

The Management Fellows Program

Fall 2018

E-NEWSLETTER

From The Director

Jeffrey M. Gropp, Ph.D.



Greetings from the staff of the McDermond Center and the Management Fellows program! This was perhaps one of the busiest semesters I have ever experienced at DePauw. Details of the activities in the center and the program are provided below. I hope you enjoy reading about our student experiences.

Management Fellows:

We had 26 fellows out on internships during the spring semester, bringing us to 47 internship placements for the 2017-18 school year. I would like to thank our many internship partners, which include Albertsons Cos. LLC, ALS Association, Bonfire, CMG Worldwide, Cummins Inc., Curiosity Advertising, Delta Air Lines Inc., DoubleMap, Eli Lilly and Co., Fusion Education Group LLC, Ice Miller LLP, KeyBanc Capital Markets Inc., Kite Realty, LNE Group, Murano Systems Inc., Plancorp Inc., Probo Medical LLC, Salesforce.com Inc., Sensory Technologies, SOCIALDEVIANT LLC, Strive Consulting LLC, Student Transportation Inc., Tortoise Capital Advisors LLC, Valeo and West Monroe Partners.

We graduated 35 seniors from the Class of 2018. As I expressed at our senior reception, this Management Fellows class is a very special group of students. Not only are they remarkably talented, as their employers will soon discover, they are also some of the most thoughtful and giving students I have ever encountered. Each of them has provided invaluable assistance to this program through a myriad of choices. Whether assisting first-year students in developing their business acumen and interview skills or providing feedback about the program, they have sought to help those who follow their path and, for that and much more, I am inspired by them and want each of them to know that they have my heartfelt thanks.

Our graduates have headed to these employers:

Appirio, C.H. Robinson, Capital Group, Clinical Pharmacogenetics Implementation Consortium, Crawfordsville Middle School, Cummins Inc., Dell EMC, Deloitte, Eli Lilly and Co., Exclusive Resorts LLC, FactSet Research Systems Inc., Genesys, Heidrick & Struggles International Inc., HomeAdvisor, HubSpot, Huron Consulting Group, JPMorgan Chase & Co., LinkedIn Corp., MB Financial Inc., Nielsen Catalina Solutions, Roche Diagnostics, Salesforce.com Inc., Textron, U.S. Department of Homeland Security and West Monroe Partners.

Management Fellows Senior Capstone:

As I highlighted in our winter 2018 newsletter, the senior capstone is designed to have students who have majored in different disciplines and had different internship experiences to reflect on their internship experiences and share them with other management fellows. Interns often are focused on assigned tasks to the point that they fail to observe the larger picture of success and limitations of their internship host company.

Students in this course are required to demonstrate a broader and more insightful awareness of the multitude of aspects surrounding their host company, including its leadership and management strategy, culture and competitive issues. Other students benefit from the diverse nature of their peers' internship experiences. This cross-fertilization enables students to contextualize their own experience relative to their peers and to develop a broader understanding of the myriad of approaches to managing company culture and developing business strategies.

Students also are expected to develop a deeper understanding of their life after DePauw. This includes discussions related to personal finance, negotiation and self-awareness to serve as a leader. Through such deliberations, as well as the completion of leadership portfolios, students are expected to develop a level of self-reflection required of emerging business leaders.

This course is an integral part of the management fellows student experience. It is designed around visits from our distinguished alumni and guests and is stylistically and contextually similar to MBA courses, covering topics related to, among others, competitive strategy, leadership, business ethics, marketing, failure, the importance of company culture and values and ways of defining success. I thank the following friends of the program who have assisted us with this course this past semester:

From the Director Continued

Jason Becker '04, CEO, RICS Software; **Brendan Belz** '10, management consultant at Bain and Co.; **Meggie Dials** '03, regional vice president of sales, Salesforce Marketing Cloud; **Phyllis Ferrell** '94, vice president, Eli Lilly and Co.; **Tom Fagan** '98, senior director and international commercial leader, Eli Lilly and Co.; **Keith Johns**, vice president of global marketing and alliance management, Eli Lilly and Co.; **Linda Johnson** '09, president of SOCIALDEVIANT; **Tom Kominsky** '03, chief growth officer at Student Transportation Inc., **Marc Landsberg**, founder and CEO of SOCIALDEVIANT; **Peter Lazaroff** '07, co-chief investment officer Plancorp LLC and BrightPlan; **Jon Phillips** '95, managing director and head of private equity at First Trust; and **R.J. Talyor** '02, CEO and founder at Pattern89.

Given that they helped develop the course, I would like to add that it was a special treat to see Phyllis Ferrell '94 and Tom Fagan '98 team teach the strategy and entrepreneurship workshop, Competitive Strategy with Respect to Non-Market Forces.

