Around the Oval

Finding Your Path
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Dear members,

Are your ears burning? They should be—I’ve been thinking about you quite a bit during the last few weeks. I do hope you’re safe, healthy, and vibrant. And I hope you know how special you are to me and the Alumni Association.

I’ve just returned from spending a couple of days with alumni relations thought-leaders from across North America. We discussed how important alumni are to our institutions and to the well-being of fellow alumni and current students. Through these conversations with my colleagues, something became very clear: It’s not about how important you are, but why. Below are a few of the many reasons why you and your membership are important.

• Helps alumni and students reach career goals through resources and services to find jobs and navigate career transitions.
• Provides opportunities for alumni and their loved ones to live a better life through programming on health, nutrition, safety, and lifelong learning.
• Helps recognize CSU faculty for going above and beyond as teachers—for making a meaningful difference in the lives of their students.
• Connects alumni and students to mentor one another and share their love for CSU.

Thank you for making a difference in the lives of current and future alumni.

With gratitude,

Colleen Meyer, ’94
Executive Director & Sustaining Life Member
I imagine the word “legacy” as a seed. Barley, perhaps. Planted in good, fertile soil—let’s say on a farm near Johnstown, Colorado—the barley seed will grow. With water, sun, and a bit of luck, a stem will emerge, grow leaves, and eventually, produce grain and more seeds. Many hands will raise the barley, harvest it, sell it, and plant again as the seasons dictate. The crop will sustain a family and the family will sustain
Sarah Brown homesteaded that farm in 1890. Her grandson, Irving, grew up there and then attended Colorado A&M, earning an agronomy degree in 1938. After graduation, he spent four years in the Soil Conservation Service at the tail-end of the Great Depression before returning to the farm to raise a family and start a legacy of his own. He grew barley, among other crops, which he sold to Coors Brewing from 1951 to the mid-1980s. That “farm to foam” connection would play out later through a generous gift his descendants would make to Colorado State University.

Irving and his wife, Louise, had four children: Doug, Judy, Greg, and Debbie. Doug died in a farm accident as a teen. Greg attended Adams State College, came home to assist his father on the farm, and eventually took over operations. Two of his children, Adrienne Aguilar (’99) and Tyler Brown (’01), are Rams.

Judy and Debbie kept the Aggie/Ram tradition alive by marrying CSU graduates. Judy married John Sitzman (’60) and Debbie married Tom McCoy (’71). Career opportunities drew the couples away from the farm, but it’s clear that the farm never left them.

John received a job offer in California after graduating with his animal husbandry degree. Judy was all set to attend CSU at the time—she had registered and had picked out her dorm room—but they didn’t want to be apart. In 1970, John accepted a job with Coors and later became the director of brewing materials. It was in that capacity that he was able to partner with the College of Agricultural Sciences and the athletics department to help establish an enduring CSU tradition: Ag Day.

Debbie married Tom McCoy during her senior year. Tom earned a degree in industrial construction management the year after Old Main burned down amid anti-Vietnam War unrest. He was drafted and then spent a fulfilling and successful 20 years in the Air Force, retiring as a Lt. Col. He credits CSU with providing the tools he needed to succeed in his military career. Debbie graduated from the University of Northern Colorado (’71) and pursued a teaching career for 25 years.

John and Judy’s children all went to CSU. Kelly graduated in 1984 with a degree in interior design, Jenny followed in 1985 with a human development and family studies degree, and Mike earned his bachelor’s degree in industrial technology in 1988. Kelly’s daughter, Erika, is a current student and Jenny’s daughter, Whitney, graduated in 2013.

So far, four generations of the Brown family have attended CSU. “This school is in our blood,” says Whitney, who grew up in St. Louis. “There was no pressure for me to go to CSU. It was a choice, but I wanted to follow tradition.” From root to branch, the Brown family tree is green and gold.

Debbie describes their enduring connection as “generational gratitude.” She and the rest of her family are grateful to Irving Brown for instilling determination, integrity, and a strong work ethic in his children. They’re thankful for the “atmosphere and environment of learning” he created. And most of all, they appreciate the legacy of values their parents passed on to them.

