Navigating Your Road to Professional Success
An Interactive Panel Discussion with President Paul Zingg and 2013 Distinguished Alum Honorees
Ray Griffin, Rear Admiral Robert L. Toney, Rand Hutchison, Lance Lew, Mark Fitzpatrick, Dr. K. Darwin Murrell, and Tim Colbie

Dr. Paul Zingg: Good afternoon.

Dr. Paul Zingg: Thank you very much. Welcome to an event for this week that we started a few years ago. And we really bill this as a conversation. So though we're in a big room, I thank you for all you know gathering closer to the front so that we can have that conversation. As you can see, all of our panelists are lined up alphabetically by height. Or they're at least lined up by their colleges. You have a little cheat sheet in front of you that tells you a little about them. Let me just go down the row here and please hold your applause until I've introduced everyone. The College of Agriculture Honoree this year is Ray Griffin. Next to Ray is Admiral Robert Toney. Rand Hutchison to the admiral's left. Lance Lew in the middle of the table. On we go to Mark Fitzpatrick and then Darwin Murrell and finally Tim Colbie. We do have an honoree from Humanities and Fine Arts - that's Kelli Chipponeri - who ran into some travel difficulties and is not with us this afternoon but like all of these folks I know that Kelly is looking forward to mingling with students, particularly in their colleges tomorrow. We will certainly finish today at a time that will enable as many of you as want to come up and meet these folks individually. This is an extraordinary class. Not only accomplished in their professions and in their careers, but singularly accomplished in the contributions that they make to their communities. Whether it's serving the navy, whether it's saving lives through medical research, whether it's making our life easier through technological advances, whether it's making our food safer, these folks represent contributions to human kind as well as to their profession and they do this university so very, very proud. So let's welcome them.

[ Applause ]

Dr. Paul Zingg: Thank you very much. We're going to begin with a question or two. I know that some folks in the audience have questions and we'll invite you to ask them as well. We will keep this as free flowing as possible where there is no script whatsoever except for my first question. You have in front of you again just little tidbits on these folks, but I want to ask them you know outside of tattoos and piercings, tell us something about you that your resume does not reveal. Something that you think these folks should hear in order to know something about you, something which motivates you, you know something that connects you and your career to this place, to this university. And I'm not going to put anybody on the pressure -- on the spot but I am going to ask Ray to answer that question first.

Ray Griffin: Well thank you. Thank you. It's a privilege to be here. One of the things that as I graduated from Chico and started off in my career and that I feel you know it was inspirational and very valuable coming from Chico was the social skills that I gained here, the type of business that I gravitated towards and built a career around, interaction with individuals, many, many level is vitally important. And in -- I work in -- thank you.
[Applause]

**Dr. Paul Zingg:** This is a hands on admiral by the way.

**Ray Griffin:** I'm in the agriculture field and for those of you that are in agriculture realize that you know there's a wide diversity of people that it takes to have an agricultural operation. And I think social skills and being able to work with people in a multitude of roles and places within a company and within an industry is vitally important. So I think one of the values that I gathered out of Chico that probably wasn't on my resume is the fact that I think I got outstanding social skills here.

**Dr. Paul Zingg:** Thank you Ray. Admiral?

**Rear Admiral Robert L. Toney:** Yes sir.

Hello. It's again a delight to be back on the grounds of my alma mater. Chico is a place that was my second college. My first one was in Youngstown, Ohio where my father's cousin lived and worked. And my dad went back to be with him and asked me if I would come and try it for him to get in there. So I ended up not having money to get back and decided I would and reticulated that Youngstown State University.

**Dr. Paul Zingg:** Played a little football there too I understand.

**Rear Admiral Robert L. Toney:** Basketball. Yes. Scholarship. Two years right there. But later my father had to return back to our hometown in Oroville, California and I came back with him. And at the same time my brother Sam was graduating from Oroville Union High School and I got with him and said, "You know brother Sam, there's quite a college 22 miles from here that you and I ought to look into that. And try to get us an apartment and help each other out." So we ended up both coming to Chico and after that our brother Glenn came over. And boy we -- what do you call that when you get the whole family in one apartment? And you know you've cut the cost back and turned out to be quite a nice experience being here at Chico State University. So what was your question again?

[Laughter]

**Dr. Paul Zingg:** You've actually answered about 5 different ways.

[Laughter]

**Rear Admiral Robert L. Toney:** So we're -- I graduated here from Cal State Chico. What you may not know or to determine from anything you're looking at right now is the fact that I was a legal student: pre-law. And my uncles who used to visit us in Oroville, California, every time they came up to visit their sister and my mother, they would say, "You know that young man ought to be a lawyer, you know?"
guess it was the stories I told or something. But I was told early in my life that the law field was the one that I should pursue. And that's what I was interested in here. And I pursued that deal as much as I could and was accepted at one of the law schools in San Francisco. And unfortunately the Korean War was coming to an end and they were still drafting us in the army. And I was advised by my advisor here at Chico - Cal State Chico - to look into making sure that I wasn't going to get drafted. So he advised me to - cause I was graduating from a school here in the early part of the year and not getting into law school until the -- until late or early in the fall. So I had to have some coverage during that window to keep from being unfortunately collected by the draft. And so my advisor here at Cal State Chico advised me to reduce that possibility and put in my request for service in the navy. The officer candidates in Newport, Rhode Island. So I did that and again I was back at Youngstown, Ohio and I called my mother and she said, "Son, you just got a letter from the army saying 'Greetings, greetings.'" And yes, that was one of the draft notices. Those of you who have gotten them know what they look like. And so wow. I dashed back home and by the time I got back home from Youngstown, Ohio another letter came in and it was from the navy saying, "Congratulations, you've been selected to attend the naval officers' course back in Newport, Rhode Island. So since that was a better opposition -- better choice for me, I rushed down to San Francisco Civic Center and raised my right hand to the navy taking advantage of the opportunity to attend the Navy Officers Candidate School in Newport, Rhode Island. So that began a 34 and a half year career in the navy. I don't know how much Mr. President you want me to go into that?