In addition to learning from our talented guests, students completed projects during the semester. Victor "Vic" Hunter, founder and president of Hunter Business Group LLC, worked with students from the capstone course – Blake Edwards '19, Caroline Wagner '18 and Quincy Ballard '19 – as well as students from the consulting group (see below). The project focused on employee turnover in Greencastle. As described in the program whitepaper:

"Currently employment at the largest manufacturing and distribution employers in Greencastle is unstable with high turnover, unfilled openings and mandatory overtime requiring busing of workers in from outside Putnam County. This condition puts continued employer commitment to Greencastle at risk and potentially further expands unemployment of the disadvantaged."

"Efforts by Greencastle Transformer Program to launch an Employment Resource Network in 2016 and 2017 were met with lack of employer knowledge and buy-in by local employers on how to quantify the cost of turnover, a lack of ability to identify and act on the systemic issues causing turnover, and a limited framework for investment to improve employee relationships."

"The purpose of this program is to identify the employee pain points and drivers of employee trust and loyalty to local employers in a manner that links better employee relationships in the workplace to an increase in productivity, lower turnover cost, and an improvement in customer loyalty. Monetizing the investment in better employee relationships brings workplace conditions and employee behaviors from a cost of doing business to a return on investment model."

"Employer investment in improved conditions and employee relationships to stabilize workforce turnover then become investments that profit the employer, stabilize the workforce and grow the local employee base through alignment with employers through skill development and behavioral training."

Students worked closely with executives from Putnam County Hospital and McDonald's. As described by students who worked on the project:

Caroline Wagner '18:

"Being a part of a consulting team under the leadership of Vic Hunter is something I highly recommend to anyone pursuing a career in business. Vic was able to teach us skills that will be invaluable in any industry. Additionally, we were able to work with executives in companies, so this allowed me to be more confident in my abilities when speaking to and working with superiors."



"The project itself is very unique. We took time to really get to know companies below the surface, and pinpoint areas that we felt were strengths or pain points. This allowed us to customize surveys specific to each business. After distributing the surveys and collecting and analyzing data, we formed recommendations that the executives took to their Board of Directors. This is an opportunity that very few college students can say they have been a part of."

"This experience will allow you to work with a team, learn invaluable skills ahead of graduation, and work with executives of companies in various industries. Additionally, giving back to the Greencastle community by helping local businesses is something that is highly rewarding."

From the Director Continued



Benton Turner '19:

“Working with the DePauw Consulting Group and Victor Hunter as part of the Management Fellows consulting project was an impactful experience. I was able to gain hands-on consulting experience by developing a survey through stakeholder interviews, analyzing data with linear regression in Microsoft Excel and presenting recommendations to clients. Through my involvement, I am able to reference tangible skills and results-based consulting in interviews. Similarly, I am able to draw upon my experience in the workplace. I am very grateful for the challenge and opportunity to positively impact Greencastle and Putnam County as a result of this consulting engagement.”

The work completed last semester led Putnam County Hospital to develop an implementation plan to reduce worker turnover. In fact, the capstone students and the consulting group will be working on the implementation phase in the fall. Students involved in the capstone experience have an opportunity to have a real impact on the community and to put knowledge into practice.

Lastly, if you are interested in participating in the capstone, i.e., sharing your talents/expertise with current students, whether working with students on projects or leading a workshop, please do not hesitate to let us know.

Management Fellows Award for Excellence in Leadership:

As you may recall, George Quall '17 was the inaugural recipient for the Management Fellows Award for Excellence in Leadership. If you know George, then you know that the bar was set pretty high for this award. Moreover, as charged by both our faculty steering committee, which determines the recipient of this award, and alumni advisers, this award is intended for those that are truly meritorious. As such, it is not intended to be given out every year. Nevertheless, given the strength of this graduating class, it became quite clear during our deliberations that our problem wouldn't be finding someone worthy of the award. Instead, the challenge would be deciding which student to award.

This award is given to an outstanding management fellow who best exemplifies the ideals and mission of the program and who has exhibited these through a record of academic achievement, leadership, service and impact on both the program and the university, and sincere dedication to the field of management, business or entrepreneurship. After much consideration, the Management Fellows Steering Committee selected Mitch DeShurko '18. I have included a slightly modified version of the award presentation during our senior reception.

I first met this year's award recipient in 2014, as part of my first-year seminar class.

Despite being on the wrong side of nearly every philosophical debate we had, which is to say Mitch disagreed with me quite a bit, I always admired the innate curiosity expressed by him.

When concerned about asking too many questions in class, he sent an email to me to determine if such inquiries were troublesome.

To me, this is a sign of an engaged mind and not one that blindly accepts everything from a particular source that always says the same thing. I told him to never stop asking why.



Mitch has never stopped asking why. My wife jokes that she dislikes him because I am constantly late for dinner because of the engaging conversations I have with Mitch about economics and philosophy or how to improve the student experience at DePauw. Such inquisitiveness has pushed him to serve this program and this university well.

Among many other contributions, Mitch DeShurko has assisted us with a number of student panels, moderated industry insight events, interviewed prospective students, provided workshops for students, served as a Management Fellows ambassador, served as the president of the investment banking workshop and served as the president of the DePauw Investment Group at a time when we restructured it (see below for more details).

