



STRICTLY BUSINESS

For Alumni and Friends



**THE UNIVERSITY OF TEXAS AT EL PASO
COLLEGE OF BUSINESS ADMINISTRATION**

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A YEAR OF ACCOMPLISHMENTS

The College of Business is particularly pleased with progress made during the 2002-2003 academic year. As summarized below, we progressed in a variety of areas.

The College of Business Administration

Proudly Presents



Mark C. Terrell
Executive Director

KPMG's Audit Committee Institute

Business Leader Lecture Series

March 25, 2003

"Corporate Accountability Reforms--Will They Make a Difference?"



Accredited since 1989

PH.D. PROGRAM ROLLS OUT

Area: International Business
August 2002: Approved by UT Board of Regents
April 2003: Approved by Texas Higher Education Coordinating Board
Fall 2003: Applicant review
January 2004: Program commences

NEW GRADUATE PROGRAMS LAUNCHED

Three accelerated M.B.A. programs

- 36-hour program for business students at the JPMorgan Chase Bank Boardroom
- 51-hour program for non business students at the El Paso Electric Co. Training Center
- Boeing M.B.A. for Boeing Corporation employees

FAST TRACK FACULTY

Tom Fullerton earned grants from the El Paso Office of Economic Development, El Paso Electric Company, and New Mexico Water Resources Research Institute.

Jim Haines accepted the position of CEO of Weststar Energy, the largest electric utility in the state of Kansas, with assets of approximately \$7 billion and market equity capitalization of about \$1.3 billion.

Frank Hoy assumed the presidency of the United States Association of Small Business & Entrepreneurship (2003-2004).

Eddie Wei earned certification as a Chartered Financial Analyst.

NEW BOOKS

Anthony Herbst: Capital Asset Investment: Strategy, Tactics and Tools, John Wiley & Sons, Copyright 2003

Richard Sprinkle: International Economics, Prentice Hall, Copyright 2003

TABLE OF CONTENTS

Cover Stories.....	7, 9, 13, 17
Accelerated Downtown M.B.A.	4
2003 Gold Nugget - Danny Vickers	5
New Faculty	6
New Leadership.....	7
Texas Gas Service Donation	8
Development Officer Report	9
Success Begins at UTEP	10-11
Leader to Leader	12-14
New Ph.D. Program.....	15
Governor Perry Honors Dr. Roth	15
Faculty Awards	16
Service to Students Award	17
College Potpourri.....	17
Our Time Is Now	18-19
Honor Roll.....	20-22
Business Advisory Council	23

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FROM THE DEAN

Dear Friends,

Peruse the pages of this issue of *Strictly Business* and you will never see us the same way again. Flip to the back cover and you will see the most powerful force in the history of the College—sixty faculty, driven to make UTEP internationally renowned for the study of international business.

We have made great strides in the past year and are justly proud of our trajectory. In August 2002, we started an accelerated M.B.A. program for Boeing engineers. In February 2003, we started two accelerated M.B.A. programs in the heart of downtown El Paso, targeting executives from both sides of the border. In April, the Texas Higher Education Coordinating Board approved our proposal for a new doctoral program in International Business. By July we had raised over \$550,000 for a new student center.

And we've just begun. These are, indeed, exciting times at the College and we encourage you to take a moment from your busy schedule to join us for one of our Business Leader Lectures; register for one of our executive seminars; catch up with one of your former professors or call to see how you can become more involved as we educate a new generation of leaders.

Our faculty, staff, corporate partners, friends and alumni all share a common goal. We strive each and every day to create an educational experience that not only prepares students for the technological challenges of professional careers, but also fosters the growth of individuals dedicated to the values of life-long learning, responsible citizenship and community involvement. We appreciate the support of the entire College of Business family as they help us create a College that will make us ever more proud.

Warm regards,



Charles T. Crespy, Dean
crespyct@utep.edu



EXECUTIVES FLOCK TO DOWNTOWN M.B.A.s

“Though I have built and served as CEO of more than one company that experienced rapid growth, I struggled to do so with a technical degree. I have grappled with numerous challenges that would have been more easily met with the knowledge I have since acquired in the UTEP accelerated M.B.A. program. Though I had also considered the executive M.B.A. programs at UT Austin (my alma mater), the convenience of the UTEP program, the quality of the instructors, and the ability to work with other students in my own community led me to enroll with UTEP.” Larry Peterson, Senior Partner, MTMS



It's 9:30 at night and dozens of well-dressed men and women come streaming out of the boardroom of the JPMorgan Chase Bank. If your first thought is to call the papers to get a scoop for tomorrow's news—wait a minute. There is no air of emergency, no despair about the lateness of the hour. In fact, they are engaged in animated debate. So who are these people and what are they doing? They've just completed a class session of the newest executive education program in El Paso, UTEP's accelerated M.B.A. program. This group of mid-career professionals studies every Tuesday evening and Saturday morning with UTEP's finest faculty as they work to earn their M.B.A. degrees. UTEP is one of only 383 schools around the world that offer an M.B.A. degree accredited by the prestigious Association for the Advancement of Collegiate Schools of Business. This highly coveted credential can now be earned in an accelerated format at convenient locations.

The same scene unfolds at the Art Deco halls of the training facilities of the El Paso Electric Company on the fifth floor of the historic Centre Building two blocks away. The program at the Electric Company is designed for people without prior formal business training. The program at JPMorgan Chase is designed for people with undergraduate business degrees.



