

BUSINESS

JOURNAL

The Official Publication of the College of Business Administration

Innovation

Engagement

Impact

4 The Center of Negotiation
Teaching a Skill for All Businesses

8 Fun & Games
Teaching Serious Accounting Skills

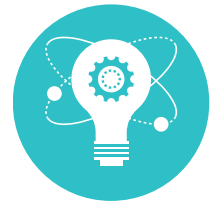
12 Accounting Firm Hahn & Oldham, P.C.
Born and Raised in Javelina Country

BUSINESS JOURNAL



Innovation

The act of producing a new idea, method.



Engagement

Involvement; commitment; the act of occupying the efforts of a person.

Impact

The force of impression of one thing on another; a major influence.



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Dean

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Dear Readers:

I am happy to report that the College of Business Administration is on a positive and steep trajectory of continuous improvement, growth, stature, and is gaining a greater academic reputation every year. It has been an eventful year for our College: we revamped our graduate program, retooled undergraduate business core and six majors, and added new courses, academic certificates and programs; re-envisioned Student Professional Development Program and immersion experience. This effort is the culmination of the work of faculty, staff, and the Dean's Leadership Board who worked tirelessly to improve what we do for students and the community every day.

Our students are doing a fantastic job, winning awards and honors at the University, regional, and national conferences/competitions/events. Pablo Portillo, a marketing and finance major from Houston and Delta Sigma P-Zeta Nu chapter president, was awarded Regional Collegian of the Year at the Leadership conference. Pablo competed against eight other nominees for the Gulf Western Region winner. Boukary "Allen" Diallo, a College senior from the Ivory Coast, received the TSCPA Accounting Excellence Award. Diallo also received the TSCPA - Corpus Christi Chapter Accounting Scholarship. Finance major, Tangugy Kignima, received 1st place in the Undergraduate Business Category at the prestigious Texas A&M University System 13th Annual Pathways Student Research Symposium.

The College of Business Administration has an established record of active engagement of its students, faculty, and staff with the local and business community, the academic realm, and the world beyond. Our College is a place of ideas and our annual Economic Forum, Community Breakfast, "Leading out Loud" Executive-in-Residence Lecture series, JOB Program Small Business Conference, to name a few, provide a unique platform to share them. These exclusive events bring together domestic and international leaders from business, government and civil society to share their insights and debate the issues affecting society, the economy and the world of business. We help local business tackle their organizational challenges. Our workshops address individual and organizational challenges by equipping participants with the skillsets required to tackle personal and business issues. College of Business Administration faculty continue to be recognized for their teaching, research, and use of technological innovations in the classroom at regional, national and international conferences.

Perhaps one of the most significant days in the life of our college was marked by the opening of the Center for Negotiation on August 15, 2016. The Center for Negotiation—the only such center housed in a college of business in the state and one of few in the nation - focusses education efforts on negotiating from a business perspective and offers regular workshops and seminars opened to the public as well as "a la carte" training to local business and non-for-profit organizations.

The College of Business Administration spirit and culture of innovation is imbedded in its mission, vision, and core values. The College looks forward to continued success on the basis of its inherent strengths, the most important of which are commitment to excellence in student-centered education that empowers and prepares graduates of all ages and diverse backgrounds for life-long learning; emphasis on business and pedagogical research which advances academics, extends business knowledge, and contributes to practice; engagement with local businesses and community; to embrace inclusion and diversity, and to encourage open communication, collegiality, and collaboration between and within the students, faculty, staff, alumni, and friends of the College.

Dr. Natalya Delcours

Dr. Natalya Delcours
Dean



FROM THE DEAN

Dr. Natalya Delcours
Dean
College of Business
Administration

The Center for Negotiation: Teaching a Skill for All Businesses

One of the more unique innovations and offerings provided by the College of Business Administration at Texas A&M University-Kingsville is the Center for Negotiation, founded in the fall of 2016. The center's mission is to support, guide, and lead anyone who is interested in developing or improving his or her negotiating skills, tactics, or strategies. Its complementary vision statement, "to expand and enhance, through research, education, and training, productive negotiation techniques and strategies across a variety of regional, national, and international business situations," provides a constant reminder of its purpose and goal. The center is the only such facility in the state of Texas (and one of the few in the United States) dedicated solely to the practice and theory of negotiation from a purely business-oriented perspective.

