

THE MAGAZINE OF THE UNIVERSITY OF GEORGIA TERRY COLLEGE OF BUSINESS

# TERRY

## SEA ISLAND SCHOLARS

Future leaders learn from women 'who have been in the trenches'

SPRING/SUMMER 2018



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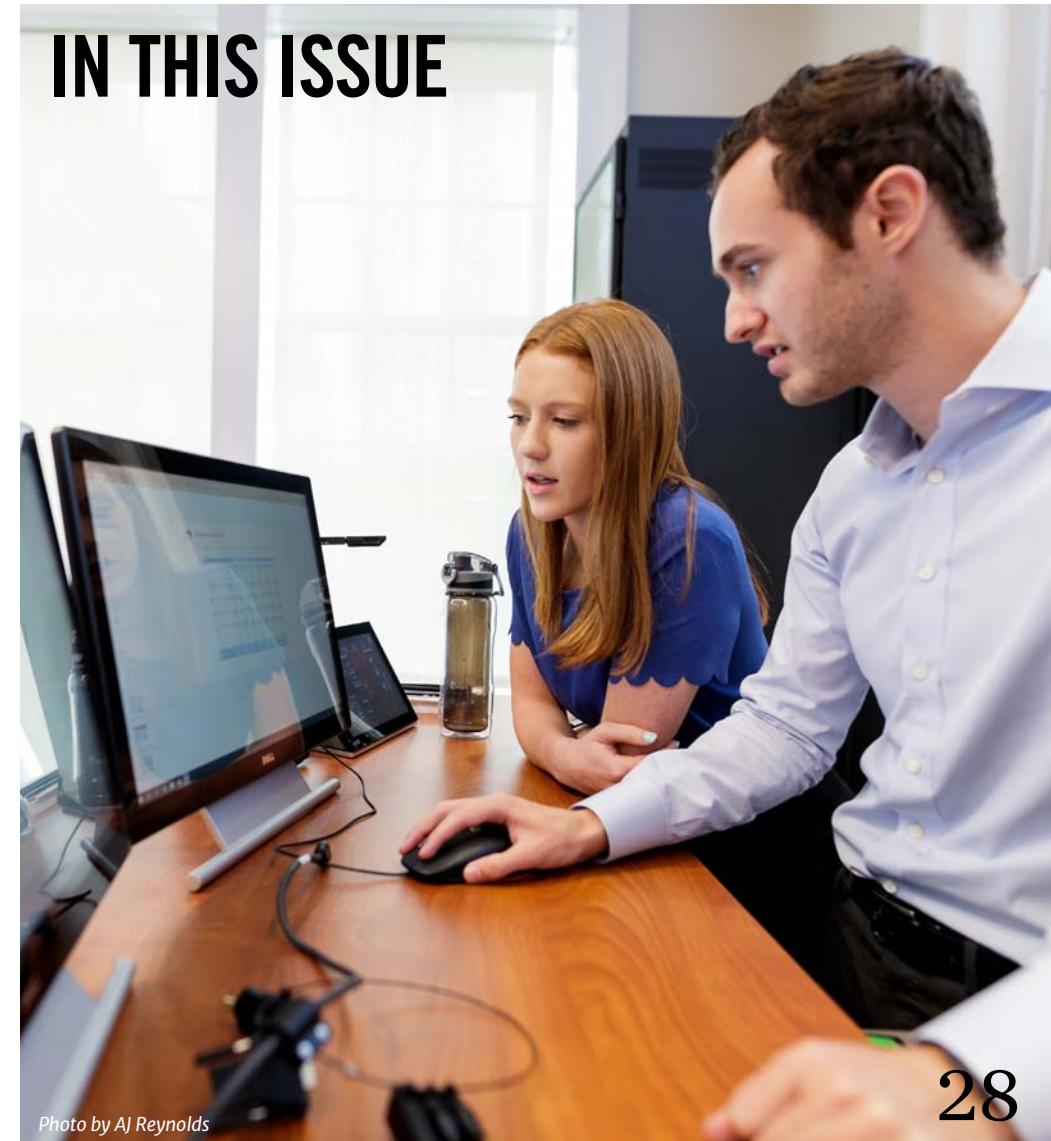


Photo by AJ Reynolds

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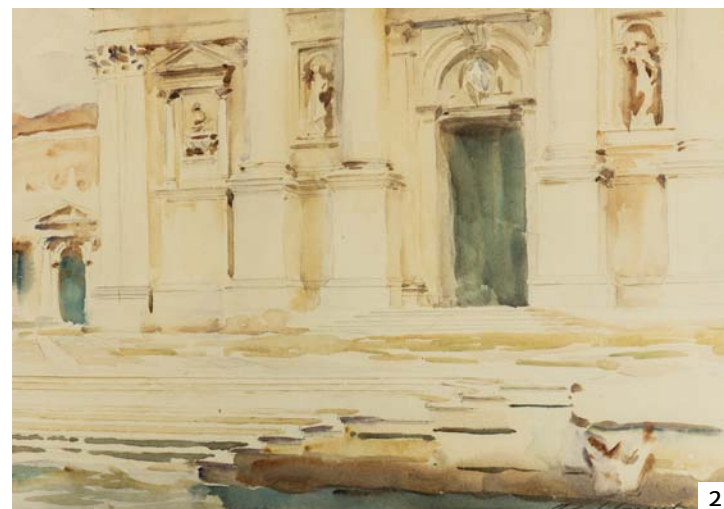


## A LEGACY OF GIVING: C. HERMAN AND MARY VIRGINIA TERRY



Hanging in the home of Mary Virginia Terry is a collection of French and American art she culled over the years with her late husband Herman Terry. The paintings and works on paper feature delicate watercolors by Winslow Homer, John Singer Sargent and Andrew Wyeth, a pastel by Childe Hassam and oils by John Twachtman, Maurice Prendergast and John Leslie Breck, among others. The Terrys have supported many endeavors across the University of Georgia

for decades, including the Terry College of Business which bears their name. Recently, Mary Virginia Terry offered their collection for public viewing at the Georgia Museum of Art. The intimate exhibition is in the Boone and George-Ann Knox Gallery II and showcases 14 works. The exhibit runs through Aug. 5.



1. Winslow Homer, *Two Girls on a Hillside*, ca. 1879
2. John Singer Sargent, *The Portal of S. Giorgio Maggiore*, Venice, ca. 1903
3. Maurice Brazil Prendergast, *Autumn Scene*, ca. 1920
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5. Laura Coombs Hills, *Zinnias, Petunias and Delphinium in a Yellow Pottery Crock*
6. Albert Lebourg, *View of Paris from the Banks of the Seine*



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Cover photo by Cassie Wright From left to right: Jennifer Hardister (BBA '18), Nive Gupta (BBA '19), Rachel Zilinskas (BBA '18), Betsy Camp (BBA '74, JD '77), Elizabeth Doherty (BBA '19), Jillian Schmidt (BBA '18), Lauren Slappey (BBA '19), Elizabeth Muse (BBA '18)

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FROM THE DEAN

Authoring their own stories

The University of Georgia is more popular than it has ever been, and with it academic excellence at UGA and the Terry College of Business continues to soar. Applications to next fall's freshman class topped 26,500 — the most ever — and the university offered admission to more than 12,600 of those students. The qualifications of the incoming class are even more remarkable — the admitted class had an eye-popping grade point average of 4.08.

And as more students have entered the University of Georgia, the Terry College is an increasingly popular destination. In fact, our growth has trended dramatically. Just since 2014, enrollment at Terry has risen 20 percent. Counting students taking classes at UGA's extended campuses in Buckhead, Griffin, Gwinnett County and Tifton, the university's total enrollment was 37,606 last year. Of that, 8,687 undergraduate and graduate students were enrolled at Terry. That means 23 percent of UGA's total enrollment is now majoring in business or doing graduate work at Terry.

Undoubtedly, the *Building Terry* campaign came along at a critical time and is helping us meet this surging demand by providing students with bigger and better facilities in the Business Learning Community. Likewise, with the help of donor support and faculty leadership, we are expanding the ways Terry students can tailor their own educational experience. In this issue, we feature two prime examples of that, including our cover story. Sea Island Scholars is the competitively select leadership retreat that is part of the Terry Women's Initiative and the inspiration of Terry Dean's Advisory Council Chair Betsy Camp (BBA '74, JD '77). And the Student Managed Investment Fund, which is also featured, has now surpassed the 10-year mark as a launching pad for careers in global capital markets and institutional investment.

I am constantly amazed at our students' and faculty's commitment to a personalized education that sets the stage for career success. What we see time and again is the hands-on experiences found in capstone courses, team projects, internships and unique opportunities like SMIF turn out to be the transformative experience that uncovers a passion and places students on a path of self-discovery and a world of possibilities that may have seemed unimaginable. It's our joy and good fortune as faculty to help our students author their own stories. ■

Sincerely,

Handwritten signature of Benjamin C. Ayers

Benjamin C. Ayers, Dean Earl Davis Chair in Taxation busdean@uga.edu



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Chris Brearton

Georgia, a song of you

Swimming and songs were themes imparted to thousands of graduates by Terry College alums during graduation ceremonies on a warm May day in Athens.

MGM Chief Operating Officer Chris Brearton (BBA '92) told Stegeman Coliseum's standing-room-only crowd the importance of technology and "swimming your own race" during Terry's convocation.

"Swim your own race means living in the absolute world and not the relative world," said Brearton, a member of the UGA swim team during his time in Athens. "You should define your own goals ... don't try to be someone else. If you're trying to measure yourself against others, there will always be someone you perceive to be better, faster or stronger. Define your own success."

He implored the more than 1,500 graduates to use technology to expand their network, but know when to take a break from it as well.

"Don't text when you can call. Don't call when you can have a meeting. Don't let shaking someone's hand and looking into their eyes become a lost art," he said. "It's important, it's what gets things done in business today."

Later in the day, Charles Kelley (BBA '04) and David Haywood (BBA '04) of the multi-platinum group Lady Antebellum (at right) serenaded Sanford Stadium as keynote speakers for UGA's undergraduate commencement ceremony.

Haywood spoke of how the two wrote music together while pursuing their degrees, but soon took jobs in the business world. But encouragement from Kelley's brother pushed them to make the move to write music professionally.

"It was a bit of a risk for us to go to Nashville," Haywood said, "but at the same time, it wasn't really that big of a risk at all" because they had their UGA degrees.

The duo then showcased their musical decision by singing "Georgia on My Mind," the 1930 classic made famous by Georgia native Ray Charles. The 4,500 graduates between the hedges joyfully sang along. ■



Photo by Andrew Davis Tucker



# Two top Terry teachers

**Two Terry faculty members** were honored with the University of Georgia's top awards for excellence in teaching. Santanu Chatterjee, associate professor of economics and director of the Full-Time Master of Business Administration and Master of Science in Business Analytics programs, was awarded the Josiah Meigs Distinguished Teaching Professorship, UGA's highest recognition for excellence in instruction. Alex Reed, associate professor and director of the Legal Studies Certificate Program, is a recipient of the Richard B. Russell Award for Excellence in Undergraduate Teaching, the university's highest early career teaching honor.

Chatterjee partnered with financial technology corporations in Atlanta to provide students with meaningful experiential and project-based learning opportunities to prepare them for jobs in the rapidly growing FinTech sector of the economy. Since assuming the role of director of the Full-Time Master of Business Administration Program in August 2014, Chatterjee has worked to expand interdisciplinary offerings through the creation of five new dual-degree programs. The Meigs award includes a permanent salary increase of \$6,000 and a one-year discretionary fund of \$1,000.

Reed, who joined the Insurance, Legal Studies and Real Estate Department in 2010, continuously updates course material to include prominent real-world examples of legal business concepts. He developed role-play simulations for his course on negotiations and incorporated innovative components from highly acclaimed programs into the class. Reed was instrumental in the development of the Legal Studies Certificate Program six years ago, and he took over as director of the program in 2015. The Russell Award includes a \$7,500 cash award, and recipients were honored at the Faculty Recognition Banquet during UGA Honors Week.



Sanford and Barbara Orkin

# A gift built for future leaders

**The next building** to become part of the Terry College Business Learning Community will be named for Sanford and Barbara Orkin of Atlanta.

The University System of Georgia Board of Regents approved naming one of the two buildings under construction in the third and final phase for the Orkins in recognition of their longstanding support of UGA.

"Barbara and I love the University of Georgia and are so pleased to continue our support of its academic mission to educate future leaders for the state and nation," Sanford Orkin said.

The building to be named Sanford and Barbara Orkin Hall — located at the corner of Baxter and Hull streets — will include a large auditorium, undergraduate classrooms, a behavioral lab, a computer lab for marketing research, interview suites and faculty and administrative offices. The third phase of the BLC opens in 2019.

Sanford and Barbara Orkin both attended UGA. Drafted into military service while still a student, Sanford Orkin joined his family's pest control business after returning from the Korean War and served as president. Following the sale of Orkin Pest Control to Rollins Inc. in 1964, he maintained real estate and business interests in Atlanta and volunteered his time and support to UGA in numerous ways, including as a trustee of the UGA Foundation and UGA Real Estate Foundation.

# Programmed for success

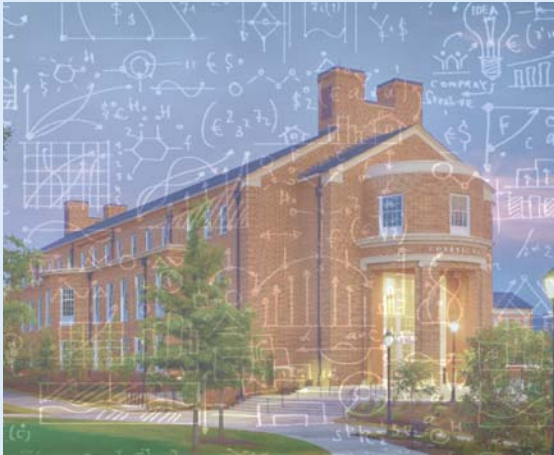
**Terry College recently introduced** several new programs as it prepares students for high-demand jobs in today's economy.

The Master of Science in Business Analytics combines courses on big data and strategic decision-making with project management and leadership development. The result is a complementary focus teaching hard and soft skills attractive to data-driven businesses. The 10-month program helps students develop expertise in the collection, storage, analysis and interpretation of data. Students become fluent in the predominant programming languages such as SQL, R and Python. The first class of MSBA students enrolls in the fall 2018 semester.

The MSBA degree is part of UGA's Double Dawgs Program, allowing students to earn an undergraduate and graduate degree in five years or less. Included in the Double Dawgs Program now are the Bachelor of Science in Engineering/MBA and Georgia STEM MBA.

Undergraduate students can earn an engineering degree and MBA in five years, the first and only BS/MBA degree offered by the University System of Georgia. The Georgia STEM MBA is a one-year degree option for undergraduates majoring in an eligible science, technology, engineering or math discipline.

Finally, the Georgia Full-Time MBA added an emphasis in FinTech. The fast-growing \$30 billion business sector uses technology to facilitate millions of financial transactions every day. Atlanta is the hub of this industry, with more than 100 FinTech companies processing 70 percent of all credit, debit, and pre-paid card transactions in the U.S., amounting to \$3.5 trillion each year.



# Sound advice

**Popular music, publishing and filmmaking** were once in the hands of those who created them, but no longer — tech giants have turned artists into unwilling contributors and user-generated content into free labor. This was one of many issues discussed during an Artists' Rights Symposium at the Terry College in late January.

Sponsored by Terry's Music Business Program, "Who You Gonna Call?" was a day-long conference featuring musicians, producers, filmmakers, law enforcement and elected officials. Panel discussions covered four main themes: artists' rights advocacy, whether the status quo is harming artists, the soft power of cultural diplomacy, and copyright law enforcement.

"I wanted this conference to do something different," says conference organizer David Lowery, a musician and Terry College faculty member. "I've been to a number of these symposia on music business and copyright law, but they tend to be hosted by law schools and the framework is more about public policy versus public welfare, so the artists' rights perspective isn't considered as much."

Accomplished music and film producer Jonathan Taplin described during his keynote address how the libertarian philosophy that undergirds the operating principles of many big tech firms threatens artists' rights in several mediums.

"It's not like people stopped listening to music, reading books, going to movies or reading newspapers," said Taplin, director emeritus of the Annenberg Innovation Lab at the University of Southern California. "It's just that the money got reallocated from people who made content to the companies that own dominant platforms for accessing that content."

Taplin, who has worked with Bob Dylan, George Harrison and Martin Scorsese, said tech giants have become effective monopolies, muscling out rivals and offering bad deals to content creators who have nowhere else to go.

Other panelists included producer songwriter Amanda Williams, U.S. Rep. Doug Collins, Georgia state Rep. Spencer Frye, Peter Ratcliffe of the economic crime unit of the City of London Police, and FBI senior supervisory agent Kevin Phelan.



Music Business Program Director Dave Barbe and professor David Lowery at the Artists' Rights Symposium at the Terry College in January. Photo by Matt Hardy



# Honoring an entrepreneurial spirit

**The Bulldog 100**, an annual list compiled by the University of Georgia Alumni Association recognizing the fastest-growing companies owned or operated by UGA alumni, was once again flush with graduates from the Terry College. But this year's list was notable for the Terry alum who, for the first time in Bulldog 100 history, did not have his name on the list.

An award and scholarship was created in the memory of Michael J. Bryan (BBA '89, above), founder and managing partner of Vino Venue and Atlanta Wine School. Bryan died in July 2017 after a long battle with cancer, and his business had the sole distinction as the only one to earn a spot on the Bulldog 100 since its inception in 2010.

The Michael J. Bryan Award is given to a returning Bulldog 100 honoree who demonstrates entrepreneurial spirit and whose business has sustained growth. In addition, donations made to the Michael J. Bryan Bulldog 100 Scholarship Fund support need-based scholarships for students.

The winner of this year's award was also a Terry grad. Mark Mahoney (BBA '83), owner of Jackrabbit Technologies Inc. in Huntersville, N.C., has placed his business on the list every year since 2011.

Of the businesses on the list, 49 boasted ties to the Terry College, including top-ranked Saucehouse BBQ. The Athens-based restaurant and catering company was co-founded by Christopher Belk (AB '05, MBA '13), whose restaurant highlights the regional differences in barbecue, offering customers a variety of sauces for their slow-smoked meats and sides.