Doyle Smith, Economics Professor Photo: Courtesy of El Paso Times

Because the accelerated M.B.A. programs bring together professionals from different walks of life (managers, judges, lawyers, police), the students have found the interaction among their peers extremely rewarding. Not only do they bond together as a group, but they also share their unique business experiences. One of the strengths of the program is that the students work together for either 18 months or 25 months and they will all walk across the stage together when they receive their M.B.A. diplomas.

For information on the accelerated M.B.A. program, call the Graduate Coordinator, Yolanda Ruiz at 915-747-7726, or visit our website at www.utep.edu/coba and download the brochure.

2003 GOLD NUGGET AWARD - DANNY VICKERS

Danny Vickers, the 2003 Gold Nugget Award recipient, is an El Paso entrepreneur who has created globally competitive companies in our community. He earned his B.B.A. (1977) and a Master of Science in economics (1990) from the College of Business Administration. Danny grew up in a military family in El Paso and married his college sweetheart, Mary Eagon.

Danny loves tough challenges, and during the past 20 years, has built numerous successful businesses from nothing more than an idea. He is proud of the fact that he has never failed at business and he never had to layoff employees during economic downturns. Danny started his career at Holguin Corporation, an El Paso-based software company. Danny worked his way up to president at the age of 27. He attributes much of his early business success to Hector Holguin. Hector taught him to be eternally optimistic and compassionate.

In 1985, Danny helped start the Alps Corporation. Alps was an international trading company that imported and exported products for the construction industry. Yearning to get back to the computer industry, Danny started EDM International in 1988, which provides data processing and software development services. EDM started with a handful of employees and grew to over 3,300 employees with offices in Juárez, Monterrey and Caborca, Sonora. EDM has customers from all over the U.S. and competes against companies in many parts of the world including India, China and the Caribbean.

Aside from his business successes, Danny was even more determined to be successful in improving the community through civic involvement. He led the effort to convince the U.S. government to establish El Paso and Juárez as one air shed for environmental cleanup. A part of that effort was the creation of the Dedicated Commuter Lane at the Stanton Street Bridge, that reduced vehicle pollution and enhanced our economic competitiveness. In the past 5 years, he has focused his civic efforts on education because he believes that the only way to avoid the poverty that grips our Southern neighbor is through education.

Danny attributes his success to his supportive wife, his hard work and the academic preparation that he received from the College of Business. Without a doubt, great professors shape the minds of the future and Danny is extremely grateful to Sharron Hoffmans, Dilmus James, Tim Roth, Chuck Taylor and James Day.



Danny Vickers

HONORS & APPOINTMENTS

- *Star Recipient from the Greater El Paso Chamber of Commerce*
- *President of the El Paso Foreign Trade Association*
- *Commissioner for Colleges and Universities for the 21st Century for the State of Texas*
- *Director of the Greater El Paso Chamber of Commerce*
- *Co-Chair of the Educational Summit for El Paso*
- *Director of the Science & Technology Council for the State of Texas*
- *Director of the Texas-Mexico Border Task Force for the State of Texas*
- *Co-chair of Paso del Norte Infrastructure Collaborative*
- *Chair of Paso del Norte Bi-national Air Quality Task Force*
- *Director of the Joint Advisory Committee on Air Quality for West Texas, Southern New Mexico and Juárez, Mexico*
- *Director of the Executive Committee of the El Paso Economic Summit*
- *Director of Junior Achievement*
- *Task Force – Civic Entrepreneurship for the State of Texas*

COLLEGE WELCOMES NEW FACULTY

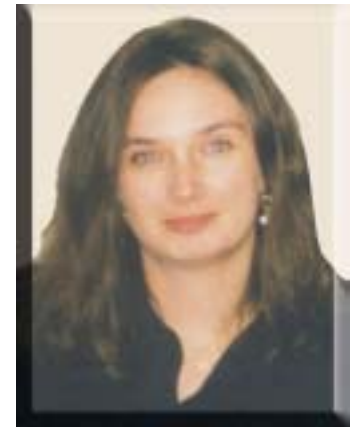


Lance Brouthers
Ph.D. Program Director

An internationally recognized scholar, Lance Brouthers, joins the College as Professor of Western Hemispheric Trade and Director of the new Ph.D. Program in International Business. Professor Brouthers holds two Ph.D.s; one in Public Policy from Florida State University ('80), the other in Business Administration from the University of Florida ('92). He wrote a masters thesis on Multinational Corporations while earning a masters degree from the University of Memphis in 1976. Professor Brouthers has over 25 years of university teaching experience.

Dr. Brouthers has published over 60 refereed articles and book chapters relating to international business and/or public policy. He has published in top journals in several fields including: *The American Political Science Review*, *Journal of Urban Studies*, *Aztlan-International Journal of Chicano Studies Research*, *Strategic Management Journal*, and the *Journal of International Business Studies*. Professionally, he specializes in examining issues related to international business strategy. He serves on the editorial board of the *Marketing Management Journal* and is an Associate Editor for International Strategy for the *Journal of International Business Studies*.

Sigrid Westphal Khorram joins the Marketing and Management Department as an assistant professor teaching international business. Professor Khorram earned both her Bachelor of Arts in journalism and her Masters of Business Administration from UTEP. She returns to El Paso after earning a Ph.D. in International Business/Organizational Behavior from the Moore School of Business at the University of South Carolina, the top rated Ph.D. program in international business in the U.S. Professor Khorram is originally from Germany where she worked in international sales and computer programming before coming to El Paso. She is a member of the Academy of International Business and the Academy of Management.



