

UNIVERSITY OF MINNESOTA
CARLSON SCHOOL OF MANAGEMENT



COMMENCEMENT
SUNDAY, JUNE 11, 1989
NORTHROP AUDITORIUM

PROGRAM

Processional	Capitol City Brass Quintet
Salutation	Carl Adams Department Chair, Information & Decision Sciences
Welcome	Timothy J. Nantell Acting Dean
Commencement Address	Allen F. Jacobson Chairman and CEO, 3M
Presentation of Undergraduate Awards	Gerald Rinehart Director, Undergraduate Program
Baccalaureate Address	LeRoi Charles Anderson Class of 1989
Presentation of Baccalaureate Class	Gerald Rinehart
Presentation of MBA Awards	Donald Bell Assistant Dean of MBA Programs
The Evening MBA Perspective	Robin Ruegg MBA, Class of 1989
MBA Address	Mary Ackerman, Class of 1989 Karen Bohan, Class of 1989

Presentation of MBA Class	Donald Bell
Conferring of Degrees	Mary Schertler Regent
Closing	Miles Davenport, Chairperson Alumni Council
Recessional	Capitol City Brass Qunitet
Carlson School of Management Faculty Representatives	Carl Adams Donald Bell P. George Benson Chun Chang Dennis Daly Timothy J. Nantell Gerald Rinehart Peter Ring Randi S. N. Yoder
Mace Bearer	Randi S. N. Yoder

**Reception following the ceremony for graduates,
families, friends, faculty and staff.**

ALLEN F. JACOBSON

In a recent *Star Tribune* article, Allen Jacobson, chairman and CEO of 3M, was credited with making the company "more efficient at managing its resources, improving its profitability and making steady progress toward meeting key financial goals . . . while keeping its longstanding commitment to innovation and new product development." To achieve this level of success at a company as large as 3M is an outstanding accomplishment.

Jacobson has spent his whole career at 3M. He joined the company in 1947 as a product engineer in the tape laboratory, after graduating from Iowa State University with a B.S. in chemical engineering. He then served in a variety of management positions, including vice president for European operations in 1975, executive vice president for the industrial and consumer sector in 1984 and then president of U.S. operations later that year. He was named chairman and CEO in 1986.

Jacobson is a member of the Board of Directors of Mobil Oil Corporation, Northern States Power Company, U.S. West, Valmont Industries, Minnesota Business Partnership, the U.S. Chamber of Commerce and the Emergency Committee for American Trade. He was recently named Corporate Executive of the Year by the U.S. Olympic Committee.

3M's 44 divisions make more than 50,000 products, and the company has 83,000 employees in 50 countries.

GRADUATES

BACHELOR OF SCIENCE IN BUSINESS

David Joseph Abbott, St. Paul
Lawrence J. Abbott, West St. Paul
Lisa Marie Allar, Red Wing
Matthew Todd Almquist, Castlerock
Gumer Cruz Alvero, Jackson
Charlene L. Anderson, Taylors Falls
Christopher Lee Anderson, Roseville
David Peter Anderson, Rogers
Jason Phillip Anderson, Minneapolis
with distinction
Julie L. Anderson, St. Paul
LeRoi Charles Anderson, White Bear Lake
with distinction
Scott Christopher Anderson, Minneapolis
Scott Thomas Anderson, Minneapolis
Todd Michael Anderson, Black River Falls, WI
Robert James Arnold, St. Paul
Margaret Ellen Ashley, Bemidji
Grant Lee Bakker, Bloomington
Toni Rae Banks, St. Louis Park
Philip K. Barker, Wausau, WI
David William Barnhart, Minneapolis
Charles Patrick Barnum, Oakdale
Kim Grace Bechthold, Minnetonka
Cynthia Combs Becker, Minneapolis
Scott Richard Becker, Little Canada
Leanne Ruth Beety, Chaska
Sheila Kay Bengtson, Sebeka
Louis Craig Berezovsky, Minneapolis
Jeffrey David Bergstrom, Cokato
Barbara Lynn Bernard, Eagan
Michael A. Bernhagen, Woodbury
Angela F. Bever, Roseville
with high distinction
Jay C. Bexell, Minneapolis

Carolyn Ann Bittner, Bloomington
Martha Elaine Bjerke, Minneapolis
Jeff Bieganeck, Harding
David Allen Bloom, Minnetonka
Theresa Ann Blubaugh, Burnsville
Stephen Joseph Boatman, Minneapolis
***Cheri L. Boehme**, St. Paul
with distinction
Eric L. Boertje, Minnesota Lake
Carolyn A. Bogren, Green Bay, WI
Michael J. Boike, Brooklyn Center
Pamela Kay Bossart, Vadnais Heights
John Edward Boyle, Minneapolis
David A. Braaten, Grand Forks, ND
Niklas Bratt, Sweden
Liesel Marie Broerman, Minneapolis
Grant Howard Brohm, Burnsville
Lisa Ann Bromme, Cloquet
Marilyn Kay Brooks, Buffalo
Phillip John Browman, Albert Lea
Karen Michele Brown, Coon Rapids
Victoria Lynne Bryner, Sioux Falls, SD
Mark Allan Buchman, Stillwater
Lois E. Buermann, Rogers
Connie Burdick, Eden Prairie
Sara Kay Bugbee, Lake Elmo
Stephen Philip Cadwell, Minneapolis
Sherri A. Cady, Richfield
Kevin Lymburn Carlson, Minneapolis
George Michael Carrizales, St. Paul
Shannon Michael Carson, Minneapolis
Anita Elizabeth Cassidy, Prior Lake
Sharon Sue Champion, Bloomington
with high distinction
Thomas A. Cherrier, Brooklyn Center
Howard M. Chetek, Milwaukee, WI
Steven Howard Chiodi, Hibbing
Mankwong Choi, Hong Kong
Scott James Chrisan, Minneapolis
with distinction

