



NCI INDIANA

INDIANA UNIVERSITY KOKOMO

School of Business

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NORTH CENTRAL INDIANA NEWSLETTER

IU Kokomo SIFE team wins at regional competition

The Indiana University Kokomo Students In Free Enterprise (SIFE) team members were named second runners-up in the first round of the SIFE USA National Exposition May 22–24 in Kansas City, Mo. Some 164 teams representing four-year colleges competed at the national event, and IU Kokomo's finish "puts us in the top 60 teams in the country," said faculty advisor Kathy Parkison. IU Kokomo qualified to compete at the national exposition by winning its fifth consecutive regional title in April.

In competition, teams present written and audio-visual reports of community outreach projects completed in the previous academic year. Top business leaders serve as judges. Student presenters at both nationals and regional competition were Brian van Camp of Bunker Hill, Nate Stout of Tipton, and Kokomo residents Jessica Arnold, Andy Earl, Margaret Sasser, and Sabina Kedhi. Booke Mills of Nurlington, Brittany Clark of Galveston and Danielle Silvey of Tipton offered behind the scenes support.

In 2004–2005, IU Kokomo SIFE's 30 members organized about 15 large-scale projects in the north central Indiana region, including their showcase project: a 12-week Mini Model Economy workshop, presented to Howard Elementary fifth graders. The college students lead the youngsters in interactive lessons covering checking writing, budgeting, career choices, and other life skills.

"This year, we concentrated on fewer projects but each project was more in depth," said SIFE President Brian van Camp. "This gave us greater opportunities to truly meet the needs of our



Front row: Chris Ohls, Nathan Stout, Brian van Camp; back row: Jessica Stout, Jessica Arnold, Linda Taylor, Joan Hoch, Christy Cockrell, Sabina Kehdi, Matthew Cook, Lisa Boyer, Margaret Sasser, Kathy Parkison, and Ciara Frazier.

communities. Andy Earl was one of the Mini Model projects team leaders. "This project really changed the lives of these fifth grade students and helped them build their own bridges to the future," Earl said.

The team won finalist honors and \$500 cash awards in four separate categories at the regional event—the National Free Market Economics Competition sponsored by Aflac; the National Entrepreneurship Competition, sponsored by Sam's Club; the Business Ethics Competition, sponsored by Campbell's and Sealed Air; and the National Personal Financial Success Skills Competition, sponsored by the HSBC Education Trust and the Corporate, Investment Banking, and Markets Division of HSBC.

SIFE is an international non-profit organization active on more than 1,800 university campuses in 40-plus countries.

Ohls obtains \$1,000 grant for SIFE

SIFE recently honored member Chris Ohls of Greentown for his efforts to obtain a \$1,000 grant for SIFE operations from the Kokomo Wal-Mart Supercenter. An associate in the store's electronics department, Ohls said the Wal-Mart Foundation makes grant funds available to each of its store sites, for use by employees involved in community enrichment projects. Ohls thanked Assistant Manager Pam Rardin for her help in completing the grant application.

FROM THE DEAN

Dear Friends,

In the Indiana University Kokomo School of Business, the achievements of every passing year eclipse those of the year before, while future years seem even more promising. By any measurable standards, we closed the 2004–2005 academic year with all around success. This *NCIndiana* holds accounts of fantastic work done by our students, alumni, faculty, and staff.

While recognizing our accomplishments, I am quick to note that not everything went well for the school. In the fall, we learned that we would lose three faculty members. Dr. Brian Lee was offered a tenured faculty opportunity in Texas. Dr. Luba Habodaszova left for personal reasons. Dr. Lois Kurowski was offered an opportunity at Michigan State University. These faculty members provided our students with exceptional classroom experiences—we will miss them greatly. However, the character of an institution is shown by its resilience to succeed in the face of adverse situations. I am pleased to note that, competing against the very best programs nationally, we have hired two very talented faculty at this time. You will find their short bios later in this newsletter.

Our students do wonders—year after year, winning a SIFE Regional Championship title on their way to nationals, earning top rankings of a national investment competition, and completing many projects for the surrounding communities and businesses. Our enterprising students took the

initiative to bring recruiters for this campus. You will see a sample of these accomplishments on *NCIndiana's* pages.