Sigrid Khorram

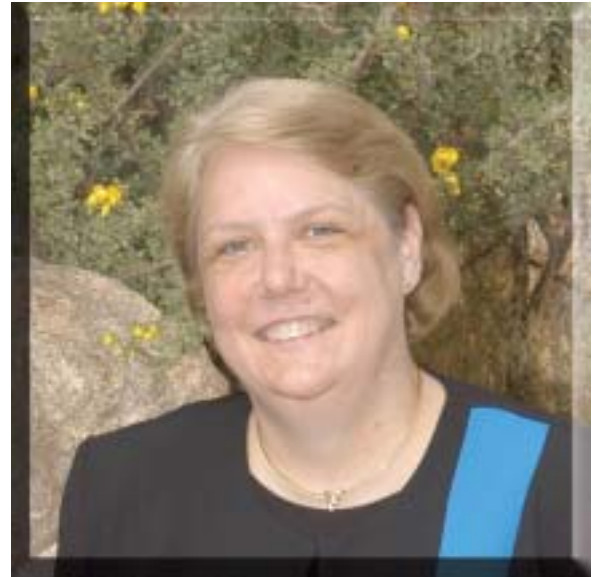


James Hutchison

James Hutchison joins the Information and Decision Sciences Department as a visiting associate professor. He received his degree in Operations Management from the University of Houston ('90). He taught at Ohio State University for seven years. Dr. Hutchison's research interests involve flexibility in manufacturing, manufacturing strategies, and manufacturing scheduling and control. He has publications in such journals as *Journal of Operations Management*, *International Journal of Production Research*, *Interfaces*, and *Omega*. Dr. Hutchison also has fifteen years of experience working in manufacturing companies and five years of experience as an entrepreneur.

NEW LEADERSHIP IN THE COLLEGE

The College is pleased to announce that Christine Haynes (Ph.D. UT Austin, '93) has accepted the position of associate dean for graduate and undergraduate programs. Christine brings a strong financial and accounting background to the position, as well as new energy and enthusiasm for the important undertaking of curricular review. Prior to coming to UTEP in the fall of 2000, she taught at the University of Florida and Virginia Polytechnic Institute and State University. Dr. Haynes has published several articles in high quality journals, including *Auditing: A Journal of Practice and Theory* – the top academic specialty journal in the field of auditing. In addition to her regular duties, which involve curricula and student-related issues, Dr. Haynes will use her writing skills and experience to help the College achieve many of its goals. In the year ahead, Christine will facilitate and support the critical task of grant writing as the College continues to enhance its reputation as a center for both learning and research.



Christine Haynes



Janice Joplin

Janice Joplin, associate professor, assumed the chair of the Department of Marketing and Management in February 2003. She earned her B.S. from the University of Maryland and her Ph.D. from the University of Texas-Arlington. Dr. Joplin came to UTEP three years ago from Southern Illinois University. Her research interests include self-reliance, development of leadership skills and cross-cultural issues of importance to multi-national corporations. She is working on a multi-phase comparison of work-family balance in Mexico, China, Hong Kong, Singapore and the U.S. with Hong Kong-based research partners. Recent publications have appeared in the *Journal of Organizational Behavior*, *Academy of Management Executive*, *International Journal of Cross-Cultural Management*, *Journal of Vocational Behavior*, and *Journal of Occupational Health Psychology*. She is a member of the Editorial Advisory Board of *Personnel Review*. Dr. Joplin's goals as department chair include improved learning opportunities for students, strengthening relationships with department alumni, and faculty development to support the new Ph.D. Program in International Business. She is currently a member of Leadership El Paso.

...and a fond farewell!

Gloria Armistead was honored at a retirement reception in August for 24 years of service to the College as administrative secretary in the Economics and Finance Department. We extend our appreciation for her hard work and dedication to the University and the department.

ONE IMPORTANT GIFT FOR THE COLLEGE ONE GIANT OFFICE FOR THE STUDENT BODY



Texas Gas Service Vice President Richard Fleager, UTEP President Diana Natalicio, College of Business Dean Chuck Crespy and Texas Gas Service President Roger Mitchell hold an oversized check representing a donation to the College.

Q: What's more fun than holding up a check for \$250,000?

A: Using the money to realize a dream!

Just one short year ago, the idea of a student center was little more than a dream. Today, with the support of Texas Gas Service and more than a dozen other contributors, the College has nearly reached its goal of turning its fondest dream into a reality. The Texas Gas Service Student Center holds the potential to change the way our students view their college experience. The nearly 4,000 square-foot student center will offer 19 rooms that will serve as a "home away from home" for the 2,800 students enrolled in the College of Business Administration as well as house student organizations that are active within the College. Calling the \$250,000 donation "a leadership gift," Roger Mitchell, President of Texas Gas Service said, "We are making an investment – in UTEP and the community. We are planting a seed and watching it grow." "For more than 70 years, Texas Gas Service, an old friend with a new name, has been a strong corporate partner in our community, with an outstanding history of commitment to this University," added Richard Fleager, Vice President of West Texas Operations. Newly elected El Paso Mayor Joe Wardy (UTEP '76) thanked ONEOK and Texas Gas Service for being a valuable community partner.

The College has now raised over \$550,000 toward a \$1 million renovation of the College's first floor. The student center will be located on the site of the Neill Auditorium. The Neill Auditorium will be relocated to the largest and most high-tech theater-style classroom on the College's third floor and will maintain the homage to the late College of Business Administration professor and dean.