Dr. Paul Zingg: Well, we've got 5 other people here admiral. [Laughter]

Rear Admiral Robert L. Toney: Okay, I understand. And I'm running out of wind anyway. [Laughter]

Dr. Paul Zingg: Randy. Yeah, thank you.

Rand Hutchison: I came to Chico mainly looking at computer science or agriculture. I was born in Iowa. I didn't stay there very long but I got here and of course I graduated in economics instead of either one and went right in the MBA program. And I think the biggest takeaway that I can say helped me professionally was in 1973 a professor in the college business passed away and I got a chance to teach, attached a chance to lecture and I think up till that point in time I was an expert test taker. And the minute that I had to get in front of a class without much experience other than a little bit of summer work and a stint in the air force, I didn't know what I was doing. So that put me in a different position of leadership and having to really understand the subject and use that just throughout my professional career. And I still do agriculture. I've got one of the biggest gardens in Chico I think and I do brew beer. Ken Grossman actually said I had at least one batch of beer that was better than anything he makes but I can't replicate it. So that's my big secret.

Dr. Paul Zingg: Thanks Rand. Hi, Lance.

Lance Lew: So I think I came here for an education from Chico and I got a Chico education. You know there are things that a student comes and they're young and they fall in love with the campus and they fall in love with the school. I did that but I also fell in love with the community. The downtown
community here at Chico is so embracing and was very, very generous to me in my early days. I as a young kid, I had an interest in flower arranging which there's not a lot of market for it and it wouldn't really ever pay as a position. But while living here in Chico, I applied for a job Ron's San Francisco Flowers which has been just located next to Tres Hombres right next to the college. And I was hired there and so that became a hobby that translated into a profession as a florist. And I think that all the experience that I have had since then kind of trickled back to being a florist and my esthetic has kind of -- allows me to kind of you know decide on color and depth and appropriateness for things. So that has been my great thing.

Dr. Paul Zingg: Thank you.

Mark Fitzpatrick: I kind of want to follow up with what Ray said in -- the same would go for me where if you were in one of the science of engineering majors, it just -- you come to Chico and you're so motivated to try to get through the program. You know it's going to be hard and you know that. And you just sort of pour yourself into it and what you find out after a while is you know all work -- you know if you're just working all the time and focused on these kinds of difficult projects that you have to pull yourself out of those things and sort of you know go hang out with your friends or you know reconnect with who you really are. And you know you don't get that at a commuter school. But you came together at school like Chico and I think there aren't many campuses like Chico in California. And it really means a lot to me in my professional career. Not having that balance and being in a technology major I think really leads to a lot of unhappiness in people. When you do have that balance, when you understand that really it's all about the people in your life and your relationships. Those are really the most important thing. And it's where technology is secondary to all of that. I think that's -- at that point then you can then -- really it's all about the field of technology. So we have those things in place. But that doesn't -- it took you know some struggles here at Chico at first by you know just the nature of just how hard their programming was. At least for me it was hard. And so -- anyway that's what I -- it isn't going to still be on the resume but that is what I got from Chico. It's that it's the relationships first.

Dr. Paul Zingg: Thanks Mark very much. Yes Darwin.

Dr. K. Darwin Murrell: That's a good question. And up until right now I wasn't sure how I could possibly answer that but something occurred to me thanks to you. One of the things that stood out in my mind when we were given the question that we might address tomorrow night at the dinner, "How did Chico State contribute to your success?" And the thing that popped into my mind was most vivid I think was the mentoring that I received here. I never expected it. I didn't actually seek it out in the beginning. It was imposed on me at one point by a Dean of Students, [inaudible]. Many of you may remember him. A fantastic guy but somehow he had knowledge of a student body and he saw that I was floundering pretty badly and was about to leave and begin to talk to me a little bit about myself and what I wanted to do with my life. And to make a long story short, he really did change my life in many ways. But as a result of that mentoring, I've always felt that that was an important thing to do no matter what position I might be in. So I have tried in my career to mentor students, young colleagues. And I'm most satisfied in that the -- I just in December with my colleagues from Denmark we wrapped up a tenure project that
we had in Vietnam the food safety. And in that project I sort of adopted about half a dozen Vietnamese students which I worked very hard with over the ten years to help them, to mentor them, to guide them and I'm satisfied that all of them the received graduate degrees now - mostly from European universities and they're beginning to rise up in their own careers in Vietnam. So I feel that the mentoring I got here was something that created a value that I find I have to give my priority to and I've tried to live up to that since I left.

