

Susan Foley, Building Entrepreneurship From Inside Out

By Marcia Morphy



Susan Foley '73, '79 MBA

“I tell people that if you give me a clean piece of paper, that’s what I enjoy most—because you are asking me to create from nothing,” says corporate entrepreneur Susan Foley, founder of Corporate Entrepreneurs LLC and executive director of Research Centers at Babson College Executive Education.

Foley specializes in building new businesses and growing them, and she says her recently published book, *Entrepreneurs Inside: Accelerating Business Growth with Corporate Entrepreneurs* is an eye-opening study of the inner workings of entrepreneurship within organizations.

“There is a distinction between an entrepreneur who is starting a company outside of an existing organization and a corporate entrepreneur who works inside a company,” explains Foley.

As for the latter, she says, “It doesn’t matter what you call them—corporate entrepreneurs, intrapreneurs, mavericks, positive deviants, or business builders—they are the engines of growth. I’ve been a corporate entrepreneur most of my life.”

Early on, Foley showed signs of her pioneer-driven career path. While attending high school in Cherry Hill, New Jersey, she wrote her first business plan—building a shop-within-a-

shop—a custom apparel store for women who couldn’t find clothes “off the rack” and combining it with a “fun” gift shop.

“I called it ‘Above and Beyond’—and the business plan won an award from the South Jersey Small Businessmen’s Association,” Foley recalls. “My mother bought me a \$50 dress, I was awarded a trophy at a country club and they even announced my name over the loudspeaker at school. It was so ‘not me.’”

But in a very real way, the experience was the first building block to Foley’s determination to grow ventures. When she was a business student at RIT, Foley actually carried her Above and Beyond plan one step further. “I did a statistical program in one of my classes to see if I could draw a correlation between the various styles of clothing and women in their career level of organizations,” says Foley, who graduated from RIT with a degree in business administration in 1973, followed by an MBA in 1979.

Not solely intent on climbing the corporate ladder, Foley invested her business savvy into growth and development and says she was very fortunate to have worked for 3M and Hewlett-Packard in the mid-1970s.

“At the time, they were among the top ten most admired and most innovative companies and both positions left an entrepreneurial imprint on me. I had the freedom within those organizations to build and create because they were growing.”

“At 3M I started out as a salesperson, but while I was building my sales territory, I came up with the idea to go to resellers because I had 400 accounts and couldn’t cover them all. I always try to take the opportunity to make a change that’s for the better and to propel the company forward.”

By the time Foley worked at Digital Equipment, from 1987 to 1994, her managers were giving Foley total freedom and budgets of \$3 million.

“They were transitioning and going into solutions and I developed one that was very successful in the marketplace,” Foley says. “So I started

getting a larger chunk of the investment budget within my group and at one point created four insurance businesses that generated more than \$50 million in revenue for the company.”

“Corporate entrepreneurship is that freedom to build from inside an existing organization and that’s when I really started to realize that ‘this is what I do.’”

Despite the high pressures of her career, Foley exercises twice daily on her treadmill, enjoys occasional rounds of golf (which she started playing when she was 12), and is an avid reader.

“I spent almost two years reading books on ancient wisdom because I became fascinated with the topic and one book led me to another,” Foley says. “So I read about the Mayans, the lost books of the Bible, Wicca, Shaman, Celts—finding threads and looking at the Universe in different ways through different times.”

“I found it very interesting that ancient wisdom parallels the thinking behind some of the popular books today, like *The Secret*—the belief in our own ability to create things. If we push a thought out and put the energy behind it, we can reach our goals.”

Last October, Foley was a guest panelist at RIT’s 3rd Entrepreneurship Conference—and the event gave her the opportunity to listen to sessions featuring RIT students as they presented their own business plans.

“I was quite impressed with their innovation,” she says, “and creating a business plan is a good foundation for students interested in becoming entrepreneurs—whether they decide to start their own business and be an external entrepreneur, or build one within an organization as a corporate entrepreneur. This kind of networking endeavor opens doors.”

