

School of Business

Fall 2020/Winter 2021 Newsletter

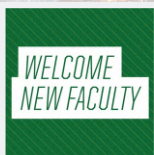


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MESSAGE FROM THE DEAN

DR. CHUNG-SHING LEE



I have the great honor to be selected to succeed Dr. Richard Beer and the Interim Dean Dr. Jeff Crane as the Dean of the School of Business. It is also a great responsibility to continue the stability and growth of the School. My challenge is to continue building on the positive momentum to lead our organization into a new era of success and excellence. I am grateful that we have a group of highly qualified and committed faculty and staff working together to establish the strategic goals and priorities that build and capitalize on our core values and strengths for the future.

This is the Year of Transformation at Saint Martin's University. We are working together with intention and compassion to transform our community through our Benedictine values and core themes of faith, reason, service and community. The global pandemic has forced higher education to rethink how we teach, learn, lead, and work professionally. The School of Business must transform itself into a learning community that preserves the high quality of education, strives for innovation, and creates new business models and value creation opportunities.

We have completed our MBA program's transformation to make it more flexible, scalable, cost-efficient, and effective to recruit and retain students. The program can be completed as quickly as nine months. Our MBA Program Director, Dr. Gina Armer, led the effort to redesign the curriculum and worked with the nursing department to launch the healthcare management concentration to meet the growing demand for healthcare administrators in our community. In addition, Professor Diane Bingaman worked with accounting and finance faculty to launch the Master of Accountancy (MAcc) programs and an innovative Internal Audit & Risk Management certificate program.

Our faculty are able to transform their research into solutions to solve complex organizational challenges and real-world business problems. Dr. Heather Grob is going up for promotion to the rank of full professor. Her research on industrial and labor relations has been accepted for publication in the Perspectives on Work journal, which is a premier publication in industrial relations and human resources. Dr. Gina Armer's research "Pioneering Women Entrepreneurs" will be published in the upcoming issue of the Journal of Business Management and Change. Dr. Lisa Power's pedagogical research on overcoming ethnocentricity and implicit biases in teaching will soon be published as a book chapter in Failure Before Success: Teachers Describe What they Learned from Mistakes. Both Dr. Armer and Dr. Lisa are under tenure and promotion review. They exemplify the exceptional quality of our junior faculty.

The global pandemic has accelerated the speed of transformation in teaching and learning. Nevertheless, our commitment to teaching excellence and student success has not diminished. Indeed, it is an excellent opportunity to implement new technologies and innovations to enhance teaching quality and transform the way we interact with students. In our business capstone classes, Dr. David Slotwinski's students learned and cooperated effectively as virtual teams with members in China and the United States to complete projects and assignments remotely. Two out of the six student teams accomplished an outstanding performance by achieving GLO-BUS simulation Top 100 rankings worldwide.

This newsletter celebrates people and recent accomplishments in teaching, research, and services. We will continue our efforts to innovate and transform our School into a leader in business education that connects students with external opportunities, builds networks with alumni, and engages with our Business Advisory Board and other stakeholders to develop future ethical leaders and create positive impacts on society.

Dr. Chung -Shing Lee

Dean and Professor, School of Business

NEW FACULTY HIGHLIGHT

DR. FODAY DEEN-CONTEH



Dr. Foday Deen-Conteh is a military veteran and was stationed at JBLM. During his time in the army he attended Saint Martin's University, where he attained his bachelor's in accounting (BA) and master's in business administration (MBA). He recently attained

his doctorate from George Fox University in Newberg, Oregon.

Dr. Deen-Conteh is a Certified Public Accountant (CPA) and Chartered Global Management Accountant (CGMA). He is also a member of American Institute of Certified Public Accountants (AICPA) and Washington State Certified Public Accountants (WSCP). He is the current chair of WSCP Accounting, Auditing, and Review Standards Committee. This committee reviews accounting standards and writes opinion to the Financial Accounting Standards Boards (FASB) which could affect the promulgation of a new accounting standard.

Dr. Deen-Conteh worked with public and private companies as a corporate controller, financial operations controller, financial reporting manager, purchasing manager, internal auditor, senior accountant, and senior cost accountant. He has in-depth practical experience in technical accounting research, synergies with other groups, financial reporting, cost accounting, international accounting, Sarbanes Oxley & internal control testing, business performance audit, and project management evaluations.

