

The SBNM 2010 International Experience: *South African Chronicles*

By Chris Nicholson and Pier Rogers

On the morning of March 1, a group of 13 SBNM students, alumni, and faculty gathered at the United Airlines terminal at O'Hare International Airport for the first leg of the journey to Cape Town, South Africa, and the 2010 SBNM International Experience. During the next 14 days, our group experienced South Africa from a variety of unique perspectives—educationally, culturally, economically, and, yes, even as tourists.

Encapsulating in a short article all that we experienced is an impossible task. Capturing the essence of our experience, however, is slightly less daunting and will provide a glimpse into our incredible African journey. While the abbreviated recap provided here gives an overview of the trip, the full South African Chronicles can be found at www.northpark.edu/Academics/School-of-Business-and-Nonprofit-Management/About-SBNM/News-and-Events.aspx

Also, we encourage you to engage with the lucky SBNM students or alumni who attended. They will be able to provide a much richer perspective about our experiences and the impressions South Africa left upon us.

MONDAY/TUESDAY, MARCH 1–2

We gathered at O'Hare at 9 a.m. for the 30-hour journey to Cape Town. From Chicago, we flew to Washington, D.C., and after a

layover of several hours, we boarded an eight-hour flight to Dakar, Senegal, arriving early in the morning on March 2. We stayed on the plane while a few passengers disembarked and boarded, and we soon took off for another eight-hour flight—this time to Johannesburg, South Africa. After a short layover in Jo'burg, our tired group boarded the plane for the final leg of our journey, a three-hour flight to the Mother City, Cape Town.

We arrived in Cape Town at 11:00 p.m. and were promptly whisked to our hotel in the Tamboerskloof section of Cape Town, at the foot of the city's stunning Table Mountain. Although tired and weary from our travels, we received a red carpet-like welcome at the Protea Hotel Fire and Ice, complete with lots of warm hot chocolate. Some of the group immediately retired to their rooms for the night, while others, perhaps invigorated by the hot chocolate, lingered on the patio and deck and enjoyed the balmy South African summer evening (as South Africa is in the Southern Hemisphere, it was late summer).

WEDNESDAY, MARCH 3

After the long journey to Cape Town, the next day was reserved for rest and relaxation—and provided a chance to begin to explore our new surroundings. The trip's co-leaders, Pier Rogers and Chris Nicholson, had visited South Africa in 2008, and were somewhat familiar with the



SBNM grew our global connections this spring with an exceptional trip to South Africa. Our cover story highlights the trip, which was led by Pier Rogers and Chris Nicholson. Thirteen students and faculty participated in the travel. This trip continues a long history of providing global opportunities for our students to places such as Norway, Korea, Sweden, and Iceland. And closer to home, many of our Chicago-based graduate and undergraduate students are from international locations around the globe, including Poland, Russia, China, and India. Our classroom discussions take advantage of our diverse student population.

