

SPRING/SUMMER 2005

FLORIDA STATE UNIVERSITY FSU BUSINESS COLLEGE OF BUSINESS

LEFT TO RIGHT: JEFFREY D. GARGIULO;
ADMIRAL PAUL DAVID MILLER;
CHUCK HARDWICK.

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HALL OF FAME: 2005 INDUCTEES

Recognized as outstanding business leaders and for their contributions to the mission of the College of Business, three distinguished alumni were selected for the FSU College of Business Hall of Fame.

The FSU College of Business and the College of Business Hall of Fame Board announced these accomplished business leaders for the 2005 induction:

- **Jeffrey D. Gargiulo**, President and CEO, Sunkist Growers, Inc.
- **Chuck Hardwick**, Senior Vice President, Corporate Affairs, Pfizer Inc
- **Paul David Miller**, Admiral, United States Navy (Retired)

Jeffrey D. Gargiulo is the President and CEO of Sunkist Growers, the internationally recognized citrus growers cooperative owned by more than 6,000 citrus growers in California and Arizona. Additionally, Gargiulo is Chairman and CEO of Gargiulo Landco, principal owner in a wine grape vineyard in Napa, California and a wholesaler, importer and distributor of fine wine in the state of Florida.

Gargiulo started his produce career as a picking boss for Naples Fruit and Vegetable Company moving on to the tomato sales desk and soon becoming the general manager of the 500-acre tomato farm. As CEO of Gargiulo, Inc., one of the largest producers of fresh fruits and vegetables in the United States, he took the company from a local tomato producer to a global force achieving the number one market share in the fresh tomato market. In 1997, Gargiulo, Inc. was sold to Monsanto. Following the sale, Gargiulo served as President of the Produce Business Unit of Monsanto for two years. (continued on page 10)

Nosari named interim dean

FSU Provost **Larry Abele** named **E. Joe Nosari** interim dean of the FSU College of Business.

Nosari will serve until a permanent dean is appointed to succeed Dean Melvin T. Slith, who announced in October 2004 his resignation to take over the deanship at the Whitman School of Management at Syracuse University.

Nosari was the associate dean for administration in the College of Business and a professor of finance. He came to FSU in 1970 as an assistant professor and has held numerous administrative positions in the College.

He earned his bachelor's and master's degrees in mathematics from the University of Arkansas. Nosari holds a Master of Science degree and a Doctor of Philosophy degree in economics, both from the University of Kentucky.

In his interim post, Nosari oversees 115 distinguished faculty, 40 staff, and more than 6,000 students.



IN BRIEF

COB Dean search is underway

University Provost **Larry Abele** has appointed a Dean Search Committee to identify candidates for the position of Dean of the College of Business at FSU. Dr. Abele named Professor and Eminent Scholar **Joey George** as chair of the 20-person committee. An outside consultant group, Academic Search Consultant Services, also has been hired to assist with the selection and screening process of possible candidates.

"The College of Business is most appreciative and indebted to Dean Stith for successfully elevating the College to new heights during his deanship," Interim Dean E. Joe Nosari said. "We are recognized as one of the ten largest business schools in the nation and our undergraduate program is ranked in the top 50 among universities and colleges."

"The committee has been charged with the responsibility of finding a dynamic leader who can build upon the successes of the College of Business and take it to an even higher level," added Interim Dean Nosari.

A list of finalists for the position is expected to be presented to the Provost this fall.

Dean Search Committee members:

JAMES S. ANG, Professor and Eminent Scholar, Dept. of Finance
MICHAEL J. BRUSCO, Synovus Professor of Marketing, Dept. of Marketing

JAMES M. CARSON, Eminent Scholar, Dept. of Risk Management/ Insurance, Real Estate & Business Law

PAMELA K. COATS, Professor, Dept. of Finance

PETER H. COLLINS, President, Community Reinvestments Partners

PERRY W. CROWELL, Assistant Vice President for Administrative Affairs, FSU Finance & Administration

CEASAR DOUGLAS, JR., Associate Professor, Dept. of Management

JOEY F. GEORGE, Professor and Eminent Scholar, Dept. of Management Information Systems

DIANNE F. HARRISON, Vice President for Academic Quality and External Programs

RAELANI HEILEMAN, Undergraduate Student Representative, COB

CLIFF HINKLE, President and Chief Executive Officer, Flagler Holdings, Inc.

SEAN HUNT, Graduate Student Representative, COB

RICHARD M. MORTON, Associate Professor, Dept. of Accounting

JANE B. OHLIN, Associate Professor, Dedman School of Hospitality

SPENCER F. SEALY, Assistant Dean for Development, COB

ALVIN STAUBER, Professor, Dept. of Risk Management/Insurance, Real Estate & Business Law

WILLIAM G. SMITH, President/Chief Executive Officer, Capital City Bank Group

NYAMA C. WILLIAMS, Office Assistant, Dept. of Finance

KEN WILLIS, Vice President of Sales, Quaker Oats Company



"He was also a dean that one would come to love, which was unusual on a college campus."

COB remembers Dean Charles Rovetta

Dean Emeritus **Charles A. Rovetta** died Saturday, November 13, 2004 in Tallahassee. He is survived by his wife of 67-years, Mary Rovetta.

Rovetta was dean of the College of Business from 1953 until 1973 when he stepped down to serve as an accounting professor until his retirement in 1979. In 1982, the business school building was named in his honor to highlight his accomplishments as a visionary in business school management.

Dean Rovetta was responsible for moving the school from a largely secretarial and clerical program to a modern college of business as noted by several retired members of the FSU faculty. His successor as dean, E. Ray Solomon, observed "Rovetta knew he had to expand the program with more accounting and finance, plus a graduate program with an MBA and then the doctoral program in 1966/67." Rovetta also established one of the first master's of accounting programs in the nation.

Former FSU accounting professor Homer Black said, "I will most miss Rovetta's thoughtfulness and his dreams of providing a high-quality education." Former professor Richard Baker, remembers Rovetta as "very gentle, mild and quiet-speaking...but all the time it was very clear that he was the man in charge. He was also a dean that one would come to love, which was unusual on a college campus."

Charles Rovetta grew up in Herrin, Illinois and was educated at the University of Chicago. He leaves a legacy of dedication to the business school and "a tradition of seeking the best possible faculty, from the ground floor up, leading to the outstanding business program of today," commented Ray Solomon.

Memorial contributions may be made to the Dean Charles A. Rovetta Scholarship Fund, FSU Foundation, 225 University Center Building C, Tallahassee, FL 32306-2660 or contact Spencer Sealy, assistant dean for development, College of Business at (850) 644-0133.

Entrepreneurship major receives top rankings

The entrepreneurship major in the College of Business landed a spot in the Top 50 Comprehensive Regional Programs and Top 100 Comprehensive National Programs rankings by Entrepreneur Magazine. The major was featured in the April 2005 issue of Entrepreneur Magazine's 3rd Annual Best Colleges – Top 50 Entrepreneurial Programs.

Entrepreneur Magazine rankings were a result of a complete analysis of more than 75 criteria at 500 collegiate entrepreneurship programs nationwide.

Dedman School of Hospitality presents Distinguished Leader Award

The Dedman School of Hospitality presented the Distinguished Leader Award to **James Singerling**, CEO of the Club Managers Association of America (CMAA) on



January 26, 2005 during a luncheon. CMAA represents club managers from over 14,000 clubs nationwide.

Singerling has over 40-years of hospitality industry experience and is both a Certified Executive Chef and Certified Club Manager. He is credited with developing the Basic Management Institute (BMI), which is widely regarded as the hospitality industry standard in management development programs.

Singerling also created the Club Foundation, which now holds an endowment of over \$3 million. Under his direction, the CMAA public website, ClubNet, attracts over 2.3 million hits every month.

Singerling served as president of Team USA Culinary Foundation from 1992-1996. He currently serves of Directors for the Alexandria, VA Chamber of Commerce, a member of the Board of Trustees for the Alexandria Symphony Orchestra and a member of the U.S. Commerce Committee of 100.



Graduate Certificate in Real Estate Development offered

Beginning summer 2005, the Department of Risk Management/Insurance, Real Estate and Business Law, in cooperation with the Department of Urban and Regional Planning, is offering a graduate certificate in Real Estate Development. The certificate is available to students enrolled in either the MBA program in the College of Business or the master's or Ph.D. program in Urban and Regional Planning within the College of Social Sciences.

The certificate program requires students to complete 18-hours of coursework in the areas of comprehensive planning and growth management, real estate finance and valuation, land use and real estate law, design and development, market analysis, and investment and development. A project seminar in real estate investment serves as the capstone course for the certificate. The program provides students with an understanding of the real estate development process with a focus on the private and public elements that shape the process. The program's goal is to enhance the critical thinking and analytical skills needed to evaluate and shape future development.

The Jim Moran Institute for Global Entrepreneurship (JMI) received the Nonprofit Organization of the Year Award from the Greater Tallahassee Chamber of Commerce. Among 15 organizations nominated in the nonprofit category, this was the first nomination for JMI. JMI has provided guidance to small businesses for the past 10-years.