Andrew Scott Christensen, Lauderdale
with distinction
Nancy Christensen, Minneapolis
Eric Wallace Cin, So. St. Paul
Christine Eileen Clifford, Minneapolis
Susan Marie Conley, Maple Grove
William D. Connor, Blaine
Julie Kaye Conzemius, Hastings
Pamela A. Corbett, Minnetonka
Joseph Alphie Cote, St. Paul
Melany Ann Crowley, Madison, WI
John Frederick Cumming, Minneapolis
Patrick T. Cummings, Madison, WI
Suzanne Frances Cwik, Maple Grove
Henry Scott Czupryna, Minneapolis
Theodore Hanley Dahle, Sebeka
Scott Anthony Dattalo, Plymouth
Timothy Lewis Davis, Kimball
Susan E. Decker, Coon Rapids
with distinction
Mitchell Warren Dennis, Minneapolis
Judy A. Dickerson, St. Paul
with distinction
Kent L. Didreckson, Hopkins
James D. Dillemath, St. Paul
Bonnie Louise Dimick, Almena, WI
with distinction
Frederick James Donaghy, Burnsville
Karen Georgia Dooley, Apple Valley
Thomas Vincent Dorazio, Minneapolis
John Luc Dumas, Moundsview
***Thomas Michael Durant**, Crystal
with distinction
Pamela Marie Dymoke, Bloomington
Julie Lynn Ebin, Minneapolis
Diana J. Eckerberg, Long Lake
Marilyn Margaret Egan, Burnsville
Blaine Milo Eggum, Lakeville
Tracey Lynn Ehret, West St. Paul
Carl William Eichhorst, Shakopee

Judy Eickhoff, New Brighton
Michael Eric Ekegren, Apple Valley
Rocky Marvin Elgie, Eagan
Marlene M. Elmstrom, Forest Lake
Essam A. Elsafy, Minneapolis
with distinction
Jay Elstad, Anoka
Stephen Maurice Emerson, Maple Grove
Kathryn Marie Endicott, Brooklyn Center
***Brian Peter Engels**, Anoka
with distinction
Mark Gene Erickson, New Brighton
Todd Richard Ericksrud, New York Mills
Diane Dubinsky Eskritt, Eden Prairie
Denise Eileen Fasching, Bloomington
Susan M. Feichtinger, Apple Valley
Kathleen J. Finke, Minneapolis
Peter Franz Finkel, Fridley
Scott Ira Fisher, Plymouth
Scott M. Fix, Wayzata
John Paul Flakne, Brooklyn Center
Kenneth Lee Flattum, Shoreview
with distinction
Therese Marie Flattum, Eagan
John Royal Flora, Minneapolis
Kimberly Ann Fodstad, Robbinsdale
John R. Fortin, Minneapolis
Mark Kenneth Fosland, Bloomington
Robert Erick Francis, Little Rock, AK
Sara Ann Fransen, Alpha
***David Michael Freund**, Brooklyn Center
with distinction
Steven Andrew Friedman, Brooklyn Park
Eric Scott Fuglister, Minneapolis
Linda M. Funkhouser, St. Paul
David Alan Gallup, Bloomington
Richard Allen Gardner, St. Paul
Mark Anthony Shaw Gimpel, Moundsview
Peter Anthony Glover, Delafield, WI
Craig P. Goldman, Albert Lea

Jeanne E. Grau, Bloomington
with high distinction
Ronald LeRoy Green II, Minneapolis
Steven Paul Greseth, St. Paul
Kurtis Michael Gries, New Hope
Thomas Mark Griffith, Eden Prairie
Kelly Vince Griffiths, St. Charles, IL
Gerald Eric Gunderson, Moose Lake
Dianne Marie Gurney, St. Paul
John Brett Gushwa, Sioux Falls, SD
Linda Jean Gustafson, Golden Valley
Gary Allan Hadd, Shoreview
Andrea Jeanne Hageman, St. Paul
with distinction
Michelle R. Hajicek, Minneapolis
with distinction
Matthew Devin Haller, Duluth
Ralph Donald Hamann Jr., Cottage Grove
Francisca Nelson Hanson, Mendota Heights
Steven Michael Haper, Luverne
with distinction
Patrick Michael Hart, Minneapolis
Matthew Robert Hartley, Sauk Rapids
with distinction
***Beth Ellen Hattenberger**, North St. Paul
with distinction
Michael George Hauck, Menomonie, WI
Christine Renee Hays, Chaska
Mark Andrew Hedstrom, Owatonna
Roger Dean Hegdahl, Shoreview
Daniel P. Hepokoski, Columbia Heights
Roberta Farley Herbst, Minneapolis
Lauri Kathryn Herr, Anoka
with high distinction
Rene Otto Herteux, Bloomington
Guy Werner Hessler, Stillwater
Kimberly Anne Hestness, Minneapolis
with distinction
Sonja Kaye Hietala, Sebeka
Faith K. Hill, Coon Rapids

