

INNOVATION

November, 2022

Fall ISSUE 1

MONTANA
TECHNOLOGICAL UNIVERSITY

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DOB Faculty

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Associate Professor/Chair

Doug Abbott
Professor

Tim Kober
Professor

Lance Revenaugh
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Rita Spear
Associate Professor

Samm Cox
Assistant Professor

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Business Department Homecoming Weekend

The Business Guild caught the attention of News Anchor, John Emeigh who survived a trip down Park St. on the Business Guild’s bed. He featured the Department of Business on his news segment, mentioning his excitement at being an “honorary member” of the Department.

The excitement for this bed race was also felt throughout the department, as it was the first time in the history of the department to participate in the Homecoming Bed Race.

Bed Race

Pushers for the Bed Race: Connor Heggem, Clayton Heggem, Asa Little, Jhett Braley.

Helmsman: Travis Ryan

Brake Engineer: Quinn Cassidy

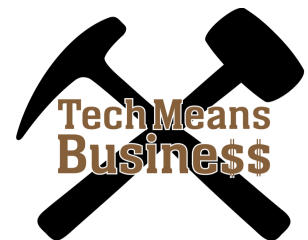


The Business Guild - Bed Races

Business Guild Homecoming Mural



The Business Guild won the ASMT contest for the best Homecoming mural. Clayton and Connor Heggem were the artists, assisted by Carlie Spear, Quinn Cassidy, and Erynn Metesh. Clayton and Connor also won the city-wide Ice Sculpture contest.



The Department of Business Makes MTN News

The Business Guild, the student club of the Business Department, drew the attention of News Anchor, John Emeigh, during the Homecoming Bed Race. Please see the article on page one.

The Business Guild Club

Entrepreneurship Panel



To continue our efforts to expose our students to highly successful professionals, on October 14th the Department hosted an Entrepreneurship Panel that included four very accomplished entrepreneurs from Butte. The theme of the panel was “Tips and Lessons Learned from the Trenches”. All four had started businesses that are between 2 and 10 years old and all are continuing to add value and add jobs to Southwest Montana. This event was very well attended to include 86 students, several members of faculty, staff, and administration, and a few members from the public. The students brought forward excellent questions and were inspired by very thoughtful answers and insights. Many positive comments were provided to include Courtney McKee stating, “I really appreciate the opportunity to learn from the other panelists”. It was a win/win all the way around. The panelists were as follows:

Courtney McKee - Headframe Spirits - Owner - CEO

Headframe Spirits produces distilled spirits and operates a Tasting Room while its Manufacturing counterpart designs and builds high-tech distillation equipment for distilleries around the world. Courtney’s two highest values are Community and Courage and she brings both of them to the planning and execution of all the work she does.

Jon Wick - 5518 Designs & Dig City Supply - Owner

Jon Wick started 5518 Designs in 2012 as a branding, graphics, and print design company out of his extra bedroom in Butte. Through his graduate work at Montana Tech, client work, and passion projects, he began to develop a unique 5518 style of outdoor, recreation-inspired graphics and eventual line of Montana lifestyle apparel.

Luke Anderson - UpTop - Co-Founder - CEO

Created in 2010, UpTop is a Montana based lifestyle company dedicated to celebrating your enjoyable moments and sharing them with the world. Together, Founders Luke and Colt Anderson with a team of various friends created a platform that combined a live-for-today lifestyle, and the celebration of all the moments.

Jen O’Brien - Montana Craft Malt - President

Montana Craft Malt is a \$30M malthouse that was brought online in 2020 is located west of Butte and is designed to produce diverse varieties of malted barley and wheat to supply the craft brewing and distilling industry. Jen provided the leadership that persevered through very difficult circumstances to bring the plant online, and the Monday after the panel, Jen was awarded the Montana Ambassadors Entrepreneur of the Year.