COB researcher offers ways employers can minimize hurricane-related job stress

Florida was pummeled by four major hurricanes during last year's hurricane season. Those four storms proved tremendously damaging — and intensely stressful — for millions of Florida residents. Unfortunately for many, that stress only seemed to increase when they returned to work.

As the 2005 hurricane season is in full swing, a COB professor is receiving media coverage on his research of hurricane-induced job stress and his advice for minimizing it. **Wayne A. Hochwarter**, a professor of management, conducted surveys during the 2004 hurricane season to determine how Hurricanes Charley, Frances, Ivan and Jeanne affected the stress levels of Floridians as they went back to work. The results were consistent throughout the state.

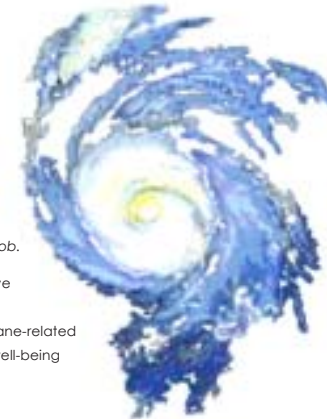
- + Hurricane stress was associated with increased rates of depression.
- + Hurricane stress was associated with interpersonal conflict at work.
- + Hurricane stress caused individuals to participate in fewer leisure activities away from work.
- + Individuals reporting higher levels of hurricane stress were more prone to develop negative attitudes at work (i.e., "I hate my job").
- + Hurricane stress was associated with higher levels of organizational cynicism.
- + Hurricane stress caused individuals to become more accountable, which requires more effort and energy.
- + Hurricane stress caused employees to become more anxious and jittery on the job.

"Stress like this will lead people to burn out, become depressed and ultimately leave the organization," Hochwarter said of his findings.

His research also indicates there are ways to minimize the adverse effects of hurricane-related job stress. For example, hurricane-related stress had a lesser influence on health and well-being under the following conditions.

- + Social support from the employer was offered.
- + Employees had the discretion to dictate the pace of their own work activities (e.g., having control).
- + Individuals had an optimistic view of life.
- + Individuals were able to get away from work and "recharge their batteries."

"It's important for employers to proactively prepare for hurricane season and anticipate the needs of their employees," Hochwarter said. "The best thing employers can do is keep the lines of communication open and allow employees to play an active role in preparing the organization for hurricane season." In particular, he said, employers can reduce hurricane-related stress among their employees by having a detailed hurricane recovery strategy in place so that employees will know they still have a job, as well as understand procedures for dividing workloads, taking time off or receiving help.



College of Business Development Director Jill Ashton



Jill Ashton joined the College of Business as director of development in April. Ashton works with Spencer Sealy, assistant dean for development, in raising funds for the College's FSU Connect Campaign.

Ashton began her career with the FSU Foundation as an annual giving development officer in May 2003. In this capacity, she worked with several colleges and schools, including the College of Business, to build their base of support. Prior to Ashton joining the Foundation staff, she served as deputy outreach coordinator for United States Senator Bill Nelson's Tallahassee office.

Ashton holds a Bachelor of Science in political science with a double major in art history from Florida State University.

Please contact Jill Ashton at (850) 645-6458 or jcashton@cob.fsu.edu if you would like more information on how you can support the College of Business.

NEW COB courses developed

ACG 4930 Investigative Accounting

This special topic course emphasizes practical investigative techniques and courtroom procedures required that apply to forensic accounting issues.

ISM 5935 Special Topics: Knowledge Management/ Business Intelligence

This course is designed to enable students to identify opportunities for improving knowledge management in an organization and design a knowledge management and business intelligence system matched to organizational needs. Students are able to make use of information technology in new approaches known as knowledge management systems, business intelligence, data warehousing and data mining through projects working with FSU and outside organizations.

ISM 5935 Special Topics: Corporate Information Security

The course is designed to improve understanding of how to develop strategies to secure the information of organizations and the tactics for deploying technologies to support them. Completion of this course develops an understanding of the basic concepts and terminology of information security, insight into the role of security and privacy in the management of organizations and fluency with the issues relating to the development of strategy and policy management of the IT function and its resources.

MAN 5245 Organizational Behavior

This **new online** MBA course concentrates on factors that affect how individuals interact and work together within organizations. Students use text, articles, cases and online lecture materials to acquire the necessary skills for managing today's diverse workforce.

MAR 5409 Business-to-Business Marketing

The **new online version** in the MBA program introduces students to core analytical tools and applications for the B2B market: *Segmentation, Targeting, Positioning, Customer Selection and Customer Relationship Management*. These tools and applications are presented within the context of a semester-long examination of the telecommunications industry within the state of Florida.

REE 5435: Real Estate and Its Legal Environment

This course offers an overview of real estate markets and the laws affecting land use. It provides an advanced treatment of the legal environment of real estate including those issues related to property ownership and its transfer and the contracts applied in the acquisition, operation, and disposition of property.

REE 5205: Topics in Real Estate Finance and Appraisal

Designed to provide advanced treatment of topics fundamental to real estate finance and appraisal, the course topics are presented within two modules. The first module includes a discussion of primary and secondary mortgage markets, capital market operations, mortgage instruments and mortgage-related securities. The second module provides an advanced treatment of the valuation of real estate, including presentation and a critical review of existing appraisal theory. Emerging topics of special interest will be discussed.

REE 5305: Real Estate Investment

This course introduces students to the procedures and analytical methods used to evaluate real estate markets and real estate investments. The course focuses on the topic of real estate investment analysis primarily from the private equity investor's perspective. The topics covered are of importance to individuals, companies and institutions involved in real estate investment and development, as well as to real estate analysts, appraisers, mortgage loan underwriters, brokers and public sector planners and analysts.

REE 5209: Advanced Real Estate Finance and Investment

Designed to address advanced topics in real estate finance and investment, the topics are presented within two course modules. The first module provides an in-depth treatment of financing income-producing properties, including coverage of the commercial mortgage underwriting process. The second module is designed to introduce students to real estate investment analysis at the property portfolio level. Attention is given to the role of institutional investors, advisors and real estate investment trusts (REITs).

DEVELOPMENT NEWS

Bank of America makes memorial gift and issues challenge

Bank of America is pleased to announce a memorial honoring Professor **Robert G. Turner** for his support of the banking profession and his dedication to students' academic and career success. The Robert G. Turner Scholars Program recognizes deserving undergraduates for their academic achievements, assists them in acquiring real-world experience through internships and provides them financial support as they further their education on campus. Bank of America, one of the College's most visionary corporate partners, initialized the memorial program with a gift of \$750,000.

Challenge Issued

Bank of America challenges corporations, alumni and friends to contribute an additional \$250,000 to the Robert G. Turner Scholars Program. Each dollar contributed (up to the \$250,000 goal) will be matched 3-for-1 by Bank of America. Including the potential state matching contributions, each donation will result in over six times the donated amount being added to the endowment. The endowment supporting the Robert G. Turner Scholars Program will exceed \$1,600,000 when the \$250,000 goal is achieved.

Bank of America gift:	\$ 750,000
State of Florida Match:	\$ 525,000
Challenge Goal:	\$ 250,000
State of Florida Match:	\$ 125,000
Total Endowment:	\$1,650,000

How The Scholarship Helps

The Robert G. Turner Scholars Program will increase the potential for students' success through a combination of work and scholarship. The program helps deserving students find and succeed in paid corporate internships and then provides these students with financial support when they return to campus to complete their education. The internship experience specifically provides a bridge between the theoretical world of the classroom and the real world of work.

Making A Gift

We hope you will join with other friends and alumni to support this fund. Donations in any amount will be welcome. You may pledge or participate by contacting our assistant dean for development, Spencer Sealy, at (850) 644-0133 or sfsealy@cob.fsu.edu. You also can give by linking to www.foundation.fsu.edu and follow the menu to "make a gift." Launch the "online giving form," and be sure to designate your donation for the Robert G. Turner Memorial Endowment Fund.

Bank of America



"The establishment of the Robert G. Turner Scholars Program will help educate the business leaders of tomorrow through an innovative program that recognizes students' needs for real-world experience and rigorous academic preparation."

Tim Laney
President,
Florida Banking Group,
Bank of America
Corporation
(BS, Finance, '83)

Memorial scholarship fund is established for slain alumna



Katrina Anne "Katie" Froeschle
Oct. 1, 1979 – Nov. 12, 2004

The **Katrina Anne "Katie" Froeschle** Memorial Scholarship Fund has been established by her parents and two younger brothers in her memory.

A 2002 graduate with a Bachelor of Science degree in finance and risk management/insurance, Froeschle, 25, was murdered on November 12, 2004. At the time of her death, she was working as an insurance adjuster for Florida Farm Bureau in Tampa while adjusting a claim for hurricane damage to a property.

The Florida Farm Bureau is the first to support the memorial fund by making a generous gift of \$50,000.

The Katrina Anne "Katie" Froeschle Memorial Scholarship Fund will provide scholarships for students majoring in risk management/insurance with preference given to students who are active in the Insurance Society.