These credentials are great, but his overall service to others in the past two years are his most important contribution. He has spent many hours advising students interested in finance. Whether painstakingly reviewing a cover letter or an email to an alum, writing a letter of introduction or simply discussing the merits of a particular industry, he is tireless in providing assistance.

From the Director Continued

McDermond Center:

It was another busy semester in the McDermond Center. We would like to thank our guests who contributed to the McDermond Center Speaker Series and our Industry Insight Panels (see below for more details). In addition to our usual programming, we undertook an important initiative at the center, specifically, increased involvement in various student organizations.

Student Groups:

Part of the mission of the McDermond Center is to provide meaningful experiences for students so they may better understand business. In facilitating experiences, the McDermond Center has worked to create/support the student organizations that are business-focused. The groups include:

- Consulting Group.
- Data Sciences Group.
- DePauw Investment Group.
- Entrepreneurship Group.
- Investment Banking Workshop.
- Women in Economics and Business.

Our involvement with these organizations depends on their respective missions. For instance, with the long-running Women in Economics and Business organization, our support broadly consists of connecting the group's aspiring leaders with DePauw alumni from across the country with the objective of equipping undergraduate women with the skills to lead in any industry. For the newly created Entrepreneurship Group, we hosted multiple events to engage student understanding and appreciation of entrepreneurship. These included our 3DayStartUp event (highlighted in our winter 2018 newsletter); prototype development by John Gbur '18 with Rose-Hulman Ventures; Evansville StartUp Conference support; our annual Entrepreneurship Pitch Competition; and our Entrepreneurship Speaker Series, which focused on how to be an entrepreneur, early-stage funding, growth-stage funding and taking a company public, delivered by our distinguished alumni, Dave Hersh '94, R.J. Talyor '02, Jon Phillips '95., and Don Daseke '61, respectively.

The DePauw Investment Group has come and gone over the years, with me, Gary Lemon and others serving as faculty advisers. A fund to support the group was established in 1963 by the self-made billionaire Henry Crown, also known as Col. Crown, who lived from 1896 to 1990. At the time of his death, the Crown family was the 11th wealthiest family in the nation by net worth. He had no connections to DePauw except for his friendship to W.D. Maxwell '21, editor of the Chicago Tribune and a member of the DePauw Board of Trustees. Nevertheless, the Arie and Ida Crown Memorial Fund contributed \$4,000 to DePauw in 1963.

In the years since the group's founding, students' interest has waxed and waned, causing the group to come and go. Members of this past year's executive team, including Mitch DeShurko '18, Ranjit Singh '18, Brooke Bandy '19, Zach Williams '19 and Hank Neal '20, sought to create a highly impactful and sustainable student organization that provides real-world experience managing the group's \$160,000.

The group's primary goal is to preserve capital while successfully implementing the growth-oriented investment philosophy. An additional purpose is to complement the university's strong liberal arts curriculum with an investment-focused organization, while enabling undergraduate students to pursue internships and careers in finance. The organization reinforces DePauw's emphasis on the importance of intellectual curiosity, critical thinking and communication skills while providing students with exposure to capital markets, thus serving as an educational platform and experiential learning opportunity.

Working with Mitch on this initiative was one of the joys of my career at DePauw. Through his herculean effort, the structure of the group finally came into focus. The investment group's portfolio is managed by a group of students with experience in the asset-management industry. The organization's executive leadership team is comprised of presidents and vice presidents. Presidents are responsible for implementing investment strategies, approving trades and monitoring risk. Vice presidents are responsible for the managing the sector-specific funds and acting as liaisons between portfolio managers and presidents. Each sector-based fund is managed by one or two portfolio managers with the support of several analysts. Portfolio managers are responsible for achieving superior returns over their respective benchmarks by managing composition and concentration of holdings in their fund. Analysts are responsible for performing due diligence and following companies that are held by both the fund and the fund's benchmark. Analysts also are responsible for supporting their respective portfolio managers in the investment proposal writing and presentation process.

With this structure, students acquire hands-on experience managing institutional assets that is similar to the kind of work many of them will pursue after their time at DePauw.

From the Director Continued

Recognizing the DePauw Investment Group's critical importance to the success of our students who seek careers in this industry, we decided we needed additional resources to rebrand and restructure this group. It became clear that we should dream bigger. Working with Jeff Cozad, co-founder of Stonerise Capital Partners, chair of DePauw's Investment Committee and a member of the Board of Trustees, Mitch presented the group's recent developments to DePauw's Investment Committee in May. The presentation was favorably received and likely will lead to an increase in our assets under management and to additional resources to aid in student understanding of capital markets. The details of this support will be provided after the Investment Committee's meeting in October, but I am energized by the unfailing support from our alumni for this initiative.

These are the types of experiences that are critical in preparing students to lead.

Whether it is learning financial valuation (Investment Banking Workshop), developing machine learning or algorithmic trading (Data Sciences Group), preparing for case interviews (DePauw Consulting), developing a business plan (Entrepreneurship Group), performing fundamental stock analysis (DePauw Investment Group), connecting future leaders with impactful mentors (Women in Economics and Business) or networking with industry professionals (all of the groups), these organizations are an important part of fulfilling DePauw's educational mission of preparing students for the world beyond DePauw. For a more complete sense of programming that is being pursued within the center and its associated student groups, please see the attachment to this newsletter.