**Dr. Paul Zingg:** Thank you Darwin.

**Tim Colbie:** You know Chico is a very social place. There's a lot of towns with colleges but Chico's definitely a college town. And I seem to be able to make friends pretty easily. And in study groups and team projects, I still connect regularly with some of those people. I know via Facebook and LinkedIn and stuff like that which is always pretty nice. Most of the past alumni presidents so once in a while they'd write a lot of my articles and classmates where they email me and say, "Hey I think that's you. Do you know her?" Take a picture of me so you know. Bug stay in touch. Alumni love coming back. And lately they've been coming back to the 125th celebrations as well as the Chico experience week. So...

**Dr. Paul Zingg:** Good thank you. Lance, you mentioned developing a sense of community here. Tim and Ray you both mentioned social skills, the good side of having a social reputation. Robert you talked about benefiting from good advice and Darwin you've talked about being inspired by good mentors and taking that with you. I want to direct this question first of all to Rand and Tim. You -- you stayed in Chico. I mean these folks developed habits of the heart and then took them away from Chico. You guys never left. Why? Why'd you stay in Chico?

**Tim Colbie:** I'll go first. I actually moved out of town for about 2 and a half years to Phoenix, Arizona and then moved back. I went for America-West Airlines down there.

**Dr. Paul Zingg:** So that's just a suburb of Chico, so...

**Tim Colbie:** Exactly. Chico East. But you do have a thing for Chico. I was born and raised here as well. So a lot of family here as well so that's why I came back.

**Rand Hutchison:** An instructor of my mentor - a very good mentor - in the Economics Department by the name of Dennis [inaudible] and I started a business before I got out of grad school. And he had a lot of trust in me and at that time he was making an economist and a data processing guy out me. So we found our business and to me I looked at as an extension of college almost that he was continuing to teach me while I was on the first job here. And let's face it, I mean I would say easily 7 out of 10 students that come here probably wish they could stay in Chico but there just isn't the opportunities here. So I stayed and raised family and you know I never left the town since I got here. And I thought many times I was going to go for PhD in Washington State or something but Chico's kept me here.
Dr. Paul Zingg: Thank you. Let me ask the audience now. If you have some questions and I know we have microphones set up but we can probably hear you. If anybody would like to direct a question to the group as a whole or to anyone in particular, please do so. Or I'll just pick somebody out and tell you -- yes please?

Audience member: [Inaudible audience question]

Dr. Paul Zingg: Would you tell -- tell us who you are so they know too.

Audience member: [Inaudible] from the College of Natural Sciences. Lance, I don’t know if you remember me [Inaudible]

Lance Lew: Thank God you told me your name.

Audience member: I imagine each of you had challenges. You wouldn’t be where you’re at right now in your careers and the successes you’ve had if you didn’t have challenges. [inaudible] to ask some of your suggestions, how do you maintain a positive attitude? What is it that [inaudible] helped you face those challenges.

Dr. Paul Zingg: Yeah. So go ahead Lance.

Lance Lew: I’ll kind of talk about this a little bit. So I work in television and you know television - although it's glamorous etcetera, etcetera you know we have layoffs. And I kind of remember when I was going through a transition with CBS and did the budgets, etcetera, etcetera. It's always the public affairs person and the community relations person – is the first person to get laid off. And you know I was a single you know -- it has transpired over 11 years where you know it went from you know you're saving the world and then suddenly we don't need you and we don't need your staff so you know little by little we kind of take away the building that you kind of do your job in the right way. And then the ultimate group is faced upon you and that challenge is you know we no longer need your services. And after 11 years, you suddenly become branded to only do that job. And you're trying to reinvent yourself just to get a job. And it's most important to be stay true and authentic to what makes you happy and what you can do for a company -- a different company. And sometimes things work out and NBC came into the market and Chron was the NBC affiliate. NBC did not own a station in the San Francisco area. So it all kind of came around. They called me and they said, “Well you we’re based in San Jose.” I live in Petaluma, which is 100 miles, two and a half hours commuting. And I said, "Well that's terrific. And we're opening a studio across the street from where your office is so we would love to have you join us to bring your experience and allowed me to prolong my career in television."

Dr. Paul Zingg: Okay, thank you. Tim?

Tim Colbie: You know when I first started the travel business, there was 18 travel agencies in Chico. We're down to 4 now so I had to determine, "Am I going to stay in or am I going to stay out?" So I
invested and bought some other agencies. I bought them out of business as opposed to them buying me out of business. So just got to step up and use your education.

**Dr. Paul Zingg:** Let me ask of someone a follow-up question to Lance and Darwin to start this off. You know at what point did your career transform itself into a community service and the benefit of quite frankly human kind? What you may not know in the little blurbs in front of you is all that Lance has done in supporting Asian-American culture, fundraising for any number of causes including children and families in need. In one day he spear-headed a group that raised almost a half a million dollars for the relief of the victims of the Fukushima Japan tsunami and earthquake. What Darwin has done in terms of his research in understanding parasites, particularly those that are born by animals and transmuted to humans, making our world safer, cleaner, you know, more healthy. So back to the question: at what point did your career transform itself in that direction?