# All in a day's work

Terry College researchers focus their expertise on the workforce, discovering unusual patterns within the everyday.

By Matt Weeks  
(ABJ '05, MPA '11)

**1** **Don't talk it out**  
Venting about the boss is a thorny issue. Terry College researchers found that when workers complained to each other about unfair treatment, they walked away feeling angry and hopeless. As a result, the complainers became less helpful at work. Luckily, the negatives can be mitigated if listeners provide alternative perspectives and reframe the situation. Instead of indulging colleagues who are "blowing off steam," workers who suggest other ways to view unfair behavior can help their peers feel and work better. Research was led by management professors **Jessica Rodell** and **Jason Colquitt**, and PhD candidates **Kate Zipay** and **Rachel Burgess**.

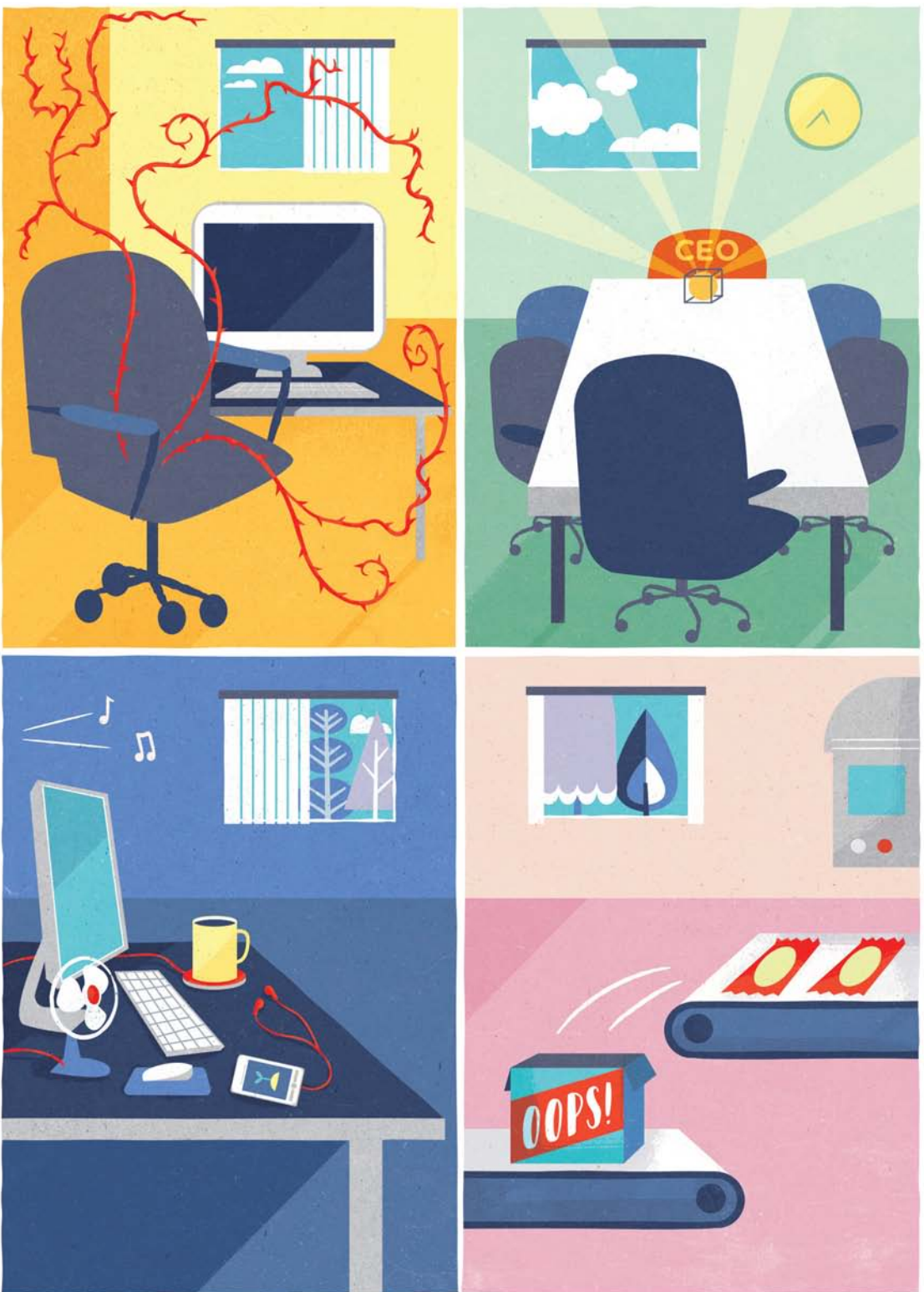


Illustration by Liz Mytinger

## 2

### Executive sexism

Female CEOs may break the glass ceiling, but they still get put in a box. Terry PhD candidate **Abbie Griffith Oliver** found benevolent sexism subtly pervades the C-suite. By reviewing SEC filings from more than 500 firms over 10 years, she discovered female CEOs are 50 percent more likely to have a collaborative relationship with their boards of directors than their male peers, who typically have an employee-manager relationship. While neither relationship is necessarily better or worse, the lopsided statistics point to something beyond a personal preference or managerial style.

## 3

### Life, interrupted

While technology increasingly tethers American workers to the office at all hours, not all after-work intrusions are created equal. MIS professor **Elena Karahanna** discovered that the way off-the-clock workers communicate with their employers has a substantial effect on their lives. Conversations over email, which allow flexibility on when and how to respond, cause workers less psychological strain than do more-immediate media like phone calls and text messages. When workers have to quickly shift mental states from leisure to work modes, they drain their mental energy reserves, leading to burnout. Understanding how work-related interruptions affect us can help workers make informed decisions on when and how to deal with interruptions.

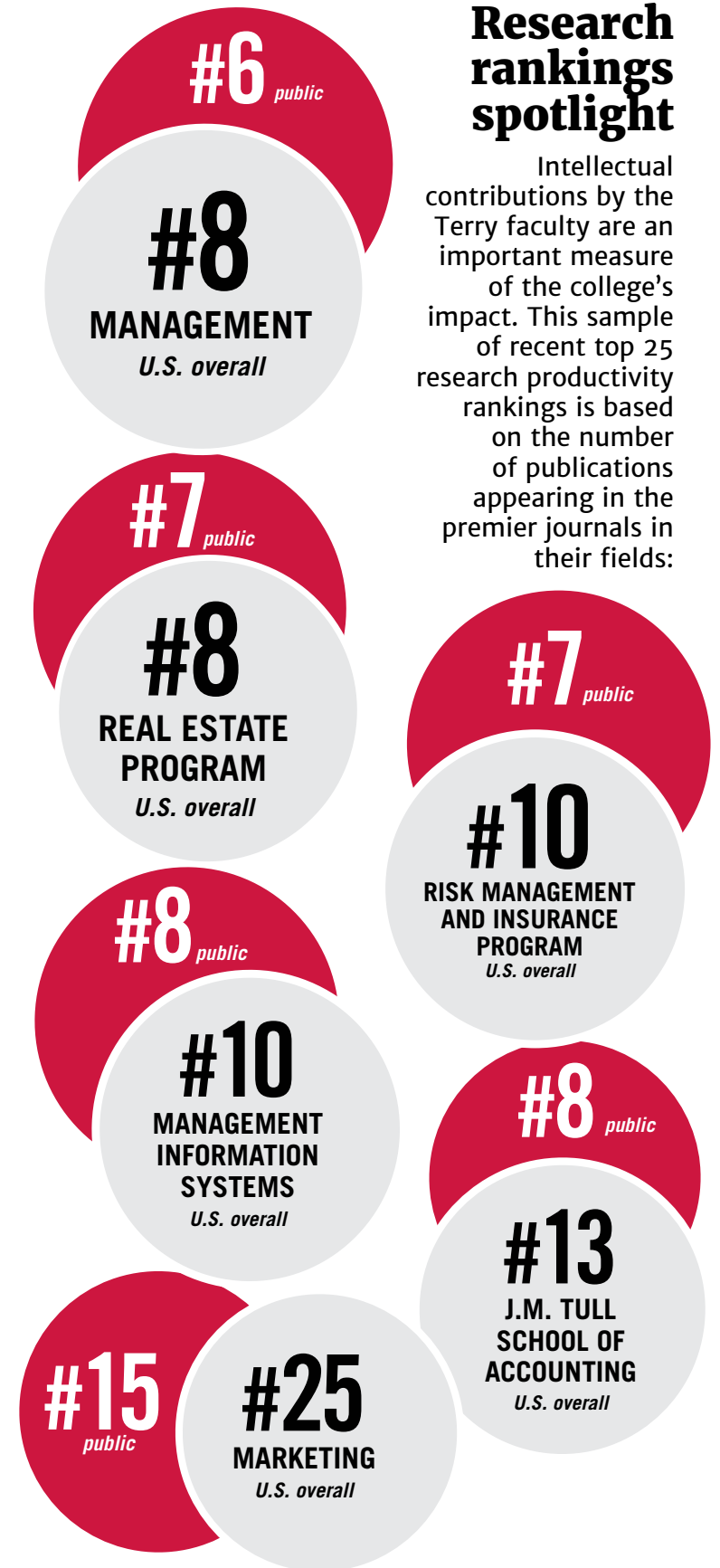
## 4

### Marvelous mistakes

What's wrong with a product is with what makes it right for consumers. Marketing professor **Rosanna Smith** discovered that products made on accident hold extra value in the minds of shoppers. Chance creations, like a chocolate cake baked by a chef who spilled cinnamon in the batter, feel unique and are therefore more valuable than their purposely made peers. While the findings don't hold for utilitarian products like refrigerators, the concept of positively publicizing mistakes holds implications for brand managers and marketers competing for differentiation in many markets.

## Research rankings spotlight

Intellectual contributions by the Terry faculty are an important measure of the college's impact. This sample of recent top 25 research productivity rankings is based on the number of publications appearing in the premier journals in their fields:



**Note:** Rankings for Accounting, Management, Management Information Systems, and Marketing are compiled from publication data in the UT-Dallas Research Rankings database, for Risk Management from the Korean University Business School Research Rankings, and for Real Estate from the Florida Atlantic University Real Estate Rankings for 2015-17 or most recent period available.



# See Change

*Through Sea Island Scholars, a retreat born out of the Terry Women's Initiative, students gain mentors and confidence during an exceptional "weekend full of moments."*

Story by Krista Reese (MA '80)  
Photos by Cassie Wright



It is a perfect spring day on the coast of Georgia: A long, flat expanse of taupe sand under powder-blue sky stretches to a gently lapping shore and the slate Atlantic beyond. A group of women are gathered on the beach around naturalist Stacia Hendricks, a wide-brimmed straw hat protecting her from the sun's rays. She's telling them about the abundance of life beneath these seemingly tranquil surfaces, much of which feeds the local waterfowl and sea life, which, in turn, feed us.

"It's chicken noodle soup out here!" she says, reaching into the moist silica at her feet and digging out a small sand dollar, which she opens to show its tiny teeth. She allows them to hold a hunk of sea pork, a gently moving colony of creatures in a rubbery pink structure. "It's like a condo," she tells them. A few steps down the beach, she encounters a small, washed-up but very alive lion's mane jellyfish.

"If you know how to do it, you can pick these up by a certain part of their anatomy and they won't sting you," she says, stooping down and standing again. The gelatinous creature droops from her outstretched, waist-high fingers, its pendulous tentacles dripping on the sand.

These accomplished women, students on the verge of finishing exemplary academic careers, as well as their high-achieving business "mentors," have until this moment maintained a polished professionalism. Their lunchtime conversations after their arrival a couple of hours before revolved around IPOs, venture capital and the jobs they'll soon be taking in Silicon Valley and Fortune 500 firms; many have walked to the beach in smart dresses and "business casual" clothes.

They've listened carefully as Hendricks explains how this coastal region supplies much of the entire Southeast's seafood, relating this environment to their chosen fields in business. But as the jellyfish hangs before them, the veneer at last dissolves.





**Mentors Elisha Finney and Debbie Storey (sitting at left) share advice with student scholars during the Sea Island retreat in March. The weekend included impromptu discussions where students ‘could ask literally anything we wanted to — and they would answer.’**

“Ewwwwwwwww!” they cry, as one.

It’s not an expression of fear, though — it’s the kind of delighted, if slightly grossed-out fascination evoked when you first watch something being birthed.

That is exactly what’s happening here. These young women, a select group of seven Terry undergraduate and four graduate students chosen for an extraordinary three-day retreat on Sea Island, are just starting to contemplate what might reside outside their classroom experience, and how their career goals and training connect them to the wide world beyond.

In the days ahead, the young women emerge from their habits as receptive students into active participants with mentors who begin to feel like colleagues. “It was probably the most impactful weekend I’ve ever had,” MBA student Chelsea Ritter will say later, on her way to meeting her new boss in AT&T’s Leadership Development Program. “You sometimes have a moment here and there, but this was a weekend full of moments.”

Rachel Zilinskas’ biggest takeaway, she would say later, “is confidence. People think being a woman in business or a minority in any field is a problem, rather than stepping up and owning who you are. I learned not to walk on eggshells in every situation, to own my status as a woman — my strengths and weaknesses.”

Despite their deep experience in groundbreaking careers, the mentors, too, came away with lessons learned. Many of them, however, echoed Bonney Stamper Shuman (BBA ’80), retired CEO and co-founder of Stratix Corp., a data capture firm known for its development of the bar code. “I so wish we could have had these conversations 20 years ago,” she says. “There were no guidelines.”

Though some of the scholars expected a more academic set of female-oriented topics, with seminars on salary negotiation and “leaning in,” the students and their seven mentors will attend a yoga session and tour Sea Island’s spa, quizzing managers on

business techniques; dine at The Cloister, as well as attend a private session with a sommelier in the wine cellar and tour the labyrinthine kitchen operation under the hotel; have a four-hour golf lesson on Sea Island’s iconic, Seaside course, with personalized attention from resident pros; hear the second female president of the U.S. Golf Association talk about her career; take part in a two-part discussion with mentors about the #MeToo moment and how it relates to their experiences; and perhaps most importantly, carry on impromptu discussions over breakfasts and breaks about personal concerns.

“I vividly remember that second night. We were all exhausted, and sitting around having barbecue. Spontaneously, everyone just started talking and asking the mentors questions about their personal lives that young women ordinarily would hesitate to ask,” recalls Elizabeth Muse (BBA ’18). “They showed us we could ask literally anything we wanted to — and they would answer.”

The Sea Island Scholars retreat was born out of the Terry Women’s Initiative (TWI), a broad effort to connect students of all majors and genders with professional alumni in their fields, and promote confidence in personal and career goals. Conferences and workshops include a series of panels and presentations called Learning from the Pros; a day-long student conference “to empower and inspire” students in job-seeking and networking; an annual spring golf clinic, emphasizing its importance in networking; as well as more casually arranged “flash mentoring” and individual help.

Betsy Camp (BBA ’74, JD ’77), a retreat organizer, host and mentor (she’s CEO of DF Management Inc., a private investment and commercial real estate company), chairs the Terry Dean’s Advisory Council and is a key supporter of TWI. She recalls







The retreat included learning about the ties between business and environment (top), discussions led by Marisa Pagnattaro and Usha Rodrigues (middle), and a behind-the-scenes look at The Cloister, Sea Island's world-class resort.

discussions with Dean Ben Ayers and others on how the initiative's goals could be furthered with an experience that was "immersion-driven" rather than event-oriented.

"It came out of our exposure to questions the students had regarding life and work in male-dominated industries," she says. "We wanted to put students in contact with women who had been in the trenches."

In particular, Camp recalls a discussion she had with a student in the initiative's first year, about the "confidence gap" outlined in "The Confidence Code," which describes a critical factor hindering women in business. Despite real progress, as well as research by Goldman Sachs and Columbia University that shows "companies employing women in large numbers outperform their competitors in every measure of profitability," authors Claire Shipman and Katty Kay wrote in an *Atlantic* magazine piece about their book, "... the men around us have continued to get promoted faster and be paid more. ... Half a century since women first forced open the boardroom door, our career trajectories still look very different from men's." The reasons, they surmise, are based on both culture and biology, but the effect is "a vast confidence gap that separates the sexes. Compared with men, women don't consider themselves as ready for promotions, they predict they'll do worse on tests, and they generally underestimate their abilities." Fortunately, they write, that confidence can be gained, through coaching and support, especially when it comes to learning from failure and taking risks.

"It really spoke to me, in terms of questions I've heard students asking, and it rang true to my own experience," says Camp of "The Confidence Code." "It was a cornerstone and guiding light to the Terry Women's Initiative."

Camp says in those first discussions about a retreat, Ayers "floated the idea of patterning something after the highly impactful Deer Run Fellows program." In that fellowship program, each semester Terry faculty and staff choose eight students to take a leadership class taught by Dean Ayers that centers around a unique weekend immersion experience on leadership and life with select industry experts hosted by former Coca-Cola CEO Doug Ivester at his 25,000-acre Deer Run plantation in Leary, Ga.

"We just had to come up with the location," says Camp. Since Camp and fellow mentor Shuman both own homes on Sea Island, they immediately tested the idea on Sea Island CEO Scott Steilen — who has a son studying at Terry. "It all fell into place," she says, and 2018 marked the second annual retreat.

Most of the students have never been to — or even heard of — this historic, world-class resort, which *Town & Country* magazine last year described as "a mix between 'Downton Abbey' and 'Gone with the Wind.'" Since 1928, when its hotel, called The Cloister, was built on this sandy soil, the place has attracted generations of visitors, some who became residents, attracted by its beauty, quietude and family orientation.

Sea Island has long been a contemplative retreat for corporate lions and world leaders. U.S. Presidents Calvin Coolidge, Dwight Eisenhower, Gerald Ford and Jimmy Carter have all visited. The Cloister was the site of George H.W. Bush's honeymoon in 1945. While president, his son, George W. Bush, chose Sea Island as the site of 2004's G8 Summit, gathering the heads of the Group of Eight nations for discussions on such topics as famine, polio eradication and world peace.



Gathering around the custom-built table made for the Group of Eight Summit in 2004.

