SCHOOL OF BUSINESS
FALL 2018 NEWSLETTER
As we enter the home stretch of the fall semester there is a lot of good news to share in the School of Business. First and foremost, new Executive Assistant Angel Lyons joined us on October 1st. She has hit the ground running and is proving to be an excellent addition to the School of Business community.

We have an ongoing Dean of Business search and are currently conducting two tenure-track faculty searches. The Wisdom and Chocolate Speaker Series is underway and we will have the first event for the 2018 and 19 academic year on December 3rd. Look inside the newsletter for more details and please attend!

I am excited by the level of activity, the innovative teaching strategies, and student/community engagement shown in the newsletter so please read this and learn more about all the exciting things happening in the School of Business.

Dr. Jeff Crane
Interim Dean, School of Business
Thanksgiving Recess
NO LACEY CLASSES; UNIVERSITY OPEN

November
27

TOWN HALL MEETING 2018
8:00 am to 9:30 am
Cebula Hall Third Floor
PASTRIES AND LIGHT REFRESHMENTS WILL BE SERVED

Thanksgiving Recess
NO LACEY CLASSES; UNIVERSITY OPEN

December
3

WISDOM & CHOCOLATE SPEAKER SERIES
WITH RENEE RADCLIFF SINCLAIR

7:00 pm to 9:00 pm
Norman Worthington Center
CHOCOLATES AND LIGHT REFRESHMENTS WILL BE SERVED

Thanksgiving Recess
UNIVERSITY CLOSED
Want to gain valuable experience negotiating at the bargaining table? Students in Dr. Heather Grob’s labor management relations class (BA 303) do just that. The Zinnia and Service Workers Local H-56 is a bargaining simulation created by textbook author John W. Budd that takes an existing contract of a fictional hotel and union, and has students renegotiate it as if in real time. While some role playing is required, the simulation combines skills and knowledge that students are gaining along their educational pathways.

Students are divided into groups that are placed across the bargaining table from each other. The final agreement has to be reached 48 hours before the deadline. This requires teamwork, outside meetings and emails and communication with the professor on bargaining strategies and negotiating skills. Bargaining books are kept by the teams and students must also write reflection papers on their experiences.

A student who served on the labor side wrote, “It is important to note that our approach was a combination of our four-group member’s individual ethics: liberty, fairness, and utility. With three different frameworks at play it was inevitable that some of the demands be lower on our list of priorities when bargaining. This struggle taught me that bargaining should not be as much about your personal ideas of what a “good” or “fair” contract looks like but instead should be about being highly receptive to the needs of your union members and finding new and creative ways to meet those needs.”

On the management side, another student wrote, “In conclusion, this project was a lot more fun and insightful than I had originally thought. It felt more ‘real-life’, and it was exciting to strategize with my team and bargain with the others. It was also a great opportunity to practice some of the knowledge we have gained through this course and other courses. For example, when the Labor Team 2 asked to be informed of any shutdowns 6 months in advance, I knew from another class here at Saint Martin’s the actual law pertaining to this and was able to share it with the group. Our team really took what we learned over this semester and used it during our strategy and planning. It was a great project to be a part of.”

Dr. Grob stated “Most students tell me they learn the best from this exercise. Students gain hands-on experience re-negotiating a collective bargaining agreement and have to meet a contract deadline. They learn how to combine labor and employment law, business communication, management styles and strategies, and cost accounting. They often have to learn how to listen with the ear of their heart, but they also have to learn how to say ‘no’ in a way that treats others according to our Benedictine values.”

In addition to learning valuable skills students will apply to their personal life and their professional careers, Dr. Grob encourages students to put the experience on their resumes. Students are also using it in their graduate school applications, especially for law school.

The course has no prerequisites and is open to students in other majors. Dr. Grob’s labor management relations class (BA 303) will begin another series of negotiations in the Spring.
BUSINESS IN ACTION
ETHICAL LEADERSHIP CERTIFICATE PROGRAM

SMU Accounting students complete the National Association of State Boards of Accountancy (NASBA)’s CPT’s Ethical Leadership Certification Program as part of their course work. The program helps students identify ethical issues, learn how to respond to ethical dilemmas, and enhance their ethical decision-making abilities.

BUSINESS IN ACTION
SMU STUDENT TEAMS RANKED IN TOP TEN TEAMS WORLDWIDE

Student teams in Dr. Gina Armer’s Spring 2018 Fundamentals of Entrepreneurship class ranked in the Top Ten Teams World Wide while competing in the Foundation Simulation hosted by capsim.com.

