

2015

Bottom Line

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Leadership



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**HOWARD
UNIVERSITY**
School of Business

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Message from Dean Barron H. Harvey, PhD, CPA

The academic year 2014-2015 was a significant one for Howard University, not only because of the myriad activities you will see in this BottomLine, but also because this marks the 45th anniversary of our School of Business. The global business world has changed dramatically since our founding in 1970. We've seen social changes, technological advances, and multiple economic peaks and valleys but I proudly report that the Howard legacy of preparing our students for global leadership in this dynamic business world has remained steadfast. Our founding Dean, Dr. Milton Wilson, would be proud of the legacy he built.



Throughout this milestone year we have reached out to our stakeholders through a series of special events. In March, we held an event in New York, NY for all Howard business school alum, hosted by Moody's Investor Services. We hosted a similar event in Chicago in April. Both of these receptions were a great success and allowed us to reconnect with many alums from across the country. Other events are planned culminating in our formal celebration on October 2, 2015, where we will bring our students, alumni, faculty, staff, and corporate sponsors together for an evening of reflection and celebration. This 45th Anniversary will allow us to rejoice in all of our accomplishments and strategize for more achievements in the future.

Although we have a great tradition at the Howard University School of Business we are certainly not resting on our laurels. With dynamic academic departments, groundbreaking centers of excellence, esteemed faculty, award-winning programs, and over 8,000 alumni across the globe, we continue to be ranked among the top business programs in the nation. As we grow to new heights, here is a snapshot of some of our accomplishments this year;

- We have made progressive changes in the leadership of the Dean's office with a new Assistant Dean for Administration, Dr. Anthony Wilbon, and Director of Finance and Operations, Feraz Pereira.
- We welcomed three new faculty who have tremendous records of research and academic leadership in various disciplines.
- Two senior faculty were promoted to full professor, and one junior faculty member was awarded tenure, demonstrating that our faculty continue to work hard to expand their professional qualifications.
- Our Supply Chain Management Program was recently ranked 24th among all Supply Chain programs in the United States.
- Our students won first place at the 11th Annual Institute for Supply Management (ISM) Diversity Summit in Atlanta, GA.

Keeping with our tradition of exposing our students to important industry leaders, we hosted the CEO of Northern Trust, and executives from Google, Yahoo!, and Facebook. We've had some leading thinkers in the classroom, including Ms. Maggie Anderson who has received national acclaim for her research on entrepreneurship in the African American community.

The Department of Information Systems and Supply Chain Management Department recently launched a partnership with A.T. Kearney to provide an opportunity for MBA students to work as consultants on real-world interdisciplinary projects. A similar program is also in place at leading universities like the Massachusetts Institute of Technology (MIT), the University of Chicago and UCLA. We are also exploring several partnerships with major corporations that you will hear about in the near future. Consistent with past years, we've had students and faculty travel to India to work with international companies on various projects, and at the end of this academic year a cohort will be traveling to China.

As you can see, we've had a tremendous year! Our strategy for producing future leaders in this global environment has 45 years of proven success. As always, there is room to grow and we will continue to explore more opportunities. The Howard University School of Business will continue as a trailblazer for developing keen business minds who will change the world. As we celebrate our past successes, let's continue to look forward to a wonderful future!

Barron H. Harvey, PhD, CPA

HU's Inaugural Hackathon

The inaugural HUHACKS Hackathon took place in the School of Business from Friday, March 6, 2015 to Saturday, March 7, 2015. The event, which was sponsored by the GM Foundation, Boeing, and the Department of Information Systems, was created to give college students the opportunity to take a new or existing creative idea, and work for 24 hours to implement a business solution. Students from all across campus participated and were permitted to use any platform to develop either a mobile or web-based application for their project. Students worked overnight with the support of Howard University faculty, alumni, current students, and business professionals.

Mr. Alton Henley took on the lead technical mentor role, while Dr. Allison Morgan was in charge of organizing and judging the event. Students did an excellent job of collaborating, assisting, testing, innovating, and merging their ideas into a finished application at the end of the Hackathon, and motivated each other to keep working into the wee hours of the night. There was plenty of food, fun, and caffeine, and the students worked tirelessly to not only complete their applications, but also to present to the panel of judges at the conclusion.

Seven teams competed for cash prizes, and at the end two teams split the award. The BidMyEvent team (Simeon Kakpovi & Diemphuc Nguyen – Freshman Information Systems majors) created an app that would allow existing vendors to submit bids to provide several event-related services. The Team Xplorer (Alston Clark, Abiola Oke, Dwight Thomas – Freshman Computer Science Majors) created a pattern based game which allows players to compete head to head, as well as play against the computer, to repeat sequence based patterns in order to increase points and win prizes.

A great time was had by all, and the event was live tweeted using the hashtag #HUHACKS. Special thanks to all of the participants, sponsors, mentors, judges, faculty, alumni, and administration members who lent a hand to make the event a success. Dr. Rajni Goel, the Chair of the Department of Information Systems and Supply Chain Management, worked tirelessly to make sure that everything was administratively efficient. We are looking forward to continuing this annual Hackathon event in the School of Business, and plan to further enhance the culture of innovation for the Department of Information Systems and Supply Chain Management.

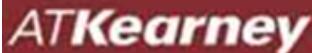


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Howard Business School Students Immerse in New Real-Time Lab Environments



Realizing the increasing challenges in developing future business leaders today, the Howard University Business School is leading efforts to implement cutting edge learning models that bring prospective employers much closer to their prospective employees. The Department of Information Systems and Supply Chain Management teamed up with global management consulting firm, A.T. Kearney, Inc., to co-launch their Student Lab program, a simulated “business laboratory”. The idea is to bring together companies, executives, consultants, faculty and students and challenge them with real-world problems. The lab encompasses A.T. Kearney clients’ projects that address actual strategic, IT and operations-based business problems.

