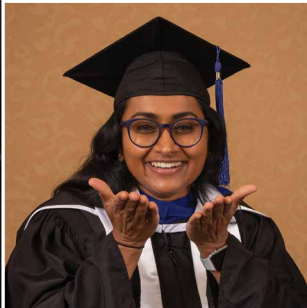
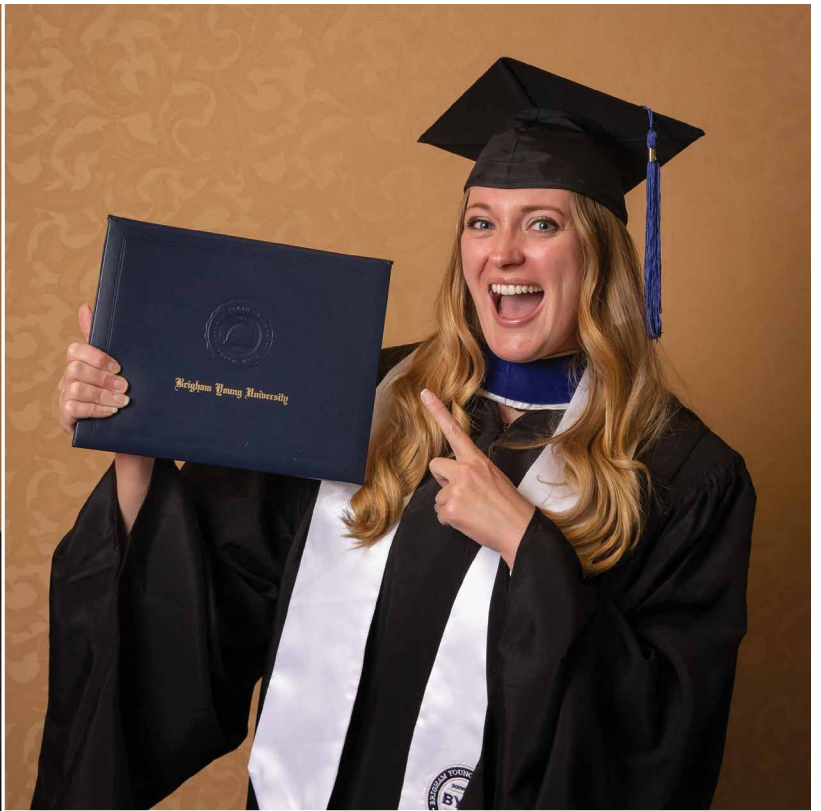


MBA

2021-22 MBA ANNUAL REPORT
BYU MARRIOTT SCHOOL OF BUSINESS





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◀ *EMBA 2020 graduates enjoy water activities during a Share the Love event, a one-time-only event held during summer 2021 to commemorate graduation. The class of 2020 was unable to have in-person graduation celebrations because of the COVID-19 pandemic. This outdoor event was held later after restrictions had loosened.*

The 2021-22 Year at a Glance

September

Catching Up

The MBA's Cougar Strategy group holds its inaugural alumni conference. Alumni gather in Las Vegas to renew friendships, strengthen the BYU Marriott network, and enjoy an update on the Cougar Strategy program.



November

Back to Nature

EMBA students are thrilled to participate in the Razor's Edge program after a COVID-induced break. The long weekend experience mixes professional and personal development with outdoor adventures in the stunning Moab, Utah, area.



January

Looking Back, Looking Forward

MBA students start the winter semester by looking back at what they accomplished during fall and looking forward to what's in store. During the annual reorientation event, MBA director Daniel Snow shares insights on how to end the semester strong.



February

Venturing Together

More than 200 students attend the first-ever Growth Venture Connect event, where they interact with more than 40 growth venture companies and explore internship and job opportunities.



March

Celebrating Scholars

Winners of the MBA Director's Award and the Williams Entrepreneurial Leadership Award, along with Stoddard and Hawes scholars, are joined by family, friends, and faculty at the first annual MBA Scholarship Banquet.



AUGUST

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

JANUARY

FEBRUARY

MARCH

APRIL



August

Better Late Than Never

Unable to celebrate in person because of COVID-19 restrictions, EMBA 2020 graduates and their families finally commemorate their graduation at a two-day Share the Love event in Midway, Utah. Activities include water sports, tasty food, and cap-and-gown pictures.

October

Career Counsel

EMBA students attend the first of several Career Services workshops held throughout the year. During these workshops, EMBA students receive valuable coaching and training from MBA career center representatives.



December

Women's Opportunities

The Women in Business student group hosts a networking event for women students across campus. The event includes a panel discussion and light dinner; panel members include MBA alumnae and women students who talk about opportunities for women to become leaders in business, service, and life.

April

Diploma Day

Class of 2022 MBA and EMBA grads enjoy in-person graduation events for the first time since 2019. Activities include a graduation breakfast, commencement, and convocation as well as photo ops and other end-of-school festivities.





CHRISTLIKE LEADERS

MBA Alumni and the Power of Service

By Jordan Christiansen Illustrations by James Yang

Every BYU student has internalized the phrase, and every visitor who drives up Cougar Boulevard on the west side of campus has seen the sign: “Enter to learn; go forth to serve.”

If you’re a student at the BYU Marriott School of Business, you’re bound to get a second dose of that message of selflessness when you walk through the big glass doors of the N. Eldon Tanner Building. A plaque bearing the words of the building’s namesake reminds everyone that “service is the rent we pay for living in this world of ours.”

It’s no wonder, then, that serving others is at the heart of the BYU Marriott MBA program. Though BYU Marriott MBA graduates are recognized as being among the brightest in the country, and though they land competitive positions at the world’s top companies, it’s the power of service that often makes the biggest impact on their lives—and, subsequently, on the lives of countless people these alumni bless as they span out across the world.



Y.



Samuel Ramsay

It was this emphasis on service that impressed US Air Force colonel Samuel Ramsay, a 2014 MBA grad, right from the start of his application to the MBA program. Having served combat support missions in multiple conflicts and having participated in numerous humanitarian relief missions, Ramsay felt at home at BYU Marriott.

“During my placement interview, professor Monte Swain spoke of BYU’s goal of educating men and women to go out into the world and serve,” says Ramsay. “As we talked, I realized the school’s goals mirrored my Air Force core values of ‘integrity first, service before self, and excellence in all we do.’ I left the interview knowing this was where I belonged.”

Practicing What They Preach

Like Swain, BYU Marriott MBA faculty and staff have been integral in practicing what the school preaches, encouraging students through word and deed to use their unique skills and experiences to serve.



Jill Greenquist

MBA 2016 grad Jill Greenquist was particularly inspired by how professors in the program gave back to her in ways specific to her needs. “Lee Daniels was a huge mentor for me simply because he didn’t have to be teaching at BYU Marriott,” says Greenquist. “He could have easily been retired and hanging out. He was stellar in his ability to use his network to give us exposure to so many different opportunities and paths. It was a beautiful sign of how to serve in a business setting.”

Greenquist continues, “We didn’t need service in the sense of ‘come mow my lawn’ but in the sharing of expertise and broadening our understanding. Many other faculty members in the program, including Troy Nielson and Treavor Peterson, also helped me find what I really wanted and helped me believe in myself.”

As a teaching assistant, US Army Major Richard Bobo, a 2018 MBA grad, learned firsthand from professors Bob Drewes, Daniel Snow, and Swain.



Richard Bobo

“Working as a TA, as well as having personal interactions with those professors, was extremely helpful in developing me as a leader. In particular, Bob Drewes offered valuable advice and perspective to me and my wife from his personal experiences in the air force and defense industry.”

Students Helping Students

At BYU Marriott, students don’t wait until graduation to begin serving. One of the most valuable aspects of a BYU Marriott MBA education is the chance to help fellow students through participating in an array of clubs, projects, and case competitions. These service opportunities have helped cultivate friendships and support groups that last a lifetime.

During her time in the program, Greenquist volunteered as an MBA Academy instructor, helping undergraduates—particularly those in underserved demographics—prepare for applying to the MBA program. She also served a stint as president of the Women in Management (WIM) student association. “To be able to serve and see opportunities open up to others was so wonderful,” Greenquist says.

Bobo points to group projects and case competitions as opportunities he appreciated. “We worked together, helping each other through difficult assignments and problems. It offered a great experience in small-group dynamics and in learning effective ways to motivate and influence all sorts of teammates.”

Those experiences also taught Bobo that the principle of service is one of expansion that makes each member of a group stronger. “With the same amount of energy, the result is greater when we think outside ourselves and actively serve each other,” he says.

Training for a Lifetime

All these experiences—whether in classes, extracurricular activities, or relationships with faculty, staff, and fellow classmates—build up a reservoir of testimony to the power of service that carries over to every aspect of a BYU Marriott MBA alum’s life. Megan Burt, a member of the class of 2019, believes her time in the program sharpened her abilities to serve in her position as the director of employment services for the Welfare and Self-Reliance Services Department of The Church of Jesus Christ of Latter-day Saints.