Dr. Deen-Conteh is the founder of FODENCO, a public accounting firm that provides value-added accounting, auditing, tax, review, compilation, and advisory services to small businesses in the Pacific Northwest. His academic goal is to develop students to succeed through class participation, small group collaboration, passing examinations, and completing assignments. He hopes to go beyond imparting knowledge and skill to problem solving and to build character to prepare students to overcome challenges in life.

NEW FACULTY HIGHLIGHT

CHRISTOPHER STANLEY, M.S.ED, CGFM



Professor Chris Stanley is currently the Chief Financial Officer for the Washington State Gambling Commission. Prior to that, he was the Budget Director for the newly formed Department of Children, Youth, and Families and served as a member of the

financial team that helped to merge the financial functions of the old Children's Administration and the old Department of Early Learning into the new department.

He has worked for two Governors over the span of eight years – starting in Governor Gregoire's performance shop and finishing in Governor Inslee's budget shop. While

these jobs were grueling, he said he wouldn't trade those experiences for anything. One of the great things about the budget job: he got to see all the way inside the financial honeycomb!

Prof. Stanley a teacher by training – as a fourth-generation teacher, he holds a Master of Science in Education with a concentration in history education. His passion is teaching; one of his favorite things is watching people grasp a concept that was previously foreign to them and watch them make it their own with understanding.

Prof. Stanley taught Government Accounting (ACC358) last spring semester and will teach the same course this coming semester.

STUDENT NEWS

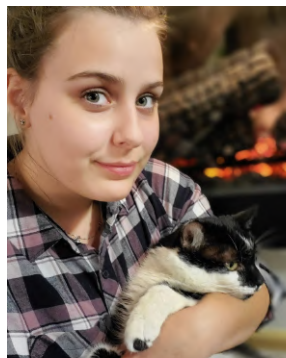
GRADUATE STUDENTS AWARDED SCHOLARSHIPS



Elizabeth Colón, a 2017 Business Administration graduate and current Master of Business Administration student, is one of this year's Delta Mu Delta Board Award recipients. Upon receiving this scholarship, Elizabeth said, "I feel very fortunate and honored to be selected for the Delta Mu Delta Board award which recognizes students of business for their scholarship, leadership, and continuing studies. Through the support of organizations like Delta Mu Delta, I am able to continue my education at the graduate level."

Delta Mu Delta (DMD) is an international honor society established to recognize and reward the superior scholastic achievement of students in business administration. It holds an annual Scholarship Awards Program and scholarship recipients are selected based on academic achievement, demonstrated leadership, service to the institution and community, and character.

Marie Dhanens, a recent Accounting graduate and current Master of Accountancy student, received \$3,000 from the Institute of Internal Auditors (IIA) Seattle Chapter. She is one of four distinguished Washington students who received this scholarship. Marie said, "I am very grateful to the IIA and all of my professors. They do a really great job of taking care of us."



The IIA is an international professional association for professionals who work in internal auditing, risk management, governance, internal control, information technology audit, education, and security. The Seattle Chapter offers various events and CPE hours to its members.

STUDENT NEWS

BA 499 STUDENTS FINISH IN GLO-BUS GLOBAL TOP 100

BA 499 students assigned to Company F (Cheng Chang, Nhu Le, and Xinkai Zhang) earned a GLO-BUS Global Top 100 ranking for the week Sep 21- Sep 27.

Their Overall- Game- To- Date- Score of 107.0 tied for 16th best overall and their Return On Average Equity of 51.2% tied for 63rd best. What stands out about this team is that Cheng and Xinkai are both in China and Nhu volunteered to join them so we could establish a team that accommodated their schedules and the time zone difference.

Each Monday the GLO- BUS simulation managers compile lists of the prior week's best-performing companies worldwide based on each of four measures: Overall Score (current year), Earnings Per Share, Return On Average Equity, and Stock Price.

Congratulations to Company F's co-managers- Cheng, Nhu, and Xinkai; well done!

Upcoming Event!

January
30

**School of
Business Student
Convocation**

Time: TBD

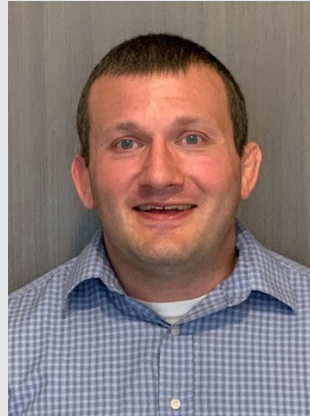
This student convocation is for students to learn more about updates in the School of Business, as well as concentrations offered, 4+1 opportunities, career development and internships

STUDENT NEWS

THE JOURNEY TOWARDS AUDITING: AN INTERNSHIP EXPERIENCE

Jeffrey Seath (MAcc 2021, BA Accounting 2018) combined an existing job with academic credit and completed an internship this Fall with the Washington State Auditor's Office. The core competencies within the office are critical thinking, audit skills, interpersonal and team skills, project management, and leadership and development.