Katie was born in Fort Collins, Colorado and came to Florida in 1995 from Lakewood, Colorado. She was a 1998 graduate of Lakewood High School, St. Petersburg, Florida and attended Florida State University on a Bright Futures Scholarship. While at FSU, Katie was a member of the Kappa Alpha Theta Sorority and participated in intramural sports. She enjoyed scuba diving, skiing, softball, flag football and cooking.

Please join the family in making a contribution to the Katrina Anne "Katie" Froeschle Memorial Scholarship Fund by linking to www.foundation.fsu.edu. From the menu select "make a gift" and launch the "online giving form." Be sure to designate the donation for the Katrina Anne "Katie" Froeschle Memorial Scholarship Fund. Any donation amount will be greatly appreciated and accepted in her honor. To speak to someone personally, contact Spencer Sealy at (850) 644-0133 or sfsealy@cob.fsu.edu.

Raley gives second gift to COB

Joan Raley is the newest member of the James D. Westcott Legacy Society in the Presidents Club.

Recently, Joan signed a bequest to the FSU Foundation that will ultimately benefit the College of Business and the College of Arts and Sciences. Not surprisingly, her charitable bequests will be funded by proceeds from real estate assets. The College of Business will receive 75-percent of her estate to establish a real estate scholarship fund and a College of Business professorship. The College of Arts and Sciences will receive 25-percent of her estate for a Teaching Award.

Joan feels very strongly about education and the College of Business. She has already provided a College of Business Student Scholarship in Real Estate and a Teaching/Service Award for a faculty member.

Frequently a guest speaker, Joan has worked in the Management Department with Professor Jack Fiorito, and in the Risk Management/Insurance, Real Estate & Business Law Department with Assistant Professor Cynthia Holmes. She also has been invited to speak to several student groups at FSU about the real estate business.



Joan graduated with a Bachelor of Science degree in education from Youngstown State University, where her focus was home economics. She taught for two-years in Salem, OH and then for four-years in Monticello, FL. She was very active in the local Florida Teaching Profession (FTP/NEA, now merged back to FEA).

Moving to Tallahassee to enroll at FSU, Joan was accepted in the master's program in the College of Human Sciences. She says if she had gone down this road she would probably have her Ph.D. today. Instead, Joan decided to take a different road...leading to a career in real estate.

After 26-years in the business, Joan is still educating her clients, past and current buyers and sellers. Teaching comes naturally to her. During the process of buying and selling, she is always educating and informing her clients.

Joan's generous gifts reflect her most cherished values—teaching and learning. Her thoughtful acts ensure that future students who cherish these same values are able to fulfill their dreams of learning to teach others.

Gift commitments for the Center in Real Estate Education and Research continue to

Established with a generous gift from the **Harold Chastain Family**, the Center in Real Estate Education and Research Initiative was created in 2003. Gift commitments to date total an impressive \$2.18 million, 43-percent of the \$5 million goal.

The proposed Center will serve as the administrative umbrella for the educational, research and service activities of the real estate program that extends beyond the traditional classroom. These activities will include conferences and symposia, executive speaker forums, internships, online program development, research in the interest of the profession and state and as a liaison with the program's business and academic constituencies.

Recent major gifts to the Initiative include:

Gifts \$50,000 and above:

- Anonymous gift
- Beth Azor
- Florida State Real Estate Network, Inc.
- Mark & Nan Hillis
- Frank & Ann Nardoza

Gifts \$49,999 and under:

- Donna Abood & Oscar Vicente
- Tim Gaskin
- O.R. Colan & Associates
- Larry Richey
- Matt Ryan
- Spencer & Susan Sealy

Stiths make farewell gift

Graduates of the College of Business, along with respected faculty and staff of the college, were saddened to hear that after 20-years, 14 of those as dean of the College of Business, **Melvin T. Stith** would be leaving Florida State University. He departed in December 2004 to assume the top spot in the Martin J. Whitman School of Management at Syracuse University.

One of Dean Stith's many strengths while at the College was fundraising – he had increased endowments from \$8 million to more than \$35 million during his deanship. The endowments he amassed continue to make a significant difference in the life of the College, and Stith applauds "the generosity of others."

This kind of generosity prompted the Stiths to make a bequest of \$100,000 to fund the Melvin T. and Patricia Stith Endowment for the College of Business. Knowing the need for more graduate scholarships, their gift will support doctoral students in the College and includes doctoral business students participating in the University Studies Abroad Program. The Stiths also wanted to focus on educationally disadvantaged students including those of African-American descent. Dean Stith and Patricia are happy to have a way of

Homer A. Black Endowed Fellowship Fund is established

To honor Professor **Homer Black**, an endowed fellowship fund was established in his name. The fund will provide fellowships to a number of Master of Accounting (MACC) students on an annual basis. The fund is endowed, meaning the principal will remain in perpetuity and the earnings will be used for fellowships.

Professor Black retired in 1990 after providing leadership for the Accounting Department for almost 35-years. He served as chair of the Accounting Department and taught thousands of students who became CPAs. Many of those students used the classic Black and Champion accounting textbook in their studies.

A Register of Contributors will be presented to Professor Black in Fall 2005. Donations in any amount are welcome, and we hope that you will join with other friends and alumni to support this fund. To make a contribution, contact Spencer Sealy at (850) 644-0133 or ssealy@cob.fsu.edu. Alternatively, you can give by linking to www.foundation.fsu.edu and from the menu select "make a gift." Launch the "online giving form," and be sure to designate the donation for the Homer A. Black Endowed Fellowship Fund.

Give to the College of Business with a Charitable Gift Annuity -- Here's how it works

Further the mission of the FSU College of Business by contributing a charitable gift annuity, and secure fixed annual payments during retirement while also enjoying generous tax advantages.

Payments for Life From Our Charitable Gift Annuity

You can secure fixed annual payments for life by making a contribution to the College of Business. Our charitable gift annuity will pay you (and a survivor, if desired) a fixed dollar amount when you make an irrevocable gift to us to further our mission. The amount is determined by your age at the time of your contribution.

Here are examples of the annuity rates. These rates increase with age, but the rate remains constant once the gift is made.

One Life		Two Lives	
Your Age	Rate of Return	Your Ages	Rate of Return
50	5.3%	50/55	4.7%
55	5.5%	55/60	5.0%
60	5.7%	60/65	5.5%
65	6.0%	65/70	5.7%
70	6.5%	70/75	6.1%
75	7.1%	75/80	6.6%
80	8.0%	80/85	7.3%
85	9.5%	85/90	8.4%
90+	11.3%	90/95+	10.1%

The rate of return is slightly lower for the two lives because the period of payment generally is longer.

Generous Income Tax Advantages

Assuming you itemize deductions, you can take a charitable deduction for part of the value of your gift when you file that year's income tax return. The amount depends on your age. The percent of the transfer that is deductible as a contribution varies based on U.S. Treasury tables.

Example: *Harriet, aged 70, gives COB \$25,000 to fund a gift annuity for herself. She is allowed a charitable contribution deduction of \$9,443.**

A sizable part of each annuity payment is also tax-free, determined by Treasury tables.

When a charitable gift annuity is funded with appreciated property, the up-front capital gains tax that would have been owed if the property had been sold is avoided. A portion of the annuity amount is reported as capital gain income over your life expectancy if you name yourself as one of the annuitants. The net effect is to reduce the tax-free portion of the annuity payments.

Use a Deferred Payment Gift Annuity to Supplement Your Retirement Funds

Instead of securing an immediate payment under a gift annuity, you can have it deferred until a later date, such as your retirement. You make the contribution now, securing a current income tax charitable deduction, and we agree to pay you fixed annual payments starting at any age you choose. This is especially advantageous if your tax bracket is higher now than it will be later. In addition, the annual payout rate is considerably higher when the payments begin.

For many people, tax reform curtailed the tax benefits of IRAs, 401(k) plans and other retirement plans. The deferred payment gift annuity is a good way to make up for the loss of the future funds you may need.

Example: *Fred and Ann are both age 45. They transfer \$2,000 annually to a series of joint and survivor gift annuities, arranging for payments to start when they reach age 65. Fred and Ann are in a 25 percent tax bracket, and they itemize their deductions. The first year they deducted \$494 of the \$2,000 transferred. The amount of their deduction decreases slightly each year thereafter. Based on then-current rates, they would receive \$3,844 each year (partly tax free) beginning at age 65, a rate of 9.6 percent on their contributions totaling \$40,000.*

Worry-Free Funds

A charitable gift annuity is a gift that gives you fixed and attractive retirement funds with no investment worries or responsibilities. It also provides a way for you to make a special and enduring gift to strengthen the College of Business when the remainder becomes available for our needs.

We will be glad to explain the specific financial benefits you can enjoy. Just call Spencer Sealy, (850) 644-0133, or Jill Ashton, (850) 645-6458, to meet with you.

*This example and the following assume quarterly payments and a 4.6 percent charitable midterm federal rate.