**Dr. K. Darwin Murrell:** Well...

**Dr. Paul Zingg:** Or was it always focused on service?

**Dr. K. Darwin Murrell:** It's a little round-a-bout way how I got to that point but as I said, I had some problems when I started here as such and I won't go into those details about all that. I needed an extra year to finish here. I changed my major so many times. And because of that I got into trouble with my draft board in Butte County and commiserated with somebody else out there this afternoon who had that same problem that I did. Who took my student deferment. I was in graduate school and I started was making—I had several years but they refused to give me a deferment. And so I was basically drafted. Fortunate though as it turned out that I got signed to a medical unit in support of marines in Vietnam. But my laboratory that I was primarily working in was stationed -- was in Taipei. That laboratory was also called upon to work on a lot of other issues that went on in Southeast Asia besides Vietnam. I worked on cholera in the Philippines. I worked on plague in Indonesia. A whole variety of things. In that, up until that point, my intent was when I finally ever finished I wanted to do basic science, immunology: that was where I was going to go. But as I worked in those areas and I saw the problems and saw the poverty, I realized that there was a way to combine my interest in science with perhaps doing something in a positive way that might help people. And so I changed my mind and my direction in what I wanted to do and with my science into more of an epidemiology public health approach: vaccine oriented in some ways. And so it was that experience in the navy. When I went off in the navy, I thought, "Well that's the end of my career. I'll never get back." Well, I did and...

**Dr. Paul Zingg:** You do know you got an admiral here. About the navy being a dead end, you have an admiral here. Okay, okay.

**Dr. K. Darwin Murrell:** I promptly saluted when I met him. I would say by the way the navy was great, great experience.
Lance Lew: So if I were stuck on a desert island, I want everyone on this panel to be on the island with me. We would make a great survivor team.

Lance Lew: Let's see. So it's a little easier because I'm the community relations person. It had always been something that was a part of me when we used to have pioneer days. I was the community relations person for pioneer days the year I left. And with that, it was easy for me to work with community. And as I kind of settled in my career, in television I kind of took it to the next level. Most television stations, their public affairs department etcetera, etcetera are the -- they house public service announcements and some sort of media sponsorship. But I wanted to take it even further. Like for instance the northern Japan earthquake and tsunami. I had my community liaisons to help me kind of create something quickly. I mean you have to react quickly. And most companies can't make a decision. And I could not get my marketing director, plan director and news director to stand behind me because they didn't want to present it to the general manager because the general manager would say, "Well you know, we need more time to do this." And we had to do it fast. So the tsunami happened on Sunday. I contacted the Northern California Japanese Community Association and they had a building. And I said all you need -- we need to create a telethon to shoot you know for news. And all we need is to be 2 layers, 8 telephones and we'll just put the number out there and you just need to have people man the phones. And surprisingly the -- I showed up that morning and the morning it was kind of slow other than the Japan earthquake. So the reporter who I had done a ton of favors for showed up. He said, "I'm going to cover this." So that kind of started the ball rolling. And then the news department said, "You know we'll take in 5. We'll give you 3 hits on the 6." And by 11 o'clock we had raised that amount of money. Granted there were a couple of large donations that were kind of pending. And I was able to say to a nonprofit who's basically being a fiscal agent. If they want to do a check presentation we put them on the news. And they can do that. So that's how we were able to get a hundred thousand dollars. And a hundred became two hundred thousand dollars. So all those things you have to be able to kind of put yourself out there and ask for forgiveness. If it's right, if you feel right, if you ever get that feeling and hopefully you're successful.

Dr. Paul Zingg: I'm going to ask a question to all of you. In one way or another, whether it is an international travel agency, whether it's products export across borders, whether it's the navy, whether it is thinking globally and acting locally. I'm looking at Rand. Whether it's development of you know software and systems that have international you know climate -- clients. You know all of you have an international dimension to your work, to your identity. What do you have to say to our students about the importance of that? What's your advice to our students along those lines?

Ray Griffin: One thing that I would say is the world's getting smaller every day with technology and communication. I can only say it's amazing how I travel the world a fair amount in the line of work that I do which is primarily importing and exporting agricultural products. And 3 weeks ago I was over in Shanghai in Hong Kong, and it's amazing that you'll be in downtown Hong Kong grabbing a coffee at what looks like a Peet's coffee stand and the lady behind the register's you know speaking to me as clear as English as I'm speaking right now. And it's amazing how one universe we are becoming as a world. So in international commerce and in business environment, diversity's incredibly important but a unified
platform and understanding with technology and systems is key because we are becoming one. And world trade is getting more and more unified as we go along. So I think obviously the skills that you lean here within our given schools and the degrees that you're going to get, you have to think globally because you know the world is getting smaller but yet in world population it's getting much larger. As a statistic, you know the world population today is about 7 billion people. In just 31 years we're going to be at 9 billion people. That's 2 billion people more just in our lifetime. So there's a tremendous amount of opportunity out there for whatever given field you're in. We're growing at 75 million people per year. You know just looking at statistics. So whatever the line of work you're in, you have to continue to think globally. That's what I'll add.

Dr. Paul Zingg: Thank you. Join the navy: see the world. Right Robert.