During the semester long Student Lab Program, Howard MBA students embraced experiential learning, becoming fully equipped to meet the diverse challenges of solving unstructured business problems. The MBA student teams, along with their A.T. Kearney coaches, engage company senior executives to develop their real-world project deliverables, gaining practical lessons on leadership and stakeholder management. Students learn business concepts and technical skills to handle ambiguity, communicate effectively, perform a persuasive analysis and drive fact-based recommendations.

Five companies sponsored the Student Lab in Spring 2014 and another five companies were selected with the assistance of A.T. Kearney for Spring 2015. More than 60 students have participated in this pilot program since spring 2014. Upon completion of the project, first and second year MBA students commented that “...this project really helped me in my interviews...” and “...this experience has been worth the effort...”

Dr. Rajni Goel and Mr. Jim Haddow from the Department of Information Systems and Supply Chain Management played an instrumental role in spearheading the launch of the lab and ensuring that the real world experience was properly embedded in the business school curriculum. “Students interact with clients on a weekly basis and face real pressures, challenges and timelines giving them the real-time reality of today’s business culture. At the end of the semester, the students present an oral and written report to company senior executives,” said Professor Rajni Goel. All executives were impressed by the creativity, breadth and depth analysis, and professionalism displayed by the Howard MBA students.

Senior Partner at A.T. Kearny and Founder of the Student Lab Program, Joe Raudabaugh praises the program, “The school joins an elite set of top business schools participating in A.T. Kearney’s student lab program including Carnegie Mellon University, the University of Michigan Ross School of Business, the University of Chicago Booth School of Business and INSEAD in Fontainebleau France; later this year Northwestern University’s Kellogg School of Management and the London Business School will be joining the Student Lab program as well. The program would not be successful without the 91 client organizations that have supported the Student Lab with their time and project opportunities since we began in 2008- they make it possible.”

A.T. Kearney actively participates providing volunteer management consultants to act as student team coaches. Bill Frazier, A.T. Kearney Director and Leader of the firm’s African American Network, believes that Student Lab is essential for the students and the business school. He says, “This is a learning laboratory; it’s a good place to take risks and a safe place to learn. The projects test Howard MBA students’ ability to apply fundamentals learned in the classroom. We are proud to play a role in this vital learning experience to shape and develop Howard University’s future business leaders.”

Jim Haddow, Director of the Center for Excellence in Supply Chain Management at Howard University adds, “Not only did students gain a great deal of experience and knowledge through this process, but the corporate clients gained insight and solutions and were able to build relationships with top talent from Howard University.”

The student lab joins Howard Business School’s ongoing commitment to provide MBA students with a graduate business education that is both practical and far-reaching in today’s ever-evolving environment.

Beta Gamma Sigma's Newest Members

This year's Executive Inductee into the School of Business chapter of the Beta Gamma Sigma International Honors Society is Ms. Patricia (Patty) Brooks-Nobles, Senior Vice President and Market Executive Public Sector Banking for Bank of America. Ms. Brooks-Nobles is also a member on the Board of Visitors member at the School of Business. She leads a team of client managers who are responsible for providing a full array of financial solutions to state governments and agencies, counties, municipalities, various authorities and public higher educational institutions in 12 southeastern states plus the District of Columbia and Puerto Rico. She has led this team since March 2011. Recently, her role was expanded to include the federal government. Patty joined Bank of America in 1984 and has led various types of specialty banking teams for more than 20 years.



Patty earned her B.S. in Commerce from the McIntire School of Commerce, University of Virginia, and her M.B.A. from the School of Government and Business Administration, George Washington University.

Currently, she is the Board of Directors Vice-Chair for Junior Achievement of Greater Washington and the Leadership of Greater Washington (Class of 2001). Additionally, she is an executive sponsor for two Bank of America Employee Network chapters in her community, LEAD for Women and the Black Professional Group. As a result of her many years of dedicated commitment to the community, she was recognized with the Neighborhood Excellence Initiative Volunteer Service Award for Greater Washington in 2010. Her previous community service includes Board President of the YWCA of the National Capital Area, Board Member of the Greater Washington Urban League, and the Annual Luncheon Co-Chair of the Washington Area Women's Foundation. Patty, a native Washingtonian, resides in Washington, DC with her husband and children.

Howard 2015 Beta Gamma Sigma Inductees

MBAs

Mayokun Awobamise-
Adesioye
Emeka Amazu
Brittany Hayes
Rebecca Pannick
Brittany Philips
Skyla Mitchell
Ahmed Thabet

SENIORS

Jasmine Bolton
Sara Brown
Davida Bynum
Torin Collins
Miles Hector
Tamara Hendley
Kashmala Khan
Briannie Manuel
BreAnna Ocean

JUNIORS

Bria Alexander
Grant Barring
Christian Boyd
Raeanna Browne
Tatiana Burgess
Nicole Cabell
Jasmin Fitch
Alexis Fuller
Maya Hairston

Justin Kennedy

Nathaniel Livingston
Omobolanle Morakinyo
Derek Oliver, Jr.
Brandon Palm
Yolanda Sanders
Jaleeza Stoudermire
Melanie Vincent
Solange Weekes
Blake West

ACCOUNTING



CAE Develops Profession-wide Accounting Pipeline Project



Diversifying the accounting profession remains the mission of the Howard University School of Business Center for Accounting Education (CAE). Achieving this requires a strong, profession-wide collaboration among the profession's stakeholders who are willing to commit the funds, time, and executive focus. With this in mind, following the first Chief Diversity Officers in November 2012, CAE formed the Pipeline Working Group (Group) comprised of senior leaders from various accounting entities. The Group was charged with addressing the first phase of diversification commonly referred to as the 'Pipeline Project': increasing the pipeline of underrepresented minorities in the accounting profession.

