



**National  
HBCU**  
BUSINESS DEANS ROUNDTABLE

# Summit



June 7<sup>th</sup> -10<sup>th</sup>  
**2023**  
Orlando, Florida



**Our Theme:**  
**Corporate Alliance in a New Era**



*National Historically Black Colleges and Universities  
(HBCU) Business Deans Roundtable, Incorporated*

# OUR WELCOME



DR. JO-ANN ROLLE

We are delighted to welcome you to the 20th Annual HBCU Business Deans Roundtable Summit! This year's theme, "Corporate Alliance in a New Era," aptly reflects our organization's ongoing evolution and commitment to strengthening partnerships that support administrators, faculty, and student programs at our institutions.

Our program chair, **Dr. Charles Richardson**, Executive Director **Dr. Le-Quita Booth**, and the **entire Executive Board** have organized an outstanding program for this year's summit. We extend our gratitude to our partner, DACO, and Learnard Dickerson for their exceptional event planning and program support. Furthermore, we are excited to announce our annual Student Summit, held in parallel with the main event and sponsored and facilitated by our corporate partners.

We extend a **special thank you to KPMG**, our strategic partner hosting the summit at the Lakehouse Executive Center in Orlando. We are grateful to **Jennifer Neal** and the entire KPMG team for their dedication and support in making this year's conference a success.

Our mission remains steadfast in providing a forum for HBCU business school deans to address opportunities and challenges associated with enhancing business programs and initiatives. We strive to forge strategic partnerships with corporations, government, national organizations, and others to equip students with the essential tools and resources for success.

We are proud to showcase our partnership events this year, including **Deloitte's Future of Work symposium, Jackson State & Babson College's Case Study workshop on Entrepreneurship, FINRA's annual conference** and professional development for finance faculty, and **HP's experiential learning and professional development for students through the HP Challenge**. We continue to support the Washington Business Research forum hosted by Howard University and the Teaching Conference hosted by Texas Southern University.

Looking ahead, we call upon you—our partners, members, and stakeholders—to further promote collaboration and partnership. We encourage more corporate partners to tap into the exceptional talent pool our institutions produce. By aligning our efforts, we can create a sustainable impact, starting now at the 20th Annual HBCU Business Deans Roundtable Summit.

Please join us in making this year's summit a success by actively participating and urging potential sponsors and partners to get involved. Your passion and commitment are crucial for the continued growth and impact of our organization.

We eagerly anticipate seeing you at the summit and working together to build a brighter future for our institutions and the students we serve.

Sincerely,

  
**President**

Dean School of Business Medgar Evers College,  
City University of New York



# National HBCU

BUSINESS DEANS ROUNDTABLE

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# WELCOME

National Historically Black Colleges  
and Universities Business Deans  
Roundtable Summit





# OUR PROGRAM



**CHARLES RICHARDSON**

**I WELCOME** you to the 20th Annual HBCU Business Deans Roundtable. As the President-Elect and Program Chair of this year's event, I am deeply honored to represent our esteemed committee of dedicated deans and staff members who worked tirelessly to bring our shared vision into reality.

This year, our guiding theme is **"Corporate Alliance in a New Era,"** a resonant topic in the wake of a global pandemic that has reshaped the face of our world and tested our resilience. Nevertheless, we have emerged stronger, and we will continue to strive and succeed.

We are delighted to carry forward the legacy of our dynamic event last year, thanks to our strategic **partnership with KPMG**, who is hosting us at their Executive training facility, Lakehouse in Orlando, Florida. Special thanks are also due to **Jennifer Neal** and her team at KPMG for their efforts in making this Summit experience possible. I extend my warmest welcome on behalf of our member institutions from the Sunshine State: Florida A&M University, Florida Memorial University, and Bethune Cookman University.

As has become our tradition, we are privileged to have a distinguished group of speakers from

both national and international backgrounds, representing the academia, corporate world, and political entities.

In addition, we continue our endeavor of promoting student involvement through our Student Summit, a series of professional development sessions attended by eighty nominated students.

The execution of this year's program owes a great deal to the collective effort of numerous individuals and groups. I extend my heartfelt thanks to the HBCU Business Deans Roundtable Executive Committee for their foresight in encouraging more member involvement in program planning. I would also like to acknowledge the Planning Committee, **Dean JoAnn Rolle**, HBCU Business Deans Roundtable President, and our Executive Director **Dr. LeQuita Booth** for their relentless coordination and support.

As we strive to build on the success of last year's model, we affirm our belief that the bond between HBCUs and their communities is instrumental in fostering collaborations, promoting growth, and driving innovation. It is this belief that will guide us as we commence the **20th Annual HBCU Business Deans Roundtable**, and seek to make an ongoing, measurable, and significant impact.

Thank you for being part of this journey. I look forward to the insightful discussions and the breakthroughs this summit will surely bring.

Sincerely,

*Charles W. Richardson, Jr.*

Dr. Charles W. Richardson, Jr.  
President-Elect and Program Chair,  
National HBCU Business Deans Roundtable

## Wednesday, June 7, 2023

6:30 p.m. – 8:00p.m.

HBCU Roundtable Advisory Board/KPMG Dinner

## Thursday, June 8, 2023

9:00 a.m. – 11:00 a.m.

HBCU BDR Executive Committee – Executive Director/Committee Reports

11:00 a.m. – 12:00 p.m.

HBCU BDR Sponsor Advisory Board

12:00 p.m. – 1:30 p.m.

Program Committee Walk-through of Conference site

2:45 p.m. – 4:45 p.m.

Exhibitors and Sponsors Showcase

5:00 p.m. – 9:00 p.m.

Florida Deans Welcome and Videos, followed by the Reception

## Friday, June 9, 2023

7:00 a.m. – 8:00 a.m.

Breakfast

8:00 a.m. – 8:15 a.m.

Welcome

8:15 a.m. – 9:00 a.m.

### Opening Session ~ Presentations:

- Better representation of students of color in higher education and business – US News & World Report
- Future of Work & Success Indicators – ETS

9:00 a.m. – 10:00 a.m.

Representation in Business Cases: What's Now, What's Next, What's Needed Harvard Business School Publishing

10:00 a.m. – 11:00 a.m.

### HBCU Partnership Experiences Panel

- Creating Better Partnerships with High Schools which Lead to College Recruitment and Societal Benefits – University of the Virgin Islands
- HBCU Founders Initiative – Mentoring for Acceleration- Elizabeth City State University
- Bridging the racial income gap through workforce development: The Case of "PVAMU Banking Academy"- Prairie View A & M University

11:00 a.m. – 12:00 noon

KPMG

12:00 noon – 1:00 p.m.

Lunch

1:00 p.m. – 2:00 p.m.

### Exhibitors and Speakers Showcase

#### Presentations:

2:00 p.m. – 2:30 p.m.

Fred Renwick Visiting Faculty Fellows Program – Stern NYU Business School

2:30 p.m. – 3:00 p.m.

MADE (making Accounting Diverse and Equitable) - Deloitte

3:00 p.m. – 3:30 p.m.

Parallel sessions

- Building Better Collaborations in Spite of the Super Chicken Mentality in Academia – Southern University
- Solving Problems that do not exist (yet) - Paul Quinn University
- Back to the Future – West Virginia State University

3:30 p.m. – 4:30 p.m.

**Workshop/Presentations****Panel on Institutional and corporate collaborations**

- An Outcome from a Collaboration between The Dean's Roundtable and Babson College – Jackson State University
  - Collaboration and partnerships to leverage grant competitiveness Medgar Evers College
  - Collaboration for HBCUs and the Diaspora for Entrepreneurship Initiative – Medgar Evers College
  - Kohl and Alabama A&M University – Alabama A&M University
- Accreditation Sessions AACSB and ACBSP (Breakout Sessions)

4:30 p.m. – 5:00 p.m.

5:00 p.m. – 6:00 p.m.

**Closing Session ~ Corporate Panel:**

Creating & Sustaining Wealth in Black Corporate America & Entrepreneurship Through Alliance - Black Alliance of Colleges and Employers (BACE)

6:00 p.m. – 7:00 p.m.

Exhibitors and Sponsors Showcase (Break)

7:30 p.m. – 9:30 p.m.

Reception and Awards Banquet - KPMG speaker, Nikki Reid

**Saturday, June 10, 2023**

8:00 a.m. – 9:00 a.m.

Breakfast

9:00 a.m. – 10:30 a.m.

HBCU Business Deans Roundtable Business Meeting

- Professorship Presentation
- Business Meeting



**National**  
**HBCU**  
BUSINESS DEANS ROUNDTABLE



**KPMG**

**Speakers &  
Presenters  
BIOS**





## CLINTON **ARNOLD**

*Business Leader, Professor, Leadership and Life Coach*

Clinton spent 25 years with Verizon Communications Inc. before retiring in 2013 as a Director. He led teams in sales, product marketing, product development, training, channel sales, customer marketing and operations and communications, earned multiple President's Leadership awards, as well as Platinum, Presidents and Diamond Club awards for sales and operations excellence.

He was a business owner of an AAMCO franchise which he sold in 2020, after he and his wife owned it for six years, where he doubled the revenue, was in the top five performing centers annually, was the #1 center out of 42 centers in the Ohio Valley Region in 2017, and one of

only 16 national President's Club winners out of 700 AAMCO shops nationwide.

He is currently a business and marketing Professor at West Virginia State University teaching multiple courses in Entrepreneurship, Marketing and Business Operations and the CEO of KISRA, Incorporated.

After serving faithfully in churches going back to his youth, answered a call to serve in the Ministry as an Executive Pastor. He was licensed as an Executive Pastor in 2014 and is a certified Faith Based Counselor specializing in pre and post marital relationships.

From 1997-2012 he coached youth and high school baseball teams in Texas, Pennsylvania, and WV. His teams won city championships, two state championships and one national title. He had multiple players earn college scholarships to Division I, II, III and NAIA schools all over the country and was proud to contribute towards their development into productive, responsible, disciplined young men.

His unique mix of experience and success in leading, teaching, developing, coaching people and teams in a Fortune 500, small business and athletic environments has enabled him to fulfill his calling, which is to help people achieve their short and long-term goals and be the best person they can be for themselves, their companies and their families.

The foundation of his experience is education and training. He has a BA in Communications from the University of Kentucky, where he was the baseball team co-captain his senior year. He was also a four-year letterman from 1982-1986 and All-SEC performer in 1986. He earned an MBA from the University of Charleston and is a graduate of the University of Maryland Executive Leadership Program as well as the Center for Creative Leadership in San Diego, CA. He is currently in the Doctor of Business Administration program at Marshall University with an expected graduation date of Summer 2025.

He has been married to Trina, a retired teacher, UK graduate who is also an Assistant Professor of Education at West Virginia State University, for 36 years. They have two grown children. Their daughter Christen Woodard is married to Pastor Brandon Woodard. She is a Mid-wife and they have four children. Their son Clinton Barrett Arnold III is married to Tyra Meadows Arnold. Barrett earned his undergraduate Degree from Coppin State University and an MBA from Marshall University. He is a Certified Personal Trainer and resides in Charlotte, NC.



## DAVID CANADA

*Director Global Supplier Diversity  
Boeing Defense Space & Security*

David Canada is director of Global Supplier Diversity for Boeing Defense Space & Security (BDS). Named to this role in 2023, he has primary responsibility for building stronger relationships with the diversity office at the DoD and with the respective representatives of the branches of services. David joined The Boeing Company in 2007 as an industrial engineer on the V-22 Osprey line. He implemented new project management tools that resulted in automated workforce planning and improved the schedule planning efficiency. David grew, taking on new challenges and roles across Boeing.

As IT procurement manager, he managed 18 procurement agents, 30 suppliers, and more than \$250 million in contracts. He moved on to serve as chief of staff to the Vice President of BDS IT Business Partners. He continued his career as the Senior Manager, Mergers & Acquisitions Integration Strategy, where he led mergers and acquisitions estimated at \$2.5 billion, and also manages critical cybersecurity issues and systems. David earned a bachelor's degree in Mechanical engineering from Howard University, and a master's degree in Business Administration and a Certification in Project Management. Giving back is a part of who David is. He serves on the board of the following non-profit organizations: Black Alliance of Colleges & Employers (BACE), Step Afrika, Wearable Tech Ventures and Positive Deposits. David is also very passionate about STEM education and increasing the number of minorities in technology fields. He serves as an active corporate representative for the Black Engineer of the Year Awards, Advancing Minorities Interest in Engineering as well as the National Society of Black Engineers. In addition, he was selected to be a member of the Racial Equity Task Force and is co-leader of the BGS Diversity & Inclusion Council.



## MUSSIE HAILE

Mr. Haile is the founder and CEO of RevoltCypher LLC., a Blockchain-as-a-Service platform & services company with a mission to enable a smarter and more connected system that is Blockchain for government and commercial entities. Mr. Haile is a seasoned technologist with over 27-years of experience with a keen understanding of how to leverage technology planning, security risk management and security operations and implementation methods to deploy business solutions and ensure measurable outcomes. Blockchain-as-a-Service platform & services company with a mission to enable a smarter and more connected system based on Blockchain for government and commercial entities. Over the last 7 Years, Revolt Cypher have implemented AWS Impact Level 4 based blockchain and smart contract solution; filed multiple patent application related to a solution on the Blockchain solutions.



