Systems (EIS), Cleveland is responsible for formulating the corporation's information technology vision and strategy, including consolidating IT resources, implementing e-commerce initiatives, and leveraging economies of sale. Prior to the merger of Lockheed and Martin Marietta, Cleveland was vice president and general manager of internal information systems for Martin Marietta Corporation. Born in Shelbyville, Tenn., Cleveland received his bachelor's degree in electrical engineering from Tennessee State University and has completed extensive technical, business, and leadership development training throughout his career.

McPherson began work for R.D. Keene Trust upon

graduation from Vanderbilt University in 1974 and was elected president in 1981. He concentrates his efforts in citrus operations, land utilization, legal affairs, investment strategy, and strategic planning. McPherson served as Florida Citrus Commissioner from 1993-2001 and president of the Winter Garden Citrus Products Cooperative from 1997-2001. He holds an MBA from Rollins College.

Active in the community, McPherson is a member of the Orlando Regional Healthcare Center board and a past member of the M.D. Anderson Cancer Center board of directors and the Vanderbilt Divinity School board of advisors.

von Weller has served as president and chief executive officer of Weller Pool Constructors, Inc., in Apopka, Fla., since 1979. The company, which specializes in the construction of commercial aquatic facilities, has an impressive list of projects to its credit, including the fountain at the Bob Carr Performing Arts Center and the pools at the Isleworth Country Club and Hyatt Regency Grand Cypress. von Weller earned a bachelor's degree in business administration at the University of Florida and served in the U.S. Army. Active in promoting athletic competition, von Weller is past chairman of the Florida Citrus Sports Association, past president and founding member of the Downtown Athletic Club, and currently serves as vice chairman of the Orlando Area Sports Commission. He is a member of the American Diabetes Research Foundation national board of directors, the Gator Boosters board of directors, and the University of Florida president council. ■

Alumni Board Adds New Members

Robert Hiltz '94 '98 has been elected president of the Alumni Board for the 2003-2004 academic year, succeeding Maureen Walker '92. Hiltz is an independent consultant. His areas of expertise include IT systems consulting, project and program management, value analysis, process engineering, and financial analysis services.

The following new alumni were elected to the Board: Robyn B. Eichenholz '02, Islands of Adventure brand manager for Universal Orlando; Susan R. Fisher '90, assistant professor of education at Barry University; Michael J. Holmes '02, vice president-finance at SeaWorld Adventure Park; Angela M. Nacrelli '96, association governance manager for Marriott Vacation Club International; Raanan Y. Pritzker '98, portfolio manager and associate, corporate and investment banking at SunTrust Bank in Tampa; Kipp A. Reck '93, investment consultant at Morgan Stanley Investment Consulting Services; Susan Meeske Williams '02, director of marketing and donor recruitment at Central Florida Blood Bank; and Michael T. Wright '93, principal shareholder and CFO of T&G Corporation. ■



Robert Hiltz

ADVANCED ENTREPRENEURSHIP: GROWING TO GREATNESS

The Crummer Graduate School of Business and Dynetech Corporation invite you to join us on Wednesday, October 29, 2003, for an engaging look at issues facing entrepreneurs who want to grow their companies. A distinguished group of leading business executives will address the many facets of evolving a business beyond the start-up stage.

Keynote Speaker:

Joe Lee

Darden Restaurants

Keeping the Entrepreneurial Spirit Alive

Additional Presentations Include:

Michael Poole

PCE Investment Bankers

Financing the Growth of a Business

Jim Seneff

CNL

Leadership Development—From Entrepreneur to CEO

Larry Pino

Dynetech Corporation

I Never Met a Problem Additional Sales Couldn't Handle

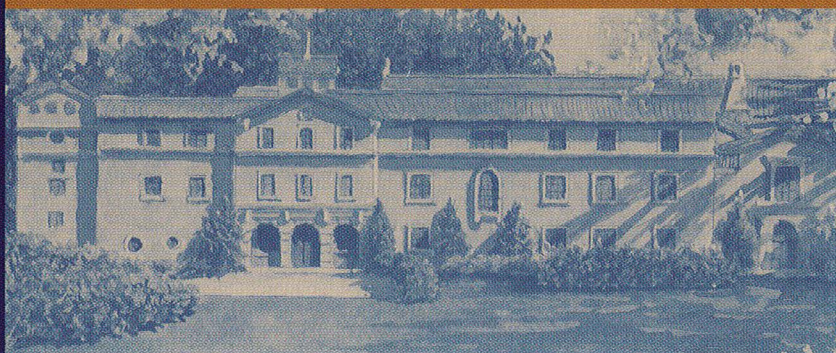
Paul Kuck

Regal Boats

Operational "Oops" to Avoid

The event will also recognize and celebrate the success of Central Florida entrepreneurs with the announcement of the 2003 Dynetech Distinguished Entrepreneur Award.