The five initiatives developed by the Group were expanded and presented in the white paper, *Attracting Underrepresented Minorities to the Accounting Profession: Insights Into Diversifying the Talent Pipeline*. In November 2013, CAE met with AICPA leaders who committed to implementing the following initiatives from the Pipeline Project:

1. Establish communication and awareness programs in diverse communities
2. Support of school based programs—high schools and community colleges—for students pursuing accounting
3. Increase the number of minorities who sit and pass the CPA exam
4. The implementation plan is being led by the AICPA's Diversity and Inclusion team who has already gained significant traction in ensuring accounting firms, affinity groups, state societies, and other entities work together.
5. Representatives from these groups attended the Accounting Profession Diversity Symposium in Washington, DC from December 10–11, 2014. The Symposium provided a forum that featured research findings on young minority accountants and the factors that influence their program of study and facilitated in-depth focus group discussions among interested parties.

We're About Success! Celebrates 10 Years

Since its inception in 2005, the Leadership Skills Development Program, better known as We're About Success!, has been guided by three crucial objectives: increase the confidence of young African American accountants, encourage them to pass the CPA exam during their early career years, and facilitate exposure to cross-firm role models and resources. First and foremost, CAE celebrates the executive level of firm sponsorship they have received from its stakeholders. This relationship has allowed CAE to tap into executives serving as keynote speakers, facilitators, and on-site mentors throughout the program. Cathy Engelbert, CEO of Deloitte LLP, was the 2014 keynote speaker at the opening dinner. In the decade of programs, 18 firms have sponsored 1,080 young professionals to the program. These participants have created cohorts of young leaders who have cultivated a diverse, intellectual community committed to the accounting profession.



The success of the program can be attributed to the design and content of the four-day schedule which allows master facilitators to engage participants in unique sessions where learning and discussions that may not be able to take place internally are fostered. We're About Success! immerses participants in an environment that focuses on developing capabilities in young professionals who are deemed the future leaders of the accounting profession. Please email pkellibrew@howard.edu if you would like to reserve a space for your first year associates.

(L to R: Frank Ross, Director of CAE; Cathy Engelbert, CEO of Deloitte LLP; George S. Willie, Managing Partner of Bert Smith & Co.)



Hats Off to Frank

Over the years Frank Ross has received many awards and honors, but there is something special when you are recognized by your peers.



In October 2014, Frank was the recipient of the AICPA Gold Medal Award for Distinguished Service. This award recognizes CPAs who have made major contributions to the accounting profession. Ross received the award at the fall meeting of the AICPA Governing Council.

James Curry (left), chair of the awards committee presented the award. Ross' acceptance speech acknowledged the many individuals who mentored him and how it has inspired him to pay it forward throughout his career with young professionals. Ross' vision for diversity in the accounting profession

has been at the forefront of his second career as the Director of CAE where every program and initiative accomplishes a goal towards that vision. Ross is currently serving in his third term as a member of the AICPA National Commission on Diversity and Inclusion.

(L to R: Jim Curry, chairman of the AICPA Awards Committee; Frank Ross, Director of CAE; Bill Balhoff, immediate past chairman of the AICPA)

Leadership Programs A Success for College Students

During the 2014-15 academic year, CAE successfully hosted its Leadership Skills Development Program for Business Students (the Program) in four metropolitan cities:

- Greater DC/MD/VA co-sponsored by KPMG – KPMG DC Office
- Pennsylvania co-sponsored by KPMG – KPMG Philadelphia Office
- Greater NY co-sponsored by PwC – LIU Brooklyn Campus
- Greater Houston co-sponsored by EY and McConnell Jones – Texas Southern University

The success of the Program is attributed to the collaborative efforts between CAE, local universities, and co-sponsors who not only provide financial support, but are instrumental in identifying distinguished panelists.

The goal of the Program is to expose and develop student's soft skills, which are not taught in the classroom. A survey of accountants conducted by the Institute of Management Accountants (IMA) reported that 33 percent of accountants feel that an ability to inspire and motivate is the most important quality of leadership in the 21st century. Other attributes reported include communications skills (15%) and people management skills (13%), all soft skills. Over 250 students participated in a unique composition of sessions that included understanding the powerful effects of an organization's culture, building a strong network, and being aware of unconscious attitudes and associations. Students continue to rank the program very highly with ratings between 4.7 and 5.0.

Other Programs and Initiatives

- Aspiring Leaders Development Program (ALDI)
- We're About Success! Alumni Program
- Aspiring Scholars Development Program
- Symposium on Diversity in the Accounting Profession Issues Research Survey/Projects

Stakeholders

Bert Smith & Company

Accounting Today *

AICPA

Bazilio Cobb & Associates

Coleman & Williams LTD

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DiversityInc.*

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PricewaterhouseCoopers

BDO USA

Grant Thornton

SB & Company

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KPMG HOLDS CAMPUS ROUNDS AT HOWARD UNIVERSITY

In early December 2014, KPMG International Case Competition (KICC) held its local campus round at Howard University. A group of talented Howard sophomores emerged as the winners and advanced to the semi-finals.

The students, also members of our Executive Leadership Honors Program, appear from L-R: Ronald Walker, Jordan Roper, Quinten Stewart, and Temilayo Butler. The KPMG semi-finals round was held in Washington, D.C., with teams participating from the University of Maryland, College of William & Mary, Fordham University, University of Virginia, Howard University, University of Notre Dame, and Lehigh University. The Howard team won the competition and will advance to the national finals in New York, N.Y., where they will compete against the winners of the other four semi-final regionals. The ultimate champions of the United States will move on to the International KICC finals in Dubai, United Arab Emirates.