As the scholars' bus from Athens drove across the causeway into the resort, past The Cloister and the spa and on to the verdant residential area where they would meet their mentors, "Our heads were just, *left-right, left-right,*" says Nive Gupta, her head swinging from side to side to illustrate the frantic attempt to take it all in.

The head-swiveling, however, had just begun. The bus's first stop is at one of Sea Island's more recent "cottages," this one belonging to SunTrust Robinson Humphrey Head of Corporate and Investment Banking Michael Wheeler, who has loaned its use for this purpose. Some of the scholars will be staying here; others in similar digs on the island.

After lunch, Camp, who is also hosting scholars and discussions at her Sea Island home, tells students her memories of family vacations here. "When I was growing up, it was such a great place to go," she says. "You had to dress for dinner. It was the first place I saw a finger bowl." While a few of the dining and dress code traditions have relaxed, the core emphasis on family and showing young people the appeal of civilized adulthood remains. "My dad always said this was the place to go if you'd made it," Camp says. Later, walking with the students on the beach, she will say, "Sharing all this seemed the right thing to do. Otherwise, why should I work so hard? What is the money about?"

The scholars seem to have those same questions in mind as they quiz their mentors and speakers, many expressing hope to find the same kind of passion and joy in their occupations as naturalist Hendricks exhibited in hers. The next day, a session on healthy eating becomes poignantly relevant as nutritionist Joyce Mattox answers a student's query on how she found her field.

"I was a dancer," she says, gracefully lifting a pointed toe high in the air. She pauses and adds, her voice quavering, "And I had a friend who died." In her youth, the signs for the insidious eating disorders anorexia and bulimia were unknown and far easier to hide. "None

of us knew, or knew how to save her," she says, her eyes tearing at the decades-old memory. Women, particularly those driven by perfectionism, can be especially vulnerable. Mattox's cheerful pep talk about self-care and easy-to-understand, undemanding dietary guidelines immediately take on greater meaning.

Mattox, also a Sea Island resident, answers succinctly when she's asked why it's important for the scholars to take a yoga class to quiet their inner "monkey brain" chatter and devote some thought to what's on their plates. "These girls are going to run the universe," she says. "And they're going to have to learn to take care of themselves."

Mentor Debbie Storey (AB'80, MBA'06), now retired after more than 33 years with AT&T, long ago recognized the importance of female encouragement and support in her own career, though she often had to find it herself by seeking out conferences and seminars that would address her goals and issues — few and far between in her youth. Like the scholars who earned their spots despite lack of wealth or family connections, she worked her way up to executive vice president after starting out as a customer service clerk. (Her first job was working alongside her mom at a McDonald's.) Recognizing the value of confidence and the importance of overcoming failure, she wrote her own book on the subject, "Don't Downsize Your Dreams."

"I learn so much from these weekend retreats with these amazing young women," she wrote in an email weeks after the retreat. However, she says one big takeaway is "how little support women still have in comparison to their male counterparts. It's easy to see why their confidence suffers when their male counterparts are constantly having connections made for them, doors opened, opportunities presented. I learned how much it means to these women to have a network of their own — a powerful network of their peers and these women mentors — that they know believes





Mentors and students take aim at the practice range at The Lodge at Sea Island on St. Simons Island.

in them, has their back, and will open doors for them throughout their careers.”

During the #MeToo discussions, mentors related stories from their early careers involving everything from general discomfort to comments so out of line that the scholars collectively gasped. While the students had not yet encountered the kind of outrageous affronts that plagued the mentors, they already faced plenty of issues — blatantly inappropriate questions in job interviews about their intentions to marry or raise children; weirdly off-putting emails; elders who disapproved of pantsuits as opposed to dresses; “diversity hire” perceptions; uncomfortable moments while socializing with coworkers.

Social media was a particular source of concern. Sometimes, problems arose even with the most sensitive and understanding bosses — male and female — because of unconscious biases. And however much else has progressed, these women share something else with their mentors — they’re likely to be among the few, if not the only, females in their workplace peer group, sometimes without a lot of support when they’re the target of demeaning or intimidating “jokes.”

“If you think it is a problem,” Marisa Pagnattaro, associate dean for research and graduate programs and director of Terry’s International Business Program, tells them, “it probably is a problem.” As MBA student Balveen Singh will say of the “non-linear learning” sessions, “it was good to hear that when you have a reaction, your emotion is valid.”



Here were a few of the mentors’ more salient pieces of advice:

“The image [the boss] has in his head for someone who can do that job is a guy. We have to change that.” (Storey)

“Humor goes a long way to defuse things. At one meeting, someone called out ‘I can’t hear you, sweetheart!’ and the woman immediately answered, ‘Well, honeybun...’ ” (Pagnattaro)

“There’s no such thing as ‘life balance.’ It’s juggling.” (Camp)

“Adversaries can become advocates.” (Pagnattaro)

“In your 20s, follow the advice of the Oracle of Delphi: ‘Know thyself.’ You may go through several iterations of your career, so learn your strengths and weaknesses. I’m an introvert. I like



speaking to people, but it drains me. I didn’t speak up in class. I need time in my room by myself. Knowing that about myself is useful.” (Usha Rodrigues, UGA law school associate dean for faculty development)

“It can be very powerful to ask a question. Just lob it out there. Then you see everybody sigh, because they were wondering the same thing. It’s actually a strength to question. Sometimes you press people and find they don’t know what they’re talking about.” (Rodrigues)

“Most of the time, soft coaching works. But about 2 percent of the time, you have to be hard as nails.” (Elisha Finney, retired EVP and CFO of Varian Medical Systems)

“When you make a mistake, don’t replay the tape over and over. Fix it and go admit it.” (Storey)

“I didn’t get a critical promotion. I knew I was better than that. Senior management told me I wasn’t confident enough. I literally cried in front of my boss. He told me, ‘You will have lots of opportunity to get that.’ And I did. When I finally did land the promotion, I was told, ‘What most impressed us is that when we didn’t give you that promotion the first time around, you kept at it. That did more for your career than you will ever know.’ ” (Alison McLeod, managing director of the structured real estate team at SunTrust Robinson Humphrey)

“You have to do your research [when job-hunting] to see how firms treat women. Ask if there’s a female partner you can talk to. Use your alumni network.” (McLeod)

“You can change your mind. You don’t have to have everything figured out now.” (Shuman)

“When we were deciding whether to invest in a company, we’d take the CEO or founder to play nine holes. You’d see his entire personality — his ethics, whether he’d cheer other golfers’ good shots, whether he ‘forgot’ to count all his strokes, if he would explode at a bad shot.” (Diana Murphy, U.S. Golf Association president)

“Think about your male peers. Many of them are anxious and trying to do the right thing. Come together with them in partnership and diversity.” (Murphy)

“This is where we start. By talking about it.” (Shuman)



On the retreat’s last day, a caravan of scholars and mentors unload at The Lodge at Sea Island famed golf courses on St. Simons, home to PGA player Davis Love III. It is another picture-perfect day, as all learn the basics of where to stand, how to stand, grip, foot position, and more. Unlike tennis or handball, golf is a great equalizer, allowing duffs to play with pros. It is also an invaluable networking tool, one that is a common language among business-people, and certainly for most businessmen. “Golf is *everything!*” scholar Jillian Schmidt says of its importance in commerce.

By the end of their four hours on the course, sailboats are drifting past a flotilla of pelicans on sparkling St. Simons Sound, just a few yards away. The women are lofting golf balls high into the air, plopping them down near the flags on the chipping range. Later, Muse will say, “It was powerful for me to see women playing golf — to know that we don’t always have to talk about shoes or fashion,” she says.

The most helpful golf tip she received was “to keep my eye on the ball while swinging — I’d get too excited and swing and lift my whole body up. It helped me tremendously,” she says, “and you could relate it to a lot of things, including business.”

The women make their way back to The Lodge in early evening to witness the Sea Island tradition of the Scottish bagpiper’s mournful playing to bring the golfers in from the course. Soon, they’re huddling around a fire pit in the warm glow of the setting sun. Their faces happy, their glasses and hearts full, they’re huddling for group pictures and group hugs.

It’s a charming end-of-retreat portrait, but another group shot also lingers: Before Saturday night’s catered dinner at The Cloister, the women filed into in another historic Sea Island spot, where in 2004 the leaders of eight of the most powerful nations on Earth gathered with their assistants around a custom built table, with small flags for each nation. The walls are covered with photos of George W. Bush leading the G8 leaders down the beach, and at informal lunches. After a few minutes of reverential silence, the women exchange looks, and scramble into the high-backed leather chairs, with law school standout Toni Wormald striking a dignified pose and declaring, “I want to be Tony Blair!”

There are just enough seats for the scholars and their mentors. After a few minutes, someone asks, “I wonder if this table has ever had all women seated around it before?” They contemplate that question, as well as the unspoken one: Whether a group of women will one day find their places at the table as the leaders of the eight most powerful nations on Earth.

These young women may not be setting out to rule the world. But as Ruth Bader Ginsburg once said, “When I’m sometimes asked when will there be enough [women on the Supreme Court] and I say, ‘When there are nine,’ people are shocked. But there’d been nine men, and nobody’s ever raised a question about that.” What seems impossible to those of us immersed in the status quo may now seem a little more doable to the young women leaving Sea Island the next day.

Weeks later, as Ritter is on her way to meet her new boss, she’s asked what piece of advice from Sea Island she will take into the meeting. “To be myself instead of trying to be the put-on leader people think you have to be,” she says. “As women, we think we’re not going to be taken seriously, that we have to be tough or strong. I’ve had good luck just being myself. The mentors encouraged me to do exactly that.” ■



*“People think being a woman in business or a minority in any field is a problem, rather than stepping up and owning who you are. I learned not to walk on eggshells in every situation, to own my status as a woman — my strengths and weaknesses.”*

— Rachel Zilinskas



Terry MBA students Balveen Singh and Chelsea Ritter share a cart (top) during the afternoon golf outing. Terry students Jennifer Hardister and Jillian Schmidt gather with Betsy Camp and Joyce Mattox as the retreat comes to an end (above).



# Terry Women’s Initiative: A Circle of Donors, A Circle of Leaders

By Hayley Major

Women today are encouraged to pursue careers corresponding to their passions, regardless of gender-related expectations and constraints. With this in mind, the six members of the inaugural Terry Women’s Initiative (TWI) Circle of Donors saw a need and opportunity to establish a platform that inspires confidence and provides the necessary resources for students, especially women, to succeed in both their undergraduate and professional pursuits.

Launched in 2016, TWI offers Terry students the resources to engage in ways that support their career development and promote self-assurance. TWI has grown to include an annual student conference, Learning from the Pros series, flash mentoring sessions, Coffee & Conversations small-group gatherings, an annual golf clinic and the Sea Island Scholars Program.



**LAURA BRIGHTWELL (BBA '89):**

“My international business degree from Terry College prepared me for a long, fulfilling career in the Coca-Cola system where I had the opportunity to serve in an executive role in London until recently. I am proud to be a UGA grad and grateful to be able to support my favorite business school,” says Laura, whose motivation to support the Terry Women’s Initiative stems from her desire to see students succeed academically and professionally. “Through my work experiences and business knowledge, I want to help accelerate building leadership competencies in our students so they not only thrive but also succeed as they confidently and competently enter the business world.” Her efforts, combined with the other women in the TWI Circle of Donors, launched an exceptional opportunity for students at Terry. “In partnering with the other five leaders who are bringing this initiative to life for UGA students, I know TWI will instill the required confidence for students to take smart risks while successfully navigating the challenges and opportunities ahead of them,” she says.

**BETSY CAMP (BBA '74, JD '77):**

“I supported TWI because I believe very much that my personal success was due to the education I received at Terry,” says Betsy, president and CFO of DF Management Inc. Considering the differences between her time at Terry and today’s student experience, she says, “I went to school at a time when there were few women at Terry. I had to overcome my own internal insecurities. I had tons of encouragement from my professors and opportunities outside the classroom, including working for them, that helped me gain a certain amount of confidence.” She looks to the future with optimism and hope. “We’re in a period of rapid cultural change. I think that will be for the better — a better world, people from all backgrounds and genders being able to contribute in whatever field they choose without being pushed into certain kinds of labor based on race, gender or religion,” she says. Betsy believes strongly in investing in students. “Now that I am able, I want to give back. I hope it will empower generations of women to achieve their full potential.”



At the second annual TWI Student Conference hosted in April, Lauren Barrs (BBA '09), assistant director of campus recruiting for EY, began her discussion by acknowledging female firsts. It was not so long ago individuals such as Raymonde de Laroche, the first woman to earn her pilot’s license, and Mary J. Patterson, the first African-American woman to earn her bachelor of arts degree, broke gender norms to become trailblazers for generations of women.

TWI acknowledges the importance of these historic events and the confidence gap that still exists between genders in both education and the workplace. The women of the TWI Circle of Donors recall times when the divide was even larger. For them, Terry helped cultivate a sense of purpose and opened doors leading to future success. Through TWI, they hope to grow that culture for generations of rising business leaders.

**BETH DEELEY (BBA '92):**

For native Athenian Beth Deeley, UGA has long been a part of her life. “From computer classes as a child, to swimming practice at Stegeman Hall, football and basketball games, and my first job at the Georgia Center, the University of Georgia was a tremendous source of learning, opportunity, and fun growing up. And thanks to my formal education at the Terry College of Business, I developed the knowledge, skills and self-confidence to excel in the workplace.” Now an attorney and partner at Latham & Watkins, Beth’s experience at Terry motivated her to find ways to stay connected and support the efforts of Terry students through TWI. “I am very grateful for all the wonderful benefits and opportunities the University of Georgia has presented to me over my lifetime, and this is one small way I can give back. The Terry College of Business is full of exceptionally smart, talented, hard-working women. But the reality is that in the workplace, all of those attributes are frequently not enough to succeed if you lack self-confidence, connections and ‘inside-baseball’ knowhow. I think TWI will be a great resource in helping Terry students further develop those soft skills they need to succeed.”



**ELISHA FINNEY (BBA '83):**

Recently retired as executive vice president and CFO for Varian Medical Systems, Elisha always makes it a point to pay it forward. “I received a fabulous education from Terry and am so fortunate to be able to give back to the university that gave me so much. It is important to give so we can continue to improve and expand UGA for many generations to come. I am so proud to be a UGA graduate.” Elisha’s gift to support the Terry Women’s Initiative spurs from her desire to see more women succeed not only as business leaders, but as mentors to future classes of students. “I am fortunate to have had many fabulous male mentors during my career,” she says. “Unfortunately, though, I never had a female mentor. I recently retired from Varian Medical Systems, and I am pleased to say the legacy that I am proudest of is mentoring young men and women there. I hope these young Terry women can learn from my experiences. I want to help instill confidence in them that they can succeed in whatever career they embark upon.”

**BONNEY STAMPER SHUMAN (BBA '80):**

“I am so grateful for the education that I received at Terry,” says Bonney, co-founder and director of Stratix Corp. Women succeeding in business is an important issue for her — one that drove her to fund the futures of women at Terry by providing startup funds for the Terry Women’s Initiative. “I want to do all that I can to help prepare the women in Terry to be successful once they graduate.” Reflecting back on her own success, Bonney muses on her days as a Terry student. “I think my greatest joy in Terry came when I passed statistics!” The hands-on learning she experienced while pursuing her undergraduate degree made a lasting impression. “My favorite experience came from a commodities class when we worked as a team on a project. That was a nice ‘real world’ experience and quite different from the traditional lecture/test experience.” Bonney knows students will receive similar experiential learning opportunities through TWI as they spend one-on-one time with notable executives, entrepreneurs and business leaders.



**DEBBIE STOREY (AB '80, MBA '06):**

Debbie Storey, retired executive vice president of mobility customer service at AT&T, reflects fondly on her time at UGA. “As I look back on my days in Athens, I think of the wonderful lifelong friends I met, the memories we made, the experiences I had and the lessons I learned. I also think about the professors that influenced me in my personal and professional life, some of whom I continue to be in touch with today. I choose to give back to Terry not only as a gesture of gratitude, but so that students for years to come can benefit from an education that will prepare them to succeed and to make a positive impact on the world.” For Debbie, the purpose of TWI is one of inspiration and opportunity. “I hope that through the Terry Women’s Initiative, we can provide students the opportunity to connect with and hear from successful female students, alumni and guest speakers who can share insights and wisdom on how to succeed in whatever they choose to do in life. Our goal is to provide students with a network of support and inspire them to have the courage, confidence and conviction to dream big and have the perseverance to pursue their goals.” ■





*Kevin Butler claims every credential of a successful sporting life ... but a long-missing Terry degree may open the playbook to his ultimate dream.*

Photo by Jason Thrasher

# KICKING IT OLD SCHOOL



Photo courtesy Georgia Sports Communications

Kevin Butler, known in Georgia football lore for a 60-yard field goal to beat Clemson in 1984 (above), was just one of the many students at Casey Commons this spring (at left) finishing his business degree in economics at the Terry College.

**By Charles McNair**

Legendary Georgia Bulldog kicker Kevin Butler made nearly all the goals that mattered.

In 1979, he won a state football championship for Redan High School with a 44-yard field goal against Marist as time ran out.

In 1984, his senior year at Georgia, Butler’s game-winning kick in the final seconds against No. 2 Clemson gave the Bulldogs an unforgettable upset. Revered UGA play-by-play announcer Larry Munson called it this way:

*So we’ll try to kick one 100,000 miles. We’re holding it on our own 49 and a half, gonna try to kick it 60 yards plus a foot and a half ... Butler kicked a long one! A long one! Oh, my God! OH, MY GOD! The stadium is worse than bonkers. . . . I can’t believe what he did!*

In 1985, as a rookie in the National Football League, Butler kicked three field goals in the Chicago Bears’ Super Bowl XX win over the New England Patriots.

Butler kicked in wind, rain, and snow, in temperatures from 100 degrees to 20 below. He drove through three of every four field goal kicks in his college and professional careers ... and all but a foot-full of extra points. He set records, won accolades, put his photograph in halls of fame.

Still, he remembers a few that got away.

In the pros, Butler missed three field goals in a crucial playoff game. The day was so windy that a kicker for the Bears’ opponent, the New York Giants, whiffed ... as he tried to punt.

On the last kick of his Georgia Bulldog career, Butler attempted the impossible – a 71-yard field goal as time expired that would have won the 1984 Citrus Bowl against Florida State ... and set a new record for field goal distance, pro or college. The kick sailed straight and true ... but only for 70 and one-half yards.