It is imperative to understand that negotiating is not the same thing as haggling or bartering over price. Principled negotiation is a relationship-oriented process. It usually involves more than one issue and always involves more than one personality. It requires preparation, practice, patience, and emotional intelligence. Negotiations could be between only two people or it could be between two major corporations with many people involved. People may negotiate on their own behalf or on behalf of someone else. It may be face-to-face, online, or through email. It may be to make a deal or to resolve a dispute. It may be to manage a crisis (where there is much risk and little time). There are cultural and environmental aspects to be considered. Body language determines how a negotiator is perceived by counterparts. Successful negotiators must think critically and be able to see the long-term picture while focused on short-term details.



"Negotiation is an extremely important element of every type of business, whether it is a non-profit organization or a for-profit multinational. When done properly, it can truly benefit all parties involved."

Dr. John Cicala, Associate Professor and
Director of The Center for Negotiation



The center conducted several training sessions in its inaugural semester. Seminars on “Negotiating across Culture” and “Negotiating with Authority” were held on campus, while a third, “Negotiating with Emotion,” was hosted at the Kingsville Chamber of Commerce.

Center director Dr. John Cicala led a two-day session on negotiating basics for students taking Human Wildlife Conflict Resolution, an upper division course taught by Dr. April Conkey in the animal, rangeland and wildlife sciences department of the Dick and Mary Lewis Kleberg College of Agriculture, Natural Resources and Human Sciences. The students participated in a simulated negotiation between commercial foresters, a non-profit wildlife protection group, two federal agencies, a ranchers association, and officials from a nearby town with a growing tourism industry. According to Conkey, “Negotiation skills are an important part of a natural resource manager’s skill set, but it is often overlooked...”

Cicala also held a seminar on negotiating job and salary offers for several graduate students from the King Ranch Institute for Ranch Management. “The students perceived that the experience was very helpful for them and that they would be collaborating with the center for more workshops in the future,” Cicala said.

He added, “Negotiation is an extremely important element of every type of business, whether it is a non-profit organization or a for-profit multinational. When done properly, it can truly benefit all parties involved. The center provides a strategic value to all students of Texas A&M-Kingsville because all graduates - regardless of their discipline - are going to work for a business. It might be a company involved in energy exploration, an architectural firm, a research lab, a retail or distribution operation, a physical therapy clinic, or a natural resource management agency. They may be accountants, musicians, pharmacists, salespeople, politicians, teachers, or engineers,” Cicala said.

“One thing they will have in common is that they will work for a business and will have to negotiate, both internally and externally. A general contractor once said that he spent about 75% of his time negotiating with clients (commercial and residential) and vendors (electricians, plumbers, painters, lumber suppliers, city code agents, etc.). They also will negotiate for personal reasons, such as buying a car or house and making important decisions that will affect themselves and their families.”

The Center for Negotiation offers students and non-students alike the chance to improve their interactive, communication and decision-making skill sets constructively, strategically, and practically.

The Student Professional Development Program:

Making the Most of the Undergraduate Experience



The much-anticipated launch of the revised Student Professional Development Program (SPDP) in the College of Business Administration occurred in fall 2016.

SPDP is an undergraduate-focused program which helps students discover their strengths and career interests, develop their professional profiles, create actionable pathways to find desired employment, and set them up for a successful career in industry. SPDP has been in place for several years but was redesigned by Dr. Rusty V. Karst and colleagues, to better motivate and prepare all undergraduates pursuing a business degree.

The newly redesigned SPDP process framework has three essential phases, which undergraduates complete on a sequential basis: Career Readiness, On-campus Development, and the Immersion Experience. Two of the process framework chevrons were improved, but Career Readiness was an addition – to help motivate students, establish a foundation for professional development, and facilitate creation of an individual professional profile which students can carry forward throughout their professional careers.