New Faculty Spotlight



CARROLL SAMUEL LITTLE, DPA, CPA, CGFM

Dr. Little was selected as the acting Chair of the Department of Accounting in July 2014. He comes to the school with more than 15 years of part-time teaching experience at both the undergraduate and graduate levels, as well as extensive experience in internal auditing. He was director of the Office of Internal Audit for Howard University for a number of years and was responsible for directing reviews of the University's and University Hospital's accounting and financial operations, information systems, and management procedures for adequacy and compliance. His office also conducted special investigations and made recommendations for improved financial reporting, internal controls, and operating procedures.

Prior to his appointment, Dr. Little served in a number of executive level positions during 26 years of federal government service, including serving as Special Assistant to NASA's Inspector General, Director for Administrative and Operational Reviews for NASA's Office of Inspector General, and NASA's Acting Assistant Inspector General for Auditing, responsible for all operational and financial audits in the \$15 billion agency.

Before NASA, Dr. Little was the director of audit offices at the Department of the Treasury's Bureau of Engraving and Printing and the U.S. Mint.

Dr. Little is a certified public accountant and certified government financial manager. He served as the Chair of the Registration Committee for an Internal Auditors in Government conference, and on the advisory board of a local business.

Dr. Little has held memberships in the Association of Government Accountants, the American Institute of Certified Public Accountants, the Maryland Association of Certified Public Accountants, the Institute of Internal Auditors, and the Association of College and University Auditors.

Dr. Little is a graduate of the Federal Executive Institute and Harvard University's Strategic Public Sector Negotiation Program. He received his bachelor's degree from Howard University, a master's of public financial management and budgeting from The George Washington University, and a doctorate in public administration from the University of Baltimore. His current research focuses on federal inspectors general operations, peer review in the public sector, internal auditing policies and procedures, and corporate governance, including audit committee or similar oversight structures' composition and operations.

Dr. Little and his wife, Sherry, live in Olney, Maryland; and have two children, Carroll, Jr., a University of Maryland computer science graduate, and Jennifer, a Howard University finance graduate.

New Faculty Spotlight

DR. RATNA MITHU DEY

Dr. Ratna Mithu Dey recently joined the faculty of Howard University as an Associate Professor. She has taught for more than fourteen years at The College of William and Mary, Rochester Institute of Technology, and The George Washington University.

Prior to her academic career, Dr. Dey worked as an auditor for PricewaterhouseCoopers and an accountant for ExxonMobil. She has maintained an active CPA license in Maryland since the late 1980s.

Dr. Dey is passionate about accounting and the profession. Her classes are very practical and hands-on because she wants her students to take what they learn in the classroom and apply it immediately on the job. In her courses, she also emphasizes the importance of professional and career development so students learn how to navigate their accounting careers.

Dr. Dey and her family have a long relationship with Howard University. She graduated from the Business School with a BA in Accounting. Her older brother graduated from Howard's Engineering School, and her younger sister from the Medical School. This year is especially memorable to her since she is teaching along with her father, Dr. Balaran Dey, who has been a Professor of Geography and Geology for 35 years, as well as her husband, Dr. Ron Hira; who is a member of the Political Science faculty.

Dr. Dey has published articles in several leading accounting journals and presented at major academic conferences in the United States and internationally. She has nine peer-reviewed publications, whose research focuses on the auditing industry; including audit quality, auditor choice, and audit regulation. She also studies how the outsourcing of audit work will impact her accounting students' future careers.

R. Mithu Dey has a nine-year-old daughter, Alisa, who enjoys soccer, swimming, tennis, karate and ice-skating. The family enjoys spending the weekends outdoors and traveling.

Dr. Dey's primary reason for returning to HU is its mission. The generosity, giving, and caring of faculty, administrators, classmates, and guest speakers touched her in a way that she has never forgotten. In particular, she recognizes the importance of service. It wasn't until she left the university that she understood how well Howard had prepared her for her career. Her HU faculty mentor, the late Dr. Horton Sorkin, always advised her to return once she had established herself in the business and academic world. He believed that this would enable her to provide her students with knowledge of the accounting profession while being steeped in the culture of HU. Now that she has succeeded as an accountant, auditor, and academic, Dr. Dey hopes to help the next generation of Howard students achieve their professional goals.



SUPPLY CHAIN MANAGEMENT



Howard University Student Earns Prestigious R. Gene Richter Scholarship

The Institute for Supply Management® (ISM®) has selected the 2014 recipients of the R. Gene Richter Scholarship, an award annually presented to the top supply chain management students from across the United States. Recipients were determined based upon a submitted essay, cumulative grade point average, extracurricular involvement and overall achievements as a pre-professional. Zawadi Dismuke is among the few students selected as a 2014 R. Gene Richter Scholar.

Ms. Dismuke is a student majoring in supply chain management at Howard University. She will graduate in May 2015 and currently carries a cumulative 4.0 GPA. She has been recognized as a Scholar by the National Society of Collegiate Scholars, a Legacy Scholar by Howard University and a Buick Achievers Scholar by Buick, among other honors.

An active student at Howard, Zawadi has pursued numerous extracurricular activities, which includes serving as vice president of membership for the Alpha Kappa Psi Professional Business Fraternity. In this position, she improved the fraternity's recruitment with knowledge gained through professional seminars and research. She also participated in the United Women in Business Seminar in 2013, acts as a coach and choreographer for the Bethune Annex Dance Team, and serves on the academic excellence committee for Howard's School of Business Student Council.

Zawadi believes that supply chain management is perfect for her. "As I studied more about the field, I realized how much the problem-solving and analyzing required fit my personality. Because of this seemingly perfect match, I knew this was a field I could excel in," she said. Upon graduation in May 2015, Ms. Dismuke intends to gain professional experience before pursing an MBA in supply chain management.