Worldwide participation varied but about 80 teams competed during the weekly rounds. Four Saint Martin’s University teams from Dr. Armer’s class placed in the Top Ten Teams World Wide for five (5) of the eight (8) competitive rounds.

Foundation simulation gives students the chance to develop a holistic understanding of basic business principles. Immersed in the realistic complexities of a $40 million corporation, each student team takes over a struggling company. Each company must balance competing needs and demands to keep their business on a clear strategic path.

To grasp how the individual parts of a business impact the entire organization, students run their business in a competitive marketplace. The use of a computer simulation provides the experience—without the real-world risk—along with the opportunity to build a product portfolio, manage human resources, analyze the market, and implement Total Quality Management initiatives.

The four Saint Martin’s University student teams included:

Andrews Team: Beth Brueske, Harrison Devine, Megan Hamilton, Austin Miller, Hannah Schumacher

Digby Team: Christian Caro, Chace Daskalos, TiAnna Ford, Ashleigh Fraser, Lindsay Miller

Erie Team: Jorge Gonzales, Riley Simpson, Jacob Smith, Austin Yon

Ferris Team: Ryan Colvin, Austin Feist, Seann Lee, Clark Streby, Taylor Sumrok

The 2016 Global Business Ethics survey found that 22% of U.S. employees felt pressure to compromise their standards/values. 30% of U.S. employees observed misconduct, 76% of these observers reported it, and 53% of the reporters experienced retaliation. The Ethical Leadership Certification Program ensures that Saint Martin’s University graduates entering the workforce will approach their work with integrity.
This fall, Dr. Andrew Barenberg won a research grant to study the impact of microfinance loans for water and sanitation improvements. The grant comes from Water.org, a water and sanitation NGO, and comes with data on thousands of borrowers in India, Philippines, and Peru. The research is focused on the impact on economic wellbeing. It will test if after receiving a loan and making water or sanitation improvements households saw an increase in non-health related consumption.

Microfinance is the economic development practice of giving small loans, generally $100 or less, to low-income borrowers in developing countries. Typically these borrowers are women. Since these borrowers can not provide collateral for the loans, microfinance organizations create self-help groups who share liability for the loans, as the joint liability repayment rates for microfinance programs tend to be very high. In 2006, Bangladeshi economist Mohammad Yunus was awarded the Nobel Peace Prize for creating the concepts of joint-liability and microfinance.

Most microfinance loans are intended to fund investments such as a sewing machine or a cart that create income. Water.org pioneered using microfinance to improve household water and sanitation access in what they term ‘WaterCredit’. With WaterCredit loans the funds might go to build a latrine, connect the household to city water pipes, connect to the sewer line or build a well. In the past decade, Water.org has mobilized over 1.1 billion dollars in financing to create WaterCredit loans that have served over 15 million people. A water and sanitation loan might not create income directly, but it can lead to saving in health care cost or decrease time spent collecting water. But so far it is not clear if these loans make borrowers economically better off.

In 2009, Dr. Barenberg co-authored the first research paper on WaterCredit. “The 2009 paper found that the saving on health care was more than enough to cover the costs of the loans,” he said. “However, that research was based on anecdotal evidence from interviews we conducted in Tamil Nadu, India. This new research grant comes with data from thousands of borrowers across three countries allowing a rigorous statistical tests if borrowers are better off.”

In addition to having substantially more data, the nature of the programs has also changed since the previous paper. “The WaterCredit programs we examined in 2009 focused on creating entire villages that were open-defecation free by mobilizing the whole village to make improvements,” said Dr. Barenberg. As WaterCredit scaled up microfinance programs shifted from mobilizing entire communities to finding individual willing borrowers. “It is not so
clear that an individual household loan will create positive health impacts” he continued. “If just one household in a village invests in a latrine they are still living in unsanitary conditions.”

To conduct the research, Dr. Barenberg put together a team of researchers that includes Dr. Brook Kruase of Wooster University and Dr. Charalampos Konstantinidis of the University of Massachusetts, Boston. Next semester, Dr. Barenberg is excited to discuss the research in his Money and Banking class as an example of how financial institutions can affect people’s lives.

**ORGANIZATIONS**

**INVESTMENT CLUB SEES GAINS IN EARNINGS AND EXPERIENCE**

The Saint Martin’s University Investment Club kicked off its first series of initial purchases under the guidance of professors Dr. Heather Grob and Dr. Stuart Webber. The club developed bylaws, held elections, and reviewed investment picks and made choices as a team to build the holdings of the fund. A gift of $50,000 from the estate of Angela Weaver made possible the real management of funds, and the endowment proceeds will be used to fund scholarships for business students with demonstrated financial need.