It was an honor to see the school's value statements chosen to be featured at the AACSB International-sponsored Strategic Planning Seminar. Similarly, our Beta Gamma Sigma Chapter earned Exemplary Status in 2004.

I invite you to enjoy the many important and interesting stories in this newsletter, and learn how the School of Business continues its progress toward greatness. It would not be possible without your continued involvement as our friends. I could not emphasize more that your support is critical to our success. I take a cue from one Sicilian proverb, "Only your real friends will tell you when your face is dirty." As our friends, I would encourage you to tell us how we can improve to serve you and our communities better.

Best regards,



Niranjana Pati, Ph.D.

Dean and Professor of Operations Management
Indiana University Kokomo School of Business

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Accounting graduates boost job searches with portfolio



Candy Cheung

Human resources offices see tons of resumes. Candy Cheung of Kokomo had an idea for making the resumes of Indiana University Kokomo accounting majors, like herself, stand out. She proposed that the student Accounting Council gather resumes and cover letters for 12 individuals in a single portfolio, and then send copies of the document to leading local, regional, and national accounting firms.

So far, the portfolios have generated six interviews and two internships for IU Kokomo students. And, a job offer for Cheung. Armed with the B.S. degree she received at Commencement on May 10, Cheung will become a staff accountant in the auditing department of the Indianapolis CPA firm BKD. She will start in August.

The “Career Enhancement” portfolios were a first-time project for the Accounting Council, which Cheung

co-chaired in 2004–05 with Scott Prentice of Westfield. “I was lucky to have good teammates on the project—Scott and Kyle Smith [of Frankfort],” Cheung said. The council obtained sponsorship from the local Staples® office supply store to cover materials and production of the portfolios. School of Business faculty—including Professor Marilyn Kintzele and Dean Niranjan Pati—provided “valuable contacts and advice,” Cheung said. But, overall, she said with pride, students took their career search “into their own hands” with the project.

Cheung was gratified that the portfolios persuaded a major firm like BKD to send representatives to campus to interview applicants. “BKD said they were very impressed by the effort and creativity we put into the portfolios,” Cheung said. “And, they want to come back next year for more interviews.”

School value statement discussed at national seminar

The value statement of the IU Kokomo School of Business was studied as an exemplary document during a January Strategic Management Seminar offered by The Association to Advance Collegiate Schools of Business (AACSB). “It is an excellent statement that will provide a good model,” wrote seminar facilitator Milton Blood, in notifying Dean Niranjan Pati, Ph.D., that IU Kokomo’s statement was one of five selected for seminar discussion.

The value statement was developed as part of the strategic planning process the School of Business launched in fall 2003. Initially developed by Professor of Management Thomas von der Embse, Ph.D., the statement outlines nine core values of the school’s operations, such as collegiality, integrity, and stewardship. (The statement appears at www.iuk.edu/business.)

“The compliment from Dr. Blood means a lot as he has managed AACSB’s accreditation services since 1983,” Pati said. “In addition, he was the prime architect of the new AACSB standards.”

Also in January, the AACSB International *e-NEWSLINE* carried a “Dean’s Corner” column written by Pati, in which he described how the School of Business has made strategic planning “a key weapon” for moving forward in times of declining university revenues.

Schools of business face a seemingly endless list of challenging requirements, Pati wrote: “. . . [T]o introduce new programs, layer in new technologies, enhance faculty support, improve the quality of existing programs, improve access to programs, add fee-generating ‘entrepreneurial’ programs, partner in consortium programs, phase out non-viable programs, bolster extramural and private funding streams, enhance graduation speed, improve student services, and increase the school’s visibility.”

Using the time-honored business strategy of assessing SWOTs—Strengths, Weaknesses, Opportunities, and Threats—the IU Kokomo School of Business has been able to plan its future, Pati wrote. That plan includes ideas for engaging internal and external

constituents “to develop goals, objectives, action plans, and time lines—and then pegging players to each action plan,” he stated.

Pati suggested that schools rely on outside consultants or unaffiliated advisors to facilitate conversations among constituents in an unbiased way. “At our institution, it has been very gratifying to see how facilitated brainstorming sessions generate unrestrained ideas, and how a normally quiet faculty comes out of its collective shell to take full advantage of a chance to contribute,” he wrote.

