

A New Journey Begins



LEWIS COLLEGE
OF BUSINESS



Monday Morning Memo From the desk of Dean Don Capener

July 3, 2024

Leading with Inspiration, Empowerment, and Service

My leadership philosophy was shaped by the core principles of inspiration, empowerment, and service. I believe that great leaders inspire their teams by fostering a shared vision and igniting their passion for achieving stretch goals. This goes beyond mere motivation; it's about creating an environment where individuals feel valued, respected, and capable of exceeding expectations. Mistakes are expected and learning from those mistakes and improvement is required.

Instead of manipulation, I strive to empower my team members to continuously improve their performance. This means fostering an atmosphere of open communication and collaboration. I actively listen to their ideas and concerns. I delegate tasks strategically, allowing individuals to develop their skills and take ownership of their work and the results. We recognize and celebrate successes monthly. I further empower individuals to build confidence within their own sphere of influence and with their own teams.

Furthermore, I embrace the philosophy of servant leadership. This means prioritizing the development and well-being of my team members above all else. I believe that when individuals feel supported and cared for, they are more engaged, productive, and ultimately, more successful. This means supporting their development even when leaving our team is the best way for them to grow (and it will require us to replace them). By leading by example and putting my team's needs first, I strive to create an inclusive environment where everyone feels empowered to contribute their best.

My experiences throughout my deanship at Marshall solidified these principles. As a result, health informatics is one of the fastest growing graduate programs. At Jacksonville University my team tripled graduate enrollment in the MBA. We established five new international collaborations. New innovative initiatives are coming in the next few years because of our new Brad D. Smith Center of Business. Additionally, we recognized and celebrated Marshall business faculty's scholarship achievements which have fostered a stronger culture of collaboration and scholarly success in international journals.

In conclusion, my goal as a leader is to never dictate or control, but to inspire, empower, and serve. By fostering a supportive and collaborative environment, I believe the Lewis College of Business will achieve remarkable results, while nurturing the personal and professional growth of each individual on our team.

Kathy Eddy Pioneers

Garrett Beller, Mason LeMaster, and Zane Smith were selected during the Spring 2024 Semester to become Kathy Eddy Pioneers. As Pioneers, they were given the opportunity to attend the West Virginia Society of CPAs Annual Meeting at The Greenbrier on June 19-22. This meeting features national speakers and is attended by CPAs from all over the State of West Virginia. As part of their exploration, the Pioneers participated in an experiential learning project for Arrowhead Bike Farm. Dr. Amanda Thompson-Abbott served as their faculty advisor for this project. The Marshall students were placed in teams with WVU students and given data to analyze. Each team was tasked with finding ways to provide value to Arrowhead Bike Farm; teams met on and off for a month to develop their ideas and prepare presentations. The presentations were given to the business owner and CPAs who were attending the meeting. In addition to gaining real world experience, the Pioneers were able to meet the current Chairperson of the American Institute of Certified Public Accountants, Carla McCall, and were provided an opportunity to network with a variety of CPAs from across West Virginia.



Faculty Highlight - WVSCPAs Accounting Educator of the Year

The Lewis College of Business would like to congratulate Dr. Nancy Lankton for being awarded the West Virginia Society of CPAs, "Outstanding Accounting Educator." Nancy Lankton is the Associate Dean of Accreditation and Strategic Initiatives. She received her PhD from Arizona State University in 2000 from the Department of Accounting and is a certified public accountant (CPA) and certified information systems auditor (CISA). Nancy publishes in a variety of high-quality academic journals, including *Information Systems Research*, *Contemporary Accounting Research*, *Journal of Management Information Systems*, *Journal of Strategic Information Systems*, *Journal of the Association for Information Systems*, *Journal of Information Systems*, and others. She is currently an associate editor at the Journal of the Association for Information Systems and is a board member for the West Virginia Society of CPAs.



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