“Since I have not yet served a mission, I consider my time in the executive MBA program to be my

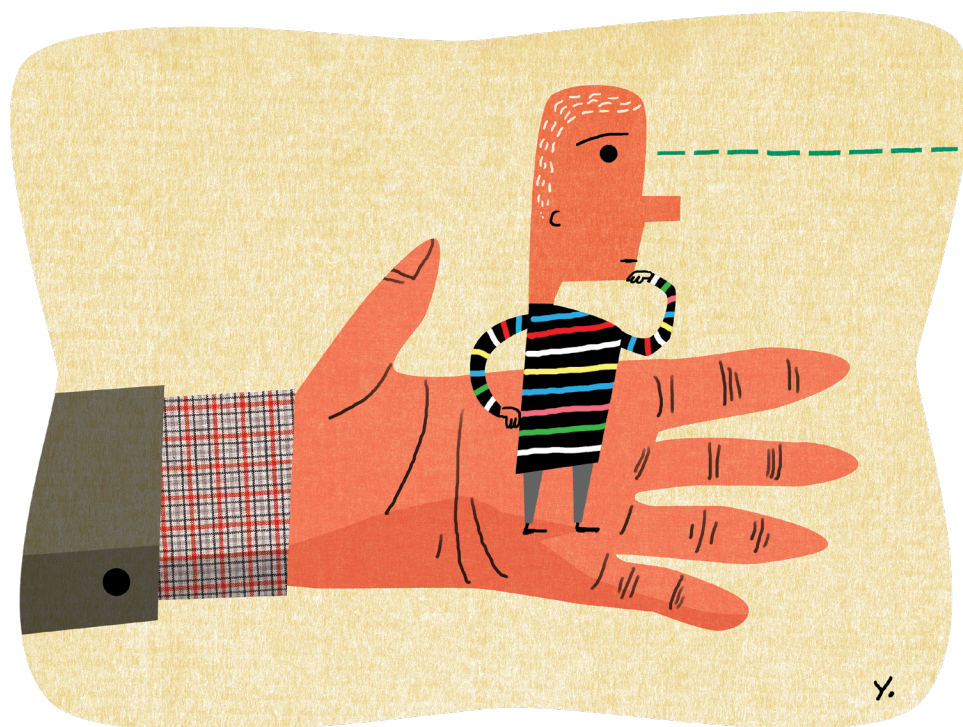
“WE DIDN’T NEED SERVICE IN THE SENSE OF ‘COME MOW MY LAWN’ BUT IN THE SHARING OF EXPERTISE AND BROADENING OUR UNDERSTANDING.”



Megan Burt

version of the ‘best two years,’” Burt says. “My MBA and the skills I learned have opened doors for me since graduating, including qualifying me for my current role. I often reference learning and insights I gained during my education at BYU Marriott to help further our ability to serve members worldwide with employment and education needs and services.”

The MBA program’s focus on service has also provided a foundation for Burt’s activities outside of work. “When I finished my MBA, the motto ‘Enter to learn; go forth to serve’ resonated with me,” she says. “When I put the interests of those I serve first, things fall into place, and the results are more effective than if I am motivated by other factors.”



Putting service first motivated Burt's decision to teach for BYU-Idaho in addition to her full-time job so that she can help others in their education and careers in the same way that she has been helped. She also works with Anything for a Friend, a non-profit organization that offers emotional support and financial assistance to individuals with substantial medical expenses. After losing her own mother to cancer, Burt began to find peace through volunteering with the organization and, a decade later, now serves on its board of directors.

"My service with Anything for a Friend healed my heart after losing my mother and enabled me to bless the lives of others in the process," Burt says. "I learned what it was like to 'mourn with those that mourn' and how to turn my own pain into a way to walk with others through their own dark times. In the book of Psalms, the Savior is described as someone 'acquainted with grief.' In my own way, I too am acquainted with grief. It's my hope that, like our Savior, I'm turning outward and helping walk through grief with others as well."

Bryan Sudweeks, a 1982 grad and former professor in the finance department, is currently serving with his wife, Anne, as the in-area advisory couple for the Church's For the Strength of Youth program in Asia. Stationed in Hong Kong, they are assisting in creating programs to bless the lives of more than



Bryan and Anne Sudweeks

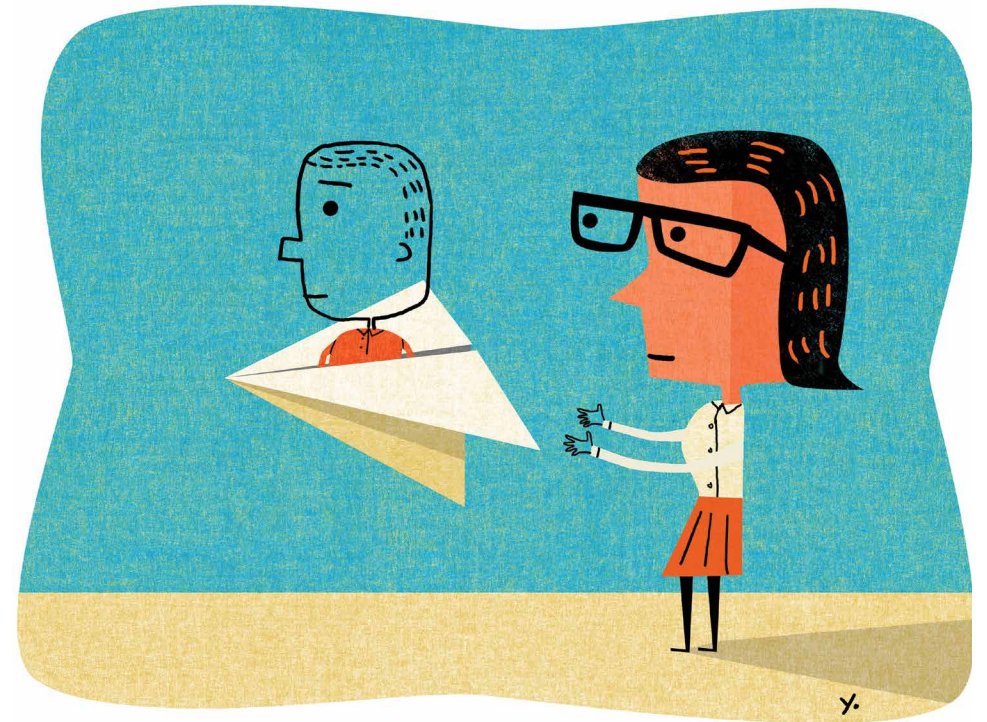
3,000 youth throughout Southeast Asia. Blessings stemming from their service have come to those they've touched—and to them.

"We are amazed at how our BYU Marriott

training and education has helped us with what we are doing now," Sudweeks says. "We are taking the business skills we learned at BYU Marriott and using them to build the kingdom of God.

"As the song says, 'Because we have been given much, we too must give.' We serve because we love the Savior, and we show our love for Him by our service. We serve because we love to be close to the Spirit and feel daily the guidance of the Lord. We serve because we are doing more for our children being here in Hong Kong than we could be doing in Provo.

"For example, our six-year-old grandson fell off the second floor of a houseboat onto a cement deck below. We did not know whether he would make it. As we knelt to plead for the life of our grandson, we realized another blessing of being on our mission—that we were closer to the Spirit as missionaries and that our family would enjoy the blessings of that service. Our grandson is recuperating, back at school, and doing well."



"TODAY, I HAVE THE PRIVILEGE OF SERVING ALONGSIDE SELFLESS YOUTH, LEARNING FROM THEM, SERVING THEM IN THEIR CHALLENGES, AND HELPING THEM TO DISCOVER THEIR POTENTIAL. HOW GRATEFUL I AM FOR THIS."



Saul Duarte

MBA 2011 grad Saul Duarte, former director of operations with doTerra Brazil and current president of the Brazil Curitiba Mission, cites the examples of faculty and students in the MBA program as well as other selfless leaders as inspiration for his own service. Acts of service are

contagious and motivating, Duarte says, and generate gratitude in individuals, organizations, and communities. In turn, that gratitude motivates them to serve, creating a virtuous cycle that transforms the world.

"From a religious perspective, serving others, based on the principles of charity taught by the Savior, is essential for a complete and enjoyable life," Duarte says. "I am grateful for the leaders who support me and who have motivated me on my journey. Through them, I learned the importance of serving, and through small acts of service, I discovered the joy and other significant impacts that service and participatory leadership brings to the lives of others, as well as my own. Today, I have the privilege of serving alongside selfless youth, learning from them, serving them in their challenges, and helping them to discover their potential. How grateful I am for this."

Service on the Homefront

After graduation, Greenquist accepted a job at Union Pacific and then worked as a K-12 education consultant for Gallup, helping educators learn how to be engaged with students and how to build better learning environments. After a 20-year career, Greenquist now serves at home with her husband, infant son, and twin stepdaughters.

"No one but me and God see what I'm doing, but I do it because I believe it makes a difference to my children," Greenquist says. "The monotony—or 'momotony'—is okay because after working for so long, I have a perspective of how beautiful it is to serve through that monotony. My children need it, and I feel more full and complete. I get to the end of the day, and I know I did something good.

"I'm trying to give my children the good and happy childhoods they need to be successful adults. When you serve other people, they believe in themselves. They believe they're worth something. That's what Lee Daniels and others in the BYU Marriott MBA program helped me see, and it changed my life. People helped me up when I thought I couldn't do it. God wants His children to feel loved and to serve one another. I think that's what Christlike service is about."



Student Life

Challenges and obstacles don't stop BYU Marriott MBA students, who have a reputation for patience, perseverance, and success.

Dunia Alrabadi, a student from Jordan, embodied all that the program stands for as she worked to reach her goal of attending college in the United States. As a BYU electrical engineering undergrad, Alrabadi originally planned on earning a master's degree at another university, but her experience at BYU, particularly with faculty members, drew her back to Provo and BYU Marriott's MBA program. Read more about Alrabadi's journey on page 15.

