

DEPARTMENT OF BUSINESS E-NEWSLETTER

INNOVATION

APRIL, 2022

SPRING ISSUE 1

MONTANA TECHNOLOGICAL UNIVERSITY

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CHAMPIONS & BUSINESS MAJORS!

Here in the Department of Business, we like to reverse the headline and think of them as **BUSINESS MAJORS & CHAMPIONS**. Either way, we are all over-the-top proud that Tech's high-performing men's basketball team is significantly populated with Business Students!

In late February, our men won the Frontier Conference Tournament Championship. This victory was all the sweeter as it was the first for the Orediggers since 1999.

After winning the Conference, our men went to Texas to play in the National Association of Intercollegiate Athletics (NAIA) Opening Round of the Men's Basketball National Championship Tournament. After winning their first game, they fell in the second to SAGU.

In our department we like to say: "Tech means BUSINESS. And BUSINESS is everywhere!" Now we can delightfully include the basketball court!

DOB Faculty

Todd Tregidga
Associate Professor/Chair

Doug Abbott
Professor

Tim Kober
Professor

Lance Revenaugh
Associate Professor

Rita Spear
Associate Professor

John M. Garic
Visiting Professor

Darlene Voss
Administrative Associate

For further information contact
Darlene Voss 406-496-4401.



Here they are left to right Business Majors:
Caleb Bellach, Derrius Collins, Bridger Larson, Sayer Patton,
Keeley Bake, Drew Huse, and Taylor England.

First Friday Speaker Series

FEBRUARY

The Department of Business First Friday Speaker Series has continued its successful run under the theme of The 7 Habits of Highly Effective People based on the book by its author, Steven Covey.

Former Tech professor, J.J. Adams was the speaker for the first Friday in February. He spoke about the sixth of Covey's Habits, "Synergize."

Mr. Adams is a finance and strategy professional with a track record of success in several fields. He has founded, operated and advised several small to medium enterprises. From 2007 to 2014, he was the top economic development policy adviser to the U.S. Senate Finance Committee and its Chairman.

Currently, he is the majority owner of the Hotel Finlen and Cavalier Lounge in Butte, America. Since acquiring these uptown businesses, J.J. has focused his economic development network and knowledge on revitalizing uptown Butte and preserving its architectural crown jewel, the Finlen Hotel.



J.J. Adams

MARCH

Liza Dennehy spoke on Covey's 7th Habit: "Sharpen the Saw."

Born and raised in Butte, Liza started with Frank J. Joseph PC in 2019 and is licensed to practice law in both the state and federal courts. Liza spent the majority of her career working a business professional, engaged in business development and executive management, primarily in the telecommunications industry before returning to school in 2015 to study law.

Liza received her bachelor's degree in computer science in 1988 from Montana Tech, a master's degree in business administration in 1998 from the University of Montana, and a master's degree in education in 2013 from Montana State. Liza received her law degree from Mitchell Hamline School of Law in 2018. She is an officer and board member of the Butte Track Club and serves on the board of USATF Montana. She and her husband Kevin have two adult children, Keli and Jake. In their spare time, Liza and Kevin provide timing and race results services for road races, track meets, and cross country races across southwest Montana.



Liza Dennehy

APRIL

The topic for the April speakers was "Backpacks to Briefcases."

John Cummings is the Human Resources Director for Anderson ZurMuelhen & Co., P.C. John has over 24 years of experience in methods to improve personnel management practices in such areas as recruiting, selecting, promoting, evaluating, training, supervising and terminating employees. In addition to providing internal human resource support, he leads a team of human resource professionals that can provide a wide range of consulting, training and facilitation services.

Annette, Hill, CPA, is the Chief Operating Officer for Anderson ZurMuehlan & Co., P.C. Annette has over 25 years of experience in accounting and auditing, evaluation of internal control systems, and financial statement preparation and analysis. She has provided services including audits of financial statements, including federally funded nonprofits under Uniform Guidance and Single Audit requirements, examinations of forecasts and projections, reviews, and other attest procedures and consulting services. As COO, she provides leadership for management decisions. She serves on the nonprofit specialty team and is a designated accounting and auditing specialist for the firm in the nonprofit, healthcare and HUD industries.