Montana Tech Golf Team

The Montana Tech golf team had a very successful fall season, and members of the business program contributed to that success. From left to right, the players competing on the golf team in the business program include: Kennedy Lean, Nick Pasquerello, JR Small, Blake Loberg, and Jhett Braley. Both the men's and women's teams had two 2nd place finishes and one 3rd place finish. Some of these players season highlights include a hole in one by Jhett at Bill Roberts in Helena, Blake with a low round of 68 to lead after one round at the Carrol Invitational, and Nick recording multiple rounds under par. Also, Kennedy was part of the first women's golf team at Montana Tech to receive top 25 votes and get recognized nationally and JR received all-conference honors by placing in the top 10 overall in the Frontier Conference.



MONTANA
TECHNOLOGICAL UNIVERSITY

BUSINESS

Todd Talks

A Message from the DOB Chair



“When it comes to success in anything, there is no substitute for integrity and work ethic and no excuse for not having both.”
- Todd Tregidga

Dear Friends of the Department of Business,

It makes me very happy and proud to bring you another edition of Innovations as it gives us the opportunity to reflect on and share all the great things happening in and around the Department of Business, which many are highlighted herein.

We started the new academic year with another “Welcome Back/Welcome Aboard” event for the entire Department. It was well attended, we celebrated the successes of the previous year for both the students and the faculty, and was informed about some of the new and positive changes in store for the current year. Prizes were given and our year was off to a great start.

We welcomed Samm Cox as our new faculty member replacing John Garic. We are very lucky to get someone of his caliber to fill the big shoes left by John. You can get to know Samm a little better as his bio is included in this issue.

Day One followed shortly after the start of the year. It was a success as well. The donations received last year for Day One were highly leveraged to the benefit our students by providing opportunity to compete internationally in an SAP simulation competition, adding computer monitors to our labs, and hiring students to manage our social media platforms among other things. I fully expect to get the same benefits or more out of this year’s donations. Thank you to our donors for your generosity!

Our Instagram page is really getting traction as we have almost 600 followers and it is being updated weekly to highlight all of the activities going on in and around our Department. Please follow us **@mtech_business** or on **Facebook @MontanaTechBusinessDepartment** to really get a feel for our Department’s rich culture and to stay up to date on activities and events.

Please enjoy all of the articles and pictures we have included to help you better understand just how special the Department of Business really is.

To conclude, I want to thank all of you for your continued support of the Department of Business and a special thanks to my outstanding faculty for working hard every day to elevate our students.

Please share with everyone that -

 **Tech Means Business**

Wishing you all the very best,

A handwritten signature in black ink that reads "Todd Tregidga". The signature is written in a cursive, flowing style.

Todd Tregidga

The Business Department Welcomes Samm Cox

I was told that the Business Department is a family and well, I guess every family needs that weird step-uncle. You know the one. The one that fits into the family, supports the family, helps the family but well is just a little odd, maybe smells funny and is just little different. Well, my name is Samm Cox and I am the Business Department's newest weird step-uncle.

Born and raised in Butte, the youngest of 7, my father was a local barber and amateur rock hound. My mom was a stay-at-home mom until after raising her family she got into faceting sapphires and other gem stones work for Gem Mountain Sapphires and Gallery in Phillipsburg, Montana. Growing up in Butte, I drank Butte water daily from a garden hose (which may explain some things) and spent all day with my friends playing pick up baseball games. After high school, I pursued my dream of becoming a college baseball player as the natural stepping stone toward my eventual career in the Major Leagues. So, I went to Lewis Clark State College to play baseball. (I know, I can hear your boos as I type this). But seriously though when you are 5'8" slightly portly, slower than molasses with a brick for a glove, what other school would want my designated hitting skills?

After striking out in my baseball career, I came home to Butte. Since I too shared my dad's love of rock hounding and my mom's obsession with gemstones, I decided to continue my academic career at Montana Tech where of course I would major in Mining. However, after meeting me, the professors back then would not let me be in charge of or even around the explosives, so the major lost most of its allure. So naturally, I drifted my academic path towards Business where I was fortunate to be instructed by some of the finest professors in the State of Montana and a couple of which are now my colleagues. (They said I had to say that or I couldn't use the break room or the bathroom).