*Roger Mitchell, President
Texas Gas Service*



*Richard Fleager, Vice President
West Texas Region, Texas Gas Service*



*Joe Wardy, Mayor
City of El Paso*

THE RELENTLESS PURSUIT OF OPPORTUNITY



Shari Schwartz, Development Officer

Shari Schwartz has served as the College of Business Administration's development officer for two years. She brings to UTEP 24 years of community involvement and experience. She is a past president of the Junior League of El Paso and Coronado High School P.T.S.A. Shari was also the founding President of the EPISD Fund, a Foundation for School Community Enrichment. She has a B.S. from Baylor College of Dentistry.



*Texas Gas Service Student Center
Drawing by Gregory Cook, UTEP architect*

Every day we work to create the best possible educational experience for our students—one that helps them turn their dreams into reality. Too many of our students see their UTEP experience as a stopping point in a busy day rather than a home for their educational aspirations. As Development Officer for the College, I work to find the resources necessary to transform the College from “good to great” (as best-selling author Jim Collins would say). Our goal is to create an environment that captures the imagination of each and every one of our students.

Under the leadership of the Dean Crespy, the faculty, staff, and students are working on several exciting initiatives. Let me share with you just a few of the dreams that we hope to turn into reality with your help.

In the year ahead, we plan to break ground on our new student center. Although several naming opportunities still remain, we anticipate raising sufficient funding to transform the first floor of the College into a hub of student activity and center for student organizations. The facility design offers 19 multi-use conference rooms of various sizes that will serve our students in a host of ways: focus group facilities, video taping rooms, a business theater, offices for several student organizations and, of course, a repository for wireless laptop computers that students may check-out and use anywhere throughout the building.

Down the road we plan to open a student investment center. Our goal is to raise a million dollars that students will manage—the investment proceeds from which will support scholarships and other initiatives to help challenge the intellect and fire the imagination of our students. Programs like our proposed investment center will go a long way toward more actively engaging our students.

In the near future, we see a communication initiative—a center that students can go to get advice and support for their writing and speaking skills. Business demands strong communication skills and our proposed communication center will give our graduates the competitive edge they need not only to excel in their chosen profession, but also to achieve their dreams.

With the help of individuals, foundations and corporate gifts, we've come a long way in a short period of time. We are gaining momentum and optimism even in the face of the severe budget cuts imposed by the State. With your help we can continue down the route we've charted. If you're interested in details on what we've done, where we're going, or how you can help, I invite you to give me a call at (915) 747-7728 or drop me a note at sschwartz@utep.edu.



Soledad Sambrano

Going far is what Soledad Sambrano has done since graduating from the College of Business in 1959. Since 1996, she has been with the U.S. Department of Health and Human Services and serves as Director of Family Studies at the Center for Substance Abuse and Prevention. Dr. Sambrano feels that, "My background in Business Administration has always been invaluable in my work as an administrator and social research scientist for the federal government. Business management principles apply equally to the private as well as the public sector." She took what she learned at UTEP and applied it in a unique way working for the federal government.

This highly qualified woman, who grew up in San Elizario, oversaw Head Start's national comprehensive capacity building plan for the special needs of bilingual children from 1975 to 1980.

Dr. Sambrano has received many Distinguished Service Awards from the U.S. Department of Health and Human Services. The American Evaluation Association recognized her in 2002 with the "Award for the Outstanding Evaluation of the Year." She has volunteered

at a homeless women's shelter and served on the board of the Washington Metropolitan Boys and Girls Clubs of Greater Washington, D.C. The Spanish Educational Development Center benefited from her leadership when she was on their Board of Directors for nine years, serving as their President for five years.

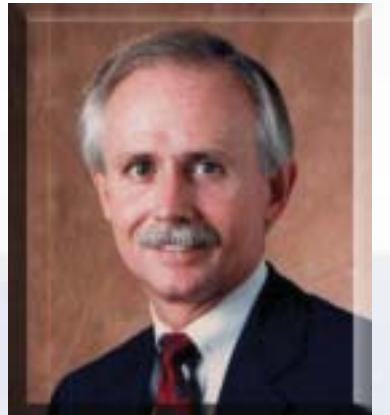
She received her Masters in Educational Policy from Harvard University and a Ph.D. in Child Development from the University of Maryland and resides in Bethesda, Maryland.

It was his dream to attend UTEP. Edward Martin began his higher education at Texas Western College and graduated four years later in 1968 with a B.B.A. from The University of Texas at El Paso. He was drawn to the campus when he was 15 years old and had the opportunity to travel from his home in Pecos to participate in the regional science fair competition.

"The campus was much different back then. I actually lived in the house that is now part of campus as you enter from Mesa." But some things have remained the same. Edward can remember working in the accounting department for a year and a half and was also employed part time for El Paso National Bank, now JPMorgan Chase Bank, while he was a student.

Since 1989, Martin has been an audit partner and the head of the Eisner Not-for-Profit Industry Group, as well as a member of the firm's Legal Support Services practice. Previously, he was KPMG's partner in charge of its Metropolitan New York Life litigation support efforts.

Throughout his professional career, Martin has enjoyed keeping in touch with the dedicated faculty at UTEP such as Anne Leahey, whom he greatly respects for her dedication to the students and her profession. Another of Edward's mentors was Dr. Lola Dawkins; he will never forget the direction she gave him. "She taught Communications and I will always have an appreciation for communicating, writing, and speaking intelligently, important skills that she stressed to her students."



Edward Martin

SUCCESS BEGINS AT UTEP

Growing up in El Paso's lower valley and attending Our Lady of the Valley Elementary School and Jesuit High School gave El Paso Mayor Joe Wardy a solid educational start. "The Jesuits gave me not only a good academic education, but also a life education. They taught me so much more than the basic curriculum."