Career Readiness encompasses of four online courses which are taken by all incoming undergraduate students on a cohort, sequential basis. Focus areas of these courses include Discovering Your Options, Creating Your Value Proposition, Selling Yourself, and Activating Your Plan. Career Readiness was set in motion fall 2016, in collaboration with Bloomberg Businessweek, YSN – Your Success Now, and Peregrine Academic Services. Among all universities nationally, the Texas

A&M-Kingsville College of Business Administration is one of the first adopters of this program. It is unique, however, in that Career Readiness is used as a starting point from which further student development occurs through On-campus Development and Immersion Experience phases of SPDP.

On-campus Development, Stage Two of the SPDP process, involves several on-campus initiatives geared toward facilitating direct student application of concepts learned and profiles created during Career Readiness. Central to the On-campus Development phase is a Job Campaign Workshop, orchestrated by Dr. Rusty V. Karst and Dr. Jennifer Taylor. The Job Campaign Workshop is a forum where students converge with industry leaders to network and get professional development focus points and tips from a diverse panel of organizational leaders who have volunteered their time for this initiative.

The final SPDP stage, The Immersion Experience, is a program culmination where all undergrads select one of three options for completion: research collaboration with a professor, study abroad experience, or completion of a business internship. Business internships have significantly increased and are a real option for further student professional development prior to graduation.

The new program is more holistic in better preparing undergraduates to land desired jobs and to successfully transition into a professional career. The new Student Professional Development Program should more directly help the College of Business Administration achieve two overarching SPDP goals: to more fully prepare students for landing the job/career of their dreams and to be successful, and to increase overall student job placement from a quality and quantity perspective. Initial returns look very promising.

FUN & GAMES

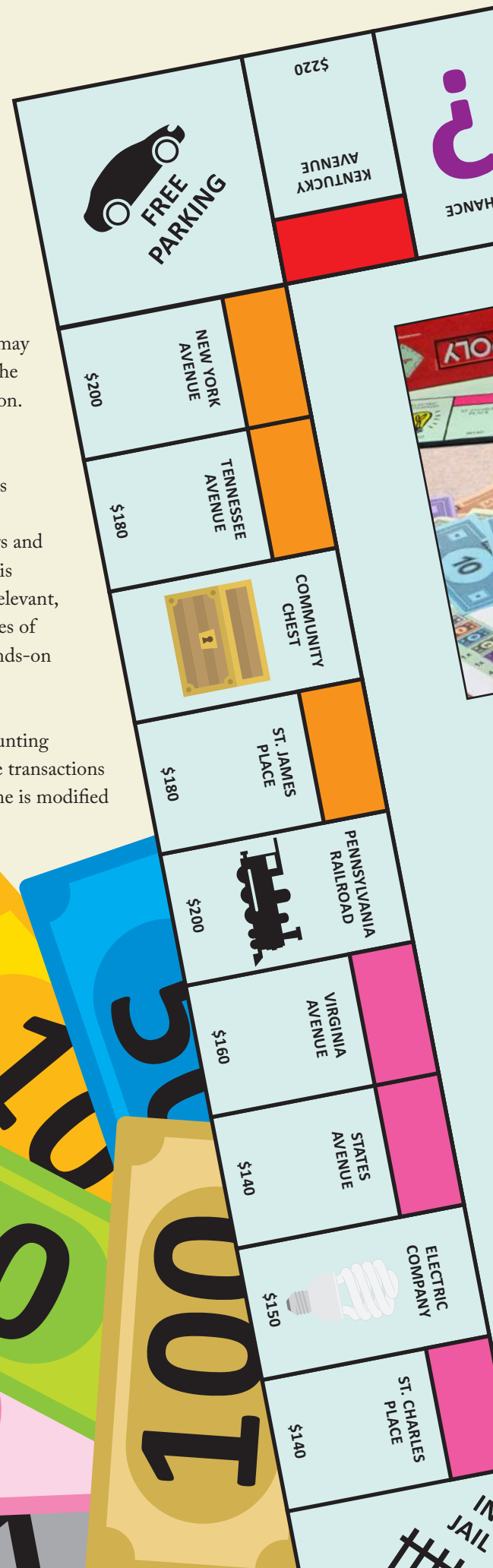
TEACH SERIOUS ACCOUNTING SKILLS

A group of students playing Monopoly™ or passing candy back and forth may just be having fun, or they may be practicing practical financial accounting skills in the new Principles of Financial Accounting lab in the College of Business Administration.