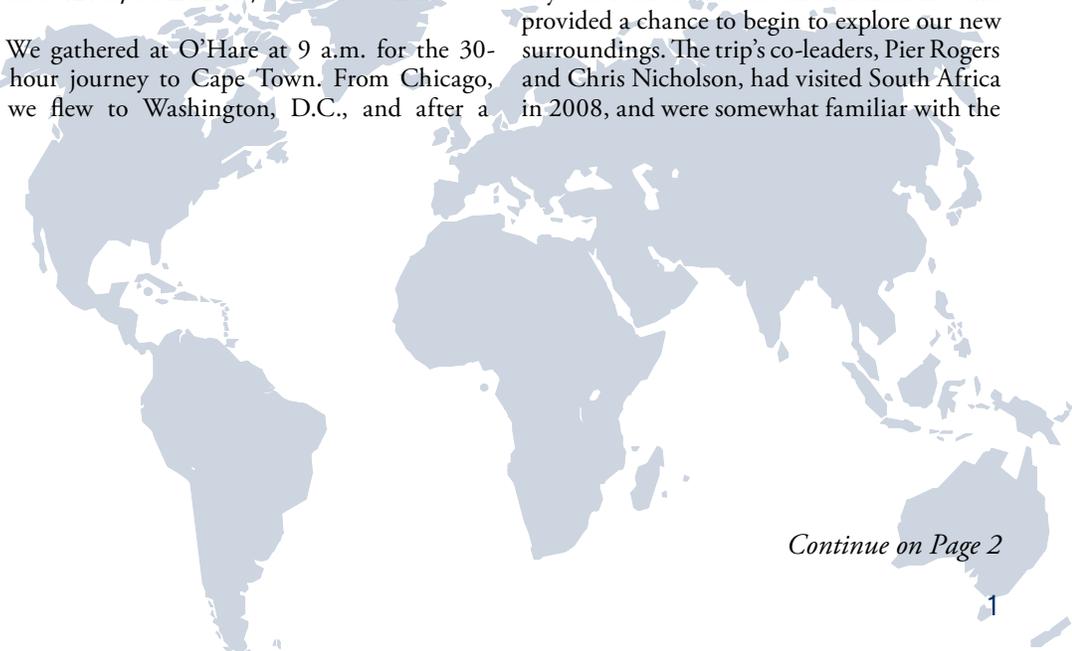
As a part of our global initiatives, I am traveling to Guangzhou, China this month to present a short MBA course on "Change Management" and give an open lecture to the academic community of Guangdong University of Foreign Studies on "Nonprofit Organizations in the USA". I will be looking for opportunities to connect with this University and perhaps provide exchanges of students and faculty in the future.

Do you have global connections that might help us in the future? Please let me know how you might help us connect better to the world.

Sincerely,

Wesley E. Lindabl

Wesley E. Lindabl
Dean, School of Business and
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A great view of Table Mountain from the balcony of our hotel.

Cape Town environs. The group walked from the hotel through the City Centre—stopping briefly to watch a large group of protesters marching through the streets demanding increased funding for AIDS relief—and made our way to the V&A Waterfront, which is a popular restaurant and shopping destination. After several members purchased advance tickets for a tour of Robben Island (where Nelson Mandela was imprisoned), the group split off to explore Cape Town. Some stayed on the Waterfront to have lunch, others walked and shopped, and some took a taxi to one of Cape Town's wonderful beaches!

THURSDAY, MARCH 4

We gathered early in the hotel lobby for the trip to our first organizational visit at the University of Stellenbosch Business School, which was located 30 minutes from our hotel. The University of Stellenbosch, one of the oldest universities in Cape Town, enrolls nearly 20,000 students at several campuses in the Cape Town area, including roughly 500 graduate management students. Andres Roux, Professor of Economics and Director of the Futures Project at Stellenbosch (the Project seeks to predict business trends for corporate clients) provided a fascinating lecture about business in Africa, and most specifically South Africa.

After lunching at the University, we travelled back to the City Centre for our afternoon visit at Streetwires, a socially conscious business that employs people from the townships to make African crafts primarily out of beads and wire. Patrick Schofield, Streetwires' co-founding and managing director, provided a tour of their humble facility, including the production area, where employees sit on steel chairs at tables and produce dazzling handcrafts. After touring the

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facility, Patrick explained to us the story behind Streetwires, and their business philosophy of helping empower as many township residents as possible, not only through his organization, but also through other craft organizations in Cape Town.

SATURDAY, MARCH 6

We got another early start on Saturday, as we left the hotel at 6:00 a.m. for the trip to Aquila Game Reserve and an African safari! The drive to Aquila was breathtaking, as we drove through the Hottentot mountain range, which was adorned with gorgeous fynbos, fauna unique to South Africa.

By this time in the trip, Leonardo Gilbert, MNA '08, was designated the trip's unofficial photographer. It seemed that Leonardo always had his hands literally full, with a digital camera in one, and a video camera in the other. Leonardo routinely took 200–300 pictures per day, and would spend some time each night deleting the poor pictures and saving the rest. Many of the memories we have of South Africa were captured by Leonardo—and, not only was Leonardo a willing photographer, the quality of his photos was outstanding.