Beta Gamma Sigma honors Grundmann, Cox, and graduates

The Indiana University Kokomo chapter of Beta Gamma Sigma named Glenn Grundmann, retired human resources manager for Delphi Electronics and Safety, an honorary member on February 25. The award recognizes his professional achievements in business and his service to the campus, particularly as a member of School of Business Advisory Board and director of the VISION program.

Beta Gamma Sigma is the academic honor society for business programs accredited by the Association for Advancement of Collegiate Schools of Business.

During the February ceremony, four 2004 School of Business graduates and one faculty member were inducted as Beta Gamma Sigma members. Associate Professor of Finance Steve Cox, Ph.D., was honored, as were M.B.A. graduate Matt Spielman, and B.S. degree recipients Christopher Andrews of Peru, Heath Martin of Noblesville, and Beth Stamps of Tipton.

Having joined the IU Kokomo business faculty in 1999, Cox was named a full member of Indiana University graduate faculty in 2004. He was selected to join the IU Faculty Colloquium on Excellence in Teaching in 2002, and received the 2000 Amicus Teaching Award for Resident Faculty, voted on by students.

In recognizing Grundmann, School of Business Dean Niranjan Pati, Ph.D., recounted Grundmann's more than 30 years in various human resources management positions with Delphi and General Motors, including labor relations, employee benefits, employment, compensation, career planning, training, organizational development, and employee relations. From 1991 until his retirement, Grundmann was

corporate manager of external education relations at Delphi, handling "initiatives, partnerships, and activities with education at the kindergarten through university level," Pati said. "While in this position, he founded the VISION Program in 1993 and has served as its director ever since, exposing more than 200 educators to the world of business."



Dean Niranjan Pati, left, and Chancellor Ruth Person, far right, pose with 2005 Beta Gamma Sigma inductees, from left, Steve Cox, Ph.D.; Matt Spielman, M.B.A. '04; Christopher Andrews, B.S. '04; and Glenn Grundmann.

Hockey seen as model for international hiring practices

Since the early 1990s, teams of the National Hockey League have hired a significant number of European players, under private agreements that minimize the usual costs and governmental red tape of immigrant employment. Assistant Professor of Management Lois Kurowski, Ph.D., sees hockey's international employment practices as a model of how to protect

immigrant workers' rights, promote labor mobility between countries, and resolve employment disputes with minimal governmental involvement.

In summer 2004, Kurowski presented this model to a London conference on legal issues of immigration. Attending lawyers, government officials, and representatives of social agencies were "fascinated" by Kurowski's remarks on the openness of the United States to foreigners—particularly top athletes. "European sports fans want the players to represent their area," said Kurowski. "In the United States, we want to see the best players in the world on our teams."

Europeans have much less experience with immigration than the United States does, and are struggling to integrate different people into their traditionally homogenous society, she said. Because of aging populations and low birth rates, industrialized nations face a need to import labor. However, negotiating international treaties that respect and enforce mutually

acceptable labor standards might be virtually impossible, she believes.

Kurowski found that the Canadian and U.S. governments have allowed their country's respective hockey clubs to hire European players with little to no interference. Before receiving a work visa, foreign-born workers normally must prove that they have "exceptional abilities" not readily available in domestic workers. "The U.S. and Canadian governments have said they cannot determine if an athlete is highly qualified enough to meet the 'exceptional ability' standard. It's up to the teams to decide," she said.

This saves considerable time and money that government agencies in both countries usually spend in analyzing work-visa applications, Kurowski noted. "If you have a shortage of workers in any field, it would be intelligent to come up with quicker certification. A rational immigration system would allow more immigrant labor and allow the governments to concentrate on stopping criminals trying to enter our borders."



Lois Kurowski, Ph.D.



Mastering the Mississippi

Professor of Finance Dianne Roden, Ph.D., and her husband, Allan, pose by the homemade canoe they paddled the entire 2,500 mile-length of the Mississippi River in late summer 2004. Accompanied by their pet Annie Dog, they took about three months to travel from the river's source in Minnesota to New Orleans, La., where they took in Bourbon Street (shown left). Enroute, they camped on public lands along the riverbank, passed through numerous lock and dam systems, and enjoyed wildlife sightings and small town hospitality. The trip celebrated successful experimental treatment of a life-threatening cancer Allan has battled in recent years.

