

IOWA STATE
UNIVERSITY

**Debbie and Jerry Ivy
College of Business**

**Management and Entrepreneurship Department
Executive Advisory Council**

Spring 2023

Executive Advisory Council Members Spring 2023



Emily Forrester
Chair



Andrew Perry



Andy Lashier



April Hemmes



Brian Dieter



Cozette Rosburg



Dean Hunziker



Erin Baldwin



Jacy Haefke



Jeff Staton



Julie Caspar



Katherine Saunders



Natalie Bachman



Nate Thompson



Nicky Wallace



Page Althoff



Ron Chandler



Sharon Perry Fantini



Susan Hodge



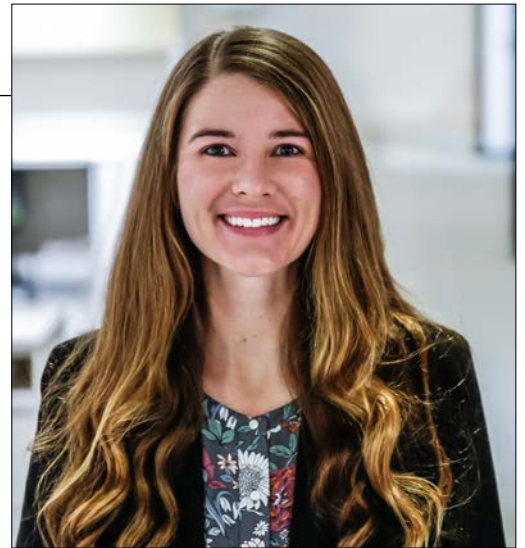
Tony Coleman

Executive Advisory Council Members

PAGE ALTHOFF Manager, Human Resources, Learning & Development, HNI Corporation

Page leads a team of human resources, talent acquisition, learning and development, and early career development program professionals for HNI Workplace Furnishings, headquartered in Muscatine, Iowa. HNI is a global family of brands for the workplace and home dedicated to enhancing the spaces where people live, work and gather. Prior to joining HNI Corporation, roughly 10 years ago, Page spent a short amount of time in the staffing agency space.

Page holds a bachelor's degree in Business Management from Iowa State University. She also holds two human resources professional certifications: PHR and SHRM-CP. In her free time, Page enjoys spending time with her husband and two children, running, home improvement projects, and cheering on the Iowa State Cyclones!



NATALIE BACHMAN Vice President, Strategic Initiatives, Wellmark Blue Cross Blue Shield

Natalie focuses on delivering and tracking value generation across the organization by acting as a trusted advisor to senior leadership, the enterprise portfolio management office, business owners and key stakeholders to help ensure current and future strategic initiatives are executed smoothly, effectively and sustainably. Prior to that, Natalie was director of sales operations and was the director of benefits and compensation in human resources. She previously held roles in human resources and the retirement division for Principal Financial Group.

Natalie received a bachelor's degree in actuarial science and a Master's of Business Administration with a focus on entrepreneurship, innovation and digital marketing from the University of Illinois at Urbana-Champaign. She volunteers as secretary for the Des Moines Area Community College Foundation and is co-founder of an angel investor firm.



Executive Advisory Council Members

ERIN BALDWIN Associate Vice President, Student Health and Wellness and Director, Thielen Student Health Center, Iowa State University

Erin leads the four departments that encompass Student Health and Wellness; Recreation Services, Student Wellness, Student Counseling Services, and Thielen Student Health Center. This unit works to support the holistic wellbeing of ISU students to help them be successful in and out of the classroom. She is also the director of the Thielen Student Health Center, the full service on campus clinic that offers primary care, psychiatry, and support services for students at ISU. Prior to ISU, Erin held leadership roles in private sector nonprofit hospitals and clinics.

Erin spent two years at ISU and then completed her bachelor's degree in respiratory care from the University of Kansas. She also holds master's degrees in healthcare administration and public health. She is a fellow of the American College of Healthcare Executives. She lives in Ames with her husband, son, and French bulldog.