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Recognizing Recent Gifts

An \$101,000 gift from the **Bond Foundation, Inc.** will be used to fund the Bond Foundation Graduate Fellowship, which will support graduate students in the accounting program. The Bond Fellowship serves as a lasting tribute to the vision and commitment of Walter Bond and the directors of The Bond Foundation, Inc.

Tom Coley (Accounting '65) made a bequest gift to the College of Business. Coley is president, Southern Banking Division, of Wachovia Bank in Atlanta, Georgia.

Clinton M. Day (Business Administration '82), with a gift of \$500,000, has established the Cecil B. Day Fund for Business Ethics at FSU. The Cecil B. Day Fund, created to honor the personal and professional legacy of the Days Inn of America founder, will be used for the development of a new and creative model for teaching, research, and service of business ethics.

James R. Douglass (Commerce '70) established the Colonel James R. Douglass Endowment with a gift of \$200,000. His endowment will support both undergraduates and MBA students in the College with first priority being given to students who are current or former military personnel.

A \$25,000 gift to the Risk Management/Insurance program was made by **Jim Erb** (Risk Management/Insurance '83), establishing the Erb Family Scholarship.

The **Florida Home Builders Insurance Agency, Inc.** made a \$25,000 gift establishing the Eifreda L. Egger, CPCU Memorial Scholarship Fund to support students majoring in Risk Management/Insurance.

Jane Zucknick Morgan (Hospitality Administration '82) gave \$50,000 to establish a scholarship to support students transferring to FSU from a state of Florida community college who have been admitted into the Dedman School of Hospitality in the College of Business. The scholarship serves as a lasting commitment of Jane Zucknick Morgan and her regard for the quality education provided by the community college system in Florida.

John Reinking (Management '64) made a bequest gift of \$150,000 to the College of Business. Reinking is chairman and CEO for Ambient Surveillance Technologies in Atlanta, Georgia.

The College of Business is in receipt of \$135,000 from the Robert Bruce Estate. **Robert Bruce's** (Business Teaching '53) gift, from the sale of property, will support the College's MBA Program.

FACULTY NEWS

Perrewé elected to two prestigious positions

Pamela L. Perrewé, Distinguished Research Professor and Jim Moran Professor of Management, has recently been elected to Fellow status in the American Psychological Association based on her outstanding contributions to the field of psychology. Further, Dr. Perrewé was recently invited by U.S. Secretary of Health and Human Services, Tommy



Thompson, to serve a three-year term on the prestigious Board of Scientific Counselors of the National Institute for Occupational Safety (NIOSH), in conjunction with the National Center for Disease Control. This is a policy making board that not only provides guidance regarding the research initiatives of NIOSH but also evaluates the degree to which the activities of NIOSH address currently relevant needs in the field of occupational safety and health.

Ferris receives two recognitions

Francis Eppes Professor of Management and Professor of Psychology, Gerald Ferris, was selected for induction to the College of Arts and Sciences Hall of Fame at his alma mater, Illinois State University. He received the honor based on the recognition of his outstanding record of accomplishments.

Ferris also received recognition from in-cite.com for his research work, which garnered the highest percent increase in total citations in the field of economics and business according to a recent analysis of the ISI Essential Science Indicators Web product. His current citation record in this field includes 21 papers cited a total of 219 times.



The Office of the Dean of the Faculties announced the following promotions effective fall 2005:

- Michael K. Brady** (marketing) was promoted to Associate Professor.
- Associate Professor **James G. Combs** (management) has been granted tenure.
- Cesar Douglas** (management) was promoted to Associate Professor and granted tenure.
- Associate Professor **Michael D. Hartline** (marketing) has been granted tenure.

Four faculty members appointed to named professorships

Michael Brusco, Synovus Professor of Marketing, came to FSU as an assistant professor in 1995 with experience in teaching and research at DePaul University and Ithaca College. Brusco teaches courses in operational research and service operations management. His research, which has been published in a variety of academic journals, focuses on the development of optimal and heuristic procedures for combinatorial-optimization problems related to cluster analysis, multidimensional scaling, unidimensional scaling and seriation and workforce scheduling.



MICHAEL BRUSCO

J. Dennis Cradit, chairman of the Marketing Department, has been appointed as the Charles A. Bruning Professor of Marketing. Cradit has been involved in industrial applications of marketing research for over 20-years beginning as a graduate student working on branding and sales promotion models for consumer package-goods firms. In addition to frequent survey research, his more recent projects have included the creation of a strategic planning database for the telecommunications industry, development of business-to-business segmentation models and customer satisfaction measurement systems for continuous-improvement programs in public agencies.



J. DENNIS CRADIT

Bank of America Professor of Finance, **William Christiansen**, has served as a faculty member at FSU for twenty-two years teaching and researching in the areas of financial institutions, regulatory theory and policy, commercial bank management, and macroeconomic theory and policy. Christiansen also was recently named chairperson of the Finance Department.



WILLIAM CHRISTIANSEN

David Ketchen is the Carl DeSantis Professor of Management. Ketchen came to FSU as an associate professor in 1999 and was promoted to professor in 2003. His teaching and research interests include multi-level determinants of superior organizational performance, strategic management of service organizations, and methodological issues in management research.



DAVID KETCHEN

STUDENTS NEWS

Marketing students take first place nationally

Beginning fall semester 2004, ten marketing students set their sights high on winning the General Motors Marketing Internship (GMMI) Scholastic Achievement Award by creating a promotional campaign for one of the world's largest corporations. They accomplished their goal by winning first place out of eleven participating schools.

The GMMI Program was integrated into a three-credit hour marketing course, MAR 4614 Advance Market Research, led by **John Brennan**, associate in marketing and director of the GMMI program at FSU.

"The program allows students to tap into benefits not available in a typical classroom environment and gives them "real-world" marketing and learning experience that today's employers demand. It is quite a feat for our students to win this award – it shows the quality of students we have to offer the business industry," states Brennan.

Working with a local dealership in Tallahassee, Champion Chevrolet, the students were responsible for increasing awareness of the new Chevrolet Cobalt. The Y? Marketing, the agency name of the participating students, divided themselves into four groups: student coordinator/budget director, campaign/development/implementation team, research/campaign reporting, and public relations/advertising. They worked as a team throughout the marketing process ending with a formal presentation to GM executives in Atlanta, GA.



LEFT TO RIGHT: CHRISTINE PEREZ; MELANIE LEE; JOE NOSARI.

Kia Autosport awards prize to winning marketing student

During the fall semester 2004, Kia AutoSport partnered with COB's Marketing Department and its student chapter of the American Marketing Association to host the first annual Creative Marketing Contest.

The contest challenged marketing students to create an outstanding and award-winning radio commercial and the chance to win a \$1,500 cash prize for themselves and the College of Business. The design elements of the contest included an attention grabber, an impulse to call and leaving a lasting impression while promoting the value, safety and quality of Kia cars.

Marketing student, **Christine Perez**, was presented a check for \$1,500 by **Melanie Lee**, vice president and general manager of Kia Auto Sports in Tallahassee. Perez's award winning theme was "Let Every Mile Count," and her project included a 60-second radio script and sketch of her print media advertisement.

Beta Alpha Psi sponsors national event

The FSU chapter of Beta Alpha Psi, the national honors organization for accounting, finance, and management information systems students, will sponsor the Graduate Case Seminar on October 14-15, 2005 in Minneapolis, MN. The program will be planned by FSU's Beta Alpha Psi members and will involve discussion of actual cases. This event is regarded as one of the most prestigious Beta Alpha Psi national activities and is designed especially for graduate students.

Beta Gamma Sigma

Membership in Beta Gamma Sigma is the highest recognition a business student can receive in an AACSB International accredited business program.

Juniors

Mark C. Alvarez
William R. Barbee
Lauren G. Hanley
Jennifer L. Hyland
Brittani L. Jones
Sara Kabana
Anna D. Knippel
Laurie McClellan
Erin T. Preston
Christopher F. Rivers
Bruce E. Screws

Seniors

Matthew D. Arndt
Jordan E. Cherry
Sean M. Costello
Sandra Frigo
Lawton R. Graves
Meredith C. Hinshelwood
Marlise K. Hofer
Kelly Mazone
Megan K. Owen
Chelsea H. Pumphrey
Tracey M. Reid
Edmond Van Guyse

Doctoral

Lillis M. Prati

DEGREE IN THREE

The following COB students successfully completed their baccalaureate degrees in three years or less.

Alicia E. Hogg (Magna) Multinational Business
James A. Jensen (Magna) Management Information Systems
Susan E. Bierley Risk Management/Insurance & Marketing
Christopher A. Morgan Accounting & Finance

Team named *Rookie of the Year*

In its first year, the FSU College of Business SIFE (Students in Free Enterprise) team captured the *Rookie of the Year* Trophy at the 2005 SIFE Annual Regional Competition in Orlando, Florida.

Members of the SIFE team who participated in the competition included: **Jennette Golden**, international studies, senior; **Harrison Pugh**, marketing, senior; **Julie Royce**, international business, sophomore; and **Daniel Williams**, finance, senior. The faculty advisor for this team was **John Brennan**, Sam Walton Fellow, in the Marketing Department.