After graduating in 1992, I was given advice from some of my professors and my mother that I should continue on academically somewhere that I could foster and use my love of irritating and arguing with others. Law School it was. I graduated in 1995 and immediately upon graduation, received a great financially rewarding job offer with a federal court judge. Again, having that business background, I declined the offer for a position at the Butte County Attorney's office making less than a third of the salary. I've spent the last 27 glorious years with the County Attorney's office providing legal guidance to the County on local government issues but primarily working as a criminal prosecutor. In 2008, I was named the Chief Deputy County Attorney and remained in that position until I left to come work here.

Over the years, my specialties were in prosecuting crimes against children and major violent felonies. Most of my time was spent in the courtroom and in litigation. (Come take Business law and I will explain what that is). On the personal side, I was very fortunate to meet my wife who is also a Butte gal while I was at LCSC. While I was in law school, she was in pharmacy school. Afterward we both graduated, I spent a lot of time prosecuting drug dealers and well, she did it legally. We have been blessed with 3 boys, two of which have attended Montana Tech. The last one is in High School and undecided. Through the years we have developed a love for this community, its people, its activities and its location. Butte truly is awesome and it is so convenient for us to enjoy the many outdoor things we love to do. Be it hunting, fishing, sporting activities or just being together, Butte has something for everyone. In all seriousness though, I am very grateful for the opportunity to come back to Tech and become part of the faculty. I am excited to work with the faculty and the students as they follow a path comparable to mine. I hope to become an asset for the students and the institution given my different education, perspective and work experience. Think about it, in what other school, would you be able to take an Ethics class from a practicing attorney? I do hope that I can learn and grow myself to become an instructor that is an asset to the students, the department and the institution as a whole. In the future if you are considering law school or other legal studies, I hope to be there for you too. I'm excited and I hope you are somewhat too about what we can accomplish. And who knows, maybe someday, I will graduate from being the weird step-uncle to the wise and sage mentor of the family who really doesn't smell all that bad.

ALUMNI SPOTLIGHT: Derek Kraus

I was born in Kansas but raised in Helena, Montana, graduating from Helena Capital High School in 1990.. After high school, I was offered a scholarship to play football at Montana Tech. However, I chose to attend and play baseball at the University of Nevada-Reno. After a short stint at UNR, I then transferred back to Montana Tech to pursue my education and play football (AKA, help me pay for school) where I was fortunate enough to be a 4-year starter as a cornerback and earn all-conference honors 3 of those years. In addition, we also qualified for and played in the NAIA national playoffs (1992).

At this point, I have to admit to at least one of my failings, so as to emphasize how Montana Tech ultimately made me a better person. I was not a great student during my initial 2 years in an engineering field, having found a way to achieve a sub-2.0 GPA. There are ramifications to achieving such a low mark, which Montana Tech enforced, and those ramifications awakened me and my remaining 2 years were much improved.

I had changed majors after these initial 2 years, and in 1995 I made it to graduation and received my bachelors degree in Business and Technology Development. What I have found to be a positive proof point in a Montana Tech education is that in 2000 I decided I would take the exam for the professional designation of CPA. Surprisingly, I passed the exam in my first and only attempt, which for understanding purposes only, at the time, approximately 10% of exam takers passed all of the sections in a single attempt. I assumed I must have cheated and just wasn't aware of how I cheated.

My professional career has included working in accounting, finance and operations roles in the industries of computer hardware, commercial real estate, higher education, data storage and various software technologies. In addition, my prior work has almost exclusively been with start-up and early stage companies. Over the last 14 years I have served as a vice president of finance or CFO having raised over \$200 million across 4 different organizations. In 2011, I joined the start-up company Solidfire (cloud storage) in Boulder, Colorado. By 2016, we had grown to over 400+ employees in 7 countries and then sold the company for \$870 million to NetApp (NASDAQ: NTAP). After a hiatus of coaching high school baseball, in 2017 I joined an early stage software company servicing power utility companies named Simple Energy, that we turned around in 18 months and sold to a private equity group that later became Uplight, for over \$100 million. As of September 2020, I began as the CFO of another software company based in Colorado called Text Us Services. TextUs' software is a texting platform that businesses use for efficiently communicating and tracking conversations both internally and externally via text messaging.