The Club elected its first officers: President Austin Miller, Vice President Obadiah Pittman, Secretary Treyson Ramos, Treasurer Rachel Paquet, Economist Michael Otter-Johnson and CIO David Sneed. MBA student Laura Mejia assisted with organization.

At the time of this writing, the fund has a total account value of $54,445, which also includes $23,305 of cash that will see some reallocation in the fall. “We are grateful to the Angela Weaver estate and the University for providing this excellent opportunity for our students. We are thrilled to be under way, with funds to invest. Our students faced an incredibly volatile market and made some smart initial investment choices. I’m proud of the gains the club has made, the experiential learning we did together, and I look forward to working with our new crew of enthusiastic and motivated student investors.”

Of the club’s initial group of officers, most graduated in May, so the club will rebuild its membership this fall. Because student fees are not involved, it is not an ASSMU club per se, and its meetings are open to all students, faculty and staff. The club is required to manage the assets in accordance with University policies and social investing parameters set up by the U.S. Council of Catholic Bishops. The club will also report out their performance annually to the Investment Committee of the Board of Trustees.

If you are interested in participating in the investment club, please contact Heather Grob at hgrob@stmartin.edu with the subject line Investment Club.
LAUREN DIUCO
Business Administration major/
Communications minor

Lauren completed a Marketing internship with Evisions in Irvine, California. In addition to completing a case study, Lauren worked with blogs and the company’s social media platforms. She earned certification badges in content marketing, inbound marketing, and social media.

“Over the summer, I was the Marketing Intern for Evisions Inc., a higher education software company. Some of my roles involved me pulling together various reports, assembling spreadsheets utilizing Google Analytics metrics, developing Q3 campaigns, building out website and social content, and managing all of the company’s social media platforms. Essentially, I was thrown into the fire with every other person in the office and came out with great work experience and something to be proud of (including two professional writing pieces).

I had so much fun during my time as an intern at Evisions. It was educational and it really confirmed that this is what I want to do with my life. I owe a lot of my success to Saint Martin’s University. I highly encourage all business students to participate in an internship if they can because being able to apply what we learn in the classroom is so valuable to our future successes.”

Andrew Walter
Business Administration major/
Communications minor

Andrew completed the highly competitive ExxonMobile internship with the Fairbanks Community Food Bank this summer.

“Andrew has been a complete blessing to our Organization. Between his incredible attitude and his obvious competence, we were able to task him with some high level, very intensive tasks during his time here, which directly impacted our Organization. I am proud to have had him as an Intern and am confident he is going to be a leader wherever he goes in his life.” Anne Weaver, CEO

Andrew working hard at Fairbanks Community Food Bank

Lauren with co-interns at Evisions
Looking for a project to combine service and community? Join the student team that runs the IRS Volunteer Income Tax Assistance center at Saint Martin's University!

Don’t know that much about taxes? Don’t worry — you’ll get specialized training or you can choose a volunteer role that doesn’t require tax law certification. The hours are flexible, the training is free and the time commitment is up to you.

Academic internships also available. Information can be found at https://www.stmartin.edu/academics/programs-schools/school-business/internships-and-study-abroad

Here are some of the volunteer roles needed at free tax preparation sites:

**Greeter/Screener** – You greet everyone visiting the site to create a pleasant atmosphere. You screen taxpayers to determine the type of assistance they need and confirm they have the necessary documents to complete their tax returns. Tax law certification is not required for this position.

**Interpreter** – You provide free language interpreter services to customers who are not fluent in English. Basic tax knowledge is helpful, but it is not required for this position.

**Site Administrator/Coordinator** – You have excellent organizational and leadership skills. You are the primary resource for sharing your knowledge of the program and are available to assist with any issues that may arise. You develop and maintain schedules for all volunteers to ensure adequate coverage, supplies and equipment at your site. Tax law certification is not always required for this position.

**Tax Preparer** – You complete and successfully certify in tax law training, including the use of electronic filing software, to provide free tax return preparation for eligible taxpayers.

**Quality Reviewer** – You review tax returns completed by volunteer tax preparers, ensuring that every taxpayer receives top quality service and that the tax returns are error-free. You must be tax law certified at least at the Intermediate level.

**Computer Specialist or troubleshooter** – You have a working knowledge of personal computers, software and communications systems. Tax law certification is not required for this position.

For more information, contact Diane Bingaman at dbingaman@stmartin.edu.

**OPPORTUNITIES**

**OLYMPIA DOWNTOWN ALLIANCE**

The Downtown Alliance is focused on showcasing the amazing assets that exist in the Downtown Olympia constellation, while creating a platform for Downtown businesses to prosper. Where the rubber meets the road, that means a determined effort to advocate for Downtown, pursuing a clean, safe, and welcoming environment, providing tools to help businesses succeed, all-the-while continually seeking to supercharge Downtown's image.