His work on audits includes assessing audit risks and developing audit plans and helped him recognize the importance of well prepared, logical, and organized workpapers. He compiled a series of open-ended questions for each interviewee to explain their job duties and processes under examination. His Assistant Audit Manager worked with him to edit the questions to "avoid being biased on prior years work and unintentionally directing the conversation to follow the prior year's narrative". Jeffrey realized the importance of empathy in reducing the stress levels during the audit. He was coached to summarize his notes immediately following each interview. He wrote, "Notes that made sense during



an interview can look like chicken scratch a week later... I initially included too much detail for that portion of the control narrative and was instructed to summarize to just the key components. This was a great reminder to keep my documentation detailed yet concise."

Jeffrey is "constantly challenged with auditing different agencies, changing audit types, altering testing strategies, and staying current on auditing standards. He is motivated by the challenge of continuously building upon his professional competencies in auditing."

Jeffrey will graduate in May with his Master of Accountancy and will have completed the Internal Audit & Risk Management Certificate as part of his degree.

STUDENT NEWS

TAX INTERNSHIP

Jose Contreras (MAcc 2021, BA Accounting 2020) completed a tax internship with Littlefield, Fanning & Co. this fall. Jose's goals were to demonstrate appropriate knowledge, skills, and tools of federal income taxation; use tax research databases to find authoritative answers to federal tax questions; and identify ethical issues in taxation and apply the appropriate regulations under Circular 230.

Jose started his tax journey with the CPA firm by working through simple tax returns to those with increasing complexity. He was assigned client questions, conducted research, made notes, reviewed the topic with the partner in charge (and did additional research as needed), and

relayed the information to clients. Jose recognized the public nature of tax work when working with a business client. The tax return was needed for a loan application and Jose noted "the work that I do will be seen by others and they will make decisions using this information".

The internship was a great work experience for Jose. He added, "I am constantly learning new things, sometimes they are directly related to federal taxation and others help bring the big picture together." Jose is continuing his tax education with Advanced Tax in the MAcc program.

STUDENT NEWS

A HERO AND A SAINT

by Dr. Gina Armer

MBA students often bring a wealth of professional experience with them, but not often do we get to call them bona fide heroes. Although he would say otherwise, Daniel Woodruff qualifies as a bona fide hero. Daniel is professionally trained as a Registered Respiratory Therapist. Last spring, as New York City was closing down, their hospitals overrun by patients with



the raging COVID-19 pandemic, Daniel was one of those brave souls who volunteered to leave the safety of his home and family in Washington State and travel 3000 miles east to make a difference. Daniel wrote one of his professors in April: "I'm in New York City helping treat the COVID-19 patients. I am a registered

respiratory therapist. I have honestly been very stressed out about many things (exposing myself to this virus, leaving my family for two months, being in a big city, the financial impact of what is happening around the world, etc.)..."

We were all pretty "stressed out about many things" last April, even without the challenges Daniel was facing. Just imagine. His family back home in Washington includes wife Courtney, who works here at Saint Martin's University as a Web Content Strategist!

By June, Daniel's adventure and mission was over, as he shared in an email: "I am back home - safe and Covid-free. I had an incredible experience (I would not say a "good" experience) that challenged me emotionally and professionally. I have many stories - most are hard to tell and probably hard to hear. Of course, the journey had some very inspiring and beautiful parts."



The School of Business, especially the MBA program, would like to recognize and thank Daniel Woodruff for his selfless work and personal sacrifice during such a trying time for the world, and for making the most of his talents. We are so proud of you, Daniel!

STUDENT NEWS

DELTA MU DELTA INDUCTION

Last December 14, 12 new members were inducted into the Delta Mu Delta (DMD) honor society. These new members include four graduate students, 5 undergraduate students, and three honorary faculty members. These new members each received a Delta Mu Delta pin, certificate, and honor cord that can be worn with the academic regalia.