The boat trip to Robben Island was a bit choppy, as a rainstorm was approaching. Once the group arrived at the dock and transferred to the buses, we were given a tour of the island's buildings and grounds. Stories were told of several historic figures involved in the anti-apartheid movement, including Nelson Mandela. The most moving time, however, was spent inside the prison walls, where tours are led only by former prisoners who now work onsite. The group was shown the actual cell where Nelson Mandela spent many years of his nearly two decades of confinement at Robben Island. Seeing the cell and listening to the guide describe the beliefs in basic human rights that caused so many to be jailed there, made many reflect on the things that we in the U.S. take for granted.

MONDAY, MARCH 8

One of the requirements in selecting accommodations for SBNM International Experiences is for the hotel to provide a daily breakfast for the group. Given our hectic daily itinerary—and the fact that we may not have much time for lunch—it's important to start the day with a good meal. The breakfast spread at the Hotel Fire and Ice did not disappoint. In fact, it was quite like a Sunday brunch—every day! Cooked-to-order omelettes, a huge assortment of fruit, yogurt, pastries, and meats, along with other hot breakfast items offered something for everyone. One wall of the dining room was a colossal fish tank holding thousands of gallons of water, and in between bites and bits of conversation we watched the fish swim back and forth.

On Monday morning, we visited Llowellyn Syce at the Cape Town YMCA. Llowellyn, who is pursuing his MNA at North Park through online courses, is the Executive Director of the YMCA, and he coordinated a day full of volunteer activities for our group.



Our group from left to right: Doreen Orah, Fran Caan, Mary Vaccarezza, Cindy Sheehan, Amber Jorgenson, Leonardo Gilbert (sitting in center), Megan Lee, Claire Cerezo peeking around Pier Rogers, Mina Escutia-Ramos, Maggie Daniels, Raul Saleme

In the morning, YMCA staff members accompanied our group to the outskirts of Cape Town, where the Y operates a substance-abuse rehabilitation center for teenagers. The teens, who ranged in age from 12 to 17, come to the facility for two weeks of treatment. During their two-week stay, YMCA staff do their best to connect with the kids, and help prepare them to make better choices when they leave.

Although many of these children live in very difficult conditions, you would never know it by the wide and bright smiles on their faces, their infectious enthusiasm, and their interest in getting to know us. They clearly had more of an impact on us than we on them.

TUESDAY, MARCH 9

Another full day of organizational visits! We boarded the coach for a trip back to Stellenbosch, and the heart of wine country. Our morning visit was at Wines of South Africa, the organization that promotes South African wine throughout the world. We met with Su Birch, CEO of the organization, and she provided a fascinating glimpse into the economics of the South African wine industry. Although grapes have been cultivated in South Africa for hundreds of years, the country is relatively new to the worldwide wine market, and part of Su's job is to increase market share of South African wine throughout the world.

Our afternoon visit was back in Cape Town's City Centre at the Amy Beihl Foundation. Pier Rogers met the Foundation's CEO, Kevin Chaplain, during her trip to South



Cindy Sheehan, Fran Caan, and Raul Saleme assisting a couple students in an after school computer class in a Cape Town township.

SUNDAY, MARCH 7

The itinerary for SBNM International Experiences always includes several free days, so participants can explore the environs on their own. Sunday was a free day, and a portion of the group got up early to attend church in a suburb of Cape Town. Early in the afternoon, the group returned to the V&A Waterfront for the boat trip to and tour of Robben Island, where Nelson Mandela was imprisoned for nearly 30 years.

Africa in 2008, and that relationship led to our visiting the organization. Amy Biehl had graduated from Stanford in the early 1990s, then moved to South Africa to help in the fight against apartheid. While driving some friends home through a township one evening, a mob attacked her car, pulled her to the sidewalk, and killed her. In the aftermath of the tragedy, her mother started the Amy Biehl Foundation to help provide hope and education to South African youth. Amazingly, two of the youth involved in Amy's killing now work for the organization, and help spread Amy's legacy of hope, courage, and reconciliation.



Leonardo Gilbert, the trip's unofficial photographer, standing at the front of the room taking video of an after school dance class in a Cape Town township.