Rear Admiral Robert L. Toney: Yeah, that's -- no truer words were ever spoken. One of the things that I was confronted with was an assignment to NATO - North Atlantic Treaty Organization - Defense organization. NATO Defense Organization. At that point, there was about 30 to 40 countries. Time and hours required from time to time to visit each one of them. And in fact the college that I attended to initially was in Rome and there was 5 students from each country. And all 5 of us added up to the number of countries we toured were required to tour together each one of the NATO countries. We were required to visit the governments of those countries. In our case it would have been the congress, the senate, and we were required to visit individuals in each country. So my last tour of duty in the navy after 34 years of service was head quartered in Hawaii. And we were in charge of our navy, the entire pacific area from the west coast to the east coast United States to east coast of Africa. So -- and I've been on the other side in the Atlantic. It would have been the other half of the world. So yes, the courses I took here at Chico State University. One was entitled international relations. Wow. Here it was the study of the book. In the navy, it was the actual doing of it. So I think that international relations -- I look back on it and I was done a pretty good job here in Chico to prepare me for the kind of work in the United States navy. Thank you sir.

Dr. Paul Zingg: Thank you. Rand.

Rand Hutchison: The last company that I founded and sold had a digital advertising platform. [Inaudible] one of our international clients had us converting and constructing advertisements here in Chico, out of 11 languages throughout Europe and other areas of the world. And this [inaudible] Chico, California. And not everybody was here. You know we're importing new people off shore but it touched Chico in that manner and you know I never thought I'd be in that type of business frankly. But it touches you and could get back into and piggybacking along with what Ray said, with technology it's incredible how fast information's turning into quantity of information that is available to you today. And I think one of the big challenges that everybody has is learning to filter out what information is important to what you're trying to do because it is overwhelming and that's one of the things ideal about teaching a little bit at the college. And it's really a challenge to try to ferret through all the information that's available to you every day and figure out what's important and what isn't.
Dr. Paul Zingg: Thank you. In fact, let's just go right down. Mark?

Mark Fitzpatrick: Yeah, just to kind of pile on with what Randy's saying about technology. That in -- you know you have to make your user interface with a language of choice in a given geography. But the underlying technology itself is really just one language now. I mean there's one way basically to write a web application you know at the back end technology or your mobile applications. So in that regard, we kind of all are speaking this one language. But if you really want to do business overseas, you still have to be very sensitive to the idiosyncrasies of all the different cultures. So if you go to Japan it's different than China, it's different than India, it's different than France versus England. So as much as technology's becoming very homogenous, there's still the sensitivity you need to have to different cultures. And I think just because maybe in the past American businessmen haven't always been the nicest to deal with. If you do show some sensitivity there, it's genuinely appreciated in these other cultures. And that's just been my experience. So...

Dr. Paul Zingg: Thank you. Thank you.

Dr. K. Darwin Murrell: I don't think I could add a whole lot more than what you've heard except one thing that you might keep in mind in terms of what you might do as a career in this area. Whether it's public health or resource conservation or poverty alleviation in the developing world or even in the non-developing world - the developable world - a great deal of the leadership and the work that's going on there is being done by non GOs or NGOs: is nongovernmental organizations. When I started out, almost everything you did in a tropical country is generally through a formal government agency or some program that's organized and run by them. That's certainly changed. I find that for instance World Wildlife Fund in Southeast Asia. They have people, experts, scientists or otherwise who were on the ground there advising the local governments, educating, implementing programs. And they're having a real impact. And so we just mentioned this that if you are interested in that area in your life, there's a whole group of organizations out there that you might get aligned with. And the thing I like about them is they're quite open, they're very welcoming. Even while you're a student they're very [inaudible] and they will facilitate your getting involved even without a degree as interns and a variety of other kinds of positions. So you might think about that if that's the general area that you think you'd like to point yourself toward.

Dr. Paul Zingg: Thank you Darwin.

Tim Colbie: Just to add a little more, I would suggest a study abroad program. Take a semester and go abroad. When you come back, you're going to have an international global advantage in getting a job and it will pay off in the future. So...

Dr. Paul Zingg: Thank you Tim. Yes? Right in the middle here. If you could tell us who you are and yeah.

Audience member: My name’s Chris, and I’m a marketing student in the College of Business and I am a part of a professional business fraternity. I just wanted to provide context to this question, a common
view that I’ve gotten, especially from my parents, who attended Imperial College and the University of Austin Texas. Is that, they constantly get bombarded with requests for donations. And that seems to be the only way that the college – or that they can give back to the college. With that in mind, what advice can you give to us in school, and those out of school, what we can do to give back and how do you optimize your experience as alumni, and what would you instill in us regarding the matter?

**Dr. Paul Zingg:** Mark, you want to take that on?

**Mark Fitzpatrick:** I think trying to think of creative ways to help students find work once they get out -- you know to find the right kind of help. You know that's -- If you don't want write a check, you know there's any type of opportunities that would help students find gainful employment for their career you know, get them on the right trajectory is I think -- I mean I don't know. I don't work here but I would imagine that every college would welcome that.

**Lance Lew:** I've taken on a number of interns from Chico because Number 1, I love the school and the students that I've had are kind of like me, you know? I think I understand where they're going and hopefully I'm able to mentor them like someone earlier talked about to help them and kind of give them a better view of it all. They probably get better internship with me than likely the San Jose State student who I have numerous interns probably because it's local and it's right there.