Student Report

STUDENT DEMOGRAPHICS	MBA	EMBA
Class of 2021	141	67
Female	26%	33%
Married	67%	85%
International	21%	4%
Minority	12%	13%
Bilingual	70%	63%
Average years of experience	4	12
Returned missionaries	79%	75%
Average entering GPA	3.51	3.49
Average GMAT	675	596

Class of 2021 Placement by Profession



CLASS OF 2021	MBA
Starting base salary middle 80% range	\$82,000-\$138,000
Placed by 3 months after graduation	96%
Average signing bonus	\$23,350

10% Consulting	35% Marketing & Product Management
18% Finance	6% Operations/ Production
11% General Management	11% Other
9% Human Resources	

MBA Rankings

RANK	PROGRAM	SOURCE
#2	MBA (Human Resources)	The Princeton Review 2022
#10	MBA (Most Competitive Students)	The Princeton Review 2022
#10	MBA (Operations)	The Princeton Review 2022
#14	MBA (Entrepreneurship)	The Princeton Review 2022
#16	MBA (Entrepreneurship)	Poets&Quants 2022
#17	MBA (International Business)	U.S. News & World Report 2022
#24	MBA (Entrepreneurship)	U.S. News & World Report 2022
#36	MBA	U.S. News & World Report 2023
#36 (US only)	MBA	Bloomberg Businessweek 2021

The MBA Dad

Students in the MBA program at BYU Marriott fondly refer to fellow cohort member and 2022 class president **Ethan Felix** as their MBA dad. Despite being older than most of his classmates, Felix connects with other students and empathizes with those going through difficult times because his life has been shaped by overcoming obstacles, both personal and educational.

Felix's career path is centered in leadership development, and he uses his experiences to help inspire others. However, he was not always in the leadership field. In 2011 Felix graduated from BYU-Idaho with a degree in finance. While initially working for an investment firm in St. George, Utah, he also did renewable energy sales to earn money on the side.

During his time in sales, Felix noticed how he and his coworkers could benefit from better leaders. This realization hit home when he was assigned a new manager; Felix watched his team's momentum fade because the new manager did not know how to motivate them. This experience inspired Felix to switch to the field of leadership development. He saw the impact that a motivated, educated leader could make and desired to help produce as many impactful leaders as possible.

Consequently, Felix found a job in Afton, Wyoming, located in Star Valley, where he was raised. Beginning in 2018, he worked as a manager and director of the Bronze Buffalo Club, an organization that hosts business leaders on development retreats. Unfortunately, the job did not last long—Felix was furloughed in 2020 because of the COVID-19 pandemic.

While furloughed, Felix began considering returning to school for an MBA. He had always wanted to earn a graduate degree for career progression and personal accomplishment, but the timing had never been right. "Around that same time, I felt prompted to request my transcript from BYU-Idaho and reconnect with some individuals whom I hadn't seen for years," Felix explains. "Because I had already received letters of recommendation from those individuals and had my transcript, I was able to submit an MBA application almost immediately after being furloughed."



Right after applying to BYU Marriott, I was fully let go from my job. Everything worked out, and the timing aligned perfectly."

Since starting the MBA program, Felix encourages others by sharing his educational and career journeys with those who are experiencing personal trials. As a class president elected by his peers, he tries to connect with and support his classmates one-on-one as much as possible.

When deciding whether to run for class president, Felix was inspired by his wife, who encouraged him to use the opportunity to help others. "She mentioned that I have an ability to connect with people," he says. "I've journeyed down a heavy road of personal challenges, including losing my parents when I was young, being adopted into a new family, and being let go from my job. My wife helped me realize that because of these experiences I can relate to people and empathize with them."

After he graduates in April 2022, Felix knows his relationships in the MBA program will continue to influence his career. "BYU Marriott helped me gain connections with other students," he says. "I will use my network to go into leadership development, where I can launch my own company, join fellow students and start companies with them, or work at an existing company. I have absolutely loved my time at BYU Marriott and would not change anything about my experiences."

Fulfilling a Decades-Old Dream

Growing up, **Shannon Peterson** always wanted to attend BYU. However, finances prevented her from pursuing that option. But Peterson never gave up on her dream, which she is now fulfilling 25 years later as a student in the executive MBA (EMBA) program at BYU Marriott.

Peterson did apply to BYU out of high school but only received a partial scholarship. She also applied to Weber State University, and when she was offered a full-tuition scholarship there, she opted to attend Weber. Peterson graduated in 1995 as a certified dental hygienist.

While she enjoyed working as a dental hygienist, Peterson's growing family of four kids led her to consider a more flexible job. After 17 years as a hygienist, Peterson entered the world of entrepreneurship. Her husband, Robert, had been starting companies in real estate, fundraising, and business services, so Peterson joined him and began managing the day-to-day operations. "Initially, I was just doing what was best for my family, but I have learned so much and have had many valuable experiences," she explains.

As a manager of startups, Peterson felt the need to earn an MBA to strengthen her business knowledge

and increase her confidence. BYU Marriott's EMBA program allows Peterson to take classes without pausing her work responsibilities. "Being able to apply what I'm learning and take classroom principles to the office the next day is so valuable," she says.

While BYU Marriott is teaching her the skills she was looking for, Peterson's confidence in her preexisting abilities is also increasing. "The EMBA validates me and helps me realize I do have skills that I obtained over the years," she continues.

Peterson is grateful for the impact the EMBA program has made on her life, but she says her journey to BYU Marriott was equally impactful. When Peterson was choosing where to earn her MBA, BYU was a frontrunner. However, she still had to study for and pass the GMAT, which was particularly daunting after being out of school for so long. With the support and encouragement of her family and friends, Peterson set specific goals and worked hard, and she was thrilled when she was accepted into BYU Marriott's program.

Her experience of finally fulfilling a lifelong dream and striving to make that dream come true is something she likes to share with others. "I'm happy to be at BYU because I'm making all my hopes a reality," Peterson says. "I tell people, 'We have dreams in life, and just because those dreams don't happen in a certain order doesn't mean they need to die.'"

Beyond expanding her business knowledge and confidence and achieving her goals, Peterson has benefited from her EMBA program in other ways. With some of her fellow classmates, she started a new AI company, Woobie, that specializes in supporting small businesses. The group hopes the startup, which is launching its first product in the dental industry, joins the growing list of Silicon Slopes tech companies.

When setting goals for her entrepreneurial efforts, Peterson focuses on how others will benefit. As someone who needed help to make her way through her undergrad, she understands how big of an impact she can make on others' lives. "I hope to provide jobs and means for people to be able to take care of themselves and their families," she says. "I want to give others opportunities for sustainable work."



The Spell of Discouragement

Fortunately, Alrabadi's hard work and ambition paid off when she qualified for an international scholarship from BYU. "I owe everything for the rest of my life to BYU scholarships. What BYU did for me is amazing and was totally meant to be," she observes.

Alrabadi graduated from BYU with a bachelor's degree in electrical engineering in 2016. Her love of math drew her to engineering; she chose electrical engineering because, true to her character, she felt that the program was the most challenging and she wanted to prove she could continue to stretch herself.

After graduation, Alrabadi worked for a few years as a software engineer for Digi International, a wireless internet company. While she enjoyed her work, Alrabadi decided to earn an MBA to open more career opportunities in a variety of areas. By making this choice, she also faced her next big challenge: the GMAT. "Standardized testing is something that's difficult for me," Alrabadi explains. "I made a goal to take the GMAT and score well enough to attend a top-rated program."

Alrabadi's scores were high enough to get her accepted into several business schools across the country. Initially, she planned on leaving Provo to expand her experiences as an international student. However, after meeting

with other schools, Alrabadi felt drawn to BYU. "I could quickly tell the difference in the interactions I had with faculty outside BYU," she says. "They were wonderful people, but for me there's always good and better. My mind kept returning to the interactions I had with faculty at BYU. My appreciation for my professors brought me back to Provo."

While choosing a school was complicated, Alrabadi is grateful she chose BYU Marriott. "I can't emphasize enough how pleased I am with my choice," she says. "Attending and returning to BYU was 100 percent the right decision."

Alrabadi's academic performance during her MBA was recognized by Poets&Quants, which named her one of its 2021 Best and Brightest MBAs.

Alrabadi wants to help others enjoy opportunities similar to the ones she's had. She hopes to establish an Alrabadi Scholarship Fund for international students, and she has considered becoming a professor in the future.

"I don't know why this thought keeps coming to mind, but I envision myself being in a specific classroom—W240 in the Tanner Building—and teaching," Alrabadi says. "I'd love to come back and teach at BYU Marriott and be the same type of professor, guide, and mentor for students that my professors have been for me."



BYU Marriott MBA Scholars

BYU Marriott MBA students are recognized for their uncommon maturity, confidence, and experience. They excel in many ways, including academically. Top MBA scholars are honored annually through the Eccles, Hawes, Stoddard, and Williams Scholars programs.



From left: Millie Rapp, Molly Turner, Sam Porter, Sean Beardsley, Josh Fuller, family representatives Holly and Steven Hawes, Tanner Simmons, Jason Nestor, Ricky Gettys, Jess Harris Perez, and Morgan Walker.

Hawes Scholars

The Brigham Young University Marriott School of Business named 10 2021-22 Hawes Scholars, an honor that carries the highest distinction given to MBA students at the school, along with a cash award of \$10,000 each. Named for successful corporate executive Rodney A. Hawes Jr. and his wife, Beverly, the Hawes Scholar Award was created in 1998 to recognize the accomplishments of graduating MBA students.

The 2021-22 Hawes Scholars are **Sean Beardsley, Josh Fuller, Ricky Gettys, Jason Nestor, Jess Harris Perez, Sam Porter, Millie Rapp, Tanner Simmons, Molly Turner, and Morgan Walker.**

Williams Entrepreneurial Leadership Scholars

Four students were honored as Williams Scholars, an award that recognizes leadership, vision, innovation, motivation, and execution in the program. Each recipient was awarded \$5,500.

The 2021-22 Williams Scholars are **Jessica Boyer, Sam Hobson, Jessica Maughan, and Ryan Quackenbush.**



From left: Ryan Quackenbush, Jessica Boyer, BYU Marriott teaching professor Gary Williams, Jessica Maughan, and Sam Hobson.