## DR. MOHAMMAD **BHUIYAN**

Dr. Mohammad Ali Bhuiyan is an economist, academic administrator, professor, and a recognized international expert in economic and entrepreneurial leadership. He received MBA from Indian Institute of Management – Bangalore (IIM-B) in 1983. He received his second MBA from Georgia State University in 1986 and a Ph.D. degree in economics/trade, from University of Florida in 1993. He also received advanced leadership training from Harvard University Kennedy School of Government, Harvard Business School, Stanford University, and MIT. For his outstanding achievements, Dr. Bhuiyan has been included in Who's Who in America (Millennium edition) and Who's Who in the World. He was named as one of "The 100 Most Influential Atlantans of 2014" by the Atlanta Business Chronicle and as one of the "Notable Georgians 2015" by Georgia Trend Magazine.

Dr. Bhuiyan worked with Chancellor of the University System of Georgia and Board of Regents as an ACE Fellow in 2011 for a year. He also received training from ACE (American Council on Education) on "Preparing for the University Presidency".

Dr. Bhuiyan has over thirty years of executive level experience covering all aspects of administration. He served in administrative leadership positions in academia, business, and non-profit including Chief Executive Officer, Executive Vice President, Vice President, Dean, Chair, Director, and Endowed Chair Professor positions at the Leadership Needed Foundations and at several reputed universities in the USA.

He also served on numerous national and international committees and nonprofit boards as members and chairs. He has provided leadership to an annual National Policy Forum on Innovation, Entrepreneurship, and Higher Education Conference that involves university system heads, chancellors, presidents, Fortune 500 CEOs, successful entrepreneurs, high ranking military officers, and other national and international leaders for thirteen years. In addition, he offers training programs on leadership development, negotiations, and global business culture.

As a true international person, Mohammad has lived, worked, and traveled to over sixty countries on six continents. He works closely with many notable leaders around the globe. He understands the complex economic, political, cultural, religious issues around the world that are essential for sound economic and foreign policy decisions.

Dr. Bhuiyan has long-running experience in giving media interviews on economic and higher education issues. He has been featured on CNN, ABC, CBS, FOX, and NBC and in magazines, as well as national and local newspapers around the globe. He was a member of the Rotary Club of Atlanta (Downtown) and Savannah West.

He is a graduate of Leadership Georgia's Class of 1996. Dr. Bhuiyan is married to Shamima for 37 years and they have one grown son.



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## DR. KENDRA L. **HARRIS**

Dr. Kendra L. Harris is the Dean of the School of Business and Professor of Marketing at the University of the Virgin Islands. She is in her fourth year as dean in the business school. The business school has approximately 460 students including the undergraduate program and masters' programs in business administration and accounting. It recently launched a construction management program under her guidance. At the end of this coming summer, the school will launch an executive MBA program.

Dr. Harris has over 25 years of professional and higher education experience which includes having been in private industry and formerly teaching at other universities including Howard University and Cornell University to name a couple. The vision for the School of

Business is that it is the premier, learner-centered, English speaking business school in the eastern Caribbean. Dean Harris' goal is to work to manifest that vision through strategic partnerships with stakeholders, including its students, the business and government communities of the US Virgin Islands, the continental US, and partners in the global arena.

She has served the university and the territory in a variety of capacities including being a part of the Agriculture Plan Task Force for the US Virgin Islands territory. The task force was a group that was charged by the USVI legislature with developing a comprehensive agriculture plan for the territory which is over 95% dependent on outside sources for food. In addition, Dr. Harris has spoken at numerous Virgin Islands forums geared towards educating businesses in the territory on standard business practices that can improve their bottom lines and position them for governmental assistance in times of tragedy such as natural and manmade disasters.

The School of Business is the host entity for the Small Business Development Center operating in the US Virgin Islands. In addition, Dr. Harris co-authored a grant to procure an APEX Accelerator center (formerly a PTAC or Procurement Technical Assistance Center) for the island, which is also hosted by the School of Business.

While serving as dean, Dr. Harris has engaged in or stewarded numerous student outreach activities geared at mitigating the enrollment declines that are plaguing much of higher education. Those activities have included face-to-face engagements with a variety of stakeholders on St. Kitts and Nevis as well as St. Martin. In addition, she has deployed faculty to the British Virgin Islands and Ghana to expand recruitment for the business school and for the university overall.

Dr. Harris' research has spanned a variety of topics, most recently related to the imminent social issues that will accompany the proliferation of the singles demographic. She also conducts research related to students' professional development. She earned a Bachelor of Science in Business Administration from American University and an MBA from Duke University. She also holds a doctoral degree in business administration with a concentration in marketing and a sub-field of diversity management from George Washington University.



## DEBBIE GASPARD

Debbie Gaspard is the Director of Marketing and Entrepreneurship Programs in the Business Division at Metropolitan Community College (MCC) in Omaha, the largest and most diverse college in Nebraska. In her twenty years of teaching, Gaspard has taught undergraduate and graduate courses for institutions serving international student populations in more than 75 countries. Gaspard's responsibilities involve serving diverse learners, including high school dual enrollment, traditional, re-entry, Avenue Scholars, and corporate clients.

Gaspard served as the 2021-22 Chair of the Board of Directors of the Accreditation Council for Business Schools and Programs (ACBSP), an international nonprofit comprised of 1,200 member campuses in 60 countries that promotes continuous improvement and teaching

excellence through the accreditation of business education programs worldwide. For more than 20 years Gaspard has been affiliated with ACBSP as a site evaluator, mentor, commissioner, and member of Board of Directors. Gaspard's committee service includes Investment, Diversity, Equality & Inclusion, International Teaching Excellence, and Global Business Education. As Board Chair, Gaspard created the Task Force for African Member Recruitment to extend ACBSP's reach and impact throughout the African continent. Gaspard also developed the Women's Academic Leadership Summit, a global, inclusive networking event to celebrate achievements and promote mentorship of women leaders in education, business, and public service.

Gaspard earned both a BA and an MBA from Tulane University in New Orleans where she was born and raised. She is an Emeritus Member of the Kappa Beta Delta International Honor Society (KBD), a recipient of the ACBSP International Teaching Excellence Award, and the international recipient of the Jack Kahl Entrepreneurial Award for the Enactus Sam M. Walton Fellow of the Year in recognition of the successful development of sustainable service-learning projects promoting financial literacy and women's empowerment in communities across Nebraska, in South Africa, and in Haiti.

Gaspard serves on the Board of Directors of the Midlands African Chamber and the Board of Directors of Nebraska's Friendship Home Domestic Violence Shelter. Gaspard was recently inducted into the 2022 Class of Nebraska's 50 over 50 in recognition of her record of leadership and service excellence.



## TRAVIS GUELIG

Travis Guelig is the Early Talent Acquisition Leader for Kohl's. He has been with Kohl's for over 10 years, and he has held progressive roles within HR including Senior Corporate Recruiter, HR Generalist and HR Business Partner. As the leader for the early talent initiatives, he has built strong relationships internally across Kohl's while also developing and leveraging partnerships with campuses across the US as well as external student organizations. Travis is incredibly passionate about continuing to evolve the early talent acquisition strategy in terms of candidate experience, diversity & inclusion and deeper talent pipelines in the midst of a challenging talent market!



## PATRICIA N. **CRAWFORD**

Patricia N. Crawford is a distinguished Medical Service Corps Officer in the U.S. Air Force Reserve and serves as the Finance Doctoral Student President for The PhD Project. She is pursuing a Doctor of Philosophy degree in Business Administration with a specialized focus on Finance at the University of Rhode Island - College of Business. In addition, Patricia earned her Bachelor's and Master's degrees in Accounting from Xavier University (OH) and American Military University. Her current research looks at racial health inequities.



## JEREMY **FABER**

Jeremy Faber is the Private Sector Engagement Advisor for Prosper Africa, a White House initiative, where he manages client relations by coordinating a whole-of-government team of trade and investment advisors. Prosper Africa advisors connect U.S. and African businesses with two-way trade and investment opportunities and the U.S. Government support services they can use to advance those opportunities. Jeremy joined the Prosper Africa team in 2021 after spending four years driving private sector engagement for the U.S. Government's Power Africa initiative. He spent the past 11 years working for U.S. Embassies and the U.S. Agency for International Development (USAID) in South Africa, Zambia, and Kosovo. Before joining the U.S. Government, Jeremy was a small business and financial advisor for BMO/Harris Bank.



## DR. FIDELIS IKEM

Dr. Fidelis Ikem is the Dean of the College of Business at Jackson State University. Prior to joining JSU, Dr. Ikem spent some time at Central State University (CSU) in Wilberforce, OH, Albany State University (ASU) in Albany, GA, Winston-Salem State University (WSSU) in Winston-Salem, North Carolina, at Kutztown University of Pennsylvania (KU) in Kutztown, PA, at Virginia State University (VSU) in Petersburg, VA and at Norfolk State University (NSU) in Norfolk, VA. At CSU and ASU, he served as the Dean of the College of Business. At WSSU, he held a joint appointment as Professor of Quantitative Business and Dean of the School of Graduate Studies & Research & the Chief Research Officer. At Kutztown University, he served as Interim and Associate Dean of their College of Business. During his tenure at Virginia State University, he served as the chair of the Department of Information Systems and

Decision Sciences for a little over 11 years. He has also served as the director of the Department of Defense Center for Science Mathematics and Engineering Education at Virginia State University. Prior to VSU, he taught in the Department of Management at Norfolk State University, in Norfolk, Virginia.

His industry experience includes a stint as a technician and programmer at The Denver Research Center of Marathon Oil Company in Littleton, Colorado.

Dr. Ikem has been involved in more than \$20m in funded grants. He has published numerous peer-reviewed articles and proceedings in a variety of academic journals. His research has appeared in Operations Research, Socio-Economic Planning Sciences, International Journal of Management and Decision Making, Journal of Information Systems among others. He currently serves as an area editor for the Annals of Management Science.

He holds a B.S in Mathematics from Metropolitan State University of Denver, CO, an M.S. in Mathematical Sciences from Clemson University, SC and an M.S. and Ph.D. degrees in Operations Research from the Weatherhead School of Management at Case Western Reserve University, Cleveland, OH.



## DR. LAMONT JONES, JR.

Dr. LaMont Jones, Jr., an award-winning international journalist with more than 30 years of experience in the industry, is a senior editor for education at U.S. News & World Report, where he primarily coordinates and edits content on getting into college, paying for college, graduate school, and professional school. He helps supervise the team of consumer advice education writers at U.S. News and manages freelance writers and bloggers who contribute content primarily on undergraduate, law, medical, and business programs, as well as articles related to annual education rankings such as Best Colleges, Best Graduate Programs, and Best Online Programs. He previously worked as senior writer, senior editor, and co-editor at Diverse: Issues In Higher Education; fashion editor at the Pittsburgh Post-Gazette; fashion coordinator for Pittsburgh Magazine; and as a

freelance writer for various publications. He holds a bachelor's degree in journalism and government from Western Kentucky University, a masters in theology from Pittsburgh Theological Seminary, and a doctor of education in pastoral community counseling from Argosy University. He is the author of two books and has published nearly 30 titles through an independent publishing company he established in 2003.







## DR. ERICK KITENGE

Erick Kitenge has been an Assistant Professor of Economics in the College of Business at Prairie View A&M University (PVAMU) since the Fall of 2020 and currently serves as the Associate Head in the Management and Marketing department. Before joining Prairie View, Erick was an Assistant Professor of Economics at Central State University (CSU) from the Fall of 2016 until the Summer of 2020. Erick has worked as a Senior Financial Analyst in the Heineken group (Bralima-DRC) from 2008 until 2011, and as a Loan Officer for FINCA in the Democratic Republic of Congo (DRC) from 2007 until 2008. Erick has also taught, Financial Management, as a lecturer, at the University of Kinshasa (UNIKIN) in the Democratic Republic of Congo from 2007 until 2011.

Erick holds a Ph.D. in Economics from Southern Illinois University Carbondale (SIUC). He also has a master's degree in economics from the same institution. Before that, Erick completed his Bachelor of Science in Financial Management and an associate degree in economics at the University of Kinshasa in the DRC. Erick has also undergone professional training to enhance his teaching, research, and services capabilities such as, but not limited to, Grant writing and Applying Quality Matters Rubrics (APPQMR).

Erick has received various honors and awards in his career. These include the PVAMU Dean's Excellence Award for Services in 2023, the PVAMU Dean's Excellence Award for High-Quality Publication in 2022 and 2023, the PVAMU Dean's Excellence Award for Research in 2022, and the Southwestern Ohio Council for Higher Education (SOCHE) Excellence Award for Teaching and Research in 2017. Additionally, he has published several refereed articles in top journals such as the Review of International Economics, Journal of International Development, Applied Economics, and Economics Letters. Erick has also executed several projects as a Principal Investigator (PI) or Co-Principal Investigator (Co-PI), including the PV Summer Banking Academy (PVSBA) 2021 and 2022, funded by financial institutions, the ongoing Business International Education project funded by the Department of Education, and the ongoing Marauder Agricultural Scholarship project, funded by the USDA-NIFA.



## EVE LEWIS

Eve Lewis, Sr. Director Global Inclusive Talent Acquisition, is a strategic, talent acquisition leader with 20+ years of experience developing and operationalizing high impact diversity programs and processes in the high tech industry. Prior to joining Uber, Eve worked for several high tech companies including Microsoft, Oracle, and IBM.

Eve was born and raised in Madison, WI, earning a bachelor's degree in Marketing from the University of Wisconsin- Madison. In addition to her passion for driving equity and inclusion in tech, Eve is also active in a number of community boards and committees committed to providing access to tech to underserved communities.