Supply Chain Management Program Ranked in Top 25

Howard University's Supply Chain Management Program was recently ranked 24th as part of the Gartner Supply Chain study on academic programs in the United States. "Attaining a top 25 ranking is a testament to the hard work and accomplishments of our program, the student body and the faculty," according to James Haddow, Director of the Center for Excellence in Supply Chain Management. "A shortage of strong supply chain management talent is one of the most pressing challenges for organizations worldwide." Howard University's Business School implemented the Supply Chain Management Program in 2001. Since its inception, the program has been well received by students and corporate supporters like Dell, GM, DuPont, Ryder, IBM, Deloitte, Alcoa, MWV, Bank of America, United Technologies and others. The supply chain management curriculum represents the MBA program's commitment to produce graduates who are equipped to cope with the latest trends in supply management.

Chrysler Partners with Howard University Supply Chain Program

The Howard University Center for Excellence in Supply Chain Management has partnered with Chrysler Group and Arizona State University (ASU) to launch the Supply Chain Management Leadership Exchange & Internship Program (LEIP) for the 2014-2015 school year.

LEIP's inaugural efforts will allow four students -- two from Howard and two from ASU -- to collaborate on a project during a summer internship in Chrysler's chain supply management division. The participating Howard University students are Maya McWhorter and Shavaunna Hodges. Both have already begun their summer internships with Chrysler.

In the fall, the students will continue working on their projects from opposite home institutions, with McWhorter and Hodges studying at ASU while the ASU students are heading to Howard for a semester. Chrysler is providing scholarships to cover the students' costs and living expenses during the exchange.



"Supply chain has emerged as a key strategic discipline in the last few years because of what we've been through," said Eric Williams, associate director of the Center for Excellence in Supply Chain Management at the School of Business. "The companies that do a really good job of partnering with a small number of universities and going deep with them are doing better at attracting talent."

Philadelphia Native and Howard University Student Crowned Miss Black Pennsylvania USA 2015



Kayla Shuler of Philadelphia has been crowned Miss Black Pennsylvania USA 2015. Shuler studied dance at The Philadelphia High School for Creative and Performing Arts. She is currently studying Supply Chain Management at the Howard University School of Business and will graduate in Spring 2016.

Ms. Shuler is an active member of the Howard University community. In October 2013, she co-founded BEYOND (Because Everything You Overcame Needs Dance), which encourages youth to make positive changes in their communities through art. She is also the treasurer and fundraising chair of the Howard University Bisonette Dance Ensemble and a member of the Howard University Philadelphia Club.

During the summer of 2014, Kayla interned with Target as an Executive Team Lead-Guest and continues to expand herself professionally. She will be representing Pennsylvania in the Miss Black USA Pageant in August 2015. The mission of the Miss Black USA Pageant is "to provide educational opportunities to outstanding young women of color and to develop the whole woman – mind, body, and spirit." Founded in 1986, the Miss Black USA Pageant has provided winners with scholarship money, international travel opportunities, modeling contracts, and leadership development.

New Faculty Spotlight

DR. ANUPAM KUMAR

Dr. Anupam Kumar joined the Information Systems & Supply Chain Management department in 2014. He has several years of industry experience as a consultant. Prior to joining Howard University, he was employed by IBM where he worked as an analyst, project manager, and service area leader, supply chain planning organization. His primary research areas include: Inventory Planning; Sustainability; and Public Policy with an emphasis on firm performance. Dr. Kumar specializes in the application of statistical techniques in both structured and unstructured data environments.



He holds a Ph.D. in Business and Management from the University of Maryland, an MS in Applied Statistics from George Mason University, an MS in Environmental Engineering from Oklahoma State University, and a BS in Civil Engineering from Indian Institute of Technology at Kanpur, India. He has taught Production and Operations Management, Procurement, Seminar in Supply Chain Information Technology, and Introduction to Logistics and Supply Chain Management.



Howard University School of Business Receives \$100,000 Grant To Pilot Global Trilateral MBA Certificate Program

The District of Columbia's Office of the Deputy Mayor for Planning and Economic Development has awarded a \$100,000 grant to Howard University's School of Business (HUSB) to pilot a new Global Trilateral MBA Certificate Program. Students with an interest in international business will have an opportunity to study and work on consulting projects in emerging markets. The new program will initially partner with the Sister Cities of Washington, DC-Pretoria, South Africa and Beijing, China. Sister Cities International is a network of cities that implement cooperative activities and exchanges with their counterparts in other countries. "Howard University School of Business has consistently demonstrated its commitment to provide special programs and activities that prepare our students for a dynamic, global business environment," said Dr. Barron Harvey, Dean of the School of Business. "The Global Trilateral MBA Certificate Program (GTMBA) seeks to develop a unique brand of MBAs with unparalleled experience in some of the world's fastest growing economies."

The program will be comprised of a cohort of Howard MBAs, as well as MBA students from premiere programs in China and South Africa. International teams of students will provide consulting services such as competitive trend analysis, business process reengineering, and risks assessments to a diverse group of companies and government entities throughout each of the three countries. A team of 10 Howard MBA students have designed a model for the structure of the program as a part of the Global Management Consulting class taught by international consultant, Professor Kelly Jibrell. The students presented their recommendations for the program at two South African universities being considered for partnership in December 2014 as part of HUSB Global Business Study Abroad Tour. In May 2015, MBA students will travel to China to present the Trilateral MBA recommendations to a prospective partner university in Beijing. The program is set to launch in January 2016. If you would like more information about this topic, please contact Verna Supel at 202-806-1725 or vsupel@howard.edu.