Now the Sitzmans and McCoys are paying that gratitude forward. After selling the last of their five Johnstown-area farms, they made a substantial gift to CSU to name a room next to the Ramskellar and Student Center Microbrewery in the newly renovated Lory Student Center. The Irving Brown Heritage Room will provide a place for students and community members to learn, collaborate, and innovate. Its proximity to the fermentation science and technology program’s microbrewery (currently under construction) is fitting, according to John. “Beer starts with barley. And barley helped provide the financial resources that made our gift possible.”

Irving Brown probably wouldn’t like to be recognized so publicly. “Dad was humble,” says Debbie. Judy echoes the sentiment. “He wouldn’t want to be credited. He’d want to be in the background.” On the other hand, he would appreciate the idea that this gift made in his honor is a seed, a place where minds will grow. A legacy.

by Ben Fogelberg (B.A. ’94, M.A. ’98)

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I’M A MEMBER BECAUSE

Ram Pride! The Alumni Association is a great way to keep in touch with the past, present, and future...and purchase Colorado’s best-looking license plates!

—JOHN AND JUDY SITZMAN
The Next

Liberal arts majors share one thing in common: an at-the-ready, statistically sound, sources-cited defense against an inevitable accusation from an otherwise well-intentioned family member, friend, or co-worker that their diplomas are worth less than more “practical” degrees. Chris (B.A. ’83, M.B.A. ’86) and Shelly (’85) Gilmore can brush aside these assertions with a single, iron-clad rebuttal proving their education’s value that will warm the hearts of fellow Colorado State University liberal arts alumni: the story of their careers.

Chris and Shelly grew up within a half mile of each other in Fort Collins, but didn’t meet until they crossed paths at CSU. Shelly started out at the University of Colorado on a scholarship and then transferred to her hometown school after two and a half years of coursework. “That far into your studies, you see what your real interests and passions are,” she says. For her, that meant turning a lifelong love of singing and playing guitar into a performing arts degree.

Chris always intended to go into music in some way and based his decision to attend CSU on positive experiences with the University’s summer music camp and an endorsement from his father, a CSU foreign language professor. He majored in music education, played the trombone and jazz piano, and worked part time at the Lincoln Center in Fort Collins as the house manager for the main theater.

Shelly and Chris met during Shelly’s junior year. “We did a lot of rehearsals together. It was easier to date than pay for rehearsals,” she jokes.

Chris was a senior at the time looking forward to the next stage—in a literal and figurative sense—of his life. His work at the Lincoln Center fueled an interest in arts management, but he didn’t want to get a second bachelor’s degree in business or something related. So he enrolled in CSU’s M.B.A. program, became a graduate teaching assistant, and kept his position as a house manager at the theater. After graduation, he entertained notions of working outside the arts world and wound up interviewing with Procter & Gamble in Denver. A successful second interview in Cincinnati marked the beginning of a 23-year career with the company.

Shelly followed Chris to Ohio and began a rewarding career in the insurance industry. “My background in performing arts served me well,” she says, illustrating the point with a story. “A few years ago, I was flying for a business trip and a fellow passenger struck up a conversation. He told me that his daughter was majoring in performing arts and was concerned about her job prospects. I told him not to worry. ‘Your daughter can do anything because a good performing arts
program teaches you something you’ll need for every job: confidence.”That confidence infuses Shelly’s work at Humana and helps her make a difference in her community. “As you get older,” she says, “different things become important and as you grow, what drives you becomes different. We started a family and that’s what’s meaningful to me, what inspires me to be healthy and well.” She believes in Humana’s goal to make the communities it serves 20 percent healthier by 2020 and backs up that belief by serving on her local American Cancer Society and United Way boards.