She currently resides in Raleigh, NC with her husband, Jermaine and three beloved dogs, Marley (Shi-poo), Daisy and Duke (Boxers). She has two adult children who have also recently embarked on careers in tech - Jordan is an SDE at Moat, and Shelby is a TC at Tiktok. In her spare time Eve enjoys decorating, cooking, all modalities of exercise, skiing, and an occasional game of tennis.



## CARIN ISABEL **KNOOP**

Born in Mexico City to a French Catholic mother and German Protestant father who would soon move to the Ivory Coast, I grew up toggling between many worlds and languages. I had to accept never fitting in and learn to listen to what was said and how to adapt and learn to appreciate differences. This might explain why I set up and have led the Harvard Business School Case Research & Writing Group for three decades, during which I co-authored hundreds of case studies on managers and leaders, listening to the business and personal challenges they faced.

To improve their lives and those they touch, we co-authored a 2018 Springer book on Compassionate Management of Mental Health in the Modern Workplace (with Dean John Quelch, Herbert Business

School, University of Miami), and developed Harvard Business Publishing modules and course collections on Well-being and Mental Health at Work.

Then early in the pandemic, I co-founded educational resource provider Human Sustainability Inside Out to further champion diversity of thought, adaptability, and human sustainability at work. All my volunteer work with public and private organizations, student groups, and nonprofit organizations aims to promote Mental Health by All and For All. I particularly like engaging with global audiences on webinars and seeing my articles run in Africa, Europe, the U.S., and Latin America.



## KELLI **LESTER**

*Executive Consultant*

Kelli is Co-founder and Partner of Onyx Rising, a change management consulting firm that specializes in individual, team, and organizational behavior change. Kelli's occupation is in Diversity, Equity & Inclusion (DEI) where she has over two decades of experience. Her professional skills include, but are not limited to, DEI Leadership Development and Coaching, Change Management, Strategic Consulting, Problem Solving, Employee Engagement and Organizational Effectiveness.

Kelli is a dynamic executive leader with progressive experience in consulting, leading DEI initiatives in a CPG and multi-media company. A leader in strategic planning, leadership development, and market

analysis. Kelli is an expert in helping organizations define their vision, develop relevant strategies, and execute action plans with viable outcomes. She maintains collaborative relationships and is a strong analytical thinker, skilled in project management, career coaching, marketing, decision making, and public speaking.

Over her career, Kelli has been a consultant, entrepreneur, coach, leader, facilitator, change agent, community activist, and ambassador to various local and national groups.

Kelli was also a partner of Infinite, Inc., a multi-service marketing firm specializing in reaching minority populations and was named as one of 30 Young Leaders of the Future, featured in EBONY magazine. Kelli has a proven record in leading change that produces long-term sustainable results.



## JADE LOCKARD

Jade Lockard is the Founding Program Director for the HBCU Founders Initiative (HBCUFI), the non-profit arm of Nex Cubed. Through funding, programs, events, and mentorship, the non-profit organization supports students and alumni of Historically Black Colleges and Universities in their pursuit of early-stage entrepreneurship.

She is a proud native of Atlanta, Georgia, and graduated with a Bachelor of Arts degree in Education Studies from Spelman College. At Spelman, Jade's passion for entrepreneurship flourished after winning the inaugural Spelpreneur 10-day startup development competition with <InHous>, an EdTech startup idea. Winning the competition propelled Jade into the Atlanta entrepreneurship ecosystem and broader startup and tech world. Before disassembling, the InHous founders made history as the inaugural non-Georgia Tech team to gain acceptance into the Georgia Tech Create-X Incubator.

Jade has continued her involvement in the entrepreneurship ecosystem, becoming a multi-award-winning hackathon participant, speaker, moderator, and advocate for HBCU entrepreneurial learning initiatives nationwide. She has worked with multiple organizations as an HBCU startup ecosystem consultant and mentors early-stage startups. Her volunteer work includes service on The Girl Scouts of Greater Atlanta Junior Board and The Jon Onye Lockard Foundation Board. Jade is also a proud member of Alpha Kappa Alpha Sorority, Inc. and The National Alumnae Association of Spelman College, Atlanta Chapter. Jade is an avid traveler, reader, and photographer in her free time.



## ERATUS MONG'ARE

Erastus B. Mong'are, HSC is the Senior Advisor for National Service at the Peace Corps where he serves as a subject matter expert in the Office of Global Operations in supporting the Agency's efforts to promote national service in the organization's host country partners. He also works with offices across Headquarters as well as with posts overseas to support Agency objectives and works towards enhancing development impact by supporting Volunteer Service Initiatives within host countries.

For the past 12 years, Erastus founded StartUpAfrica, an international non-profit organization that supports African youth in the building of business skills and in endeavors that foster financial independence, create jobs, and grow African economies. As Executive Director, he mobilizes volunteers, business, government and institutional resources to support development

projects in Africa including initiating partnerships for entrepreneurship initiatives, working on a model youth entrepreneurship program to address unemployment problems among the youth, and supporting startups among others. His vision is to partner with other organizations to impact the lives of 10 million youth through entrepreneurship with the UN 17 Sustainable Development Goals by 2030 to "Leave No One Behind."

He is a recipient of numerous awards including Kenya's Presidential Head of State Commendation (HSC) Award, Delaware's Governor's Proclamation, Public Allies Delaware Changemaker Award, Tomorrow Leaders Today Award for Community Service, Toastmasters Division Governor of the Year, Distinguished Toastmasters (DTC) Award, and two-time finalist: Philadelphia Eagles Community Quarterback Award for Community Service. For more information about StartUpAfrica, visit [www.startupafrica.org](http://www.startupafrica.org).



## JEANNINE B. **SCOTT**

Ms. Jeannine B. Scott is Founder & Principal of America to Africa Consulting, LLC, (A2A). She brings a wealth of over 35 years of experience and networks to A2A. The breadth of her work is expansive and diverse, straddling the fields of international development and humanitarian aid, trade and investment, and international government relations. She has held senior executive roles, both domestically and globally, with major non-profit organizations, in the multi-lateral world, as well as in the private sector and the US government; and she has extensive knowledge of and expertise in the African continent.

Through her private practice with A2A, Ms. Scott leverages her global partnerships and expertise to provide strategic advice, promote private sector engagement, and broker sound trade and investment linkages between the USA, African and Caribbean countries. Her range of experiences and relationships has allowed her to work with a variety of partners and serve a diverse clientele ranging from Fortune 500 firms such as Kimberly Clark, (government relations); to advisory firms such as Chesapeake Global Advisors (business development services in Africa and the Caribbean); and small & medium enterprises (SMEs)/local content companies (LCs) such as PetroAfrica, Futures Agribusiness and Yeleen Enterprises - for whom she serves as a Senior Advisor to the CEO in her role as co-chair of the U.S. President's Advisory Council on Doing Business in Africa (PAC-DBIA).

Ms. Scott's previous tenures include: President of the U.S.-Angola Chamber of Commerce (USACC), the oldest bilateral chamber between the U.S. and an African country; Senior Vice President of Africare, then the oldest and largest African-American NGO that uniquely focused on executing economic development and humanitarian programs across the continent of Africa; Advisor and Alternate U.S. Executive Director to the Board of the African Development Bank Group (AfDB), (a political appointment under the Clinton Administration); as well as earlier staff positions with both the AfDB and Africare.

As a seasoned international professional, Ms. Scott has been called to serve on a number of high-level working groups, engaging in policy dialog with senior-level officials, providing strategic advice and helping to shape policy positions on US-Africa policy. Her insights have been provided to multilateral agencies such as UNHCR, the SADC Secretariat, AfDB, amongst others; as well as think tanks and NGOs including the Center for Global Development, and the African First Ladies Leadership Summits. Ms. Scott was selected to serve on the National Steering Committee of African Diaspora for Biden; and she served as Co-Chair of this group's Fundraising Committee. She twice served on the Obama Presidential Campaign Africa Policy Advisory Committees.

Ms. Scott serves on a number of boards and councils notably including: Chairman of the Board of the Constituency for Africa (CFA); Yale University-Jackson School of Global Affairs - Diversity, Equity and Inclusion Council; Howard University Law School - World Food Law Institute Board Director; the Louisiana Chambers of Commerce Foundation, Ambassador Andrew J. Young Entrepreneurial Institute, amongst others. She is a member of the Council on Foreign Relations and the Africa Policy Group.

Ms. Scott holds an A.B. degree from Vassar College in Political Science and Africana Studies and a M.A. in International Relations from Yale University. She has also studied at the National Defense University, the Institute of Development Studies (UK), The Sorbonne, University of Paris I, the Institute of European Studies (France), and the University of Dakar (Senegal). Ms. Scott is fluent in French and knowledgeable of Portuguese.



## SHANNON **STONE-WINDING**

*President and CEO  
Black Alliance of Colleges and Employers (BACE)*

Shannon Stone-Winding is a military-veteran spouse with over 25 years of experience as a business strategist and collegiate expert. She founded a consulting firm fostering equity, inclusion and belonging in higher education; serves as co-convenor for WonderWomen of Diversity; and board member for Women Employed Adult Student Success Council. In 2019, Stone-Winding was appointed president and chief executive officer of Black Alliance of Colleges & Employers (BACE) and formerly served as regional chief of staff and national senior vice president of Collegiate Affairs for the National Association of African

Americans in HR (NAAAHR). Her research interests include anti-racism; race equity; pathway and pipelines programs; leadership modeling.



## DR. PAUL **STUMB**

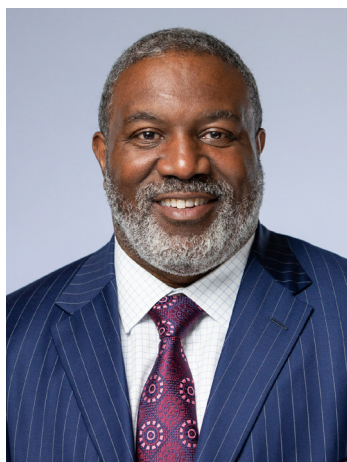
A native of Nashville, Tennessee, Dr. Paul Cavert Stumb, IV, was named President of Cumberland University on August 26, 2015. He has served Cumberland University since 2003, when he became an Adjunct Professor, a capacity in which he served for two years before becoming Dean of the Labry School of Science, Technology and Business. During his tenure as President, Cumberland has seen record enrollment growth, record fundraising, and developed a Strategic Plan that respects the University's rich, 180-year history, while positioning it for academic distinction and excellence in the current landscape of higher education.

He retired from the US Navy Reserves with the rank of Commander.

Prior to joining Cumberland University, Dr. Stumb enjoyed a successful career in the business sector.

Dr. Stumb is a member of a number of professional and honor societies, and deeply involved in civic and professional activities.

Dr. Stumb is married to Dr. Cristy Stumb, a CU alum and former faculty member, who now owns and operates Stumb Healthcare Professionals, a primary care clinic in Carthage, TN. Together they have four grown children and seven grandchildren.



## MARION PHILLIPS

Marion Phillips, is the Senior Vice President for Community Development and DEI at US News & World Report leading the company's efforts in business and community development, DEI companywide education and community engagement and expanding opportunities to grow the reader, consumer and customer base.

Prior to joining US News & World Report, he served as the Senior Vice President of Community Relations at New York State's Empire State Development managing over \$14 billion in development projects, including serving as the Chair of Queens West Development Corporation, President of the Atlantic Yards Community Development Corporation, Chief Administrative Officer of the New York Empowerment Zone Corporation and overseeing Harlem Community

Development Corporation as well as community and government affairs department. Shepherding the community engagement efforts on large scale projects such as, the Jacob Javits Convention Center expansion, National Urban League HQ, Penn Station expansion, and construction of the UBS arena and development of over 5,000 units of housing.

Phillips's has always had a passion for encouraging and elevating young people through education, evidenced by being the founder of Parents for School Choice that assisted in the drafting and passage of the New York State Charter School legislation in 1999. The organization collected more than 88,000 petition signatures in support of charter schools. He was instrumental in establishing the first charter school in New York State, the Walter Sisulu Charter School in Harlem.

Marion Phillips, III received a Bachelor of Science Degree in Mass Communications from Lamar University a Master of Divinity from New York Theological Seminary. A devout community activist, he serves as a founding board member and Treasurer of the Wendy Hilliard Foundation and the Policy Chair at the Federation of Protestant Welfare Agencies as well as other boards that specialize in and oversee education and youth projects and organizations.

### OTHER HIGHLIGHTS

Established the Teen Convocation at the Metropolitan Baptist Church, Washington, DC – a teen conference attended by over 35,000 teens over 15 year

Founder Board Member Wendy Hilliard Gymnastic Foundation – served 25+ years

Board Member FPWA

Guest lecturer – Auburn Univ., Bowie State University, Central State University, CW Post University, Howard University and Lamar University

Pastor, (Retired) Mount Sinai Baptist Church, Newark, NJ 16 years

**Our Vision:** To become the premier forum for exchanging information and ideas related to maximizing the value of management education at HBCUs



## DR. RONALD JACKSON

Dr. Ron Jackson is a highly accomplished executive coach and organizational development consultant, bringing over three decades of experience in optimizing the performance of individual executives, teams, and organizations. His extensive background encompasses a diverse range of programs and initiatives focused on individual development, team building, organizational design and performance, and human resource management. Dr. Jackson's practical approach to leadership and organizational development first took shape during his tenure in state government and the insurance industry, where he served as a skilled HR practitioner. Over time, his expertise expanded as he assumed the roles of Chief Operating Officer and Vice President of Human Resources within the health care industry.