JULIE CASPAR President & Founder, HR Hotline Associates

HR Hotline Associates is a human resources consulting firm based out of Ankeny, Iowa, since 2001, providing services to clients in multiple HR areas. Prior to HRHA, she worked in domestic and international capacities for corporations on the East Coast and in the Midwest.

Julie earned her Master's of Adult Learning and Organization Development at Drake University. She is currently a certified trainer and workshop provider for Society of Human Resources Management and most recently served on the HR Advisory Board for Habitat for Humanity. She has also served as a member of the Board of Directors for the non-profit, Heart of Des Moines, the Central Iowa Society of Human Resources Management and the Philadelphia Survey Group. Julie taught for Drake University for over ten years and is currently teaching at Iowa State University.



Executive Advisory Council Members

RON CHANDLER Director of the Center for Human Resource Management, Mays Business School at Texas A&M University

Ron's role includes oversight of the full-time and professional Master's in Human Resource Management programs, and partnerships between the management department and 21 fortune 100 firms. He also serves as a lecturer within the Department of Management, teaching Organizational Change, Human Resource Management and Staffing. Prior to joining Texas A&M, Ron spent 14 years in corporate human resources. He served in various Human Resource Management roles at Royal Dutch Shell and Raytheon Company, and was the Director of University Relations at Anadarko Petroleum. He has also worked as a director within the Center for Executive Development at Texas A&M and has owned and operated a small business within the fitness industry.

Ron received his bachelor's degree in political science and a Master's of Human Resource Management from Texas A&M.



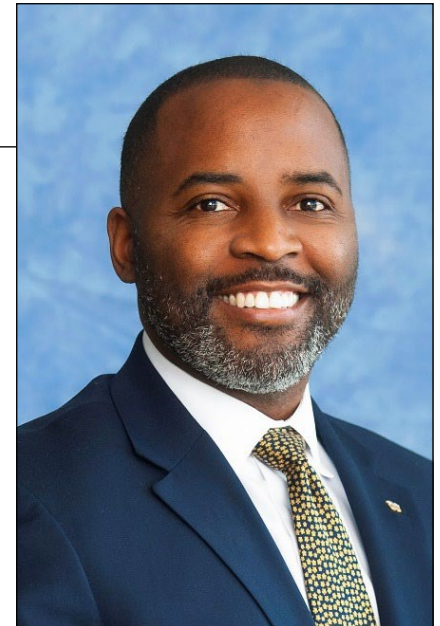
ANTHONY (TONY) B. COLEMAN President and Chief Executive Officer, Broadlawns Medical Center

Born and raised in Southern California, Tony enlisted in the U.S Navy, serving onboard warships in the Persian Gulf and the Gulf of Oman. After completing two full sea tours, Tony was commissioned as a Naval Officer. While in graduate school, Tony worked in a rural South Carolina hospital where he discovered his passion for eliminating health disparities among vulnerable populations.

During his tenure as a Naval Officer, Tony served in various roles including: Department Head, Medical Administrative Officer onboard USS Harry S. Truman and CFO and Executive Board Member at Naval Hospital Beaufort, South Carolina.

Tony is a member of the American College of Healthcare Executives and holds the dual distinction of being an Executive Development Program Fellow and Executive Diversity Scholar. Tony traveled to Belgium, England, Spain, Hungary, and Germany as a Marshall Memorial Fellow of the German Marshall Fund to study the complexities of the European universal healthcare system.

Through his military, healthcare, education and transatlantic experiences, Tony realized the potential to address health inequity through local government involvement and effective legislation. This led him to earn a doctorate in health administration and policy, serve on the Tax Assessment Board in Berkeley County, South Carolina, and ultimately run for State Senator in South Carolina's 44th district. Tony assumed his responsibilities at Broadlawns on December 6, 2021.



Executive Advisory Council Members

BRIAN DIETER President & CEO, Mary Greeley Medical Center

Brian Dieter has served in his current role at Mary Greeley Medical Center since July 2008 and prior to that, he served the medical center as Vice President and Chief Financial Officer for nine years. Before joining Mary Greeley, he spent 10 years in financial leadership at three affiliates of Ancilla Systems Inc.