From left: Spencer Van Leeuwen, Dillon Redd, Matt Smith, Missy Hilton, Spencer Farley, family representatives Patricia Stoddard Welch and Jeff Welch, Brian Low, Pavel Semenenkov, Steve Bitter, and Madhavan Padmanabhan.

Stoddard Scholars

Nine Brigham Young University Marriott School of Business students were honored with the George E. Stoddard Prize, a \$5,000 award given to exceptional MBA finance students. The Stoddard Prize was established in 1985 by George E. Stoddard, a 1937 BYU alumnus. Initially awarded to second-year students, the award was expanded recently to include first-year students.

The 2021-22 Stoddard Scholars are **Steve Bitter, Spencer Farley, Missy Hilton, Brian Low, Madhavan Padmanabhan, Dillon Redd, Pavel Semenenkov, Matt Smith, and Spencer Van Leeuwen.**



From left: Fabio Souza, Marisa Davila, Thomas Metcalf, Stephen Slabbert, Kabir Rajput, Tracy Smith, Mont Toronto, Sara Isom, Cedric Huntington, and Priyanka Gandhi.

Eccles Scholars

Ten students were honored as Eccles Scholars, an award presented by BYU Marriott's Whitmore Global Business Center. Each recipient was awarded up to \$9,000 of financial aid for schooling expenses, international projects, and global career exploration. The Eccles Scholars Award is funded by the George S. and Dolores Doré Eccles Foundation and is awarded on the basis of academic performance and trajectory toward a global business career.

The 2021-22 Eccles Scholars are **Marisa Davila, Priyanka Gandhi, Cedric Huntington, Sara Isom, Thomas Metcalf, Kabir Rajput, Stephen Slabbert, Tracy Smith, Fabio Souza, and Mont Toronto.**



Faculty/ Staff News

For the past two decades, **Jim Brau** has made it a point to keep his office door open—a physical invitation and a manifestation of his belief that making connections with his students is the most important part of his job. A graduate of the United States Military Academy at West Point and a former infantry officer, Brau changed his plan of pursuing a military career when he realized that his trajectory wasn't conducive to his ideal family life. Now a professor of finance, Brau strives to facilitate moments when he can create invaluable professional and personal connections both with his students and with others. Read more on page 24.

Faculty Awards

Professorships

PROFESSORSHIP	2021-22 RECIPIENT
<i>Covey, Stephen Mack</i>	W. Chad Carlos
<i>Edwards, William F.</i>	Grant R. McQueen
<i>Jones, Alice Belle</i>	Kristen B. DeTienne
<i>Low, William & Roceil</i>	Paul C. Godfrey
<i>Meyer, Fred G.</i>	R. Bruce Money
<i>National Advisory Council</i>	Kim B. Clark
<i>Passey, James M.</i>	Barrett A. Slade
<i>Peery, H. Taylor</i>	Taylor D. Nadauld

PROFESSORSHIP	2021-22 RECIPIENT
<i>PwC</i>	Earl K. Stice
<i>Romney, George W.</i>	Bradley R. Agle
<i>Second Mile</i>	Craig B. Merrill
<i>Skousen, K. Fred</i>	Michael S. Drake
<i>Sorensen, David E. & Verla A.</i>	Karl B. Diether
<i>Thorsell, Hazel Speirs</i>	Scott E. Sampson

Fellowships

FELLOWSHIP	2021-22 RECIPIENT
<i>Alumni</i>	Mathew D. Duerden
<i>Brown, Denny L. & Jerri</i>	Colbrin A. Wright
<i>Christensen, Don M. & Arda Jean</i>	Jeffrey P. Dotson
<i>Ford/Cook</i>	Benjamin C. Iverson
<i>Garrett, J. Earl & Elaine</i>	Glenn L. Christensen
<i>Garrett, J. Earl & Elaine</i>	Peter M. Madsen
<i>Grow, Stewart L.</i>	Eva M. Witesman
<i>Jones, Warren F. & Alice B.</i>	Curtis D. LeBaron
<i>National Advisory Council</i>	Troy R. Nielson

FELLOWSHIP	2021-22 RECIPIENT
<i>Peery, H. Taylor</i>	Brian H. Boyer
<i>Perry, Lee Tom</i>	Daniel C. Snow
<i>PwC</i>	Travis A. Dyer
<i>Sorensen, David E. & Verla A.</i>	John W. Gardner
<i>Warnick/Deloitte</i>	Steven D. Smith
<i>White, Georgia</i>	Jeffrey S. Bednar
<i>White, Georgia</i>	Mark A. Widmer
<i>Whitman, Robert A. & Wendy</i>	Benjamin M. Galvin

Drawing on Experience

In a drawer in **Mike Bond's** office are all the notes he took in training meetings during his 11 years as a marketing professional. Bond, an associate teaching professor of marketing at BYU Marriott, uses this two-foot-deep pile of notes to plan lessons for his students, whom he hopes to prepare for success in the marketing industry.

Upon starting his undergrad, Bond knew he wanted to do something in business, but he didn't initially focus on marketing. He took various classes at BYU Marriott but was unsure which program to choose. "I liked all of my classes. I truly did," he says. A professor suggested that Bond try marketing because the field incorporates all aspects of business. "I found that his advice was sound," Bond says. "From all my experiences in the industry, I learned that marketing is business. I'm grateful for the chance to learn as much as I can about a field I love so much."

After graduating in 1998 with his marketing degree, Bond began taking notes when he worked for wellness company Melaleuca for three years. He then went to the Kelley School of Business at Indiana University Bloomington to earn an MBA, finishing in 2003. Drawing on his MBA experience, Bond worked through the brand management ranks for eight years, working on brands such as Chef Boyardee and Marie Callender's. While he worked for various companies, Bond compiled more notes from trainings—notes that captured vital pieces of information that he referred to often during his work in the business world and continues to use as a professor.

While he loved working as a brand manager, Bond had always hoped to teach college students later in his career. His dad was a professor, and Bond saw

how much his father enjoyed that position. Although Bond served as a member of BYU Marriott's Marketing Program Advisory Board and had opportunities to interact with several faculty and staff members at the school, he thought being a professor was out of reach because he did not have a PhD.

"I gave a guest lecture at BYU Marriott through my role with the advisory board," Bond says. "After, the chair of the Department of Marketing and Global Supply Chain called and asked if I would teach full-time. I explained that I didn't have a PhD, and he said, 'That's okay, because our department is opening a professional teaching slot. We want your experience in the classroom.'"

After accepting the position, Bond was thrilled to put his industry experience to work. While preparing his first lessons, he turned to his collection of notes for inspiration. He still references those notes when planning lessons, enabling him to share real examples with his students. Bond teaches undergraduate and MBA marketing courses.

When teaching MBA courses, Bond focuses on what his MBA experience did not teach him. "When I was working as a professional, I always said to myself, 'Man, I wish I had learned this in my MBA program,'" he explains. "So when I'm developing my curriculum for MBA students, I sit back and think, 'What are all the useful things I could have been taught, and how can I incorporate those concepts to fill gaps in my students' learning?'"

In addition to teaching, Bond is the associate director of the MBA program, where he helps to design all aspects of the MBA experience. Along with other MBA leadership, he analyzes the program's success—whether that success is measured in job offers or in alumni connections.

Helping students to have positive experiences and to succeed as they move forward in their schooling and careers is what Bond loves most about being at BYU Marriott. "I'm so grateful to be in this position," he says. "I want to make sure our students are prepared and treated as world-class students, because that's what they are."





Working at Home

Although **Mike Drake** was raised in Nevada, he calls BYU home. He spent three years at BYU Marriott as a student, where he made lifelong memories, including meeting his wife, McKenzie; he then returned to the school as a professor out of a desire to feel at home again. He has taught in the School of Accountancy for 11 years and hopes to continue teaching there for the rest of his career.

“When asked where I’m from, I simply say, ‘I grew up in Reno, but I’m from BYU,’” Drake says. He has spent as much time at BYU as any other place he could call home, he explains. Drake first arrived at BYU in 1996 as an undergraduate studying accounting; he graduated with a bachelor’s degree in 2002 and a MAcc in 2003, both from BYU Marriott.

While working on his master’s degree, Drake decided he wanted to be a professor one day. He

made this decision after having the chance to teach a few classes as a teaching assistant for BYU Marriott accounting professor **Norm Nemrow**. “I loved being in a classroom with students,” Drake says. After completing his PhD at Texas A&M University in 2009, Drake began to live his teaching dream as an assistant professor of accounting at The Ohio State University.

Although he enjoyed his time at Ohio State, in 2011 Drake jumped at the opportunity to teach at BYU Marriott. “Returning to BYU Marriott was a simple decision. I can teach what I love and enjoy, bathed in the gospel of Jesus Christ that I love and enjoy,” he says. Drake finds natural ways to share gospel principles in the classroom, where he currently teaches MBA and executive MBA classes.

Drake uses a case vignette approach to teach accounting to non-accountants pursuing an MBA degree. “I love making accounting digestible and interesting to non-accounting audiences,” he says. “I find those classes the most challenging and rewarding.”

Outside of the classroom, Drake enjoys the opportunity to conduct research. He has published a variety of articles, covering everything from the effect of March Madness on financial markets to companies’ earnings announcements going viral on social media. “In a 1975 talk at BYU, President Spencer W. Kimball expressed his hope that out of BYU ‘there will rise brilliant stars in all the scholarly graces,’”

Drake says. “One way I believe I help fulfill this hope is by not only doing my best in the classroom to train the next generation of bright young professionals but also by getting them involved in research efforts.

“I am engaged in research nearly every day,” he continues. “I am grateful that BYU Marriott provides me with the resources and time to engage in top-quality research.” Drake enjoys answering difficult problems through data analysis and appreciates that BYU Marriott always provides access to technology and databases that facilitate his research.