With a deep understanding of the challenges faced by leaders at various stages of their careers, Dr. Jackson provides invaluable guidance to new hires, individuals transitioning into demanding new roles, leaders grappling with management issues, and high-potential managers seeking clear and constructive feedback. He tailors his coaching process to the unique culture, expectations, and success criteria of each organization. By skillfully assisting each client in accurately assessing their strengths and developmental areas, Dr. Jackson enables them to formulate a customized and realistic action plan that leverages their identified strengths while addressing areas for improvement.

Currently, Dr. Jackson holds the position of Managing Fellow at the SU Strategic Leadership Institute and serves as a Professor of Human Resource Management within the SU MBA Program. He earned his Ph.D. in Organizational Development with a specialization in Leadership from Capella University in Minneapolis, Minnesota. Additionally, he is a certified Executive Coach and Human Behavioral Specialist.

Beyond his professional engagements, Dr. Jackson actively contributes to the community as a board member of the Family Service of Greater Baton Rouge. He also served as the former president of the board of directors for the Urban Restoration Enhancement Corporation, highlighting his commitment to social causes and community development.



## JEFFREY ALDERMAN

*President & CEO*

*Accreditation Council for Business Schools and Programs*

Jeffrey Alderman is in his ninth year as President and Chief Executive Officer of the Accreditation Council for Business Schools and Programs (ACBSP) where he oversees a global specialized accreditor encompassing nearly 1,200-member institutions and campuses with 12,000 individual faculty members in 62 countries throughout the world. President Alderman has an extensive background in association management including serving as executive director of the Kansas Bar Association, a statewide organization of lawyers, judges, and law students. His passion has always been helping others and he has been engaged in numerous philanthropic organizations throughout

his professional career including Habitat for Humanity, where he served as volunteer president of its Lawrence (KS) affiliate, helping lead the successful completion of an ambitious project to build an entire neighborhood. He received a degree in journalism and economics from Eastern Michigan University in Ypsilanti, Michigan.



## DR. RAGHU SUNDARAM

*Richard R. West Dean*

*Edward I. Altman Professor of Credit and Debt Markets and Professor of Finance*

*NYU Leonard N. Stern School of Business*

Raghu Sundaram is Dean and the Edward I. Altman Professor of Credit and Debt Markets at New York University's Leonard N. Stern School of Business. He was appointed Dean on January 1, 2018, having previously served as Vice Dean for MBA Programs and Online Learning from January 1, 2016 to December 31, 2017. As Dean, and previously Vice Dean, Dean Sundaram has led Stern to historic annual fundraising levels and increases in financial aid; record incoming class metrics and job placement statistics; the launch of many new

degree programs and the expansion of Stern's global footprint; Stern's entry into online education; and the establishment of several new, high-profile initiatives, particularly at the intersection of business, entrepreneurship, and technology. He also established the School's first Office of Diversity and Inclusion. Dean Sundaram's academic work in finance spans a number of areas including agency problems, executive compensation, corporate finance, derivatives pricing, and credit risk and credit derivatives. He has also published extensively in mathematical economics, decision theory, and game theory. His research has appeared in leading academic journals in finance and economics, as well as in several practitioner-oriented journals. He is the author of two books: *A First Course in Optimization Theory* (Cambridge University Press, 1996) and *Derivatives: Principles and Practice* (McGraw-Hill, 2010).

Dean Sundaram has taught courses across Stern's Undergraduate, MBA, PhD, and Executive Education programs. Of all the awards he has received over the years, he is most proud of being the inaugural recipient of Stern's Distinguished Teaching Award in 2007. He has a long record of service to the School and the University, including as chair of the Tenured and Tenure-track Faculty Senators Council and as a member of NYU's Presidential Search Committee in both 2014 and 2023. Dean Sundaram currently serves as a member of the Academic Council of Krea University and Advisory Council of Shiv Nadar University Delhi-NCR, both in India, and the Advisory Board of the Antai College of Economics and Management, Shanghai Jiao Tong University in Beijing, China. Prior to joining NYU Stern in 1996, Dean Sundaram was on the faculty of the University of Rochester from 1988-96. He received a bachelor of arts degree in economics from the University of Madras, India, an MBA from the Indian Institute of Management, Ahmedabad, and a PhD in economics from Cornell University.





## DR. DERRICK V. **WARREN**

Growing up in a small town, Bastrop, La., taught Derrick the importance of relationships, results and resilience. From a young age, his parents, Calvin and Idell Warren (both HBCU graduates), instilled in him the reality that a quality education is extremely important for success. “Education is a great equalizer in a world that is not always fair”, states Dr. Warren. Now, this self-described “Global Life Learner” drives positive transformation for the Southern University System (SUS) through his roles as Associate Dean and Director of Graduate Programs for the Southern University Baton Rouge College of Business and Academic Director of the LA2BSET (Law. Agriculture/Art.Business. Science.Engineering.Technology) initiative through the SU Law Center. He also serves as the IBM – SU System Single Point of Contact (SPOC) for IBM Global University Programs. In his role as IBM – SUS

SPOC, Dr. Warren leads the implementation of the IBM Academic Initiative, IBM Academic Awards and IBM Skills Academy programs for the university system. This powerful partnership provides technology, research opportunities, and grants and supports the advancement and acceleration of in demand skills such as Artificial Intelligence, Blockchain, Cloud, Cybersecurity, Data Science, Design Thinking, Internet of Things and Quantum Computing for students, faculty and key stakeholders of the university. A technology enthusiast (specifically in the areas of Artificial Intelligence, Blockchain, Cybersecurity and Data Science), Dr. Warren is passionate about sharing his knowledge with learners especially those from under represented communities. He executes this goal through social/digital engagement, technology transformation, strong communication strategies and innovation.

Prior to his roles with Southern, Dr. Warren spent over 32 years with IBM and was responsible for the overall client satisfaction, financials, and delivery execution of large accounts ranging in size from several hundred million to over a billion dollars in total contract value. While at “Big Blue”, Warren achieved success living abroad leading teams that provided complex technology solutions for corporations in Asia Pacific, the Middle East and Africa. He also developed compelling value propositions, created innovative tactical/strategic plans, executed roadmaps for effective execution, resolved complex escalated issues/disputes as well as guided the participation of all IBM Lines of Business. He has published articles in industry magazines and is an accomplished speaker at business symposiums, conferences, and universities globally.

Warren is a cum laude honor graduate of Southern University in Baton Rouge, LA, with a Bachelor of Science degree in computer science. He earned an MBA from the University of South Florida in Tampa, and his Doctorate in Business Administration from Georgia State University – Robinson College of Business in Atlanta, Georgia. Dr. Warren is certified in Online Teaching from Quality Matters, has his Master Teaching Certificate from Georgia State, Blockchain Technologies certification from the Massachusetts Institute of Technology (MIT) Diversity, Equity and Inclusion certificate from the University of South Florida and a Careers in Real Estate Certificate from the University of Alabama.

He and his wife (college sweetheart), Anita, currently reside in Baton Rouge, La. They are the proud parents of two sons, the late Derrick II and Dillon; daughter, Dhalyn; and granddaughter Emersyn.



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## DR. REBECCA **WILSON**

Rebecca Wilson is an instructor of entrepreneurship at Harris-Stowe State University. She has been with HSSU for over 8 years in multiple roles in the Anheuser-Busch School of Business. She has over twenty years of experience in business and finance. She is an entrepreneur and is passionate about student entrepreneurship. Rebecca Wilson was selected by the Small Business Administration as an Emerging Leader in 2018. She is pursuing her doctorate in business administration at the University of Missouri – St. Louis. She received her MBA from Emory University and her undergraduate degree from Clark Atlanta University. Her research interests include female entrepreneurship and inclusive leadership of working mothers.



## DR. JO-ANN **ROLLE**

Dr. Jo-Ann Rolle, an economist holds a PhD from Howard University, has a diverse career traversing academia, entrepreneurship, and economics. Currently serving as the Dean of the School of Business at Medgar Evers College, CUNY, she has a career trajectory, having held influential roles in the U.S. Government, I.B.M., and multiple academic institutions.

Her experience extends to a dozen years as a Business School Dean across several universities and Chief Academic Officer roles. A pioneer in entrepreneurship education at HBCUs, Dr. Rolle has been instrumental in launching entrepreneurial centers and programs.

She's earned two Citations from the Brooklyn Borough President and has been recognized among the Top 25 Influential African American Women in Business, attesting to her leadership. As a speaker, her keynote addresses have graced platforms from the U.N. in NYC to international conferences worldwide.

Dr. Rolle's contributions to literature provide global audiences with valuable insights into entrepreneurship and the future of work, particularly for underserved communities. Her upcoming book, co-edited with Dr. Micah Crump, "Socio-economic Disparities, Vulnerable Communities, and the Future of Work and Entrepreneurship," is anticipated for release in summer 2023.

Currently, she's on the board of Glasgow Caledonian New York College and serves as the President of the HBCU Business Deans Roundtable.



## DR. TATUM THOMAS

Dr. Tatum Thomas is the Dean of DePaul University's School of Continuing and Professional Studies (SCPS). SCPS offers undergraduate, graduate, and nondegree programs. In addition, its centers, and special initiatives, such as the Center for the Advancement of Adults in Education, Labor Education Center, and the Adult Men of Color Initiative emphasize access and activism. With expertise in designing and leading non-traditional professional schools and their faculty and learner support networks, Dr. Thomas is an astute strategist experienced in diverse higher education communities. Driven by a passion for lifelong learning, her deep understanding of nontraditional and access-oriented education has resulted in distinguished higher education experiences for thousands of students and the career success of scores of faculty members.

Dr. Thomas's tenure as Senior Associate Dean at Columbia University's School of Professional Studies was marked by her pivotal role in driving the institution's accelerated growth. As a passionate advocate for diversity, equity, and inclusion, Dr. Thomas oversaw the esteemed, and first-of-its kind, Columbia University HBCU Fellowship program, enabling underrepresented and underserved students to thrive at the institution and beyond. The program maintained relationships with civic and corporate partners including Morgan Stanley, Turner Construction, the Mellon Foundation, Firelight Media and the Harlem YMCA of Greater New York. She also spearheaded the successful launch of Columbia SPS's first bi-coastal lifelong learning career center, serving students in both New York City and San Francisco.

Dr. Thomas's strategic expertise in leveraging multi-million dollar philanthropic investments has made a lasting impact. Through her initiatives, she has significantly contributed to student scholarships, ensuring access to higher education for deserving individuals. Her philanthropic efforts have also facilitated social-impact oriented study abroad programs, empowering students to engage with global issues. Furthermore, Dr. Thomas has established leadership development programs for women, fostering professional growth and supporting underserved and underrepresented professionals in the field of financial planning.

In addition to her administrative roles, Dr. Thomas actively serves the higher education profession. She is a member of the Board of Directors with the University Professional Education Association (UPCEA), where she served on the Governance Committee, and Credential Innovation subcommittee for typology, terminology, and standards. Furthermore, Dr. Thomas currently serves as a Peer Evaluator with the Middle States Commission on Higher Education, participating in assessment and accreditation activities such as self-studies and site visits. At DePaul University, she serves on the Planning Committee for the Institute for Restorative Educational Engagement, collaborating with colleagues to create certificate programs that support successful re-entry.

Dr. Thomas' research interests center around organizational leadership, focusing on motivation, contingent decision-making, and strategic paradoxes. She holds a Doctorate in Organizational Leadership from the Chicago School of Professional Psychology, a Master's in Higher Education Administration from Baruch College, City University of New York, a Bachelor's in Psychology from Marymount Manhattan College, and a Certificate of Management Excellence from the Harvard Business School. Dr. Thomas is a member of Yale University's Bouchet Society—this network of preeminent scholars exemplifies academic and personal excellence, while serving as examples of scholarship, leadership, character, and advocacy for traditionally underrepresented groups.



## LUCY SWEDBERG

*Executive Editor and Sr. Editorial Director  
Harvard Business Publishing*

Lucy Swedberg is the Executive Editor of Harvard Business Publishing's higher education division. She oversees a passionate content team that's responsible for developing, evaluating, and curating active learning products (including cases, simulations, videos, and interactive exercises) for business classrooms around the globe. She also oversees the group's Inspiring Minds and The Faculty Lounge editorial channels, bringing teaching insights and best practices to professors and instructors worldwide.

Before joining HBP, Lucy was Executive Vice President and Publisher at Wellesley Information Services (WIS), a media, research, and events company that helps IT and business professionals succeed in their careers. She has served as a Board Member for the Specialized Information Publishers Association (SIPA). She holds an MBA from Boston College's Carroll School of Management, a certificate in publishing and communications (CPC) from Harvard's School of Continuing Education, and a bachelor's degree in literature from Harvard College.



## D. R. WIDDER

D. R. Widder is Vice President of Innovation for Babson College. He helps drive Babson's global strategy to support entrepreneurs of all kinds – everywhere, and a firm proponent of entrepreneurship as a great social good. D. R. increases Babson's market engagement as the catalyst for internal innovation, and external partnership. His responsibilities include overall college strategy, partnership development, innovation and new program development.

Previously, D. R. was Philadelphia University's Chief Innovation Officer where he held the Steve Blank Innovation chair. His career has included multiple high-tech ventures, including developing patented medical technology. He has served in an entrepreneur-in-residence role at IBM, and has been an advisor, mentor, and investor to early-stage ventures. D. R. has a Bachelor's degree in Electrical Engineering, a Masters with a thesis on applied mathematics and artificial intelligence, and is a proud Babson MBA alumni.