If you would like to assist these student organizations with programming and your industry expertise, please do not hesitate to reach out. Your involvement in this high-impact experiential learning will be critical to the success of our students. If you have ever found yourself saying, "I wish I knew 'X' before I graduated from DePauw," please understand we are happy to develop creative ways of ensuring that future students have fewer opportunities to make such statements. As the center supports these groups and their associated programming, we will be reaching out to our alumni to serve in an advisory capacity. Please throw your hat in the ring.

A Celebration of a Life:

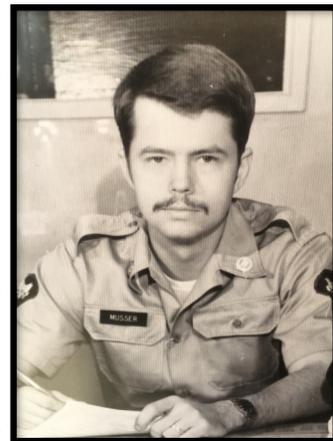


Tom Musser, professor of economics and management, 1948-2018

Tom Musser, professor of economics and management, died Sept. 1. Not only did Tom care deeply about his family and friends, he epitomized the type of relationship between student and professor that is the hallmark of the liberal arts tradition. I can think of no more dedicated professor than "T'Muss," a nickname used by his students. I am writing this part of the newsletter while sitting in the Greencastle McDonald's and, if you knew Tom, you understand that this place represented a part of his tremendous commitment to student learning. Tom spent most of his early mornings here, grading assignments, getting to know community members and envisioning ways to improve the student experience at DePauw.

He spent the rest of the day teaching and advising students. He regularly had more than 40 advisees, sometimes as many as 60. He managed to advise so many students by caring about and making time for them. He spent countless hours getting to know his students and guiding them toward understanding. His greatest legacy at DePauw is the love and respect that he generated from the students who were fortunate enough to have him as a professor.

Tom had a profound impact on all his students, a very large number of students, relative to the university norm. In fact, Tom likely taught more students than any other professor on campus (and probably even some entire departments). Even in a department that regularly experiences more demand than supply, Tom's courses, despite being electives and holding students to very high expectations, were always in high demand. As director of the Management Fellows Program, I regularly encounter alumni who love to share stories about Tom and are quick to connect the lessons learned in his classroom and their success beyond DePauw. Students understood they would have to "put their nose to the grindstone" if they expected to earn an A. Tom challenged his students to be their best in the classroom and beyond.



From the Director Continued

I arrived at DePauw a year before Tom. I had already developed the corporate finance course and enjoyed teaching it. Tom asked to teach the course and I happily stepped aside after realizing that he taught the course more effectively. Tom's focus was always on trying to improve the student experience. Politics be damned, he cared deeply about doing what was right for the students. He never erred in this. Whether it was support for the department of economics and management, the Management Fellows Program or the university, Tom's support was unwavering. He was the spearhead of the Accounting and Finance for Decision-Making minor offered by the department and the memorandums of understanding between DePauw and various 4+1 accounting programs that create a pathway for DePauw students to sit for the CPA exam.

On a more personal note, I always considered Tom an exceptional colleague, mentor and steadfast friend. Even when we disagreed on items in the department or at the university level, I knew that such disagreements, however rare (and they were very rare), would not drive a wedge between us. Such undeviating support is something I will forever cherish. As I expressed to him just this past year, I deeply appreciate his tireless support and endless wisdom in navigating the sometimes turbulent ocean that is life. He was, in short, a remarkable man in so many ways: a caring father, loving husband, supportive colleague, steadfast friend and dedicated professor. Without a doubt, his passing demonstrates a void that cannot and will not be filled and I will deeply miss his calming and supportive presence.

While Tom's impact on this university has been widespread, I say this to the students who had him in class: You represent his greatest legacy at DePauw. He would have it no other way.

If you have any T'Muss stories you would like to share, we would be happy to pass them along to his family members. Rachele Miller '19 is engaged in a project to gather stories about Tom. We are planning a gathering in February to celebrate Tom's life. If you would like to share your stories in person or through the written word, please contact her at rachelemiller_2019@depauw.edu. We have no doubt that Tom's family would appreciate hearing about his experiences with students.

Tom's obituary can be found [here](#).

A Celebration of Life:

Sarah Miller, assistant director of the Management Fellows Program, gave birth to Gavin Miller Sept. 10. He came into this world at 7 pounds, 12 ounces. He joins his brother, Grady, 3, and father, Brandon Miller. Please join me in welcoming our youngest member of the DePauw family (and hopefully a future Tiger). While her presence will be sorely missed (don't tell her I said that), Sarah has certainly earned a respite during her maternity leave. We wish her and baby Gavin well!



For updates on the Management Fellows Program, be sure to “Ask to Join” our LinkedIn Group, “Follow” us on Instagram, and “Like” us on Facebook.