**Dr. Paul Zingg:** It's off. Turn it on.

**Tim Colbie:** I'd suggest before you graduate, meet with your advancement officer from your school and tell them you want to stay involved with the university and keep connected and I'm sure he'll keep in touch with you as you leave and come back and come back and visit the campus and open houses and stuff like that. [Inaudible] back at a later time.

**Dr. Paul Zingg:** As the president of this university, I can tell you that there's not too many dollars that we will say no to. But we will never say no to good example. And nothing teaches more powerfully than the example of folks who have a story to tell and particularly if that story is grounded in the experience of this university. And as you've heard these folks articulate very well, a deep sense of what happened here that helped you know form their lives, shape their values, so that they want to give back. They're giving back right now. Other questions? Yes? Okay, thank you.

**Audience member:** Hi my name is Sarah, I’m a Senior graphic design and photography student here. And I was wondering, what advice would you give a graduating senior, not necessarily in my major, just you know a graduating senior from Chico State? And also, what do you look for when you’re hiring graduating students?

**Dr. Paul Zingg:** Okay.

**Ray Griffin:** One of the things I can add to that is I hire a lot of graduates. We have a high need for entry level operational people. So we do a lot of recruiting. A lot of college graduates come to us so they're
young. Some have experiences through working through high school or interns. Others have little. But the one thing that I really look for is people who want to take leadership, that want to take ownership, that show initiative. And I think that's important because whatever job you come out of college and you take, you can't look at that as being, "That's what I'm going to be doing for the next 30 years." My advice to you is to research the organization or the company you would like to work for, but don't get so caught up in the entry level role because if you're truly a leader and you're going to inspire your -- the people that you work for, you're going to advance in your career. So don't get so caught up on what the exact entry level position is but the thing is, is good people skills, great communication skills and I look for problem solvers. People that can think on their feet. Business is very diverse and things happen every day. Some are in your control but a lot of them are out of your control. And it's more how you react to those situations.

Rand Hutchison: I'll have to agree with Ray. He beat me to it on a few punches there but I'll add to that. Flexibility's really important and starting off and being here and passionate about what you're doing. It's not enough to show up to work every day. You'll eventually get bored. I'll get bored with you. Sometimes we don't hire someone with the best pedigree. I mean I'm very suspicious of some people that come out of some of the best schools in the country and tell me they got an MBA. I'm looking for the best athlete. Somebody that really shows me that they've got the creativity, patience, passion. Those are the people I want with me. I also like you know people that like to have fun on the job. Like to have fun on the job. If we're going do something 12-14 hours a day, we might as well have some fun.

Dr. Paul Zingg: Thank you. Mark?

Mark Fitzpatrick: That's a great question by the way. And I -- there's a start-up that I'm working with right now and their whole focus is on that their tag line should be something like "The smartest, fastest way to get the job that you want." That's the whole idea. And there's all this digital stuff built around this thing but really the core message about this company is if you really want a job in that field, what you need to do -- especially for graduates. It's really hard for graduates right now to get jobs. It's not like what it -- it's different now than what it was 25 years ago. And the best thing that you can do - and the CEO of this company has read a bunch, and he's written books on all this stuff - is to meet with as many people that you know in that industry that you're interested in. And have coffee, lunch, dinner, make a point to visit with somebody -- you know pick a number, 5 times a week. You don't call and ask for help. No one wants to give help but everybody's happy to give advice. Just like we all love to hear ourselves talk, right? So I mean that's the spirit of it though but people are happy to give you advice. And when you start to dialogue with them then you can articulate what it is you really want to do. And they see you're serious about it. Maybe they're interested or maybe they know somebody else who are interested in it and then that opens the door for another conversation or two for you. And that's I think really -- that is the best way to go about getting a job right now. So I just -- I don't know where you went but anyway [inaudible] asked a good question and I think really that's what you need to do now.

Dr. Paul Zingg: I was hoping the admiral would get the microphone which I think you're calling for. Let me tell you something about him before he answers that question. One of the first things that Admiral
Toney - though he wasn't an admiral then, he was somewhere lower in the ranks - was asked to do, was challenged to do by the navy to help diversify the officer corps in the navy. And his success in that regard helped transform the look and the depth and the quality of the workforce of the United States navy. Because one of the things that he did was to go to historically black institutions and there's about 114 of them in the country. And particularly to appeal to the young men and women of those institutions to think about the navy. So this is my question to you admiral, "What did you tell them? And why did you go to you know Atlanta University or Spelman and say "There's a career for you in the navy." How did you succeed in recruiting those young men and women from those institutions?