Delta Mu Delta is an international business honor society that recognizes and rewards the superior scholastic achievement of students in business administration. The School of Business is the Xi Pi chapter of the Delta Mu Delta and Dr. Don Conant is the faculty adviser. There are two DMD recognition ceremonies every academic year; one in the fall to recognize undergraduate and undergraduate inductees and another one in the spring to recognize another set of graduate inductees.



Delta Mu Delta

INTERNATIONAL HONOR SOCIETY IN BUSINESS

FACULTY NEWS

PROF. ANN ADAMS



Saint Martin's University was awarded a \$2.25 million grant from the US Department of Education - Strengthening Institutions Program in September 2020. The grant provides funding for two full-time Internship Navigators to work in the Career Center. One of them will work directly with the faculty and students in the School of Business to develop internship opportunities in the community, prepare students to successfully search and apply for them and support the current School of Business Internship Coordinators. The focus is to provide equitable access to internships, service learning, and undergraduate research as well as the structure for professional development. For example, the Navigators will set up alumni/employer panels, information interviews, etiquette dinner, and an Internship Fair.

Saint Martin's was also awarded a grant of nearly \$25K from the NetVUE/Lilly Foundation in August 2020 to support the new Saints Promise initiative which promises a

successful outcome for students participating in a four-year series of career planning activities. We are delighted that Prof. Diane Bingaman was selected to serve as one of the Faculty Advisors for Saints Promise. Activities planned include a series of virtual workshops during the pandemic and it provides some funding for students to complete an unpaid internship.

I assisted the Business Club president, Yarabid Rodriguez in reaching out to alumni for a virtual Alumni Panel held November 19. In attendance were the following successful alumni from the School of Business:

- Abby Dooley, Recruiter at Edifecs 2017- MBA and Marketing
- Brian Cornell, Finance leader at Boeing- MBA at SMU- BA Finance at WSU
- Skylar Nelson, Financial Planning Analyst at Boeing - BA Finance - MBA at SPU
- Ariya Kendrick, Accounting Assistant at Cheema Freightlines and Financial Analyst at Custom Investments- BA/MBA



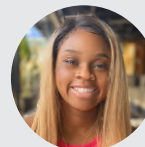
Abby Dooley



Brian Cornell



Skylar Nelson



Ariya Kendrick

FACULTY NEWS

PROF. SUZANNE CHAILLE



Professor Suzanne Chaille earned her certification as a Certified Management Accountant (CMA). A CMA certification is a professional certification credential in the management accounting and financial management fields.

Prof. Chaille's next step is to develop a submission to the Institute of Management Accountants (IMA) for an endorsement of the School of Business in the field of managerial accounting.



FACULTY NEWS

DR. PRASHANT JOSHI



Last October 8, Dr. Prashant Joshi gave a talk on supply chain analytics in an international training program overseas on Data Driven Transformation in India. More than 60 participants globally attended his talk.

Dr. Joshi also started serving as partner in the Frontline Solvers Partner Program (Frontline Systems Inc, USA) for the Seattle region of WA. The program is designed for people with an active interest in building and deploying predictive and prescriptive analytic models. It helps in getting extra support in courses teaching require its applications.

Dr. Joshi also participated in several CFA speaker series held spring and summer of 2020.

FACULTY NEWS

PROF. TIM MADELEY



The Accounting profession, like white-collar professions in general, lacks ethnic diversity to a significant extent. A 2018 study by the American Institute of Certified Public Accountants (AICPA) found that, while Blacks and Hispanics represent just under one-third of the U.S.

population, they represent only 6% of Certified Public Accountants (CPAs).

The Washington CPA Foundation, the non-profit arm of the Washington Society of Certified Public Accountants (WSCPA), believes the long-term solution to this disparity starts with education. To that end they have initiated a grant program to support institutions that “encourage students from diverse backgrounds to pursue a career in accounting”.

We are pleased to share, as part of this effort, the Washington CPA Foundation has agreed to provide financial support to the embedded Accounting tutor program at Saint Martin’s University under the leadership of Professor Tim Madeley. This support will fully cover the compensation for three embedded Accounting

tutors during the 2020-21 academic year. Professor Madeley applied for this grant to support the tutors and also to sustain his research in how to address inequities in the accounting field for those from historically underrepresented groups.

The benefit of the embedded Accounting tutor program at Saint Martin’s University will be twofold. First, all introductory accounting students (ACC201) will have an extra resource with a “near peer” that will attend each class, hear the same lectures, and be available to assist them with their assignments and exam preparation both inside and outside the classroom. Second, the embedded tutors, who will be selected from a pool of high-achieving Accounting majors that reflects the diversity of our university, will solidify the foundation of their accounting knowledge by being called upon to explain the concepts and techniques to others.