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## DR. MUNIR QUDDUS

Dr. Munir Quddus has served as the dean of the PVAMU College of Business since fall 2001. Under Dr. Quddus' leadership, the college received initial accreditation with the Association to Advance Collegiate Schools of Business (AACSB International) in spring 2006, a hallmark of excellence attained only by 10% of the business schools globally. During his 21 years as dean, the number of faculty and program options, including a new master of science in accounting, online MBA, an executive MBA, and the new doctoral program (DBA) has grown substantially.

A native of Bangladesh, Quddus earned his Ph.D. in economics from Vanderbilt University. He has worked in higher education for nearly 40 years, including teaching at the University of Southern Indiana,

the Economic Institute in Boulder, Colorado, Vanderbilt University, and the North South University, Bangladesh.

Dr. Quddus is sought out for his expertise in his field of research which includes economic development, history of economic ideas and macroeconomics. His research on entrepreneurs in the Bangladesh's multi-billion dollar garment export industry, led to interviews for an article published in The New York Times and on National Public Radio's Planet Money. He has published one book and co-edited three others. A paper, with Salim Rashid, on Ibn Khaldun's contributions to business ethics and economics was published as a chapter in a book, *Great Thinkers in Business Ethics*, published by University of Chicago press. Along with co-authors, he has published over fifty articles in peer reviewed journals.

Quddus is presently serving as the President of the Bangladesh Development Initiative (BDI) - a research Think Tank and policy advocacy group with a focus on Bangladesh - and has served on an expert panel at the Heritage Foundation in Washington DC. He serves on the editorial board of the *Journal of Bangladesh Studies*, a scholarly journal published in U.S. devoted to Bangladesh Studies. He was recently promoted to Endowed Professor of Economics.



## DR. PATRICK C. KYLLONEN

Patrick C. Kyllonen is Distinguished Presidential Appointee in the R&D Division of Educational Testing Service in Princeton, NJ. Dr. Kyllonen received a B.A. from St. John's University, Ph.D. from Stanford University, and authored *Generating Items for Cognitive Tests* (with S. Irvine, 2001); *Learning and Individual Differences* (with P. L. Ackerman & R.D. Roberts, 1999); *Extending Intelligence: Enhancement and New Constructs* (with R. Roberts and L. Stankov, 2008); and *Innovative Assessment of Collaboration* (with A. von Davier and M. Zhu, 2017). He is a fellow of American Psychological Association and American Educational Research Association and has coauthored several National Academy of Sciences reports, *Education for Life and Work: Developing Transferable Knowledge and Skills in the 21st Century* (2012), *Measuring Human Capabilities* (2015), and *Supporting*

*Students' College Success: The Role of Assessment of Intrapersonal and Interpersonal Competencies* (2017).



## DR. DONALD **ANDREWS**

Andrews serves as Dean of the College of Business at Southern University in Baton Rouge and provides the leadership to move the college forward based on a strategic planning process to achieve continuous improvement in the educational programs and services that are provided to the College's stakeholders. The College is accredited by the Association to Advance Collegiate Schools of Business (AACSB). As an economist, Andrews has over 40 years of experience in teaching, research and service. He was selected a Nissan Fellow to study entrepreneurship, participated in the Carnegie Mellon Fellows - Program Scholar Project University of Michigan, Master Teacher project at Georgia State University, the Multi-City Study of Urban Inequality at the University of Michigan, the Personnel Economics Program at Stanford University, the Price Babson

Entrepreneurship program at the University of California at Berkeley, Entrepreneurship Summit Programs at Babson College, Entrepreneurship program at MIT and the International Business Program at the Universities of Memphis and South Carolina. He has worked on international grant projects in Uganda, Liberia, South Africa, Ghana, and Brazil. In May of 2011 he was a member of the Indiana University Study Tour to Brazil, the 2014 University of Connecticut Study Tour on Sustainability in Australia and the University of South Carolina Study Tour to Southern Africa (Zambia, Botswana, Namibia and South Africa) in 2015.

Andrews serves as principal investigator (PI) on the 2013-2018 and 2018-2023 University Center for Economic and Entrepreneurial Development grant funded by the U.S. Department of Commerce, Economic Development Administration. Andrews served as Principal Investigator on the Delta Regional Authority, HBCU Entrepreneurial Ecosystem Initiative Grant Southern University Baton Rouge, Louisiana (2016-2017). Served as Co-Chair of Baton Rouge Mayor Broome's Transition Subcommittee on Economic Development and Enterprise, January 2017. In May 2018 Andrews was a member of the Baton Rouge Chamber of Commerce Canvass Delegation to Cincinnati, Ohio. Andrews served as a contributor to the Effective Leadership Program for Louisiana with Former U.S. Ambassador to South African James Joseph at the Center for Leadership and Public Values at Duke University and the University of Cape Town (2008-2012). In 2000 Andrews served as the PI on the New Realities for Minority Business Conference at Southern University, supported by the U.S. Departments of the Interior, Commerce, Defense and EPA in April 2000, co-principal investigator on a U.S. Department of Education Title VI, Part B Grant, to Enhance International Business Education at Southern University, project director for a grant from the U.S. Department of Transportation, Office of Small and Disadvantaged Business Utilization concerning entrepreneurship training (ETTAP). In addition, he has participated in faculty development programs such as serving as Industry Economist for NOAA's National Marine Fisheries Service, Northwest and Alaska Fisheries Service in Seattle, Washington.

Andrews has published in journals such as the Washington Business Research Journal, Journal of Retail Banking, Growth and Change, Energy Sources, Southern Journal of Agricultural Economics, Mid-American Journal of Business, the Annals of Regional Science, Review of Black Political Economy, Journal of Black Studies, and others. Andrews has degrees for Southern University and A&M College (BS), University of Florida (MS) and Texas A&M University (PhD).

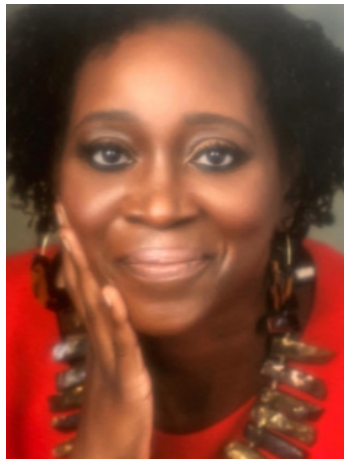


## NADEGE **OLUIKPE**

Nadege Oluikpe has close to 30 years of experience at JPMorgan Chase in various Human Resources roles. She joined the firm as an intern where she worked in various HR roles including training, recruiting and generalist. Nadege spent over 15 years in early career / campus recruiting teams including her most recent role as Global Head of Corporate and Consumer Recruiting. In this capacity, Nadege managed a team that recruited for over 900 interns and full time analysts across our various businesses and functions. Additionally, Nadege had oversight to the firmwide diversity recruiting strategy which encompassed, launching / expanding our Advancing Black Pathways and Advancing Hispanic Pathways Fellowship Program, and partnerships including SEO, Inroads, MLT and Forte.

Earlier this year, Nadege moved to a new role where she is part of Corporate and Firmwide Functions New Joiner Experience (NJE) leading recruiting for Corporate Responsibility, Communications, Events, Marketing and Administrative Assistants.

Nadege graduated from Long Island University with a Bachelor's Degree in Psychology. She also recently completed her Master's Degree in Strategic Leadership from Roberts Wesleyan College. Nadege lives in Rochester, NY with her husband and 3 children (age 6, 11 and 13).



## DR. EDITH **DAVIDSON**

Dr. Edith Davidson joined Jackson State University in January 2021 as an Associate Professor of Marketing. Prior to joining JSU, Dr. Davidson served at Central State University as an Associate Professor for five years and as Chair for the Department of Business Administration for two years. She also served as an assistant professor of Marketing at Auburn University in Auburn, AL and The University of Dayton. Dr. Davidson completed her undergraduate studies at Jackson State University in Jackson, MS and earned her Masters of Business Administration from the University of Mississippi in Oxford, MS. She earned her Ph.D. in Marketing from the University of Tennessee in Knoxville in 2007.

Dr. Davidson has taught extensively at the undergraduate and graduate levels using a variety of platforms, including traditional lecture format, online teaching, and team teaching. Dr. Davidson has published in marketing journals and textbooks in the realms of Marketing, Industrial Psychology and Consumer Psychology. Her research interests lie at the intersection of marketing communication and social responsibility. She has examined issues such as stereotypes in advertising, and discrimination in retail environments through both qualitative (phenomenological inquiry) and quantitative approaches (experimental design). This work has produced models and theories ultimately aimed to facilitate responsible and effective communication between marketing practitioners and audiences. Currently, Dr. Davidson's primary research interest is on the effects of alcohol advertisements.

Dr. Davidson is an active member of The Society of Consumer Psychology, the American Marketing Association, and the Association of National Advertisers.



## DR. JENNIFER VIDRINE

Jennifer Vidrine is Vice President of Academic Affairs and Chief Academic Officer at Paul Quinn College. She was a prior lead faculty of Business Administration and the Executive MBA curriculum designer. She has worked at Paul Quinn College since 2016 and was a previous recipient of the Faculty of the Year award. She teaches Social Entrepreneurship, Small Business Management, Principles of Management, and Operations and Production Management.

Jennifer's research involves Action Learning and Action Research for effective problem-solving. Her areas of ongoing study include management identity and narratives. She has worked as a consultant to workshop management's perceptions of self and others to help gain an understanding of how management stories shape their workplace employee-employer dyads.

Vidrine has worked in industry for over 30 years. She has spent half of her career managing both projects and people. She currently owns and operates an insurance agency and is a partner in a real estate investment company. She currently oversees operations at the WE Over Me Farm on the campus of Paul Quinn College.



## DR. STEPHANI MASON

Dr. Stephani Mason is a Professor of Accounting at DePaul University in Chicago, where she teaches advanced-level undergraduate and graduate courses in accounting and valuation. She earned her Ph.D. in accounting at Rutgers University, her MBA in finance and accounting at the University of Chicago, and her BS in accounting at North Carolina A&T State University. With over a decade working in investment management at JP Morgan Investment Management, the JP Morgan Private Bank, and US Trust, she conducts academic research on accounting standards, financial regulation, as well as diversity in the accounting and finance industries.

Mason serves as a member of The PhD Project Advisory Council (PAC-15), the Black Alliance of Colleges and Employers (BACE) board of directors, the AICPA National Accreditation Commission and Financial Instruments Advisory Group, and the American Accounting Association Executive Committee and Diversity Initiative. In addition, she holds leadership roles in the Canadian Academic Accounting Association, British Accounting and Finance Association, European Accounting Association, and Accounting and Finance Association of Australia and New Zealand; is an editorial board member of five academic journals, and founded the WonderWomen of Diversity, a group that hosts discussions about diversity, equity, and inclusion in both the academic and corporate settings.



## SHARON NILES

Sharon is a Managing Director in Deloitte Tax LLP and serves as the Tax Leader for MADE (Making Accounting Diverse and Equitable). She helps to drive Deloitte's organization-wide strategy around its MADE commitment to grow the population of ethnically and racially diverse talent entering accounting and to generate more career opportunities and leadership pathways for the next generation of racially and ethnically diverse accounting professionals across all levels and disciplines.

Sharon is also a co-sponsor of Deloitte's New England CARE (Committee to Advance Racial Equity). In this role she supports Deloitte's long-term strategy to advance its Black colleagues and communities through a culture of anti-racism for its people, the firm, and within its communities.

Prior to her current role, she was a Managing Director in the Special Acquisition Services Group at Deloitte Tax LLP where she served one of Deloitte's largest public company private equity clients and its affiliated portfolio companies advising on all matters related to SEC independence policy and SEC independence compliance. Her transition to handling independence matters was a natural evolution given her legal background and experience in SEC compliance matters.

Sharon received her B.A. from the University of Arizona in Creative Writing. She received her Juris Doctor (J.D.) from Columbia Law School where she was an Editor for the Human Rights Law Review, a Harlan Fiske Stone Scholar, and a Lawrence A. Wien National Scholar.

Sharon immigrated to the US from the island republic of Trinidad and Tobago and grew up in Boston. She has a passion for mentorship and community service and currently serves on the board of directors for Economic Mobility Pathways (EMPath), which helps low-income individuals reach economic independence.



## MARIA BALTAR

Maria Baltar serves as Regional Head, Americas at AACSB International. She oversees a portfolio of over 100 schools in Canada, Latin America and the United States.

As Regional Head, Americas – Maria supports members through increasing local initiatives including workshops, seminars, accreditation advising, and membership support, as well as initiatives to raise awareness and recognition of the region in the global business education landscape.

Prior to joining AACSB, Maria held accounting and finance positions in the hospitality and in the IT distribution industries.

Maria has a bachelor's degree in finance from the University of South Florida and an MBA from the University of Tampa.



## KATHERINE HENDERSON

Katherine Henderson is an Associate Director of Business School Partnerships with the non-profit, Educational Testing Services (ETS). Kathy works to build, cultivate, and manage relationships with higher education leaders specifically with business schools and business school leadership in the Eastern US and Canada. Kathy has over 25 years of business development experience with an established track record of contributing to making a difference in students' lives and in the world through higher education consulting, advising and business development. She joined ETS in 2019 after working with brands such as Dow Jones, The Wall Street Journal, the American Psychological Association, Businessweek, and Bloomberg News. She is committed to helping the community with food insecurity and actively volunteers through 412 Food Rescue in the Pittsburgh area.