Wanting to one day move back to Montana, my wife, Elizabeth Kraus, and I began the process of moving back in 2019. Finally fully moving back in 2022. I can honestly say that without the education, professors, students, and in my case, administrative staff at Montana Tech, I do not think I would be in the fortunate position I'm in today. I believe in that education so much that during my 20 years in Colorado I also supported and sat on the board of a local non-profit named Colorado Youth for a Change, which focused on making sure kids stay in school and get drop outs to re-engage with their education.



DEPARTMENT OF BUSINESS VISION

To create a business and information **technology focused educational experience** so rich to each student and valuable to the marketplace it leads to exclusivity.

SIGMA BETA DELTA HONOR SOCIETY

Jocelynn Norman was named as a recipient of the Sigma Beta Delta Scholarship for the 2022 – 23 academic year. Sigma Beta Delta is a national business honor society to which the Department of Business has been a member since 2007. Jocelynn was one of twenty recipients nationwide of this year’s scholarship and is the third Montana Tech business student to ever receive this honor.

Jocelynn completed her Bachelors of Applied Science in Accounting after the Summer 2022 semester and will use the scholarship as she continues her studies in the Masters of Accountancy program at the University of Montana.



Charlie says:

*“Montana Tech
means
BUSINESS
and
BUSINESS
is everywhere!”*





Internship Spotlight

Damon Irving



Damon interned at NorthWestern Energy as a Compensation Analyst. Damon had the opportunity to work with a number of professionals and sit in on meetings with Vice Presidents. Even though he was tasked with completing monthly reports, analytics, and survey participation; his main project was implementing a new compensation software to automate a lot of the processes within the department. He was fortunate enough to work with the Business Technology department and an external business partner through the implementation. His internship offered valuable experience in an industry he has already been able to reference in class. NorthWestern was a great work environment that presented opportunities for exposure and learning.

These are some specific tasks he had:

- Evaluated guidepost ranges for internal job families
- Sensitivity analysis of guidepost minimum
- Pay administration prep, management level cadence, promotional budget, completed market analysis on new/existing positions, & incentive accrual budget
- Refined these Excel files to make them more automated

Student Spot Light

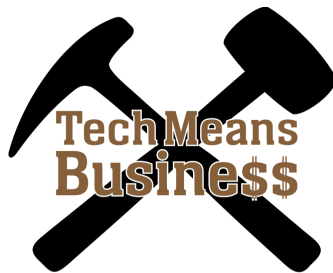
Clint Banister, BIT student

My name is Clint Banister; I am a junior studying business at Montana Tech. When I first came to Montana Tech, I was studying engineering. Over the course of my second semester, I realized business is something that I am more passionate about and gifted in. During my junior year of high school, I started Razor Lawns – a lawn care company. While continuing to run it from afar during my time in college, I have seen the great adventures and opportunities that owning a business brings. The company has taught me how to communicate with my employees to help customers achieve their vision for their lawns and how to manage time and resources efficiently. Some of the best parts of owning a business have been working with people, getting to know clients, and having a great team working for me. Over the years they have gone above and beyond to make the business successful. Without them the company would not be where it is today. In business the sky is the limit, and I am excited to see what the next couple of years will bring. Owning the lawn care business has given me more opportunities in college such as traveling in the summer.

One of those opportunities to travel was going to Ukraine this summer. With the war going on, I never expected to go to Ukraine, but I did and I learned so much. Here is how it happened:

Going to college in Butte has shown me a good season of life, thanks to my fellowship on campus. The Baptist Student Union (BSU) has been one of the most important parts of college for me. The group has taught me many things that have challenged me to grow in my faith as a Christian. Mark Arbaugh, the long-time director of the BSU at MTech, set up the trip this summer and invited me to go to Eastern Europe, including a week in Ukraine. We spent our time helping refugees but mostly listened to the stories of people there. We listened to Ukrainian men and women displaced by the war sharing their personal experiences – many people lost almost all of their possessions. We talked to a family during our time in Vinnytsia that had their apartment damaged by missiles that hit the city the morning before we arrived. We met many of these refugees through a church that had about 30 members before the war. By the time we arrived, they had already served about 1,800 refugees. 30 people helping 1800 refugees, wow!