Management Fellows:
DePauw University

managementfellows

DePauw Management
Fellows Program



<http://www.depauw.edu/academics/honorsfellows/management-fellows/>

Where They Are Now?

Name: Michelle Ross Kelly
Graduation Year: 2000
Company: Tortoise Investments
Position: Chief Strategy Officer &
Senior Managing Director
Location: Kansas City



Briefly describe your career path and what you are currently doing.

My Management Fellows internship was at Goldman Sachs in Chicago and New York. This internship sparked my interest in investment banking and the capital markets. Following graduation, I joined Goldman Sachs as an analyst and later became an associate. All in, I worked at Goldman for approximately 5 ½ years, primarily in Chicago as well as New York. When I started my own family, I decided to move closer to my family in Kansas City. After extensive networking, I joined Tortoise as an analyst. Over the past 12 years, Tortoise has grown from a \$1.5 billion to a \$20 billion asset manager. My role has evolved as well and I currently serve on our executive committee and lead Tortoise's strategic growth efforts, including business and product development, partnership and joint venture activities. This includes leading the development and execution of our strategic plan, including organic activities such as developing new investment products and new business platforms and inorganic activities such as team lift-outs and acquisitions.

Was there a particular professor who was most influential during your time at DePauw?

There were two professors who particularly stand out. The first was Dr. Lemon, who served as my adviser and also taught at least three of my economics classes, including senior seminar. Dr. Lemon supported my love for the capital markets and all the theory that supports that in a liberal arts setting. I have found the ability to think and debate that was instilled in my liberal arts education immensely valuable. The second was Dr. Sununu. The ability to write and communicate clearly is critical to success, no matter your career. The individual attention I received from Dr. Sununu was phenomenal and she has had a lasting influence on my career. This influence extends beyond writing, and includes critical and abstract thinking. I remain friends with both Dr. Lemon and Dr. Sununu today.

How has Management Fellows helped you throughout your career?

It has helped my career in many ways. First, alumni helped me connect to my internship at Goldman Sachs, which also led to my first job. Second, the alumni network is extensive and former classmates have been resources to me across my career at various times. Third, I have leveraged and communicated the value of the combination of a liberal arts education paired with experiential learning as a distinguishing factor in the interview process for my two jobs. Last, I continue to learn from the Management Fellows program by hosting interns at Tortoise who bring new and fresh ideas.

What advice do you have for current Management Fellows?

Communicate the value and differentiation you bring as a result of your liberal arts education combined with your Management Fellows experience. In the changing world we live in, critical thinking, problem-solving and clear communication are imperative. Your education is preparing you for the world of today and particularly the world of tomorrow. Embrace that. Bring that distinction to light so people see it in you and can recognize what you and your education bring to the table.

Could you write about the value of becoming a chartered CFA member?

Earlier in my career, I considered both pursuing an MBA and becoming a CFA charterholder. I did not need the MBA to advance in my career, and frankly was enjoying what I was doing too much to distract from that. On the other hand, I was guided by mentors that becoming a CFA charterholder could be valuable. I am very glad that I dedicated the time to do it, as it further enhanced my understanding of the analytics and theory in investing, which has been helpful to my career.

Where They Are Now?

Name: Daniel Harrison
Graduation Year: 2009
Company: Coinbase
Position: Director, Communications
Location: San Francisco, CA



Briefly describe your career path and what you are currently doing.

After a Management Fellows internship at [Brunswick Group](#) in New York City, I joined the firm's San Francisco office, where I advised clients on communications issues ranging from [mergers and acquisitions](#) to [crisis planning](#). I spent two years in San Francisco before moving to Texas to help Brunswick open a [Dallas office](#). In 2015, I moved one more time, back to San Francisco, to join [Facebook's communications team](#). And a few months ago, I joined [Coinbase](#), which runs one of the [world's largest cryptocurrency exchanges](#), to join their newly formed corporate communications team. Coinbase is still a fast-growing startup, so I get to work with teams all over the company as they [build products and tools](#) to help bring cryptocurrency into the mainstream.

Was there a particular professor who was most influential during your time at DePauw?

Dr. Lemon was the professor for my Intro to Econ class, the director of the McDermond Center, as well as my adviser for a year or two. Needless to say, it'd be hard to name anyone else. He was able to intersperse his classes with examples of his own work experience in a way that helped contextualize what he was teaching. He was pretty funny, too.

How has Management Fellows helped you throughout your career?

Not only has it helped me, I can draw a fairly straight line from the Management Fellows program to working at some of the most interesting technology companies in the world. But more broadly speaking, the program provided a good mix of practical, real-world skills that you simply wouldn't get from an academic curriculum alone, like business writing support, presentation skills or simply reinforcing the idea of showing up on time with a decent shirt on. Just keeping up with the requirements of the program while managing other academic responsibilities and extracurricular commitments prepares you for any number of jobs, in that you learn to juggle a hundred projects at once.

What advice do you have for current Management Fellows?