Eric Lanier Hines, Chicago, IL
Teresa M. Hoffman, Burnsville
Nancy Holt, Deephaven
with high distinction
Kim Chuan Sean Hoo, Singapore
Terry L. Hopponen, Minneapolis
Yukiko Hoshino, Japan
Craig Robert Houlston, Minneapolis
Ty William Hovet, Rochester
Sandra K. Howard, St. Paul
with distinction
Elizabeth Ann Howard, Minneapolis
Elizabeth Ann Hufford, Mt. Vernon, IA
with distinction
John Jeffrey Hunter, Elk River
Penni McKinney Hurst, Burnsville
Lisa Kepler Iozzo, Hibbing
Faizah Ismail, Malaysia
Larry Andrew Jaehnert, St. Paul
Brian Curtis Jahn, Edina
Lawrence William Jamieson, Lewiston
David Michael Janicke, Brooklyn Park
Karen Murray Jansen, Anoka
Laura Lee Jarnes, Minneapolis
Craig M. Johnson, Long Lake
Janette Marie Johnson, Warroud
Robert H. Johnson, Little Falls
Susan Christine Johnson, Roseville
Russell Allen Jonas, Hutchinson
Timothy-Roy Patrick Juneau, Coon Rapids
Eugene K. Jurrens, Rochester
Gregory Philip Just, Cottage Grove
Stephen James Kaminski, Minneapolis
Martha Jean Kantorowicz, Golden Valley
Thomas Anthony Kasper, Ellendale
Vicki Katzovitz, Minneapolis
Marilyn W. Kaufenberg, Burnsville
with distinction
***Lolita Carriere Keck**, Falcon Heights
Terrance F. Kelm, Little Canada

Heidi M. Kesti, S. St. Paul
Christopher John King, Lakeville
with distinction
Kimberly Jo Kirk, Brooklyn Park
Julie A. Klauer, St. Paul
Nancy Louise Klug, Edina
Sharon Angella Knight, Burnsville
Tracy Valtinson Knighton, Grand Rapids
Jacqueline Marie Knott, International Falls
Janet Lyn Watson Knox, Minneapolis
Julie Dee Knutson, Crystal
Jonathan Allan Korta, Greendale, WI
David Raymond Kraft, Austin
Todd Emerson Paul Kramer, Wykoff
Donna Jean Krause, St. Paul
Heidi Ann Kremer, Roseville
Carolie Ann Krinke, Roseville
Kayne K. Kroll, Maple Plain
Patricia Jean Krouse, Minneapolis
Richard Eric Krueger, Burnsville
James A. Kruse, Richfield
Michelle Kuehn, Madison, WI
Steven V. Kuhlmann, Minneapolis
Kelley Noelle Kunik, W. St. Paul
Randall Martin Lade, Troy, OH
James Richard Lahl, Chaska
Christopher H. Lambrecht, Burnsville
Paul Allan Landberg, Columbia Heights
Connie Donnay Landreville, Park Rapids
with distinction
Yoon-Jae Lee, Korea
Russell Carl Leuthold, Hopkins
Joan I. Lewis, Anoka
George K.H. Lin, Taiwan
John Edward Lincoln, Minneapolis
Paul Edward Lincoln, Minneapolis
Roberta Joy Lind, Minneapolis
Andrea Marie Lindberg, Bloomington
Sandra Jean Lindemann, St. Paul
Jennifer Lou Lindquist, Minneapolis

David Wayne Long, Brainerd
Andrea J. Long, Anoka
Alvin P.H. Loong, Malaysia
Kevin Joseph Luedemann, Minneapolis
***James William Lueth**, Young America
with distinction
Diana Jean Lund, Maple Grove
Karen Ann MacLaughlin, Clayton, WI
Hal W. Madison, Minneapolis
Patrick Alan Mann, Eagan
Claire Elise Manthey, Minneapolis
Aleda J. Marshall, Minneapolis
***Kathryn Jane Martin**, Rosemount
with distinction
Yumie Matsuda, Minneapolis
Darla J. Matthes, Lakeland
Gwendolyn L. McFadden, St. Louis Park
Lisa Eileen McGann, Baytown
Valencia Patrese McKinnon, Minneapolis
Ann Elizabeth McMahon, Minneapolis
Kevin Thomas McMenimen, St. Paul
William Joseph McNiff Jr., Minneapolis
Jeanne Mary McNulty, Plymouth
Sophary Louise Meas, Minneapolis
Michael Jay Merritt, Bloomington
Mary Lynn Meyer, Minneapolis
Laura L. Micklus, Eagan
Deanna Lynn Miller, Minneapolis
Ric D. Miller, Minneapolis
Robert Bruce Miller, Commack, NY
Terry Alan Moen, St. Paul
Susan Elizabeth Moersch, Minnetonka
Richard Dean Moore, Minneapolis
Jennifer Lee Morgan, Eden Prairie
Christine Lynn Mraz, Burnsville
Linda Ann Muehlbauer, Brooklyn Park
Amy Beth Mueller, White Bear Lake
Matthew Thomas Muller, Vadnais Heights
Pamela Lynn Murphy, Chicago, IL
James Scott Myers, St. Louis Park