Chulkov attends SAP Curriculum Congress

Assistant Professor of e-Business Dmitriy Chulkov, Ph.D., participated in the SAP® Curriculum Congress March 5–7 in Atlanta, Ga. SAP® is the world's largest vendor of enterprise resource planning (ERP) solutions. More than 230 leading educators took part in the Congress, representing 100 universities in 11 countries.

Introduction to enterprise systems is important to make School of Business students competitive in today's economy," said Chulkov. He attended Congress workshops on NetWeaver® (the next generation of SAP®) and on integrating ERP concepts into curricula. "I try to incorporate the SAP® software in my Management Information Systems class, and we plan to incorporate SAP® software in e-business concentration courses." School of Business Dean Niranjani Pati, Ph.D., foresees additional applications of SAP® software training in course work for accounting information systems and human resources.

The software covers several business processes in one package—production,



Dmitriy Chulkov, Ph.D.

procurement/logistics, accounting, sales, and human resources, Chulkov noted. "The educational impact of having SAP in the classroom is therefore not only in learning the software operation, but also in highlighting the linkages between different business functions."

Chulkov has previously completed 32 hours of professional training on "Enterprise Resource Planning: Pedagogical Integration of SAP® in the Business Curriculum" through Central Michigan University.

NEW FACULTY

Starting Fall 2006:

Assistant Professor of Human Resources Julia Levashina expects to obtain her doctorate in Organizational Behavior and Human Resource Management (OBHR) from Purdue University in May 2005. She has taught in the OBHR field at Purdue since 2002. She earned her bachelor's and master's degrees at Lomonosov Moscow State University in Russia, majoring in sociology and psychology. Levashina has focused her research on employee selection, outsourcing of human resources, and job attitudes of workers in nonstandard work arrangements.

Assistant Professor of Economics Fjorentina Angjellari-Dajci also anticipates completion in May of her doctoral degree in economics at Kansas State University (KSU). Her dissertation is titled "Determinants of GDP Growth Performance in Transition Economies: The Role of Market-Friendly Property Rights and Contracting Institutions." Angjellari-Dajci taught micro- and macroeconomics as a KSU graduate student and at the University of Tirana, Albania, where she obtained her bachelor's degree. She has also worked as a trainer/interpreter for various United Nations programs in Albania, including leadership training for women.

Adjunct lecturer Jay Steiger of Carmel will teach Organizational Behavior. A former corporate director of organizational development for Delphi Electronics & Safety in Kokomo, Steiger has also trained employees for several Delphi divisions, as a consultant for Pace Corporation and Learning Designs, Inc.

Adjunct lecturer Jim Obermaier will instruct a capstone course in Business Policy. He is a certified Project Manager Professional with Haverstick Consulting, Inc., of Carmel. Obermaier has more than 12 years' experience in information technology consulting, implementation planning, and policy and statistical analysis.

Jackson, Roesler named top business students



Some of the students honored at the School of Business Scholarship Luncheon were, left to right, Brandy Roesler, Robert C. Jones, Megan Mathews, Dennis Pensyl, Erica Jackson, and Jessica Arnold.

Erica Jackson of Greentown, a management and human resources major, has been recognized as IU Kokomo's Outstanding Undergraduate Student in Business for 2005. Master of Business Administration (M.B.A.) candidate Brandy Roesler of Kokomo has received the Outstanding Graduate Student in Business award.

Both women were honored May 6, during the School of Business's annual Scholarship Luncheon at Pastarrific Restaurant in Kokomo. Scholarship recipients were announced for the 2005–2006 academic year.

Jackson received two scholarships: the Bucheri, McCarty & Metz Scholarship and the Sita C. and C.L.

Amba-Rao Service Scholarship for undergraduates. Roesler earned the Pendse Outstanding M.B.A. Scholarship.