CLASS NOTES



Stanley K. Smith '64 passed away in December at the age of 81 in Fort Myers, FL. Stanley was a retired major in the Air Force and retired from Honeywell in 1983. He served as president of the American Institute of Plant Engineers and received the Institute's Fellowship Award in 1988.

Art Harris '68 passed away in December at the age of 82. Art wrote a weekly fishing column for 19 years for *The Jupiter Courier*.

Budd Crossman '78 '79 has joined Karp Associates Inc., a firm specializing in custom homes in Connecticut. His responsibilities include management and sales of renovation projects and new home construction. In April 2003, Budd and his daughters visited Rollins classmates **Sheree '77** and **Richard Pyfrom '78** in Nassau, Bahamas.

Michael Poole '84 was featured in the June 2003 edition of *Florida Trend* for outstanding community service.

J.B. "Brad" Shepherd '86 has been honored as a Fellow in the National Academy of Forensic Engineers (NAFE). Brad is president of J.B. Shepherd & Associates, Inc., a Windermere, FL forensic engineering firm specializing in investigation of electrocutions and fires of electrical origin.

Curtis A. Gardner '88 has "mostly retired early to the country" and loves

it. He is considering starting a wholesale ornamental tree nursery business and growing timber. Horticulture has been one of Curtis's hobbies since he was a child.

Douglas Tymkiw '90 was recently promoted to partner at Ernst & Young specializing in global investigations and dispute analysis. Doug works with attorneys on complex litigation and bankruptcy matters and has testified in court more than 10 times. In one case, he helped three oil companies recover more than \$100 million from the federal government. Doug and his wife, Michele, welcomed their third child, Michael, into the world in February. The couple also has a daughter, Alexis, and a son, Nicholas.

Dan Lewis '92 and Stacy (Megica) Lewis '97 had a baby girl named Allison Kate on August 14, 2002.

As co-president of Women in Leadership at Lucent (WILL), a global professional development organization, **Susan Ahern '93** was invited to participate in a panel presentation on "Leveraging Leadership Through Association Activities" at the WMPKG leadership summit program in Atlanta, GA.



Tammy Buchan '93 has been promoted to chief financial officer for Broad and

Cassel, a statewide Florida law firm with over 140 lawyers based in seven offices. Tammy is located at the main office in Orlando.

Robert Bunge '93 is executive director of administration at Ave Maria College of the Americas, a Catholic, liberal arts college with headquarters in Ypsilanti, MI. In his role, he oversees six departments, including business, information technology, and maintenance. He lives in Managua, Nicaragua with his wife, Patricia, and two daughters, Marcella and Valerie.



Terry Helms '93 recently founded Lawrence James Group, a copywriting and consulting firm in Winter Park, FL. Terry and his wife, Robin, welcomed their daughter, Holly, into the world on February 15, 2003.

Warren L. Hermenau '93 and his wife, Carole, became proud parents of a beautiful new daughter, Chloe Elizabeth, born October 8, 2002.

Michael Forchetti '94 has been promoted to Pacific region marketing director at EZ Staffing, Inc., in Burbank, CA.

Charlotte Brewer Mills '94 is a full-time mom to her two children, ages 3 and 1, and is doing community service work.

Carla Borsoi '92 '95 recently joined Custom Market Research Supplier in San Francisco, CA as an account representative selling custom market research projects to a variety of companies and industries. In the same month, she moved into a new home. She also volunteers as co-chair of fund-raising events at her children's preschool.

Andrew R. Kelly '95 joined the Peace Corps as an economic development

volunteer. He credits this bold move to Dr. Matulich's business practicum in Bulgaria. Andrew would love to hear from his Crummer classmates via e-mail at arkelly66@yahoo.com.

John Brietz '96 and his wife are the proud parents of Michael Edwin Brietz, born June 19, 2003.

Sue Gorman '96 will be featured on the HGTV (Home and Garden Television) show "Designer's Challenge" in January. She and her husband, **Pete Gorman '96**, and their daughter, Katie, are residing in Tustin Ranch, CA where Pete is the TUSD Superintendent.

Michael McKee '97 and his wife, Sarah, welcomed their first child, Andrew Wiley McKee (10 lbs. 13 oz.) on September 27, 2002. Michael is working as president of Inspire Capital Management LLC in Maitland.

Patricia Claussen '96 '97 recently relocated to Panama City Beach, FL and is working as a sales and marketing account executive with Styles Media Group, a set of five radio stations. She is finding many opportunities to put Dr. Martin Schatz's organizational development principles to use.