Peter J. Nasset, Wayzata
Lynn Marie Nastrom, Cambridge
Marmion Elaine Nelson, Eden Prairie
Maureen Marchelle Nelson, Apple Valley
Michael Joseph Nelson, West St. Paul
with high distinction
Dung Thi Nguyen, Maplewood
Thomas Michael Niemann, St. Louis, MO
with distinction
Ahmad Fathi HJ. Mohd Noor, Malaysia
John Robert Nordby, Roseville
Mark Nicholas Normandin, St. Paul
Barbara Leslie Novotny, Sleepy Eye
LuAnn Ruth Obraske, Coon Rapids
John A. Ogorek, Crivitz, WI
Joel James Olander, Owatonna
Nicole Michelle Oliver, Bowie, MD
Kathleen Marie Olson, Minneapolis
Daniel James Ordner, Brooklyn Center
Daniel R. Painter, Maple Lake
Gerald Matthew Palmersheim, St. Louis Park
Todd P. Pannek, Minneapolis
Christine Sun Park, Minneapolis
Kirk Allan Parke, Linwood
Michael James Pavelka, Minnetonka
Gregory John Perry, Burnsville
Brian Kelly Peterson, New Brighton
Gary Albert Petrangelo, Crystal
John Joseph Phegley, St. Louis, MO
Kirk Courtney Phillips, Inver Grove Heights
Stephani Rae Pieterick, White Bear Lake
Melanie Rae Pinck, Edina
Theresa Marie Plante, St. Paul
with distinction
Robert W. Platte, St. Paul
with distinction
***Janelle Lyn Poindexter**, Miller, SD
Anne Marie Pope, Eden Prairie
with distinction
Elaine Mildred Pregent, Crystal

Lisa Julienne Proechel, Minneapolis
Lan Thien Quan, Fridley
Lee Michael Rabehl, Champlin
Lori A. Raduenz, St. Paul
Janet C. Rebelein, Minneapolis
with high distinction
Douglas P. Rederer, Bloomington
Wendy Jo Reed, Robbinsdale
Vicki Lynne Reese, Minneapolis
Bonnie Anne Reid, Edina
Kenneth Michael Rein, St. Paul
David L. Rein Jr., Minneapolis
with high distinction
Richard Alexander Remley, Minneapolis
Jon G. Retzlaff, Apple Valley
Steven Gordon Rice, Minneapolis
***Steve Lee Richetto**, Wausau, WI
with distinction
Elizabeth Ann Ringsak, White Bear Lake
with distinction
Wendy Ruth Rippberger, Minneapolis
George Kendall Robinson, St. Paul
Virginia Rodriguez, Robbin
Stephanie Jo Roeller, White Bear Lake
Lisa Annette Rohr, Buffalo
Sharon L. Rook, Madison, WI
***Susan Carrie Rosenberg**, Minneapolis
Christine A. Rosenberger, Eagan
Joseph Daniel Rothman, Minneapolis
Deborah K. Rugnetta, Apple Valley
Lynn C. Ryan-Willenbring, Vadnais Heights
Michael N. Safi, St. Paul
Tajudeen Ayoola Saka, St. Paul
Zakiah Saleh, Malaysia
Tom Kenneth Sampson, Edina
Lisa Jane Sampson, Hugo
James Allen Sand, Burnsville
Gaute Sandberg, St. Louis Park
Stacy Josephine Schellsmidt, Desoto, TX
Tamara Leigh Schmelzer, Brooklyn Center

Jean Marie Schmitz, Prior Lake
Jennifer Lynn Schmitz, Arden Hills
with distinction
Margaret Rose Schneider, Eagan
*John Elmer Schrag, Beverly, MA
Robert William Schram, St. Paul
Gregory Paul Schu, Currie
Mike Orin Schultz, New Ulm
Mary Elizabeth Seifert, New Brighton
Kathryn Elizabeth Shaw, Minneapolis
Debra Ellen Simmons, Plymouth
with distinction
Lee Simmons, Bloomington
Michael Gerard Smith, Sparta, WI
Angie Lynn Sonstegard, Fridley
Rochell A. Specht, Minneapolis
Sally Ann Specker, Minneapolis
Michelle Suzanne Spreng, Minneapolis
Molly Anne Sprinkel, Minneapolis
Mark David Stack, Shakopee
Mary Joan Steffen, Maple Grove
Deborah Jan Steffenson, Forest Lake
Rita K. Stellick, Minneapolis
with high distinction
Paul Joseph Sterzinger, Maplewood
Sara Jane Stevens, Minneapolis
Laura Anne Stryker, Minneapolis
Sue A. Sundem, Minneapolis
Susan Diane Sutton, Brooklyn Park
James Michael Svidron, Minneapolis
Diane Louise Svoboda, Minneapolis
Kevin John Swanson, Minneapolis
Suzanne Kay Swanson, Edina
Elizabeth Agnes Taintor, Wayzata
Bee Leng Tan, Malaysia
Boon Choo Tan, Malaysia
Traci Lee Tapani, Minneapolis
Larry G. Theisen, Cottage Grove
Michael Gerard Theissen, St. Paul
George Fox Thoma II, Bloomington