“Plus, RIT’s business students also have a distinct advantage because of the university’s technology-focus. That was a major reason why I chose to come to RIT years ago, and I honestly can say I’m a proud alumna. This university provides all the rigor and discipline that students need to go forward from school to business.”

Dean's Message



Dr. Asbok Rao

This academic year is my first to welcome students into their new extended family at the E. Philip Saunders College of Business. I know, as do you, our students will find the faculty and staff accessible and eager to engage them in stimulating discussions, or offer guidance and support as they start their business careers. Over the next few years they will be exposed to a learning environment that is truly unique. RIT is the only university where students can access state of the art technology, be involved with product design and have a hands-on practical experience through co-op or internship opportunities. Students that choose to start their own businesses can organize a multi-disciplinary team, refine their business concept and when ready, move to the Venture Creations Lab, RIT's new business incubator.

US News and World Report has again ranked the Saunders College among the top 5% of business schools in the US. This year for the first time we have also been rated by the Princeton Review as one of the top business schools in the country. Among the reasons are the many new initiatives we have under way, such as:

- Improvements in the physical facilities - a new courtyard at the entrance to the Lowenthal building invites students to mingle as they enjoy the warm fall sunshine.
- Professors Manning and Lessard have created a unique opportunity for undergraduates - a one-of-a-kind degree resulting in a BS in Consumer Finance. Graduates can expect jobs such as financial advisers, credit analysts and retail bankers.
- Professors DeMartino, Rothenberg, Perotti, Ettlie and others have created a new program for graduate students that leverage the technology and design strengths of RIT - an MS in Innovation Management. A unique twist is the practical hands-on nature of the program.
- Our Executive MBA students for the first time traveled to China. During their week-long trip they worked on a short project at a company in addition to visiting a large variety of industries.
- All incoming freshmen were asked to read "Ghost Map" over the summer. The book describes how scientists used data analysis to understand the root cause of a cholera epidemic. During the year the reading will anchor several events including a visit by the author.
- By their junior year our undergraduate students will have completed their core curriculum and will begin to take courses that define their business careers. To help them, the Saunders College has started a new program in conjunction with *Business Week*. All juniors will receive a free subscription to the magazine for the year.
- This year Professors Scully and Perotti are experimenting with a new three-course sequence for freshmen. During the year students in two sections will work in teams to create a product concept and develop a business plan.
- Professor Hair will be experimenting with a marketing course using the 3-D virtual world software provided by Linden Labs - Second Life.
- The Saunders College has provided the Financial Management Association a fund of \$100K to invest and grow under the guidance of Professor Wollan.

The professors whom our students will meet at the Saunders College enjoy interacting with students and engaging in the kind of research that resonates in the classroom and the business community. In addition to working hard we encourage our students to enjoy the many attractions Western New York and Rochester have to offer. So far in our brief stay here, my wife Janis and I have found this area to be a "hidden gem." Rochester has an impressive variety of high quality museums, theaters and restaurants. Nearby in Seneca Falls is the National Women's Hall of Fame. There are wonderful excursions along the Erie Canal, the shores of Lake Ontario, as well as to the "Wine Country" of the Finger Lakes. And, fall is one of the most attractive seasons of the year.

I am delighted to welcome our students to our extended family!!

Asbok Rao

Calendar of Events

~ January ~

Saunders Hockey Night

Friday January 18, 2008

RIT vs. Sacred Heart

Reception at 5:00PM

Game time at 7:00PM

Look for upcoming Dean's Receptions in Florida, Atlanta, Buffalo, Syracuse and many more!

If you have any ideas for upcoming events please let us know. Contact Donna Slavin at (585)475-2199 or at dslavin@saunders.rit.edu



Dean Rao talks to alumni at the Saunders Recent Alumni Network reception at Pomodoro's in Rochester, New York.



Harman Parmar '05 MBA and Ondrej Vesely '05 MBA at an alumni event in New York City.