Experiential learning is one of the college's core values. This can be difficult to implement in introductory courses where students are taught the basics. Principles of Financial Accounting, ACCT 2301, is an important introduction to accounting fundamentals. Most of the students in the class are not necessarily accounting majors and often have preconceived notions that accounting is difficult or boring. That's why it is especially necessary to make the introductory accounting class interesting, applied, relevant, and interactive rather than theoretical. College faculty added the lab to the Principles of Financial Accounting class in the fall 2016 semester in anticipation of providing hands-on experience with accounting and doing so in an engaging and fun environment.

The lab uses modified versions of games to teach various introductory accounting lessons. For example, during a lab session, students play Monopoly™ and record the transactions in their simulated journals and post to simulated ledgers. In another session, the game is modified and students play Monopoly™ using checks instead of cash. The end of the session results in students balancing the cash account and reconciling a mock bank statement. During candy store lab sessions, students prepare realistic invoices to complete purchases and sales. In the next lab session, students take inventory and experience actual "inventory shrinkage" when they eat the candy.

The lab implementation is a result of the College of Business Administration student learning outcomes assessment. At the spring 2016 retreat, faculty considered the impact of the accounting principles course and how crucial the course is for students of all business majors. Faculty decided to investigate an accounting lab as a means of giving students more interaction with important accounting skills. After faculty visited a lab at Arkansas Tech, plans were made to implement a similar program on the Texas A&M-Kingsville campus. Students enrolled in the first labs in fall 2016.





students to work together. Faculty observe students working together in positive circumstances, which may indicate they are enjoying working in teams. Additionally, some students are more adept at the required skills and help or guide other students in the lab, providing voluntary leadership opportunities.

The lab institutes a situation where students are free to work together on projects at a time where all are scheduled to be together. By eliminating the stress of coordinating busy student schedules, using lab time to form accounting skills also is building important business competencies that can be difficult to teach in traditional classroom settings.

The Principles of Financial Accounting lab has proven to be an effective pedagogy for introducing financial accounting to students of diverse majors. The college's faculty will continue to assess the lab and its outcomes as a means to continue to empower students in ways that transform their lives.



Student learning outcomes are improving thanks to this lab. Students are making higher grades and less are dropping the class. After just one semester, the number of students making an unsatisfactory grade or dropping the class has been reduced by 54%. Student comments after taking the class with the lab are positive. One student's anonymous feedback was, "Adored the hands-on learning style of teaching during the labs, it really helped my understanding..." Another said, "I never expected to enjoy accounting. Due to this class, I have changed my major to accounting."

In addition to building accounting skills, faculty believe students are improving team and leadership skills in the accounting lab. The nature of the lab's games and simulations require

Crissy Hinojosa

Director of Business Intelligence for Bay Ltd. in Corpus Christi and an adjunct lecturer in the College of Business Administration at Texas A&M University-Kingsville.



Learning Project Management: Practice Makes Perfect

Students in the Information Systems Project Management course learn the foundations of project management while applying theories they acquire in the classroom to real-world situations. Through exercises and team projects, the students gain an understanding of how a project is managed through its entire lifecycle. The students are required to put into practice several project management techniques, including scheduling, budgeting, risk management, scope management, and resource management.

This class is conducted in conjunction with Bay Ltd., an industrial contractor headquartered in Corpus Christi, Texas. Each year, the staff at Bay Ltd. identifies project needs in the area of systems development. The class is divided into teams, and each team is challenged to create a solution to the problem presented. The groups are then responsible for creating a project plan based on Project Management Institute (PMI) standards and planning techniques.