David A. Thue, Hastings
Brett M. Tibbs, Eagan
Christine Lynn Timmer, Minneapolis
Khanh Bich Tran, St. Louis Park
Van Tuyet T. Trinh, Minneapolis
Karl D. Troutfetter, St. Louis Park
Teresa J. Tschida, St. Paul
Daniel Joseph Tucker, Minneapolis
with distinction
Dennis Michael Tully, Eden Prairie
Ross Alan Ukkelberg, Clitherall
Anne Marie Vakulskas, Minneapolis
Ruth Marie VanHattan, New Brighton
William D. Van Keulen, St. Cloud
Steven Wayne VanLiew, Minneapolis
Diana Lynn Van Moorlehem, Golden Valley
Jennifer Refugio Varela, St. Paul
Judith Christine Vaughn, Minneapolis
***Paula A. Verhaagh**, Green Bay, WI
with high distinction
***Michael John Vikesland**, Minneapolis
with high distinction
Kyle Joseph Visker, New Ulm
Thomas Dirk Vogel, Brooklyn Park
Michael P. Voss, Coon Rapids
Ngoc Thi Vu, Bloomington
Peter John Wagner, Jordan
Paul Thomas Wallerich, Wabasha
James Vincent Wallerius, Denmark, WI
WanMohamedZin WanZamri, Malaysia
Nancy Ann Wandersee, Andover
Cindy Ann Webster, Ellsworth, WI
David John Weiler, Apple Valley
Patrick Thomas Welch, Golden Valley
Derek Jon Wetterstrom, Ham Lake
with high distinction
Dwight Johan Wiering, Minneapolis
Michael Lee Wilde, Austin
***Debra Katherine Williams**, Fargo, ND

***Leah Lynn Williams, Duluth**
with distinction
Barbara Lynne Wilson, Willmar
James Arno Willson, Shoreview
Richard Oscar Wisti, Minneapolis
Caroline Mary Woitas, N. St. Paul
Dean Paul Wolfgram, Oakdale
Christopher John Wollo, Wayzata
***Atlee Wong, Minneapolis**
Frank Earnest Worden III, Owatonna
Lisa Joanne Workin, Fargo, ND
Timothy Shane Wriedt, Jefferson, SD
Debra Kay Wurzer, Brooklyn Park
Lori Leigh Wynn, Lakeville
Swee Choy Yap, Malaysia
Steven Thomas Yokanovich, St. Louis Park
Regina Fui-Yee Yong, Malaysia
James Harold Young, Minneapolis
Laura Yusup, Wayzata
Rick Abraham Zambrano, Woodbury
***Dwayne Richard Zona, Chicago Heights, IL**
with distinction
Michael Joseph Zorn, Red Wing
Donald Joseph Zurbay, New Brighton

***Membership in Beta Alpha Psi**

**Names in bold type = membership in Beta Gamma
Sigma**

GRADUATES

MASTER OF BUSINESS ADMINISTRATION

Hashem Najati
Abukhadra
Anthony H. Acker
Mary E. Ackerman
J. Carl Adam
Craig W. Ainsworth
Mark E. Alfuth
Bonnie A. Alm
Ivan Anderson
Mark J. Anderson
Nancy I. Anderson
Shari E. Anderson
Lynn P. Argetsinger
Mary G. Armocida
Ramesh Arunachalam
John D. Barnack
Bruce A. Barquist
Michele J. Barry
Brian R. Bartholomew
Sandra A. Becker
Mary C. Becker
Thomas A. Berreman
Lynn R. Blaha
Gerald K. Blaine
Michael A. Blair
Kimberly L. Blonigen
Karen M. Bohan
Christine F. Bolstad
Frederick C. Bolstad
Joseph M. Borovsky
Bruce R. Boyea
Celeste L. Brausen
Michael K. Brown
Debra Ann Brummer
James M. Bryant

Steven M. Buege
Lorraine M. Bunn
Judith F. Burton
Jeffrey D. Cahn
Constance Campbell
Kathleen E. Campion
Carmen E. Carlson
James Man Hoi Chang
Joseph G. Charlton
Robert G. Chatmas
Linda K. Checky
Ju-Hsiung Chen
Yeh-Ran Cheng
Deborah A. Chernick
Roland S. Christensen
Susan C. Claude
Sharon D. Coghill
Stephen D. Coleman
Jane E. Conway
Cheryl P. Cook
James B. Corwin
Gregory A. Cozine
Nicholas D. Cucci
Paul A. Curtis
Gary L. Deaner
John E. Del Toro
Mark A. De Simone
Laura L. Dietrich
Robert Diggs
Laura M. Dingels
Douglas W. Dorow
Craig A. Drablos
Susan P. DuSchane
David M. Eaton
Klayton H. Eckles