Chris echoes Shelly’s sentiment about learning about your passions and priorities over time. In 2011, he accepted a position with Starbucks, where he helped get their new consumer products business off the ground. After three years, he applied that “start-up” experience to a new adventure: Marley Coffee. Founded by Bob Marley’s son, Rohan, Marley Coffee is just two years old, has only a handful of employees, and blends a passion for sustainably produced coffee with a commitment to giving back to the community through the Marley family’s charitable giving initiatives. “I’m just getting my feet wet,” Chris says. “There’s no process since it’s so new. It all has to be created from scratch.” He loves the challenge of nurturing a business from the ground up and is already selling Marley Coffee in Kroger, King Soopers, and Albertsons stores nationwide. “I’m passionate about selling, and about selling coffee in particular.” And like Shelly, he says he utilizes what he learned in performing arts every day.

The couple’s connection to CSU goes beyond what they both took from their invaluable majors. “Here in Ohio State country, it’s important for us to stand by our roots,” Shelly says. “We are very much Rams. Any time we can connect with that community helps us.” They do so by reading this magazine, following CSU discussions on LinkedIn, and by coming back to Fort Collins for Homecoming and Family Weekend with their kids to see how campus has changed and to meet old friends. Those trips made an impact on their son, a high school senior who applied to CSU and has been accepted. They are thrilled that Tanner has chosen to attend, but know the impact the school has made on their careers and lives will last even if he hadn’t. “We wouldn’t be where we are today without CSU,” Chris says.

I’m a member because

We belong to the CSU Alumni Association so we can keep up on current events and happenings on campus. We have a lot of pride in our alma mater and it’s one way we can continue to support Colorado State. It’s also a great way to reconnect with old friends and network with other alumni.

by Ben Fogelberg (B.A. ’94, M.A. ’98)

Trips back to CSU made an impact on Chris and Shelly’s son, a high school senior who applied to CSU and has been accepted. They are thrilled that Tanner has chosen to attend.
Fredric Harrell was 10 years old when he saw his first Harley-Davidson motorcycle. “It was probably piloted by someone my parents wouldn’t have wanted over for supper,” he says. “But I thought ‘that guy looks like he’s having fun and that’s something I want to do’.”

It was 12 years later, after a three-year enlistment in the 41st Artillery of the Army, stationed in then-West Germany, that Harrell (’72, Political Science) bought his first Harley, a 1964 black and white bike ridden by a police officer in Colorado Springs (a month later, it was a high-gloss dark maroon). He headed to Louisiana to work in the oil fields, and after a year, came back to Colorado with another Harley, this one a 1967 “King of the Road” with lots of chrome. Harrell enrolled at CSU using the GI bill. “I got to CSU on a Harley with Louisiana plates and my hair was getting longer. I had an interesting set of questions thrown at me,” he says.

A non-traditional student, Harrell was four years older than his classmates. “I had a world of experience different from theirs,” he says. He focused on his political sciences classes and belonged to a group called Vietnam Veterans Against the War.

“We were focused on the war in Vietnam. It was a major topic in a lot of my classes,” he says. In 1970 at CSU, Old Main burned, demonstrations were held in front of the ROTC building and other campus locations, and after Kent State, “there was a student strike,” Harrell recalls. “In the classes that were held, the professors dealt with what was going on in the world and turned it into a teaching opportunity.”

That era of activism carried over into a career for Harrell. He and his then-wife moved to Las Vegas. “In 1975 there was a movement on the national level to modify or repeal the motorcycle helmet law,” he says. “The rebellious of us said, ‘why should we be told how to dress?’.” So he and a group of others started the Nevada Association of Concerned Motorcyclists and lobbied Congress. The law was repealed at the federal level and left up to the states. For 20 years, Harrell served as state director and lobbyist for the organization. He also served in a variety of positions on the board of directors for the Motorcycle Riders Foundation.

For the past 15 years, Harrell has worked for Southern Nevada Harley-Davidson doing inventory control, purchasing, and facilities. In 2008 the Sturgis Motorcycle Museum and Hall of Fame announced Harrell as one of two recipients of the 2008 Freedom Fighters Hall of Fame inductees, which recognizes the commitment of individuals to protect the rights of motorcyclists. Harrell currently serves as chairman of the Governor’s Motorcycle Advisory Board in Nevada, an appointed position which has held for six years under two governors. The board deals with motorcycling issues, and is a guiding arm of the Nevada Motorcycle Rider Training Program.