Robert C. Jones, an accounting major from Kokomo, was named Outstanding Accounting Student of the year and the winner of three undergraduate scholarships: the Fingleton Accounting

Scholarship, the Business and Economic Accounting Scholarship, and the William G. McGowan Scholar Award. The latter is a one-year, full-tuition grant from the McGowan Charitable Fund.

Megan Mathews, a Fairmount resident studying in the pre-business program, received the Patricia Pencek Endowed Scholarship.

Other scholarship recipients in the M.B.A. program included Dennis Pensyl of Noblesville, winner of the Brad Stansbury Memorial Scholarship, and Kelly Scher of Marion, winner of the Sita C. and C.L. Amba-Rao Service Scholarship for graduate students.

During the luncheon, Sam M. Walton Fellow Joan Hoch presented service

awards to members of the IU Kokomo Students In Free Enterprise (SIFE) chapter, recognizing more than 100 hours of community service through the chapter. Recipients were Jessica Arnold, Kokomo; Andy Earl, Kokomo; Richard Schwartz, Flora; Nathaniel Stout, Tipton; and Brian van Camp, Bunker Hill.

Brian Shockney, CEO and president of Logansport Memorial Hospital, addressed the awards luncheon audience. A member of the School of Business Advisory Board, Shockney earned a bachelor's degree in business administration and management at IU Kokomo in 1990. He received a master's degree in health administration at IUPUI in 1994.

"The School of Business is pleased to support its students by providing them scholarships, awards, and other tangible and intangible incentives to succeed in their chosen programs," said Dean Niranjana Pati, Ph.D. "While saluting these individuals who represent our students' success stories, I would like to congratulate the donors of these scholarships that make a difference in our students' lives."

Jones wins McGowan Scholar Award

Robert C. Jones of Elwood has received the William G. McGowan Scholar Award, covering full tuition up to \$11,100 for his senior year at IU Kokomo. Jones is a double major in accounting as well as finance and economics in the School of Business.

This is the second consecutive year that the McGowan Charitable Fund, established by MCI Communications founder William G. McGowan, has funded one of the scholarships for IU Kokomo. The 2004 recipient was M.B.A. student Erin Wittmeyer of Plymouth.

School of Business Dean Niranjana Pati, Ph.D., said that eligibility for the

highly competitive awards is open only to schools of business accredited by the International Association for Management Education—as is IU Kokomo's—or the Association of Collegiate Business Schools and Programs. "It was up to our IU Kokomo faculty to choose the award recipient," Pati said. "Robert Jones came highly recommended by his professors, for his strong academic performance and for an essay he wrote about the late William McGowan's contributions to contemporary business.

"Jones has proven his tenacity to succeed in spite of maintaining a busy work schedule after he graduated from Northwestern High School. He held

various job titles as quality coordinator, consultant, materials coordinator, materials manager, and so on. He is currently the president of Phoenix Investment Properties, Inc."

The award will enable Jones to put his efforts to full-time classes, in order to graduate from the program in May 2006, Pati explained. "With 150 credit hours, [Jones] will be able to sit for the CPA exam immediately," Pati said.



Robert Jones

Parkison earns Fulbright to teach in Eastern Europe

Associate Professor of Economics Kathy Parkison, Ph.D., has been awarded a Fulbright Scholar grant to serve as a guest lecturer during the fall semester at Tbilisi State University, the national university for the Eastern European country of Georgia. Granted sabbatical leave from IU Kokomo, Parkison will spend August through December at Tbilisi State. She expects to address many classes there as a “consulting expert” on U.S. economic and business practices and other international issues.

Parkison is one of only 800 U.S. faculty members and professionals chosen to travel abroad for the Fulbright Scholar Program during the 2005–2006 academic year, noted School of Business Dean Niranjani Pati, Ph.D. “We are proud of Dr. Parkison for securing this prestigious Fulbright Scholar grant,” Pati said. “Her involvement in the program will not only help her professional growth but will also enrich our students’ experience in her classes when she returns to teach in spring 2006.” The only other IU Kokomo faculty member to ever receive a Fulbright grant is Professor Emeritus of English Reja-e Busailah, Ph.D.

The U.S. Department of State’s Bureau of Educational and Cultural Affairs sponsors Fulbright Scholars to study, teach, or do research abroad, while building mutual understanding between the people of the United States and other countries. According to a Department of State release, “Recipients of Fulbright Scholar awards are selected on the basis of academic or professional achievement and because

they have demonstrated extraordinary leadership potential in their fields.”