HU
HOWARD UNIVERSITY

"Setting the Standard, Achieving Results"

#1 Greatest Opportunities for Minority Students

The Princeton Review
Princeton Review
Best Business Schools

SMALL BUSINESS DEVELOPMENT CENTER



International Trade Workshop and Reception Receive High Praise

On November 13, 2014 the DC SBDC (located in the HU School of Business) held a training workshop at the DC Department of Consumer and Regulatory Affairs for small businesses and entrepreneurs who are currently exporting, or are considering selling, their products and services to African markets. This event was created in the wake of the Washington DC African Leaders Summit in August 2014, which focused on greater trade between the U.S. and Africa.



The workshop provided over 80 attendees with detailed information from experts in international trade on successful strategies, top industries and markets for consideration, best international trade practices and small business global trade success stories. There was an overwhelming consensus from attendees that this workshop provided an excellent foundation for information and strategies in successful international trade.

The day culminated with an evening reception. The DC SBDC, along with its international trade partners, hosted a networking reception at the National Press Club where area business leaders, U.S. trade officials, members of the Foreign Relations Committee, and members of the African diplomatic community gathered to make business connections and to hear about the latest business opportunities across Africa. Partners for the event included: U.S. Department of Commerce, U.S. Small Business Administration, DC Department of Small and Local Business Development/ExportDC, Corporate Council on Africa, the Mayor's Office on African Affairs, and Africa Talent Management.

Attendees heard remarks from: Antonio Doss, District Director, US. Small Business Administration; Bill Fanjoy, Director, VA/DC U.S. Export Assistance Center; Ambassador Robert Perry, Vice President, Corporate Council on Africa; Matthew Murray, Deputy Assistant Secretary for Europe, the Middle East & Africa, International Trade Administration, U.S. Department of Commerce; and, Darrell Brown, Executive Director, DC Small Business Development Center Network.

DC SBDC CY2014 Small Business Needs Survey

In 2014, The DC SBDC surveyed local small business to identify their needs as entrepreneurs and owners. The results show that DC small business owners and aspiring entrepreneurs are eager to establish sustainable businesses that will compete and grow in the 21st Century global marketplace. It is the mission of the DC SBDC to help strengthen these businesses and entrepreneurs through our service delivery system. By providing these services, the DC SBDC assists our clients and non-clients in the achievement of their professional and business goals.

As demonstrated in results from our previous survey in 2011, DC small businesses are a diverse group of individuals in a wide range of industries. The respondents came from firms headed by women or minorities, others started with owner equity, and some financed through bank funding. The results of the survey very insightful and informative and the DC SBDC will use this information to better serve the District's small businesses.

For a copy of an executive summary of the survey results go to the DC SBDC website at www.dcsbdc.org.



Business Law Small Business Training Series

The DC SBDC Network in conjunction with the DC Bar Pro Bono Program and the DC Department of Small & Local Business Development (DSLBD) co-hosted an eight-part course titled How the Law Impacts Your Small Business: A Business Law Training Series for Small Business Owners. The course, hosted by Winston & Strawn LLP, spanned from September to November 2014 and covered a variety of topics essential to the small business owner. Over 60 small business owners participated in the series. Topics presented by a variety of distinguished guest speakers included: how to set up your business; basics of employment law; what's in a contract and why; joint ventures; basics of government contracts; risk management; and, accounting and fiscal controls.

Partnership Between the DC SBDC and HUSB

In early 2014, the School of Business faculty partnered with the Washington, D.C., Small Business Development Center (SBDC) to help infuse entrepreneurship throughout Howard University and its broader community. Faculty, students, staff, and community members took entrepreneurship certificate courses taught by Dr. Micah Crump, where they identified new venture opportunities, and enhanced their business planning and presentation skills.

Participants included students with majors as broad as history in addition to business students. Other contributors included a School of Business alumnus, three Dental School professors and local dentists, and a professor in the School of Pharmacy.



FINANCE

CFA Program Partner Status of Reaffirmed

The Chartered Financial Analyst ® Institute is the global association for investment professionals that awards the prestigious Chartered Financial Analyst (CFA) designation. In October 2014, the CFA Program Partnership reaffirmed the Bachelor of Business Administration in Finance and the Master of Business Administration in Finance programs at Howard University's School of Business. CFA Institute partners with a limited number of globally diverse, select institutions. To meet the qualifications, an organization's degree programs must cover a significant portion of the CFA Program Candidate Body of Knowledge, including its ethical and professional standards. This partnership provides various benefits including access to its publications and CFA exam scholarships to our students.



The 36th Annual Summer Intern School (SIS)- Philadelphia, PA

Since 1979, the Center for Insurance Education (CIE) has taken between 50-60 business students to a city in the United States at the end of the spring semester to expose them to the multifaceted insurance industry. The students represent the various majors within the School of Business in addition to Insurance and Actuarial Science. During the week-long program, companies are able to showcase the finer qualities of their city and internal organization. As a result of networking, many students who have not previously secured positions are hired for internships. Students are presented with a real-world case study that relates to the challenges in the insurance industry. The group is split into teams and the case competition takes place at the end of the week.

The Howard University CIE took the 36th Annual SIS to Philadelphia, PA, in May 2014. A total of 52 students and one faculty member spent the first full day at Chubb's Philadelphia office where a regional manager welcomed the program. All business units gave presentations on the areas of the insurance industry, such as underwriting, claims, marketing and risk management. Rachel Grace conducted a Myers-Briggs Type Indicator (MBTI) test for students in the afternoon followed by an opening banquet at the Lucky Strike in center city Philadelphia.

Corporate sponsors made great presentations to the students at the Embassy Suites Hotel. Students also enjoyed a city tour and visited to the Philadelphia Museum of Art and Penn's Landing. This year's theme was: "2014 FIFA World Cup: Risk and Management" Students were divided into five stakeholder groups, Organizing Committee for FIFA World Cup – Organizer (Team 1), United States Soccer – Participant (Team 2), Visa – Corporate Sponsor (Team 3), ABC Networks – Broadcaster (Team 4), Coca-Cola – Advertiser (Team 5). The case competition presentations were evaluated by four judges, followed by the closing banquet on the Thursday evening.