After listening to Kevin provide an overview of the work of the Foundation, we took a tour of townships where the Foundation runs after school programs. Like the programs organized by the YMCA, the Biehl Foundation's programs focus on providing kids opportunities to engage in cultural activities (singing and dancing lessons), athletics, and other education pursuits. Again, it was a joy to see the smiles and enthusiasm of these children.

FRIDAY, MARCH 12

Our last full day in Cape Town! With no visits scheduled, the group members were on their own to accomplish all they had not the previous 10 days. A portion of the group—accompanied by Leonardo and his cameras!—hired a car and journeyed to the Cape of Good Hope, the southernmost tip of Africa. The trip to the Cape is gorgeous, and on the way, the group saw penguins basking on rocky beaches, and baboons frolicking by the side of the road. Others again hit the beach one last time, while nearly all of us did some last-minute shopping!

SATURDAY, MARCH 13

Leaving Cape Town was certainly bittersweet. However, through the graciousness of our driver and tour guide, who had been with us our entire trip, we were able to sneak in a couple more quick visits, first to the Bo-Kaap neighborhood, one of the oldest neighborhoods in Cape Town, and which features houses painted in bright oranges, yellows, pinks, reds, and blues. After a quick walking tour of the Bo-Kaap, we visited the District Six Museum, which commemorates the large section of Cape Town from which residents were forcibly removed and relocated to the townships by the apartheid regime. After relocation, much of the area was razed, and there are still large swaths of undeveloped land that stand as a stark reminder of the injustice.

Soon it was time to head to the airport, board the plane to Johannesburg, and say

good-bye to Cape Town. Twenty-two hours later, we touched down in Chicago and back to reality.

They say when you visit Africa, a part of you never leaves, and a part of Africa always stays with you. I suspect every member of our group would agree.



Pier Rogers, Fran Caan, and Mina Escutia-Ramos walking with our guide in the Bo-Kaap neighborhood of Cape Town.

The SBNM is already making plans for the 2011 International Experience. "We hope to announce in September or October the destination and details of next year's trip," says Wes Lindahl, Dean of the School of Business and Nonprofit Management. "Although we don't know exact dates at this point, the trip will take place over spring break in March 2011."

Further information about the 2011 SBNM International Experience will be available in the fall. In the meantime, if you think you may be interested in joining next year's trip, please contact Chris Nicholson at 773-244-5518 or cnicholson@northpark.edu.

JIBS is THE Place

By Maggie Hovhanessian

My exchange study program at Jönköping International Business School (JIBS) in Sweden this past fall (2009) was an enlightening and unique one. Throughout the semester, I established many quality friendships with people from the four corners of the world. We exchanged ideas, concepts, and opinions that helped me grow as a person, be more aware and open to other cultures, and be inspired by the achievements of other students.

JIBS is the place to develop your business and entrepreneurial capabilities. By being in that diverse atmosphere, I was privileged to get a chance to experience economics, finance, management, and other business courses through a Swedish and European perspective.

About JIBS: Jönköping University is one of the leading universities in Sweden in the scope of its international exchange and has an extensive exchange with approximately 350 partner universities worldwide. The campus is a truly international academic

environment, with students and staff from all parts of the world. Within Jönköping University, Jönköping International Business School (JIBS) serves regional and global needs by educating entrepreneurial leaders and business creators. JIBS conducts research and offers undergraduate and graduate programs, a doctoral program, and executive education. Together, these activities form an internationally competitive business school, especially in the areas of entrepreneurship and business renewal.

SBNM NEWS/EVENTS

Top Team in Global Business Simulation

By Kyle Green, Larnell Jackson, and Joseph Selin

Glo-bus is an online simulator designed to test students' abilities to manage and operate an entire digital camera company from marketing and advertising down to the design and unit price. The global market within Glo-bus is broken down into four geographical regions: North America, Europe-Africa, Latin America, and Asia-Pacific. The game itself is played by teams spanning the globe, with each team making weekly strategic decisions that will determine their standing in the industry scoreboard. To show progression in the camera industry, one week's decisions represent an entire year in the simulation. Each class is broken down into small teams of three to four students. Each team chooses a name and creates a login that they will use for the entire semester, both for inputting their company's strategic decisions as well as reviewing information about other teams' progress. Within the Glo-bus simulator, there is no guaranteed right or wrong strategy. The simulator follows real-world trends within the camera industry, demanding for different strategic plans to be made by each team, each week. No semester will experience the same changes as semesters previous.