Make sure you take advantage of all the other amazing extracurricular organizations DePauw has to offer. Host a radio show. Become the treasurer for a student-run org. Play intramural sports. And if you figure out how to successfully balance a lot of those at once, you'll gain a lot of the skills you need to excel in today's fast-moving workplaces. Oh, and in hindsight, I should have taken more computer science classes.

coinbase

INTERNSHIPS:

Internships provide students with opportunities to work in challenging and responsible positions at large corporations, small businesses and not-for-profit organizations. An internship is a full-time position that lasts between four and eight months during junior year. In addition to opportunities to apply classroom knowledge to real-world issues, an internship provides Management Fellows with meaningful business experience. These profiles highlight students who completed their internships during spring 2018.

Jane D. Alm '19, Riverside, Ill.
Economics Major, Studio Art Minor
Eli Lilly & Company, Global Diabetes Marketing Intern, Indianapolis, Ind.

"My advice for getting the most out of your internship is to gain all the knowledge you possibly can, not only about your specific project and team but other cross-functional teams and projects as well. Being new to the company allows you to explore different areas that might interest and inspire you. Be intellectually curious by asking questions, and attend meetings unrelated to your field. It gives you the opportunity to provide that company with a completely unique and valuable perspective and also network with people you usually wouldn't have the chance to work with."



Kevin T. Anderson '19, Zionsville, Ind.
Economics Major
Sensory Technologies, Marketing and Project Management Intern
Indianapolis, Ind.

"Interning at the world's #1 CRM company and getting exposure to the tech industry made my experience at Salesforce incredible. I was able to work on several projects to senior management. During my time at Salesforce, I worked with multiple platforms, including Excel, Oracle, SAP, and Smart View."



Doug H. Bannon '19, Upper Arlington, Oh.
Economics Major
Valeo Financial Advisors, Finance Intern, Indianapolis, Ind.

"Being able to work at Valeo has taught me more than I thought possible. I've learned anything from how to write an estate summary to how to maneuver investments and plan for retirement. I've also learned how to clearly and effectively communicate my thoughts."



Luke S. Bestard '19, Carmel, Ind.
Economics and Pre-Engineering Major
Valeo Financial Systems, Financial Advisor Intern, Indianapolis, Ind.

"Being able to work alongside experienced financial advisors who manage millions of dollars for their clients made this internship more than worth it. I have learned that hard work and paying attention to detail is very important in the professional world, and the better you are at it, the more trusted you will be among your fellow employees."



Gino Castellani '19, Fishers, Ind.
Economics Major
DoubleMap, Business Development Fellow, Indianapolis, Ind.

"Working at DoubleMap has allowed me the unique opportunity to work directly underneath the President which has created an internship experience that many other interns do not get to have. I've been able to sit in on important phone calls and discussions which will shape the future of the company."



EXPERIENCE

Brendan G. Connelly '19, South Bend, Ind.
Computer Science Major, Business Administration Minor
DoubleMap, Business Development Fellow, Indianapolis, Ind.

"Having the opportunity to work at DoubleMap has certainly solidified my career aspirations of working within the startup space. The company culture combined with the valuable work responsibilities that I was given made my semester at DoubleMap one that will benefit my career path greatly."



Bailey N. Ehrens '19, Lake Bluff, Ill.
Economics Major, Mathematics and Spanish Minor
Ice Miller, Public Affairs Intern, Indianapolis, Ind.

"This internship allowed me to play an integral role in the firm's public affairs operations, which taught me how to work in a fast-paced, high-stakes environment. Because of this experience, I learned about the importance of interpersonal communication skills and time management. I was able to witness the inner-workings of state government first-hand through this internship, and it was an eye-opening and rewarding opportunity."



Gail L. Enright '19, Carmel, Ind.
Kinesiology Major
Probo Medical, Sales and Marketing Intern, Fishers, Ind.

"Interning at Probo during the acquisition of MedCorp, LLC has shown me the value of efficiency and urgency along with the excitement that comes with a growing company. I was exposed to various departments where I learned skills ranging from operations management to the fundamentals of e-commerce."



Ian T. Epkey '19, Kalamazoo, Mich.
Economics Major, Spanish Minor
Fusion Education Group, Finance Intern, Grand Rapids, Mich.

"Working at Fusion Education Group opened my eyes to the many areas of business that I can explore. Having the ability to create and improve reports in mediums ranging from Excel to Power BI was incredibly valuable. Working closely with C-Level management of a smaller, mission-driven company on meaningful projects was an experience that will aid me long after DePauw."



Jacob D. Fritz '19, Fort Wayne, Ind.
Economics Major
Student Transportation Inc., Business Development Analyst, Charleston, SC

"Having the opportunity to work under the Chief Growth Office of a large company has afforded me many memorable and rewarding experiences. I now have a much better understanding of how the transportation industry works and the importance of professional communication in the workplace."



Alison M. Grimm '19, Batavia, Ill.
Communications Major, Economics and Business Administration Minors
SOCIALDEVIANT, Account and Strategy Intern, Chicago, Ill.