Barely short.

Butler came up barely short, too, attempting a different kind of goal.

After a consensus college All-American year in 1984, he left UGA early to pursue his professional football career. Butler lacked just six classes to earn his undergrad degree from the Terry College of Business.

Now, 34 years later, Butler has his eyes on the goal he missed.

In fall 2017, as a 55-year-old undergrad, he re-enrolled at Terry and returned to classes to finish a business economics degree.

“At this stage in my life, this degree will be a huge win for me personally,” he says. “I am not sure how it will affect my businesses, but the joy and equality it will give me when dealing with others in the working world will be invaluable. To finally have finished my degree ... and to do it at this stage in my life ... is personally awesome.

“I’m having a granddaughter the same year I’m graduating from college,” Butler adds with a smile. “That would be a nightmare for just about anybody else.”



**Terry now, Terry then**

Butler’s Terry experience feels much different now than 1981-1984, when he attended UGA on athletic scholarship.

“It’s a whole different vibe,” Butler says. “I keep bumping into people, because everybody’s looking at a smart phone. I see a lot more people standing still and talking to themselves.”

Butler’s family gave him good coaching for the challenging re-entry. His wife, Cathy, hipped him up a bit with an AC/DC lunchbox. Daughter Scarlett warned him off textbooks.

“She told me if I took my books to class, I’d be the only one,” Butler says.

Technology amazes him most.

“It makes the whole experience different,” Butler says. “Learning is so much easier now. There’s no more going to the library and searching through library cards to find information.”

On the other hand, a man who once earned the wild cheers of 90,000 people in a stadium sat mostly anonymous through his final class in back of a lecture hall holding 280 freshmen.

“I’m a fish in the stream,” Butler laughs. “The kids see me and ask why I’m taking classes. I tell them I got drafted, like in the Army. They give me this little smile ... and leave me alone.”

Butler stepped away from Terry to focus on another, more immediate, draft — the NFL. He left classrooms to concentrate, day after day for months, on place-kicking right off the ground ... without a tee ... the biggest difference then between the pro and college games.

The preparation paid off. Butler’s mini-education led to 13 years in the NFL, a Super Bowl ring, and a Chicago Bear career record for points scored (1,116), surpassed two years ago by a successor place-kicker, Robbie Gould.

Butler asked Cathy to come along to Chicago ... as his wife. He met the UGA cheerleader after the Clemson game his freshman year, and the couple dated for the next three. (“She was a real student, I was a football player,” Butler says.)

They started a family in the Windy City: Katie Scarlett, who goes by Scarlett; son Andrew Joseph, called Drew; and daughter Kylie Savannah, AKA Savannah. Scarlett and Drew attended UGA. (Drew punted for the Bulldogs, leading the nation in average his senior year, then going on to his own professional football career.) Savannah attended Marymount Manhattan College and is a ballet dancer.

**Businessman with Bears**

Even without a Terry degree, Butler launched business ventures.

With Bears legend Walter Payton, he launched Gridiron Group. Officially licensed by the NFL, the firm sold golf equipment, from tees to clubs. Butler also worked with golf legends Fred Couples, Tom Weiskopf, and Payne Stewart to develop Woodland Hills Golf Course in Fort Scott, Kan. (Butler touts an 8 handicap.)

In the heart of Chicago, he and Bear teammate Dan Hampton became limited partners in Traffic Jam, a dance club/bar complex. Butler also partnered in OverTime Sports Bar and Grill, a franchise that eventually boasted 21,000 employees and investors like Bears quarterback Jim McMahon and Chicago Cubs pitcher Rick Sutcliffe.

After football ended in 1998, the family sampled life in Orange County, Calif., for a year. “Everybody liked it but me,” Butler says.

The call of home won out, and the Butlers moved back to



**As a kicker for Georgia in the early 1980s (at left), Kevin Butler put together an All-America career that eventually put him in the College Football Hall of Fame. As a student coach, Butler works with Georgia’s current kicker Rodrigo Blankenship (above) to help perfect his form and on-field confidence.**

*Photos courtesy Georgia Sports Communications*

Duluth. Cathy joined her mom at Formally Yours, a bridal store in Lilburn where daughter Scarlett works as a fashion consultant and where Kevin’s mom and dad help out.

Butler, meanwhile, has been a serial businessman.

He sold soil moisture sensor systems for years, but moved on to The UGA Vault, a venture with the National Collegiate Sports Archives creating apps that download archival sports videos, colorized and customized for special moments. Munson’s greatest calls, for example, can be downloaded with companion video. An app for Memorial Day includes players who served in the military, with highlights of their careers.

“We created the platform, and we sell the content,” Butler says. “We had a senior class at the Terry College of Business develop marketing ideas as a class project. They were awesome!”

Butler, with fellow UGA football alums David Greene and David Pollack, also created Bulldog Park. “It’s the nicest recreational vehicle facility in America,” Butler says.

The concept? Imagine a game day experience at The Grove at Ole Miss ... only portable, all on wheels, and with 223 slips on 16 acres for RVs, complete with running water and electricity.

“It’s a luxury RV park for the most loyal travelers to UGA football games,” Butler says. On game day, he adds, close to \$200 million of RVs, along with an army camp of pavilions and grills and generators, bring Bulldog Park to raucous, red-and-black life.

“UGA knows that RV travelers are great fans and should always be remembered,” says Butler. “You get the right piece of land, then set up the relationship with the university. It’s not rocket science.”

**Disability and capability**

Going back to Terry and getting a degree wasn’t rocket science either. Still, in Butler’s case, it took courage.

School was never easy for Butler, at any level. He has dyslexia, a disability that makes normal reading impossible.

“I came home from school with a report card in the second grade,” Butler says. “I had passed to the third grade. But my mom sat me down and made me open a book. Read that, she told me, pointing at a page.

“I couldn’t. So my mom held me back that year — my mom basically failed me in school for second grade.”

Mrs. Butler enrolled her son in special programs for the next four summers at Emory University in Atlanta (the family lived near Stone Mountain then). Kevin learned to “read a new way,” he says.

He also learned what it’s like to miss a goal.

“Heck, nobody likes to fail,” he says, “and I failed the second grade. When school started back, I would hide behind the water cooler so the third-graders wouldn’t see me.”





Kevin Butler, in his role as radio host, talks with Georgia head football coach Kirby Smart (top) during National Signing Day. He was also on hand for Georgia Football Fan Day, signing items with his son Drew (ABJ '11), who followed his father's footsteps into the National Football League. Kevin then followed in Drew's footsteps by earning his UGA degree, walking across the stage at Stegeman Coliseum (at right) during Terry's convocation in May. Photos courtesy Georgia Sports Communications

Butler looks back philosophically on that event, considering it a twist of fate.

"You know, if my mom hadn't held me back that year, I might never have kicked for Redan in a championship game, gotten the winning field goal, all that. Who knows?"

We know one thing — after that clutch kick, precocious even for a college kicker of that day, never mind a high schooler — a man named Vince Dooley, coach of the soon-to-be 1980 national champion college football team, the Georgia Bulldogs, approached. He shook Butler's hand and offered him a scholarship.

"At the end of the day," Butler says, "my reading disability and my failing second grade led to my opportunity to play at Georgia.

"Sometimes you fail. Failing is not dying. You learn to carry on."

And, contrary to logic, Butler now sees his reading disability turned him into a better kicker.

"It taught me that you have to stay focused," Butler says, "and you have to always believe you can get better."

#### A back story (with hips)

Much has been made in recent years about the dangers of head injuries to football players — concussions, in particular. Not so much is said about the occupational hazards of kicking a football.

"Most kickers I know have had back or hip surgery," Butler explains. "It's not at all a natural motion for the body, especially with the torque on the planted leg."

Coached early by his dad, Butler played a lot of little league soccer and football before focusing solely on the gridiron.

"I'm guessing I've made ... how many kicks in my lifetime?" he asks. "A half million?"

Those caught up with him in 2004. Making a bed in his home,

Butler fell into the sheets in agony when spinal discs 3, 4, and 5 collapsed atop one another.

He only left bed twice the next eight weeks, for two trips to the hospital. Butler lost 35 pounds, and finally underwent surgery to successfully fuse the vertebrae.

Then, a year and a half ago, Butler had his left hip replaced. "It reached the point where I couldn't tie my shoes," Butler says. His right hip followed, in March 2018.

"They literally cut off my legs," says the kicker who depended so much on those limbs. "They separated the leg from the hip and cleaned out the labrum and put a stake into the femurs to hold them to my hips again.

"I go through the airport now, and I light up from my hips to my neck."

#### A dream job after Terry?

Butler's return to Terry means more than just a trip down memory lane.

"Getting my degree from Terry gives me a chance to fulfill my dream of working for the University of Georgia and the University of Georgia athletic program, continuing to support athletes in reaching their dreams," Butler says.

"I'd really love to work for the school. That's what I'd really like to do now."

He needed that piece of paper — a college degree — to make it happen.

Butler's already making a case for himself. He's been a familiar

figure on the UGA practice field since the arrival of head coach Kirby Smart for the 2016 season, working as a student assistant coach to special teams.

Is it valuable to have an instructor who happens to be the first kicker inducted into the National College Football Hall of Fame (2001)?

"KB's been awesome," Smart told Dawgnation. "Shoot, he's been great, just the confidence he provides. To have him involved has been really good."

At practices, Butler ambles among scattered footballs and stretching punters and flexing place-kickers. He dresses all in black — jersey, shorts, a slouch hat. He moves slightly favoring one hip, like a gunfighter. He freely shares expertise and encouragement.

*If you can kick into the wind in practice, game day is easy.*

*Kicking is like golf — your variable is the club, but the swing has to always be the same.*

*As long as you learn from the one you miss ... you didn't miss.*

*Snapping for kicks takes the art of a jeweler. You have to do it right 1,000 times out of 1,000. It gets very expensive when you miss.*

Butler walked out of Terry this spring with that Terry degree — a dream deferred. He hopes it helps him reach that ultimate goal.

"I have coached for the last two years and feel I have brought tremendous value to the program and the positions. I constantly represent the university through radio and speaking to alumni," he says.

"It would be a dream come true to do that work in an official position." ■



Photo by Blane Marable





# ALPHA DAWGS

***Terry's Student Managed Investment Fund runs a portfolio of \$1.6 million while giving its graduates the experience they need to excel in financial careers.***

**Story by Tom Oder  
Photos by AJ Reynolds (AB '12)**

It was the type of discussion you'd hear in a fund manager's support staff meeting at a major investment company.

"I thought something must have changed in Disney's earnings multiples, so I looked for earnings trends on their financials," said Rocco Barbero, using a Bloomberg terminal to research data for the analysts in the room. "I found a small decrease in earnings in the last year, which would explain the downturn in price-to-earnings."

Barbero's Walt Disney Co. research revealed a price-to-earnings decrease in multiples in recent years, and he compared that to the share price appreciation during the last three years of almost zero.

But Jackson Crispin, who led the pitch to buy Disney shares, was having none of it.

"The three-year time frame can be deceptive," Crispin said, adding "the consistency of Disney's worldwide brands, their products' synergistic nature and Disney's ability to create consumer engagement at all product levels" make the iconic global brand a good buy.

Barbero shared his findings on the team's Groupme messaging app, fueling a robust discussion which continued online into the night. When officers called for an electronic vote most of the team agreed with Crispin, and portfolio manager Zaki Colabawala purchased the Disney shares.

Just an ordinary day at the office.

Except this wasn't an office — it's a pitch session in a college

classroom. And Barbero, Crispin and Colabawala aren't professional investment portfolio managers (yet) — they're students. As members of the Terry College's Student Managed Investment Fund (SMIF), the three join a group of 45 dedicated students managing a portfolio of \$1.6 million, making consequential decisions with real money.

Celebrating a decade at UGA, SMIF prepares Terry students to excel in high-stress careers in global capital market investments. Managing funds from a small portion of the University of Georgia Foundation's endowment places them under a special pressure to perform, which was the intention from SMIF's start.

"The idea was to create a program that would give undergraduates interested in capital markets and investment management the opportunity to manage a portfolio with real successes and negatives in making or losing money with the goal of helping students get jobs when they graduate," says Darren DeVore (BBA '86), who with his wife, Pam (BFA '86) created SMIF with a generous gift in 2006.

The program has a deep history which has thrived in the years since, and now boasts the state-of-the-art Benn Capital Markets Lab as its prime meeting space. Located on the first floor of Amos Hall in Terry's Business Learning Community, the lab has 12 Bloomberg terminals with six laptop inputs at each work table. Three, 90-inch LED monitors adorn the walls, which can link with the lab's cable TV feeds, and a NASDAQ ticker scrolls continuously above the lab's outside doors.

"The capital markets lab gives Terry students the opportunity to see firsthand a lot of what happens in Wall Street investment banks and on their trading floors every day," says Doug Benn (BBA '76, MAcc '82), who through a gift with his wife, Mickey (AB '76), helped make the lab a reality. "Using the Bloomberg terminals and other connectivity that is part of the facility allows students to conduct the same research professional security analysts use to evaluate companies and make investment recommendations."



you managed.' People thought that experience was unique."

DeVore has spent nearly three decades in institutional investment management. He started with Pacific Investment Management Co. and Artisan Partners before forming Broad Pine Investments, an Atlanta holding company for his private equity and venture capital interests, where he is managing partner. When

"When I was an undergraduate, the Finance Club offered the opportunity to manage a \$250,000 portfolio for the Recording for the Blind Foundation in Athens," says DeVore, who serves on the Terry Dean's Advisory Council, the Emeritus Alumni Board and is an emeritus trustee of the UGA Foundation. "As I was getting ready to graduate, nobody in job interviews wanted to talk about classes or grades. They said, 'tell us about this portfolio

he joined the Terry College Alumni Board in 2004, he asked what happened to the Recording for the Blind Foundation portfolio. No one knew. Because managing real money in college was so instrumental to his career, he and his wife decided to establish a similar program.

Their vision became SMIF, now a three-credit hour elective class spanning the spring and fall semesters. It perennially attracts the most motivated finance majors. Of Terry's 1,500 junior and senior finance majors, 150 apply for SMIF each year. Only about 40 are chosen as new "analysts" in industry sectors mimicking S&P sectors.

The average GPA of applicants is 3.60, the average GPA of interviewees is 3.66 and the average GPA of SMIF students is 3.84. SMIF is open to juniors and seniors, but to return for a second year, students must reapply their senior year for a limited number of leadership positions — leaders of eight industry sectors or one of three class officers. The 2018 SMIF sectors, which vary from time to time, are discretionary, energy, healthcare, industrials, media/telecom, real estate, staples and technology.

Historically the students outperform the S&P. From Dec. 31, 2007, to March of this year, classes grew the fund's balance by an average of 9.28 percent annually, according to SMIF's records. During the same period, the S&P 500 Total Return Index grew at an 8.54 percent annualized rate.

But an important measure of success for SMIF is not how well students perform against the S&P. Rather, it's career placement. By that benchmark, students achieved a high bar — résumés of interns and graduates include the names of high-profile firms such

**Bobby McQuaid (at left) studies the whiteboard during Student Managed Investment Fund discussions at the Benn Capital Markets Lab. Rachel Eichelberger (below) adds to the conversation during a pitch session.**





as JPMorgan Chase, Goldman Sachs, Citi Group, Credit Suisse, EY, Deloitte and SunTrust, among others.

“The SMIF program is now a launching pad,” says Walt Green (BBA ’71, MBA ’72), a retired private banker at JPMorgan who has been on the SMIF board from the start. “It is propelling SMIF students into jobs at larger premier money center institutions, a goal set by the board a few years ago.”

The initial class was selected in spring 2006 and met for the first time that fall in Sanford Hall. The class briefly traded in Yahoo hypothetical accounts because “we were not up and running with real money until late spring 2007,” says Chris Stivers, who served as the first faculty adviser from 2006-2010.

Stivers, an associate professor at the time and now a professor and associate dean for undergraduate programs at the University of Louisville, worked with Annette Poulsen, the present SMIF faculty adviser and Sterne Chair of Banking and Finance, to create SMIF as a formal academic class rather than a club.

“The premise was build it and they will come,” Stivers says, referring especially to funding.

The university chose Morgan-Keegan’s Athens branch as SMIF’s broker and, after some administrative delays, deposited the DeVores’ gift with earnings in April 2007 (Morgan-Keegan merged with Raymond James in 2012). The account was set up as a long-run portfolio, and the first trades were made, with long positions taken in 16 stocks. In the meantime, a board of trustees organized to oversee SMIF met for the first time in Brooks Hall.

When Stivers left for Louisville in 2010, Finance Department lecturer Matej Blasko took over as faculty adviser. SMIF was “able to engage more students into investment/portfolio management,” Blasko says, “sharpen their thinking on stock pricing and their quantitative skills when evaluating portfolios.”

Poulsen became faculty adviser in 2013 and quickly earned the students’ trust. At the time, the students wanted more self-determination about how the course was managed and how students learned about investment opportunities — so Poulsen literally took a back seat and let SMIF’s officers lead the discussion.

“I don’t try to get involved in ‘that’s a good buy or a bad buy’ or ‘you should sell that or you should hold onto this.’ That’s their research, their ideas. The students really value the opportunity to ‘be in charge,’ ” she says. “With a well-diversified portfolio they minimize their risk of significant losses. We are not going to lose the Foundation’s money. We are OK.”

SMIF was so OK, in fact, that UGAF’s Investment Committee voted unanimously in 2015 to invest \$750,000 from its endowment in the fund. That investment was a major goal of DeVore’s because it increased SMIF’s capital from \$354,000 to a corpus of more than \$1 million. It also meant students had to present formal investment reports to the investment committee because the university was now essentially SMIF’s client.

“I thought these would be exceptional experiences,” DeVore says.

Poulsen emphasizes these experiences also lead to what she calls a mentoring and tutoring spillover effect. “A student may be in SMIF,” Poulsen points out, “but they are also in other classes. The SMIF student will say, ‘Come on! Let’s go use the Bloomberg. I’ll show you how.’” The spillover even affects professors and improves how they teach some classes, she adds.