One of the companies this year in Professor Tim O'Brien's Strategic Management class was comprised of Larnell Jackson, Joseph Selin, and Kyle Green. With the company moniker 'Digitech,' they have adapted their strategic plan to bring them into the global position of tied-for-first out of 2,500 other teams from 146 colleges and universities around the world. Beginning the semester with a strategy based on low-cost products, they quickly discovered their strategy was similar to ones held by a number of other teams and would not provide them with a competitive market share advantage. They changed their strategic approach to 'reasonable cameras at a reasonable price,' following in the footsteps of Toyota—before the brake-failure scandals, of course. With this change in strategy came a change in financial standings, a quick rise from obscurity into the prominent position of first place, where they have resided for two weeks running. They plan on reaching and maintaining a market share of 25% in each of the four geographical regions.

Keeping Pace With The Rise in Social Media

By Melissa Patterson

Wherever people are having conversations online, that's social media—and there you'll find tremendous opportunity for your business or nonprofit. Social media platforms like Facebook, Twitter, YouTube, and blogs can help you advance every facet of your organization's mission, so don't confuse "the conversation economy" for nothing more than a new marketing channel. There are several initiatives underway to assist the School of Business and Nonprofit Management in keeping pace with the rise in social media and the increase in popularity of these websites.

First, we will be offering a Topics in Management course on Social Media in quad A of the 2010 Fall semester. In this relentlessly hands-on course, you will read online and off, uncover broad principles and niche solutions, and extend your exposure to new platforms and expertise on familiar ones. There are no course prerequisites. You are encouraged to bring a wifi-equipped laptop or web-capable mobile device to class. The course will be taught by North Park employee Jon Boyd, and he welcomes your comments and questions. Let's make this a conversation: <http://j.mp/SocMe-SBNM>

In addition to offering a course on social media, North Park now has a presence on many of these websites. Please join other alums, students, faculty, and friends on our Facebook page at <http://facebook.com/npuchicago>, and keep up with news, pictures, and conversation about life at North Park and beyond. In addition, for those on LinkedIn, the SBNM has a LinkedIn group.

North Park SBNM Student Visits the White House

By Ray Prendergast

On April 7, twelve workforce development experts and I met with Martha Coven of the Domestic Policy Council in the White House Executive Office

Building. The meeting was organized by the National Skills Coalition, a broad-based organization that seeks to raise the skills of America's workers across a range of industries.

We were in Washington to advocate for changes to the Workforce Investment Act, which is up for reauthorization. This act funds job training for adults and youth through the Department of Labor, and also adult basic education through the Department of Education.

Innovations in worker training developed over the last decade have proven highly successful. "Sectoral partnerships," in particular, have served both employers and job seekers by providing needed skills training and support services to workers who then fill critical skills shortages in industry. Unfortunately, the federal workforce legislation does not include these systems. The reauthorization of the Workforce Investment Act, then, presents an opportunity to take the best practices from the states and local areas and make them the new standard for federally funded job training and adult education programs.

Martha Coven is the White House Special Assistant for Mobility and Opportunity. Job training and adult education are the center of her purview. Ms. Coven asked the group to explain what changes should be made to the federal system in order to replicate the programs that are successful at local levels.



From Left to right: Ray Prendergast—Chicago Manufacturing Renaissance Council, Gail Coppage—Connecticut Community College System, Andy Van Kleunan—National Skills Coalition, Cheryl Feldman—1199 Training and Upgrading Fund, Bruce Herman—New York State Dept. of Labor, Sarah White—Council on Wisconsin Strategy, Martha Coven—White House Domestic Policy Council, Fred Dedrick—National Fund for Workforce Solutions, Bill Ray—Jackson (MI) Area Manufacturers Association, Faith Wiggins—1199 Training and Upgrading Fund—SEIU, Eric Seleznow—Maryland Governor's Workforce Investment Board, Earl Buford—Wisconsin Regional Training Partnership, Robin—U.S. Department of Labor, Rachel Gragg—National Skills Coalition.