"I am incredibly thankful for the experiences I gained at SOCIALDEVIANT. Having the opportunity to intern at a dynamic and talented agency in a fast-paced industry was invaluable. My work was meaningful; I helped to drive strategy for our wide array of clients and generated real deliverables every day. SOCIALDEVIANT cultivates a hard-working environment while emphasizing the importance of kindness, which is a moral that I will carry with me during the rest of my professional career."



EXPERIENCE

Ryan Horak '19, Barrington, Ill.
Economics Major
West Monroe Partners, Operations Excellence Intern, Chicago, Ill.

"West Monroe Partners has provided me with an invaluable experience to gain exposure to a variety of business models in a dynamic, collaborative environment."



Samuel F. Karcher '19, Bloomington, Ind.
Economics Major, Computer Science and History Minors
Salesforce, Finance and Strategy Intern, Indianapolis, Ind.

"Getting the opportunity to intern for Fortune's #1 Best Place to Work has been an incredible experience. I improved my technical skills, worked on an array of projects, and made some great connections during my time at Salesforce."



Doug C. Kubek '19, Grosse Pointe Farms, Mich.
Economics Major, Business Administration Minor
Plancorp, LLC., Spring Investment Analyst, St. Louis, MO

"Working under the Chief Investment Officer has given me a new understanding of the investment industry and how it aids the firm's wealth management division. I studied Plancorp's investment philosophy and utilized different software including Bloomberg Terminal and eMoney to find the optimal investments and paths to achieve a client's wealth goals. It was fascinating to see how the firm's enthusiastic and challenging environment has led to impressive strides with their business as well as their partnerships."



Matt J. Labus '19, Westfield, Ind.
Economics Major
Eli Lilly and Company, Finance Intern, Indianapolis, Ind.

"Being one of two interns at the largest company in Indiana was an unbelievable opportunity to learn and develop myself while adding value to the company. This internship strengthened my understanding on the importance of networking and it also sharpened my financial modeling and forecasting abilities. The most important thing I absorbed during my time at Eli Lilly was the fact that curiosity is one of the key drivers of success during any internship."



Benjamin W. (Ben) Learned '19, Bristol, NH.
Economics and Religious Studies Double Major
LNE Group, Intern, Cleveland, Oh.

"The opportunity to work on a variety of projects, both short and long-term, at LNE Group has made for a fun and challenging experience. I was able to utilize my critical thinking skills to find new and effective solutions to a number of the tasks I was given."



EXPERIENCE

Katherine M. Li '19, Zhengzhou, China
Economics Major, Mathematics Minor
Fusion Education Group, Marketing and Finance Intern, Grand Rapids, Mich.

"Working at Fusion Education group as a marketing a finance intern has been a valuable and fruitful adventure. I have learned how to communicate effectively in a professional manner and how to manage my time efficiently, no matter if it's when I create a sales cycle data report for my supervisor or multi-tasking in a corporate expense analysis team project."



Andrew S. Lumsden '19, Arlington Heights, Ill.
Economics Major
Cummins Inc., Treasury Analyst Co-op, Columbus, Ind.

"During my time at Cummins, I worked on an array of projects within all facets of the corporate treasury team. I was also able to collaborate with Cummins' treasury units across the globe during my internship. I greatly improved my analytical and communication skills while learning the importance of making opinionated decisions. Cummins truly provided me with the opportunity to improve my skillset and further my career."



Nhi P. Nguyen '19, Hanoi, Vietnam.
Economics and Actuarial Science Double Major
Probo Medical, Project Management Intern, Indianapolis, Ind.

"Having the opportunity to work at Probo Medical provided me an invaluable exposure to the medical industry and taught me how to successfully operate within a new business. I was able to gain competitive knowledge about the medical industry and the importance of effective communication between all business functions."



Eric D. Portenlanger '19, Prospect, Ill.
Economics Major
CMG Worldwide, Marketing Intern, Indianapolis, Ind.

"My time at CMG Worldwide made me realize the importance of the communication and writing skills I have developed during my time at DePauw. Consistently interacting with clients, licensees, and the CMG Los Angeles office drastically improved my communication skills and confidence within a business setting."



Olivia R. Rosemann '19, St. Louis, MO.
Communications Major
ALS Association Indiana Chapter, Marketing/Development Intern, Indianapolis, Ind.

"Right from the start of my internship, the ALS Association gave me a lot of responsibility because of the small office size. I was able to learn a lot about event planning, social media, and professional communication. It made it even more rewarding knowing that my efforts were helping Indiana resident affected by ALS."



Abhishek S. Sambatur '19, Hyderabad, India.
Economics Major
Tortoise Capital Advisors, Strategic Investments Intern, Kansas City, Kan.

"Calling my internship with Tortoise Capital Advisors a 'rewarding experience' would be quite an understatement. I have learned a great deal about financial products, fund structures, and the broader energy sector in a short amount of time. I'm positive this experience would not have felt the same without such highly-motivated colleagues and the welcoming team atmosphere."



EXPERIENCE

Anne Y. Stevenson '19, Lake Bluff, Ill.
Economics Major
Strive Consulting, Enterprise Operations Intern, Chicago, Ill.