In order to choose the projects, the students must research current industry trends and decide if there is a need to implement these projects within the selected company. The group evaluates the project/system and creates a project proposal and implementation plan. At the end of the semester, the students pitch the idea to the company's CEO,

and include a plan for implementing the system. Using the information provided, the CEO decides if the company should implement the project during the next fiscal year. To date, over 50 percent of the projects that have been researched by the students have been selected for implementation by the company. This model gives students a role in recommending and planning a project based on business needs and current industry situations.

Throughout the semester, students are offered opportunities and resources to continue their project management skills beyond the classroom. The class is taught using PMI standards to prepare students for taking the PMI or CAPM exam, which exposes them to a career path option for increasing their future credentials. In addition, students are required to make a presentation to a company CEO, who provides each team his feedback. As a result of this collaboration, several students have been selected to implement their project during summer internships at the company, two students have been given full-time employment offers and six students have received internships at the company.



International Study Programs: Gives Business Students a Global Perspective

Texas A&M University-Kingsville College of Business Administration is once again offering two study abroad programs: a trip to historical Germany and an around-the-world adventure of the exotic cultures of India and China. In order to ensure overall academic development of business graduates, the college requires all majors to participate in an immersion experience. Students can choose either of these study abroad programs as a way to satisfy this requirement. More importantly, students should consider these programs as employers are becoming more global and hiring students who have demonstrated an appreciation and understanding of different cultures.

Distinct advantages exist for students participating in either program. The Germany trip introduces students to a culture that, on the surface, appears quite similar to their own. However, once they are immersed in German culture, students realize the profound differences between it and their own cultures and business environments. The Germany program is a partnership between Leuphana University in Germany and LSU-Shreveport, UT-RGV and Texas A&M-Kingsville in the United States. Approximately 20 students from the three US-based universities are partnered with German students and host families.

During the two-week trip, students attend day-long classes and seminars conducted by faculty from the four universities, local businesspeople, and international business consultants. In the evenings, the students are usually joined by their German hosts and visit different restaurants for dinner. In addition, the group goes on several excursions together. In the past, these have included visits to the Volkswagen automobile plant and headquarters, a World War II concentration camp, and a weekend trip to Germany's capital of Berlin.

On the other hand, students in the India and China program are immediately presented with cultures that are quite unlike their own. Not only do students witness stark differences among all walks of life between their home culture and the foreign, they also notice how India and China differ from each other, despite being portrayed as having similar economic characteristics. Students visit important business, cultural, and historical sites, including the Taj Mahal and the Great Wall of China.

While the students are housed in modern hotels during their visits to both India and China, they are exposed to economies that often appear to be contradictions. The students can go from riding in tri-cycled rickshaws to being on bullet trains traveling almost 300 mph, or strolling in a high-end, luxurious mall to visiting a market that sells reputed brand items for a fraction of the price. The university travelers will immediately recognize the importance of these two emerging nations in the modern business environment marked by global integrity.





Accounting Firm
Hahn & Oldham, P.C.

Born & Raised in Javelina Country

Linda Hahn and Mary Ann Oldham were friends and non-traditional students at Texas A&I University. Their children played together and they were neighbors. In the early 1980s, the Texas A&I graduates started working together and now they employ nine people.

Since then, Hahn & Oldham, P.C. has regularly showcased talent from the College of Business Administration. Including Linda and Mary Ann, all of their employees who have a degree, are graduates of Texas A&I or Texas A&M University-Kingsville.

“We have hired family members to work for us because they were available and fit our needs. Over the years, we have hired Navy wives for various positions as well and have been pleased with their ‘out-of-state’ experiences and fresh eyes,” said Oldham.

“Our receptionist moved here from the Houston area and has been with us almost 17 years. She applied when she moved and married a Texas A&M-Kingsville professor. Her skill set lent itself to our operation and she has amiably adapted herself to many new projects that would not necessarily be considered to be a receptionist’s job.”

"I felt quite prepared to work coming out of college. However, I do not think I would answer the same way had I gone through my education with graduation as my only goal. True interest in the subject matter and a willingness to study what I do not know are the driving force of preparation,"

Conner Wolff, Class of 2016
Accountant in training, Hahn & Oldham, P.C.