*“I have learned real-life investing skills, valuation and, most importantly, how to think like an investor.”*  
— Mark Foreman, SMIF president



SMIF students are aware these undergraduate experiences are invaluable in helping them prepare for careers after college.

“I have learned real-life investing skills, valuation and, most importantly, how to think like an investor,” says Mark Foreman, SMIF president and a finance major from Atlanta who’s joining Luminate Capital Partners after graduation.

“SMIF really helped me improve my presentation skills, taught me how to work within groups, defend my ideas and help me understand the fundamentals of valuation and finance,” adds Helen Woodland, a finance and international affairs double major from Atlanta who will go to work for UBS Global Equity Derivatives group.

In 2015, former SMIF President Wes Roberts (BBA ’15) started the Stock Pitch Challenge to give college students from across the country the opportunity to gain experience researching an investment idea and pitching it to experts.

“We hoped it would strengthen the reputation of SMIF and the finance program at Terry,” Roberts says. Now in its fourth year, the Stock Pitch Competition as it is now known has done exactly that. This year’s contest attracted 10 universities, corporate sponsors and awarded prizes totaling \$10,000.

SMIF Vice President Ramin Parsa called the responsibility of running the contest “the most challenging and rewarding experience I have had at UGA.” Parsa, a finance and economics double major from Marietta, joins Macquarie Capital after graduation.

**Jackson Crispin (top) celebrates during a SMIF session at Benn Capital Markets Lab, a class which includes 45 dedicated Terry students. Jake Frenkel (below) listens in while the Bloomberg terminals fill the screen with pertinent information.**

This year’s SMIF student officers — Foreman, Parsa and Colabawala — joined Julie Rhodes, a career and professional advisor in the Terry Finance Department, for a trip to New York in February seeking to establish or expand relationships between Terry/SMIF and asset managers in investment banks on and off Wall Street.

“The message,” says Rhodes, “was the quality of students at UGA, Terry and the Finance Department is among the best nationally. UGA has this unique program through SMIF which allows top students to develop valuation and presentation skills and make real investment decisions. In short, we have very smart students who know how to think like investors, and we can provide job candidates as qualified and as valuable as any of the traditional Northeastern target schools.”

“I am optimistic that this time next year we will have placed interns or analysts at some of these firms,” says Rhodes, “and our goal of establishing recruiting pipelines will be on the road to success.”

SMIF Board Chairman Mitch Reiner (BBA ’05), COO and managing partner at Capital Investment Advisors in Sandy Springs, wants to see Terry and UGA build on the successes of SMIF’s first 10 years by creating what he calls SMIF 3.0. Reiner’s vision is for the next iteration of SMIF to impact more students, especially women.

Reiner, who was recruited by DeVore to chair SMIF’s board in 2012, is so proud of SMIF and its students and has a message for private equity firms on Wall Street and elsewhere. He says SMIF graduates will outperform colleagues because they have grit, determination and a chip on their shoulder about the out-sized influence given Ivy League graduates.

“I dare you to hire a SMIF student and put them up against anybody,” Reiner says emphatically. “I do believe there is a powerful opportunity for Terry and UGA to throw a flag in the ground as the collegiate capital for financial services and capital markets in the South.”





# Community

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ROOT CAUSES OF WORKPLACE CHEATING



Photos by Jason Thrasher

## Made an impact

The annual Terry Alumni Awards and Gala attracted its largest crowd to date on a perfect April night in Atlanta to celebrate the achievements of three alums and the momentum of the college honoring them.

The Gala (themed “Make An Impact”) featured lively speeches, inspiring videos and an expansive silent auction for the 700+ attendees.

Former gridiron great Matt Stinchcomb (BBA ’98) steered the program with entertaining banter as the night’s master of ceremonies. Joined onstage by honorary chair Mary Beth Smart (BBA ’03, far left), Stinchcomb asked what she enjoys most since returning to Athens with her husband Kirby “from that city in Alabama.” “People barking at night,” she said with a laugh, greeted by a responsive barking from the audience below.

UGA President Jere Morehead (bottom left) spoke of the university’s achievements in the past year, including the growth of funds raised for Georgia Access Scholarships, an effort to assist the neediest undergraduate students. Terry Dean Ben Ayers discussed the effect of the Business Learning Community on the student experience and how it has influenced Terry’s culture.

The three alumni award winners (at left) — retired Procter & Gamble officer Steve Goodroe (BBA ’71), Farris, Self & Moore LLC partner Stephanie Mundy Self (BBA ’07, BMus ’07), and Shaw Industries Group EVP and CFO Ken Jackson (BBA ’79, MAcc ’80) — shared with the packed ballroom the importance of family, redemption and responsibility in their acceptance speeches. Each were met with a hearty standing ovation.

The Gala raised more than a half million dollars for Terry’s Excellence Fund, money that will be used to renovate new incubator and accelerator space on Broad Street in downtown Athens for the UGA Entrepreneurship Program.

The event ended with an after-party of dancing, live music, and a treat of edible cookie dough.

Indeed, a night of sweet moments for all. ■





# A story of redemption

## STEVE GOODROE (BBA '71)

By Ed Morales

We don't always recognize the pivotal moments as they happen.

But for Steve Goodroe, a record-setting high school quarterback from Griffin who earned a Division I football scholarship, nothing stands out quite like the night he learned he failed a college course in physical education after transferring to the University of Georgia.

"My life was structured before I got to Athens — year-round sports, practices every day, extra-curricular activities in school and at church, and working part-time. My first year of college was even more structured — athletic dorm, mandatory 7 o'clock wake up to attend class, monitored class attendance, plus all the football related activity. I got off to a great start in college. Beyond football, I was elected a freshman class officer and I made good grades," Goodroe remembers.

"When I got to Athens, I must have felt like I was released from prison. It was the first time I wasn't playing sports, first time I didn't have to practice every day, and certainly the first time no one was keeping tabs on me. I jumped into the social aspect of UGA with both feet. I got off to a great start with that, but things didn't work out so well academically. The first quarter was bad; winter quarter was terrible, and I went through spring quarter trying to avoid academic probation. After spring finals, I was back home working my summer job at the parks and recreation department, confident I just missed academic probation. My sister came to the park one evening and said, 'Daddy wants to see you when you get off work tonight. Your grades came.'

"I'm thinking, this will be a tough conversation but I will promise to do better going forward and everything will be OK. You can imagine my surprise when my dad showed me the letter from UGA that said I was on academic probation ... by one one-hundredth of a point. I asked if I could see the grades. There it was bigger than life — a WF in physical education. I hadn't even managed to drop

the course in time to get a WP! My father's first question was a good one — 'Son, can you help me understand how someone who earns an athletic scholarship to a Division I school can make an F in physical education?' The conversation didn't go very well from there."

Goodroe figured there was only one way out. He told his father, "if you will let me live at home and work until I go back to Athens winter quarter, you don't ever have to give me another penny for the rest of your life. As quickly as I offered, he accepted."

"At the time, it probably seemed like 'the nights the lights went out in Georgia' but, looking back now, it was the night the lights came on for me," Goodroe says.

The lights have been on ever since. He went back to Athens, worked his way through school, made good grades and graduated on time. And he's been giving ever since— his attention, his talent, his time, his expertise, his enthusiasm — to everything he pursues.

An officer at Procter & Gamble, CEO of a marketing services startup, private investor, executive-in-residence, board member, entrepreneur, and early champion of Terry's Music Business Certificate Program — Goodroe's whirlwind career has run the gamut. He's a communicator who discovered early he was good at meeting and engaging with people.

He learned to focus on the immediate and embrace the unexpected.

It's an ethos that got him to P&G in the first place, securing a chance to work for a company where he knew he could build a future — and build one he did. In 30 years Goodroe served in 13 positions of increasing responsibility, half of that time in overseas posts, developing markets earning P&G billions of dollars in sales.

He was bold, and eager to contribute.

Jim Webb saw that firsthand during the final interview when he offered Goodroe a job at P&G. "I was explaining the company's benefits and profit-sharing plans when, all of sudden, he stops me and says, 'Mr. Webb, I don't know if you're offering me the job but, if you are, the answer is yes!' " says Webb, an executive at P&G for 35 years and now chairman of Triaxia Inc. Webb interviewed and hired many, but says, 'I've never had anybody interrupt the process to say yes, but it was the right environment. He was such a great fit

in terms of what he wanted to do in his life, how he wanted to give everything 110 percent. And he always did."

Starting in Nashville, Goodroe moved with P&G to Atlanta, back to Nashville, Cincinnati and Detroit over a dozen years before getting the call for an overseas assignment in the United Kingdom. Married to Linda for just a few years with baby daughter Kate (and son John on the way), Goodroe was promoted to head of sales in P&G's UK business. He was excited and ready for a new chapter, but first he needed a passport — it would be his first time overseas.

Certainly not his last.

A successful four-year stint in the UK led him back to Connecticut as head of sales for P&G's U.S. health care business. When P&G decided to invest heavily in Asia in the early '90s, Goodroe was named head of sales for the company's Asia business. The Goodroe family moved to Hong Kong, where they lived for eight years while Steve played an important role in expanding P&G's footprint across Asia, increasing annual sales from \$1 billion to \$5 billion.

He was named VP of customer business development for Asia in 1994, involved from day one in the startup of the company's businesses in Vietnam and Pakistan. He played a significant role in the development of P&G's China business, which today is the company's second largest market with annual sales of \$10 billion.

"I worked in Australia, New Zealand, Singapore, Hong Kong, India, and a mix of other Southeast Asia countries like Indonesia, Philippines, and Thailand," Goodroe says. "We opened Vietnam, which was quite an experience for an American company that hadn't had any involvement in Vietnam business relations. It was the Wild West in those days."

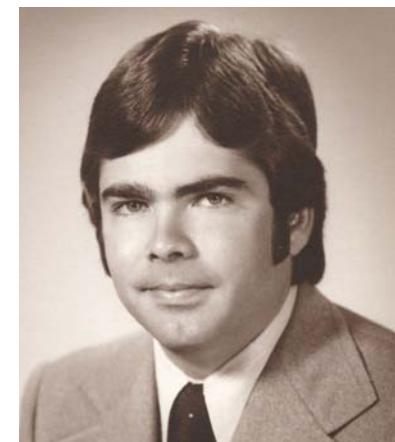
Years later, with his kids entering high school, the Goodroes moved back to the States, where Steve rejoined the corporate office and finished out his 30-year career with P&G. He told Linda when they first met he planned to retire by the time he was 55, and at age 52, did just that.

But retirement for Goodroe wasn't a time to stop working,

It brought him back to the Terry College. A chance meeting with George Benson, who was dean at the time, led to Goodroe becoming more involved in the classroom, first as a guest lecturer and then co-teaching a marketing strategy course in Terry's Executive MBA Program.

"He's a people person and a big thinker, a systems thinker, he's a leader," Benson says. "He just likes to be involved and once he's involved, he's there every time you need him."

"I told George not to look at my transcript,



**Steve Goodroe through the years: As a high school quarterback in Griffin, early in his career with Procter & Gamble, with his wife Linda, and later with the whole family during a rafting trip.**

and he'd laugh," Goodroe says. "Finally when he offers me the executive-in-residence job in 2006, I said 'Whew, OK, I'm convinced now that you never went back to look at my transcript.' He said 'I didn't need to, you convinced me a long time ago that you are the essence of the old adage that the A students end up working for the C students.'"

The corporate world called once again, and two years after retiring from P&G, Goodroe was back at it. He led the successful startup of dunnhumby USA, a marketing services company that was a joint venture between The Kroger Co. and dunnhumby Ltd. (London), serving as the company's first CEO. The product he advanced is one known to many today — the Kroger card.

"There was new stuff to do, it was exciting and invigorating," Goodroe says. "The plan was build it up, build to profitable and get out of there. This was a sophisticated technology-driven business, big data mining that I knew virtually nothing about. But I knew how to build and lead an organization."

The startup was recognized as the fastest growing company in the greater Cincinnati area with sales of more than \$100 million in just its third year of operation.

At Terry, Goodroe began serving on the advisory board of the Master of Marketing Research Program and the college's Alumni Board. He was introduced to the Music Business Program, which was in its fundraising infancy.

When Goodroe met Bruce Burch, the program's first director, the two hit it off, and he became chair of the program's first board. MBUS jibed with Goodroe's penchant for untested ideas with unlimited promise.

"It was fun and exciting, I remember in the early days saying this has really big potential, because who do you know who doesn't like music?" Goodroe says. "And this has a cool factor associated with it."

He continues to celebrate and support the program, now housed in the Goodroe Music Business Suite in Moore-Rooker Hall.

Today, he serves as an executive-in-residence and is part of the Emeritus Alumni Board. And he was just invited to serve on the advisory board of the UGA Entrepreneurship Program.

Being named a Distinguished Alumni Award winner is a touching honor.

"For everybody who wins that award, it's a recognition for what they have accomplished. For most people it's sort of a natural progression — they did well in school, they did well in their careers, they gave back to Terry. But for me it's been a story of redemption ... going all the way back to that F in physical education." ■



# Account of a lifetime

**KEN JACKSON** (*BBA '79, MAcc '80*)

By Ed Morales

It wasn't his first full-time job, but to Ken Jackson it sure felt like it.

"I had the opportunity to take a tax research class from Earl Davis, and let me tell you, that one class was a 40-hour-a-week job," he says, remembering the beloved Terry College accounting professor. "I loved it. He gave you a hypothetical, and you had to research the answers and write your conclusions up. Many times there would be 10-, 15-, 20-page answers to the question. It was fascinating."

Through the "Earl Davis method of teaching tax research," where students defended speculative problems from both sides, often during the same class, Jackson found an uncompromising professor who pushed his students in class while lobbying on their behalf outside it.

"Every kid in that master's program got out of there with a job, and it's because of Earl Davis," Jackson says. "He was your advocate, and I think that was a rare thing. He took a personal interest in making sure, maybe it was a point of pride for him, to say he never had a student leave the master of tax program without a job."

Ken Jackson certainly did, and through decades of work proved to be one of Davis's finest students.

He started his career at accounting giant Arthur Andersen, where within a decade he made partner. For the past 22 years Jackson has set up in Dalton as chief financial officer and executive vice president of Shaw Industries, helping to lead the global flooring manufacturing company with \$5.6 billion in global revenues that employs more than 22,000 associates.

A member of the UGA Foundation Board of Trustees since 2006, serving as its chair in 2016 and 2017, Jackson has been a stalwart supporter of the university for decades. At Terry, he's served on the J.M. Tull School of Accounting Advisory Board and led the charge to endow the Earl Davis Chair in Taxation.

But if it weren't for a car — a 1975 Chevrolet Camaro LT, burnt orange, to be exact — he might have never crossed paths with UGA.

"I found my way to the University of Georgia based on where a car was going to be," Jackson says, laughing. "My brother and I were sharing



this car, and when I was a senior in high school my brother was a freshman at the University of Georgia. Back then as a freshman I wasn't even sure you could have a car on campus. My senior year it was with me, but my dad, as I'm about to make this big decision about Georgia or Georgia Tech, reminds me we share the car and next year it was going to be in Athens. Based upon that I decided the University of Georgia would be the best choice for me and not Georgia Tech. That's the God's honest truth."

When Jackson graduated from UGA, the job for him was at Arthur Andersen, "the most successful firm in Atlanta, with the biggest client base," Jackson remembers. His first day as a tax staff assistant was Jan. 5, 1981 (accountants recall numbers easily). Within a week he'd start work on the account of a lifetime.

Don Waters, who served as a fellow UGA Foundation trustee with Jackson and is now on the Board of Regents, was his first office mate at Arthur Andersen, and asked him if he wanted to work on the June 30, 1980, tax returns for Shaw Industries. He did, not knowing his first assignment would forever stay with him. As Jackson progressed through the ranks — from senior consultant, to manager, to partner — Shaw Industries was a constant. "We had clients and then we had clients, if you asked who were my anchors — Shaw was my anchor at Arthur Andersen," Jackson says.

He was right where he wanted to be.

"You could tell Ken exhibited the confidence and leadership, you looked up to that," says Steve Joiner (BBA '86), chief financial officer at Treatment Management Company LLC and one of Jackson's closest friends. "I do remember seeing him in that environment and thinking this is somebody that's going to be very successful."

He was, so much so that one day in 1995 the phone rang — it was Bob Shaw, chairman of Shaw Industries. At first Jackson was worried — was something wrong with the Shaw account?

Far from it.

"I get on the phone and he says to me 'I want you to come up here and talk to me about being our CFO,'" Jackson says. "I had such high regard for this company and its executive team. I admired the company's performance. I hung up that phone and my first reaction was 'Gosh dang it, I wish he wouldn't have called me,'



Photo by Jason Thrasher

**Ken Jackson speaks to the capacity crowd at the Terry Alumni Awards and Gala in late April. When he's not spending time with his family, wife Jody and children Grant and Ginny (at left), Jackson serves as CFO and EVP of Shaw Industries Group, now owned by Warren Buffett (with Jackson below left).**

because I knew at that moment I was going to do it."

He joined Shaw in 1996, and the company remained public until 2001 when it was bought by Berkshire Hathaway, the company led by Warren Buffett. Berkshire's interest in Shaw made sense for a lot of reasons. The soundest, according to Buffett, was "he's never walked into a building that didn't have floors," Jackson says.

"He tells you manage the business as though it was a car given to you when you were 16 years old but you knew would be the only car you ever got," Jackson says of Buffett's guidance. "What kind of care and maintenance would you protect that car with? That's the mental picture you get when you run a company owned by Berkshire Hathaway."

Jackson's job has changed dramatically over the years.

"I was so thankful I got to see what it was like to be CFO of a public company, dealing with banks, dealing with Wall Street, dealing with shareholders, dealing with investor calls, because it was a great experience, but I wouldn't trade our ownership structure today," Jackson says. "Being part of Berkshire Hathaway and the ability you are provided to think about planning, do things on a long-term basis, not trying to meet someone's unrealistic expectations, is an invaluable thing to have."

Jackson also became more involved with UGA. In the early 2000s he implored fellow Tull School alums to help raise \$2 million to fund the Earl Davis Chair in Taxation. "I gave to it, but the other thing I did was get on the phone and call everybody I knew and said,

"This is our shot. This is our time. This is our chance to honor a guy that we all know. He loved us, and we loved him.'"