"I enjoyed my internship because I wasn't confined to one department or project. I had the freedom to explore all aspects of the business and work on projects given to me by different people in different departments. It was rewarding for me to see my work impact the company and to know that it was useful."



Jacob R. Tanner '19, Zionsville, Ind.
Economics Major
DoubleMap, Business Development Fellow, Indianapolis, Ind.

"Having the chance to work so closely with the CEO of DoubleMap was an excellent learning experience for me. I had many opportunities to try new projects and learn about all the in's and out's of the transit industry."



Kristy E. Thiem '19, Carmel, Ind.
Economics Major
Salesforce, Indirect Sales Strategy Intern, Indianapolis, Ind.

"Having the opportunity to own various challenging projects at Salesforce improved my strategic thinking skills, confidence in my career direction, as well as my professionalism significantly. I left Salesforce not only a more experienced individual, but as a more well-rounded individual as well."



Zachary J. Williams '19, Avon, Ind.
Economics Major, Computer Science Minor
Delta Airlines, Global Sales Intern, Atlanta, GA.

"Working at Delta Air Lines was a great opportunity for me to grow professionally and personally. Working in Global Sales for Latin America and collaborating with employees throughout the region really shed light on how globalized our world really is. I have learned so much about perspective, culture, and communication on top of the intricacies of business strategy for a low margin industry."



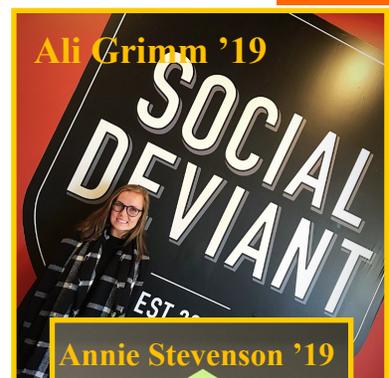
Zach Williams '19



Gail Enright '19 & Annie Nguyen '19



Abhishek Sambatur '19



Ali Grimm '19



Kristy Thiem '19



Annie Stevenson '19

McDermond Center Speaker Series



Left:
Brendan Belz '10
Consultant, Bain and Company

“How Rapid Disruption is Changing the Future of Leadership.”

Right:
Peter SerVaas
President
DoubleMap

“Choosing a Different Route.”



Left:
Nancy White '75
Partner
Steptoe & Johnson LLP

“From DePauw to Corporate and International Law.”

Darnall Alumni Fellow



McDermond Center Speaker Series



Left:
Melissa Barnes
*Senior Vice President Enterprise
Risk Management
Eli Lilly and Company*

“Value of Integrity.”

Right:
Dave Hersh '94
*Co-Founder and CEO
Glimmer*

***“The Art of the Turnaround:
Transforming into your Best
Self.”***

***The Robert C. McDermond
Honorary Lecture***



Left:
**Mary Kay
Huse '02**
*Executive Vice President
Product Management
Salesforce*

***“Building a Career During the
Digital Transformation Era.”***



Right:
Marvin Flewellen '85
*Senior Director
INVESCO*

***“The Triumphs of Investing—
The Value of Volatility.”***

Darnall Alumni Fellow



Industry Insight Series



Sales Panel:

Mark Hancock: Victory Lap LCC

Gene Thiem '85: Eli Lilly and Company

Meggie Dials '03: Salesforce

Moderator: Kristy Thiem '19

Investment Banking vs. Corporate Banking:

John Buchta '08: BMO Harris Bank

Tara Cuprisin '01: BMO Harris Bank



Consulting:

Molly Puga '10: Deloitte

Andy Bagley '04: Strive Consulting

Kristen Melling: West Monroe Partners

Moderator: Grant Potts '18



Marketing Panel:

Beth Owens '89: BrandERA

Sarah Gormley '94: Adobe

Matt Fischer '82: Curiosity Advertising LLC

Moderator: J.C. Lukens '19

Congratulations to the Management Fellows Class of 2018!



Samantha Bader

Sean Carroll

Clifford Chi

Kourtney Clark

Sam Comer

Chelsea Conard

Miranda Dafoe

Ben Davis

Mitchell DeShurko

Hussain Habib

Elizabeth Hale

Mo Hussain

Craig Kenney

Kevin Kenney

Kayla Kottra

Brad Lewis

Connor Marshall

Natu McCarthy

Maggie McGraw

Dean Meucci

Mary Grace Moser

Justin Palmer

Eric Petersen

Grant Potts

Ryan Raupach

Grace Saint

Sam Showalter

Ranjit Singh

Jeremy Trudell

Caroline Wagner

Peter White

Jacob Widner

Lauren Widuch

J.T. Williams

Alex Zera

DePauw University Management Fellows Award for Excellence in Leadership

Mitchell DeShurko – Class of 2018

Recipient

This award is given to the outstanding DePauw University Management Fellow who best exemplifies the ideals and mission of the program and who has exhibited these through a record of: academic achievement, leadership, service and impact on both the Program and the University, and sincere dedication to the field of management, business, or entrepreneurship.