"I am truly a product of this community," Mayor Wardy says proudly. "I embrace the culture of this region. I love the mountains; I love the desert. It's just that the pace of life here is so good." Joe's family was entrepreneurial from the time his father's family emigrated from Lebanon a century ago and worked hard to educate their children.

Due to financial constraints, he was unable to attend Notre Dame, but is pleased with the fine education he received at UTEP. He earned a B.B.A. in management and finance ('76). Over the past 30 years, he has watched UTEP transform. "When I was at UTEP, students were mostly on their own; now there is a lot of support; there is now a sincere interest in student success."

Joe Wardy feels that college is "all about meeting diverse people and being involved. And so is life." "Students today should get involved and do as much as they can, even if they're juggling family and work responsibilities, in order to be well-rounded." He believes that this is the key to success in anything.

Before being elected mayor with 63% of the vote, he was the CEO of the Miles Group with the responsibility of managing 900 employees in 13 locations. His experience implementing changes in manpower efficiency and a freight balance program at Ryder/PIE Nationwide will serve him and El Paso well.



Joe Wardy



Lucinda Vargas

Lucinda Vargas grew up in Juárez and never imagined she would one day find herself attending Loretto Academy high school in El Paso. This made for an easy transition when she began her studies at UTEP where she graduated with a B.B.A. in economics ('81). Now she lives in El Paso and works in Juárez. "The international commute has always been second nature to me. Now we live here and my son and I head for Juárez each morning—I drop him off at school then head for work."

Lucinda Vargas is currently the director of Plan Estratégico de Juárez, A.C.—a non-profit organization aimed at formulating and implementing a long-term development strategy for the city of Juárez, Chihuahua - Mexico's fifth-largest city. She believes that Juárez "has the potential to be one of the greatest cities in the world."

Plan Estratégico de Juárez is bringing together all segments of the community for the first time in an innovative, unique way to create a strategic plan that will substantially improve the city's quality of life. Lucinda believes changes happen once a common vision is created. "This is an ambitious yet indispensable project for Juárez."

Prior to her current position, Vargas spent eight years as an economist with the Federal Reserve Bank of Dallas in El Paso. Her research focus at the Fed included issues pertaining to the Mexican economy, the maquiladora industry, NAFTA, and the U.S.–Mexico border in general. At the El Paso Fed, Vargas directed the production of *Business Frontier*, a Federal Reserve Bank publication she started in 1994.

LEADER TO LEADER



Bill Gilmer

Bill Gilmer is the acting vice president in charge of the El Paso Branch of the Federal Reserve Bank of Dallas. He also oversees economic research and public affairs for the Houston Branch, as well as information technology and payment system risk. He serves as editor of two of the bank's regional publications, *Houston Business* and *Business Frontier*, and his research focuses on economic and energy conditions on the Texas Gulf Coast, in the state's border cities, and in West Texas and New Mexico.

After receiving his B.A. in economics from UTEP, Bill went on to receive his M.A. and Ph.D. in economics from The University of Texas at Austin. Before joining the Fed, Bill spent seven years on the chief economist's staff at the Tennessee Valley Authority.

Concerned enough, however, to sponsor a conference on Padre Island (along with the San Antonio Branch) to ask where maquilas are going. There have been 250,000 maquila jobs lost in Mexico since late 2000. The U.S. and global recession has played a role. Rising labor cost in Mexico has played a role, as the dollar/peso relationship has remained stable and as inflation has continued in Mexico. The Mexican bureaucracy has been accused of heavy-handed regulation, and foreign competition (especially China) has also had its part. How much do we attribute to each part? We don't know yet, and can't know until we see strong global and national economic recovery. That is what the experts will assemble to discuss. It is very important to El Paso, the most maquila dependent of all the Texas border cities.

Ms. Orellana: You run the El Paso Branch of the Federal Reserve Bank of Dallas. What does your operation do and what impact do you have on our region?

Dr. Gilmer: We provide important back-room banking services to the local banking system in check clearing and cash services. We process about 300,000 checks per day, moving funds from bank to bank, and providing final settlement. We also serve as the back-up vault for the regional banking system, receiving about 1.4 million notes per day, eliminating currency unfit to be re-circulated and counterfeits, and paying an equal amount of fit currency back into circulation.

In the following interview, UTEP senior Liliana Orellana talks to Bill Gilmer about his position with the Federal Reserve Bank of Dallas.

Ms. Orellana: As an economist, what do you see as the future of the U.S. and the El Paso region in particular?

Dr. Gilmer: The future of the U.S. economy is very bright. We have been through a long period of re-adjustment, with no job growth, the productivity increases of the late 1990s have continued. High tech and strong productivity gains (improved output per worker) were the hallmark of the era. The bust in high tech, then the accounting scandals, pointed up the excesses of the late 1990s as well. But the productivity gains have continued through the slowdown, and point to good times ahead once business confidence resumes.

I have written about the problems that have confronted the El Paso economy — gains from NAFTA offset by losses of jobs in low-wage manufacturing. Like other border cities, it has per capita income depressed by high birth rates and by in-migration from Mexico. Like all Texas border cities, El Paso has a hard time producing jobs at a pace to match population growth.

Ms. Orellana: Your office recently published a review of the maquila industry that was not particularly optimistic. What will be the future of maquiladoras in our area?

Dr. Gilmer: I would say we are concerned, not worried.



Liliana Orellana and Bill Gilmer show off new twenty dollar bill.