The program attended sessions hosted by AIG, Chubb, CNA, HAI Group, Marsh, Northwestern Mutual and Prudential.

The CIE's 37th Annual SIS will be held in Hartford, CT, May 10 ~ May 16, 2015.

Alumni Spotlight



TRANSITIONING FROM THE CLASSROOM TO THE BOARDROOM: ADAPTING TO A NEW SET OF RULES

BY LATONYA E. CLARK (BBA '01, MBA '07)

Congratulations! You've made it. Final exams are complete, the dorm room is packed, your degree is officially in your hand, and hundreds of pictures are posted on Instagram and Facebook to capture this major milestone in life: College Graduation. You are well prepared and polished to hit corporate America with excitement and a gust of energy.

But, are you really prepared for the unwritten etiquette and behavioral norms that are essential for the boardroom? For the past four years, your classrooms have provided a safe and open environment to explore and participate in debate, research, and discovery. Transitioning into the real world of work can be a cultural and mental "shock" as the same type of debates and discovery comes in different etiquette norms and behaviors.

Time Management: Tick Tock

You will soon experience the importance of time management in a different manner. Meetings, task deliverables, projects and expenses will all have time constraints. Always ensure you know the time expectations on due dates and deliverables and never assume there is an open time period for completion. An unwritten rule you should remember is always expect to be evaluated on your ability to maintain and adhere to time constraints. In other words, always adopt the motto "To be early is to be on time. To be on time is to be late". Remember, time is money!

Writing 101

One of my favorite quotes from my graduate school Management Communications professor still resonates with me today: "The message sent is not necessarily the message received". Never mix your casual (and often times short hand) text and email with professional writing. Adapt the habit of reviewing emails before hitting send to ensure you haven't missed important words and your message is succinct, clear, and easy to digest. Here is another unwritten rule: written messages can be saved, forwarded, and archived. Remember, everything that you write is forever.

Mentor Please!

Mentorship will look and feel different in every organization. Some will be very formal and others more informal. So, how do you navigate selecting and building a relationship with a mentor? First, spend some time in your organization to determine your expectations and create a clear vision for your career. Secondly, research a variety of individuals that you admire and think fondly of within your organization. Ideally, you should find those who are in early, mid-level and Senior Executive positions. Lastly, approach the mentor/mentee relationship with humility and clarity. Be clear about your goals and follow up and follow through consistently. Mentor/mentee relationships can last for a specific moment, season, or a lifetime. Keep a variety of mentors and always remember to follow through on your commitment to the relationship.

LaTonya is a Senior Consultant at Deloitte Consulting in Washington, DC.

MANAGEMENT

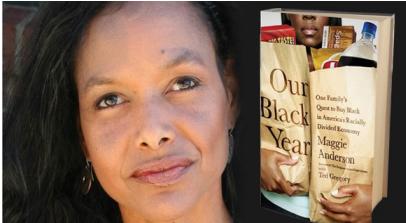
Hospitality Students Food Service Event

Dr. Maryan Khan, Associate Professor of Hospitality Management, and students in her Convention/Meeting class hosted a hospitality day in the School of Business lobby. The group organized a “Pizza Day” to promote the hospitality management program and at the same time experience the planning and organizational efforts needed to conduct a successful food service event. The group members were responsible for reserving the lobby, marketing the event, displaying hospitality material, creating menu, ordering, arranging, and serving food and drinks, and clean-up after the event. The class is designed to prepare students’ knowledge in areas such as purchasing and storeroom management, food service cost control, menu engineering for food service, facility management, advanced hospitality customer service, and much more.



Students in the Hospitality Management course also visited the Washington DC Convention Center to attend the Destination Showcase Meeting. Students got an opportunity to attend seminars and visit a trade show, and network and communicate with industry leaders. They experienced first-hand how major national meetings are organized.

Maggie Anderson Visits Entrepreneurship Students



Maggie Anderson, the founder of the Empowerment Experiment Foundation and author of the book *Our Black Year*, visited Dr. Micah Crump’s Entrepreneurship course in the Spring 2015. She was joined by executives from New York Life, Eugene Mitchell and Robert White.

Ms. Anderson shared the personal sacrifices and experiences during her and her family’s commitment to "buy black" for an entire year in Chicago. She used this experiment to demonstrate how difficult it was to solely support African American businesses and sustain a living. Her family had difficulty finding simple necessities like diapers, clothing, aspirin, gas, and fresh food in her neighborhood, even though Chicago has the largest number of black-owned businesses in the country. Her discussion with the students emphasized the need to teach financial literacy, promote self-help economics, and develop a strategic initiative for more minority entrepreneurship.

To read more about Maggie Anderson’s experience and see videos of her many guest appearances on national television programs, visit her website at: <http://www.authormaggieanderson.com>.



MARKETING



GENERAL MOTORS' COMMITMENT TO MARKETING EDUCATION



For the third year in a row, the General Motors Educational Foundation has committed to helping give Howard University students hands-on marketing experience. As they prepare for graduation, students in Dr. Yuvay Meyers Ferguson's senior level Marketing Communications course use what they've learned to work as a full service marketing agency to create a campus wide campaign featuring one of the company's brands. This school year the projects featured the Chevrolet brand. With a real budget, they worked throughout the semester to develop and implement a promotional event that showcased the marketing strategy, research, advertising, public relations, and event logistics skills that they acquired in the program. Once again, the students rose to the occasion to produce events that received accolades from the brand managers in Detroit that work on the world-renowned vehicles daily.