Dieter received his bachelor's degree in business from Indiana University and his master's degree in administration from the University of Notre Dame. He is a fellow in the American College of Healthcare Executives and active in several national, state and local organizations.



EMILY FORRESTER Senior Vice President of Human Resources, Workiva

Emily is Senior Vice President of Human Resources at Workiva, a global software development company whose platform simplifies the complexities of reporting and compliance. In her role, Emily defines and executes on HR strategy that supports rapid growth and delivers innovative talent management practices that deliver business results. She's a progressive HR leader with a passion for creating the best-in-class talent experience.

Under her leadership, Workiva has been recognized by *Fortune* and *Great Places to Work* as a "100 Best Companies to Work For" and Emily personally has been recognized by *Great Places to Work* as a "For All Leader."

Prior to joining Workiva, she held roles in tax, consulting, and human resources at McGladrey, Iowa Bankers Association, and Principal International. Emily has served on the boards of the Ankeny Leadership Institute and the Ankeny Community Foundation. She has a bachelor's degree in accounting and international business from Iowa State University.



Executive Advisory Council Members

JACY HAEFKE Human Resources, Mission Systems, Collins Aerospace

Jacy Haefke leads Human Resources for Mission Systems at Collins Aerospace, a business of Raytheon Technologies. In this role, she is focused on creating a talented workforce that is committed to helping the business and its employees succeed.

Over her 25-year career, Haefke has gained a breadth of experience through various HR roles within diverse industries and geographic locations. Most recently, she served as senior director and HR business partner for Government Systems at Rockwell Collins, the predecessor of Collins Aerospace. In this role, she partnered with senior leadership to support business growth and drive employee engagement.

During her time with Rockwell Collins, Haefke had the opportunity to lead strategy and execution in Talent Management, Employee and Leadership Development, Organization Development and Diversity and Inclusion. She also lived and worked internationally as the HR business partner for the Europe, Middle East and Africa region and was based in Toulouse, France.

Prior to joining Rockwell Collins, Haefke started her career in Training and Development in diverse industries such as oil and gas, pharmaceuticals and food manufacturing.

Haefke holds a bachelor's degree in human resources from Northeastern Illinois University and a Master of Business Administration from the University of Tennessee.



APRIL HEMMES Independent Farmer; Director, United Soybean Board

April Hemmes operates her family's century farm in North Central Iowa. She has been farming for almost 40 years. Her farm consists of corn, soybeans and pasture land. April has a Bachelor of Science in Animal Science from Iowa State University. She serves on the United Soybean Board, the Iowa Soybean Association, and many other state and local boards and organizations.

Through the years she has participated in programs to aid women in agriculture both in the U.S. and around the world. She also loves advocating for agriculture and telling her story. Because of these actions she has received many awards, most recently the Top Producer/Executive Women in Agriculture first ever national Trailblazer Award for advocating, business innovation and leadership. Her many activities have allowed her to speak on four continents about how she sustainably raises crops on her farm. She also loves hosting people from around the world on her farm.



Executive Advisory Council Members

SUSAN HODGE Owner, Women Leading Together LLC

Susan Hodge is a credentialed leadership and career coach and a seasoned executive with over two decades of experience leading global organizations. In the past, she has served as treasurer of Shell Oil and vice president of an international group within Royal Dutch Shell. Throughout her career, she has been passionate about mentoring, developing people, and diversity.

In 2012, Susan combined her passion and experience to found Women Leading Together LLC, a professional coaching practice. As a credentialed coach, Susan provides one-on-one leadership and career coaching, seminars and workshops to help career women overcome obstacles to advancement, identify their unique capabilities and develop the skills needed to achieve a fulfilling career. She has created and delivered leadership courses for mid- to senior-level managers and has been instrumental in shaping and implementing effective mentoring programs for diversity networks and functional groups. Susan has also taught courses in leadership as a corporate fellow in the business school of the University of Houston Downtown.