RIT's Gasser Lecture Features the JetBlue Story with David Neeleman



David Neeleman

Affordable airfare, clean planes with leather seats, novel snacks like Terra Blue chips, 36 channels of LiveTV and perky service.

Today, JetBlue operates a fleet of 126 jets to 51 cities in 21 states and six countries with 550 daily flights.

And since JetBlue Airways began its New York City-based operations in February 2000, founder and chairman David Neeleman has maintained his commitment “to bring humanity back to air travel.”

Neeleman shared his insights on “The JetBlue Story from the 27th Row” on Wednesday, Oct. 24, in Ingle Auditorium in the Student Alumni Union at RIT. Presented by the E. Philip Saunders College of Business, the event was sponsored by the William D. Gasser Distinguished Lectureship in Business—designed to advance interaction and dialogue between the business and academic communities.

Neeleman’s career in the airline industry began in 1984 when he co-founded a low-fare carrier called Morris Air with June Morris, the owner of Salt Lake City-based travel agency Morris Travel. As president of Morris Air, Neeleman implemented the industry’s first electronic ticketing system and

pioneered a home reservation system that is now the foundation of JetBlue’s unique call center: all calls to JetBlue’s reservation numbers are handled by reservationists working out of their homes.

JetBlue has been ranked number one in quality and overall performance among U.S. airlines for three consecutive years in the annual Airline Quality Ratings by the University of Nebraska at Omaha Aviation Institute and W. Frank Barton School of Business at Wichita State University. JetBlue was also rated “Best Domestic Airline” at Conde Nast Traveler’s 2006 Readers’ Choice Awards, the fifth consecutive year receiving the award.

The lecture series is made possible by a gift from the late John Wiley Jones, former honorary member of the RIT Board of Trustees and founder of Jones Chemicals, Inc., in memory of William D. Gasser. Gasser taught accounting at RIT from 1967 until his death in 1977.

Alumni Helping Alumni

Dennis Snegosky is someone who truly understands the value of an RIT education and all of the opportunities within that experience. From student, to co-op, to alumnus Dennis exemplifies what it means to be a supporter of RIT.

As a student Dennis had what he would classify as a “typical experience with knowledgeable professors, challenging courses, good friends and long walks in the snow.” By choosing an MIS major he knew it would offer him the perfect mix of technology and business. At the time, Dennis explains, there was an “Internet/Dotcom boom taking off with tremendous opportunity in the field.” He took a co-op in Fairfax, VA, right outside Washington, D.C., with a small internet development and consulting firm. Here he was able to manage their growing infrastructure as well as development and documentation for clients. Although not the best experience, it was still worth while and he ended up extending the co-op to nine months. Subsequently he was offered a full-time position as a Network/Systems Administrator, and accepted. Taking a full-time job before graduation presented great rewards and challenges. Gaining experience at a company and completing his degree at RIT were equally important to him. Luckily RIT provided a distance learning program, which allowed him to accomplish both goals.

Dennis successfully completed his degree in 2001 through this program. The ability to do this demonstrates how understanding and flexible RIT is to all students. Although, Dennis cautions that it was not an easy task. “At one point, I was carrying three classes and working 90 hours per week plus travel,” he explains. Despite this busy schedule Dennis began another active role at RIT by hiring co-ops.

The company Dennis was employed by was growing quickly and they were looking for ways to balance the excess work. Dennis went to his boss and convinced him that a co-op was the best way to do this and RIT was the best place to go. He was certain whomever they hired would be as prepared to get the job done, and gain the best experience for a job after graduation - a “win-win” situation. Due to the familiarity with faculty at RIT, Dennis contacted the school and hired his first RIT co-op, Jose Padin. Jose turned out to be a fantastic fit for the company and was hired into a full time position within two months. Over eight years and two different companies, Dennis has hired eight co-ops, mostly from RIT. “I try to teach as much as I can and provide a better experience to ensure that these students make lasting contributions to the company, something they can feel proud of.” This kind of dedication and honest appreciation of a student’s work and talent guarantees true career prepa-

ration. The success rate of these students is illustrated in the fact that more than a few of these co-ops have become full time employees and co-workers of Dennis’s.