Professor Madeley initiated this model while teaching at South Puget Sound Community College and saw rapid improvements for students from historically underrepresented groups. He hopes that this will continue at Saint Martin’s and that this program will prove efficacious as a model that can be adopted by other accounting programs.

FACULTY NEWS

PROF. JOHN CRAIGHILL



Professor John Craighill is working on an MOU with the Nisqually Chapter of the Institute of Internal Auditors to provide funding for students in the Internal Audit & Risk Management Certificate program. Students will be provided with IIA student memberships, application fees

and the testing fees for the CIA Part 1 Exam. The local Nisqually Chapter is reimbursing all fees for students that sit for this exam. Testing fees will be reimbursed 100% upon successful completion or 50% for taking it but not passing. Passing this test qualifies them as Internal Audit

Practitioners with appropriate experience. Should they seek full certification as a Certified Internal Auditor, they may continue to take the Part 2 and Part 3 exam.

The Chapter Board approved the commitment and has forwarded a memo of understanding in time for the 2021 certificate program. Students were unable to take advantage of this opportunity in last year's Internal Audit class because of the closure of the Pearson testing sites and the short preparation time. John Craighill hopes more students will take advantage of this certification opportunity, earn their certification, and be employable upon graduation for entry level internal auditor positions.

FACULTY NEWS

DR. HEATHER GROB



Dr. Heather Grob published an article entitled "An Alternative to Industrial Dictatorship: 100 years of the Council for Industrial Relations." It is about the history of the IBEW-NECA Labor management partnership. The piece focuses on the origin and

and does not go into the full legal history which is what we are working on next.

The publication, Perspectives on Work, features research of members of the Labor and Employment Relations Association (LERA), for academics, practitioners and government representatives. Dr. Grob co-wrote this article with Dr. Matthew Bodah of University of Rhode Island.

FACULTY NEWS

DR. GINA ARMER



The Journal of Business Management & Change published Dr. Gina Armer's article in its Spring 2020 issue. Her article, entitled "Pioneering Woman Entrepreneurs" is the lead article of the issue and highlights early women entrepreneurs as well as women pioneers in the higher education.

In September 2019 Dr. Armer presented her research at the Western Business Management international conference in Dijon, France.

To view Dr. Armer's article, go to <https://www.wbmconference.net> and click on the Spring 2020 issue cover page.

DEPARTMENT NEWS

4+1 PROGRAM: ACFN DEPARTMENT

If you have at least 90 credits you can take advantage of the new rule that allows up to 4 graduate level courses (talk to your advisor about program requirements).

Spring offerings include:



ACC603 Strategic Cost Management

Spring Session 11

Wednesdays, 5:30-10PM

This course emphasizes the use of cost information and analysis in supporting strategic positioning of a business. The course focuses on understanding cost concepts and how they interrelate with strategic development for business success. Subjects covered with this emphasis include cost behavior concepts, activity-based costing, departmental cost allocations, cost estimating, decision making, cost planning for product life-cycles, strategic pricing, target costing, value chain costing analysis, theory of constraints, the value of variance analysis, strategic evaluation of investment centers and the identification and use of transfer pricing.

Prerequisites: ACC 353 or equivalent



ACC664 Financial Statement Analysis

Spring Session 10

Wednesdays, 5:30-10 PM

Course includes analysis of the balance sheet, income statement, cash flow statement, and note disclosures for foreign and domestic companies. Emphasis on management decision-making and business valuation techniques. Case studies and projects related to actual company financial statements will be used.



ACC667 Internal Audit

Spring Main

Thursdays, 5:00-7:40 PM

Course includes analysis of the balance sheet, income statement, cash flow statement, and note disclosures for foreign and domestic companies. Emphasis on management decision-making and business valuation techniques. Case studies and projects related to actual company financial statements will be used.

DEPARTMENT NEWS

ACCOUNTING MINOR NOW AVAILABLE



Are you a Business Administration student with a double concentration that includes Accounting? Keep your second concentration and add a Minor in Accounting!

You are required to add Tax and Audit to your existing degree plan.

- ACC450 Auditing: Spring 2021 (MWF at 11 AM)
- ACC351 Individual Taxation or ACC352 Business Taxation: Summer 2021 (TBD, evening or online)

The Minor in Accounting is available to Business Administration students pursuing a non-Accounting concentration as well as to majors within the other schools and colleges of Saint Martin's University.