Parkison has participated in four previous National Council for Economic Education (NCEE) programs in Eastern Europe, part of the U.S. Department of State’s “nation-building” efforts. At workshops in such former Soviet-controlled regions as Armenia and Ukraine, Parkison shared ideas about teaching free enterprise economics with educators and government officials.

The Fulbright project will mark Parkison’s first trip to Armenia’s neighbor Georgia, and the latter country’s fourth year to have a Fulbright Scholar appointed. Parkison said several NCEE officials encouraged her to apply for Fulbright work in Georgia because, ever since joining the program, Georgian officials have specifically requested appointment of a U.S. economist. “I’m the first [economist assigned to Georgia],” Parkison said.

Georgia is a predominantly Christian, secular democratic republic, bordered to the north by Russia and to the south by Turkey, Armenia, and Azerbaijan. The Black Sea lies on Georgia’s western edge, and the rugged Caucasus Mountains ring the country’s central valley, where most of Georgia’s five million people live. With abundant natural resources, Georgia was formerly one of the richest Soviet republics. Today, it has some wine and rug production, as well as wood- and metal-working, Parkison said. Overall, she added, “the country is struggling to feed its people.”

Georgia gained independence from the Soviet Union in 1991, but continued

to struggle under bureaucrats long accustomed to bribes and kickbacks. In the peaceful 2003 Rose Revolution, Georgians elected Mikheil

Saakashvili, a reform candidate educated at Harvard School of Law, as their president. “Unfortunately, when they threw out the old guard, they also threw out anybody who knew how to make the country work,” Parkison said.

During her stay in Georgia, Parkison will gather data that she and Professor of Education Margo Sorgman, Ed.D., can use in their joint research on the teaching of economics in Eastern Europe. The pair received NCEE grant funding in 2004 to analyze survey data on that topic from the council’s database. Together, they coordinate local teacher education through the campus’ Center for Economic Education.

Parkison has served as director of the IU Kokomo Master of Business Administration program since 2001. Along with Joan Hoch, she is a Sam Walton Fellow, providing faculty guidance to IU Kokomo’s award-winning Students In Free Enterprise (SIFE) team. *(See related story on front cover.)*



Kathy Parkison, Ph.D.

ADVISORY BOARD

We appreciate the efforts of these School of Business Advisory Board Members:

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SERIOUS BUSINESS

Future online entrepreneurs 'set up shop' in e-Business lab

Tomorrow's Amazon.com® might be growing in a small computer lab in Indiana University Kokomo's Main Building. There, students are learning to develop and operate online retail businesses, as part of a prerequisite course for the e-business concentration of the B.S. in Business program.

The lab opened in fall 2004, under the direction of Associate Professor of Management Information Systems Mayur Desai, Ph.D. The e-business lab has two independent servers—a Windows 2003/IIS and an Apache—connected to two client stations where students craft their fictional e-business Web sites for Desai's course, Information Technology. From a third station connected to the Internet, students access additional resources for the

assignment—coming up with their own product and marketing ideas for their e-businesses. Students work with ready-to-use "e-shopping cart" software from commersus.com. Not requiring the students to design a shopping cart from scratch is true to real-life business trends, Desai said. "The software is already designed with certain functions, and you customize it to fit your specific business needs."

The IU Kokomo School of Business launched the e-business concentration in 2002, with the goal of turning out graduates who can use information technology (IT) to improve business communication, operations, and outcomes, particularly in online environments. Half of the students enrolled in Desai's course are computer information systems majors; the remainder are

business majors. The e-business concentration teaches students the basic logic of computer languages and data storage before they consider business applications of technology. More than anything, the e-business curriculum teaches "learning how to learn," Desai said.

IU Kokomo anticipates expanding the e-business lab as the e-business program develops. "The School of Business purchased the hardware, and, at present, we are running the e-business lab with grants-in-aid money," said Desai. "This start-up fund allows us to pay for IT support by a couple students who have some experience with Web server technology. A fully functional e-business lab with IT department support and faculty development will allow us to promote the program more easily."

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