The trip opened our eyes to how good we have it in America and was a good reminder of the generosity that we as a people should show.



Modhyliv Podilskyi is a border town in Ukraine where we stayed for part of our time.



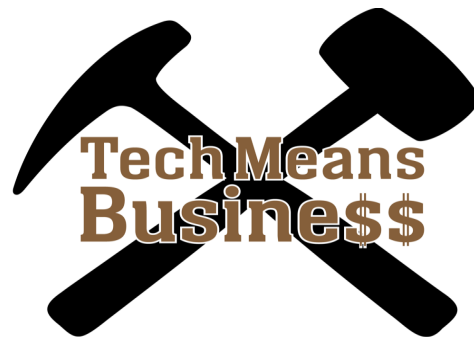
Boarding the plane in Romania. I am on the left.

Business Guild - Marketing Intern

Erynn Metesh has been hired as the department's first Marketing Intern. She began this project during the Spring semester of 2021 in the Integrated Marketing Communications class led by Todd Tregidga and Tim Kober. A year after the initial project began in the spring semester of 2022, Metesh and Chelsea McGree returned to the project to begin operating and posting on the social media pages.

Now starting the second semester of the pages going live, Erynn is preparing to graduate in December. With a stronger sense of preferable content learned from the previous semester, she is exploring the new content opportunities that the fall semester provides. As the newly elected President of the Business Guild, the student club of the department, Erynn finds herself surrounded with unique content opportunities as the current Guild members provide a new angle of creativity. During homecoming week, the Guild members painted the winning mural in the SUB while also competing in the annual bed races for the first time. The social media pages allowed other people to follow along with the progress of the mural painting and the process of building and testing the bed race bike.

As Erynn finishes up her final semester, she is determined to leave the social media pages with a strong foundation to continue to highlight the accomplishments and talents of the students, professors, and staff of the business department. Her time on this project has been an amazing learning opportunity and has even opened doors for her post-graduation, as she has been offered a job with a local recreational dance studio, Montana Dance Works, where she will continue to operate social media pages and aid in their communications. The business department at Montana Tech is an absolute hidden gem on campus and Erynn is honored to have the opportunity to showcase the department to the outside world.



Montana Society of CPAs

Allen Lloyd, the Executive Director of the Montana Society of CPAs, was on campus on September 9 to discuss the proposed changes to the CPA exam under the CPA Evolution Project. The changes are planned to take place in 2024. The new exam will place an increased emphasis on data analytics.

This joint meeting with the local Butte Chapter of CPAs provided an outstanding networking event for the Department and its students. The students were made aware of the many current opportunities for accounting careers and internships and encouraged to enter the profession.

Accounting's history can be traced back thousands of years to the cradle of civilisation in Mesopotamia and is said to have developed alongside writing, counting and money. The early Egyptians and Babylonians created auditing systems, while the Romans collated detailed financial information.

- ACCA Global



“Butte has a delightful society, capable and satisfying to everybody’s taste. If you prefer refined and cultivated people, college-bred and broadened by travel, they are there and happy to know you. If you like plain, everyday common folk, whose hearts are better than their manners, they are numerous and sure to be friendly.”

— Lemuel Eli Quigg, New York Tribune, 1889

Pride in Last Year's Performance

Once again, our graduates have outperformed their peers on the Peregrine Exit Exam. This exam is administered to 250 business schools across the nation as a benchmark for program success. Our graduates achieved the 70th percentile out of all 250 schools and the 94th percentile for our region. This reinforces just how prepared our students are as they enter the workforce.

Not only did the students succeed, but the faculty did as well. Our department focus is primarily on instruction and the student experience, so I am very happy to share that the last academic year our faculty, on a weighted average basis, earned a course evaluation score of 4.38 out of 5.00. To put that in perspective, our department standards rate anything over 4.25 as excellent. We have an outstanding faculty and, while I am exceptionally proud of our students' achievements, I am also very proud of our faculty's.



Leadership and learning are indispensable to each other.

~ President John F. Kennedy