Patricia A. Edgar
Julie M. Eidem
Stephen R. Eikos
Robson E. Ely
Craig R. Erwin
Craig E. Espelien
Lawrence J. Evans
Christine E. Everson
Elizabeth M. Fasciana
Jody H. Feragen
Joy Field
David A. Fink
Kevin J. Fink
Steven L. Flack
Beth E. Florey
Albert E. Forbes
Christopher J. Foreman
Michael Dean Frazier
Kimberly K. French
Duncan P. Gallagher
Lorie L. Gauvin
Mark A. Gavin
Michael W. Gaynor
Andrew J. Gittleman
Nancy S. Goebel
Bruce Goldfarb
Robert J. Graupner
David C. Gray
Arthur L. Green
Thomas H. Grover
Kevin P. Gusewelle
Scott J. Gutknecht
Ildiko A. Gyorky
Waldo Hagen
Douglas J. Hagge
Peter C. Halden
John Howard Hall
Craig R. Hallett
Stanley S. Hammer
Stanley S. Hammer

Paul R. Hansen
Ralph E. Hanson
Leigh Hart
Stephen G. Hauser
Terrance J. Hayden
Mark T. Hendricks
Eric N. Herness
Gregory P. Hersman
James R. Hicks
James J. Hilgenberg
James A. Hilton
Edwin A. Hiltunen
Anne M. Hintz
Dawn M. Hoelt
Douglas J. Holtan
Kathleen E. Holter
Glenda R. Hoogland
Richard B. Horton
Michael J. Houston
Geoffrey A. Huber
Thomas P. Huffman
Thomas G. Humlicek
Jeffrey D. Hunter
Lorrie J. Iverson
Daniel R. Jacobson
Mark C. Jankus
Neil C. Jensen
David E. Jessen
Beverly R. Johnson
Kevin D. Johnson
Kevin R. Johnson
Mitchell G. Johnston
Gayle S. Jones
Chris C. Kadue
Michael J. Kafka
Hyunsoo Kahng
Gary G. Karn
Wendy L. Karstedt
David H. Katkov
Douglas W. Keller

Joel D. Kennedy
A. Nasir Khan
Karen J. Kiedrowski
Eileen Kiely
William King
Frederick G.
Koerschner
Virginia V. Kolstad
Tamara A. Koopman
Matthew E. Kopyar
Patrick C. Kreidler
Lina S. Kriva
Jolene M. Kubista
Robert T. Kulpinski
Elise K. Kushino
Steven J. LaFave
Thomas M. Lageson
Kwi-Peng Lam
Patrick J. Langan
Judith M. Lange
Dennis E. Langer
Denise R. Larson
Susan L. Larson
Thomas Larson
Pamela C. Lastrilla
Felix D. Le
Mary J. Ledford
Dong-Ha Lee
Seong-Ju J. Lee
Michelle D. Le Gros
Daniel R. Lenhard
Thomas E. Lerach
Judy A. Levine
Robert O. Lewis
Catherine M. Libbe
Katharine B. Lijewski
Scott A. Lindall
Patricia A. Lodholz
Mark W. Lorbiecki
Sanjeev Mangalick

Lesle S. Margolis
Leland R. Martini
Martha A. Massopust
Patrick J. McCarthy
William P. McCulloch
Elizabeth McCutcheon
Lynne M. McDonald
Karen A. McManus
Richard G. McNutt
Frances L. Mehen
Alan T. Mehlhorn
Roger Miller
Robert W. Moen
Richard A. Moore, Jr.
Joseph R. Muckenhirn
John T. Mullins
Steven R. Mumm
Vatsal Munshi
L. Marina Murphy
Laurel M. Murphy
Barbara L. Nelson
Lynn M. Newman
Betsy J. Nichols
Craig F. Nierode
Jean E. Nix
Renee A. Noll
Mark F. Noller
Allison L. Norsted
Michael J. Orren
**Vinodkumar W.
Padhye**
Jeffrey K. Parker
Helen C. Peltier
Beth C. Peter
Roger A. Peters
Duane A. Peterson
Norain K. Peterson
Susan J. Peterson
Kevin E. Phillippe
Doris A. Phillips

Douglas P. Phillips
Perry J. Pickerign
James R. Pinckaers
Thomas C. Platner
Stacy Plumb
Kathryn S. Pocras
Victor J. Polich
Mark M. Powell
Jeffrey A. Quiram
Mark C. Rafferty
Kerry F. Rathburn
Renato J. Recio
Susan K. Reed
Sue A. Reimer
Rana J. Rhude
Kathleen K. Ricketts
Douglas A. Rivord
Suzanne Roelike
Martin A. Rossing
Robin P. Ruegg
Melissa Kreimer
Santrach
Stephen T. Sawyer
Mary P. Schell
Naomi F. Schibonski
John W. Schlagel
John T. Schlundt
Gretchen A. Schmid
Bruce C. Schmidt
Julie A. Schmidt
Francis H. Schoeder
Paul W. Schroeder
Robert A. Schroeder
Brenda K. Schultz
Paul Schwan
Susan A. Scott
Christopher Sebald
William S. Seefert
Todd W. Severtson
Preeti Shridhar