In 2006 he joined the UGA Foundation as a trustee, and saw his work for the Davis Chair come to fruition in 2008. Davis attended the ceremony in his honor not long before he died, a moment Jackson remembers with bittersweet fondness. "He was a beloved figure. He gave us all more than we ever gave him and here's the coolest thing — the current holder of the Earl Davis Chair in Taxation is Dean Ben Ayers. To me, that's going full circle."

Jackson's career is accomplished, but he knows there's more to do. As he ends his term as UGA Foundation chair, he continues his push to endow more professorships throughout the university, increase scholarship opportunities, while eying the chance to talk with more Terry students as they begin careers.

Finishing as strong as he started is one of most important things he learned. He tells the story of an evaluation he was given early in his career at Arthur Andersen. The reviewer told him he did great in the first 95 percent of the job, but faltered at the last 5 percent — not getting the information back to the client quick enough, delivering returns without adequate time for review.

It left him stunned, but would make him stronger.

"It's how you finish, and if you finish badly, it's all people remember. I never forgot that lesson," says Jackson. "In life people remember the last experiences they had with you, you learn that and you will never let it happen again." ■





# FINDING HER VOICE IN MUSIC BUSINESS

**STEPHANIE MUNDY SELF**  
(BBA '07, BMUS '07)

By Ed Morales

In time there would be church choirs and music scholarships, opera singing and business management. But it started with her grandfather, and songs around the kitchen table.

“My parents aren’t musicians; they weren’t playing music. It was more my grandfather,” Stephanie Mundy Self remembers. “My love of music came from my dad’s dad. He loves country music, he had the 8-tracks and the records and the tapes. He played it for us in the car and was always making up songs. We would sit and sing around the kitchen table.”

“She spent a lot of time with us growing up. My husband is a retired Marine and he would take her to school and dance recitals and her piano lessons,” says Sarah Mundy, Stephanie’s grandmother, about her husband Marion. “He sang country music, and they would sing all the way to school and back.”

It was where Self first dreamed of becoming a country singer. But along the way her dream met unexpected crossroads, as country music beget classic music, succeeded by risk management, which in many ways brought her back to country music.

“I remember her being good at everything. She played instruments early, we always knew music was going to be an important part of her life,” says Ellen Mundy (BBA ’11, AB ’11), her sister. “She was someone you could look up to. She was a leader.”

Now living and thriving in Nashville, Self is a partner at Farris, Self & Moore LLC, a boutique firm specializing in business management and financial planning services. She and her partners — Kella Stephenson-Farris and Catherine Stein Moore — provide all-encompassing business resources for songwriters and producers, major touring acts and national recording artists.

“Anything that has a dollar sign related to a person that affected that artist’s life we’re involved in, so you get to work with so many people, publishers, bankers, booking agents, managers, labels. No day is the same,” Self says of her firm, which was founded in 2015. “I wanted to try something new, and thank goodness I did.”

A South Carolina native, Self trained as an opera singer while attending the South Carolina Governor’s School for the Arts and Humanities. Her love for the Athens music scene and strength of the Hodgson School of Music led her to UGA, where she earned a four-year renewable voice scholarship and took aim at a career in arias.

She quickly learned the plights of the profession.

“I saw there were not that many opera companies anymore, and to get a job doing that was going to be a long road,” she says. “I also felt like there were people that sang even better than me that were struggling to find jobs in classical music.”



She realized she had an affinity for business, and it was by sheer coincidence that the Terry College was about to proclaim its affinity for music.

“I thought, you know I have a good business mind, and I would like to work more behind the scenes. I didn’t know in what capacity, but I knew that I still wanted to be involved with creative people,” she says. “I was sitting in choir one day, and my professor told me about the Music Business Program. He said it was going to start the next year.”

Which led her to Bruce Burch, a songwriter of No. 1 hits and co-creator and director of the Music Business Program. She already lined up an internship in Nashville to see if this newfound pairing of music and business was right for her, and the Music Business Program only cemented what she now knew to be true.

“The good thing about knowing what you want to do is that I didn’t waste any time,” she says. “Every moment I was in the Music Business Program, or in the business school, or in the music school, felt like home to me.”

“First time I met Stephanie she told me she was a double major, and I remember thinking how can she take on this too? I knew our program was pretty demanding,” Burch says. “But she proved me wrong. I don’t know how she did it, but she did it, and she did it successfully. She’s the best student I have ever had.”

“I had to get up at 5 o’clock in the morning to get to work and she would have me call her. And I would call her every morning at 5 to wake her up so she could practice music,” says her grandmother.

The skills she learned through the Music Business Program, combined with lessons she studied under Rob Hoyt and others in Terry’s Risk Management and Insurance Program, made finding a job in Nashville painless. Two days after graduation, she went to Music City with her dad, her then boyfriend (now husband) Craig, and after securing two job offers decided to work as an account manager at Flood, Bumstead, McCready, and McCarthy Inc., where her clients included high profile recording artists (such as Taylor Swift), international touring companies and newly discovered talent.

It was a job her future partners Farris and Moore held before and after her, respectively, and after eight years with the firm she felt she learned what was needed to go out on her own. Self and Moore reached out to Farris — who had left Flood to start her own

firm — for advice on starting their firm. The idea was hatched that the three should work together.

It proved a smart move, finding success through patience.

“When we first started all of Kella’s clients became new company clients, so the first year was us going out and getting our name out,” Self says. “You can never force it, you have wait and let it happen. But at the end of the first year we ended up signing somebody that had a major radio hit that took off and was a huge success. We are very different and we all have different strengths and wear different hats, but it feels so right.”

“With Stephanie, if I had to pick her core value, she’s all in,” Farris says. “She’s all in if you’re her friend, if she’s your partner, if she’s your boss, if she’s your sister, anything. If Stephanie’s in your life, she’s all in. That’s what makes her a great leader and great partner, a great wife, a great mom and great friend. She’s awesome.”

Today the firm, which the trio strive to keep as boutique as possible, serves a client roster who collectively have more than 100 No. 1 songs and cuts on albums that have sold more than 300 million units. Self, with her husband and their two children, daughter Hagen and son McCall, are heavily involved in their community. Self has served on the board of the Nashville Film Festival, was committee co-chair of the Nashville Women’s Music Business Association, and was chosen one of Nashville’s Emerging Leaders and one of its Top 30 under 30.

She also keeps close ties with UGA and Athens at all times, and as FSM’s HR director has hired her share of Bulldogs to work in their offices (much to the delight of Farris, an Auburn grad, and Moore, who went to South Carolina). If one of her clients is playing the Georgia Theatre for the first time, she’s sure to be there, and she takes time to meet with up-and-coming Music Business Program students.

“When people hear Georgia, their ears perk up in the music industry here. There are so many Georgia people and they all stick together,” she says. “I still go to coffee with people in school or right out of college, and I love doing it. I love meeting with young people and mentoring them because I will see this spark that I had and still have. If you can give back to young people and the community, it makes what you do feel more valuable and worthwhile.”



Music has been a constant part of Stephanie Mundy Self’s life, as she sang in choirs and learned at a young age to play piano (top). Above are her grandparents Marion and Sarah, flanked by country music legend Whisperin’ Bill Anderson (ABJ ’59), and her husband Craig.



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**Terry College of Business**  
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**FACING THE FEAR  
 OF TECHNOLOGY**  
*Godfrey Powell (BBA '00)*

By Chris Starrs (ABJ '82)

Photo courtesy TEDxUGA

Godfrey Powell had a hand in some of the most compelling and innovative high-tech and entertainment developments of the 21st century — and it's all because he decided to swing on the professional trapeze without a net.

The Atlanta native, who now lives in the Bay Area, spent nearly five years with Marvel Entertainment, focused on creating the film studio that would bring us modern-day movie classics such as “The Avengers,” “Guardians of the Galaxy” and “Black Panther.”

Powell also worked for several years at Samsung Electronics when the company entered the cell-phone market with the launch of the Galaxy smartphone. And until recently, he worked as head of product transitions at Facebook's secretive Building 8, which creates and develops augmented and virtual reality consumer hardware products.

“With my career, there's nothing that's been planned,” says Powell, who now works for Facebook on business development partnerships. “It's been based upon my interests.”

Given his interest in the intersection of media and technology, it's telling that Powell's talk at the TEDxUGA event in late March touched on occasionally unplugging from electronic devices.

“It's appropriate to recognize that we have a lot of fear of technology in the media and just in general,” he says. “I wanted to frame my talk in terms of the historical fears of technology, going back 500 years ago when people were terribly afraid of the printing press. And I walked through the past 100 years when people tried to ban cars and that technology because they thought it was so harmful.

“We have a natural inclination to fear something new, and there are plenty of historical references. Now we're at a point where we feel overwhelmed by the volume of technological advances, that volume creates so many fears of what could negatively happen and we should acknowledge that.”

Powell earned degrees in finance and management information systems from the Terry College and received his MBA from New

York University. In 2014 he was honored as a UGA 40 Under 40 recipient and the beginning of his career found him working on Wall Street for JP Morgan Securities.

But he happily admits his one background item that always seems to generate the most conversation is the year he spent appearing as UGA's enduring mascot, the ubiquitous Hairy Dawg.

“Again, I don't have tons of plans — I try to do things I think are interesting, and I will say the Hairy Dawg experience, other than my education at Georgia, is the single-most talked about discussion point in my career over the last 20 years,” says Powell, who donned the 60-pound suit during his senior year.

“It's a very grueling, exhausting process, very physically and mentally demanding because you've always got to put on a show. I did football, basketball, volleyball games and lots of events.

“It was influential. I've always put it on my résumé. It's amazing how many people have seen that and said, ‘I want to hear about your experiences with Marvel and in New York, but first I want to hear about Hairy Dawg. You were the mascot?’... I love to talk about it and what a great experience it was serving the school.”

An ardent UGA recruiter and networker on the West Coast, Powell says his Terry College experience was also paramount in his professional success, plan or no plan.

“What is consistent about Terry is that as I've had an international business career, I've always been prepared,” he says. “Obviously you have to work at your job and put in the hours but I never had a feeling that I was under-prepared for it or didn't know about this or that.

“You always have a little bit of a chip on your shoulder when you get into areas where Georgia is not the predominant school, like in New York or California, but there's a tremendous amount of respect for Georgia, which I appreciate. And the faculty and staff are world-class people. I was very much prepared to be where I am today. It was a really good business education that allowed me to flourish.”



# Cheat of the Moment

*Terry College study finds high-pressure expectations can lead to unethical behavior.*

By Matt Weeks (ABJ '05, MPA '11)



Illustration by Caitlin LeMoine

It can happen in the branch office or the boardroom. Volkswagen did it to pass emissions tests. Wells-Fargo did it to squeeze more profits from their customers.

Workplace cheating is a real and troublesome phenomenon, and new research from the University of Georgia explains how it starts — and how employers can help prevent it.

“It’s the desire for self-protection that primarily causes employees to cheat,” says Marie Mitchell, a professor of management. “Employees want to look valuable and productive, especially if they think their job is at risk.”

In a recently published paper in the *Journal of Applied Psychology*, Mitchell and her co-authors examined performance pressure in the workplace and the behaviors that result from it. They found when employees feel their job depends on meeting high benchmarks, some fudge results in order to stay employed.

For example, when Wells Fargo employees were told to meet new goals that included opening sky-high numbers of new accounts, thousands began to open fraudulent accounts in order to meet their quotas. Wells Fargo was fined \$185 million in 2016 and publicly scorned as a result.

“We’ve seen it in finance, we’ve seen it with educators and test scores, we’ve seen it in sports, it’s everywhere,” Mitchell says. “Performance pressure elicits cheating when employees feel threatened. Even though there is the potential of getting a good payoff if they heighten their performance, there’s also significant awareness that if they don’t, their job is going to be at risk.”

This is especially true when employees feel they cannot meet expectations any other way. That perception leads to anger, which in turn leads to unethical behavior, Mitchell says. This crucible of pressure and anger causes employees to focus on doing what is beneficial to them — even if it harms others.

“Angry and self-serving employees turn to cheating to meet performance demands. It’s understandable,” Mitchell says.

“There’s a cycle in which nothing is ever good enough today. Even if you set records last month, you may get told to break them again this month. People get angry about that, and their self-protective reflex is elicited almost subconsciously.”

An expert on “dark side” behaviors and a former human resources manager, Mitchell has been interested in cheating phenomena since her graduate school days.

“There were individuals in law school who would race to get to law journals before anyone else and tear out certain pages so that other students couldn’t be as prepared in class,” she says. “So I know cheating happens. I’ve seen it. But the research on this has taken place in behavioral labs, and that doesn’t always translate well to the workplace. I wanted to find out a bit more about what actually happens at work.”

To do so, her research team devised three studies. The first created a measure of workplace cheating behavior. To do that, they conducted a nationwide survey, asking participants about cheating behavior at work — what it is and if they’d seen it.

The second and third studies were time-separated field surveys, in which employees were asked about their performance pressure at one point in time, then were asked about their feelings and perceptions of the pressure and their cheating behaviors about a month later.

The findings led to a breakthrough. The key, Mitchell says, is for managers to understand the potential threat of performance pressure to employees. If they coach employees on how to view pressure as non-threatening and focus on how to enhance performance ethically, cheating may be prevented.

“It could be that if you pair performance pressure with ethical standards and give employees the right kind of assurance within the workplace, it can actually motivate great performance,” she says. “There have been many scholars who have argued that you need to stretch your employees because it motivates them, makes them step outside of their normal boxes and be more creative. Our research says that it could, but it also might cause them to act unethically.”

The paper, “Cheating Under Pressure: A Self-Protection Model of Workplace

Cheating Behavior” was co-authored by Michael D. Baer of Arizona State University, Maureen L. Ambrose and Robert Folger of the University of Central Florida and Noel F. Palmer of the University of Nebraska-Kearney. ■



“Angry and self-serving employees turn to cheating to meet performance demands. It’s understandable.”

— Marie Mitchell





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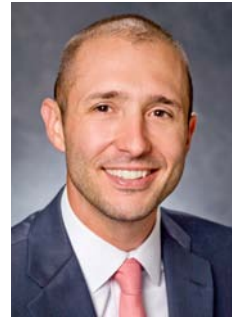
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SEVILLA

**Don Chambers**, lecturer and associate director of the Entrepreneurship Program, was invited to serve on the university's Council on the First-Year Experience. The new council brings together representatives of various offices that offer programs and services for first-year students at UGA.

**Margaret Christ**, associate professor of accounting, won a Creative Teaching Award from UGA's Office of Instruction. She incorporates active learning in her Accounting Systems and Data Analytics course. A couple examples: using photography to capture examples of control and employing social media analytics to demonstrate data-driven decisions.

**Marianne Fortuna**, an accounting lecturer, participated in a 2017-18 faculty fellowship with the Office of Service-Learning. For her project, she involved her students at UGA's Griffin campus in creating meaningful financial information for small and emerging businesses in the surrounding communities.

**John Hulland**, the Emily H. and Charles M. Tanner Jr. Chair in Sales Management, is the new editor-in-chief of the *Journal of the Academy of Marketing Science*,

regarded to be one of the premiere journals in the field. Hulland brings extensive academic publishing and editorial experience to the role.

**James Kau**, an emeritus professor of real estate and former chairholder, was awarded the John M. Quigley Medal for Advancing Real Estate and Urban Economics. He is the fifth to receive the lifetime honor, which recognizes scholars whose work advances the academic fields of real estate, urban economics, public finance and regional science.

**Josh Kinsler**, associate professor of economics, is the principal investigator on a research grant that was awarded more than \$90,000 in competitive funding by the National Science Foundation. The research project will use the Millennium Cohort Study to explore the effects of parental investment and parental skills on the cognitive and non-cognitive skill development of children.

**Zhongjin Lu**, assistant professor of finance, was a finalist for the AQR Insight Award. His forthcoming paper in the *Journal of Financial Economics*, titled "Bear Beta," was one of five recognized for providing the most significant practical

insights for tax-exempt institutional or taxable investor portfolios.

**Jennifer Osbon**, a digital marketing lecturer, received the 2018 Lee Anne Seawell Faculty Recognition Award from the UGA Career Center. The annual award honors a professor who provides unparalleled career development support for students. Osbon was chosen based on student feedback gathered in the university's annual Career Outcomes Survey.

**Tim Samples**, assistant professor of legal studies, and **Jennifer Atkinson**, a lecturer in risk management and insurance, were feted Feb. 21 when the Student Government Association honored the work of 10 UGA faculty members who "go the extra mile for their students" at SGA's annual Professor Recognition Banquet.

**Julio Sevilla**, assistant professor of marketing, shared the inaugural Research in Practice Award from the American Marketing Association's Consumer Behavior Scholarly Interest Group with his co-author, Claudia Townsend. Their 2016 study in the *Journal of Marketing Research* examined how the staging of products in a store affects consumer behavior.

# Class Notes



Left to right, top row: Rodney Bullard (MBA '12), Sheila Eads (BBA '86), Jim Dinkins (BBA '84)  
Bottom row: Meredith Roark (BBA '02), Tom Cotney (BBA '80) Jackie Blakley (BBA '88)

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1960-64

**Arnold Young** (BBA '63, LLB '65) of Savannah was included in the 24th edition of "The Best Lawyers in America" for 2018. He is a partner at HunterMaclean in Savannah.

1965-69

**Roland McElroy** (AB '65, MA '69) of Falls Church, Va., wrote "The Best President the Nation Never Had: A Memoir of Working with Sam Nunn." The memoir chronicles McElroy's time with Nunn, a highly influential U.S. senator from Georgia.

**John Tatum** ('AB 65, LLB '68) of Savannah was included in the 24th edition of "The Best Lawyers in America" for 2018. He is a partner at HunterMaclean in Savannah.

1970-74

**Matt Tritschler** (BBA '73) of Atlanta joined Newmark Knight Frank's Atlanta office as part of NKF Capital Markets. Tritschler previously worked as principal and head of Southeast Capital Markets at Avison Young.

**Laura McGee** (BBA '74) of Richmond Hill was appointed treasurer of the Bryan County Bark Park board. She is a retired certified public accountant.

1975-79

**Jeffrey Lasky** (BBA '78, JD '81) of Savannah was awarded the Jack Malitz Levy Leadership Award, the highest honor given by the Savannah Jewish Federation. He is managing partner and lead litigator for Lasky Cooper Law.

