

Though his family's roots were deeply planted in Colorado, Joseph Stepanek says he was "born to travel." After graduating from the College in 1939 with a degree in chemical engineering, Joe went to Yale to earn an engineering doctorate in just 28 months. It was there that he met his future wife, Antoinette (Tonie) Farnham, who shared his passion for travel and adventure.

After graduating, Joe began work designing petroleum processing plants for Stearns-Roger Corporation in Denver and Texas. In 1945, he became an assistant professor of chemical engineering at the College.

Two years later, on a leave of absence, Joe traveled to China as the director of a project under the United Nations Relief and Rehabilitation Agency to help bring modern manufacturing industry to the rural areas. "We were pioneers in this project," he says. "The interior of the country was literally in the Stone Age, and we were introducing technology that was appropriate to China."

His leave had turned into a career. For the next 25 years, Joe advised governments on industrial development strategies. In 1950, he was sent to newly independent Indonesia, where he worked for the ministries of industry and of finance. "It was very exciting to

During his 30-year career with Denver's Stearns-Roger Corporation, J. Neil McLagan gained broad experience in both the engineering and construction fields. He rose to become vice president and member of the board before "retiring" in 1987. Neil then decided to concentrate solely on the construction field, and today he is part owner and president of the successful Hyder Construction, Inc.

Born and raised in Brush, Colorado, Neil came to the College for a degree in mechanical engineering and wound up earning a second degree in business administration. He also met his future wife, Evelyn Packard, who graduated with a degree in business administration in 1953. Neil graduated in 1954 and was drafted into the Army, where he served two years.

His first job was with B. K. Sweeney designing tools for the maintenance of jet and diesel engines. Neil then joined Stearns-Roger and quickly moved up the ranks of project engineering. He was involved in assignments for the Department of Defense, the Corps of Engineers, the Department of the Army, and other local and national agencies. In the mid-1960s, many of the projects were space-related, including an assignment in Florida, where Neil managed a plant

see a new government take shape," he says. While there, Tonie started a U.N.-assisted school that would grow in size from its original three students into the largest international school in the world.

"Luck and circumstance" led Joe to Burma and then to India, where he was asked to advise on the development of private industry. Joe discovered it would take much more than engineering, economics, or even management skills to address the industrial development problems in that country.

Through a grant from the Ford Foundation, he began pioneering research on the relationship between motivation and economic development. Joe worked with a social psychologist from Harvard to study the hesitation among the Indians to compete and to seize opportunities during an industrial revolution. "I think we had a little hand in making India a very exciting place," he says.

In 1968, the Stepaneks moved to Vienna, where Joe was the director of the U.S. effort involved in establishing the U.N. Industrial Development Organization. Five years later, he returned to consulting for the World Bank, the U.S. government, and other agencies. He and Tonie continue to travel, and both have published several books on their research and experiences.

that was manufacturing rocket fuel.

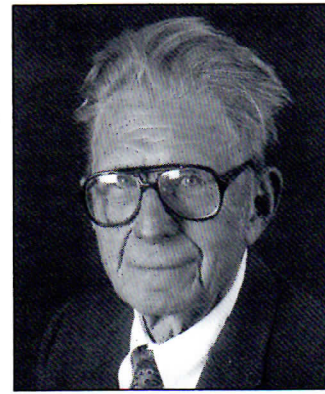
From 1970 through 1982, Neil was vice president and general manager of Stearns' Architects, Ltd. With construction revenues of approximately \$30 million annually, projects included office buildings, apartment houses, and transportation and light industrial facilities throughout the Front Range.

In 1982, Neil became vice president and general manager of the company's General Technologies division. He built the division to handle government projects, including space launch facilities, as well as architectural and environmental projects.

During his 28 years with Stearns, Neil helped the company grow from 600 to 3,500 employees at its peak in 1985. After retiring from Stearns, he became part owner, with his son Thomas, of Hyder Construction.

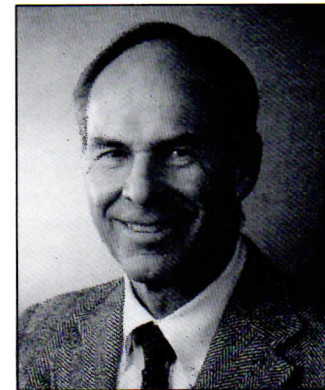
Hyder Construction has prospered and has grown from 3 to 22 employees. The company's projects have included buildings for Martin Marietta, Jones Intercable, and the award-winning Two Elk Lodge at the top of Vail Mountain's China Bowl.

Neil served on the College's Engineering Advisory Council (EAC) from 1985 through 1992 and is a member of the boards of several other organizations



**Joseph E. Stepanek**  
*Government Service*

Joe has served on the boards of several academic, scientific, and business organizations and has won honors, including the Yale Engineering Association Award for the Advancement of Science and CU's prestigious Norlin Award. He and Tonie have four children, Joseph, James, Antoinette, and Debra—three of whom graduated from CU—and eight grandchildren.



**J. Neil McLagan**  
*Industry and Commerce*

including the prominent engineering firm of Merrick & Company, and the Boys' and Girls' Clubs of Metro Denver. He and Evelyn have three sons, J. Scott (BSME, Bus. Adm., '77), Thomas (BSME, '79), and Kenneth, who is a graduate of CSU.