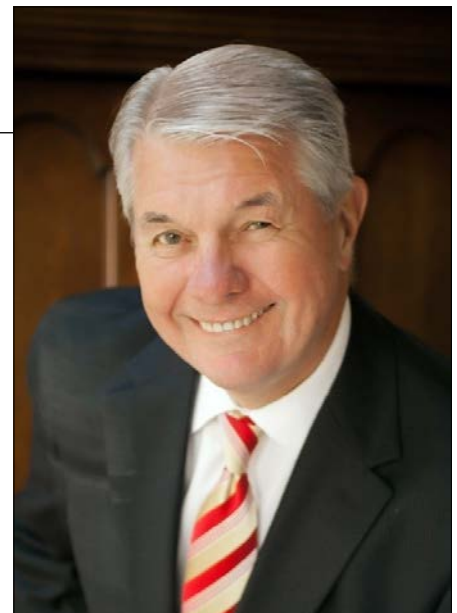
Susan has a bachelor's degree in accounting from Iowa State University and an MBA from the University of Texas at Austin. She earned her professional coaching certification from the College of Executive Coaching and is credentialed by the International Coach Federation. She has been recognized by Texas Executive Women as a "Woman on the Move" for her leadership and community service and was featured in The Diversity Journal as a "Woman Worth Watching."



DEAN HUNZIKER Broker/Owner, Hunziker & Associates; Ames Seed Capital

Dean E. Hunziker was raised in Ames and attended Iowa State University. Dean has been a realtor in Ames since 1965. His professional designations include Certified Real Estate Brokerage, Manager; Certified Residential Specialist; Graduate, Realtors Institute of Iowa and REALTOR Emeritus. He is currently the president of Hunziker & Associates, Realtors and serves as the managing partner/president of 31 LLC's and co-ops. Dean has directed the development of over 2,250 residential lots, 160 acres of commercial/industrial ground and numerous quality real estate projects in Ames.

Dean serves on the board of directors for Ames Economic Development Commission, Ames Seed Capital Fund, Structurely and Proplanner. Dean also serves on the board of governors for Iowa State University, Services (Philippines) LLC, and United Way of Central Iowa.



Executive Advisory Council Members

ANDY LASHIER Owner, Lashier Graphics & Signs

Andy grew up in Marshalltown, Iowa, and graduated from Iowa State in 1998. His years at Iowa State were formative for his business career, providing valuable leadership experience on the VEISHEA Central Committee, Student Foundation Committee SAA, and as president of his fraternity (FarmHouse), and Senior Class Council president.

Upon graduation, Andy started selling copiers and printers with his uncle in a small business called Laser Resources in Des Moines. The company grew over the next 20 years to be a Midwest leader in the industry, and they sold the business to Xerox in 2017. Andy then started a new company, Lashier Graphics & Signs, that produces large format graphic projects, incorporating creative design, manufacturing, and installation to help customers visually communicate their brand and message on buildings, vehicles, and at events. Lashier Graphics and Signs employs 22 people in Grimes, and ships products around the country.

Andy lives in Johnston with his wife, Jenny, and three daughters. His eldest daughter is currently a freshman at Iowa State majoring in Piano Performance and Religion.



ANDREW PERRY Chief Executive Officer for McFarland Clinic

Andrew Perry joined McFarland Clinic in November 2014. As CEO, Perry is responsible for strategic leadership as well as financial, operational and clinical performance for the Clinic's 300 care providers and over 1,000 staff members. During his tenure, McFarland has received recognition as a top performing medical group for its clinical quality measures and total cost of care in both commercial Accountable Care Organization and Medicare Shared Savings Programs. Perry is active in community leadership having served as president of the board of directors for the Ames Chamber of Commerce and as a member of the Ames Economic Development Commission. Previously, Perry was CEO of The Corvallis Clinic in Corvallis, Oregon, for nine years. He also served in the positions of CEO at the Welborn Clinic in Evansville, Indiana, and the director of Ancillary Services at The Southern Colorado Clinic in Pueblo, Colorado.



Perry holds bachelor's degrees in chemistry and biology, from the University of Kansas. He has a Master's in Business Administration and a Master's in Healthcare Administration from the University of Colorado. He is a Certified Medical Practice Executive through the American College of Medical Practice Executives.