**Bryceon Sumner Jr.** (BBA '78) of Dallas, Texas, was named CFO of Foss Maritime, a shipping company based in Seattle, Wash. Prior to joining Foss, he was CFO of Academic Partnerships, a Dallas-based educational technology provider.



**Grant Dipman** (BBA '85) of Park City, Utah, was named general manager at The St. Regis Deer Valley, a AAA Five Diamond Award-winning property. He previously served as general manager of The Ritz-Carlton, Denver.

**David Chastain** (BBA '79) of Acworth was named vice-chair of the Cobb County school board after serving a year as the board's chair. He is a senior item analyst for Lockheed Martin Aeronautics.

1980-84

**A. Lee Bentley** (BBA '80) of Tampa, Fla., joined the government enforcement and investigations practice group at Bradley Arant Boult Cummings LLP. He previously served as a special assistant U.S. attorney and attorney advisor for the Office of Legal Counsel at the U.S. Department of Justice.

**Tom Cotney** (BBA '80) of Atlanta was named CEO of Imagine Communications, a company based in Frisco, Texas, providing video and advertising solutions worldwide. He previously served as CEO at cloud-based mobile messaging provider MBlox.

**Cheryl Jennings** (BBA '80) of Atlanta was named the southeast commercial insurance department practice leader at Lockton Co. She joined Lockton from Wells Fargo Insurance Services, where she was a SVP.

**Robert O'Quinn** (AB '80, MBA '82) of Falls Church, Va., was named chief economist at the U.S. Department of Labor. He was previously the chief economist to the House Committee on Ways and Means.

**Dana Clark** (ABJ '75, MBA '81) of Lenoir, N.C., was awarded the Winners Circle Award, recognizing those making significant contributions to North Carolina's tourism industry. He is a professor in the hospitality and tourism management program at Appalachian State University.

**Bob White** (BBA '81) of Hershey, Pa., was promoted to president of CM Regent Insurance Co., a subsidiary of Church Mutual Insurance Co. He previously served as CM Regent's VP-chief underwriting officer and COO.



**J. Cliff McCurry** (BBA '71) of Savannah was awarded the 2017 Armstrong State University Distinguished Alumni Award. He is director of business development for Sterling Seacrest Partners and chairman of the board of Bethesda Academy for Boys. He is an emeritus trustee of the UGA Foundation and emeritus member of the Terry College Alumni Board.

**Peter Hjort Jr.** (BBA '82) of Rome was promoted to president of Southeastern Mills Inc., which creates food ingredient solutions for manufacturers, restaurants and retail delis. Hjort has been with the company since 1998 and previously served as its COO.

**Bob Patton** (BBA '82) of St. Simons Island was named Americas vice chair of accounts at EY. He previously served as the company's Americas vice chair of advisory services.

**Bryan Parker** (BSA '80, MBA '83) of Big Canoe was named VP of sales at IDP, an IT services and SaaS core solutions provider. Prior to joining IDP, he held various senior roles at Pitney Bowes.

**Jim Dinkins** (BBA '84) of Atlanta was named president of Coca-Cola North America. He previously served as president of the Minute Maid Business Unit and chief retail sales officer for CCNA. Dinkins started his career with the company in 1988.

1985-89

**Beth Chandler** (BBA '85, JD '88) of Atlanta was promoted to corporate secretary at Rollins Inc., a global consumer and commercial services company. She was also recently named to the board of directors for the Atlanta BeltLine Partnership. She was previously Rollins' VP and general counsel.

**Bill Daugherty** (BBA '85) and **Tracy Daugherty** (BBA '86) of Barrington, R.I., became the owners of Munroe Dairy in East Providence, R.I. Bill was a co-founder of Interactive Search Holdings.

**Sheila Eads** (BBA '86) of Woodstock was elected board of trustees chair of the International Safety Equipment Association. She is president and CEO of ERB Industries, a developer, manufacturer, and supplier of safety products and hospitality apparel.

**John F. Hall** (BBA '86) of Macon was named chairman-elect of the Georgia Bankers Association board of directors. Hall is the president and CEO of American Pride Bank in Macon.

**Steve Denton** (BBA '87) of Duluth was named president of EPIC Insurance Brokers & Consultants. Prior to joining EPIC, Denton was CEO of national broker Beecher Carlson.

**Patrick Jarvis** (AB '87) of Suwanee was named VP of sales and marketing at Hydro Systems, a manufacturer of bathtubs and accessories. He was previously VP of sales and marketing with Dornbracht Americas.

**Kim LaBoone** (BBA '87, MAcc '88) of Marietta was appointed CFO of MedShare, a global humanitarian aid organization. She joins MedShare from Skyland Trail, where she served as VP of finance for the nonprofit behavioral healthcare organization.

**Jon Oppenheim** (BBA '87) of Marietta was named partner of Construction Risk Partners, a company within the Jardine Lloyd Thompson Group. He joins JLT from Houston International Insurance Group, where he served as president and chief underwriting officer.

**Larry Walker III** (BBA '87) of Kathleen will continue to serve as a Senate floor team leader in the Georgia General Assembly. Walker represents Senate District 20. He is the founder of Walker Insurance Agency.



**Roy E. Hadley Jr.** (BBA '85, JD '88) of Atlanta was named as special counsel at Adams and Reese LLP. He previously worked for Thompson Hine LLP.



**John M. Turner Jr.** (AB '89) of Mountain Brook, Ala., was named president of Regions Bank and Regions Financial Corporation. He previously served as the bank's senior EVP, was a member of the bank's executive council, and head of Regions' corporate banking group.

**Jackie Blakley** (BBA '88) of Anderson, S.C., was named to the Girl Scouts of South Carolina Mountains to Midlands board of directors. She is dean of business and public services at Tri-County Technical College in Pendleton, S.C.

**Paul Schwarz** (BBA '88) of Carlton joins Nabo Realty as a real estate agent serving the Athens area. Previously he worked as server manager at Athens restaurant Five & Ten.

**Kimberly Spiezio** (BBA '88) of Alpharetta was named a real estate agent at Atlanta Fine Homes Sotheby's International Realty. She previously worked as a real estate agent at Keller Williams Realty.

**Ben Land** (BBA '89, JD '92) of Columbus was selected by Georgia Gov. Nathan Deal to serve as a Superior Court judge in the Chattahoochee Judicial Circuit. He has been an attorney in Columbus for 25 years, practicing with Buchanan & Land LLP.

1990-94

**KJ Marmon** (BBA '90) of Beverly Hills, Calif., was named a real estate broker with the Aaron Kirman Partners team at the John Aaroe Group.

**William Parkerson** (BBA '90) of Greenville, S.C., joined SVN | BlackStream as an associate advisor specializing in office sales/leasing and lease portfolios. He previously worked at Microsoft where he was an account manager.

**Matt Luke** (BBA '91) of Leesburg announced his accounting firm changed its name to Clenney & Luke PC from Clenney, Powell & Rentz PC. The CPA firm provides tax, audit and bookkeeping services.

**Beth Deeley** (BBA '92) of San Francisco, Calif., joined the litigation and trial department as a partner at Latham & Watkins LLP. She was previously a partner at Kirkland & Ellis LLP.

**Bob Ellis** (BBA '92) of Milton was elected vice chairman of the Fulton County Board of Commissioners. He is a national product leader at CNA Insurance.

**Brad Ferguson** (BBA '92) of Atlanta was named SVP and CFO of Cotiviti Holdings Inc., a provider of payment accuracy and analytics-driven solutions. He previously served as EVP, corporate development and managing director, consumer and small business for EarthLink Inc.

**Nathan "Todd" Evans** (AB '93, MBA '11) of Austin, Texas, was named president of the Austin chapter of the University of Georgia Alumni Association. He is director of key account management and business growth at Pedernales Electric Cooperative in Johnson City, Texas.

**Bill Hunnicutt** (BBA '93) of LaGrange was named executive director of the Downtown LaGrange Development Authority. He is a mortgage loan originator at Statewide Mortgage Group Inc.

**Mark Newton** (BBA '93) of Atlanta is co-founder of Tort IQ, a company designed to simplify delivery of government benefits information to claimants in mass tort and class action lawsuits.



**DeAnn Golden** (MBA '95) of Alpharetta was presented with the Realtor of the Year Award by the Atlanta Realtors Association. She is SVP at Berkshire Hathaway HomeServices Georgia Properties.



**Sheldon Palefsky** (BBA '93) of Duluth was named Georgia state VP of Keystone Insurers Group, one of the nation's largest property and casualty partnerships. Most recently, he served as a branch marketing manager for Columbia Insurance Group.

**Kathy Farrell** (PhD '94) of Lincoln, Neb., was named dean of the University of Nebraska-Lincoln College of Business. She has been a faculty member at the College of Business since 1993, was named associate dean in 2010 and Department of Finance chair in 2014.

**Kristi McFarlin** (BBA '94) of Fayetteville was named VP of analytics at Ventiv Technology, an independent provider of risk, insurance, and EH&S software. She previously served as director of analytics at Riskconnect Inc.

**C. Rhodes McLanahan** (BBA '94) of Athens was elected to serve a two-year term on the Georgia Bankers Association board of directors. McLanahan is president and CEO of First American Bank & Trust in Athens.

**Cristy Nine** (BBA '94) of Charlotte, N.C., earned Certified Commercial Investment Member designation. CCIM designees are recognized as leading experts in commercial investment real estate. She is corporate managing director for Savills Studley, a commercial real estate firm.

1995-99

**David Thatcher** (BBA '95) of Dunwoody was awarded the Builders' Cup by the Associated Builders and Contractors of Georgia, given to the member who contributes most to the association's growth each year. He is a commercial insurance broker with Sterling Seacrest Partners in Cobb County.

**Doug Kersey** (BBA '96) of LaGrange was named to the board of directors of Commercial Bank & Trust, a division of Synovus Bank. Doug is owner/dentist at Kersey Dental.

**Scott Witzigreuter** (BBA '96, JD '99) of Atlanta was included in the 24th edition of "The Best Lawyers in America" for 2018. He is a partner of Weinberg Wheeler Hudgins Gunn & Dial.

**Hobbs Yarbrough** (BBA '96) of Nashville, Tenn., was named SVP of commercial banking at Tennessee Bank & Trust. Previously he served as VP of Regions Bank's Wealth Management Institutional Services division.

**Cpt. Darryl Griffing Jr.** (BBA '97) of Covington is administrative officer and operations officer at medical detachment, 78th Troop Command, in the Georgia Army National Guard.

**John Bradberry** (BBA '98) of Alpharetta was elected to the Johns Creek city council. He is manager of a landscape design and contract business.

**Chris Buchholz** (BBA '98, MBA '07) of Atlanta was named SVP of business development at Infinity Capital Partners LLC. He previously served as VP institutional equity sales at FIG Partners.

**David Correa** (BBA '98) of Roswell was named to The Center for Working Families board of directors. He is VP, relationship manager, global commercial banking at Bank of America Merrill Lynch.

**Jay Markwalter** (BBA '98) of Augusta was elected to a two-year term on the board of the Southeast Tourism Society. He is Augusta Convention and Visitors Bureau director of sales and is serving as Georgia Association of Convention and Visitors Bureaus president.

**Matt Stinchcomb** (BBA '98) of Duluth was elected to the College Football Hall of Fame. He was a three-year starter with the Bulldogs and played for the NFL's Oakland Raiders and Tampa Bay Buccaneers. He is a partner with Sterling Seacrest Partners and works as a football analyst with SEC Network and ESPN.

**Jason Waters** (BBA '98) of Marietta was elected vice chairman of the Marietta City Schools board of education. He is a mortgage loan officer at Affinity Home Lending.

**Shane Jones** (BBA '99) of Decatur was named VP, airport real estate and development at Alaska Airlines, located in Seattle. He comes to Alaska Airlines from Delta Air Lines, where he served as VP of corporate real estate and airport development.

**John "Trea" Pipkin III** (BBA '02) of McDonough was appointed to a Superior Court judgeship in Henry County by Georgia Gov. Nathan Deal. He worked in the Henry County District Attorney's office, serving as solicitor general for the past five years.

**Wes Rogers** (BBA '99, MBA '04) of Athens received the 2017 EY Entrepreneur of the Year Award in the real estate and construction category in the Southeast. He is president and CEO of Landmark Properties.



**Stephen Wideman** (MBA '96) of West Linn, Ore., was named VP and CFO of Erickson Inc., an aerospace manufacturer and aerial services company. He previously served as VP of finance and corporate treasurer of FLIR Systems.

2000-04

**Brett Goodwin** (BBA '00) of Savannah was selected to lead the loan committee of the Small Business Assistance Corp. of Savannah. He is VP of commercial lines at Bernard Williams & Co.

**Cory Kampfer** (BBA '00) of Arlington, Va., was appointed head of operations of On-Deck Capital, which runs an online platform for small business lending. He continues to serve as its chief legal officer, a role he's held since 2015.

**Catherine Loftin** (BBA '00) of Brookhaven was appointed CFO of Shepherd's Finance LLC. She previously served as corporate controller at the Lucas Group.

**Corey Deal** (BBA '01, JD '12) of Atlanta was named executive officer of the Greater Atlanta Home Builders Association. He previously served as executive director of the Northeast Florida Builders Association.

**Christy Marsh** (BBA '02) of Statesboro was named a secondary mortgage manager at AgSouth Farm Credit. Previously she was a mortgage loan originator with Synovus Mortgage Corp.

**Meredith Roark** (BBA '02) of Decatur was named Decatur city clerk. She previously served as Decatur's budget and performance measurement director.

**Praveen Sharma** (MMR '02) of Chalfont, Pa., joined Greenberg Strategy as senior director, marketing science and analytics. He previously was VP of marketing science at TNS.

**Rutledge Wood** (BBA '02) of Peachtree City was named host of "Southern and Hungry" on the Cooking Channel. He is an auto racing analyst for NBC, was one of three hosts for History's "Top Gear USA," and until 2013 was a host for Speed Channel's "NASCAR Trackside."

**Blake Bruce** (BBA '03) of Atlanta was named to *Forbes* 2018 "Best-In-State Wealth Advisors" list for Georgia. He works for the Bruce Dickey Group at Merrill Lynch.

**John Byers** (BBA '03) of Brentwood, Tenn., was named VP and producer for Lockton Companies Inc., a privately held insurance broker. He was previously resident sales director and VP at Aon Risk Solutions.

**Jonathan Grant** (BBA '03) of Atlanta was named VP and insurance producer for the Fifth Third Bank Atlanta team. He previously worked as a producer/agent at Manning & Nozick Insurance Agency.

**Hamilton Johnson** (BBA '03) of Twin City was installed as a director for the Georgia Bankers Association, representing Leadership GBA. Johnson is VP and loan officer at Durden Banking Co. in Swainsboro.

**Sean Wood** (MBA '03) of Memphis, Tenn., was named VP of development and construction at Dalfen America Corp., a real estate investment manager focused on industrial properties. He previously was a development director at Hillwood Investment Properties.



**Nick Sanfilippo** (BBA '02) of Brookhaven was named SVP of Franklin Street's project management division. He was previously director of tenant coordination project management at DDR Corp.

**Ryan Neville** (BBA '04) of Charleston, S.C., joined Stevens & Lee as Of Counsel in the litigation department. He previously practiced law at Wills Massalon & Allen LLC.

**Christine West** (BBA '04) of Mount Juliet, Tenn., was named commercial lines underwriting manager for The Hanover Insurance Group. She was previously an executive sales underwriter for Hanover in the middle market unit.

**Kelly York** (BBA '04) of Savannah was named SVP of South State Bank, where she has worked as a commercial banker since 2009.



**Sabina Vayner** (BBA '05) of Atlanta was elected as one of *Atlanta Business Chronicle's* 40 Under 40 for 2017. She is a senior associate on the trademark and copyright team at Kilpatrick Townsend, an international law firm.

2005-09

**Blake Cohen** (BBA '05) of Atlanta was hired by Cushman & Wakefield as its senior director in the firm's equity, debt and structured finance practice. Cohen was previously a loan officer at Voya Investment Management.

**Ty Dickey** (BBA '05) of Atlanta was named to *Forbes* 2018 "Best-In-State Wealth Advisors" list for Georgia. He works for the Bruce Dickey Group at Merrill Lynch.

**Jesus Dominguez** (BBA '05) of Jefferson was promoted to VP within Swiss Re America's casualty facultative department. He has been with Swiss Re since 2013.

**Drew French** (BBA '05) of Athens was elected as one of *Atlanta Business Chronicle's* 40 Under 40 for 2017. He is founder of Your Pie Franchising.

**George Green** (BBA '05) of Alpharetta was promoted to member at Weinberg Wheeler Hudgins Gunn & Dial.

**Brandon McWhorter** (BBA '05) of Lake Wales, Fla., was named branch manager at Summit Funding's first Florida branch. Prior to joining Summit, he owned and operated his own mortgage company, McWhorter Mortgage LLC.



**Tony Powers** (BBA '11) of Decatur was elected to serve as mayor pro tem of Decatur. He was elected to Decatur's city commission in 2015 and is co-owner of Intown Ace Hardware.

**Mitch Reiner** (BBA '05) of Atlanta was elected as one of *Atlanta Business Chronicle's* 40 Under 40 for 2017. He is partner, COO and senior investment advisor at Capital Investment Advisors.

**Jad Dial** (BBA '06) of Marietta was promoted to partner at Weinberg Wheeler Hudgins Gunn & Dial.

**Barbara Hampton** (MBA '06) of Roswell was reappointed as a state board of education member representing Georgia's 6th Congressional District. She is SVP and CFO of Georgia Transmission Corp. and former chair of the state board of education and Leadership Georgia.

**Melissa Holland** (MBA '06) of Fort Lauderdale, Fla., was named director of the executive MBA global network at Northwestern University's Kellogg School of Management.

**Patrick Crouch** (MAcc '07) of Tampa, Fla., was named partner in Frazier & Deeter's audit practice. He was previously an audit senior manager at F&D.

**Jonathan Hansen** (BBA '07) of Atlanta was named lead pastor of Rolling Hills Christian Church in El Dorado Hills, Calif. He was previously a pastor at Passion City Church in Atlanta.

**Justin Lake** (BBA '07) of Savannah was named VP, treasury professional at State Bank & Trust Co. He previously served as a VP, treasury sales officer at SunTrust.