“I’ve ridden motorcycles ever since I got out of the Army. I’m a motorcycle enthusiast,” he says. “My sister has called me a biker, and at one time, I fit the mold. Now, I’m just an old guy who rides, and sometimes, I’m asked my opinion on things that matter to motorcyclists.”

“Note: Harrell’s 1967 “King of the Road” is undergoing restoration and will be completed in time to commemorate his 50 years of motorcycle riding.

by Beth Etter (M.A. ’03)
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Jenny (Ehn) Maloney grew up in Clovis, California, in the agriculturally rich Central Valley. Her parents, who grew up on farms in Weld County, Colorado, wanted their children to have a similar experience to their own, and so, at the age of eight, she and her brothers were each given a lamb to raise for market. That one soon turned into 25 head of sheep and soon they began a small breeding program, showing and selling market and breeding stock in the Fresno area. As a young girl, Maloney (01, Animal Science) was responsible for all veterinarian duties, including docking tails, vaccinations, and spring lambing.

Because of her background with animals, she became interested in large animal veterinary work and came to CSU to study veterinary medicine. “In my second year I gained a better understanding of the profession, job-shadowing livestock veterinarians to get a firsthand look at the career. I loved working with the animals, but ultimately I decided that a veterinarian wasn’t my career path,” she says. She added agribusiness to her animal science degree to include marketing, business, management, and policy. “I developed a strong interest in agricultural policy and federal programs such as the Farm Bill and state water laws,” she says.

She worked for members of Congress from California and Colorado, on policies related to farming and ranching. “Many of the people I worked with in D.C. had law degrees – giving them the tools they needed to draft law and interpret regulations so that led me to law school and a focus on governmental affairs,” she says. After receiving her law degree from McGeorge School of Law, Maloney served at the U.S. Department of Agriculture working for Under Secretary JB Penn and Secretary Mike Johanns. Her focus included the Farm Bill, the World Trade Organization Doha Round, and several bilateral trade agreements, and activities to re-open foreign markets that had been closed to U.S. beef because of the BSE (known as mad cow) incidents.

“I gained exposure to different types of agriculture around the world – from China to India to Brazil – and got a global perspective of how farming and trade differed from market to market,” she says. Her educational background and experience at USDA attracted interest from John Deere, who hired her to do state and federal lobbying on behalf of their 65,000 employees worldwide. “Their issues go well beyond selling farm equipment,” she says. She addressed a wide variety of topics, including healthcare, taxes, engine emissions, agency regulations, and water policy.

From there, she moved to the irrigation division where she was responsible for developing a global marketing strategy and marketing team. After four years in the business unit, Maloney moved into a water policy role as the related issues become more and more prominent worldwide. She examines issues of water availability, quality, and market trends among competing urban, industrial, and agricultural users. “I love it,” she says. “I get to spend time with our business units with the product development
teams and especially with our customers in the field. Water is an increasingly critical issue for farmers and ranchers throughout the U.S."

She is involved with new precision technology that includes GPS on field equipment that can be accurate within one inch. "In the West, water availability is a big issue. California is in its worst drought in 1,200 years and there is enormous pressure on the water infrastructure system from all users," she says. "We must focus on innovation and technology so we can be smarter about our water use, particularly in drought years when we have less water to irrigate the same acreage."

Maloney's experience raising sheep and selling vegetables weekly at the local farmer's market taught her responsibility and hard work. "When you raise animals, you never have a day off," she says. "Learning about hard work and responsibility were as important as my formal agricultural education to having the great career opportunities I have had."

by Beth Etter (M.A. '03)

Jenny was a cheerleader at CSU for three years, cheering at football, basketball, and volleyball games and competing in nationals every spring. "The first game at which I cheered was the first Rocky Mountain Showdown held at Mile High Stadium. We had not won the competition in several years, so it was great to beat the Buffs and to do so on such a huge stage."