SIFE is a global, non-profit student organization with teams on more than 1800 university campuses in more than 40 countries. It offers students the opportunity to develop leadership, teamwork and communication skills through learning, practicing and teaching the principles of free enterprise and improving the standard of living for millions in the process.

2005 HALL OF FAME INDUCTEES Continued from page one.

Over the years, Gargiulo has been active in several state and national fruit and vegetable associations. He also served as Chairman of the Produce Marketing Association and was a participant in both the GATT and NAFTA international trade negotiations.

Gargiulo earned his Bachelor of Science degree in marketing from Florida State University in 1974.

Chuck Hardwick is Senior Vice President, Corporate Affairs, Pfizer Inc. with worldwide responsibility for government relations, media relations, public policy and philanthropy. He is also President of the Pfizer Foundation and a member of the Pfizer Leadership Council.

Hardwick has worked for Pfizer for nearly 40-years in a variety of management positions. He recently announced his retirement effective at the end of 2005. His responsibilities have included U.S. and international government and public affairs assignments, sales and marketing management in the U.S. Pharmaceuticals Group and a member of the Pfizer Leadership Team, the company's most senior management committee.

Active in state and national political affairs, Hardwick is the former Speaker of the New Jersey General Assembly where he served 14-years. He was Vice Chairman of the 1988 National Republican Platform Committee and was named by President Reagan to the Presidential Advisory Committee on Federalism. He was appointed to the U.S. Trade Advisory Commission and was Chairman of the U.S./Canada Free Trade Agreement Subcommittee.

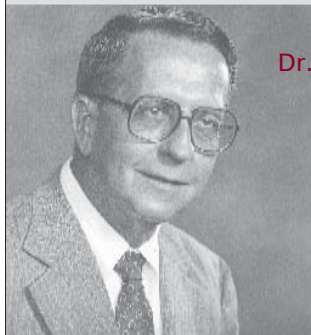
Hardwick served as Vice Chair of the New York City Council on the Environment to which he was appointed by Mayor Giuliani. He is currently on the Boards of the NJ Performing Arts Center, New Jersey After 3, Inc. and the Academic Alliance

Foundation (for AIDS care in Africa). Hardwick graduated from Florida State University in 1962 with a B.S. in Finance and an MBA in 1964.

Admiral Paul David Miller most recently was Chairman of the Board of Directors of Alliant Techsystems, Inc. (NYSE:ATK), a \$2.8 billion advanced weapon and space systems company with strong positions in propulsion, composite structures, munitions, precision capabilities and civil and sporting ammunition. He joined ATK as Chairman and Chief Executive Officer in January 1999 and retired from ATK in March 2005.

Prior to joining ATK, Admiral Miller was with Litton Industries, Inc., where he headed Litton Marine Systems and served as Vice President of Litton Industries. He joined Litton/Sperry Marine in 1994, following a 30-year career in the U.S. Navy. Prior to his military retirement, he was Commander-in-Chief, U.S. Atlantic Command, one of five U.S. theater commands, and served concurrently as NATO Supreme Allied Commander-Atlantic. Other duty assignments included Commander, U.S. Atlantic Fleet; Commander, U.S. Seventh Fleet; and Deputy Chief of Naval Operations (Naval Warfare). He received numerous personal, campaign and foreign awards during his distinguished career.

A native of Roanoke, Virginia, Admiral Miller holds a bachelor's degree from Florida State University and an MBA from the University of Georgia. He completed the U.S. Naval War College and the Harvard Business School Executive Management Program and is the author of several works on leadership and strategy. He serves on the Boards of Anteon International Corporation (NYSE:ANI), Donaldson Company Inc. (NYSE:DCI) and Teledyne Technologies Inc. (NYSE:TDY).



Dr. William Ross Heck

Former faculty member, **Ross Heck**, died July 17, 2005. Heck was an accounting professor in the College of Business at FSU from 1959-1988. He co-authored many publications on tax laws and other tax issues and served on the editorial board for the Florida Certified Public Accountants. During his distinguished career, Heck received numerous awards and served on several national professional committees.

ABBREVIATION KEY

- ACG** – Accounting
- BUS ADM** – Business Administration
- BUS TCH** – Business Teaching
- COM** – Commerce
- FIN** – Finance
- HA** – Hospitality Administration
- HRM** – Human Resource Management
- MAN** – Management
- MBA** – Master of Business Administration
- MIS** – Management Information Systems
- MKT** – Marketing
- MUL** – Multinational Business Operations
- REE** – Real Estate
- RMI** – Risk Management/Insurance

IN MEMORIAM

30s

- Mary Anne Register Gallagher (COM '32)
- Nellie White (Math Education '33)
- Lois Daane Dovell (ACG '34)
- Ruth White Jackson (COM '34)
- Sylvia Atren Roettger (BUS TCH '36)
- Amber V. Turner (COM '37)
- Homer A. Hayes (HA '51)
- Jack R. Nooney (COM '51)
- Raymond G. Revell (COM '51)
- Howard P. Abel (BUS TCH '53)
- Elizabeth Hoffmann Kinsaul (MAN '52)
- Walter K. Lowe (BUS ADM '52)
- Jared J. Westberry (BUS ADM '52)

40s

- Ruth Rodgers Hess (ACG '40)
- Helen Beecher Chittenden (COM '43)
- Mary Lopez McKelvie (COM '44)
- Cecelia McColpin Coleman (ACG '45)
- Evelyn Burt (BUS TCH '48)
- John "Jack" Richey, Jr. (ACG '48)
- Lamar E. Prater (COM '49)
- John C. Winslett, Jr. (MAN '52)
- John J. Cutrer, Sr. (RMI '53)
- John Morris (BUS ADM '53)
- Judson W. Durham (MKT '54)
- James N. Gaine (ACG '54)
- Gilbert P. Volmi (HA '54)
- Eleanor G. Heubaum (BUS TCH '56)
- Donald E. Hickson (ACG '57)
- Carl H. Motfield (COM '57)
- Richard M. Fell (MKT '58)
- Henry H. Hair, III (RMI '58)
- William L. "Bill" Moody (HA '58)
- James L. Henricks (MAN '59)
- David Y. Hulse, Sr. (BUS TCH '59)
- Lawrence T. Sargent (HA '59)

50s

- Eston L. Barkoskie, Jr. (ACG '50)
- William P. Gallagher (ACG '50)
- Robert V. Jarratt, Jr. (COM '50)
- Helen Spach Quinton (BUS ADM '50)

UPCOMING COB EVENTS

SEPTEMBER 2005

Sept. 22
IT Career Symposium

OCTOBER 2005

Oct. 7
Accounting Department Professional Advisory Board Meeting

Oct. 14
The Center for Human Resource Management Fall Meeting
Speakers:
Dave Swinford, Managing Director of Pearl Meyer & Partners
Bruce Brownell, Vice President of Clark Consulting

Oct. 28
8th Annual E. Ray Solomon Golf Tournament for Alumni & Friends

COB Alumni Reception

Oct. 29
Alumni Tailgate Party

NOVEMBER 2005

Nov. 3-4
Real Estate Trends & Networking Conference

DECEMBER 2005

Dec. 12
4th Annual Premier Bank Business Plan Competition

JANUARY 2006

Jan. 25
Dedman School of Hospitality Annual Career Fair

FEBRUARY 2006

Feb. 22-24
Insurance Days

Feb. TBA
6th Annual Women in IT Symposium

MARK YOUR CALENDAR NOW!

The FSU Real Estate Network's 11th Annual
Real Estate Trends & Networking Conference

NOVEMBER 3 & 4 / FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLORIDA

The FSU Real Estate Trends & Networking Conference is organized to inform participants of the emerging trends and issues facing the real estate industry. The conference focuses on factors affecting markets in the southeast region of the U.S.

CONFERENCE SCHEDULE:

Thursday, Nov. 3 - Conference begins in the evening with a reception and dinner followed by keynote speaker, Stuart Varney, business contributor for the Fox News Channel and former host of CNBC's *Wall Street Journal Editorial Board with Stuart Varney*.

Friday, Nov. 4 - Plenary and concurrent conference sessions are planned to discuss critical trends in real estate investment and development. Trends affecting the retail, office/industrial, multi-family and single-family segments will be highlighted in the sessions. A top industry executive has been invited to address the conference during the noon lunch.

CONFERENCE SPONSORSHIP:

If you are interested in being formally recognized as a conference sponsor, please contact the RMI Department for more information.

CONFERENCE REGISTRATION:

The cost of the conference is \$170 (\$195 for late registration) and includes all events, sessions and materials. Formal registration materials will be sent out in mid-September.