Ray and his colleagues cited the “SECTORS Act,” a bill which has been submitted to both the Senate and House, and which would create an innovation fund for workforce development, as one step that can be taken now. They also asked for greater coordination of job training and basic adult education. “Contextualized Adult Education combined with job skills training has proven highly effective in moving low-income workers into ‘middle skills’ jobs,” said Prendergast. “That’s why the City of Chicago and the State of Illinois have funded such ‘bridge’ programs.”

Other proposals included increasing the coordination between federal agencies and departments, something that has already started, but could be deepened by aligning measurable goals, defining high performance in skills training, developing ways to measure employer engagement, requiring industry-recognized credentials as outcomes of training programs, and deepening contextual learning throughout the system.

The meeting confirmed that this is a good time to try to improve the workforce system nationally. The Administration and Congress have put the reauthorization of the Workforce Investment Act on the agenda, and there is bipartisan support for the “SECTORS Act.” While the contentious partisan atmosphere and the need for new legislation in more critical areas may prevent reauthorization from happening this year, it’s still good to have a chance to positively influence national policy.

New Full-time Faculty Member

It gives us great pleasure to announce that Pamela Schilling has accepted a faculty position in Accounting/Finance here at SBNM. We are delighted to welcome Pam to our learning community.

Professor Schilling has an MBA with concentrations in Finance, Strategy, and Economics from The University of Chicago Booth School of Business and a BSB in Accounting and Business Administration from the University of Kansas. She has also studied Business Strategy and The Economics of Transition at The London School of Economics.

Professor Schilling has an extensive 18-year career in consulting, finance, and education. Her most recent consulting position was with Booz & Company. Most recently, she held the position of Associate Director of Career Management at The University of Chicago Booth School of Business. Organizations she has worked for previously include: Huron Consulting Group, NAVTEQ Corporation, Diamond Management & Technology Consultants, MCI, and Sprint Nextel Corporation. Her volunteer work includes Mentium (volunteer mentor program), Junior Achievement, and Kansas City YouthFriends.

Professor Schilling has taught as an adjunct for SBNM and North Park University over the past couple of years and comes highly recommended by her current students. We welcome Professor Schilling as a member of our full-time faculty.

New Director of Operations

Katherine Acles has joined SBNM as the new Director of Operations. Ms. Acles comes to us after a 20+ year career in industry. Most recently she was the Senior Manager, IMS Solutions Product Management at Alcatel-Lucent. After retiring from an extensive career with Alcatel-Lucent (formerly Lucent Technologies, formerly AT&T, formerly Bell Laboratories), Ms. Acles spent two years volunteering with several educationally focused nonprofits. Those nonprofits include Urban Students Empowered and Chicago Foundation for Education. She also volunteered with Feeding America. She is

also very active in her church, currently serving as a Trustee and a member of the Board of Directors.

Ms. Acles has an MBA from the University of Chicago with an emphasis in International Business and Econometrics, an MSEE from The University of Michigan, and a BSEE from the University of Illinois-Chicago.

New Adjunct Professors

We are pleased to introduce our new Adjunct Faculty members:

Tomi Walhstrom – Professor Walhstrom will be teaching Organizational Behavior and Ethical Leadership at our Grayslake campus. He holds a Doctors of Management from Colorado Technical University and has extensive teaching, higher education administration, and consulting experience.

Christa Diefenbach – While Professor Diefenbach has spent many years around North Park, this will be her first year adjunct teaching. She will be teaching Fundraising Principles for Nonprofits and Nonprofit Marketing Analysis & Consumer Behavior. She holds a Bachelor of Journalism, Advertising Sequence from University of Missouri and an MBA from North Park University. She currently serves as the Assistant Director of the Axelson Center for Nonprofit Management and has extensive experience in the nonprofit arena.

Jason McNeal – Professor McNeal will be teaching Annual & Major Gift Fundraising for Nonprofit Organizations. He holds a Ph.D. in Higher Education Administration from the University of Tennessee, Knoxville, and is currently serving as a consultant with a firm that specializes in higher education and nonprofit consulting. He has extensive teaching, higher education, and fundraising experience.