As an alumna, Jenny is an Alumni Admissions Ambassador, going to college fairs at high schools around San Diego and introducing prospective students to Colorado State. She is also actively involved with the San Diego Ram Network, planning events for local area alumni. "I had a great experience at Colorado State. I love the University. My dad is an alumnus; I feel very connected."
GOOD TO KNOW

You’re smart. We know that’s true because you graduated from Colorado State University. But did you know the CSU Alumni Association can help you grow and prosper in your career and life after college? We can think of a million reasons you should take advantage of our career resources and online learning opportunities. Here are just a few.

On average, job interviews last only 40 minutes. (Forbes)

You better make it count.

CSU alumni can take advantage of a suite of professional career counseling services, including individual mock interview sessions; career counseling consultations; resume, cover letter, and other professional document critiques; and career-related webinars and workshops.

29 PERCENT of graduates who are actively engaged with their alma mater say they are “thriving in well-being,” versus 4% who are actively unattached to their colleges. (Gallup)

60% of employees would choose a different career if they could start again

20% of us believe we’ve never had a role that suited us, and 30% of employees feel their strengths would be better suited to another career. (School of Life, 2008)

Career Fit is a self-paced, one-month online class catered to busy professionals planning their next career move. Explore your interests, values, and personality through a career assessment and then apply those components to your current or potential career path to increase your job satisfaction.

One of the easiest ways to stay connected to CSU is to sign up for free online webinars designed to enrich your life both personally and professionally.

More than 30,000 alumni and employers have registered for Alumni CareerRAM, an online job listing and job hunting system.

Upcoming topics include genetically altered foods, best practices for starting your first vegetable garden, and inclusive excellence. Be sure to browse our growing library of archived webinars on leadership, skill development, health, and more.

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Human resource experts agree: The best way to get a new job is through a referral.

Join the CSU Alumni Association LinkedIn group to increase the number of your contacts who share at least one thing in common: an alma mater. Connect with 15,000+ alumni, engage in discussions, and search for jobs.

Job seekers can use Alumni CareerRAM to view job listings, manage resumes and cover letters, schedule on-campus interviews, learn about career fairs and workshops, and tap into the CareerRam network to ask fellow alumni career questions. Employers can post jobs, conduct searches for qualified alumni applicants, manage on-campus interviews, and register for career events.
Visit www.alumni.colostate.edu to learn more about these CSU Alumni Association programs and services.
Instead of taking a scholarship to play basketball in college, Leslie Cervantes followed her brother’s advice: “Go have fun in college. Figure out how to be an adult.”

So Cervantes moved from Chicago to Fort Collins to attend Colorado State. “I fell in love with the atmosphere, location, and the people,” she says. Cervantes (‘00, Economics) studied economics because she wanted to be a financial advisor, but when she graduated in 2000, there was a bust in Silicon Valley. And after a few months in the financial industry, she moved into medical sales.

“I love sales. It fits my personality,” she says. Cervantes likes the fast pace, the product, and meeting people. “I got to meet some of the patients our product was helping, and I felt like I was making a difference,” she says.

Making a difference is a key value of Cervantes’. She is currently working for the family business—a home health care company—doing the finances, reporting, marketing, and sales. She is also a volunteer girls basketball coach. A trip to Argentina, where she coached soccer to underprivileged kids for three weeks, inspired her to think about her own community. “If I can do something there, I can do something here. It made me think about how the cards are dealt. If we can help others out, it makes a difference. [The experience] molded me for who I am and what I’m doing now.”

While Cervantes’ venture into adulthood and independence started at Colorado State, she’s continued it by travelling all over the world, often by herself. In 2010, she visited 16 countries in one year, and in the past four years, she’s been to Australia, the Philippines, Thailand, and South America. “Being a woman and traveling alone is a fun experience and a learning experience. It’s not simple to do alone,” she says. “I’ve learned that I can handle situations and be safe. The independence I experienced in college has made me a smarter traveler.”