In 2020 Drake was appointed to the K. Fred Skousen professorship. “Having a professorship at BYU Marriott is an honor, but I am particularly honored that I have the Skousen chair because of the history he has at the Tanner Building,” Drake says. Skousen is a former dean of BYU Marriott and later served as advancement vice president for BYU.

In 2021 Drake hit the 10-year mark of his time as a professor at BYU Marriott. The milestone led him to reflect on his journey to the university and his love for BYU. “Once I arrived on campus, I never wanted to leave,” he says. “This university helps me in all of the important areas of my life. BYU strengthens my testimony of the gospel of Jesus Christ, helped me find my wife and career, and now allows me to work in my dream job.”

Lifting Where She Stands

“Lift where you stand” is **Eva Witesman’s** life motto. This directive guides her efforts, whether she is teaching classes at the BYU Marriott School of Business or helping businesses with their social responsibility efforts.

Witesman’s journey to become an associate professor at BYU Marriott began with nonprofits. “I did a lot of service work with nonprofits while I was a student at the University of Utah,” she explains. “As a result, the only jobs that interested me after my undergrad were government and nonprofit jobs.”

After graduating from the University of Utah in 2000 with a degree in university studies, Witesman accepted a position with the Waterford Institute, a nonprofit dedicated to accessible early education. She designed math and science classes and wrote children’s books.

Despite her background in working with nonprofits, Witesman now focuses on corporate social responsibility, a sector that she came to appreciate over time. Her shift began when she felt prompted to become a professor, specifically at BYU, after finishing a PhD in public management and policy analysis at Indiana University Bloomington in 2009.

Shortly after starting at BYU Marriott, an experience with a fellow faculty member began opening Witesman’s perspective on corporate social responsibility. “In a faculty meeting, a professor raised his hand and said, ‘I believe businesses have the greatest potential to lift humanity compared to other institutions.’ I was surprised because my whole background and paradigm had been ‘that’s the work of nonprofits,’” Witesman says. “That single statement caused me to reconsider my philosophy.

“‘Lift where you stand’ is a framework I use a lot in deciding where I’m going to focus my attention and determining what action I’m going to take to solve problems,” she continues. “When I began to consider corporate social responsibility, I realized I could lift in that field as well.”

After a few years of thinking over the new idea, Witesman led a directed readings course in 2018 for then MBA student **Jill Piacitelli**. Together, the pair researched potential careers in helping businesses use

their profits not just for outside philanthropy but also for internal improvements that make a difference in companies’ areas of expertise. That experience was illustrative of Witesman’s hallmark hands-on teaching approach. “What’s fun about the way I teach is I’m often creating with students,” she says. “We’re discovering, learning, and lifting together in each new context.”

The lessons Witesman learned also helped solidify her own knowledge about how corporations can help others. With her current endeavors, she appreciates her ability to have a broad reach on various social impact causes. “At BYU Marriott, I can help many companies at a time instead of just one,” she says. “I have worked with nearly 200 organizations, and I have influenced hundreds more by educating future leaders and personally leading, mentoring, and lifting student employees and volunteers.”

Beyond the classroom, Witesman finds other ways to “lift where she stands.” In addition to her teaching, Witesman runs BYU’s Antiracism Database, provides pro bono social impact consulting through BYU Marriott’s MPA program, and helps with various projects outside the university. “Starting those projects was a moment of asking myself, ‘Where do I stand?’ BYU and the surrounding community is a space I want to help improve, so I considered my skills and what I could bring to issues,” she says.



An Open Mind and an Open Door

The office door of BYU Marriott School of Business professor **Jim Brau** is always open. Brau, a US Army Ranger veteran, believes that making connections with his students is the most important part of his job. He continually strives to facilitate moments in which he can create those connections. Brau's consistency in leaving the door open through the years has resulted in countless opportunities to serve those around him.

Brau's journey to becoming a finance professor, teaching both undergraduate and executive MBA (EMBA) classes, included several important stops along the way. His family has a long-standing tradition of military service, and Brau continued the family legacy by attending the United States Military Academy at West Point, graduating in 1991 with a degree in geography. After his time at West Point, Brau joined the 24th Infantry Division as an officer.

While Brau enjoyed the opportunity to fulfill his childhood dreams by serving his country, he recognized he had a bigger purpose in life: being with family. As an active-duty army officer, Brau was away from home for more than 300 days a year, which was not conducive to his ideal family life. Because he disliked this time commitment away from home, Brau transferred to the National Guard and Army Reserve for

another five years of service after three years of active-duty service. This move allowed him to be with his family during the week and still be a soldier on the weekends.

A career change also meant a change for Brau's academic path. He needed a job on weekdays, so he decided to obtain a graduate degree to further his career opportunities. Brau enrolled at Florida State University (FSU) and chose to study finance because the field was closely related to math, a subject that had always interested him. He completed a PhD in 1999.

After graduating from FSU, Brau took a job as an assistant professor of finance at BYU Marriott. Once he began teaching, he quickly realized his favorite thing about being a professor was creating connections with students—something he stands by today. "I have an open-door office policy," Brau says. "Many of my students come by and chat with me about various issues, enabling me to connect with those I teach." This policy has facilitated numerous meaningful connections throughout his 22 years as a professor.

Brau is thankful for the opportunity to be a resource to his students, especially since he personally understands the difficulties of navigating higher education. He was one of the first in his family to attend graduate school, so he did not have any personal PhD



examples to follow when he began at FSU. "I had no idea what I was doing. My father dropped out of high school to fight in the Korean War, so I didn't know a lot about graduate education," Brau says.

His experience with receiving help from others to navigate graduate school is especially useful when he teaches in the EMBA program at BYU Marriott. Brau also relishes the years of practice that this particular set of students can share with him. "I absolutely love the EMBA students. The wealth of experience and real-world knowledge these individuals bring to the classroom is awesome," he says.

Brau says his personal experiences from his journey to becoming a professor will continue to help him for as long as he teaches. Although Brau has published more than 60 peer-reviewed articles and presented more than 100 peer-reviewed conference papers, keeping students as his top priority will always remain his goal because of his respect for them. "My favorite part about teaching is working with students," he says. "BYU Marriott students are conscientious and want to do what is right."

25 Years of Matchmaking

Shawna Gygi is a matchmaker at BYU Marriott, but her efforts aren't focused on pairings that result in weddings. As an assistant director of the BYU Marriott MBA Career Management program, Gygi is dedicated to creating business-oriented relationships by connecting MBA students with their dream jobs—a role she feels is particularly meaningful because she works in her own dream job.

In order to connect students with potential careers, Gygi maintains a strong network of BYU alumni, employees, mentors, donors, and friends who have previously hired BYU Marriott students. "My network is one of the greatest joys of my job," she

says. "I take good care of the people in my network, and I try to ensure that I use my influence with them wisely."

While matchmaking, Gygi reaches out to specific people in her network who seem to best align with each student's interests and needs. She says MBA students are always welcome to come to her office so that she can get to know them better and can be better equipped to help with their job searches. "I want students to receive what they came to BYU Marriott for, which is typically an education centered around a career that fits their interests," she explains. "Some students are on a fact-finding mission and don't have a concrete direction for their careers yet. Part of my job is to help students discover what they want and clarify their direction."

Gygi understands the blessings that come when people are passionate about their jobs; she has been at BYU Marriott for nearly 25 years and finds fulfillment and joy in her work almost every day. "I am a person who truly understands and values relationships, and at the end of the day, that's what my job is about," she says.

With the hope that others will find the same passion and joy in their future jobs, Gygi always asks MBA students what they love to do so she can help them land in their dream jobs. "My position provides opportunities for me to learn about companies, students, and professors," she says. "Those

learnings are the foundation of the 'matchmaking' that I do."

Although she has held the same position for many years and has witnessed many changes, Gygi remains focused on her mission. When she first started, she printed out job openings and prepared binders that students could read to learn about different opportunities. Initially, each MBA class had around 60 students, but now Gygi works with classes of about 150 students every year.

Outside of work, Gygi also focuses on relationships by spending time with her family. She and her husband, Bryan, have three children and three grandchildren who all live near Provo. "I'm glad my family is in proximity, because we frequently spend time together," she says. Her family enjoys being outside, and Gygi can be found doing anything from participating in snow or water sports to riding a longboard that she built herself.

Gygi is grateful not only to work at her dream job but also to work for an organization that represents her values. "I enjoy the opportunity to impact people. My job gives me a chance to rub shoulders and maintain relationships with bright, amazing, talented students and alumni," she says. "I also appreciate what BYU Marriott stands for, and I want to see those values continue. By matching students with incredible employers, I am helping to leave an impact on students and communities."