FOR MORE INFORMATION:

Web: www.fsurealestate.com
Office: Laura Waltke,
FSU College of Business
RMI Department
850.644.4076 (office)
850.644.4077 (fax)
lwaltke@cob.fsu.edu (email)

CONFERENCE ORGANIZERS:

The Real Estate Research Center, FSU
The Real Estate Network/FSU
The Real Estate Society/FSU



60s

Fred R. "Bill" Baker (MAN '62)
Kenneth F. Fisher (MKT '63)
Richard H. Wavro (ACG '63)
Frank G. Cibula, Jr. (MAN '65)
Homer P. Mason (MAN '65)
Barry Thiel (HA '65)
Eddie D. Whitehead (RMI '65)
David "Dave" M. Braggins, Jr. (COM '67)
Thomas D. Fisher (ACG '67)
Bill W. Peebles, Jr. (MAN '68)
Thomas M. Burger (MAN '69)
John Carney (FIN '69)
Joseph S. Casper (HA '69)
Robert H. Coker, Jr. (MAN '69)
Wilburn C. Robinson (ACG '69, MBA '70)

70s

Archie Cooke (ACG '70)
Ronald L. Dease (BUS.ADM '70)
Edward Gregory (MAN '70)
Richard "Rick" Morrissey (COM '70)

80s

Richard "Rick" B. Rehtien (MKT '81)
Wayne R. Trivin (HA '81)
Stephen R. Messina (MAN '83)
Christine M. Cunningham (ACG '84)
Gary T. Ring (FIN '84)
Edward T. Adlam (HA '85)

Walter H. Hogg (COM '71)
Joseph R. Phillips (MAN '71)
John "Jack" A. Concordia (MAN '72)
John W. Fike (MAN '72)
Newton "Mac" McElvar (COM '72)
Jerry L. Lenon (ACG '74)
Larry E. Danison (ACG '75)
Sheri Montgomery Gray (ACG '75)
Leon G. Kazanzas, Jr. (FIN '75)
Herman A. Genetin (BUS.ADM '76)
Arleta Kerr-Reynolds (ACG '76)
Michael R. Simpson (MKT '79)
Roxy E. Smith (COM '73)

90s

Randy P. Bubb (MAN '86)
Adrian R. Young (HA '87)
Frederick L. Connell, Jr. (FIN '88)
Douglas P. Fleak (FIN '88)
Donald B. Wooten (MAN '90)
Jeffrey M. Yale (HA '90)
Matthew Glenn Brinkley (ACG, '91; MBA, '92)
Kim Cass (ACG '92)
Jason A. Holder (MKT '95)

00s

Katrina A. Froeschle (RMI, FIN '02)
William W. Fernandez (FIN '05)

ALUMNI UPDATES

We'd like to hear from you! We're proud of our graduates and eager to share what you are doing. Keep your classmates and the College current on your achievements, career, honors and activities by submitting your information for inclusion in a future COB newsletter/magazine. To submit your information, please download our **Alumni Update Form** at www.cob.fsu.edu/alumni.

40s

James R. Crabtree (ACG '49) has been a self-employed CPA and tax consultant since 1962 and is still practicing at the age of 81. Crabtree was the first FSU male accounting graduate to be a graduate fellow at another university (University of Denver) and the first FSU male accounting graduate to be a senior accountant with a national accounting firm.

50s

E. Ray Solomon (COM '51) was the recipient of the Lifetime Leadership Award by Leadership Tallahassee. The award is given to an individual with significant leadership contributions to the Tallahassee community for more than 25-years.

Therion D. Tedder (ACG '52) retired from the U.S. Air Force as a lieutenant colonel after 22-years of service. Tedder received his MBA in 1959 from The Air Force Institute of Technology. He has owned four full service car washes, built and sold homes, drilled and operated oil wells and started and sold U.S. Fidelity Life Insurance Company. He has been married for 56-years and has three daughters, five grandchildren and six great grandchildren.

60s

Jack Chapman (MKT '60) and his wife, Cora Ann (Education '58), were the 2005 Andrew & Rachael Jackson figureheads for the Springtime Tallahassee Festival.

Carl R. Torsleff (HRM '60) retired recently and relocated to the Texas hill country from Southeast Florida.

Herbert B. Totz (MAN '61) retired from Fabricut, Inc. in Tulsa, OK after 36-years as Western United States credit manager. He and his wife, Susie, of 40-years have one son and two granddaughters.

R. Schaefer Oglesby (BUS ADM '62), president of Oglesby Management Group, was elected chairman of the Virginia Real Estate Board. He has been a Virginia real estate broker for 35-years and is a member of the Virginia State Building Code Review Board.

Kenneth S. Russom (MKT '64), vice president of Business Services at Flagler College in St. Augustine, FL, was inducted into Flagler College's Omicron Delta Kappa Leadership Honor Society. Russom is retired from the U.S. Marine Corps as a colonel.

Roger J. McDonald (FIN '65) was re-elected as circuit judge, a position he has held since 1997. McDonald serves on the ninth judicial circuit in Orange and Osceola counties. Prior to his appointment, he was a practicing attorney for 23-years in Orlando.

Rodney R. Letchworth (FIN '67) retired from the U.S. Marine Corps as a lieutenant colonel. Letchworth earned his MS degree in engineering administration from George Washington University in 1975. He was a fighter pilot for 2-years and flew 289 combat missions in Vietnam. He was head of Marine Corps Aviation Studies in Washington, DC. Letchworth lives in Tallahassee with his wife, Martha, an FSU alumna.

William (Bill) M. Wagner (HA '67), general manager of the Riviera Country Club in Coral Gables, FL, was elected president of the Club Managers Association of America (CMAA).

70s

Patrick R. McLeod (MAN '70) is a realtor in Thomasville, GA specializing in land-farms, recreation and plantation sales. McLeod had served as the vice president for Southwest Georgia Technical College for 30-years before retiring from the position.

W. Walter Wicker (MKT '71) has returned to Louisiana Tech University as director of Libraries.

Melvin L. Chambless, Jr. (ACG '72) is the director of the Pearisburg Commercial District, an affiliate of the Main Street Program. After retiring as a senior program manager with the Internal Revenue

Service, Chambless decided to commit himself to volunteer service in rural Southwest Virginia.

Richard L. Swaine (COM '72) published the book, *Beating the Breaks: Major League Ballplayers Who Overcome Disabilities*. Swaine has had a lifelong interest in baseball, collecting memorabilia and playing adult recreational baseball in Tallahassee.



Barry Anderson (MAN '73) visited several tsunami stricken areas and refugee camps in Indonesia and Sri Lanka with relief workers and organizations. Anderson is a board member of the Center for Human Resource Management at COB.

Jose Herazo (COM '73) started his own enterprise as an international purchasing agent and freight forwarder after working for Electronic DataSystems Corporation and Braniff International Airlines. Herazo now owns A-1 Associates.com; A-1 Cash Flow Associates, Inc.; A-1 Commercial Associates, Inc. and A-1 Adjusters Associates, Inc.

Daryl W. Stewart (COM '74) is the managing director of the DCS Investment, Inc. and resides in Cornelius, NC.

Lewis F. Collins, Jr. (RMI '75), a senior partner in the Tampa, FL office of Butler Pappas Wehmuller Katz Craig LLP, was elected president-elect of the Federation of Defense & Corporate Counsel. Collins is board certified in civil trial law by both the Florida Bar and National Board of Trial Advocacy.

Steven M. Appel (ACG '76) joined Appelrouth, Farah & Co. as head of the firm's tax practice. Appel has 23-years of experience with international accounting firms and 2-years of experience with a Miami law firm.

Bobby Bacon (ACG '76), president of the Earl Bacon Agency and a founding director of the Bank of Tallahassee, was named 2004 Outstanding CPA in Business and Industry by the Florida Institute of Certified Public Accountants (FICPA). The FICPA cited Bacon for his extensive involvement in the local community, his track record of business success and his impressive education accomplishments.

Barry A. Blass (ACG '76) is a partner at Tatum Partners, a national partnership of chief financial officers serving early stage, rapid growth and mature companies.

Mildred "Millie" Willis Duncan (ACG '76) was promoted to administrator of the Wildflower Court, a skilled nursing facility in Juneau, Alaska. Prior to her promotion, Duncan was the organization's CEO and had been the appointed acting administrator for several months.

Kristen Waters Hood (RMI '76) was named president of Alley, Rehbaum & Capes Insurance.

Cynthia Waters Fletcher (RMI '76) was announced as the COO of Alley, Rehbaum & Capes Insurance.

Diahann W. Lassus (MAN '76) was honored at the Platinum Star Awards, an event recognizing extraordinary individuals making significant contributions to women and women business owners. Diahann works for Lassus Wherley & Associates, a wealth management firm.

Tim P. Menton (ACG '76) was named CEO of The Villages Regional Hospital and has been in the healthcare business for 28-years. He lives outside of Ocala with his wife, Mary, and three daughters.

David W. Wilcox (MAN '76) was recognized with the Lifetime Achievement Award by the Manatee County Bar Association for his numerous leadership roles in local charitable and civic organizations. Wilcox served on FSU's National Alumni Board of Directors and was area chairman of the Seminole Boosters.

Jack H. Suber (RMI '77) is self-employed in real estate where he specializes in the sale of agricultural and environmental lands, citrus groves, ranches and residential development projects. Suber does volunteer work for a local care center and a Presbyterian church in Polk County.

Worthington S. Telford (ACG '77) is CFO of My Travel Canada, Inc. and resides in Toronto, Canada.