Not only is the success of students being hired as co-workers a benefit, but seeing them truly succeed in all aspects is something Dennis takes pride in. Looking back, one of his greatest experiences with a co-op was with Jose, including seeing him graduate from RIT. Knowing that Jose could complete his degree through distance learning, as he had done himself was “great to see.”

When asked why his ties to RIT have remained strong over the years, he explains “I stay close with RIT because the more I can contribute to maintaining RIT’s image and reputation, the greater value that degree has on my resume.” Boosting RIT’s reputation with success stories from DC to Rochester shows how talented our students are. If more alumni could reach out and hire co-ops within their companies it would truly spread the word on how valuable an RIT education is. “Keeping RIT great will create a better return on investment” Dennis states, and he has a lot invested in RIT. Friendships, co-ops, time and much more make Dennis Snegosky a great person to have on our team.

If you are interested in hiring a co-op for your company contact Michelle Magee at (585) 475-7824.

Faculty Column

Dr. Stan Hoi was honored with the Eisenhart Award for Outstanding Teaching 2006 – 2007.

Dr. Clyde Hull, Dr. Neil Hair, Dr. Yu-ting Caisy (not RIT faculty), **Dr. Victor Perotti** and **Dr. Richard DeMartino** have published “Taking Advantage of Digital Opportunities: A Typology of Digital Entrepreneurship.” This article will appear in the International Journal of Networking and Virtual Organizations.

Dr. A. James Baroody and **Dr. Clyde Hull** have published an article with Saunders Alumnus Brian R. Payne '06 in the International Journal of Innovation and Technology Management, entitled “Supplementing the Six Facets Model of Technology Management with a Modified Analytic Hierarchic Process: The Effective Evaluation of New Technology Prior to Implementation.”

Dr. Stephen Luxmore and **Dr. Clyde Hull** have a forthcoming article in the International Journal of Business Strategy entitled “Influencing the Acceptance of Innovation: A Tale of Two Perspectives on Genetically-Modified Organisms.” This article builds on an earlier article by Dr. Luxmore in the Journal of International Business Strategy entitled “Innovation and Varying Market Acceptance: Biotechnology in Agribusiness.”

Dr. Clyde Hull has a forthcoming article in the Journal of Product Innovation Management with the Indiana University Kelley School of Business's Dr. Jeffrey Covin, Professor of Strategic Management and Samuel and Pauline Glaubinger, Professor of Entrepreneurship. This article is entitled “Learning Capability, technological Parity, and Innovation Mode Use.”

Dr. Sandra Rothenberg has published “Environmental Managers as Institutional Entrepreneurs: The Influence of Institutional and technical Pressures on Waste Management,” *Journal of Business Research*, 60: 749-757.

James Winebrake, Sandra Rothenberg, Jianzi Luo, and Erin Green. “Green Automotive Transportation in China: Technology, Policy, Market Dynamics and Sustainability,” *International Journal of Sustainable Transportation*, forthcoming.

Sandra Rothenberg and **Stelios Zyglidopoulos.** “Determinants of Environmental Innovation Adoption in the Printing Industry: The Importance of Task Environment.” *Business Strategy and the Environment*, 16(1), 2007.

Ted Foos, Gary Schum and **Sandra Rothenberg,** “Knowledge Transfer and the Knowledge Disconnect,” *Journal of Knowledge Management*, was a highly commended winner at the Emerald Literati Network Awards of Excellence 2007.

A New World of Networking

The Saunders College of Business has branched out into a new world of networking, the cyber world. “COB Saunders,” is now on Facebook and LinkedIn. Both are currently available to Saunders Alumni to add as a connection as you build your online networking repertoire.