Annette Hill

John Cummings



Tech Alums Aid Northwestern Energy With Major Project

Northwestern Energy recently upgraded their SAP ERP system to the newest version, SAP S/4 HANA. Many Tech alumni worked on the project and a current student, Colt Pederson (BS, Business, 2022), worked alongside Tech alumni Sebastian Perduss (BS, Business, 2018). Both are members of the technology team supporting SAP.

"Being a student in the Department of Business at Montana Tech gave me the foundational knowledge in SAP to become an active member of the team at NorthWestern Energy," said Colt. "The SAP skills taught at Montana Tech aided my learning and growth within my professional role."

"The implementation of SAP classes at Montana Tech and being part of some of that journey is something I value, said Sebastian. "Enabling students to learn fundamental skills in the most used ERP system in the world is quite an accomplishment."



Colt Pederson



Sebastian Perduss

SAP Simulation!



March 25 was a historic day for the Department of Business at MT Tech. The Orediggers Team, consisting of: (left to right) Connor Heggem, Clayton Heggem, Jacob Collins, Quinn Cassidy, and Scot Sherman competed (for the first time in school history) in the 2022 North America ERPsim Regional Competition, hosted by HEC Montreal. The ERPsim is a business simulation game, where teams use SAP S/4 HANA to manage a virtual company in a competitive marketplace. Teamwork was essential as the action was fast-paced as they purchased raw materials, managed cash flow, manufacturing, inventory, marketing, and selling, and repaying an \$8 million dollar loan.

This simulation required the participants to be knowledgeable in Enterprise Resource Planning (ERP) systems, including finance, business processes, business analytics, and decision making. The competition was fierce in the Oredigger's bracket due to experienced teams from much larger schools with graduate programs such as: Arkansas, California, Georgia, Michigan, New Mexico, Ontario, and Quebec. The Orediggers didn't advance to the second round, but they did an outstanding job, especially since the international competition was a totally new experience.

MONTANA
TECHNOLOGICAL UNIVERSITY

BUSINESS

Todd Talks

A Message from the DOB Chair



“When it comes to success in anything, there is no substitute for integrity and work ethic and no excuse for not having both.”
- Todd Tregidga

Dear Friends of the Department of Business,

I hope this letter finds you well, stronger for persevering through a couple of crazy years, and living your best life.

Even though we still have a few weeks left in the Spring semester, I can't help but reflect back on this past year as the new Chair. It really has been quite a ride. We started masked up, highly focused on student success, and determined to increase the visibility of the Department. So, what has changed and what has been accomplished?

With much commitment by the entire campus, I am please that we are no longer masked and positive tests are now quite rare. It is hard enough to educate under ideal circumstances let alone doing it during a pandemic, but we did and I am extremely proud of our students and faculty for persevering.

As for student success, I am confident we have clearly seen that happening everywhere in the Department as reflected by the number of high GPAs and students landing internships and starting careers. We are inducting thirteen students into Sigma Beta Delta this month, which is an internationally recognized organization of high achieving business students. The nomination process was very difficult this year due to the sheer number of students performing at a very high level. And if student success is defined by employment, this year has been a banner year. Our students are getting jobs and performing admirably as demonstrated in several articles in this edition.

Lastly, we have been improving our visibility demonstrated by our new logo, tagline, social media platforms, and number of newsletters published. While it may be a coincidence, I will argue it is part of the reason the Department's enrollment is up again this Spring from last Spring, which is huge considering most department's enrollment is down along with the entire campus.

While we have had a lot of good things happen this year, there is one that makes me sad. We are losing one of our very best faculty members in John Garic. He will be sorely missed by everyone as he has always been a student favorite, a wealth of knowledge, a work horse for the Department, and the creator and editor of our fantastic newsletter. However, I do thank him for his tremendous service to the Department and wish he and Elyse well as they now get to be closer to and able to spend more time with their daughter in Pennsylvania. A search is currently underway for his replacement and I am pleased by the quality of the applicants. I will look forward to introducing you to our new faculty member in the Fall.