Roger Gibson (RMI '78) and Timothy B. Gaskin (BS, Risk Management, 1980) co-formed Northeast Florida's newest commercial independent insurance agency, Gaskin, Hardaker, Gibson Insurance.



Gibson

David Gilbert (HA '78) has 26-years of diversified restaurant experience and is the chief administrative officer at CBRL/Cracker Barrel Old Country Store. Gilbert lives in Nashville, TN with his wife, Connie.

Mike Mullaney (ACG '78) recently wrote the book, *The Complete Guide to Girls' Basketball*, which is available at Barnes & Noble, Amazon.com and other online bookstores. The book is written to benefit girls of all ages and ability and to be used by coaches and parents regardless of their experience level. Mullaney has coached hundreds of girls' basketball games and has consistently won league championships, tournaments and finished in the final four in the AAU Potomac Valley Region (Division II).

Mark T. Olson (MKT '78) is general sale manager, United States – West, for Armstrong World Industries and resides in Foothill Ranch, CA.

Julie St. John (MBA '78) is executive vice president and chief information officer for the Enterprise Systems and Operations Division at Fannie Mae. She also was named newest member of 3COM's board of directors.

80s

Timothy B. Gaskin (RMI '80) and Roger Gibson (RMI '78) co-formed Northeast Florida's newest commercial independent insurance agency, Gaskin, Hardaker, Gibson Insurance.

William E. Gregory (MAN '80) is a workers' compensation attorney in Miami. Gregory's firm represents a national professional employee organization across the state of Florida.

Patrick F. Saunders (MKT '80) is store manager for JC Penney in Salisbury, NC.

Deborah Greene Spicer (RMI '80) completed her Doctor of Pharmacy degree at Purdue University and accepted a pharmacist position with the Wal-Mart Corporation in Anderson, SC.

Steve deRiesthal (REE '81) is senior vice president of development for Lifestyle Family Fitness where he oversees new construction and site conversions.

Charles H. Johnson, IV (FIN '80, MBA '81) is the president of C.H. Johnson Consulting Inc., a firm specializing in hotel, arena, stadium and conference center consulting. Johnson is married and has three sons.

Joy Nasella Fisher (FIN '81) started her own consulting company, Enterprisors, which specializes in new business development, marketing strategy and planning.

Joaquin R. Macia (MKT '81), vice president of AIS International, Inc., has been working in the Latin/Caribbean markets since graduation. Macia is married to Vivian Marie and has a three-year old daughter and an one-year old son.

Francis H. Sheppard (FIN '81) was named managing partner of the law firm, Rumberger, Kirk & Caldwell P.A.

Don Glisson, Jr. (FIN '82) is president and CEO of Triad Financial Services, a nationwide specialty finance company. Glisson was re-elected as chairman of the board of Atlantic Bancgroup (ATBC), a publicly traded bank holding company located in Jacksonville, FL.

Cynthia L. Cox (FIN '82) was recently reappointed as administrative judge for the Family Division in the 19th Judicial Circuit. Cox also established and presides over the Drug Court for Indian River County.

Paul M. Noto (MAN '82) is a realtor in his hometown of Tampa. Previously, he was a manager in the grocery industry. Noto has been married for 20-years and has two teenage sons.



DeYoung

Kevin DeYoung (MKT '83) is the president and CEO of Qualpath, Inc., a leading provider of high tech office equipment. DeYoung has overseen Qualpath's rapid growth and expansion into three regional markets and has two decades of experience in the industry. He lives and operates in Parkland, FL.

Richard B. Ouellette (MAN '83) was promoted to director of human resources for the Consumer Brands Division of Sherwin-Williams. Residing in Dallas, TX, he is married and has two daughters.

Lunelle Siegel (FIN '83), vice president of Alliance Financial Capital, was named president of the Florida Chapter of the Turnaround Management Association. Siegel has been a member of the corporate renewal organization since 2001.

John P. Dunbar (FIN '84) was named chief information officer for EMS Technologies, a leading developer and manufacturer of advanced technology hardware products for commercial space, defense and wireless communications. He has more than 17-years experience in IT management and strategic business planning.



Dunbar

Phil Lanza (HA '84) opened MasterFit Golf Teaching and Fitting Academy, his third retail outlet and teaching center in Jacksonville, FL. He lives in Ponte Vedra Beach with his wife and two daughters.

Eddie McClain (MKT '84), North Florida regional manager of Tom James Clothiers, was presented the President's Cabinet Award and Spencer Hays Award by Tom James Clothiers. McClain, a 19-year veteran of the company, was honored for his top achievements in management

and sales.

William B. Nickell, III (FIN '84) is owner and attorney at law for the Nickell Law Firm, a chartered law firm handling banking, commercial litigation and state and local tax issues. The firm is celebrating its third anniversary in Tallahassee, FL.

Kathleen Lynn Combs (MAN '85) has joined Bank of America as VP consumer market manager in Richmond, VA. Combs formerly was with Limited Brands Corporation.

Scott D. Harrison (MAN '85) returned to Tallahassee after living in the Pacific Northwest for the last 16-years. He completed his MS in computer science from Washington State University and is employed by Syntec-Fuelmasters as an embedded firmware engineer.

Dean E. Holmes (RMI '85) was appointed director of sales for Principal Financial Group in their Specialty Products Division located in Raleigh, NC. Holmes is married and has twin boys, Evan and Davis.

Michael Nairn (MAN '85) is systems manager for Florida Power & Light and resides in Hollywood, FL.

Randy B. Zalis (MBA '85) heads the Florida management division for The Shopping Center Group. He is a licensed real estate broker in Florida and Georgia and a Certified Commercial Investment Member (CCIM). Zalis earned his MSRE from Georgia State University in 1987 and MA in Economics from the State University of New York, Buffalo in 2003.

Bruce B. Humphrey (REE '86) formed the law firm of Birchfield and Humphrey, P.A. in Jacksonville. The firm practices in the areas of eminent domain, property rights and land use.

Michael F. Smith (MBA '86) was awarded the 2004 Prosecutor of the Year in Miami. Smith is assistant state attorney and has been prosecuting crime in Miami for the past 9 ½ years. He is assigned to the organized crime unit where he specializes in the prosecution of money laundering cases and the forfeiture of money laundering assets. Smith earned his JD degree after a career in commercial banking with Barnett Bank.

E. Stephen Sharpe (HA '87) is the general manager of the Jameson Inn located in Jacksonville, FL. Sharper returned from overseas in 2002 after working for Starwood Hotels & Resorts in Caracas, Venezuela and Buenos Aires, Argentina.

Theodore A. Brown (FIN '88) was named the Florida Treasure Coast market president for Bank of America. As the senior executive for Florida Treasure Coast, Brown will continue to provide business, civic and philanthropic leadership for Bank of America in Martin, St. Lucie, Indian River and Okeechobee counties. In addition to his duties as market president, Brown is a private client advisor with the Private Bank of Bank of America.

Leilani Ann Plendl (MKT & MUL '88) has taught marketing at Kennesaw State University for the past 4-years. She and her husband, Eric William Thornton (BS, CIS, 1995), a software engineer for Home Depot, have two children, Jared and Laurel.

Carmen D. Wallace (ACG & FIN '88) is the vice president of finance at Rinker Marketing Corp. She and her husband, Bruce, reside in Palm City, FL.

Daniel B. Moisand (FIN '89) has been named president-elect of the Financial Planners Association, the nation's largest membership organization for the financial planning community. Moisand is a principal of Central Florida-based Spraker, Fitzgerald, Tamayo & Moisand. His firm has been named to Bloomberg's Top Wealth Mangers List for four consecutive years.

David Overholt (MKT '89) is a senior vice president for Kent Industries and is married to FSU alumna, Elizabeth.

90s

Lisa L. Bradford (MKT '90) has been promoted to associate director of Global Market Strategy & Planning and Global Customer Business Development for Procter & Gamble Co.



Warner

Bruce G. Warner (REE '90) was named principal in the Kansas City office of Deloitte Tax LLP, where he specializes in research and development tax services. Warner joined the firm after a career with the I.R.S. in Miami and Philadelphia. He earned his JD from Nova University and his LLM degree from New York University.

Josephine "Jo" Bryan Ahearn (MBA '91) is a senior business analyst for Fiserv CBS Worldwide. She and her husband also own a software consulting business. They are the parents of twins, a son and daughter.

Brian L. Munhall (MIS '91) is the director for S1 Corporation, a leading global provider to more than 4,000 banks, credit unions and insurance providers of enterprise software solutions.

Christopher M. Shea (FIN '91) acts as the Super Bowl liaison for the mayor of Jacksonville, where he managed the city's preparation for the event.

Michael R. Witt (FIN '91) is first vice president and private financial advisor for SunTrust Securities. He and his wife, Natasha, reside in Kennesaw, GA.

Stephen W. Busbee (MKT '93) was promoted to president of Spectra Contract Flooring of Tampa Bay. Busbee has been with the company's sales division for 11-years.

Audrey Butt-Savage (MAN '93) completed her MBA education at the University of Tampa. She changed careers from financial services to the convenience store industry where she is a category analyst for Circle K Stores, Inc. combining 10-years of sales history with her information technology concentration.