AXELSON CENTER CALENDAR OF EVENTS

Axelson Center Symposium Unites Nonprofit Leaders

By Christa Beall Diefenbach, Assistant Director, The Axelson Center, and Campus Executive Director, American Humanics Program

The 11th Annual Axelson Center Symposium for Nonprofit Professionals and Volunteers took place Thursday, May 13, at North Park University. With three plenary sessions, 21 breakout sessions, 41 speakers, and more than 450 attendees,

the Symposium is one of the most prestigious nonprofit networking conferences in the Midwest. The 2010 opening keynote speaker was best-selling author Janet Lapp, Ph.D., who kicked off the conference with her invigorating presentation “Plant Your Feet Firmly in Mid-Air.” Amy Dickinson, author of the Chicago Tribune’s “Ask Amy” column, presented the Alford-Axelson Award for Nonprofit Managerial Excellence along with a \$5,000 unrestricted grant to two organizations: The Bridge Youth & Family Services and Erie Family Health Center. Dickinson also presented Family

Defense Center with the Excellent Emerging Nonprofit Organization Award. This new award, which targets small, emerging nonprofit organizations, includes more than \$50,000 in capacity-building services along with a \$2,500 unrestricted grant. The day concluded with a closing address from Heather Gowdy, the lead researcher for the La Piana “Convergence” study that looked at key trends that will reshape the nonprofit sector. To join the Axelson Center mailing list, please email axelson@northpark.edu.

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Samer Mustafic, *Bachelor of Arts, Business and Economics*
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Natalia G. Sobremente, *Bachelor of Arts, Business and Economics*
Juan Tello, *Bachelor of Science, Business and Economics*
Tsz-Yui Wong, *Bachelor of Science, Business and Economics*
Phillip Harold Bloss, *Bachelor of Science, Business and Economics, cum laude*

Spring 2010

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Matt R.T. Carlson, *Bachelor of Arts, Advertising*
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Gabriella G. Flint, *Bachelor of Science, Business and Economics, magna cum laude*
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Angela Kristen Michel, *Bachelor of Science, Business and Economics, magna cum laude*
Michael Scott Mirza, *Bachelor of Arts, Advertising*
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Inrak Son, *Bachelor of Science, Business and Economics, magna cum laude*
Maren K. Tournell, *Bachelor of Science, Business and Economics*

SBNM MASTERS GRADUATES

Fall 2009

Crystal Adams, *Master of Nonprofit Administration*
Noemi Avelar, *Master of Nonprofit Administration*
Kutu Baker, *Master of Human Resource Management, With Distinction*
David Bernier, *Master of Nonprofit Administration, With Distinction*
Diane Burnham, *Master of Nonprofit Administration, With Distinction*
Brandon Combs, *Master of Nonprofit Administration, With Distinction*
Megan Dindia, *Master of Nonprofit Administration, With Distinction*
Matthew Dymont, *Master of Higher Education Administration, With Distinction*
Rebecca Gonzalez, *Master of Management in Nonprofit Administration*
Christopher Huizenga, *Master of Nonprofit Administration, With Distinction*
Adrienne Johnson, *Master of Nonprofit Administration*
Katie Kalkbrenner, *Master of Business Administration, With Distinction*