Executive Advisory Council Members

SHARON PERRY FANTINI Vice President for Diversity, Equity & Inclusion, Iowa State University

Dr. Sharon Perry Fantini is the Vice President for Institutional Diversity, Equity and Inclusion at Iowa State University. Prior to her role at Iowa State, Perry Fantini served as a faculty member in the School of Business at Tiffin University before becoming the institution's first chief diversity officer as the Vice Provost for Equity, Access, and Opportunity/Title IX and 504 Coordinator. An effective administrator with over 20 years of experience in higher education and expertise in diversity, equity, inclusion and Title IX, she received a Ph.D. in organizational management from Capella University and earned a Master of Business Administration and Bachelor of Business Administration in Human Resource Management and Organizational Management from Tiffin University.



Cozette Rosburg BASF; Ames Seed Capital

Cozette Hadley Rosburg has worked in sales and marketing roles within the turf and ornamentals market for more than 30 years, most recently with BASF as a strategic account manager. She lives outside Ames on an acreage with her husband, Jay, and three children. She holds a bachelor's degree in agricultural business from Iowa State University. In her free time, she serves on the Ames Economic Development commission, Ames Seed Capital Board, and Iowa 4-H Foundation Board of Trustees. Her hobbies include gardening, boating, scuba diving and following Iowa State Cyclone football and basketball.



Executive Advisory Council Members

KATHERINE SAUNDERS Vice President, Talent Acquisition and Human Resources Business Partner, American Equity Investment Life Insurance Company

Katherine leads the Talent function and provides support to various divisions in the areas of organizational design, effectiveness, human capital management, engagement, and coaching leaders to maximize their potential. Prior to American Equity, Katherine spent 18 years at Wells Fargo in a variety of human resources roles. Prior to Wells Fargo, Katherine worked in higher education at Lake Forest College and St. Olaf College in admissions and student life. Katherine attended Lake Forest College where she earned her bachelor's degree in international relations. She obtained her Master of Business Administration from Iowa State University. Katherine's community involvement includes the FreeStore, Center for Social Ministry and diocesan youth events. She is also on the Board of Greater Des Moines Habitat for Humanity. Katherine currently resides in Des Moines. She enjoys sailing, hiking, and exploring new places.



JEFF STATON Vice President, People Development, Chevron-Renewable Energy Group

Chevron-Renewable Energy Group is a publicly traded biofuels leader headquartered in Ames. Jeff's human resources career began with a seventeen-year stint in human resources at window industry leader, Pella Corporation.

Jeff holds a bachelor's degree in business management as well as an education teaching endorsement from Central College in Pella, Iowa. He also holds an MBA from Emporia State University.

Jeff has been heavily involved in the Society of Human Resources Management in the state of Iowa, holding numerous leadership positions, including director.



Executive Advisory Council Members

NATHAN THOMPSON CEO, Story County Medical Center

Prior to joining Story Medical in 2015, Nate held roles at UnityPoint Health System Services in value-based contracting, growth and strategy. Nate has an accounting degree from Iowa State University and completed his graduate work at the University of Iowa, earning his Master of Health Administration and Master of Business Administration in 2009. Nate and his wife, Ashley, live in Ames with their dog, Banjo and cat, Boots. They enjoy a shared passion for their careers in healthcare, following Cyclone athletics, traveling, playing golf, boating and spending time with friends and family.



NICKY WALLACE Founder & Talent Acquisition Consultant NMW Consulting Group

Nicky Wallace founded NMW Consulting Group in May 2021. After ten years in the Talent Acquisition field, she saw the demand on human resource professionals' time. Often, human resource professionals are tasked to perform several essential functions pertinent to the existence of the organization, ie: payroll, benefits, recruiting, etc. Over time and many conversations with leaders in the field, she realized recruiting was daunting for human resource professionals and often was being pushed to the end of their "to-do" list because of the time that it takes. Today, NMW Consulting Group partners with companies to provide Talent Acquisition services for overtasked Human Resource professionals that need additional support sourcing top talent. With a passion for business, Nicky double majored, earning a Bachelor of Business Administration in Finance and Management and Organizations. Outside of work, she enjoys being a mom to two beautiful daughters, wife to her husband, Matt, reading, traveling and spending time with family and friends!