At COB Saunders Facebook you can friend and connect to other alumni, as well as join the Saunders College of Business Alumni group. Both of these will allow you to reconnect with classmates and faculty, find old friends, catch up with college news and events as well as share information on what you are currently up to. Check out www.facebook.com to begin.

LinkedIn, found at www.linkedin.com, will allow you to join the alumni business network, COB Saunders, and start making professional connections through your fellow alumni and faculty all around the world. Feel free to add us as a business connection today.

Saunders College is blazing these new and innovative trails, allowing you to connect to us and your fellow alumni in the best way possible.

Don't forget about the RIT Alumni Online Community found at www.alumniconnections.com/rit. This site will allow you to search, update and connect with RIT alumni across all colleges. And, it allows for email forwarding so those of you who need an RIT email address to branch into the RIT network can do so with your new RIT email forward.

Please contact Megan Cheever at mcheever@saunders.rit.edu or alumni@saunders.rit.edu with any questions.

RIT's E. Philip Saunders College of Business Names McGowan Scholar



Anna Kolnik '08

Anna Kolnik has been named the 2008 recipient of the prestigious McGowan Scholarship by the E. Philip Saunders College of Business at Rochester Institute of Technology. Kolnik, a third year marketing business major from Walworth, Wisconsin, will receive a full scholarship for the 2007-2008 academic year, made possible by a grant from the William G. McGowan Charitable Fund.

Kolnik is both a dedicated athlete and scholar. Her notable achievements include: RIT Honors Program, RIT Women's Soccer Team Captain, Student Athlete Advisory Committee Co-Chair, Nathaniel Rochester Scholarship, RIT Presidential Academic Scholarship, and the Shirley Brost Memorial Scholarship for Volunteerism.

“My goals for the future include applying to the National Student Athlete Advisory Committee, successfully completing a degree in marketing, acquiring a Master's degree in marketing, and earning an internship with the NCAA,” says Kolnik. “I plan to begin my career working with the NCAA as a sports marketer and progressing to become marketing manager for championship games.”

As part of RIT's co-op program, Kolnik will be working this summer at American Sports Media, located at Winton Place in Rochester, where she will be “working on sports publications including one for the Buffalo Bills, called the ‘Bills Digest,’” she says. “I'll be making sales calls but I'll also be covering their training camp at St. John Fisher so I'm hoping to meet a lot of players on the team. RIT has opened many new doors in my life, providing numerous opportunities for me to achieve my goals.”

RIT is among 31 colleges and universities around the country that participate in the William G. McGowan Scholars Program, named in honor of the late founder and chairman of MCI Communications Corp.

Todd Mirabella, A Story of Innovation and Inspiration

By Megan Cheever

Talking with Todd Mirabella, 1995 marketing and international business alum, is refreshing if not inspiring. His life experiences are anything but typical and far exceed most of his peers. As we sit down to talk I realize how exciting the journey through his motivations, encounters and lessons along the way have been.

A local Rochesterian, Todd began searching for a job right out of high school. Realizing how limited the local market was he decided to start up a business, a Mexican restaurant, with a friend. Together they began to develop a lot of ideas but had a hard time finding the resources to make that business a reality. Todd began some research and bought books on funding businesses. In particular one written by Bill Stoltz caught his attention. Heeding Mr. Stoltz's advice, Todd developed a business plan practically word for word from the book and knew if anyone was going to invest in his business, it was going to be its author. So Todd did something out of the ordinary, he looked up Mr. Stoltz's address and showed up at his house with a bouquet of roses. The roses were for Mr. Stoltz's wife, and luckily she answered the door. Todd presented her with the flowers and asked for a meeting with her husband, which she granted right away. After a long discussion, Mr. Stoltz decided to invest a small portion of money in the restaurant, and a lot of advice into Todd. Todd then realized there were still many logistics that needed development before this business could take off and that college would be the perfect place to hone the necessary skills. Luckily, he chose RIT as the place to begin his education.