Brent C. Siegel
Kenneth R. Singleton
Glen A. Skarbakka
Catherine O. Smith
Gene A. Smith
Nancy A. Snater
Jeff Spartz
Robert C. Sponsel
Sanjay Srivastava
Lorna K. Stahl
Roger A. Stawski
Pamela J. Stegora
Eric H. Steinbrenner
Mary T. Steiner
F. David Steiner
J. William Stewart
Richard A. Stone
Joan D. Styve
Peter M. Surmak
Wing C. Szeto
Kevin B. Tall
Rockee M. Tanimoto
Catherine A. Taylor
Yuji Terada
Dennis R. Thompson
Norris D. Thompson
Vikas Tiku
Paul A. Tippet
Dennis A. Tone
David D. Torbenson
Dan Tran
Nancy J. Tyra-Lukens
Lori Jo Van Hove
Douglas L. Van Metre
Donald E. Vasatka
Doug Vermillion
Shaojian Wang
Lene Warrer
Jan H. Watson
Catherine R. Wersal

James D. Westerman
James H. White
Laurie R. White
Ellen E. Widmark
Thomas C. Wiersum
Robert A. Williams
Mary P. Williams
Cheryl A. Wilms
Lynda L. Wilson
Lonny H. Wittnebel
John W. Worthington
Alexander L. Yundov
Michael A. Zeman
Mary B. Zweber

Names in bold type = membership in Beta Gamma
Sigma

MASTER OF ARTS IN INDUSTRIAL RELATIONS

Kimberly Frank
John Stone
Joan M. Cradle
Kathryn A. Klemp
Tammy R. Peet-Sass
Kathleen Prondzinski

MASTER OF BUSINESS TAXATION

Nancy Warner

MANAGERS' MASTER OF BUSINESS ADMINISTRATION

Sandra A. Becker	Robert O. Lewis
Joseph M. Borovsky	Lesle S. Margolis
Lorraine M. Bunn	William P. McCulloch
Gary L. Deaner	Vatsal Munshi
David C. Gray	Laurel M. Murphy
Arthur L. Green	Vinodkumar W. Padhye
Thomas P. Huffman	Julie A. Schmidt
Neil C. Jensen	Jeff Spartz
Gayle S. Jones	Jan H. Watson
Judith M. Lange	

Names in bold type = membership in Beta Gamma
Sigma

DISTINCTION AND HIGH DISTINCTION HONORS

Distinction and high distinction honors are awarded on the basis of scholarship. High distinction denotes those graduating students who scholastically rank in the upper 3% of their graduating class, while distinction denotes those who rank in the upper 4% to 10% of their graduating class. Honors are final only after all degree work has been completed.

BETA ALPHA PSI

Membership in this national honorary accounting society is awarded to accounting majors on the basis of performance in specific accounting courses and overall grade point average. The award is presented to those students with an * before their name on the list of graduates.

BETA GAMMA SIGMA

This national honorary business society is recognized by the American Assembly of Collegiate Schools of Business as the official honorary society of the business field. Membership is offered to the upper 5% of the juniors and the upper 10% of the seniors enrolled in the school. Students invited for membership in Beta Gamma Sigma are indicated here by boldface type.

UNDERGRADUATE AWARDS AND HONORS

BOARD OF ASSOCIATED STUDENTS

The Board of Associated Students, commonly known as the Business Board, is the undergraduate student governing body of the Carlson School of Management. The following students are recognized for their dedication and leadership that provided activities, programs and services that enriched the educational experience for all students and helped advance the ideals and purposes of the University.

Gumer Alvero *
Carolyn Bittner *
Debbie Hayden
David Janicke *
Tanya Kazeminy
Michelle Kuehn *
Kurtis Martig
Greg Miller
David Moss

Tom Niemann *
Nancy Noma
Paul Peck
Kim Schmidt
Jason Sunderland
Cindy Webster *
Lori Wynn *
Dwayne Zona *

*graduating at this time

THE PILLSBURY SCHOLASTIC ACHIEVEMENT AWARD

The Pillsbury Scholastic Achievement Award is sponsored by The Pillsbury Company to recognize the senior who ranks highest academically among those students who have pursued advanced marketing coursework as well as overall scholastic achievement in the Carlson School of Management.

Renee Sze

THE 3M MARKETING LEADERSHIP AWARD

The 3M Marketing Leadership Award recognizes a graduating senior who has demonstrated leadership, service and scholastic achievement while pursuing the study of marketing. This award is sponsored by the 3M Company and is presented to the outstanding senior as selected by the marketing faculty.

Debra Simmons

WALL STREET JOURNAL AWARD

Awarded by the *Wall Street Journal* to a graduating undergraduate student. Presented to the student, as selected by the finance faculty, who ranks highest scholastically among those students who have expressed a special interest in finance and have pursued advanced courses in that area. The name of the recipient is inscribed on a permanent plaque in the Carlson School of Management.

David Rein Jr.

ALPHA KAPPA PSI SCHOLARSHIP MEDAL

Sponsored by the Minnesota Chapter of Alpha Kappa Psi, a professional business fraternity. Awarded by Alpha Kappa Psi to the graduating seniors who have maintained the highest scholastic average in the Carlson School of Management.

**Sharon Champion
Gary Gaspar
Nancy Holt**

**Judith Tucker
Derek Wetterstrom**

ALPHA KAPPA PSI TABLET

Awarded to four seniors in the school "who in scholarship and service to the school have been most outstanding." Recipients' names are inscribed on a pair of bronze tablets displayed in the first floor corridor of the Management and Economics building. The first tablet was presented by Alpha Kappa Psi in 1926, and the second was given in 1947.