"Because of office space restrictions, we do not seek out new employees unless a position opens up, but generally, our new hires have applied for a position prior to our need for a replacement," Oldham added.

Conner Wolff, accountant in training, was hired most recently, and has been with Hahn and Oldham for a few months. He graduated from Texas A&M-Kingsville with a double major in accounting and finance in May 2016.

"I felt quite prepared to work coming out of college. However, I do not think I would answer the same way had I gone through my education with graduation as my only goal. True interest in the subject matter and a willingness to study what I do not know are the driving force of preparation," Wolff said.

Kim Hamm, CPA, graduated from Texas A&I in 1986, worked for Hahn and Oldham for three years in the early 90s, moved away and came back in 2006 and has been with the firm ever since.

"My education at Texas A&I gave me the tools needed and prepared me for my career in accounting," she

"At Hahn and Oldham, new accountants are given the opportunity to perform bookkeeping and payroll services for clients. Learning the basics of accounting and getting hands on experience is an invaluable tool in preparing both simple and complex tax returns,"

Kim Hamm, Class of 1986
CPA, Hahn & Oldham, P.C.



said. "I was lucky enough to take classes with Dr. Stone, Dr. Sunderman, Mr. McIntyre and Dr. Bono. It was during my 'tax' class that I decided I wanted a career in tax accounting versus auditing."

The accounting firm prides itself on helping new employees gain a wide array of experiences.

"At Hahn and Oldham, new accountants are given the opportunity to perform bookkeeping and payroll services for clients. Learning the basics of accounting and getting hands on experience is an invaluable tool in preparing both simple and complex tax returns," Hamm added.

Hahn and Oldham have been a staple in the business world in Kingsville since 1986. The Texas A&I graduates have come a long way. "Over the years, on behalf of our clients, we have worked with large city attorneys, investment managers and fairly sophisticated investment scenarios," Oldham said.

Hahn and Oldham was inducted into the College of Business Administration Wall of Honor during the College Honors Ceremony in April.

College Honors Ceremony

Each Spring the College of Business Administration honors students, faculty and alumni during the College Honors Ceremony and Dinner.

This year, 43 students from the College of Business Administration received \$72,000 in scholarship awards. (Award recipients are listed on back cover)

Gonzalo Rivera Jr., Associate Professor, received the Students' Choice Distinguished Teaching Award.



Tiphany Grace Contreras is the recipient of the College of Business Administration 2017 Student Leadership Award, which is awarded to the student who demonstrates the highest level of outstanding leadership by serving as a positive role model, practicing ethical behavior, honoring commitment, and displaying responsibility. Contreras is a Marketing Major from Freer, Texas and is currently serving as a marketing intern with University Campus Recreation and Fitness Department.

Learning & Helping Local Animals



Principles of Marketing Classes raise \$843 for Animal Rescue Kleberg



Dr. Jennifer Taylor's Principles of Marketing classes spent the fall semester creating marketing plans and fundraising campaigns for Animal Rescue

Kleberg (ARK), a local non-profit animal rescue shelter.

Over the course of the semester, students learned how to interact with clients, create strategic marketing plans, develop compelling content, manage online platforms, and develop contingency plans for when strategies go off course. Students started their semester with a visit to the ARK facilities in Kingsville where they met with the group's President, Joy Aynsley. During the client meeting, they toured the facilities and asked Aynsley questions regarding the business problems facing the organization. Back in the classroom, students spent several weeks examining the internal and external factors that were affecting ARK.

Students spent a few weeks creating actionable goals and a marketing plan that would achieve them. Students utilized various marketing strategies and tools, including promotional strategies, pricing strategies, distribution strategies and product strategies to drive goal accomplishment.

Additionally, students managed online fundraising platforms, Facebook "boosts" and assessed metrics to evaluate campaign performance. An unexpected glitch with a third party payment provider gave students an experience of creating contingency plans when things do not work out as planned.