Her next adventure is likely a new job. With a master’s degree in predictive analytics from Northwestern University, she is aiming her sights on the sports industry, looking at how to increase fan engagement. “I didn’t take the scholarship at that other university and I’m happy with the way life has turned and the direction I chose,” she says.

by Beth Etter (M.A. ‘03)

I’M A MEMBER BECAUSE

I think it’s a great situation, with the growth of social media, for the Alumni Association to help people network. It’s an easy way to connect with other alumni. And helping the school out is a huge part of why I joined.
The Alumni Business Directory is a great resource for Alumni Association members to share their businesses and special offers with the Colorado State community. Anyone can search the directory, but listings are exclusively for members.

List your business on the directory, free of charge. Members who own, operate, manage, or are employed by businesses can list services and special offers.

NorthAmerican Van Lines offers a 60% discount for interstate moves and free replacement cost insurance.

Contact Gordon Taylor at (800) 987-3608 and mention CSU.

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To start a project or join a project, visit www.alumni.colostate.edu.

2015 Destinations
Tuscany
May 20-28, 2015

Discover Switzerland
August 12-27, 2015

Ramblin’ Rams Travel Program

2015 Oceanic Cruises
Baltic Marvels: Copenhagen to Stockholm
August 13-21, 2015
Mediterranean Mosaic: Athens to Barcelona
October 4-13, 2015
Iberian Princes and Palaces: Barcelona to Lisbon
October 23-November 3, 2015

2016 Destinations
Palms in Paradise Cruise
April 24-May 10, 2016

For more information, visit www.alumni.colostate.edu
NEW LIFE MEMBERS
The following individuals became
Life Members of the Alumni Association,

John M., ’97 and Yukari Acree
Christa E. Adams, ’92
James and Joni L. Beikler
Marlon J. Blake, ’10
John W., ’77 and Jacqueline K., ’79 Blyth
Deborah A. Boehler, ’90
Raymond D. D. Boyd, ’74
Scott A., ’31 and Theresa G., ’84 Bryan
Christopher A. Clark, ’73
Glenn E. De Witt, ’68
Alexandria J. Duven, ’14
Joel L. Edwards, ’91
Edward H. Eggers, ’78
Jerick M. Flores, ’10
John B. Grant, ’57, ’62
Brandon T. Hill, ’96
Matthew J. Hoppal, ’11 and Karla S., ’12 Moody
Wayne M. and Blanche M., ’84, ’95 Hughes
Thomas L. Huntzinger, ’69, ’71
Amanda E. Johnson, ’14
Donald L. Jones, ’91
James A. Kenny, III, ’03 and
Kathryn E., ’93 McCaffrey
Kolby R., ’03 and Laura H., ’03 Malesic
Jerome A. Mallon, Jr., ’75
Kalyana Minyala, ’12
Jonathan D. Morgan, ’99
Kenneth A. Munoz-Porter, ’13
Christine L. Naus, ’14
Timothy M. and Jackie A., ’82 O’Hara
Steven P., ’59 and Charlotte W., ’61 Pendleton
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Samantha J. Renner
Desi D., ’83, ’84 and Lisa L., ’84 Rhode
Gailyn D. Rodgers, ’73
Kurt F. Rust, ’61
Christopher L., ’06 and Cayla M., ’09 Ryman
Elizabeth J. Schneider, ’14
Jacqueline A. Selzer, ’92
Frank S. Sharpe, ’74
Zachary H. Snyder, ’05
Kelly M. and Laurie S., ’83 Steele
John G., ’85 and Julie M., ’86, ’00 Thelen
Judy L. Tuminson, ’58
Dylan J. Walker, ’13
John D., ’91 and Julie E. Weber
Joshua A. Wisell, ’98
Dana-Willox R., III, ’06 and
Chelsea N., ’06 Zuetell

SUSTAINING LIFE MEMBERS
Life members can continue their
investment in the Alumni Association
by making annual contributions to the Sustaining Life Member program.