Crossman

John M. Crossman (REE '93) was promoted to principal by the Trammell Crow Company.

Scott A. Jones (FIN & MAN '93) completed his PhD at Oregon State University and is an assistant professor of marketing at Clemson University.

Gerald C. Thomas (MIS '93), a practicing attorney in the areas of real

estate, lending, construction and corporate/business transactions, joined Trenam Kemker law firm in September 2004. Prior to joining the firm, Thomas worked for Arthur Anderson's Business Consulting Division. He is a member of the Hillsborough County Bar and the American Bar Association.

Christopher H. Toadvine (MAN '93) is president of Chris Toadvine®, CFP. He and his wife, Teri, welcomed their second daughter in February.

Gary R. Bishop (FIN '94) founded Seven Hills Capital Management, Inc., a registered investment advisory firm in Tallahassee.

R. Chris Watson (MKT '94) is a partner and board of directors member in a family dentist practice located in Charlotte, NC. He and his wife, Sarah, have a daughter, Anna Grace.

David L. Wrubel (ACG '94) is the managing director and owner of David L. Wrubel, CPA, PA, an accounting firm located in South Beach, FL. Wrubel is married and lives in Miami Beach with his wife, Yuladys.

John T. Mastry (HA '95) earned his MS degree in Sports Management and Leisure Services from the University of Nevada in Las Vegas, fall 2003. Mastry spent the last two years as the assistant director of event services at the Schottenstein Center at Ohio State University before accepting the position of director of event operations at the newly built FedEx Forum, home of the Memphis Grizzlies (NBA) and Memphis Tigers (NCAA).

Pamela Hitzing Miller (FIN '95) is senior relationship manager/vice president for Wells Fargo, where she is responsible for relationship management and business development. Her husband was sent to Kuwait and Saudi Arabia as an activated reserve MP soldier and is now home on reserve status. Together, they have a daughter, Tyler.

Pilar Finkel Prinz (MAN '95), an attorney specializing in family law, is an associate for Lawler, Tanner, Zitron & Pachman P.C. in Atlanta, GA. Prinz is on the board of the Georgia Association of Women Lawyers, where she is a programs committee member. She ran in three marathons and a triathlon for the Leukemia & Lymphoma Society's Team in Training.

Victoria L. Sundgren (RMI '95) relocated to the state of Washington where she is a commercial account manager for Arthur J. Gallagher & Company of WA, Inc. Sundgren also acquired her Associate in Risk Management (ARM) designation.

Peter Boulware (MAN '97) was inducted into Florida State University's Hall of Fame. Boulware was named All-ACC and the National Defensive Player of the Year in 1996, and he broke Ron Simmon's school record for quarterback sacks in 1996. Boulware was selected with the fourth overall pick in the first round of the 1997 NFL draft by the Baltimore Ravens. In seven seasons at the professional level, Boulware has made three Pro Bowl appearances and won a Super Bowl ring in 2001 as a world champion.

Regina Clark Garszczynski (ACG '97) is a business programs manager for Hannover Life Re and resides in Clermont, FL with her husband, Jason.

Andre L. Wadsworth (MKT '97) was inducted into Florida State University's Hall of Fame. Wadsworth was a defensive end at FSU and finished his career in 1997 as the highest NFL draft pick in Seminole history when Arizona picked him with the third overall selection. He was a finalist for both the Lombardi and Outland Awards as a senior in 1997 and was named the ACC Player of the Year. Additionally, he was a consensus All-American and was named national defensive player of the year by CBS Sportsline and one of the 30 Greatest ACC Players by College Football News.

Ryan E. Bradbury (MKT '98) is vice president of sales & marketing at Viking Termite & Pest Control, Inc. in Bound Brook, NJ. Bradbury was named in the *Top 40 Leaders in Pest Control Under the Age of 40* by Pest Control Technology magazine. He also is chairman of the Leadership Development Group for the National Pest Management Association and the public relations chair for the New Jersey Pest Management Association.

Ronald F. DeCanio (MIS '98) is an IT manager for FedEx Corporate Services and resides in Apopka, FL with his wife, Yulon.

Brian S. Keller (MAN '98) is director of ticket operations for the Potomac Cannons, a Single-A baseball team affiliated with the Washington, DC MLB team.

Jennifer C. Sharabba (REE & MAN '98) is director of leasing and development for Equity Partners, Inc. and resides in Maitland, FL.

H. Maria Keeley (MKT '99) works for Motorola Ltd. as finance manager for the Middle East, North Africa and Turkey region and is based out of London.

Peter A. Leerdam (MUL '99) is vice president of Euro Capital Partners. He and his wife, Lee, live in Maitland, FL.

Melissa L. Mitchell (MKT '99) was named a private banker by BB&T and is based in Tallahassee, FL.

Rick Robinson (FIN '99) opened his third Quiznos, a sub restaurant franchise in June 2004, with his business partner in Tallahassee. He and his partner also own two other Quiznos, one in Ft. Walton Beach and another location in Tallahassee.

Dellev Herb Smaltz (MIS '99) accepted the CIO position at the Ohio State University Medical Center and also has an associate professor appointment in their bioinformatics department. Previously, Smaltz was an associate professor of health informatics at the University of Alabama and the chief technology officer for the UAB Health System.



Carraway

00s

Brett Hudspeth (FIN '00) flew 25 combat missions over Iraq in support of Operation Iraqi Freedom off the USS George Washington. Hudspeth flies an F-14 Tomcat assigned to Fighter Squadron 11 at NAS Oceana in Virginia Beach, VA.

Veronica R. Jackson (RMI '00) was promoted to marketing manager at the Florida Home Builders Insurance Agency, Inc. Jackson also serves as managing agent for her homeowners association. She and her husband, Derek, have a daughter.

Collin Jotham (MKT '01) is a sales manager for Structural Connections, an engineering/distribution company of wood products located in Sarasota, FL. Jotham is married to FSU alumna, Jody.

Jason Martin (MKT '01) lives in Tulsa, OK where he works in management for Backwoods Equipment Company. Martin also is a photographer, and his pictures have been featured in art shows around the area.

Nikita Chester Martin (FIN '01) began at the YMCA as a staff accountant and was promoted to district controller of the Central Florida YMCA in less than one year. Martin is very active in her community through her church and sorority. She and her husband have been married for four years and had their first child, Andre' Leron Martin, III, in September 2004.

Craig E. O'Halloran (FIN '01) joined Eide Bailly Technology Consulting as the Great Plains implementation consultant, where he will work on business needs analysis, implementation of the Great Plains products, customization of the product and related support.

Jessica Ballantine Rimel (MAN '01) is in collections for Talk America. She and her husband, Eric, reside in Clearwater, FL.

Diana G. Carraway (MAN '02) served two years as a journeyman missionary to the deaf in Czestochowa, Poland.

Heather M. Duncan (FIN '02) is a collateral analyst in the Mortgage Warehouse Division of Colonial Bank in Orlando.

Genny Spies (FIN & REE '02), a retail associate for the Trammell Crow Company, received the Hallmark "Rookie of the Year" Award presented by the Central Florida Commercial Real Estate Society. The award is given to the region's most outstanding real estate practitioner active in the industry for less than two years. Spies, who joined Trammell Crow Company in November 2003, assumed leasing responsibilities for a portfolio of more than one million square feet and led their retail project leasing for all Orlando.



Spies

Stephanie H. Brod (MKT '03) is a development associate at the Miami Art Museum.

Rachel Campbell (MKT '03), who is pursuing her MBA with a concentration in marketing and international business, is working as an import/export coordinator with the Greater Tampa Area Chamber of Commerce.

Darlene O. Hennessy (BUS ADM '03) accepted a position as accelerated management trainee with Beneficial Finance in Panama City. Upon completion, Hennessy will be promoted to branch sales manager.

Patricia Mayo (MBA '03) works as communications/development coordinator for United Way of Northwest Florida.



FLORIDA STATE UNIVERSITY COLLEGE OF BUSINESS
ALUMNI WEEKEND



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**October
28-29**

**FSU vs. Maryland
football game
weekend**

Friday, Oct. 28:

8th Annual E. Ray Solomon Golf Tournament for Alumni and Friends at the newly renovated **Don Veller Seminole Golf Course & Club** located in Tallahassee. Tee time is scheduled for 12:30 p.m.

Alumni Reception will be held at 6:00 p.m. at the **Don Veller Seminole Golf Course & Club**. Event is open to all COB alumni.

Saturday, Oct. 29:

Alumni Tailgate Party

Tailgate Party will be held 3 hours prior to kickoff. Alumni Tailgate Party is free of charge, but advance registration is requested. Event will be held at the **FSU Alumni Center** located at 1030 West Tennessee Street.

For more information about events and cost, please visit our website, www.cob.fsu.edu, or call our office, (850) 644-3090.

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HIGHLIGHTS & SPOTLIGHTS

- 2005 Hall of Fame Inductees
- Bank of America Gift and Challenge
- Alumni Updates
- SAVE THE DATES for the COB Alumni Weekend and the Real Estate Trends & Networking Conference