To conclude, I want to thank all of you for your continued support of the Department of Business and a special thanks to my outstanding faculty who provided me great help and support in my transition to Chair! Never forget and share with everyone that -

 **Tech Means Business** \$\$

Wishing you all the very best,

Todd Tregidga

STUDENT INTERNSHIP SPOTLIGHT:

Ryan McCarthy

Ryan McCarthy is a junior business major pursuing the accounting option and will graduate in the spring of 2023. Ryan enjoyed a unique internship last summer – as an intern for the Butte Miners baseball team. The title of his internship position was “concessions manager.” At first Ryan wondered: Three college credits for working in a concession stand selling candy and hot dogs? Well, even a concession stand is a business and needs to be run like a business.

“I was told to run ‘everything,’” Ryan said. “From the pricing, menu development, to the supply chain ordering system. It was interesting to discover how my business courses coincided with running this business.”

Ryan found two of his business courses most helpful. In Rita Spear’s business modeling class, students learn how to organize and make decisions for the business using Excell with cell referencing. The Scenario Summary feature allowed him to look at different scenarios and change prices according to which made more money without affecting demand. He also used regression analyses and was thereby able to predict sales for the games based off the given temperature for the day.

Of course, in the business modeling course, students are given all the information and data. When Ryan started this internship there was no beginning data or information, so he had the additional challenge of collecting data in real time as sales occurred. As data accrued, he was able to transform it into information that would help him make better decisions.

His other really helpful course was Tim Kober’s managerial accounting class. Ryan learned the sales prices are ideally at least 150% of the cost. Using Excell’s contribution margin percentages feature, he made sure that all of prices were at least 150% and used cell referencing to see what prices he needed to set. He also applied many different pricing strategies, completed an income statement from a manager’s perspective.

Ryan learned that running a concession stand (even only a couple of months out of the year) is not as easy as it sounds. His experience was extraordinary. He really learned how to run a business and made every decision. He had to inventory before or after every game, make orders at least 48 hours in advance, and be extremely organized.

At the start of the spring semester, Ryan began a new internship at public accounting firm, Newland and Company, as a “tax intern.” He is primarily working on tax returns for a number of different clients ranging from single retired persons to married couples running a business.

Ryan’s advice: As an intern, you need to know what you are doing. So, in addition to what you learn in school, you need to be able to communicate with your co-workers. Accounting work is a team effort. He urges his fellow students is to get out and apply for available internships. “I earned 6 credits for the two internships and got paid while doing it! These real-world learning experiences are truly worth it.”



“We have been successful in hiring students graduating from Montana Tech. Our hires excel and stand out across our Firm because Tech prepares its students with a strong core curriculum in math, technology and general business classes that help the students from the day they start working. Students from Tech have good written and verbal skills and work well in small groups which I believe is a byproduct of Tech’s small class sizes. A Tech resume will always get my attention.”

**Jim Way | CPA, Shareholder
Anderson ZurMuehlen**

ALUMNI SPOTLIGHT: Kale Guldseth

Montana Tech was an easy choice for me. I grew up in Butte and spent a lot of time on campus. My grandfather John Badovinac was the controller in the business office and my aunt Amanda Badovinac was, and still is, the Executive Director of Marketing and Communications. I've had numerous family members graduate from Tech that went on to have very successful careers. On top of that, my dad Todd Guldseth and grandfather played basketball for the Orediggers. I knew I wanted to be a third generation Montana Tech student-athlete. Montana Tech offered more me than just the opportunity to carry on family traditions and the chance to live out my childhood dream of playing basketball for the Digs. I knew that having a degree from Tech would serve me well in my professional career, whatever path I decided to take.



I spent my first semester in engineering and quickly realized that my interests were pulling me in a different direction. The Business and Information Technology Department offered me everything I was looking for in a career. The accounting route suited my skillset and interests. The classes challenged me through a mix of analytical and critical thinking, strategizing, planning, problem solving, and leadership. The professors' high expectations pushed me to be at my best every day. I took pride in my schoolwork and decided to apply to law school.

I jumped on the first opportunity I had and enrolled in the University of Dayton School of Law for the 2018-2019 school year. After a year in Ohio, I decided to transfer to Seattle University School of Law, a school that offered programs more central to my long-term career goals. At SeattleU Law, my class load weighed heavily towards tax and finance law, estate planning, and litigation courses. I participated in the law school clinic, which gives students an opportunity to represent clients under the supervision of professors.