"I can say with complete confidence that the education I got at RIT in the marketing department was unsurpassed. The experience and depth of academia carried me through all aspects of my education and career." Todd explains that "Dr. Tyler really emphasized that we understand the person across the table. Learn what that person needs, learn to help others as well as yourself." This concept was taken to heart and has really carried Todd through all his interactions around the world. "At RIT you learned a lot with the strict rigorous

coursework, but you were also able to work in groups and gain actual experience through the co-op program, all of which propelled me through graduate school." Another stand out RIT experience



was his trip to Prague. Todd was a part of the first student trip there and the experience was profound. "I cannot emphasize enough how important it is to take advantage of the study abroad programs. To get out of your comfort zone and gain new perspectives on life is something you can never get from a book." It is this attitude that has driven Todd around the world.

After graduating from RIT he thought long and hard about "what I wanted to do" and "what I really believed in." Since International Business was what he believed in, he researched companies out west to see which had strong international ties. He found a marketing position at just such a firm and applied immediately. After some time had passed with no response, Todd wrote the company again

emphasizing his strengths and letting them know they had 10 minutes to call him back if they wanted him to take the job, and they did. He had an interview with the President of the company soon after and Todd got that job before he had driven home from the meeting. While out west he worked in LA and other areas of California before a conversation with a friend would bring him across the Atlantic to study at Oxford University for his MBA.

At Oxford Todd admits that he "made it out alive." He traveled, worked hard and met some extraordinary people. He had a beer with Richard Branson and presented an award to Nelson Mandela, which changed his life. Todd explains that seeing a person who "had every right to be angry and take revenge, but chose not to and instead changed his country through his beliefs and through peace has altered his way of thinking." Striving to do the right thing is what allows you to rise up.

When Todd graduated he came back to Rochester. He met up with a friend who had a great business model guaranteed to make a lot of money. He decided to go with the plan and this is where we find Todd today the chief Investment officer at Qat Capital, LLC. Todd enjoys his job very much and it definitely suits his high energy. Even during a short visit with Todd you'll find CNN on the flat screen TV in his office, phone calls to clients, and a constant eye on the market all during a talk with his alma mater.

Reflecting on the bold decisions he has made over the years, Todd explains simply "I don't live my life in fear. You have to have courage, because if you're smart and you set out to accomplish something you have to put everything into it." Looking at what inspires him, Todd remarks on the best advice he has ever been given, "get people to WANT to do things for you, to WANT to follow you and your vision, if you're coming from a place of truth and you believe in your cause, then people will want to help." It is obvious RIT provided much of the foundation in his quest for knowledge, respect for others and the innovation of thought to guide him along his journey. We are lucky to be along for this kind of a ride, and excited to see what Todd will do next.

School Ranking

Rochester Institute of Technology's E. Philip Saunders College of Business is an "outstanding" business school, according to The Princeton Review. The New York-based education services company has selected the school for inclusion in the 2008 edition of its book, "Best 290 Business Schools" (Random House / Princeton Review Books, \$22.95), available in bookstores October 9. Saunders College of Business is one of 23 business schools The Princeton Review is adding to the guidebook this year.

In response to RIT's selection, Saunders College Dean Ashok Rao says, "The faculty and staff of the E. Philip Saunders College of Business believe in student-centered learning and continue to develop exciting new programs. We prepare our students to succeed in today's innovative and globally diverse companies."

According to Robert Franek, vice president and publisher of the Princeton Review, "We select schools for this book based on several criteria. They cover three areas: our regard for their academic programs and other offerings, institutional data we collect about the schools, and opinions of students attending the schools.

"We are very pleased to add RIT's Saunders College of Business to our book this year and to recommend it to our readers and users of our website as one of the best institutions they could attend to earn an MBA."

"Best 290 Business Schools" has two-page profiles of the schools with write-ups on their academics, student life and admissions, plus ratings for their academics, selectivity and career placement services. The Princeton Review does not name a best business school

overall or rank the schools in the book from 1 to 290. The book has, instead, 11 ranking lists with each one reporting just the top 10 business schools (of the 290 in the book) in different categories from "Toughest to Get Into" to "Best Career Prospects."