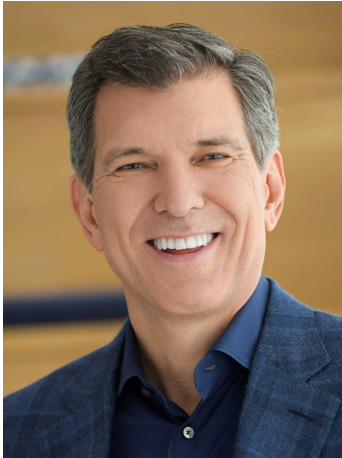
## NIKKI REID



*Partner, Federal Financial Transformation*

Nikki Reid is a Partner in KPMG LLP's Federal Advisory Practice where she leads the Federal Corporate Services Group. She has substantial experience providing financial-management process-improvement advisory support to federal agencies in the Civilian and Defense space. She helps clients achieve or maintain compliance, while streamlining operations through the use of tools, techniques, and technology. Nikki also provides subject matter expertise and guidance with respect to federal financial management transformation, financial system conversion, grants financial management, and

data-quality review. She leads KPMG's federal 'Future of Finance' efforts, aimed at bringing intelligent automation, predictive analytics, and data visualization into the finance function while upholding fundamental accounting principles and adhering to regulatory requirements. She has authored several thought leadership pieces, been featured on the Federal News Network and WTOP Radio, and led the development and implementation of many financial management approaches and methodologies. Nikki was named the 2018 National Association of Black Accountants (NABA) DC Chapter Accounting Leader of the Year and was featured as a 2021 Seramount Working Mother of the Year. She serves as the National co-chair to KPMG's African Ancestry Business Resource Group (AABRG) and leads campus and diversity, equity, and inclusion (DEI) recruiting for KPMG's National Advisory Practice. Nikki's passion for social equity contributed to her selection as KPMG's Federal Advisory Environmental, Social, and Governance (ESG) lead and her appointment to the board of the DC College Access Program (DC-CAP) organization. Nikki is a graduate of Hampton University, a Certified Public Accountant (CPA), Certified Government Financial Manager (CGFM), and Certified Internal Control Auditor (CICA). She is also a proud wife and mother to two boys and two girls.



## PAUL KNOPP



Paul Knopp is Chair and Chief Executive Officer at KPMG LLP – one of the world's leading professional services firms, providing innovative business solutions and audit, tax, and advisory services to many of the world's largest and most prestigious organizations. He also serves as Chair of the Americas region and is a member of both KPMG's Global Board and Executive Committee.

Leading more than 35,000 partners and professionals across the United States, Paul is further strengthening KPMG's inclusive and values-driven culture. He has extensive experience serving large, multinational clients in a wide variety of complex industries and is recognized for his commitment to excellence and quality and for leading KPMG teams with ethics and integrity.

Paul joined KPMG's San Antonio office in 1983. Paul has also served in KPMG's New York, Norfolk, Stamford, Chicago, and St. Louis offices.

Prior to becoming Chair and CEO, Paul's career as an audit partner focused on serving leading global companies in the manufacturing, life sciences, transportation, professional services, and technology industries. He served as the global lead audit engagement partner and Engagement Quality Control Review Partner for KPMG audits of numerous Fortune 500 companies.

He was elected to serve a five-year term on KPMG's U.S. Board of Directors in 2012 and served as Lead Director of the Board of Directors.

In recognition of his professional accomplishments, Paul has received numerous accolades including Accounting Today's Top 100 Most Influential People, the National Association of Corporate Directors' 100 most influential leaders in the boardroom, and Glassdoor's list of Top CEOs.

Additionally, he lends his time and expertise to many civic and charitable organizations. He is a governing board member of the Center for Audit Quality as well as a board member of Catalyst, Partnership for New York City and the U.S.-India Business Council.

He holds B.B.A. and M.B.A degrees from the University of Texas at Austin; is a licensed CPA in New York and Texas; and is a member of the American Institute of Certified Public Accountants.



## LAURA NEWINSKI



Laura Newinski is Deputy Chair and Chief Operating Officer of KPMG LLP. In this role, Laura chairs the U.S. Management Committee and is responsible for the development of the U.S. firm's strategy and the execution of its priorities. She is a member of the U.S. firm's Board of Directors. Laura also serves as Deputy Chair for the Americas region and is a member of both the Americas Board of Directors and Management Committee. Furthermore, Laura is a member of both KPMG's Global Board of Directors and Executive Committee.

During Laura's 35-year career, she has had extensive experience serving multinational Fortune 500 companies and leading various areas of the firm. Laura is recognized for her insights on business strategy, operations, talent, culture and tax, as well as her unwavering commitment to quality and integrity and focus on building strong, diverse and inclusive teams.

Laura has been a member of the U.S. Management Committee since 2015. Prior to her current role, she served as Vice Chair of Operations and was responsible for technology, including digital transformation, data strategy, technology operations and security, as well as financial matters encompassing forecasting, planning, and monitoring the firm's financial performance. In addition, she also oversaw operations including pension investments, real estate, corporate development, firmwide investments portfolio and internal audit.

As a result of Laura's leadership and focus on operational excellence, KPMG has made substantial progress toward digitalization, resulting in significant improvements in productivity, cost-efficiency and client service delivery. She co-led the planning and development of KPMG Lakehouse, the firm's state-of-the-art training facility and cultural home, and one of the firm's most significant and impactful investments.

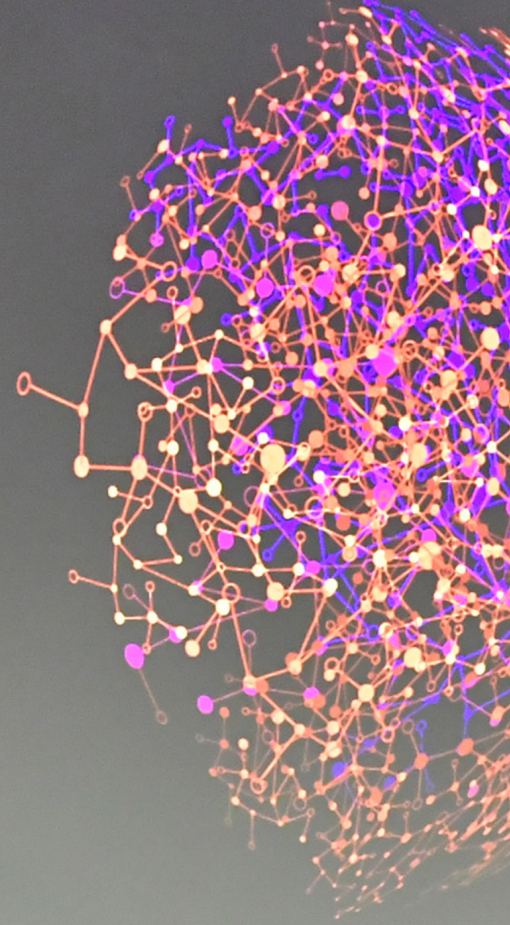
Laura joined KPMG in the Minneapolis office in 1988 and was named to the partnership in 1997. Laura's previous leadership roles at the firm included serving as the National Managing Partner of Tax for KPMG. Laura's client service roles have focused on both publicly held and large private companies in the financial services and food and beverage sectors. Her account leadership roles have focused on many of the firm's largest accounts across all sectors.

Laura serves on the boards of Junior Achievement USA and the Greater Twin Cities Youth Symphony. She also is a member of the University of Minnesota Carlson School of Management's Board of Advisors. She previously served as a member of the University of Iowa Tippie Advisory Board, as a board member for Catholic Charities and Chair of the Board of Vail Place, a nonprofit organization that provides community-based mental health recovery services. Laura is a frequent speaker on cultivating an inclusive culture and has championed inclusion and equity in education and health care through her board and philanthropic activities.

Laura holds a B.B.A. degree in accounting from the University of Iowa and a M.B.T. degree from the University of Minnesota's Carlson School of Management. She is a licensed CPA in Florida, New York and Minnesota and is a member of the American Institute of Certified Public Accountants, the New York State Society of CPAs and the Minnesota Society of Certified Public Accountants.

Welcome!

## HBCU Business Deans Roundtable







## DR. JOE **RICKS, JR.**

Dr. Joe M. Ricks, Jr., is the J.P. Morgan Chase Professor of Sales & Marketing at Xavier University of Louisiana. Dr. Ricks earned a Ph.D. in marketing with a minor in cognitive psychology from Louisiana State University, a Masters of Business Administration from the University of New Orleans and a Bachelors degree in Marketing from Southeastern Louisiana University. For over a decade Dr. Ricks chaired the Division of Business at Xavier University of Louisiana. Under his leadership Dr. Ricks led the division through reaffirmation for the Accreditation Council for Business Schools and Programs (ACBSP) and to two Louisiana Performance Excellence Awards (LPEA) the Louisiana state Malcom Baldrige quality award. Additionally, the division secured over 2.5 million dollars in federal and corporate grant funds to support students, faculty, and programs; consistently placed over 78% of

students in careers or graduate/professional school; and established the ICARE Code of Conduct and the Division's Blazer Ceremony which were identified as best practices by ACBSP.

Faculty development through scholarly research has always been a high priority for Dr. Ricks. During his tenure as Chair, he developed and implemented a faculty research strategy which led to all business faculty being involved in peer reviewed research and 100% of Ph.D. qualified faculty producing at least one peer reviewed journal publication over any 5-year period. Dr Ricks believes in leading by example while leading the division he published 2 articles in Business & Society Review, one each in European Journal of Marketing and Journal of Selling and Major Account Management, and a book chapter; he completed research on an National Institute of Health (NIH) funded project examining African American participation in clinical trials; and completed the publishing contract for his recently released book "Strategy in His Image: Supporting and Sustaining Organizational Strategy from a Christian Perspective".

Dr. Ricks' community service brought significant visibility to Xavier's Division of Business and the university in general. While chair Dr. Ricks served as President and board member of the HBCU Business Deans Roundtable; Board member and Chair of the City of New Orleans Ethics Review Board; Board member of the Louisiana Quality Foundation; and Board member of the Friends of the Fisher House of Southeast Louisiana. Currently he still serves as a Board member of the Friends of the Fisher House of Southeast Louisiana. Recently he has been appointed to the Board of Directors for ACBSP, and the New Orleans Center for the Creative Arts (NOCCA) the Louisiana arts conservatory.





## DEAN JOY **SMITH**

Joy Turnheim Smith earned an A. B. in Policy Studies from Dartmouth College, a J.D. from Northwestern University School of Law, an M.B.A. from DePaul University's Kellstadt School of Business, an M.P.M. from Western Carolina University, and an M. Phil. and a Ph.D. from New York University's Stern School of Business.

She currently serves as Dean of the School of Education and Business, having previously served as the chair of the Department of Business and Economics (now the Department of Business, Accounting and Sport Management).

Before coming to ECSU, she taught at Chicago's Columbia College, at New York University and at Indiana University Purdue University Fort Wayne, during which time she was named an alternate for a Fulbright-Hays fellowship. She has a strong interest in entrepreneurship and business development and success. Her publications have delved into a variety of areas relevant to business success including psychological contracting, supply chain management, and small business entrepreneurship.

She serves on the Executive Committee of the HBCU Business Deans Roundtable, and as Chair of the North Carolina Teaching Fellows Commission. She also serves as chair elect for AACSB's Women Administrators in Management Education (WAME) and Small School affinity groups and as Immediate Past President of the Rotary Club of Elizabeth City and Secretary of the Board of Trustees of First United Methodist Church of Elizabeth City.

She is a member of the Delta Mu Delta honor society (where she was a former Medallion Award Winner), and of Beta Gamma Sigma. As Dean, she has led the establishment of ECSU's Viking Entrepreneurship Week, expansion of Entrepreneurshi@ECSU to include a prototyping lab, a social media marketing lab and a production lab. She has served on several AACSB accreditation Peer Review Teams. She also serves as a Master Reviewer for Quality Matters reviews.





## DR. FIKRU **BOGHOSSIAN**

Fikru H. Boghossian, Dean of the Earl G. Graves School of Business and Management at Morgan State University, has decades of experience in higher education administration. He holds three academic degrees. He has earned Professional Development Certifications from the Institute for Management and Leadership in Education, Graduate School of Education and The Art and Practice of Leadership from the Kennedy School of Government, both at Harvard University.

Dr. Boghossian's teaching and research interests are in Strategic Management and International Business. His scholarly works have been published in academic and practitioner journals and conference proceedings. He consults for private and public organizations. He is the Past President of the HBCU Business School Deans Roundtable.



**National**  
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PRESENTATION  
**ABSTRACTS**

## Future of Work

Presenter:

**Clinton B. Arnold**, Assistant Professor of Marketing/Business, West Virginia State University

The future of work has never been more interesting than in this era of post Covid constant change. Today's college students have experienced disruptions in their educations and have been exposed to disruptions in the work world vicariously through their family members or own employment as the result of Covid. HBCU's must adapt to the changing environment like a chameleon adapts to their environments. This adaptation must occur without loss of their cultural and societal identities. Otherwise, HBCUs will eventually be gobbled up by the very institutions that forced them to be created in the first place, or worse, die a death of a thousand cuts. This adaptation includes modeling educational opportunities to equip our students to find success in these post Covid times.