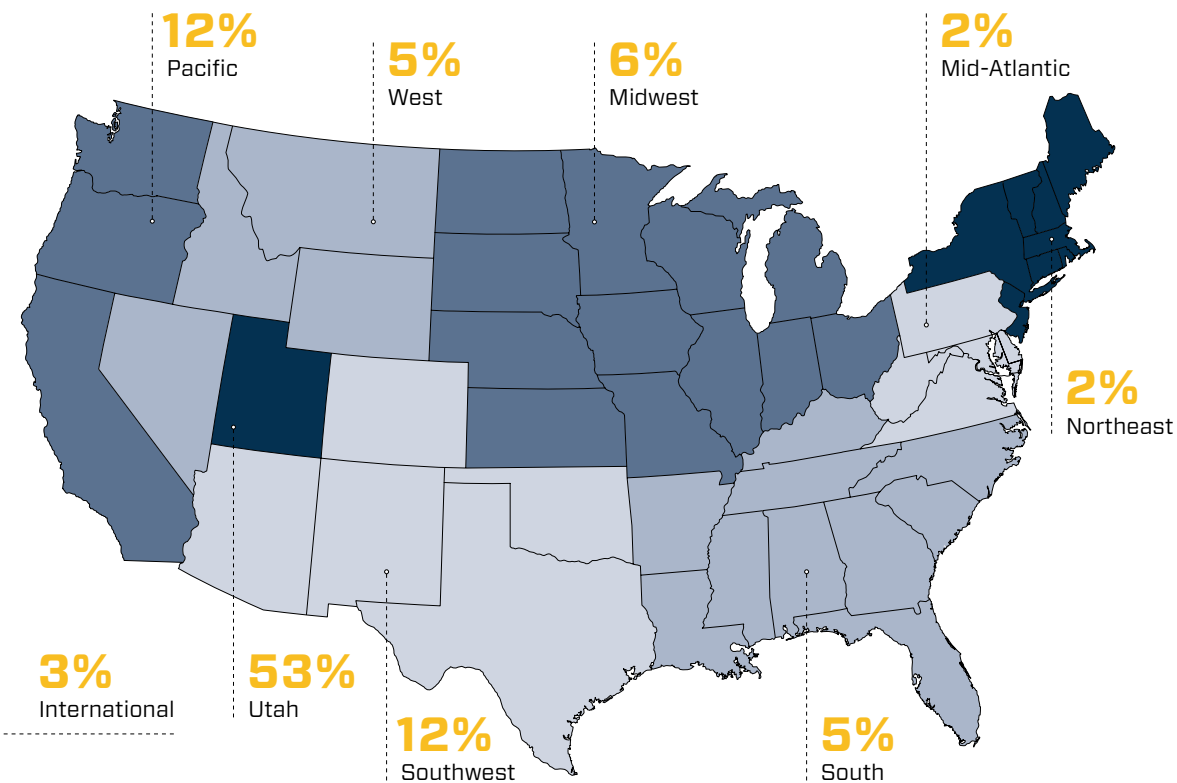
Alumni Updates

Karni Arha, a native of India, wanted to attend school in the United States because he felt that it would increase his employment opportunities. After receiving a bachelor's degree in economics from BYU-Hawaii, he headed to BYU Marriott, where he earned his MBA with an emphasis in finance in 1999. Since returning to India, he has seen his educational experience pay off as he has worked for several companies in a variety of positions. Currently, he is serving as managing director for a New Delhi banking company. Read more about Arha on page 35.



Alumni Report

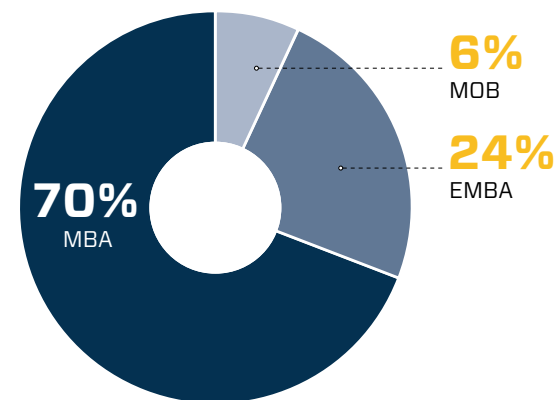
Where BYU Marriott MBA Alumni Reside



BYU Marriott Alumni at a Glance

- **8,726** total alumni (as of January 2022)
- First class graduated in **1963** with **15** students (7 still living)
- First EMBA class graduated in **1986**
- **15** MBA directors (Dan Snow is number 15)

Alumni by Program



A Statement of Character



As Robert Ycmat arrives early at his office every day, he finds himself reflecting on his career path, which began in marketing and will end in finance. As CFO of Revere Health, Ycmat is proud of the lessons he has learned and the impact he has had throughout his career, a journey he says was reenergized by his participation in the executive MBA (EMBA) program at BYU Marriott. Ycmat graduated with a marketing degree from the University of Utah in 1989 and spent more than 15 years in the field while working for data communications and storage technology companies. Eventually, however, he wanted more advancement opportunities, along with a career that would enable him to gain expertise in

specialized areas. With those goals in mind, Ycmat enrolled at BYU Marriott, and in 2012 he completed an EMBA with an emphasis in finance.

Choosing BYU Marriott from a variety of graduate schools for his EMBA program was easy for Ycmat because he was drawn to the values the school represents. “In business, integrity is important,” he explains. “I knew my education at BYU Marriott would be values based, so having a BYU Marriott degree would become a statement of my character.”

After completing his EMBA, Ycmat finalized his transition into finance. Since he wanted to become an expert in a specialized area, he decided to pursue healthcare finance. “I knew that developing expertise in a challenging field would make me more valuable to employers. I chose to switch to finance because the field is more analytical. I specifically focused on healthcare because finance in that area is quite complex,” Ycmat says.

He also felt drawn to healthcare because of the industry’s mission to help others. “My job makes a real difference in patients’ lives,” Ycmat observes. “My work takes the burden of worrying about finances away from our physicians and staff so they can focus on serving patients without distraction. I love the compassionate aspect of healthcare.”

Ycmat’s EMBA also helped him reach his other goal of obtaining advancement opportunities. He

has held a variety of leadership roles in the past decade, culminating with his current position as CFO at Revere Health, a physicians group based in Provo, where Ycmat now lives.

In becoming a leader, Ycmat drew upon the lessons he learned in his EMBA program. “One of the things I appreciated about BYU Marriott is I grew to understand the theory of business and how to apply that in a job,” he explains. Ycmat specifically remembers several lessons centered on leadership concepts, which he says were relevant and helpful for him personally.

Ycmat finds fulfillment in leadership. “One of the deepest satisfactions I have as an executive is watching my staff members progress in their own careers,” he says. “I look for opportunities to help develop team members. My service-oriented leadership style brings me a lot of satisfaction.”

Ycmat is also pleased with where his position at Revere Health has taken him, along with where his future is going. “In my career, I’ve aspired to serve as a CFO, so I’m where I want to be,” he says. While he has only been with Revere Health for less than two years, Ycmat is already enjoying being a part of the company and its future. “I’m excited to be with Revere Health as the company continues to grow and gain prominence. Guiding a business through that growth and change will be extremely satisfying for me,” he says.



Giving Back Through Education

service-focused spring breaks for Johnson State College in Vermont. “College students were pushing back against the idea that they use spring break just to party,” she says. “I led trips with students, leading them through an immersive service project based on various social issues.”

After watching Piacitelli work on the spring break project, leaders at Break Away were impressed with her skills and eventually asked her to be the organization’s executive director. She accepted and moved to Florida in 2004, later relocating the nonprofit to Georgia. Under Piacitelli’s direction, Break Away grew from less than 20 participating colleges to more than 300.

Piacitelli was Break Away’s executive director for 12 years before she returned to Utah to earn her MBA from BYU Marriott. She was inspired by her friends in Atlanta, many of whom helped large corporations with social impact initiatives. “For a long time, I yearned to understand corporate social responsibility, culminating in a decision to pursue an MBA focusing on social impact,” Piacitelli says.

At first, the transition from the professional field back to academia was difficult, and Piacitelli was unsure if returning to school was the right choice. However, she found meaning in her classes

by helping BYU Marriott create two new social impact courses. Piacitelli worked with BYU Marriott associate professor **Eva Witesman** to develop MSB 474R: Creating Virtuous Organizations and also a corporate social strategy section for MBA 693R: Special Topics in Management. Piacitelli and Witesman teach these classes together.

“Framing all the skills and information I learned in my MBA program in a way that focused on social value in addition to financial value infused my classwork with a purpose and direction I had lost sight of momentarily,” Piacitelli says.

After completing her MBA in 2019, Piacitelli decided to stay close to her small-town roots by remaining in Utah to work at BYU Marriott’s Ballard Center. “I realized the most direct way I could affect social impact was through influencing the knowledge, skills, and opportunities of future business leaders,” she explains.

Piacitelli aims to instill her love for social impact in the hearts of the students she works with. She views BYU Marriott classes as an ideal development path for future leaders. “The school provides leadership to the world,” she says. “My focus is to inspire students to use their knowledge while building thriving families, businesses, and communities.”

Staying on Track with Life’s Priorities

Forty-one years after earning an MBA from BYU Marriott, **George Erickson** retired from a successful career in the railroad industry. Erickson’s dynamic career took him to 48 states and a variety of prestigious positions, but as he reflects on his life, he says what he is most proud of has nothing to do with his work.

After graduating from high school in his hometown of Citrus Heights, California, Erickson started working on the railroad as a brakeman for the Southern Pacific Transportation Company. His time at Southern Pacific was interrupted, however, when he was drafted into the United States Army in 1964 during the Vietnam War. Erickson was assigned to a military hospital in Nürnberg, Germany, where he performed administrative duties for a surgeon.

Upon his release from active duty in 1966 and inspired by his time in Germany, Erickson planned to work in hospital administration. With this goal in mind, he completed a bachelor’s degree in health science and biology from Sacramento State College in 1972, then earned his MBA in 1976.

However, after finishing his MBA, Erickson could not pull himself away from the railroads. “I always loved my work on trains,” he explains. “The job was different every day, no matter what I did.” Additionally, Erickson wanted to take advantage of his 15 years of railroading experience, as he had resumed his work with Southern Pacific during weekends to pay for school.

Despite deviating from his original career goal, Erickson says his MBA was still valuable, especially when he transitioned to the administrative side of railroads. While he has held every possible position on a train—from brakeman to conductor—the second half of his career was spent serving in a variety of business roles, including as vice president of transportation services for Alaska Railroad and as general manager for Amtrak.

As a corporate leader, Erickson used the skills from his MBA to effectively manage others. “Learning organizational behavior during my MBA was one of the best things for my career,” he says. “When I could use my background to develop the best people I could, I was successful and worked well with others.”

As Erickson finished his career in 2017, he was grateful for his professional accomplishments and ongoing passion for the railroading industry. But he was also grateful for his experiences beyond his job, which is what he will remember most in retirement. “I am successful from a business standpoint, but what matters the most to me is that I raised my family as best as I could,” he explains.