The business courses at Tech prepared me to succeed in law school. I already had seen much of the material in my tax and financial law courses, was comfortable speaking in front of people, could confidently think on my feet, knew how to work with strict deadlines, and understood the importance of working relationships. Skills that I developed while playing basketball at Tech, like the ability to mentally focus and stay disciplined, certainly didn't hurt, either (shoutout to Coach Hiatt).

I graduated from SeattleU Law in May of 2021. It turns out that graduating law school is only step one in becoming a lawyer. The bar exam is when the real stress sets in. Luckily, after an overwhelming summer of non-stop studying, I passed the July 2021 bar exam.



Last August, I moved to Great Falls to law clerk in the United States District Court under Chief Judge Brian Morris. My job entails a lot of legal research and writing. It is my responsibility to assist Judge Morris in various criminal and civil cases. We see cases that range from personal injury to drug trafficking. I'm lucky enough to have the opportunity to interact with attorneys in court nearly every day.

Many law clerk positions, like mine, only last one year. After my clerkship under Judge Morris expires this August, I will join Chief Judge Ben Hursh in the United States Bankruptcy Court for another one-year law clerk stint. Eventually, I plan to return to Butte and serve the community's legal needs, whether that be through civil litigation, bankruptcy, business organizations, or tax and estate planning.

DEPARTMENT OF BUSINESS VISION

To create a business and information technology focused educational experience so rich to each student and valuable to the marketplace it leads to exclusivity.

Kale with US District Court Judge Brian Morris

SIGMA BETA DELTA HONOR SOCIETY

At the end of the Spring, 2022 semester, the Department of Business conducted its annual ceremony inducting 13 students into *Sigma Beta Delta*, the International Honor Society for Business, Management and Administration.

Sigma Beta Delta was established to honor students who have attained superior records in business programs.

The following students were inducted: Erynn Metesh, Chelsey McGree, Brian McGeehan, Connor Kieckbusch, Jacob Collins, Sadie Starcevich, Ben Voss, Hailee Regan, Jocelynn Norman, Cameron Johnson, Kaley Lightner, Katlyn O'Brien and Eric Brown.

The mission of Sigma Beta Delta is to encourage and recognize scholarship and accomplishment among students of business, management and administration, and to encourage and promote aspirations toward personal and professional improvement and a life distinguished by honorable service to humankind.



Charlie says:

*"Montana Tech
means
BUSINESS
and
BUSINESS
is everywhere!"*



LIFE OUTSIDE THE CLASSROOM & OFF THE COURT!

Derrius Collins | Graduation Year 2022

Now that basketball is over and the only thing left on the table is graduating this spring, I took on the responsibility of getting a puppy! His name is Roscoe, he's a mix between a German shepherd and Lab! As far as hobbies I enjoy hanging out with my friends and family, going fishing, and being on the lake and the river as much as possible.



Derrius Collins & Roscoe

Drew Huse | Graduation Year: 2022

Good morning! Being a student athlete here at Montana Tech has been the best decision I have ever made. The business faculty have been more than just teachers to me. They connect with you and actually care about your success and progress. It has been a pleasure learning from great teachers and being apart of such a great team. Outside of school and basketball I enjoy golf, cards and really just being around my friends. Anything competitive I enjoy. Anyways, I appreciate all the business department has done for me and am going to miss it so much!

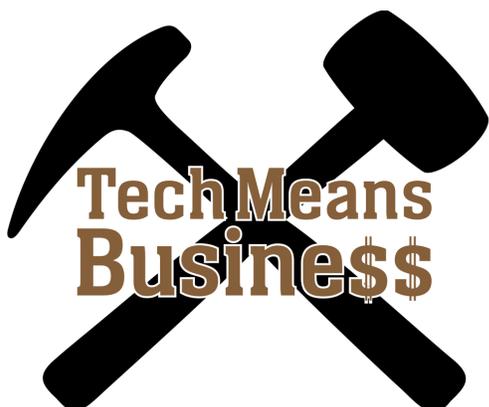


Name: Keeley Bake | Graduation Year: 2022

Some of my hobbies include hanging out with my friends, fishing, going to the gym in my free time. I've really enjoyed my time here at Montana tech so far and wouldn't change a thing. I couldn't thank you guys and the business department enough for working with us as we've been in and out of classes this spring.