E. Philip Saunders College of Business at Rochester Institute of Technology is accredited by the Association to Advance Collegiate Schools of Business International (AACSB International) and enrolls more than 1,200 undergraduate and graduate students. In fall 2007, the college created an academic major for incoming students in its newly established Center for Consumer Financial Services, and RIT's Saunders College is also home to the Albert J. Simone Center for Innovation and Entrepreneurship.

Alumni Notes

Have you contacted your Class Agent? If you would like to submit a class note for publication in the next issue of Dividends, or if you just want to say hello to an old classmate, send your Class Agent an email to let them know what you've been doing since graduation! To learn more about the Class Agent Network, and to learn how you can become an Agent, contact Megan Cheever at mcheever@saunders.rit.edu.

Saunders College of Business Class Agents:

- 1961** Donald H. Naylor
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Judi Hinchliffe-Sturge
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- 1973** Susan J. Foley
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- 1976** Mary C. Dunay
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- 2003** Herman Lee
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- 2004** Porsche Haag
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1968

John (Jack) Whitney '68 recently retired from Xerox after 40 years. Now Jack is enjoying the southern weather in South Carolina.

1973

Susan Foley '73 '79 MBA has written a book, "Entrepreneurs Inside Accelerating Business Growth with Corporate Entrepreneurs." Foley is the Founder of Corporate Entrepreneurs, LLC and is the Executive Director of Research Centers at Babson Executive Education. To find more on Entrepreneurs Inside go to www.entrepreneursinside.com.

1976

Jeff Wolcott '76, '82 MBA is Marketing Manager at Hefty Consumer Products in Lake Forest, IL. Jeff is married with two children both in college, Andrew, a junior at Duke and Chris, a freshman at Monmouth.

1979

Rich Warshof '79 MBA announces the birth of his first grandchild Oliver Blaine Warshof.

1981

David Moderer '81 MBA has been appointed to the Advisory Board of the Corporate Dealmaker Magazine, a magazine dedicated to the corporate executives handling mergers and acquisition transactions. Last year David retired as corporate Vice President of Eastman Kodak Company and Managing Director of Corporate Business Development. He is now a business consultant living in Fort Myers, Florida.

1982

Brian Adelstein '82 is working as a Medicare and Retiree Group Consultant for Kaiser Permanente.

1984

Robert Groh '84 MBA is now retired and greatly enjoying it. The Groh family is doing well with two of their daughters living in the area, along with two grandchildren as a bonus! He fondly remembers the years in Rochester as well as his graduate school years at RIT (both MSEE and MBA). A great school.

1985

Ron Bajorek '85 just opened the new location of his insurance Agency, Bajorek Agency Inc. at 3462 Monroe Ave., Pittsford, NY. He purchased this neglected property back in 2005 and has been restoring it to its old glory ever since. Now it is open for business and he welcomes all to stop by check out the renovations.

Kim B. Miller (Arnette) '85 has written a book entitled "How to Love Your Kids

More Than You Hate That Man." To check out the book go to: www.loveyourkidsmore.com.

1986

Karen Meddaugh Kline '86 has joined the firm Bernardi & Russo, LLP in October of 2006 as a Tax Manager. She is joining three other RIT alumni including Mark Forte '91, Daniel Sullivan '77 and Mike Russo '81.

1988

Sean Patrick Dee '88 and wife D. Marialice BFX Curran, announce the birth of their son Curran Patrick, who was born on October 11, 2006. The family currently resides in Burlington, CT.