Erickson and his wife, Bethanie—whose encouragement he says is the reason he succeeded at BYU Marriott—have 6 children and 23 grandchildren. Now that he is retired, he spends as much time with them as possible. When he’s not at home in Folsom, California, Erickson loves to take his family to the scenic locations he visited during his working days.

Erickson also spends time writing his history. An avid keeper of journals throughout his life, he is compiling his favorite memories into one collection. True to his priority of family, he mentions that most of his fondest experiences are those when his family is by his side. “I’m 47 pages into my own story and have written almost nothing about my work,” he observes. While Erickson is not filling the pages with his railroading journeys, he is recording his personal track through life—the one that was meant to be.



Keeping Life Interesting

While passionate about the public health sector, **Jodi Morrison Deputy** began to consider a career switch after graduating from college and working in the field for three years. She forged a new career path in human resources, a move she made because she saw how HR fit her personality. Deputy says this transition was enabled by the MBA program at BYU Marriott, which she graduated from in 2002.

Deputy studied public health at Utah State University (USU). After graduating in 1997, she worked for IHI Environmental in Salt Lake City as a consultant. “I’m an outgoing person,” she says. “The research-based job I was doing at IHI didn’t have much interaction with others, so I pondered other options. I remembered that one of my public health professors at USU suggested that I would excel at HR.”

As she began to explore a potential career switch, Deputy realized she could still utilize her love for public health in a human resources job. “I learned that many businesses combine environmental health and safety (EHS), which I studied during my undergrad, with human resources. EHS involves caring about employees and making sure they are safe, which is a natural partnership with HR,” she says.

Deputy decided that pursuing an MBA with a focus on organizational behavior would expand her technical business background and aid her career switch. Initially, she planned to apply to many graduate schools, which would allow her to choose from several options. “I ended up only applying to BYU Marriott,” she says. “I followed my heart, and ultimately BYU was meant to be.”

While in her MBA program, Deputy enjoyed its focus on practical education. “My professors taught using real-world settings,” she explains. “That kind of education pushed me beyond my boundaries and also prepared me for big roles early in my career.”

One of Deputy’s big roles was with GE Healthcare, a medical technology company, where she worked after graduation. While there, she created the training for a new financial tool utilized by the company’s



international financial team. Deputy says the skills she learned at BYU Marriott helped her perform well at that task despite her relative newness to the company.

Deputy also gained a valuable network from her time at the BYU Marriott MBA program. “I reach out to my MBA network when I run into a brick wall and don’t know how to solve a certain issue,” she says. Her connection to the MBA program’s network has paid off countless times in her career.

After working at GE for 10 years, Deputy held a variety of other HR positions, culminating with her being the leader of human resources at Purple, a Utah-based mattress company. Most recently, she pivoted careers again to work as a full-time mom. In 2017, Deputy and her husband, Christian, had twin girls, and she now devotes her time to caring for them at the family’s home in Midway, Utah. When she can, she also loves to travel the world with her family.

In her free time, Deputy stays in touch with her HR background by doing freelance consulting. “Although I didn’t intentionally pursue the field, I fell into consulting work,” she explains. “Clients keep asking me for help, and I can solve their problems because of the breadth of my experience.”

Deputy appreciates the opportunity to be surrounded by people, both at home and through consulting, because a passion for connecting with others is what drove her to human resources in the first place. “My HR background provides variety and keeps my life interesting,” she says. “Every day is different and fun.”

1995



As a student journalist for BYU’s *Daily Universe*, **Garth Despain** covered his fair share of interesting events. At the same time, he worked for a software company that developed newspaper systems. One day his editors sent him to the freeway, where Despain waited to see if an overturned propane truck would explode. While the truck did not erupt that day, Despain’s career plans did. His wife, Kristin, suggested he pursue his software expertise in order to enjoy a safer, more stable work schedule. After earning his MBA from BYU Marriott in 1995, Despain began a career that has led to his current role as a solution expert at SAP, a software company dedicated to business operations and customer relations. He enjoys living in Wake Forest, North Carolina, where he and Kristin are raising their four children.

2005



Kwame (Samuel) Eghan likes to stay busy. When he is not volunteering at church or in orphanages, schools, and hospitals in his hometown of Accra, Ghana, he works, attends school, or spends time with his four children and his wife, Paulina. Eghan used his 2005 BYU Marriott MBA to launch his career and is currently a managing partner at Ivory Global Investment Company Ltd., an investment firm specializing in resorts. In his role, Eghan is the CEO of Breezes Beach Resort, where he oversees everything from finances to commercial strategy and customer service. Outside of his career, he is a stake president for The Church of Jesus Christ of Latter-day Saints. Eghan is also in the final year of completing a PhD from the University of Ghana, where his research focuses on diaspora engagement policies.

2007



BYU Marriott MBA alumna **Rebekah Ellsworth Kimball** has been to more than 50 countries and enjoys humanitarian projects. Her service includes being a committee member for the 68th United Nations Civil Society Conference, working with lepers in India, and consulting for an African microfinance program. She also founded Singular Humanitarian, a charity that organizes worldwide humanitarian trips for single people. Kimball works as an internal strategy consultant for The Church of Jesus Christ of Latter-day Saints, consulting on global strategies for various Church departments. Previously, she worked in a variety of positions, including as a financial analyst for the Federal Reserve System, where she managed fallout from the 2008 Great Recession. Kimball is a member of The Tabernacle Choir at Temple Square and lives in Salt Lake City with her husband, Ted.

2008



Rachael Crane, who was recently promoted to senior portfolio manager for City National Rochdale, manages diverse investments for individuals and foundations in San Francisco. Her career is a unique blend of her two BYU degrees: psychology (her undergrad) and finance (her 2008 MBA emphasis). Crane says her time at BYU, and particularly in her MBA program, was one of the greatest blessings of her life. She enjoys working in wealth management because her job has a direct impact on clients’ lives. Crane is proud to be a chartered financial analyst, even though the process of obtaining the certification was difficult. When she is not working, she trains for and runs marathons all over the world and has completed 17 to date, including in Paris, Rome, London, and Rio de Janeiro. She also serves as the Primary president for two wards of The Church of Jesus Christ of Latter-day Saints in the Bay Area.

2008



Although **Sandino Roman** is still working, he feels like he retired seven years ago when he accepted a position in Mexico City, Mexico, with the Office of the Presiding Bishopric of The Church of Jesus Christ of Latter-day Saints. Originally asked to head a marketing department, Roman has added roles in purchasing, distribution, retail, administration services, security, IT, and publishing. “Accepting the offer to work for the Church was one of the best decisions of my life, as my job brings me joy and purpose and blesses my family immensely,” he says.

Outside of work, Roman also serves the Church as an Area Seventy. He and his wife have four children. Their eldest daughter is an undergraduate in the global supply chain management program at BYU Marriott, where her dad earned an MBA in 2008.

2010



While working as an esthetician and leading a day spa’s training programs, **Chloe Andersen** found a love for people and leadership. Subsequently, she attended the BYU Marriott MBA program to focus on leadership development and continue her passion. After graduating in 2010, she became an HR management associate intern with Citigroup. Upon securing a full-time position with the investment company, Andersen worked all over the world, including in New York City, Tokyo, and Hong Kong. She now lives in Lake Tapps, Washington, with her husband, Adam Knauff. Andersen is currently a senior leadership consultant at CoCreate Work, an organizational design and leadership development firm. Outside of work, she sells English toffee with her sister and strives to make the world more inclusive for all genders, races, and sexual orientations.

2013



When **Melanie Maynes Lopez** took an internship with Symantec in 2012 during her MBA at BYU Marriott, she had no idea the experience would shape her future career. Her time at the software company inspired her love for cybersecurity, and she has been in the field ever since. Lopez loves working on new technologies that protect online personal information. “I enjoy making a real difference in people’s lives by giving them peace of mind,” she says. Lopez and her husband, Jon, both work for Microsoft and reside in Maple Valley, Washington, with their three kids. Lopez is a senior product marketing manager in Microsoft’s identity verification department and recently led a team in developing password alternatives that were featured on CNN and *The Tonight Show Starring Jimmy Fallon*. Outside of work, Lopez enjoys traveling with her family; she even uncovered dinosaur bones in Wyoming on a recent trip.

2016



After changing his career plans from psychology to finance, **Sean Baenziger** earned an MBA from BYU Marriott to jumpstart his job opportunities. His decision to return to school paid off when he was hired by Intel Corporation upon his graduation in 2016. After two years with Intel, Baenziger started working for Amazon, where he was recently promoted to head of finance for network strategy. Baenziger, who lives in Lehi, Utah, is proud of the work he and his team do, which has been recognized by several company awards. When he is not working, he spends time with his family and helps prepare questions for the National Certified Medical Assistant exam, a test administered to medical assistants looking to be credentialed by the American Association of Medical Assistants.

An MBA for All Continents



Latter-day Saints,” Arha says. “My response is that those restrictions didn’t bother me. As an international student, meeting guidelines and following specific restrictions was nothing new. I was willing to work hard and do whatever was necessary in order to obtain a quality education.

“The school perfectly fit the bill, not only in terms of tuition but also in enabling me to receive a quality education,” he continues. “BYU Marriott is a high-ranked business school and was good for the exposure that I could gain as an international student. Coming to Provo was the right choice.”

Arha graduated in 1999, earning an MBA with an emphasis in finance. After evaluating different options, Arha returned to India to work in the finance sector. “I love all of the different aspects of finance,” he explains. “I like anticipating what could go wrong with budgets or investments and having contingency plans in place. I enjoy working with shareholders, investors, government authorities, and more. Finance is not limited to one thing, and I enjoy the sector’s variability.”