Rear Admiral Robert L. Toney: Well we had the system behind us in that effort. The effort was initiated by President John Kennedy or was it Jack Kennedy? He initiated it and it came down the system and it came to -- it fell into my hands. I was headed to Japan to command a destroyer in Sasebo, Japan. But the person that called me was trying to get out of Washington D.C. and he told me that I was the best qualified to come back and do this chore that they president had laid on the navy. And that was to increase the number of African American officers - leadership - in the navy. And I was considered the best to do that. Well here at Chico of course is very kind of an integrated so to speak environment. And I certainly enjoyed every aspect of Chico State when I attended school here. And to me it was easy to go back to Washington D.C. and establish a system - a program to attend to all of those historically black institutions, not only in the south but also throughout the rest of the country. The NAACP, the Urban League when they had their national conferences in Chicago or in Omaha or in Denver, we would -- we put together a team. A team of 5 or 6 officers of men and women who would go and buy a spot nicely situated in those institutions and often we would go and get a spot on television, write articles for the newspapers and tell the story about the navy and the benefits of serving our country. And make sure that the individuals who were qualified to fit into this billets, so forth in the navy would be given an interview. And we increased the numbers of officers serving in these positions significantly. And we started off with maybe 50-60 African American officers in the United States navy and when I ended my 2 and a half year tour of duty, we had over 500 officers - African American officers - in the navy. It was growing all the time. So we did have significant leadership in our president and when he indicated that something was to -- we were to give our emphasis, our efforts to this particular program, it happened. And if there's something that we considered to be done in this regard in any organization as long as it had the support of the leadership, it was bound to be successful. So the navy was successful.

Dr. Paul Zingg: Thank you. It probably helped that he was a navy man himself too.

Rear Admiral Robert L. Toney: Yes, yes, yes. He was a -- you know he did the destroyer workout in the Pacific area ions during World War II.

Dr. Paul Zingg: Yes, thank you very much.

Rear Admiral Robert L. Toney: You bet. Thank you for the question.
Dr. Paul Zingg: Anyone else want to add to that question while somebody else lines up out here? Okay, Jennifer then. Okay. Okay.

Audience member: I'm Jay

Dr. Paul Zingg: This is our Associated Student's President, Jay Verdall [phonetic].

[ Inaudible student question ]

Dr. Paul Zingg: We couldn't quite hear you Jay? Yeah.

Audience member: What is the biggest thing you took away from this institution to live the life you live today?

Dr. Paul Zingg: What do you most take away from Chico that has helped shape the choices that you've made in your lives?

Ray Griffin: It's a lot like that first sort of question that we got was you know you went to a commuter school, you know you sort of get your things done, you head home and you're done. And then but at Chico here, you finish your projects and you have these wonderful friendships that build here. And I mean really I hear a song from when I was at Chico and it was a hit or something and it brings back the songs important but you know, whatever. But it really brings back all of those faces and relationships that you had here and how important that was. And just knowing that going through life is just something that I've always taken away with me. So...

Dr. Paul Zingg: Okay. Okay. Okay. Jennifer, did you have a question among the proud deans in the audience? The Dean of Agriculture.

Audience member: I want you to close your eyes and imagine I am the ghost of Chico State future, and I am visiting you on your graduation day, and I showed you a vision of you, sitting on the stage, in April 2013, an unimaginable day [inaudible]. And I say to you, Ray, are a distinguished alum, from the College of Agriculture. I want to know what your first thought is. I know mine would be [inaudible]. And now I want to know what is your [inaudible]? What mottos do you have [inaudible]? What was it that kept you going all this time? Thank You.

Dr. Paul Zingg: Okay.

Ray Griffin: Well Number 1, I didn't know I was going to live this long when I was still going here to Chico, so you know, that in itself is a remarkable thing. But the one thing that you know if I were to look back and say you know looking years down the road, "How did I get to where I am?" the one thing that you know we talked a lot about, the sociability of Chico. During the era that I was here at Chico, I think you got kind of a good cross-section of individuals that attended the university and the various schools.
And the one thing was weren't going to Stanford, we weren't going to Harvard and a lot of us - some of us - you know got to Chico coming through community college. So it was kind of -- I look at it as more of a little bit of a class of people that really wanted to do something and make something of themselves. And that's -- a lot of my friends that I've met here at Chico have gone on in various lines of business and career paths, but a lot of them are highly successful. And I think you know I attribute a lot of that to the fact that Chico is a smaller community, people really helped each other you know through -- not only through college but also socially. Pioneer Days when I was going to school here was a tremendous event. It you know - everyone built a quad out on the front lawn and there was a sense of community and there was a sense of working together and pulling the best talents that anybody had on a specific project. And that's how the real world is. When you're working on a project in business or in the real world, you're going to pull people that are good at marketing, good at art, good at advertising, good at community speaking. And that's a lot of what I think Chico represents. So you know, if I were to look ahead, the one thing that you know I got out of this school was drive: the drive to continue to do better, to grow your career, to grow your business. And I know personally of a lot of people that were very entrepreneurial that got the basic skill sets out of this school - both from an education standpoint and from a social standpoint - to be very successful.

**Dr. Paul Zingg:** Thank you. Very nicely said. Anybody else? You can't top that but would somebody like to add to that? Okay.

**Rand Hutchison:** That was well done again. I think what drives me is finding something you really want to do and I just really don't ever like to hear the word "don't." If it was from my parents or people around me saying, "You can't," "You shouldn't." And when somebody says "don't" to me on something I want to do, it's almost a challenge for me and I'm going to do it. So it's just the way it is. Break a few rules along the way. You know that mentor in Chico State told me that: one of my professors. And he scolded me actually and said, "Shame on you feeling sorry yourself. You can't get it your way, why don't you break a few rules and just try not to kill anybody when you do it." So that's what I've done a lot. That's what entrepreneurs do. You know, they find ways to get things done.