The fundraising campaigns that each class created were live for two weeks and students raised \$843 for ARK. Students strategically utilized Facebook and Twitter to drive traffic to the campaign sites. Combined, the two classes reached over 11,346 people on Facebook, with 188 people sharing the campaigns, and 248 people "liking" the campaign. The two classes reached 1,739 people on Twitter and 238 people clicked the link in the tweet, retweeted the link or liked the tweet.

One of the most interesting developments from this project was how students went above and beyond to extend their involvement with ARK outside of the classroom. Many students volunteered their time to help clean the facilities, engaged large businesses to make donations, and involved their student groups to provide either additional fundraising opportunities or volunteer hours. One student even spent time identifying grant opportunities for ARK.





Giving Back

V. Louis Mogas, CBA Alumnus, (Class of 1963)
MOGAS Industries, Inc.

Chairman & Founder, who owns a valve-manufacturing company in addition to a cattle ranch and pecan farm. Visited with business students on April 3 to share first-hand about entrepreneurship and importance of “enjoying your work”.

MBA Program Ranked Tops in State

Just five years after its inception, the online Master’s in Business Administration program recently ranked 6th in Texas, according to CollegeChoice.net. The ranking cites the program’s accessibility, affordability and quality.

Faculty Updates

Some of our most highly respected and seasoned faculty are retiring or approaching that milestone. Attracting a new generation of outstanding professors is central to our educational mission.



Recent Retiree

Professor Paul Holt (Accounting) will be retiring this May.

Promoted Faculty

Our outstanding faculty who were recently promoted to:



Full Professor

Dr. Priti Verma who teaches finance in the Department of Accounting and Finance



Associate Professor

Dr. Jesus Carmona who teaches information systems in the Department of Management, Marketing and Information Systems



Associate Professor

Dr. Hans Schumann who teaches management in the Department of Management, Marketing and Information Systems

Scalan to Present at Summer Workshop

Dr. Genevieve Scalan, assistant professor, will present “Incorporating Innovative Pedagogies into Curriculum: Intentional and Unintentional Outcomes” during the Southern Business Administration Association (SBAA) Summer Workshop at Amelia Island, Florida July 9-11.



Photo (Left to Right):

Mr. Tanguy Fabrice Kignima,
Professor Thomas A. Krueger &
Dr. Dongnyoung Kim

CBA at the Academy of Finance Meeting

Professor Thomas A. Krueger was the Program Chair of the annual Academy of Finance meeting, which was held March 22-24. The conference brings together finance professors, practitioners, and students from across the globe. The Academy of Finance has approximately 180 active members.

Joining Krueger, were Assistant Professor **Dr. Dongnyoung Kim** and **Mr. Tanguy Fabrice Kignima**, a Fall 2016 graduate with a degree in finance.

Kim’s paper “CEO political ideology and Employee relation”, won best in track award: corporate finance from Academy of Finance. The paper examines the effect of CEOs’ political ideology on employee treatment and firm value.

This year also marks the publication of the 15th edition of the Proceedings of the Academy of Finance. The publication is a non-referred compendium of articles and summaries of research presented at the annual meeting. Krueger has been editor of the Proceedings of the Academy of Finance since 2005.

Alumnus named honorary member of Delta Mu Delta

Delta Mu Delta (DMD) inducted CBA alumnus **Joe Henkel**, (Class of 1971) President and Chief Executive Officer at Kleberg Bank, as an honorary member in their April 28th induction ceremony. Delta Mu Delta is a business honor society that recognizes and encourages academic excellence. DMD fosters the well-being of its individual members and the business community through life-time membership.

Scofield Scholarship Awarded

Taylor Blair is the 2017 recipient of the Dr. Stephen Scofield Business Ethics Paper Competition. Students submitted papers that integrated ethics and social responsibility with a business case or decision, which also included theoretical analysis that applies ethical principles to the facts of the business case or issue and a recommended course of action as ethically superior to other available alternatives. She will receive a \$300 scholarship and plaque.