Throughout his career, Arha has worked in several positions, including financial analyst, private equity vice president, and CFO. Recently, he accepted a promotion to a managing director role for Bandhan Financial Holdings

Limited, a banking company located in New Delhi.

Arha’s time at BYU Marriott prepared him for leadership positions by teaching him finance skills and providing him with knowledge about a variety of business topics. “I chose finance because the program was a natural progression from my undergrad. But I was also interested in how BYU Marriott focused on marketing, operations, and HR, which gave me a solid understanding of running a business,” he says.

As he settles into his new job, Arha continues to look forward and set goals for the rest of his career and life. He hopes to one day become a CEO but is in no rush. His plan is to wait for the perfect advancement opportunity and then retire after successfully leading a company for a few years.

In addition, Arha wants to make an impact on healthcare in India. One area that he is passionate about is diabetes because he has close family members who are diabetic. “Indian insurance does not cover diabetes treatment, so paying for care and medicine can be steep,” he says. “I would love to create awareness or medical groups whose aim is to have a policy where diabetes treatment receives its fair share of support. The larger scope of my future goals is more than being a CEO; I also want to do good for society.”

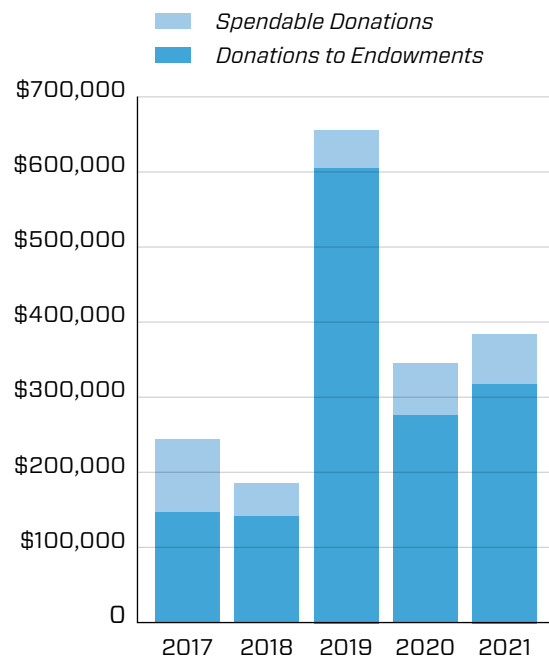
Program Support

BYU Marriott's MBA and EMBA programs have established a nationwide reputation for providing a quality education, creating a powerful network, prioritizing service and individual connections, and producing outstanding leaders who help organizations succeed. An invaluable part of the school's MBA and EMBA educational offerings are its events, carefully planned and executed to strengthen BYU Marriott students and alumni alike. Read more about these gatherings—and how our donors make them happen—on page 39.

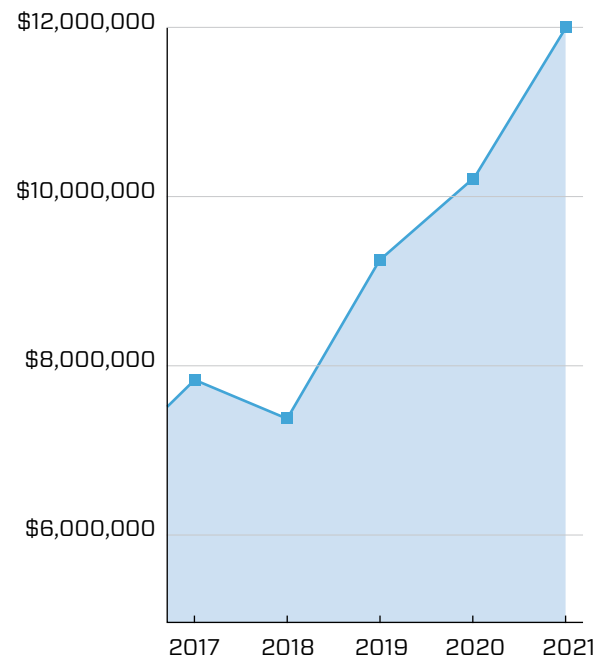


Fundraising Report

Total Donations to MBA Program



MBA Endowment Funds Growth



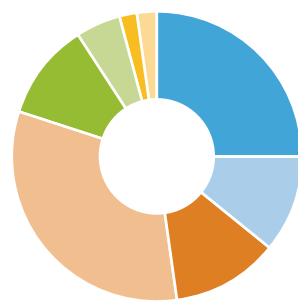
MBA Student Endowment Fund

The MBA Student Endowment Fund, which was created in 2016, allows MBA classes to set goals and donate toward a common cause. Classes can work with the MBA program to direct their portion of the fund toward the following:

1. Student scholarships
2. Case competitions and other student events
3. MBA Association activities and needs
4. Other student-related opportunities

If your class would like to participate, you should set a class goal as a group, choose where your donations will be directed, and reach out to MBA alumni manager David Jungheim at david.jungheim@byu.edu.

Students and alumni from 29 different classes have donated to this fund.



Percentage of Donations by Class

25%	1963-2015	11%	2019
11%	2016	5%	2020
12%	2017	2%	2021
32%	2018	2%	Other

Total = \$62,803

Beyond the Tanner: Events That Keep Alumni Connected

The first time **Heather Nemelka** attended the BYU Marriott Executive MBA Career Boost event, she was fresh out of the EMBA program—but she was no newcomer to the career world. She had earned her undergraduate degree in advertising from BYU in 1992 and had worked for years at an array of New York City-based companies, including HBO, Simon & Schuster, and Time Warner, before taking time off to raise her five children. More than two decades later, Nemelka found herself back at BYU, where a workshop at Career Boost had a profound impact on her life.

“Ross MacPherson taught a class focused on improving your LinkedIn profile and making yourself more marketable. I learned so much in that single course,” says Nemelka. “One of the things Ross talked about was the power of the BYU Marriott alumni network and how we should reach out to alums through LinkedIn. I had never thought about that before.”

That advice proved to be invaluable a year later when Nemelka lost her job because of the COVID-19 pandemic. “So many people were laid off, and there were hardly any jobs, especially in marketing,” she recalls. “I sent out a ton of résumés but got no response. And then I remembered Ron’s recommendation.”

Nemelka identified a list of 10 companies she wanted to work for; then, using LinkedIn filters, she found BYU alumni working at each of the companies. “I reached out to them with a simple message: ‘Hi! I see that we’re both BYU Marriott grads, and you work for this particular company. I would love to work there someday. Do you have any suggestions about how I could improve my chances of getting a first interview?’



“So many people replied, saying they would be happy to refer me through the system or offering suggestions for topics I could study or skills I could work on,” continues Nemelka, who eventually landed a job at Amazon Web Services. “And I never would have thought about reaching out to the BYU Marriott network if I hadn’t attended that class.”

That is the kind of story BYU Marriott MBA alumni relations director **Dave Jungheim** loves to hear. “That’s why we started Career Boost,” he says. “The event is designed to bring our EMBA students together with our EMBA alumni to give a boost to students, no matter where they are in their careers.”

But Career Boost isn’t the only event that the BYU Marriott MBA and EMBA programs sponsor. They also hold career fairs, information sessions, conferences, alumni reunions, and one-off events, all with one objective in mind: to support BYU Marriott alumni and help them feel connected to the school and to each other.

“We’ve done research, and that’s the one thing that all alumni, not just those from BYU Marriott, are looking for,” says Jungheim. “They want to feel connected and supported.”

Connection is certainly a driving force behind the annual MBA alumni conference. Each year, the program plans a reunion that includes a state-of-the-MBA update by the program’s director, a presentation by the alumni relations director, and a keynote address. The conference culminates with a networking dinner.

“We solicit feedback after the event every year,” says Jungheim, “and one of the most frequent responses we receive is ‘I wish I had known how great it was going to be so I could have invited others in my class.’”

Along with the conference, the program hosts a one-year reunion for the most recent graduation class, as well as reunions for earlier graduation classes in five-year increments. “That way every class has an event they can attend at least every five years,” explains Jungheim. “Some classes have reunions and never involve us, while we play a key role in other class reunions. We’re here to do whatever we can to help.”

In addition, the program supports requests for one-time events, like when the EMBA class of 2020 recently reached out. Because of COVID-19

restrictions, class members had celebrated their graduation virtually. When restrictions eased during summer 2021, the cohort wanted to gather to commemorate their achievement.

“During the program, I developed deep friendships with individuals in my class,” explains **Mary Lu Funk**, a 2020 EMBA grad. “These are people who supported each other through job loss, family tragedy, new babies, adoptions, surgeries, and so many other major life events. They became some of my closest friends and are people I know I could turn to no matter what. I wanted to celebrate with them.”

While the 2020 class presidency planned much of the two-day Share the Love event, the MBA program assisted in a variety of ways, including setting up the venue and helping plan activities. And on the first day, when it became evident that these grads deeply regretted not having the opportunity to take traditional cap-and-gown photos, program staff hunted down BYU caps and gowns, diploma covers, camera equipment, and backdrops overnight so those photos could be taken.

“The program leaders and support staff saw that this was something important to us, and they made it happen,” says Funk. “Seeing classmates having their photos taken, all dressed in graduation robes, sealed the experience for many of us. I saw tears in the eyes of classmates and their spouses as we were finally able to have a visual representation of two years of hard work.”

That is what BYU Marriott MBA and EMBA alumni events are all about—creating invaluable experiences to cement the connections that start within the walls of the Tanner Building and continue for years afterward. Whether it’s the Career Boost gathering or a class reunion, these events help graduates “relive the wonderful experience of the MBA program,” says Nemelka. “My years at BYU Marriott changed my life, and the program—and the people associated with it—continue to impact what I do and who I am.”



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RECEIVE a free Osprey backpack for every TWO referrals accepted into the program

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Hire MBA interns and alumni

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