The following are Life Members who made
an annual Sustaining Life contribution,

$1,870 AND ABOVE
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Gerald L. Hazelbauer and Linda L., ’68 Randall

$1,000-$1,869
Robert B. Brubaker, ’61
Thomas G., ’71 and Linda A. Kundert
Karen L. Morris-Fine, ’67, ’70, ’78
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Mark A., ’81 and Kimberly M. Smith
Gayle R. Treber, ’71, ’97

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Kenneth L. Hillsten, ’58
William D., Jr., ’66 and Sally L., ’68 Houghton
Charles W., ’60, and Kaloma K. Huntley
Anna M. Jackson, ’67
Polly C. Johnson, ’55
Rex E. Kellums, ’61, ’71
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Richard L. Lindauer, ’54
Steven M., ’73 and Diane S., ’73 Luwe
James T. Madison, ’55
John K. Matsushima, ’43, ’45
Loren R. Maxey
Russel W., ’64 and Barbara A., ’64 Nun
Donald A., Sr., ’55, ’57 and Jo Ann, ’58 Ostwald
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Jesse Carr (’13), and Adam Nigon (’11),
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State University men’s basketball team.
Why did you choose to attend CSU?
I wanted to be near my hometown of Longmont, Colo., and my family and friends. I chose CSU knowing I’d receive a world-class education close to home, but not too close—if you know what I mean. Also, many of my high school friends planned to attend CSU. Becoming a Ram and the first in my family to receive a college degree was truly my primary aspiration.

Tell us about your career.
I’m currently an owner/managing director of Berkeley Research Group, LLC, a global firm founded on the principle of providing exceptional talent and experience to clients in need of insight and advice on complex problems and business decisions. BRG consultants combine intellectual rigor and practical, real-world expertise with an in-depth understanding of industries and markets.

I’m the senior partner and leader of the performance improvement practice, serving as the chief implementation officer and human resources practice area leader for hospital systems and Fortune 500 client engagements. I also drive business development, public relations, marketing, and sales for the overall practice.

What did you do before joining BRG?
I started my career as an attorney handling complex commercial litigation matters and worked for two decades in operations, human resources, business development leadership, and legal roles. I’ve served in top executive positions for Fortune 500 companies, including Aflac, Inc. and Citifinancial Auto/Citigroup. My business and consulting experience spans the healthcare, higher education, insurance, financial services, consumer packaged goods, and telecommunications industries.

I also have the good fortune to be a regular speaker and writer for national conferences, periodicals, and news sources on a wide variety of topics ranging from organizational effectiveness and development, talent management, corporate health and wellness initiatives, health and welfare benefits, to change leadership methodology and employee engagement.

What is the Bohling-Gill Scholarship?
Dr. Ann Gill, dean of the College of Liberal Arts, and I created and endowed the Bohling-Gill Scholarship to support academically worthy liberal arts majors who need financial assistance to continue their dream of earning an undergraduate degree. This scholarship symbolizes my personal experience and gratitude to CSU and specifically to Dr. Gill, who enabled me as a young man, struggling financially and on the verge of leaving CSU, to complete my undergraduate education. I vividly remember walking into Dr. Gill’s office (she was my speech communication advisor) to tell her I was leaving CSU due to my lack of financial resources. My full-time job just wasn’t sufficient to pay tuition and associated living expenses.

I remember her saying “How can I help?” and following up her question with real understanding, compassion, and assistance.

As a 48-year-old man—almost 30 years from that moment, tears rolling down my cheeks in appreciation and gratitude—I say thank you again, and again, to Dr. Gill and CSU for giving me the opportunity to fulfill one of my early dreams in life. Reflecting now, I know this event was a catalyst that sparked many more dreams to be formed in my mind that have subsequently and abundantly come to fruition. I am forever grateful and will always be proud to proclaim to the world that “I am a CSU Ram and forever will be!”

Why is it important for you to serve on the Alumni Association’s board of directors? Serving on the board is my small way of giving back to the University that, for many of us, changed our lives for the better.
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