Jacinth Katta, *Master of Business Administration*
Kimberly Kerbrat, *Master of Management, With Distinction*
Kelly Klein, *Master of Nonprofit Administration, With Distinction*
Diana Krastanova, *Master of Business Administration*
Britta Larson, *Master of Nonprofit Administration, With Distinction*
Tak Seung Lee, *Master of Business Administration*
Laura Ley, *Master of Business Administration, With Distinction*
Zahava Lichtman, *Master of Business Administration*
Alejandra Lule, *Master of Management*
Monika Milkowska, *Master of Business Administration, With Distinction*
Tung Nguyen, *Master of Business Administration*
Scott Orians, *Master of Business Administration, With Distinction*
Douglas Picirillo, *Master of Human Resource Management, With Distinction*
Esteban Pommier, *Master of Nonprofit Administration*
Rebecca Porinsky, *Master of Business Administration, With Distinction*
Jennifer Revis, *Master of Nonprofit Administration, With Distinction*
Chris Rungoo, *Master of Business Administration*
Andrej Semrl, *Master of Business Administration, With Distinction*
Ji Hyun Seo, *Master of Management*
Lisa Stueckemann, *Master of Nonprofit Administration, With Distinction*
Daniel Taylor, *Master of Business Administration*
Matthew Teichert, *Master of Business Administration, With Distinction*
Milan Vydareny, *Master of Nonprofit Administration, With Distinction*
Shannon Wells-Berg, *Master of Business Administration, With Distinction*
Amanda White, *Master of Business Administration, With Distinction*
Jeremy Wright, *Master of Business Administration, With Distinction*
Xuan Zhang, *Master of Business Administration*

Spring 2010

Kara D. Baskett, *Master of Business Administration*
James Behera, *Master of Business Administration and Master of Management*
Peggy S. Berry, *Master of Higher Education Administration, With Distinction*
Jesse W. Bolinder, *Master of Nonprofit Administration/MACF, With Distinction*
John G.C. Born, *Master of Business Administration, With Distinction*
Aune M. Carlson, *Master of Nonprofit Administration/Master of Divinity*
Joseph T. Danca, *Master of Business Administration, With Distinction*
Marta J. Davila, *Master of Nonprofit Administration*
Stephanie De La Torre, *Master of Business Administration*
Patricia D. Erickson, *Master of Business Administration*
Cherie A. Finlayson, *Master of Business Administration, With Distinction*
David P. Frisk, *Master of Business Administration*

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Annie Jeanne González, *Master of Nonprofit Administration, With Distinction*

Matthew T. Good, *Master of Management, With Distinction*

Susan T. Grant, *Master of Nonprofit Administration, With Distinction*

Susan A. Greenbach, *Master of Business Administration, With Distinction*

Mikhail Gutin, *Master of Business Administration, With Distinction*

Timothy R. Hargesheimer, *Master of Business Administration, With Distinction*

Jamie R. Heidorn, *Master of Business Administration, With Distinction*

Rose M. J. Henton, *Master of Nonprofit Administration*

Sharon R. Hicks, *Master of Business Administration/MDIV*

Allen-Christopher Hubbard, *Master of Business Administration/MACM*

Erika M. Joyce, *Master of Nonprofit Administration, With Distinction*

Melvin J. Kim, *Master of Nonprofit Administration and Master of Arts in Christian Formation*

Megan Louise Kissell, *Master of Nonprofit Administration*

Blagoy Y. Kokolichev, *Master of Business Administration*

Tanya V. Kostova, *Master of Business Administration*

Jennifer M. Landini, *Master of Business Administration, With Distinction*

Kerri Langdon, *Master of Business Administration, With Distinction*

Sang Yeob Lee, *Master of Business Administration*

Scott K. Logan, *Master of Management*

Heather J. McMillan, *Master of Management*

Jessica L. Merritt, *Master of Nonprofit Administration*

Martha E. Mezyk, *Master of Business Administration*

Vanessa Monterrosa, *Master of Business Administration*

Tiffany N. Moore, *Master of Nonprofit Administration*

Emily H. Nordstrom, *Master of Nonprofit Administration, With Distinction*

Merrill D. Powers, *Master of Business Administration and Master of Nonprofit Administration, With Distinction*

Terri Lynn, Rivera, *Master of Nonprofit Administration*

Brenda W. Robinson, *Master of Management*

Jennifer Schmalz, *Master of Business Administration*

Joshua D. Schoot, *Master of Business Administration, With Distinction*

Anita A. Serbanescu, *Master of Business Administration*

Megan M. Slattery, *Master of Business Administration*

Robert W. Soeder, *Master of Business Administration*

Sonja Strahl, *Master of Business Administration, With Distinction*

Agnieszka Ulanicki, *Master of Business Administration, With Distinction*

Julia, L. Witty, *Master of Nonprofit Administration*

Wen, Yang, *Master of Business Administration*