BUSINESS JOURNAL

Texas A&M University-Kingsville
College of Business Administration
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Transforming Futures

2017-2018

COLLEGE OF BUSINESS ADMINISTRATION SCHOLARSHIP RECIPIENTS

Noor Alaskari

Sells Scholarship for Business Administration

Luis Alcocer

Ed Rachel Fund, College of Business
Administration General Scholarship

Seth Barker

Sells Scholarship for Business Administration,
Colonel Edward Preston Jr. Scholarship Fund

David Benavides

Ed Rachel Fund

Taylor Blair

TAI Accounting Society Scholarship,
Hilda Garcia Scholarship

Isabella Brown

Hilda Garcia Scholarship

Cynthia Bustamante

Leland & Billie Jean Wilson Scholarship Fund

Aurora Canales

Glenda & Tom Best Endowed Scholarship
Fund, Ed Rachel Fund

Juan Cardoza

Ed Rachel Fund

Wilson Carter

Ralph C. Russell Accounting Scholarship
Leland & Billie Jean Wilson Scholarship Fund

Margaret Castanon

Hilda Garcia Scholarship

Rebeca Castro Elias

Sells Scholarship for Business Administration,
Glenda & Tom Best Endowed
Scholarship Fund

Arlene Cavazos

Sells Scholarship for Business Administration,
Leland & Billie Jean Wilson Scholarship Fund

Jack Cissna

Ed Rachel Fund,
Colonel Edward Preston Jr. Scholarship Fund

Tiphanie Contreras

Sells Scholarship for Business Administration

Ivaan Enriquez

Ed Rachel Fund

Camille Esquivel

Virgil Stone Accounting Scholarship Fund

Carol Ferguson

College of Business Administration
General Scholarship

Freddy Figueroa

Leland & Billie Jean Wilson Scholarship
Fund, Ed Rachel Fund, College of Business
Administration General Scholarship

Lacey Fletcher

Virgil Stone Accounting Scholarship Fund,
Hilda Garcia Scholarship

Cristian Gallardo

Sells Scholarship for Business Administration,
College of Business Administration General
Scholarship

Monica Garcia

Roberto & Trautrose Montoya Scholarship

Marianna Gonzales

Garnett and Emogene Davis Scholarship

Cindy Haechten

Marianne Fowler Duthu '71 Scholarship

Raquelyn Hernandez

Hilda Garcia Scholarship

Kezia Faith Hilay

Sells Scholarship for Business Administration

Monica Hysquierdo

Hilda Garcia Scholarship

Sarah Keith

Texas AgFinance/Farm Credit Bank of
Texas-College of Business Administration
Scholarship, Ed Rachel Fund

Kyra Kurapati

Rohan O'Neil Nicholson Scholarship,
Hilda Garcia Scholarship, Sells Scholarship for
Business Administration

Kayla Kurapati

Sells Scholarship for Business Administration,
Leland & Billie Jean Wilson Scholarship Fund,
Ed Rachel Fund

Terry Luera

Sells Scholarship for Business Administration

Brandon Malonson

Sells Scholarship for Business Administration,
Glenda & Tom Best Endowed
Scholarship Fund

Julissa Martinez

Leland & Billie Jean Wilson Scholarship Fund,
Hilda Garcia Scholarship

Silvia Medrano

TAI Accounting Society Scholarship,
Hilda Garcia Scholarship

Steven Nevarez

Sells Scholarship for Business Administration,
Leland & Billie Jean Wilson Scholarship Fund,
Ed Rachel Fund

Viviana Ortiz Barcia

Hilda Garcia Scholarship, Ed Rachel Fund

Miguel Paredes

Ed Rachel Fund

Arel Rodriguez

Sells Scholarship for Business Administration

Michael Rodriguez

Leland & Billie Jean Wilson Scholarship Fund

Barbara Segura

Bedell Family Scholarship Endowment, Sells
Scholarship for Business Administration

Kyra Solis

Glenda & Tom Best Endowed
Scholarship Fund

Genaro Uriostegui

Glenda & Tom Best Endowed Scholarship
Fund, Ed Rachel Fund

Martina Urrutia-Achleitner

Hilda Garcia Scholarship, Ed Rachel Fund,
College of Business Administration General
Scholarship

Elmer Whiddon

Leland & Billie Jean Wilson Scholarship
Fund, Glenda & Tom Best Endowed
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