Being both a professor of Marketing and Business as well as a retired executive of a Fortune 50 company and now a CEO of a successful, long-standing non-profit, my perspective has changed being on the receiving end of young employees, and now preparing them to enter the professional workforce. I see the opportunities to impact our students' abilities like never before. Being able to teach them how to survive and then thrive in an ever changing business world requires critical thinkers, leaders, followers, entrepreneurs, being adaptable, collaborate, problem solvers, how to mitigate risk and even how to resolve conflicts, regardless of their field of study. This is a short list of requirements to be successful in the future of work.

Part of the post Covid educational work involves reigniting a sense of collaboration and teamwork. This can happen with a renewed commitment to experiential learning opportunities for students, which address and prepare students for the future of work. Examples include paid internships with local entities that involve a high degree of collaboration among faculty, the internship setting, and the student. Key learning points include exposure to marketing strategies and tactics, specialized business operations, accounting, professional selling communications, problem solving techniques, resolution of conflict expectations, and shadowing the managers and senior leaders of the entities. Campus based opportunities include events where local businesses come to campus to coach and meet students on workforce readiness, especially in the post Covid era. Students are encouraged to enter business plan competitions; they receive instruction and assistance in certain courses during the multi-phase competitions. The combination of academic and applied learning resulted in a statewide winner three years ago. The benefit of the competition is evidenced in that statewide winner using the earnings and coaching available to him, to successfully expand his business.

An article titled "Students feel alarmingly unprepared for the workforce" (Ascione, 2022), summarizes a study of 1300 students that stated 47% of them selected their universities based on job prospects, yet only 11% of them felt prepared to enter the workforce. The question I propose to answer is why, and evaluate steps educators and leaders can take to prepare the next generation of HBCU graduates for the future of work.



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# HBCU Organizational Sustainability Through Alliance

Moderator: **Kelli Lester**, Owner & Partner, Onyx Rising

Presenters:

**Shannon Stone-Winding**, President & CEO, Black Alliance of Colleges & Employers

**Dr. Stephani Mason**, Assistant Professor of Accounting, DePaul Driehaus College of Business (HBCU Alum)

**David Canada**, Director of Global Supplier Diversity, Boeing Defense, Space & Security (HBCU Alum)

**Patricia N. Crawford**, Medical Service Corps Officer, U.S. Air Force Reserve (HBCU Alum)

**Nadege Oluikpe (Charles)**, Executive Director, Recruiting & Corporate Responsibility, JPMorgan Chase & Co.

**Eve Lewis**, Senior Director, Global Inclusive Talent Acquisition, Uber and Customer Advisory Board Member, LinkedIn

**Dr. Tatum Thomas**, Dean, School of Continuing & Professional Studies, DePaul University

How effective is your institution at building and maintaining relationships, externally as well as internally? How do you develop and sustain relationships with your corporations, community partners along with faculty and alumni?

Establishing strong connections with your students, future alum, faculty members, fellow colleges, corporations, and the community will translate to wealth-building sustainable alliances today and in the future. Collaborative efforts of the institution will enable all to leverage and benefit from the power of networks, the emerging technological advances, and the progressive outlook of the new generation to attract businesses into your alliance. Our ability to create dynamic win-win partnerships, and alliances will deepen the innovative impact we are able to achieve.

The Black Alliance of Colleges and Employers (BACE) Committee for Black Advancement will host a panel and explore this and more in aligning the goals of HBCU partnerships with the successes and outcomes of their students, faculty, and the institution as a whole. HBCU alum, corporate and academic leaders will outline, challenge, and investigate both their research and anecdotal experiences to enrich and advocate for their organizations, their students, and their potential alliances.

Panel sponsored by Uber.



## Creating Better Partnerships with High Schools which Lead to College Recruitment and Societal Benefits

Presenter:

**Dr. Kendra L. Harris**, Dean of the School of Business, The University of the Virgin Islands

Navigating the dynamic landscape that is higher education presents challenges that are steadfast as well as challenges that have particularly evolved in the past few years. The convergence of declining enrollments (resulting in fewer financial resources for universities), the unwitting pedagogical outcomes of the pandemic, and the emergence of the “traditional-aged” college student being more and more influenced by social media, has kept universities perpetually seeking strategies for attracting, retaining, and graduating students.

Conventional wisdom has shown that high school students in the early part of their high school experience (e.g., 9th and 10th graders) are a key target market for recruitment. Getting their attention in an environment of continuous promotional stimulation and other distractions is daunting at best.

This presentation will focus on how making inroads into having a presence in a high school classroom by providing lecture/presentation material on subject matter that is important to the students, the faculty, and the business environment overall, can potentially serve to build a mutually satisfying relationship between high schools and a university. This relationship can help to leverage college recruitment. Furthermore, based on the subject matter of the lecture (e.g., customer service) the benefits can lead to improvements in the overall business environment for a region. This is particularly effective for a geographic area like the US Virgin Islands whose industry is heavily geared towards tourism.

## Representation in Business Cases: What’s Now, What’s Next, What’s Needed

Presenters:

**Carin Knoop**, Executive Director, Case Research and Writing Group, Harvard Business School

**Lucy Swedberg**, Executive Editor, Harvard Business Publishing

The cases taught throughout any business program or course, regardless of discipline or topic, send a message about what leadership looks like. Yet many curricula include very few leaders who share students’ racial or ethnic identity. If students can’t “see it,” how can they “be it?”

In this session, you will:

- Learn how the case writing and publishing teams at Harvard Business School are addressing this challenge—both in their commitment to featuring more Black protagonists in cases, and in their work to better surface and encourage the adoption of cases featuring Black leaders and highlighting Black-owned businesses.
- Get an inside look into what HBS and HBP are doing to better understand, capture, track, and share the identity of the protagonists within cases.
- Learn what case teaching and learning resources are available to your faculty and students—many at no cost to your institution.

You will also have an opportunity to share your case teaching and writing success, challenges, and feedback directly with the teams responsible for creating and distributing cases globally.

# Building Better Collaborations in Spite of the Super Chicken Mentality in Academia

Presenters:

**Dr. Donald R. Andrews**, Dean College of Business Southern University Baton Rouge

**Dr. Derrick Warren**, Associate Dean and MBA Director, College of Business Southern University Baton Rouge

**Dr. Ronald Jackson**, Managing Fellow Strategic Leadership Institute Southern University Baton Rouge

**Shamima Amin**, Overall Coordinator, HBCU/MI Entrepreneurship and Innovation

**Dr. Mohammad Bhuiyan**, CEO, HBCU/MI Entrepreneurship and Innovation

Topic:

## Building Better Partnerships

Building Better Collaborations in Spite of the Super Chicken Mentality in Academia

Does collaboration naturally occur at your institution or do silos hamper progress? In this discussion on building better partnerships, leaders from Southern University share leading practices on ways to partnering within the academy. The College of Business has developed several programs and partnerships with other units at the University. To breakdown silos is not an easy task and successful partnerships need enlightened leadership and an entrepreneurial mindset. The work of William Muir on the "Super Chicken Model" is reviewed for relevance in developing successful partnerships in academia. In addition, the work of Carol Dweck and Margaret Heffernan on how to foster cooperation among employees for better organizational outcomes given the "Super Chicken Model" problem are reviewed. Examples of successful collaborations by the College of Business at Southern University in Baton Rouge and the Southern University Law Center are examined for factors that contribute to successful partnerships.

## References

Super Chicken - Margaret Heffernan TED Talk

<https://www.youtube.com/watch?v=udiTaS2wTAM>

[https://www.youtube.com/watch?v=PY\\_kd46RfVE](https://www.youtube.com/watch?v=PY_kd46RfVE)

<https://jleake-va-services.com/2020/05/19/business-super-chickens/>

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**National  
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## An Outcome from a Collaboration between The Dean's Roundtable and Babson College

Moderator:

**Dr. Fidelis Ikem**, Dean, College of Business, Jackson State University

Presenters:

**Dr. Edith Davidson**, Associate Professor of Marketing, Jackson State University

**Rebecca Wilson**, Instructor of Entrepreneurship, Harris-Stowe State University

**D.R. Widder**, Vice President of Innovation for Babson College

Topic

**Building better partnerships**

The College of Business at Jackson State University (JSU) hosted a Symposium March 29-31 on Case Development for Entrepreneurship and Entrepreneurial Leadership with faculty participants from HBCUs. The workshop was facilitated by a Babson College subject matter expert. This roundtable will discuss lessons learned from the workshop and continuing collaborative engagement on case analysis resulting from the workshop.

This is a collaboration between the JSU, HBCU Business Deans Roundtable and Babson College.

The audience will gain an insight into what faculty learned from the workshop, the perceived value of the cases and the expected impact for faculty development at HBCUs.

## Bridging the racial income-gap through workforce development: The Case of "PVAMU Banking Academy"

Presenters:

**Munir Quddus**, Professor, Dean, College of Business, Prairie View A&M University

**Erick Kitege**, Assistant Professor, Associate Department Head, College of Business, Prairie View A&M University

Economists believe that the opportunities to succeed, provide food and shelter for the household, education for children, and progress up the economic ladder to the middle class and beyond, all depend largely on access to capital and financial resources. Unfortunately, today in America, the playing field for access to capital is "anything but level" for minorities who face entrenched discrimination and marginalization. Politicians and policymakers have expressed the importance of enhancing "diversity, equity and inclusion" in access to capital, but the progress is slow. A big part of the problem is a lack of adequate representation of minorities in the "workforce and management" in the financial services industry. As a result, minority customers continue to face roadblocks to capital and remain distrustful of the industry. The outcome is that millions of black families remain "unbanked". A notable influx of bright, young, college-educated, black professionals into banking is part of the solution that PVAMU College of Business is working to implement: The PV Banking Academy. We believe that an early introduction to the banking industry, including experiential learning experience has the potential of substantially boosting the participation of minorities in the workforce and management in this sector. This increase in diversity in the nation's banks would make these institutions friendlier and more welcoming to the minority customers and reduce existing discrimination on the demand side of financial services.

# Building Better Partnership

Presenter:

**Dr. Mohammad Bhuiyan**, CEO, HBCU/MI Entrepreneurship and Innovation

Topic

**Building better partnerships**

Building better collaborations in academia is essential for advancing research, promoting innovation, and addressing complex societal challenges. However, academic environments can often be competitive and hierarchical, with individual success prioritized over collective achievement. This “super chicken” mentality, where individuals focus on outperforming others rather than collaborating, can hinder collaboration and innovation, and limit the impact of research.

From my extensive experience in working with many super chicken type individuals, I can clearly argue that the end results had been less than desirable. To build better collaborations in academia, it is essential to address the super chicken mentality and promote a culture of collaboration and inclusivity. This can be achieved through several strategies, including:

- Developing shared goals and vision: Collaborations should be based on a shared vision and a common goal, rather than individual interests. This requires effective communication and coordination among collaborators, and a willingness to compromise and adapt to changing circumstances.
- Promoting diversity and inclusion: Collaborations should involve individuals with diverse backgrounds, perspectives, and expertise. This can promote creativity and innovation, and provide a more comprehensive understanding of complex issues. Moreover, promoting inclusivity can help to break down hierarchical and competitive barriers, and foster a culture of collaboration and mutual support.
- Encouraging trust and respect: Collaborations should be built on a foundation of trust and respect among collaborators. This requires open and honest communication, transparency, and a willingness to share credit and recognition. Moreover, building trust and respect can help to overcome barriers to collaboration, and promote a sense of collective ownership and responsibility for the success of the collaboration.
- Emphasizing process over outcomes: Collaborations should prioritize the process of collaboration, rather than just the outcome. This requires a focus on building relationships, developing trust, and promoting inclusivity and collaboration. By emphasizing the process, collaborators can build strong foundations for future collaborations and create a culture of collaboration and innovation.
- Providing support and resources: Collaborations require resources and support to be successful. This can include financial resources, institutional support, and access to networks and expertise. Moreover, providing support and resources can help to reduce competition and hierarchy, and promote a sense of collective ownership and responsibility for the success of the collaboration.

In conclusion, building better collaborations in academia requires addressing the super chicken mentality and promoting a culture of collaboration and inclusivity. This can be achieved through several strategies, including developing shared goals and vision, promoting diversity and inclusion, encouraging trust and respect, emphasizing process over outcomes, and providing support and resources. Building better collaborations can promote innovation, advance research, and address complex societal challenges, and is essential for creating a more collaborative and inclusive academic environment.

# Corporate Alliance in a New Era: Building Better Partnerships

Presenter:

**Sharon Niles**, Managing Director in Deloitte Tax LLP

Partnering with academic institutions can create an alliance that is mutually beneficial for both the corporation and the university. An example of Building Better Partnerships are the partnerships we have established through MADE. MADE (Making Accounting Diverse and Equitable) is Deloitte's \$75M commitment launched in June 2021, to fuel greater racial and ethnic diversity in tax and accounting by generating more advisory, auditing, and tax career opportunities for the next generation of certified public accountants.

The commitment combines both financial support and the depth of resources an organization of Deloitte's size can bring to attract diverse individuals into the accounting field and support them as they chart their pathway from high school to university to business professional to leadership in the profession. Last year, we had listening campaigns with some HBCUs on the state of their accounting programs and needs. After aggregating the data from these conversations, we designed a strategy. Our goal, being to increase the population of students interested in accounting and attending these universities.

To advance "building better partnerships", we are collaborating with some HBCUs to create career opportunities for students and educational opportunities for faculty for experiential learning to use new tools and to learn new skills. We are committing \$10M and working closely with the deans of the colleges of business to lean in and support them in the areas of:

- scholarships,
- faculty, and curriculum development
- technological advancement.

This is important for building better partnerships, since the data continues to show that underrepresented minorities and first-generation college students lag behind peers in getting high-paying first jobs. This is a setback that can affect their earning potential for their entire careers.