Michael E. Kane '88 returned to RIT campus in September of 2006 as an instructional faculty member for the NTID Business Studies department. Mike is currently teaching accounting and finance related courses at NTID to associate degree level students as well as tutoring those who are pursuing their bachelor degrees. Mike has relocated to Rochester with his wife Erin. Armed with a bachelor's degree in Accounting from RIT and a master's degree in Business Administration from Gallaudet University, Mike is now pursuing an additional graduate degree from the NTID Secondary Education for the Deaf and Hard of Hearing program. Mike and Erin have a three year old daughter, Emma Ya Qin Marianne, and a six year old Australian Shepherd named Casey.

1989

Kevin P. Scully '89 MBA after graduating from RIT, Kevin began working in the Marketing Research Industry and later became a private consultant. Kevin began teaching Marketing Research as an adjunct faculty at RIT in 1998 and in 2000 became a full-time lecturer. While working at Saunders College, Kevin continued his professional development at Teachers College of Columbia University in NYC and this past spring received his doctorate in Education. On a personal note, Kevin has four children and two grandchildren.

1990

James Carney '90 is Vice President of Operations and Supply Chain at Lornamead, Inc. located in Stamford, CT. Lornamead makes and distributes personal care products like Finesse Shampoo,

Alumni Notes . . . (continued from page 6)

LypSyl Lip Balm, Aqua Net Hair Spray and Yardley of London Soap.

Cindy (Cyd) Dunne '90 was downsized from Kodak less than two years before her planned retirement date. Cindy moved to NC and rented an apartment in Cary as she looked for a house to buy. After much searching she has decided to build her own home and this has become her current job. Cindy is moving to an apartment in High Point to be close to the Pilot Mountain area where she will be building her home. Once settled, she may start her own floral design service or nursery. She is so glad for good financial advice several years ahead of downsizing; it has provided her the cushion to live on until she is settled in NC. She is also doing all she can to simplify and de-stress her life.

1991

Mitchell Bilker '91, MBA '95 announces, with his wife Caryn Stivelman, the birth of their daughter Jocelyn Eliza Bilker. Jocelyn was born on March 29, 2006; the family resides in King of Prussia, Pennsylvania.

1998

Nilabja Mukherjee '98 MBA has currently relocated to Prague, Czech Republic from the US. Any alumni in the area or those looking for a professional contact please feel free to drop him a line.

Todd West '98 was married to Kathleen JoAnn Cares on July 14, 2007 on Mackinac Island, MI. The couple lives just outside Grand Rapids in the small town of Lowell.

Meghan Wood '98 is the Assistant Director of Admission at the University at Buffalo School of Management.

2001

Sherri Ann Fazzio '01 has graduated the second phase of the U.S. Army Psychological Operations Qualification Course. She begins language training this month. Sherri has been assigned Spanish with a regional area focus on Latin/South America. By year's end she will find out where this new career path will lead her. Sherri misses RIT, ROTC and the ZTA a bunch!

Virginia L. Sanchez '01 EMBA is currently Vice President of Health Care Sales at APAC Customer Services, Inc.

Nicholas Spittal '01 MBA has recently started a new job as Director of Project Management for AAIPharma in Morrisville, NC.

2002

Siddhartha Bhattacharya '02 MBA Sid and Urashi had their first child, a beautiful

and healthy baby girl, Shreya Bhattacharya.

2003

Herman Lee '03, '06 MBA Herman has joined Accenture in their Technology Consulting workforce based out of San Francisco.

2005

Dawn (Pepin) Greenway '05 married Mark Greenway (CAST '06) on July 14, 2006 in Syracuse, NY. They now live in Alexandria, VA.

Portia Thomas '05 currently works for Wegmans in their IT department as a

Programmer. She is married and has a two year old daughter.

Melissa Troy '05 has made the move from public accounting to private accounting and has recently started a new job with Aspen Dental Management, Inc. as a Regional Senior Accountant.

2006

Jeffery Sulik '06 MBA announces that Jackson, age 4, and Benjamin, age 3, became big brothers with the birth of their sister Erin Mariposa on May 15, 2007.



Christine Matthews '96, Brian Mills '06 and Dennis Snegosky '01 at an alumni event in Washington, D.C.



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