For more information, talk to your advisor or email your questions to Prof. Diane Bingaman, Accounting and Finance department chair, at DBingaman@stmartin.edu.

DEPARTMENT NEWS

SAINT MARTIN'S UNIVERSITY INTRODUCES THE MBA IN HEALTH CARE MANAGEMENT

by Holly Reed (originally published by Thurston Talk, June 30, 2020)

Health Care isn't only the practice of medicine. Saint Martin's University is excited to announce a new opportunity for MBA students and health care professionals with the MBA Health Care Management Concentration and Certificate programs.

The Health Care Management certificate program and MBA Health Care Management concentration will prepare students for careers as medical and health services managers. Students may come into the program from different backgrounds. "We expect some students who have primarily studied business that want to focus their MBA in health care management," says Dr. Gina Armer, Master of Business Administration program director, "but others may already have careers in healthcare as nurses or other specialties, but they are looking to move into more leadership roles, and this will give them that opportunity."

"There is demand in the healthcare industry for employment at all levels, so it makes sense that people that have been working in the frontline would seek to move up in managerial positions as their careers progress, and the MBA will help support that," says Armer. Graduates of the program will be prepared to manage healthcare resources for an organization including personnel, supplies, equipment and service. They will contribute to their organization with skills in data analytics, high-level leadership, and communication, she adds.

Healthcare is a growing industry, and it is 18 percent of the GDP. "It is a major part of our economy, a 3.5 trillion-dollar business, so it's important to look at it from a business perspective," says Dr. Richard Onizuka. Onizuka, who was the first CEO for the Washington Health Benefit Exchange and served as Assistant Agency Director for the Washington Health Care Authority, teaches the Health Care Policy and Regulation course, which takes place in the spring to coincide with the Washington State Legislative session. "We follow some bills, so we can learn about the legislative process and see how the policymaking process impacts the healthcare system."

The courses for the MBA Health Care Management Concentration and Certificate will be held in the evenings on Monday through Thursday to accommodate working students. Those enrolled in the full MBA program can expect to take between 15 months and two years to finish, depending on their course load. The certificate can be completed in about nine months to a year. The five-course certificate program will impart students with in-depth knowledge in health care management and policy. Should they decide to apply for the full MBA program, all the credits will rollover.

Link to article:

<https://www.thurstontalk.com/2020/06/30/saint-martins-university-introduces-the-mba-in-health-care-management/>

Spring 2021 Calendar

	Spring Main	Spring 01/10	Spring 02/11
January	16: Residence halls open 18: Martin Luther King Day (holiday) 19: Classes begin 29: Add/drop deadline (no notation)	18: Martin Luther King Day (holiday) 19: Classes begin 26: Add/drop deadline (no notation)	
February	15: Presidents Day (holiday)	15: Presidents Day (holiday) 16: <i>Mid-term grades due to registrar</i> 27: Last day for withdrawal (W grade)	
March	8: Mid-semester break 15: <i>Mid-term grades due to registrar</i> 21: Saint Benedict's Day 22-25: Advising Days (Classes meet; Students encouraged to schedule meeting with advisors) 26: Advising Day (No Lacey courses meet)	13: Last day of classes 15: Final grades due to registrar	15: Classes begin 22: Add/drop deadline (no notation)
April	2: Good Friday (holiday) 5: Easter Monday (holiday) 6: Priority registration begins for summer/fall 2021 9: Last day for withdrawal (W grade) 26-30: Study Week (No University-sponsored social or club activities) 27: Honors Convocation and Scholars Day 29: Senior Commencement Fair 30: Saint Thomas Aquinas Study Day No Lacey campus classes		2: Good Friday (No Lacey campus classes; JBLM classes meet) 5: Easter Monday (No Lacey campus classes; JBLM classes meet) 6: Priority registration begins for summer/fall 2021 12: <i>Midterm grades due to registrar</i> 23: Last day for withdrawal (W grade) 27: Honors Convocation and Scholars Day 29: Senior Commencement Fair
May	3-6: Final examinations 7: Chancellor's Baccalaureate Mass & Hooding Ceremony 8: Commencement - fall 2020, spring 2021 and summer 2021 candidates 10: Final grades due to registrar		7: Chancellor's Baccalaureate Mass & Hooding Ceremony 8: Last day of classes 8: Main campus Commencement 10: Final grades due to registrar



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School of Business

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