Internship positions are available for Design, Promotions, Economic Vitality, Downtown Vibrancy, and Downtown Business Support.

For more information, contact Internship Director Diane Bingaman at dbingamang@stmartin.edu.
Last September 18, School of Business and Accounting Advisory Board members and recent alumni were on campus and talked about career choices and making a good first impression. This was a great chance for students to practice their networking skills, ask questions and learn more about the real world. Students could ask about the types of jobs available, skills they should be developing, and keys to success in the workplace. The event is a fairly informal professional event, allowing students time to circulate to different tables, where volunteers from the business, legal and government community could meet with our students and engage in meaningful conversations about their future goals. Several former students were happy to “give back” as mentors to current students. One former student, Ashley Lillie, is now Investment Accountant at the Washington State Investment Board whose work involves reviewing, accounting for and monitoring $129 billion in assets for public employees of the Washington State. She said her current job stemmed from an internship which was discovered through networking. Another Career Conversations event will be coming up this Spring for the students meet and interact with more professionals.

I feel like I gained valuable insight by attending this event. All the guests were successful people and I learned the steps they took to get where they are today; the attributes they think are important and helpful in their industry or position; courses they recommend taking for their line of work; and the calculated risks they took.

**I think the core value that came up the most with this networking event was reason.** In talking with each guest, they were thoughtful in their choices, planning and reasoning out their decisions. Each guest had a deliberate reason for their actions that furthered their career path leading them to be the successful people they are today - CEOs, CFOs, and owners of their own businesses.”

- **Student Kirsten Corpus**

“I was able to connect with quite a handful of local accountants and discuss the career field and opportunities for myself in my coming years. There was a lot of eye opening advice that I will cherish for years to come. Thank you for setting up such a wonderful event.”

- **Student Ryan Patterson**

“My primary expectation of the career conversations event was to get an impression of what professionals in an industry deal with on a day to day basis. Speaking with multiple professionals I gathered the importance of remaining humble and being open to change. In expanding past my narrow view of the accountant position at the credit union, I realized how much more my accounting degree would get me with the relevant connections.”

- **Student Jesus Quintero Jr.**
Thank you to the professionals who participated in the Career Conversations Networking Event:

Ann Adams  
Saint Martin’s University

John Craighill  
Saint Martin’s University  
The Evergreen State College

Dr. Wendy Fraser  
Fraser Consulting, LLC.

Jeff Garber  
Sunset Air Inc.

Sean Gilliland  
Washington State Auditor’s Office

Lisa Hoglan  
Moss Adams, LLP.

Jennifer LaMont  
Washington State Gambling Commission

Ashley Lillie  
Washington State Investment Board

Erin McCrillis  
The Tiller Law Firm

Abigale McFaul  
Seattle Corporate Search

Dominique Meyers  
Washington House Democrats

Celia Nightingale  
Thurston EDC for Business & Innovation

Ramon Nunez  
Little Creek Casino Resort

Dr. Richard Onizuka  
Saint Martin’s University

Jess Peterson  
Slalom Management Consulting

Theo Porter  
Harbor Wholesale

Sarah Saavedra  
Washington State Auditor’s Office

Charles Satterlund  
Washington State Board of Accountancy

Keith Schuster  
Saint Martin’s University
In October, students from the business program attended two conferences in Seattle. At the Seattle Sports Marketing Conference & Career Fair, students learned about future careers in sports marketing. This is the first time this conference was held in Seattle. At the conference, students learned about different career paths related to sports from seasoned professionals and local employers. Entry-level jobs in this field are growing, especially in this region. Students could also meet briefly with individual employers, in a speed-networking format, to discuss internships, resumes and potential interview questions.

A different group of students attended the Seattle Interactive Conference, which unites professionals around themes of technology, creativity, and commerce. Students attended presentations on social media, branding, communication, e-commerce and more. They were also able to network with professionals working for local digital companies, such as Disney, Facebook, Spotify and Instagram. Saint Martin’s University has attended this event annually for the past three years.

Dr. Power accompanied students at both events. She believes that conferences allow students to enrich classroom learning, develop networking skills and discover career opportunities. Students who are interested in attending either of these conferences next fall should contact Dr. Power.