Ms. Orellana: What brought you back to El Paso?

Dr. Gilmer: I asked for the job. I wanted it. I am the chief contact for Federal Reserve Bank of Dallas in west Texas and southern New Mexico. I felt like after 14 years of working directly for the Branch Manager in Houston, I was ready to assume a new and broader responsibility. El Paso is one of the smallest branches in the Fed System, but it represents a chance to have my own operations, assume new responsibilities — and with my boss about 500 miles away in Dallas. The job of Branch Manager (there are 25 branches in cities ranging from Miami and Los Angeles to Helena, Montana and Little Rock) is widely regarded as one of the best and most desirable in the Federal Reserve System.

I also got the chance to come back home. My dad still lives here, and to return to your roots is a very satisfying thing to be able to do. I wasn't born here, but I went to grade school at Bonham and Loma Terrace, graduated from Bel Air High School, and UTEP. I have not lived here since 1968, but I was

always back once or twice a year to visit parents and in-laws. (My wife is a Loretto graduate, and we married at Ft. Bliss in 1969.) So I have kept up with El Paso over the years, and have been able to see the growth and changes. I like the climate, the people, the cultural mix, the proximity to Mexico, and the comfortable size of the city.

Ms. Orellana: What kind of ethical standards does the Fed set for its employees?

Dr. Gilmer: Purer than the driven snow. We are the banker's

banker and a banking supervisor, and expected to set the example on accounting standards. We handle extraordinary amounts of valuables on a daily basis (cash, checks, wire transfers, securities), and have to impose strict controls to guard against theft or abuse of funds. We affect and move markets through our monetary policy decisions, and have strict rules to make sure no one profits from them. Finally, we ultimately work for the taxpayer, and guard against waste or abuse of taxpayer funds.

Ms. Orellana: What does the Dallas Fed look for in a new hire? How do UTEP grads measure up?

Dr. Gilmer: What do I look for in a new hire? Attitude, attitude, attitude. Someone who wants to join the team, participate, work hard, and make it fun. Good grades are important, but I would like to see other activities and civic involvement. I have hired a lot of athletes over the years — college athletes with good grades are team participants, frequently bring the right attitude (Yes, Coach!) and they have to be incredibly organized to balance priorities.

I have several UTEP grads working for me in El Paso. If they are typical, they are great. They work just fine. I did not choose them, but I wish I could say I did.

"UTEP continued to give me a lot of support and encouragement—during good times and bad—and ultimately, that led me to where I am today."

Bill Gilmer



Liliana Orellana

Liliana Orellana, a senior working toward a bachelor degree in Marketing and International Business, is the co-coordinator of the Business College Council in the College of Business Administration. Born in Durango, Durango Mexico, she did not learn to speak English until her family moved to Fort Worth, Texas when she was five. Having moved to El Paso to start first grade, she is now looking at graduating in May 2004. Looking back, she is grateful for that opportunity because it jump started her desire to excel.

Lili is a member of the Accounting Society and the Society of International Business Students. Being a full-time mom and a full-time student, her spare time is dedicated to Lilybet, her 3 year-old daughter, and to school.

LEADER TO LEADER *(continued)*

Ms. Orellana: *How would you judge your UTEP education?*

Dr. Gilmer: It was the right thing at the right time for me. I have had the chance in recent years to work with some extraordinarily focused students, kids with well-defined life-time goals by the time they are 16 — through the Federal Reserve's Fed Challenge program, my daughter and her friends, as well as through a number of research assistants I have hired in Houston from Rice University. I don't know what the opposite might be — unfocused and without well-defined goals — but that was me. I was the first college graduate on either side of my family. Despite their strong desire for me to attend college, my parents could not really prepare me for what was ahead. UTEP had some patience with me while I found my way in a University setting, and then showed a window on a much wider world. I could not have asked for much more.

Ms. Orellana: *What do you think of the new Ph.D. program approved last April by the Texas Higher Education Coordinating Board?*

Dr. Gilmer: It is recognition of what the Business School at UTEP has accomplished. It has done well in the past to be trusted with the program. It also represents a tremendous opportunity for the school, a new departure that can be built upon further if successful. The point of departure — international business — seems well chosen. It is important the program succeed — that the curriculum reflects the needs of the market, that the graduates find success, and that the community benefits from the new research. Let's hope it is an important first step in building UTEP's research capability.

Ms. Orellana: *Who would you say is your mentor?*

Dr. Gilmer: By the time you get to be 57 you have had many mentors. Dilmus James here at UTEP aroused my interest in economics and got me into graduate school, two professors at the University of Texas (Dan Morgan and Gerald Higgins) helped me with the professionalization stage — helped me decide what specific skills I wanted out of my education — and pushed me into public finance and econometrics. I worked for a very distinguished scientist in Oak Ridge Tennessee — Alvin Weinberg — a former presidential science advisor and founder of Oak Ridge National Labs.

Most recently, it was the head of the Houston Branch of the Federal Reserve Bank of Dallas, Admiral Robert Smith. Bob taught me about 1000 lessons in management — about taking care of the ship — from caring of the crew to never being afraid to insist on doing the right thing.



Associate Dean Robert Tollen, Dean Chuck Crespy with Bill Gilmer and his two lead economists, Jesus Cañas (M.S. Economics '02) and Roberto Coronado (M.S. Economics '02). Bill Gilmer was honored at a reception in February 2003.



¡ABRÓCHESE EL CINTURÓN! - FASTEN YOUR SEATBELT!