Benjamin Townsend Waddill III '97 and his wife, Lisa, had a baby boy, Ben (8 lbs. 4 oz.), on May 7, 2003. Townsend is working as an audit administrator in the executive office of Governor Jeb Bush. Their mission is that state government should be run like a business in an efficient and effective manner and Townsend says his Crummer degree has been instrumental in helping the State of Florida achieve that mission.

Evan Campbell '98 is the new director of SolutionsIQ Project-based Services. SolutionsIQ is a full-spectrum IT services company located in Bellevue, WA.

Crystal Love Knox '98 married David Knox. Crystal was recently promoted from the marketing department to a senior financial analyst position at bright house Networks.

John Metzger '98 has been promoted to senior vice president and chief information officer at the Great Atlantic & Pacific Tea Company in Montvale, NJ.

Guilhem Dureau '00 moved back to France, where he is enjoying life on the French Riviera. He is employed as a configuration manager with Texas Instruments.

Juan Pacheco '00 and his wife are the proud parents of son Ethan, born October 16, 2002.

Kartick Patel '00 has been promoted to senior field examiner at PNC Business Credit in Pasadena, CA. Kartick serves as lead examiner on client credit decisions.

Christopher Ramsden '00 is working as a business manager at Winthrop Marine, a company specializing in custom racing sailboat modifications in Winthrop, MA.

As IT manager of the Destination Disney project, **Herb Schumann Jr. '00**, led the development and deployment of a Web-based reservation module for the Disney Reservation Center. This was one of Disney's largest system integration efforts. The goal of the project was to offer guests vacation packages tailored to their preferences, to improve the usability of systems, and to reduce the training time for reservation agents.

Christian Campagnuolo '01 was recently promoted to senior account director at Visionworks. His responsibilities include running the national accounts for consumer product promotions and traditional business.

Christine Conte '01 and **Jaffar Isa Hussain '01** have tied the knot. The couple resides in Manama, Kingdom of Bahrain and are anxiously awaiting the arrival of their first child in September. Jaffar is working in risk management at Gulf International Bank.

Elizabeth "Ellis" Murtha '01 and **John "Jamie" Christian '01** were married in August 2002. The two met on an assigned team for one of their Crummer classes. Ellis is a manager of hiring, training, and audit at Central Florida Investments. John recently became a principle with Dragonpoint, Inc., a software development firm in Rockledge, FL.

Christina Leh '01 has been promoted to direct project manager for Lockheed Strategic Sourcing Solutions. In June, she transferred from the company's Orlando facility to Cherry Hill, NJ.

Leafar and **Peter Thomas '01** welcomed their first child, Elyse Yvonne Thomas, on June 9, 2003. Elyse was 9 lbs. 2 oz. and 23 inches long.



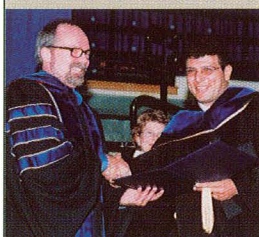
Karin and **Jason Dewey '02** welcomed their daughter, Kira, into the world

on April 18, 2003. She weighed 5 lbs. 6 oz.

William Talley III '02 recently joined Sentinel Fiduciary Services, a firm specializing in retirement plan consulting, in Orlando. The company was launched earlier this year and has enjoyed tremendous success building new relationships and re-establishing old ones. ■

Faculty and Staff Notes

During Crummer Commencement 2003, Associate Professor of International Business **Ilan Alon** was awarded the Hugh and



Jeannette McKean Grant for his proposal entitled "A Study of Cross-Cultural Leadership

Development in Management: The Case of China." Named in honor of Hugh F. McKean, former president of the College, and his wife Jeannette, the \$10,000 cash stipend is awarded to a faculty member who will undertake a research project, artistic work, or teaching-related project that contributes to the educational mission of the College. Recipients of the award are selected by an external jury of Rollins alumni who are prominent in the academic world and in the arts.

In March, Professor Alon escorted a group of 12 Crummer students to the world's most populous nation and the newest World Trade Organization member, China, to serve as consultants on two projects. One group of students participating in international practica prepared a plan for the University of Science and Technology in Shanghai to establish an international study program and to form an alumni association. Another group worked with top executives of the Shanghai Garment Trade Association (SGTA) to discuss the Association's role in the global garment industry. The students recommended strategies

for the SGTA to better position Shanghai as the next major fashion capital.

Professor of Operations Management **Martin Starr** was elevated to the status of Faculty Emeritus by Rollins Board of Trustees Chairman Frank Barker '52 during the Crummer commencement ceremony.

Anne M. Roberts has been appointed assistant dean of the Crummer School. She will oversee all aspects of the full-time M.B.A. program and direction of the Career Management Center. Anne joined Crummer in 2001 as director of the Career Management Center. Under her leadership, the Center has developed a career management curriculum and extended services to alumni. Anne holds a B.A. in sociology and an M.B.A.