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Three students, Brian Messing, Chelsea Mancilla, and Gary Gottwald, travelled with Dr. Andy Barenberg to participate in the Northwest Model UN Conference in Portland, Oregon last February 16-18. Brian and Chelsea were honored to be selected to be members of the Security Council representing France and Poland. Together the two of them were instrumental creating two unanimously passed resolutions dealing with the Middle East crisis and post-conflict peace keeping. Gary meanwhile learned the ropes of UN process by representing Poland in the General Council.
In October 22-26, Dr. Gina Armer had the opportunity to participate in the Society for Human Resource Management (SHRM) HR Innovation Experience in Seattle. Each host organization had business and HR executives deliver presentations, sharing their organizational and HR innovation that has contributed to their monumental success. Joining Human Resource professionals from Exxon/Mobil, the United States Department of Homeland Security, and many small and local businesses, participants enjoyed a facility tour of each site visited.

The program offered Human Resource professionals the opportunity to interact with thought leaders in some of Seattle’s most sought-after companies while gaining exposure to forward-thinking business practices of today. Industry leaders from Theo Chocolates, Amazon, Boeing, Clark Nuber, Auth0, and AQUA provided their distinctive perspective on their success in creating a culture of innovation as well as sharing their business model, organization structure, HR practices, strategies, and more. These presentations highlighted the latest trends including the importance of corporate culture in talent management, employee engagement, total rewards, HR in a global context, corporate social responsibility and HR business strategy.

Dr. Armer teaches Human Resource Management classes at both the undergraduate and graduate levels for Saint Martin’s University. She expects these courses to benefit from the infusion of fresh ideas arising from her participation in this event. She also sees opportunities for future internships that will benefit students in the Saint Martin’s School of Business.
In October 25-27, Dr. Heather Grob participated in the Centre de recherche interuniversitaire sur la mondialisation et le travail (CRIMT) otherwise known as the Interuniversity Research Center on Globalization and Growth at the University of Montreal, Canada. Along with her co-researchers Dr. Valeria Pulignano from KU Leuven, and Dr. Nikolaus Hammer at Leicester University, Dr. Grob discussed the future of work organization and experiments designed to improve quality of work and quality of life for especially vulnerable workers in the “new” economy. Her research draws lessons from multi-employer bargaining structures in the U.S. industrial construction sector as a means to legitimize and improve occupational organization.

The conference was held over three days and included fascinating presentations on industrial competition, challenges for workers in the gig-economy, and experimental changes in regulating or re-regulating new forms of work. For Dr. Grob this was a tremendous opportunity to meet with her co-authors in person for the first time. They also met with several academics interested in multi-employer labor and employment relations, and others who are doing exciting new work in areas like impacts of disruptive technological change and supply chain changes on occupations such as taxi and Uber drivers, automobile assembly workers, nurses and teachers.
# SPRING 2019 CALENDAR

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<th>JANUARY</th>
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<td>12: Residence Halls Open</td>
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<td>21: Martin Luther King Day (University Closed)</td>
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<td>25: Add/Drop Deadline</td>
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<td>FEBRUARY</td>
<td>18: Presidents Day (University Closed)</td>
<td>11: Mid-Term Grades Due to Registrar</td>
<td>18: Presidents Day (University Closed)</td>
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<td>18: Presidents Day (University Closed)</td>
<td>22: Last Day for Withdrawal (W grade)</td>
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<td>MARCH</td>
<td>11-15: Spring Break (No Classes, University Offices Open)</td>
<td>9: Last Day of Classes</td>
<td>18: Classes Begin</td>
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<td>11: Mid-Term Grades Due to Registrar</td>
<td>11: Final Grades Due to Registrar</td>
<td>21: Saint Benedict’s Day (University Closed)</td>
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<td>25: Add/Drop Deadline</td>
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<td>25-29: Advising Week (Classes meet; Students encouraged to schedule meeting with Advisors)</td>
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<td>APRIL</td>
<td>8: Priority Registration Begins for Summer/Fall 2019</td>
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<td>12: Last Day for Withdrawal (W grade)</td>
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<td>15: Mid-Term Grades Due to Registrar</td>
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<td>19: Good Friday (University Closed)</td>
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<td>19: Good Friday (No Lacey Classes; JBLM Classes Meet)</td>
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<td>22: Easter Monday (University Closed)</td>
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<td>30: Honors Convocation and Scholars Day</td>
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<td>26: Last Day for Withdrawal (W grade)</td>
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<td><strong>29-MAY 3: STUDY WEEK (No University-Sponsored Social or Club Activities)</strong></td>
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<td>MAY</td>
<td>2: Senior Commencement Fair</td>
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<td>3: Saint Thomas Aquinas Study Day (No Lacey Campus Classes)</td>
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<td>6-9: Final Examinations</td>
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<td>10: Chancellor’s Baccalaureate Mass &amp; Hooding Ceremony</td>
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