Welcome to the world of International Business! It's not just about Mexico anymore — although the U.S.-Mexico border is our primary laboratory. Starting in January 2004, we will accept the first class of students into our newest program — a Ph.D. in International Business.

Under the leadership of Lance Brouthers, an internationally recognized scholar in the field, we will expand our research and teaching mission into a field of particular importance to our College, our University, our region and our state. And we expect to leave a mark on the field of International Business within a few years.

“We expect to build a nationally recognized International Business doctoral program,” stated Professor Brouthers. “One of the goals of the program,” he said, “is to provide Texas and the nation with a new generation of International Business scholars that more closely mirrors the changing demographic patterns of the United States.” In September 2003, the College began selecting qualified applicants to serve as the initial doctoral class for the program which begins in January 2004. A second group of students will be selected for the August 2004 class. After that, cohorts will be admitted once a year in August. Over the next four years total enrollment is expected to rise to about 30 doctoral students, making this the largest International Business Ph.D. program in the world.

For more information, please visit our website at www.utep.edu/coba.



GOVERNOR PERRY HONORS OUR DR. ROTH



Tim Roth



Governor Rick Perry

Texas Governor Rick Perry recently honored Dr. Tim Roth, chairman of the Economics and Finance Department, for his service to the Sunset Advisory Commission: “Throughout his years of service as a public member on the Sunset Advisory Commission, Dr. Roth’s knowledge and experience in the field of economics have proven to be valuable assets. He will be missed on the Commission, but I am confident that he will continue to offer his expertise and perspective in service to the people of Texas. I extend my gratitude to Dr. Roth for his years of service.”

Having fulfilled 2 two-year terms on this important Commission, Dr. Roth remains a voice in the debate on economic development within our great state. This respite from public service will give Professor Roth an opportunity to focus more attention on completing his ninth book, Equality, Rights and the Autonomous Self: Toward a Conservative Economics, to be published by Edward Elgar Publishing, Ltd.

“He will be missed on the Commission... but I am confident that he will continue...in service to the people of Texas.”
Rick Perry

AND THE AWARDS GO TO...



In April 2003, the Business College Council honored outstanding faculty at its annual Spring Awards Luncheon. (L-R) Eddie Wei, Economics & Finance; Sid Glandon, Accounting; Godwin Udo, JPMorgan Chase Bank Professorship Service to the College; Mark Kesh, Information & Decision Sciences; Pat Eason; Arthur Gifford Award for Service to Students; Tim Ford, Faculty Member of the Year; John Hadjimarcou, Marketing & Management and College Research Award.



Frank Hoy

Dr. Frank Hoy is serving as President of the United States Association for Small Business and Entrepreneurship (USASBE). With approximately 800 members, USASBE is the largest affiliate of the International Council for Small Business.

At the annual meeting in Hilton Head, South Carolina in January, Dr. Hoy was recognized as “Mentor of the Year” by the International Entrepreneurship Division of USASBE. In August, at the Academy of Management annual meeting in Seattle, Dr. Hoy was selected for the fifth year in a row as a mentor to doctoral students by the Academy’s Entrepreneurship Division.

Dr. Hoy has been developing a course in International Entrepreneurship for the College’s new Ph.D. program. In March, he experimented with a pilot version of the course at the University of Kuopio in Finland. Two UTEP M.B.A. students, Isela Martin and Lucia Promotor, accompanied Dr. Hoy to Finland to take the class.

In May, Dr. Hoy was selected as the “Research Advocate of the Year” for Region VI of the U.S. Small Business Administration. Region VI encompasses the states of Arkansas, Louisiana, Oklahoma, Texas and New Mexico.

DISTINGUISHED ACHIEVEMENT AWARD:

SERVICE TO STUDENTS

For unparalleled service to students, Jo Willems was presented the Distinguished Service Award to Students at the Honors Convocation in April 2003. Jo is the administrative assistant in the College of Business. She joined the UTEP family in 1982 and has worked in the College for 18 years. She is the advisor to the Business College Council and an honorary member of the Delta Sigma Pi business fraternity. Jo is also involved with the University Homecoming Committee, the Business Advisory Council, the State Employees Charitable Campaign, and the College's Strategic Planning Committee as well as being the editor of *Strictly Business*. She is a graduate of the UTEP Aware Class IX and has been a member of the UTEP Aware Planning Committee for the past three years.

The most rewarding experience for Jo since working at UTEP was having the opportunity to go to college when she was awarded the Presidential Staff Scholarship in the fall of 2000.



Jo Willems

"Jo's willingness to go beyond the expected provides UTEP students with an outstanding role model, and reminds us once again that we are, indeed, all here for the students." Dr. Diana Natalicio

KIRK ROBISON

UTEP'S FIRST ENTREPRENEUR-IN-RESIDENCE



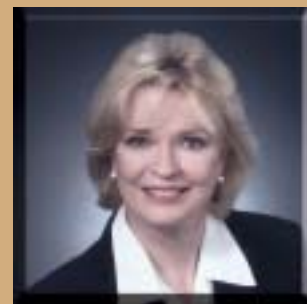
Kirk Robison, CEO and Founder of Pizza Properties, LLC, was named UTEP's first Entrepreneur-in-Residence in March 2003 in celebration of the College of Business' entrepreneurial program. He is advising the College

Photo: Courtesy of El Paso Inc.

on the development and expansion of its entrepreneurship program and is bringing many successful business owners to campus to meet with students. Robison owns and operates 65 Peter Piper Pizza, Burger King and Del Taco restaurants. Robison commented: "It's not going to be just this Kirk guy with a UTEP position. I want to bring in other people I know who built successful businesses in El Paso. I want them to interact with the students too."