**Bradley Martin** (MBA '08) of Marietta was named partner at Balentine LLC. He was previously a senior relationship manager at the wealth management firm.



**Vincent Ng** (*BBA '08*) of Milford, Conn., joined the structured finance group at Citi-zens Bank. He was previously an associate at Wells Fargo.

**Stefan Schulze** (*MBA '08*) of Watkinsville joined the Brenau University development team. He previously served as associate di-rector of the University of Georgia Innovation Gateway.

**Genna Shelnutt** (*BBA '08, ABJ '08*) of Johns Island, S.C., joined Rawle Murdy as a senior copywriter. Previously, she was a senior copywriter at Blackbaud Inc.

**Brad Davidson** (*BBA '09*) of Alpharetta was named VP-south region of the Perfection Group, a company that designs, installs and services mechanical and environmental systems.

## 2010-14

**Tim Caver** (*MBA '11*) of Missouri City, Texas, was named VP of sales and business devel-opment for Briggs Healthcare in Des Moines, Iowa. He previously was SVP of marketing at CliniFlow Technologies LLC.

**Capt. Justin Erwin** (*BBA '11*) of Evans took command of Alpha Company, 205th Military Intelligence Battalion at Fort Shafter, Hawaii.

**Rodney Bullard** (*MBA '12*) of Decatur was elected to the board of directors of Fidelity Southern Corp. and Fidelity Bank. He is VP of community affairs at Chick-fil-A Inc. and executive director of the Chick-fil-A Foundation.

**Gina Gondron** (*MBA '12*) of Atlanta was named partner in Frazier & Deeter's process, risk and governance practice. She was previ-ously a senior manager at F&D.

**Robert Russell** (*MBA '12*) of Birmingham, Ala., was named CEO of Encompass Health Rehabilitation Hospital of North Shelby. He was previously an administrator at Noland Health Services.

**Sonja Traxler-Nwabuoku** (*MBA '12*) of Houston, Texas, wrote "Office Etiquette: The Unspoken Rules in the Workplace," a humor-ous guide to workplace rules. She works at Sysco in decision analytics and insights, and field finance.



**Inman Porter** (*BBA '12*) of Atlanta is founder and CEO of SupPorter, a com-pany issuing its own cryptocurrency, utilizing blockchain technology to build a decentralized donation marketplace to help organizations raise money through a comprehensive, efficient and trans-parent fundraising model. He previously served as a relationship manager/due diligence officer at W.P. Carey Inc.

**Billy Billings** (*BBA '13*) of Ochlocknee joined the staff of Southwest Georgia Farm Credit as a credit analyst. He worked previously as a financial analyst for DSW Homes.

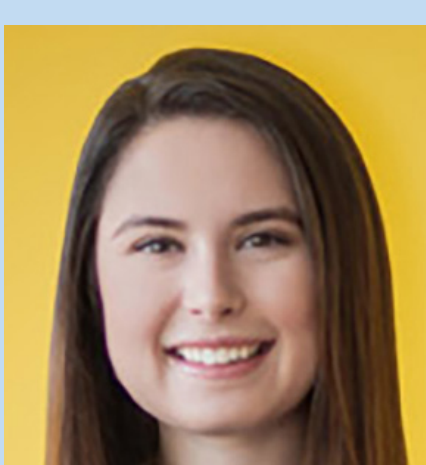
**Justin Rupar** (*MBA '14*) of Ellijay was named VP of sales and marketing at ASV Holdings Inc., a provider of rubber-tracked compact track loaders and wheeled skid steer loaders. He previously held senior sales and market-ing positions with both Yanmar America and Yamaha Motor Corp. US.

**Jack Smith** (*BBA '14*) of Ringgold was named an account executive at The American Insur-ance Group. He was previously employed by Bellhops as a manager.

## 2015-

**Rachel Bowles** (*BBA '15*) of Roswell joined LeaseQuery as a business analyst. She previ-ously worked as a senior consultant at EY.

**Kathleen Chumbley Freeman** (*BBA '15*) of Hampton was named academic program co-ordinator for the College of Agricultural and Environmental Sciences at the University of Georgia Griffin campus.



**Chloe Drescher** (*BBA '17*) of Owings Mills, Md., was named a junior associate at Warschawski, an advertising and market-ing agency.

**Jacob "Jack" Glazer** (*BBA '15*) of Los Ange-les, Calif., is an account manager at the Dow Jones Los Angeles office.

**Donna Hall** (*MBA '15*) of Marietta was named VP of marketing at Cox Media Group. She was previously VP and market manager for CMG Atlanta and Athens radio stations.

**Adam McDonald** (*BBA '15*) of Milton, Fla., is a pilot at Naval Aviation Schools Command.

**Megan Sullivan** (*BBA '15*) of Richmond, Va., was promoted to senior associate at CBRE, a commercial real estate services firm.

**Joe Bernardi** (*BBA '16*) of Washington, D.C., is a data scientist for Booz Allen Hamilton.

**Gabriela Irizarry** (*BBA '16, MAcc '16*) of At-lanta is working at PwC Atlanta in the federal tax services practice.

**Walker Kane** (*BBA '17*) of Houston, Texas, is an associate at the Weitzman Group.

**Cynthia Lou** (*BBA '17, MAcc '17*) of Atlanta is an audit associate at KPMG.

**Ross Manfre** (*MBA '17*) of Anaheim, Calif., is a manager of construction and engineering at AT&T.

**Weston Staples** (*BBA '17*) of Charlotte, N.C., is working for the Vanguard Group. 🇺🇸

## CLASS NOTES: PASSINGS

## 1940s

**Katharine Atkinson Adams** (*BBA '42*), Waverly, Feb. 5. **H. Edsel 'Ed' Benson** (*BBA '42*), Athens, March 31. **Miriam Thurmond Drewry** (*BBA '42*), Athens, Sept. 9. **Lt. Col. Woodfin 'Woody' E. Lipham** (*BBA '42*), Canton, N.C., Oct. 10. **Thomas 'Drew' Cal-houn** (*BBA '43*), Macon, March 11. **Frances 'Frankie' Grant Kay** (*BBA '45*), Watkinsville, Oct. 17. **C. Jackson 'Jack' Wynn Jr.** (*BBA '47*), Augusta, Nov. 6. **Philip W. Burge** (*BBA '48*), Altadena, Calif., March 9. **Frank F. Faulk Jr.** (*BBA '48, LLB '50*), Albany, Nov. 23. **Esther Miller Kimbrell** (*BBA '48*), Rome, Dec. 28. **Dr. James P. King** (*BBA '48*), Cochran, Nov. 14. **Lura Jean McCurry** (*BBA '48*), Colum-bus, March 7. **Leonidas 'Lon' E. Rice** (*BBA '48*), Athens, Feb. 4. **Bob Bates** (*BBA '49*), Pendergrass, Sept. 27. **John E. Fears Jr.** (*BBA '49*), Atlanta, Sept. 19. **Isabel 'Bunnie' Fau-sett Lyle** (*BBA '49*), Elberton, Sept. 13. **Elsie Maxwell Thomas** (*BBA '49*), Cairo, Nov. 16.

## 1950s

**Cleveland A. Barefield** (*BBA '50*), Savannah, Sept. 13. **Forrest 'Phil' Cawley Jr.** (*BBA '50*), Macon, March 18. **Russell D. Findley** (*BBA '50*), Macon, Jan. 2. **James E. Futral** (*BBA '50*), Loganville, Feb. 17. **Ezra B. Jones Jr.** (*BBA '50, LLB '52*), Bremen, Oct. 13. **Charles L. Newton Jr.** (*BBA '50*), Dothan, Ala., Nov. 12. **Aubrey H. Simpson** (*BBA '50*), Milledgeville,

Oct. 23. **Harry G. Smith** (*BBA '50*), Alpharet-ta, Nov. 2. **Lucy Talmadge Hardell** (*BBA '51*), Watkinsville, Feb. 3. **Dr. Albert H. Clark** (*BBA '52, MBA '56*), Hendersonville, N.C., March 15. **Pam Griggers Flournoy** (*BBA '52*), Mariet-ta, Sept. 7. **Sonny Shealy** (*BBA '52*), Mar-ietta, Dec. 10. **Merrill K. Arnold** (*BBA '53*), Acworth, Oct. 21. **Raymond E. Massa** (*BBA '53*), Dunwoody, Jan. 21. **Mayes Pierce** (*BBA '53*), Louisville, Ky., Sept. 26. **Gary D. Cooper** (*BBA '54*), Highlands, N.C., Jan. 2. **Richard A. Holliday Sr.** (*BBA '54*), Benbrook, Texas, Nov. 25. **Lt. Col. David O. Lamb** (*BBA '54*), Jacksonville, Ala., March 14. **Janet Wesley Macchi** (*BBA '54*), Statham, Feb. 24. **Joseph B. McGinty Jr.** (*BBA '54*), Hiram, March 25. **Charles C. Miller Jr.** (*BBA '54*), Richland, Oct. 28. **Richard 'Wallace' Riley** (*BBA '55*), Ger-mantown, Tenn., Sept. 17. **Carl T. Whitehead Jr.** (*BBA '55*), Gainesville, Jan. 16. **Robert Edmond** (*BBA '56*), Waynesboro, Nov. 22. **Warren F. Kirby** (*BBA '56*), Evans, Feb. 18. **James W. Haigwood** (*BBA '57*), Mason, Ohio, March 30. **Robert 'Gordon' Huff Jr.** (*BBA '57*), Augusta, Jan. 16. **Richard R. Means Sr.** (*BBA '57*), Lawrenceville, Dec. 15. **James M. Menger** (*BBA '57*), Augusta, Sept. 26. **Albert A. Price Jr.** (*BBA '57*), Sylvester, Feb. 12. **Roy Scarborough Jr.** (*BBA '57*), Augusta, Nov. 16. **Hal S. Crawford Sr.** (*BBA '58*), Marietta, Nov. 7. **David K. Hollis Jr.** (*BBA '58*), Hahira, March 9. **T. Jacklyn 'Jack' Smith** (*BBA '58*),

Atlanta, March 6. **Richard 'Cree' Kilpatrick** (*BBA '59*), Augusta, Oct. 31. **Benjamin T. Smith Jr.** (*BBA '59*), Thomaston, Jan. 15.

## 1960s

**Philip M. Avery** (*BBA '60*), Adrian, Sept. 29. **Alan L. Gardner** (*BBA '61*), Miami, Fla., Oct. 6. **Joseph P. Hill** (*BBA '61, MEd '72*), Ellijay, Dec. 9. **George 'Buster' H. Joiner Jr.** (*BBA '61*), Colquitt, Feb. 4. **Theodore J. Land** (*BBA '61*), Columbus, March 31. **Eugene Sweat** (*BBA '61*), Oakwood, Jan. 1. **L. David Williams** (*BBA '61*), Dawsonville, Sept. 18. **Donald L. Gerow** (*BBA '62*), Lewiston, Maine, Feb. 18. **Joseph M. Golub** (*BBA '63*), Watkinsville, March 17. **James T. Irvin Jr.** (*BBA '63*), Columbia, S.C., Oct. 22. **Arthur D. Marlow Sr.** (*BBA '63*), Gainesville, March 18. **Joseph A. 'Dean' Pickard** (*BBA '63*), Tallahassee, Fla., Jan. 16. **Ralph C. Smith Jr.** (*BBA '63, LLB '63*), Bainbridge, Sept. 21. **W. Jerry Tidwell** (*BBA '63*), Atlanta, Sept. 3. **J. Bayne Yarbrough** (*BBA '63*), Collierville, Tenn., March 29. **Thomas F. Purvis** (*BBA '64, MAcc '66*), Swainsboro, Dec. 6. **Patrick F. Smith** (*BBA '64*), Landrum, S.C., Feb. 5. **James 'Jeb' E. B. Davis III** (*BBA '65, MAcc '72*), Walnut Cove, N.C., Nov. 9. **Max H. Hutchison** (*BBA '65*), Winston Salem, N.C., Oct. 13. **Dr. R. Keith Langford** (*AB '65, MA '67, EdD '84*) Macon, Sept. 7. **Woodrow 'Woody' E. Nail Jr.** (*BBA '65*), Charlotte,

N.C., Sept. 13. **Robert A. Rushton** (*BBA '65*), Athens, Jan. 2. **M. Rooks Boyn-ton** (*BBA '66*), St. Simons Island, Dec. 26. **Roy L. Collier** (*BBA '66*), Toccoa, Sept. 10. **James H. Harrington** (*BBA '66*), Rome, Oct. 28. **William 'Roy' Kelly** (*BBA '66*) Town-ville, S.C., Oct. 3. **Nicholas A. Rabickow** (*BBA '66*), Las Vegas, Nev., Feb. 16. **Duard 'Lee' Sechler Jr.** (*BBA '66*), Sparks, Nev., Nov. 1. **Donald 'Bobo' W. Burton** (*BBA '67*), Cumming, Feb. 27. **Steven E. Fanning Sr.** (*BBA '67, JD '73*), Grantville, Feb. 4. **Norman J. McCullough II** (*BBA '67*), Fort Mitchell, Ala., Feb. 21. **John D. Sweeney III** (*BBA '67*), Yardley, Pa., Nov. 23. **David L. Wickersham** (*BBA '67*), St. Simons Island, Sept. 26. **Rob-ert J. Coile** (*BBA '68*), Alachua, Fla., Dec. 5. **Benjy W. Fincher** (*BBA '68*), Conyers, March 14. **Stephen F. Saunders** (*BBA '68*), Savan-nah, Sept. 14. **Bobby G. Bookout** (*BBA '69*), Powder Springs, Sept. 20. **Robert L. Gearhart** (*BBA '69*), Athens, Dec. 28. **William R. Hill** (*BBA '69*), Fort Mill, S.C., March 25. **J. Danny Hughes** (*BBA '69*), Carrollton, Sept. 29. **Kenneth E. Wendt** (*BBA '69*), Dallas, March 16.

## 1970s

**Howard T. Edwards** (*BBA '70*), Raleigh, N.C., March 6. **Richard H. Pugmire** (*BBA '70*), Marietta, Feb. 5. **Conrad 'Connie' Boter-weg III** (*BBA '71*), Alpharetta, Feb. 1. **Lt. Col.**

**Ronald E. Daniel** (*BBA '71*), Watkinsville, March 25. **Olin D. Foster** (*BBA '71*), Ander-son, S.C., Feb. 1. **D. Anthony Keys** (*BBA '71*), Macon, Oct. 20. **Robert L. Low** (*BBA '71*), Ellijay, Dec. 29. **Lynn G. Staulcup** (*BBA '71*), Ashburn, Va., Sept. 28. **Jerry E. Stokes** (*BBA '71*), Appling, Feb. 5. **James 'David' Whita-ker Sr.** (*BBA '71*), Danville, Nov. 17. **Dav-enport 'Dee' S. Bruker** (*BBA '72, MA '76*), Augusta, March 16. **Danny F. Jones** (*MBA '72*), Matthews, N.C., Sept. 1. **Sharon Holl-iday Persons** (*BBA '72*), Perry, Feb. 10. **Luis D. Barrera** (*BBA '73*), Newnan, March 27. **Timothy V. Branch** (*BBA '73*), Tifton, Feb. 16. **Dr. Sampat R. Jain** (*MBA '73, PhD '83*), Durham, N.C., Dec. 30. **William K. Keith** (*BBA '73, EdS '89*) Jesup, Feb. 24. **Danice M. Perry** (*BBA '74*), Commerce, Sept. 17. **Sam W. Andrews** (*BBA '75*), Marietta, Sept. 18. **Maj. Thomas H. Daniel** (*BBA '75*), Atlan-ta, Oct. 22. **Jack S. Harbin** (*BBA '75*), Ball Ground, Oct. 25. **Donald W. Kroeber** (*PhD '76*), Gainesville, Feb. 12. **Emory L. McHugh III** (*BBA '76*), Fayetteville, Oct. 15. **Bobby 'Gregg' Gill** (*BBA '77*), Selma, N.C., Oct. 4. **Paul 'Kent' Plunkett Jr.** (*BBA '77*), Augus-ta, Oct. 30. **Benjamin B. Blasingame** (*BBA '78*), Thomson, Nov. 20. **Ned 'Ray' Hughes Jr.** (*BBA '78*), Marietta, Oct. 23. **David Perry** (*BBA '78*), Ooltewah, Tenn., Sept. 23. **Paul E. Gray Jr.** (*BBA '79*), Sammamish, Wash., Sept. 30.

## 1980s

**Charles D. Bramblett** (*BBA '80*), Pooler, Sept. 3. **Virgil 'Chip' W. Milton III** (*BBA '80*), Albany, Oct. 4. **Christopher Cobb** (*BBA '84*), Atlanta, Dec. 2. **Beth Cooley Jordan** (*BBA '86*), Brookhaven, Oct. 11. **Scott V. Thomas** (*BBA '86*), Alpharetta, Jan. 5.

## 1990s

**Christopher N. Janda** (*BBA '90*), Roswell, Nov. 16. **Mary Hatcher Schaeffer** (*BBA '90*), Atlanta, Sept. 6. **Dr. Scott W. Kunkel** (*PhD '91*), Del Mar, Calif., Jan. 28. **W. Grego-ry Pope** (*BBA '93, JD '96*), Covington, Dec. 29. **Jennifer Strauss Richmond** (*MBA '93*), Hidden Hills, Calif., Sept. 12. **Stephen 'Scott' Selig** (*MBA '95*), Atlanta, Oct. 27. **Dr. Karen Lee Tinsley** (*MA '98, PhD '03*), Watkinsville, April 3.

## 2000s

**Brett D. Kersey** (*BBA '01*), Hoover, Ala., March 25. **Wesley G. Reynolds** (*BBA '02*), Albany, March 18. **Scott E. Carter** (*BBA '05*), Brookhaven, Feb. 26. **Steven K. Massey** (*BBA '07*), Kennesaw, Sept. 25.

## 2010s

**Robert 'Robbie' K. Martin** (*BBA '10*), Clay-ton, Feb. 13. **Southgate Jones IV** (*BBA '13*), Durham, N.C., Dec. 18. **Samuel Thomas Stolz** (*BBA '18*), Alpharetta, Jan. 17.





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