THE BLACK CLASSIC

It has been a little over 100 years since the very first Chevrolet made its debut to the world. Creating cars like the 1500 Stylemaster Business Coup and the Chevy Deluxe, Chevrolet has made its mark in the automobile industry with some of its most classic vehicles known to date.

Prospective graduates in Dr. Ferguson's Fall 2014 Marketing Communications course decided to bring Chevy's historical roots to another landmark in its own right: Howard University. Students were provided a \$3,000 budget and a clean slate for some fresh ideas to get Howard University students engaged with the Chevrolet brand. The project allowed students to enhance their skills in various areas such as Public Relations, Logistics, and even Guest Services.



The October 16, 2014 event was themed "The Black Classic". The focus of the event was to showcase the new school Chevy Impala and Chevy Malibu along with their predecessors. By displaying the contrast between both the older models of the Impala and Malibu alongside with the new 2015 models, students at Howard University were able to actually see how timeless and classic Chevrolet has been over the years. From learning about the company's history to actually getting in the newest models of the Malibu and Impala, The Black Classic event enabled an array of Howard University students to view Chevrolet as an incredibly recognizable brand from now to generations to come.

Fall 2014 Students:

Chebony Anderson-Perine, Lauren Bacchus, Say Beal, Brittany Berry, Joseph Billups, Jasmine Bolton, Chanelle Cook, Mado-Sue Dembele, Chanel Diggs, Micaella Duncan, Raven Harrison, Jasmine Hart, Fairin Hightower, Ariel Johnson, Aliyah Jones, Felicyana Lowery, Victoria Mack, Steven Martopawiro, Jasmin Matthews, Teshelle Nicholas-Bumby, Alexandre Pendergrass, Oneisha Pickard, Jimmika Robinson, La'Shawna Rogers, Courtney Stith, Chance Thomas, Brianna Toney, Jocelyn Troutman, Julian Turner, Tevin Wallace, Alexis Wiffen, Charity Williams, Timaya Williams, Destiny Williams

THE MOVE OUT

On April 16th, 2015 a group of eight students enrolled in the spring semester Marketing Communications classes taught by Dr. Okoro and Dr. Meyers Ferguson partnered up with General Motors to host HU Presents: Chevy, The Move Out. Dubbing themselves as “The Agency” this group was tasked with educating the student population about Chevrolet’s all new 2015 Trax, the first car in its category for the brand as a small, crossover SUV.

“A huge success”, as described by Dr. Ferguson, chairperson of the Department of Marketing who has partnered the Marketing Communications classes with big car corporations annually, The Move Out was well accepted by campus. Over 150 students came out and were able to participate in the activities hosted at the event. As much as the attendees of the event may have gotten out of it, the biggest benefit may have gone to the team that put on the event. Evelyn Cooke, the Program Director noted in a follow up presentation to group Chevy representatives “My favorite thing about the event was that we were able to take the theoretical knowledge from the first half of the class and apply it to a real world situation. I even found out that I liked the car a little bit myself after going in-depth with some of its

features.”

Spring 2015 Students:

Grant Barring, Armani Blair, Ray Bramble, Evelyn Cooke, Taylor Holmes, Maurice Moore, Kyle Nichols, Julian Owens.



HUSB GRADUATION KEYNOTE SPEAKER

Norman K. Jenkins, President, Capstone Development, LLC



Norman Jenkins is founder and President of Capstone Development, LLC, a real estate acquisition and development firm that invests institutional capital in premium branded lodging assets. Capstone, which began operations in 2009, has developed and/or acquired assets with an aggregate value of nearly \$2B.

Prior to launching Capstone, Jenkins was an executive and corporate officer of Marriott International Inc. During his 16-year tenure with Marriott, he served in a variety of roles including, Senior Vice President, North American Lodging Development; Vice President and CFO, Ramada International; Vice President, Owner & Franchise Services; Acquisition Executive; Finance

Director; Tax Director and Manager, Corporate Internal Audit.

Prior to joining Marriott in 1992, he spent five years with McDonald's Corporation where he held positions in finance and operations.

Jenkins holds a BBA in Accounting from Howard University, an MBA from the George Washington University and is a certified public accountant.

Jenkins is a member of the Executive Leadership Council, the Developer Roundtable of Washington, DC, and serves on the Howard University Board of Trustees, The Howard University School of Business Board of Visitors, the Suburban Hospital Board of Trustees and the St. John's Episcopal School Board of Trustees.

2014-2015 School of Business Board of Visitors

The Board of Visitors acts as an objective advisory committee to the President, the Provost, the Board of Trustees and the Dean of the School of Business. The following distinguished men and women are leaders in various fields who provide insight intended to strengthen the School's programs while offering external support to the School of Business, its students, its faculty and its graduates.

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Managing Director

Frank Weaver

The Boeing Company
Director, (RET.)

George Willie

Bert Smith & Company
Managing Partner

Faculty Publications

Academic Year 2014 to 2015

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School of Business
2014 - 2015

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Nathan E. Ward

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PROSPECTIVE EXECUTIVE MASTER'S DEGREE CANDIDATES

Elena C. Barron

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Brian Gibson

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Wanda E. Moorman

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SAVE THE DATE

45th Anniversary Celebration:
*“Transforming the
Face of Leadership”*

Date: October 2, 2015

Location: JW Marriott, Washington, D.C.

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15TH ANNUAL SCHOLARSHIP GOLF TOURNAMENT -Monday, June 1, 2015-



**POTOMAC
AT AVENEL FARM**

**TPC Potomac at Avenel Farm
10000 Oaklyn Dr., Potomac, MD**

Registration: 9:00 am

Tee Time: 10:00 am

Awards Luncheon: 3:00 pm

Please support the Howard University School of Business by joining us for a great day of golf on an exceptional course.

Barron H. Harvey, Dean.

Howard University School of Business

Email your registration forms to BusinessDean@howard.edu