CAROLYN GOUGH

FRANCHISING IN EASTERN EUROPE



The UTEP Franchise Center continues to expand with the establishment of a franchise center in Osijek, Croatia, Europe at the J.J. Strossmayer University. Carolyn Gough, Executive Director, and Dean Hester, Attorney at Law with Ainsa Hutson LLP, will attend and organize the Franchise Management Certificate Program's November 21-22 seminar. As an affiliate program with UTEP's Franchise Center, the J.J. Strossmayer University Franchise Center will advise East European and European entrepreneurs about Croatian franchising as well as American franchising. The Franchise Center also established a franchise center with the University of Jyväskylä, Finland in October 1998.

OUR TIME IS NOW



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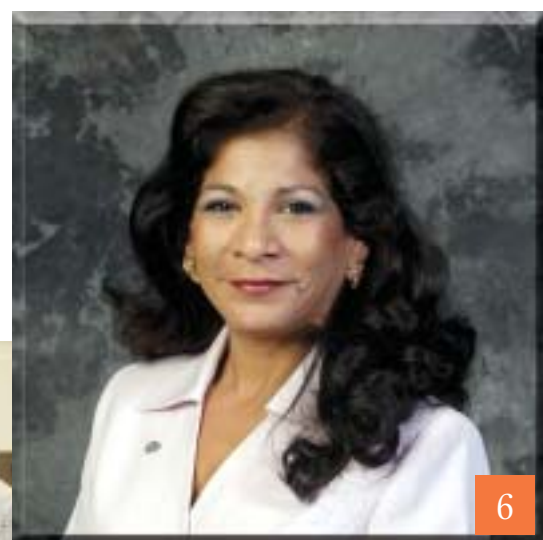
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1. The American Marketing Association chapter at UTEP received the Outstanding Communications Award for 2002-2003 at the AMA collegiate conference in New Orleans. Present at the conference to receive the award were officers/members Yadira Cabral, Raul Salas, Sarah Santini, Jaismin Martinez, Shakeel Ali, Melanie Dutton, David Saldivar, Taryn Cooper, and advisor Erin Baca. The group received the award for outstanding efforts at developing successful advertising designed to increase membership of the organization.

2. Eleven Beta Alpha Psi students represented UTEP at the annual meeting in Honolulu. Over 600 students participated in the community service day project at the Honolulu Food Bank and processed over 31,000 pounds of non-perishable foods in one day. The UTEP Chapter won the Superior Chapter status.

3. Candidates for Masters degrees at the College of Business Hooding Ceremony in May 2003.

4. Tom and Gerry Porter donated Peter Hurd prints to the College that portray historic Hawaiian scenes before and after the birth of modern Hawaiian business.

5. (L-R) Jerry Rubin of Helen of Troy, Gary Mann of the Accounting Department, Mark Terrell of KPMG and speaker at the Business Leader Lecture Series in March 2003, Russell Gibson of Helen of Troy and Chris Loya of the College of Business.

6. Laura Hall, of the Information and Decision Sciences Department, was presented the El Paso Energy Corporation Foundation Faculty Achievement Award for Teaching Excellence at the Honors Convocation in spring 2003.

7. Christa Almada received her student entrepreneur award from Dr. Tim Roth, Dr. Tom Fullerton and Dean Chuck Crespy. Christa, owner of The Silver Lining, received the 2nd Place award for the Arkansas, Louisiana and Texas Region of the Global Student Entrepreneur Competition. Christa completed her degree in Economics and Finance in 2002.

8. Shaw Industries, the largest carpet manufacturer in the world, is represented by Maggie McCallie at the annual Career Fair sponsored by the Business College Council. Shaw Industries donated carpet for a student study area in the College.

9. Bill Adcox, Arelee Sepulveda and Bruce King are just of few of the business professionals in the accelerated M.B.A. program.

10. The College hosted an Executives in Residence Day, where El Paso business leaders spoke with business students. (L-R) Alex Vargas of the UTEP Human Resources Services; Roger Mitchell, President of Texas Gas Service; Irma Lopez of Media Copy & Info Disk; Joe Underwood of GECU; and Cindy Capanna of Management Recruiters of El Paso participate on a panel in a Human Resource Management class.

11. Tom Fullerton (R) and Van Miller (L) in a panel at the NOBE/Ref Conference hosted by the UTEP College of Business.

SEPTEMBER 2002-AUGUST 2003 HONOR ROLL - COLLEGE OF BUSINESS ADMINISTRATION

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SEPTEMBER 2002-AUGUST 2003
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<http://www.asp1401.org>

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<http://aitp.utep.edu>

Business College Council (BCC)
<http://bcc.utep.edu>

Collegiate Entrepreneurs Organization (CEO)
fhoy@utep.edu

Delta Sigma Pi (DSP)
<http://lhall.utep.edu/deltasig>

Educational Society for Resource Management (APICS)
<http://apics.utep.edu>

Financial Management Association (FMA)
<http://www.utep.edu/fma>

Society for Human Resources Management (SHRM)
<http://www.utep.edu/shrm>

Society of International Business Students (SIBS)
<http://sibs.utep.edu>

Honor Societies
Beta Alpha Psi
<http://www.utep.edu/bap>

Beta Gamma Sigma
<http://www.betagammasigma.org>

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<http://www.utep.edu/coba/centers/php>

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Carolyn P. Gough, 915-747-7730
<http://www.utep.edu/coba/fc>

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