Name: Caleb Bellach | Graduation Year: 2022

I enjoy spending time outdoors shed hunting and hunting when I'm not in the gym. Another thing about me is I enjoy collecting shoes like Retro Jordans!



Name: Bridger Larson | Graduation Year: 2022



New Business Owners Talk to Students

Starting a new, small business is not for the faint of heart. However, recognizing that most of Montana's businesses are small businesses, it is important for our business students to learn about starting a business AND to hear from those who are beginning that journey. It was in that vein that new business owners, Alyssa Hartson and Elaine Mele, recently conducted a guest lecture presentation for Dr. Garic's *Introduction to Business* class.

Here are the valuable things that the students learned: Ms. Hartson and Ms. Mele are the co-owners of their new small business, The Yoga Cooperative MT, LLC, here in Butte, America. They started their business in October, 2021. Before embarking on their business venture, the two businesswomen had significant discussions with each other about the mission, vision and values that they wanted. Interestingly, they chose to style their business as a "Purpose Driven Business" in which service and their values before profit, including donating a portion of their profit to different local charities. They also discussed the initial capitalization of their business as well as the legal form of business which would fit their needs.

"We love what we do and we are passionate about our new business," said Ms. Hartson. Ms. Mele added: "And yes we are ready to to the work necessary for the business, but we are especially mindful of our commitment to our values of helping our clients connect to themselves their personal growth and to support our wonderful community."

Ms. Hartson and Ms. Mele were frank with the students about the fact that, as a new business, they were passionate about their business but recognized that they were also responsible for all facets of the business including financial, operational, marketing, human resources and other administrative aspects of the business. One of the most impactful parts of their presentation was their candid admission that, as a new business, they knew that they would not be making much money immediately and that it would take time to make their business grow.

The bottom line message for the students was that starting a new small business is both very exciting and yet also sobering and that having outstanding soft skills, especially communication skills, was critical to being successful.

Here is the link to the website for [The Yogo Cooperative MT, LLC](#) .



"Butte has a delightful society, capable and satisfying to everybody's taste. If you prefer refined and cultivated people, college-bred and broadened by travel, they are there and happy to know you. If you like plain, everyday common folk, whose hearts are better than their manners, they are numerous and sure to be friendly."

— Lemuel Eli Quigg, New York Tribune, 1889

John, Thanks for the Memories!!

Garic Leaving Tech After 14 Years.

Visiting Instructor John Garic is leaving Montana Tech after 14 years. The Department of Business would like to recognize John and his significant contributions to Tech over the years.

After practicing law for 13 years and 4 years as a judge in his home state of Louisiana, John joined the academic world and is now celebrating his 30th year in academics. After earning his status as a tenured, full professor at the University of Central Oklahoma, John and his wife, Dr. Elyse Lovell, arrived at Montana Tech in 2008. John served as Dean of Tech's Highlands College from 2008-2016 and then joined the Department of Business.

During his time in the Department of Business, John developed oil & gas law courses for the Petroleum Landman Program which became the core of the Natural Resources Option of the BS in Business & Information Technology degree. He also conceived, developed and edited *Innovation*, the Department of Business e-newsletter. Additionally, John was selected to give Montana Tech's Constitution Day Lecture in 2020 which was entitled: *The 1787 Constitutional 'Approval' of Slavery and Its Ongoing Legacy Through to Today's 'Black Lives Matter' Era*.



"I am very grateful to all of the members of the Department of Business who welcomed me into their department," said John. "They gave me wonderful academic opportunities and surrounded me with great collegiality. I thank them and, of course, wish them all the best in their future endeavors."

We are really going to miss John's strong skill set, his big personality, and his tremendous work ethic. The students are really going to miss his theatrical abilities that made his lectures so engaging. John has done so much good for our students and our department in the short time he has been in our department that it is hard to measure. His shoes will be very hard to fill. However, we do wish he and Elyse the very best in Pennsylvania as they start a new chapter in their lives. Thank you, John!!

Leadership and learning are indispensable to each other.

~ President John F. Kennedy