Recipients to be announced

BUSINESS ASSOCIATION OF MINORITIES OUTSTANDING ACHIEVEMENT AWARD

Sponsored and awarded by the Business Association of Minorities to graduating business seniors (Hispanic, Asian American, Native American or Black) who have made the most significant contribution to minority student affairs and to the development or implementation of minority programs within the school. The name of the recipients are inscribed on a permanent plaque in the Carlson School of Management.

**Gumer Alvero
Atlee Wong**

DELTA SIGMA PI SCHOLARSHIP KEY

Sponsored by the International Fraternity of Delta Sigma Pi, a professional business fraternity. Awarded by Delta Sigma Pi to the graduating senior in the school having the highest scholastic average for work completed in the prescribed premanagement areas and in the Carlson School of Management. The names of the recipients are inscribed on a tablet displayed in the first floor corridor of the Management and Economics building.

Judith Tucker

TOMATO CAN LOVING CUP AWARD

Awarded annually to the person the dean deems to have performed the most distinctive service to the school. The name of the individual is engraved on a plaque hung in the first floor corridor of the Management and Economics building. This plaque was donated many years ago by the local chapter of Delta Sigma Pi to make possible a more permanent record of this very distinctive and highly valued award.

Recipient to be announced

CARLSON SCHOOL CASE STUDY TEAM

The first annual Carlson School Case Study Tournament was held on March 4, 1989. The competition requires students to analyze a complex business policy case, and present their recommendation in both written and oral form to a panel of executives and faculty serving as judges. Members of the three competing teams were selected on the basis of academic performance and presentational skills. The members of the winning team were:

**Gumer Alvero
Victoria Bryner
Thomas Kasper
Gregory Miller**

MBA AWARDS AND HONORS

WALL STREET JOURNAL AWARD

Awarded by the *Wall Street Journal* to a graduating MBA student. Presented to the student, as selected by the Assistant Dean of MBA Programs, who ranks highest scholastically among day and evening MBAs and has a demonstrated record of achievement. The name of the recipient is inscribed on a permanent plaque in the Carlson School of Management.

Recipient to be announced

MBA FIELD PROJECT TEAM-OF-THE-YEAR AWARD

The Field Project is an interdisciplinary approach to the study and resolution of a real business problem. The candidates, nominated by faculty advisors, are reviewed by an internal committee of the Carlson School of Management and selected by an external committee of corporate and academic representatives. The winning team is selected on an exacting set of criteria with the primary consideration being the thoroughness and quality of the recommendation relative to the management problem.

Recipients to be announced

MBA OUTSTANDING SERVICE AWARD

The MBA Association has established an annual MBA Outstanding Service Award to a graduating student in recognition of outstanding and dedicated service and leadership to the MBA Association and fellow students. The recipient will be chosen by fellow MBA students.

Recipient to be announced

MBA ASSOCIATION

The MBA Association is the graduate student governing body of the Carlson School of Management. The following students are recognized for their dedication and leadership that provided activities, programs and services that enriched the educational experience for all students and helped advance the ideals and purposes of the University. (* graduating at this time.)

Shari Anderson *	Mike Hostetler	Doris Phillips *
Debra Brummer *	Sarah Koenig	Nancy Snater *
Laura Dingels *	Tom Lageson *	Dave Steiner *
Doug Dorow *	Kwi-Deng Lam *	Mitch Thayer
David Doty	Pat Langan *	Chuck Tryon
Debra Fulton	Melissa Lindholm	Jim Westerman *
Kevin Guswelle *	Liz McCutcheon *	Jim White *
Racheal Hagfors	Karen McLaughlin	
Perry Hines	Renee Noll *	

CARLSON SCHOOL OF MANAGEMENT

Administration:

Timothy J. Nantell, Acting Dean
Randi S. N. Yoder, Associate Dean for External
Affairs
Gerald D. Rinehart, Director, Undergraduate
Studies
Donald Bell, Assistant Dean, MBA Programs
Dennis Ahlburg, Director, Graduate Studies,
Industrial Relations
Fred Jacobs, Director, Graduate Studies in
Taxation
Paul E. Johnson, Director, PhD Program

Department Chairpersons:

Carl Adams, Information and
Decision Sciences
David Dittman, Accounting
Michael Dothan, Finance and Insurance
Bruce Erickson, Co-Chair, Strategic Management
and Organization
John Fossum, Industrial Relations
Michael Houston, Marketing and Business Law
Roger Schroeder, Operations and Management
Sciences
Andy Van de Ven, Co-Chair, Strategic
Management and Organization

ACKNOWLEDGEMENT

A special thank-you to the members of the June 1989
Commencement Committee.

Committee:

Gumer Alvero
Tom Cherrier
Pam Clobes
Mary Kavanagh
Patrick Lee Kulzer
Chuck Tryon
Brad Vake
Leah Williams

Staff:

Sarah Aderholdt
Jeanne Katz
George Meyer-Guthman

An additional thank-you to all the student organizations
that provided the volunteers that helped produce this
event.