**Dr. Paul Zingg:** Thank you.

**Rear Admiral Robert L. Toney:** Well after my 34 and a half years in the navy career, I took a position as the President and Chief of Staff of the Oakland Metropolitan Chamber of Commerce, an organization of 1800 members in the Oakland Metropolitan Area. And the reason I took -- left the navy to take that position was because my dad - the way you spelled his name James, I think he used to misspell it J-O-B-S, jobs - and he was always talking about jobs: the importance of jobs. And I figured if I took that job as the President of the Oakland Metropolitan Chamber of Commerce with 1800 members - business members - I could influence the creation of jobs. So occasionally we were asked to be involved in significant organizations like Cal-State Chico. And I was asked by the then president to come up here and serve on his advisory board. And I did that for a number of years. And I guess I didn't do too well because President Zingg found out about me and he kicked me out.
Dr. Paul Zingg: But I hired your brother.

Rear Admiral Robert L. Toney: Yeah, in fact he asked me who I would recommend and I thought I'd sneak one to him and gave him my brother's name. So -- no, no. I think the president, he understands the importance of J-O-B-S as well and businesses creation of businesses. So I currently or most recently served as a member of the Board of Directors for Bank of the West. I don't think we have any banks here in Chico although I recommended it. There are some in Oroville. But Cal-State Chico, well known. I think the students that we graduate can compete with any other groups. So I think we can do a recruiting on a personal basis as well.

Dr. Paul Zingg: Thank you sir.

Lance Lew: I have a confession to make. So ever since I graduated from Chico, I have this reoccurring dream that I forgot to go to class and for some -- and running around administration building looking for the person who'd given me the printout of all my classes and where this particular class was. And you know a psychologist just told me, "Well it's because you felt you were unprepared." But honestly I think that being at Chico as prepared me for all the opportunities that I've had through the friends that I've made, through the businesses that I've worked with. And I continue to do business here in Chico just because of that. I mean I can choose to do business anywhere else but I like coming back. It provides me an excuse to come back and then also my son is graduating from Chico in May. And I’m thrilled about that and he already has a job. So thank you.

Dr. Paul Zingg: There's more than one member of this panel who has -- either has a spouse who is a Chico alum or a child who is either a Chico alum or who is graduating. So raise your hands all of you who fit that category. That's not bad. Half of you. Very nice. Anyone else? Any other comments or questions for this panel? Yes?

[ Inaudible student question ]

Dr. Paul Zingg: Good, good question. What organizations were you a part of? How did it help?

Lance Lew: I was a member of the Phi Kappa Tau fraternity which is on 5th and Hazel. And I was on the Pioneer Youth Committee.

Ray Griffin: I wasn't in any organization but I wish I would have.

Dr. K. Darwin Murrell: I belonged to Omicron which is a biology club here. And if you ever look in the 61 yearbook, look at the Omicron picture. I'm there but I'm not there. But at least I did participate in the club and it was very good for me because I got to know other people who felt about biology the way I did. It's a little bit like taking the holy orders. I never looked back and that's a satisfaction in your life. I think they felt much the same way. So we fed -- we energized a little bit off of each other in that regard. And we did extracurricular things related to biology which enriched our experience. And just as
importantly, it brought us into very close face-to-face interaction with our advisors who were faculty from the department. And that was very, very important because we got a chance to see what the scientists were like, how they lived, how they worked, and that I think helped many of us to decide, "Yes, this was the direction we wanted to go in." So I felt belonging to Omicron was a very good thing for me.

Dr. Paul Zingg: Great. Thank you. Tim?

Tim Colbie: I was in the Red Barn and the Finance Club.

Dr. Paul Zingg: Alright. Okay.

Ray Griffin: I was a member of Red Barn as well.

Dr. Paul Zingg: Okay.

Rand Hutchison: I was founding president of the Graduate Business Students Association and it was the formative days of the MBA program. We had a lot of input faculty. We appreciate and enjoyed that.

Dr. Paul Zingg: Yes, right in the middle?

Audience member: What is Red Barn?

Dr. Paul Zingg: What is Red Barn?

Lance Lew: So what year were you in Red Barn?

Lance Lew: So it's -- what I understood, I was living at Shasta Hall and it was a group of young people from 5th floor Whitney, who basically kind of gathered together and created a social organization that was non-Greek. And the demise of Red Barn was it did not have that Greek affiliation to kind of keep it together. It was a great couple of 5 years but when all of those guys from 5th floor graduated out of Chico, the leadership was gone. There was a Mark Whittaker that was really involved: was a paramedic. And that's what I remember.

Ray Griffin: Yeah, it was a social club that had over 200 members and we did get to participate in Pioneer Days and all the same activities at that time that the Greek system had. And then I also was part of NAMA which is National Agricultural Marketing Association which was you know a very good club that met regularly to talk about marketing of agricultural products.

Dr. Paul Zingg: Thank you. We have a lot of things for these folks to do over the next 24 hours including their availability to many of you in the context of their particular college tomorrow. And then we have the great opportunity to honor them tomorrow night at a very formal event and when we'll -- I think
we'll find some good things to say about each of these folks in the course of that evening. But please join me in thanking these folks, congratulating them and really drawing upon their advice and their experience.