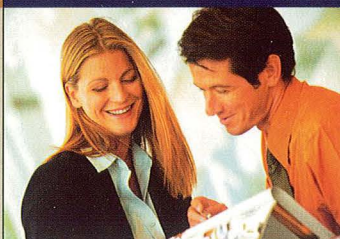
Professor of Management **James M. Higgins** received the 2003 Welsh Award. The Charles E. Welsh award is named for the former dean of the Crummer School who served in that capacity from 1966-1977. Dr. Welsh, who oversaw graduate studies and the construction of the Roy E. Crummer Hall during his tenure, sought to, in his words, "provide professional training for management at the highest obtainable level, based upon the solid ground of liberal education."

ALUMNI BOARD

Ken Alloway '02, ABB, Inc.
 Mark Carbone '98, XE Corporation
 Jason Dewey '02, Commercial Net Lease Realty
 Craig Domeck '98, Crummer Graduate School of Business
 Robyn Eichenholz '02, Universal Orlando
 Susan Fisher '90, Barry University
 Andrea Henderson '99 '02, Darden Restaurants, Inc.
 Robert Hiltz '94 '98, RGH Consulting
 Linda Hollerbach '00, The Willowtree Cafe
 Michael Holmes '02
 Jack Johannesmeyer '02, Hilton Grand Vacations Company
 Brock Lesperance '92, WKMG-TV
 Susan Meeske-Williams '02, Central Florida Blood Bank
 Angelia Nacrelli '96, Marriott Vacation Club International
 Raanan Pritzker '95 '98, SunTrust Bank
 Kipp Reck '93, Morgan Stanley Investment Consulting Svcs.
 Cameron Shackelford '77 '02, SunTrust Bank
 Craig Starkey '81 '87, Winter Park Construction
 Jeff Troan '86, Lockheed Martin Corporation
 Maureen Walker '92, HHCP
 Michael Wright '93, T&G Corporation

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 Company of FL, Inc.
 Joseph R. Cleveland, Lockheed Martin Corporation
 Bruce Douglas, Harvard Development Company, LLC
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 Raymond L. Gellein, Jr., Starwood Vacation Ownership
 Gideon Haymaker, SunTrust Bank
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 The Honorable Glenda E. Hood '72, State of Florida
 Thomas A. Jones '77, Federated Department Stores
 J. Darrell Kelley, Enterprise Florida
 John S. Lord, Al duPont Trust
 G. Brock Magruder, Sr., M.D., Magruder Eye Institute
 Rex V. McPherson II '93, R.D. Keene Trust
 Clarence Otis, Jr., Darden Restaurants, Inc.
 John D. Race, Sr. '77 '84, DePrince, Race & Zollo, Inc.
 John N. Rigsby, bright house Networks
 James M. Seneff, Jr., CNL Financial Group, Inc.
 Charles P. Steinmetz, Middleton Pest Control, Inc.
 Edmund C. Timberlake, Jr., Bank of America
 H.J. "Butch" von Weller, Weller Pool Constructors, Inc.

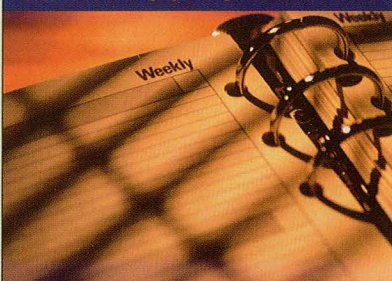


The Crummer Graduate School of Business is always looking for alumni to help us "link theory with practice." If you would like to give back to Crummer, feel free to contact us at crummer.alumni@rollins.edu or call us at (407) 646-2537.

Some of the ways you and your organization can become involved include:

- **MENTORING**—Our students are looking for business leaders who can help provide them with real-world knowledge to complement their academic studies.
- **CLASSROOM TEACHING**—Providing practical experience in the classroom for our students is always important in order to link theory with practice.
- **PHILANTHROPY**—Gifts to the Crummer School make all the difference in recruiting and retaining the best faculty, providing for technology upgrades, and creating scholarship opportunities for students.
- **INTERNSHIPS**—Career Management is always looking to expand internship opportunities for our students. If your company has an internship program or is looking for interns, we have great students who are eager to work for you.

MARK YOUR CALENDAR



The Crummer School will be hosting many exciting events this year you won't want to miss. From our Leadership Lecture Series featuring well-known speakers to our new Entrepreneurship Symposium, these networking events are a great way to make valuable contacts. For a full description of all events, please visit the Crummer School Alumni Web site at www.crummer.rollins.edu/Alumni_Relations. The event calendar allows you to register on-line in minutes and secure your spot for our exciting fall lineup. Make plans to attend!

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