HBCUs remain powerhouses for developing Black talent. These partnerships enhance career readiness for students by providing classroom to career programming, including:

- Exposure to Deloitte professional networks
- Providing an understanding of accounting as a career option
- Exposure to opportunities for paid internships.

Also, given the higher student debt incurred by Black students, we are collaborating with Thurgood Marshal College Fund (TMCF) to provide undergraduate tuition scholarships from 2nd through 4th year, with each scholar eligible to receive up to \$24,000. We will be providing a total of up to 300 scholarships over a 5-year period.

Additionally, we have committed \$30M and are collaborating with 19 universities across the country to fund tuition scholarships (through the Deloitte Foundation) to students pursuing a fifth-year master's in accounting.

MADE's strategic intentionality to collaborate with the relevant stakeholders (high schools, colleges, State CPA Societies, non-profits, etc.) to build better partnerships will ultimately help to transform the future of the accounting profession by creating mutually beneficial alliances that increases the number of racially and ethnically diverse students (i) enrolling and graduating from accounting programs, (ii) joining the broader accounting profession, and (iii) represented across all levels and disciplines within the accounting profession.

# Kohl's and Alabama A&M University: Building Better Partnerships

Presenters:

**Travis Guelig**, Kohl, Early Talent Acquisition Leader

**Dr. Charles Richardson**, President-Elect and Program Chair, National HBCU Business Deans Roundtable

Kohl's, a prominent omnichannel retailer with a widespread presence across 49 states through its 1,100 stores, has been actively engaged in fostering collaborative relationships with various educational institutions. In this session, we will delve into Kohl's strategies and experiences in establishing successful and sustainable partnerships, using the Alabama A&M University School of Business as a prime example.

Kohl's recognizes the value of collaboration between the corporate sector and educational institutions, as it presents a mutually beneficial opportunity for knowledge exchange, skill development, and fostering innovation. By partnering with esteemed academic institutions such as the Alabama A&M University School of Business, Kohl's has been able to leverage their respective strengths to create meaningful and impactful initiatives.

Through these partnerships, Kohl's aims to contribute to the academic community by sharing industry insights, expertise, and resources. By actively engaging with faculty and students, they foster a dynamic learning environment that nurtures talent and prepares future professionals for the challenges and opportunities within the retail industry.

One key focus of Kohl's collaboration with the Alabama A&M University School of Business has been the development of tailored programs that bridge the gap between academia and the real-world business landscape. These initiatives involve internships, guest lectures, case studies, and research projects, allowing students to gain practical experience while solving industry-specific challenges. Kohl's actively mentors and guides students, empowering them to become well-rounded professionals equipped with the skills and knowledge required for success.

Furthermore, Kohl's recognizes the importance of diversity and inclusion in both the workplace and the academic sphere. By partnering with educational institutions, they strive to create an inclusive environment that embraces individuals from all backgrounds, fostering a diverse talent pipeline that drives innovation and strengthens their business ecosystem.

In summary, Kohl's has been at the forefront of establishing meaningful and long-lasting partnerships with educational institutions, exemplified by their collaboration with the Alabama A & M University School of Business. Through these initiatives, Kohl's contributes to the academic community, prepares students for the retail industry, and fosters innovation by nurturing diverse talent.



## Future of Work and Success Indicators

Presenter:

**Dr. Pat Kyllonen**, Distinguished Presidential Appointee in the R&D Division, ETS  
**Kathy Henderson**, Associate Director of Business School Relations, ETS

Topic:

**Future of Work**

When you accept students to your business, or professional program, you want to know they're ready for the challenges and opportunities ahead. While excellent grades and test scores are certainly impressive accomplishments, they are not the only indicators of future academic and work success.

In fact, inter- and intrapersonal skills can be greater predictors of educational and future work success. Graduate and professional schools report that students without these skills are more likely to struggle, conflict with others and drop out.

Our (ETS) Education and Career Development team builds bridges between education and workforce research to inform best practices. Inter- and intrapersonal skills — behavioral, noncognitive, social-emotional and soft skills — allow people to navigate their work environment, work well with others, perform effectively, and achieve their goals. The work that the ETS Education and Career Development Team has done in this area has facilitated the creation of the Personality Skills and Qualities (PSQ) Assessment and assures PSQ users of reliable, research-backed results.

## Better representation of students of color in higher education and business

Moderators:

**Dr. JoAnn Rolle**, Dean School of Business Medgar Evers College, City University of New York

Presenters:

US News & World Report staff:

**Marion Phillips, III**, Sr. Vice President Community Development & DEI  
**Dr. LaMont Jones, Jr.**, Senior Editor, Higher Education

Abstract:

Economists believe that the opportunities to succeed, provide food and shelter for the household, This panel will address the challenges that students of color, parents, and other stakeholders have in choosing and matching diverse higher education options for long-term success in a business career. We will discuss factors a student should consider when making the significant decision of where to attend college, which educates and assists in personal maturation, and how the process leads to the ultimate career path. The session will conclude with a discussion about how schools can aid in career pathfinding by building relations with associations, corporations, nonprofits and experts on entrepreneurship.

# HBCU Founders Initiative – Mentoring for Acceleration

Presenters:

**Dr. Joy Smith**, Dean, Elizabeth City State University

**Jade Lockard**, Program Director, HBCU Founders Initiative

Topic:

**Building Better Partnerships**

The HBCU Founders Initiative partnered with seven HBCUs for a Fall and Spring Pre-Accelerator. The 8-week program targeted early-stage founders who are past the ideation stage and ready to validate a problem and build an MVP. The participating students had weekly virtual sessions with guidance offered by industry experts on topics such as idea validation, building a prototype, discovering who your customers are, marketing and branding, legal operations and fundraising. Participants also met weekly with mentors who helped the participants reify the lessons from the expert by applying them to their own businesses. Students who were not part of the seven participating HBCUs had the opportunity to participate in a Fall-only accelerator geared toward all HBCU students and alumni. This HBCU Pre-Accelerator was jointly established by the HBCU Founders Initiative and the UNCF TechVentures with the idea of scaling entrepreneurial education and training across HBCUs and to support student-led tech-enabled ventures.

This session will discuss the activities of the program based on Elizabeth City State University's experience during the 2022-23 Academic Year and partnership opportunities going forward.

Launched by Nex Cubed, the HBCU Founders Initiative (HBCUFI) aims to catalyze investment in African Americans by supporting HBCU students and alumni along their entrepreneurial journey, encouraging them to pursue technology solutions that close the racial wealth gap ranging from increasing access to healthcare, education, and financial services.

From the ideation stage to the investment stage and beyond, the HBCU Founders Initiative offers programs (accelerators, hackathons, industry webinars, and pitch competitions), financial and technical resources, as well as a vast network of advisors committed to supporting HBCU founders pursuing entrepreneurship.

Elizabeth City State University ensures access to excellent, student-centered, experiential learning. ECSU offers bachelor's, professional, and master's degrees. Through practical education, applied research, and public and private partnerships, we prepare a diverse student body for personal and professional success to positively impact the region, state, nation, and beyond.



# Collaboration and partnerships to leverage grant competitiveness

Moderator:

**Dr. JoAnn Rolle**, Dean School of Business Medgar Evers College, City University of New York

Presenter:

**D.R. Widder**, Vice President of Innovation for Babson College

Topic:

**Building Better Partnerships**

The Minority Business Development Agency (MBDA) issued a request for proposals with the intent of improving Access to Capital for Socially Economic Disadvantage Individuals (SEDI) a short deadline and abbreviated response time for program start by June of 2023. The proposal required evidence of a track record of technical assistance to SEDI or SEDI businesses; proposal plan that would increase the number of SEDI businesses access to capital; and a proposal plan that would increase the number of SEDI businesses.

Medgar Evers College (MEC) of the City University of New York, a PBI leads a team of partners with unique expertise to respond to MBDA's Capital Access grant. MEC through its Entrepreneurship and Experiential Learning Lab (EEL) has assisted minority entrepreneurs to launch and grow businesses since 2016.

Our proposal team of educators, entrepreneurs, community economic development leaders is diverse, and experienced in entrepreneurship development and community development. The team includes Babson College, the global leader in entrepreneurship education which has successfully developed programs to meet the needs of diverse stakeholders. The team also includes Morgan State University's Entrepreneurship Innovation Center, an HBCU with a track record of delivering technical assistance to minority entrepreneurs in Baltimore, Maryland. Since 2015, MEC has collaborated with the Central Brooklyn Economic Development Corporation (CBEDC) to promote entrepreneurship development in the disenfranchised community of Brownsville, Brooklyn, NY, home to the world's largest inventory of public housing. Our team also includes Ability Too. In 2016, MEC collaborated with social activist and entrepreneur Walter C. Cotton III, CEO of Ability Too to host and train minority veteran business owners as a proof of concept of a joint venture model to scale and grow minority businesses. That model is currently being deployed by the CBEDC via a seed grant administered by the Brooklyn Borough President. The proposal team will achieve the goals of the grant through a Bootcamp and incubator in Brooklyn and Government Procurement Contracting accelerators in Brooklyn and Baltimore.

The session will share the development and execution of the grant proposal and status of the grant.



# Collaboration for HBCUs and the Diaspora for Entrepreneurship Initiatives

Presenters:

**Erastus Mong'are**, Executive Director, StartUpAfrica

**Dr. JoAnn Rolle**, Dean School of Business Medgar Evers College, City University of New York

**Jeannine B. Scott**, Principal, America to Africa Consulting

**Mussie Haile**, CEO of RevoltCypher LLC

**Jeremy Faber**, Private Sector Engagement Advisor for Prosper Africa

Background on Startup Africa:

StartUpAfrica has been guided by one overarching goal: creating opportunities for youth entrepreneurs. In the past, they have been leaders in developing, training, and supporting youth entrepreneurship in Africa. They co-created successful training programs with industry, major corporations, academic institutions, and seasoned entrepreneurs.

There continues to be a growing worldwide demand for education and consumer markets for HBCU member institutions. StartUpAfrica has been working collaboratively inter-continental to develop, train and grow the number of black business owners world-wide for 12 years. Since 2016, StartUpAfrica has been collaborating with Medgar Evers College on entrepreneurship student and community development. Initiatives have included:

- Faculty and student exchanges
- Research with faculty and student collaboration
- Entrepreneurship community development with Central Brooklyn Economic Development
- Conferences at: Howard University, Kenyatta University, Makerere University, Medgar Evers

College, University of Dar es Salam, George Mason University, and American University

We will discuss the background and current co-created initiatives of StartUpAfrica with other corporations and institutions. We will also discuss suggestions for HBCUS members to become involved with future initiatives.

**Dean's Development:** The Roundtable provides an opportunity for new deans to receive mentoring from more seasoned deans who have successfully dealt with issues in institutions similar to theirs.

# Solving Problems That Do Not Exist (Yet)

Moderator:

**Dr. Jennifer Vidrine**, Vice President of Academic Affairs and Chief Academic Office, Paul Quinn College

Topic:

**Future of Work**

**What Does Business Education look like post-pandemic**

The use of artificial intelligence and machine learning is increasingly important in the business world, and understanding these technologies is crucial for business majors. One such technology is the Conversational Hyper-Automated Technology Generative Pre-trained Transformer (CHATGPT), a state-of-the-art language model developed by OpenAI. Teaching CHATGPT to business majors in college has the potential to equip them with valuable skills that can enhance their employability and readiness for the workforce.

One key benefit of teaching CHATGPT to business majors is its ability to facilitate natural language processing. CHATGPT can understand and generate natural language, which is essential for many applications in business, such as customer service, chatbots, and social media analysis. By teaching CHATGPT, students can gain hands-on experience in developing and deploying such applications, giving them a competitive edge in the job market.

Furthermore, CHATGPT can be used for various other business-related tasks, including data analysis, forecasting, and decision-making. Its advanced language capabilities allow it to process large volumes of data and generate insights that would be difficult to obtain manually. This can help businesses make informed decisions and gain a better understanding of their customers, competitors, and market trends. In addition, teaching CHATGPT can foster critical thinking and problem-solving skills among business majors. Understanding the capabilities and limitations of artificial intelligence is crucial for developing effective and ethical applications. By working with CHATGPT, students can learn to identify potential biases and limitations in the data, evaluate the accuracy of the model's predictions, and develop strategies to improve its performance.

Overall, teaching CHATGPT to business majors in college can provide valuable skills and knowledge that can enhance their employability and prepare them for the rapidly changing business landscape. As artificial intelligence continues to play a significant role in business, it is essential for business majors to have a solid foundation in these technologies to succeed in their careers.

Reference:

ChatGPT. (2023, February 27). Teaching ChatGPT to Business Majors in College [Abstract]. Retrieved from [insert the URL of the platform where you received the text, e.g., <https://github.com/your-repo>]

The above took less than 30 seconds to generate using CHATGPT.

Few would argue that we are in a moment of great change in higher education. The Pandemic catapulted us into online learning and created opportunities that we had not anticipated even a year earlier. When workplaces use artificial intelligence (AI) to finish our sentences and write our emails, we must question both the practical and moral implications. Industry has found that they can leap over writing deficits with CHATGPT, which begs the question: should we be teaching students to use CHATGPT? It is necessary as educators that we discuss as a learning community how to use AI and incorporate a cross disciplinary approach that engages the humanities. We could follow the examples set by computer scientists, but businesses will find a way to harness this in commerce and colleges and universities will likely be a lagging indicator of adoption.



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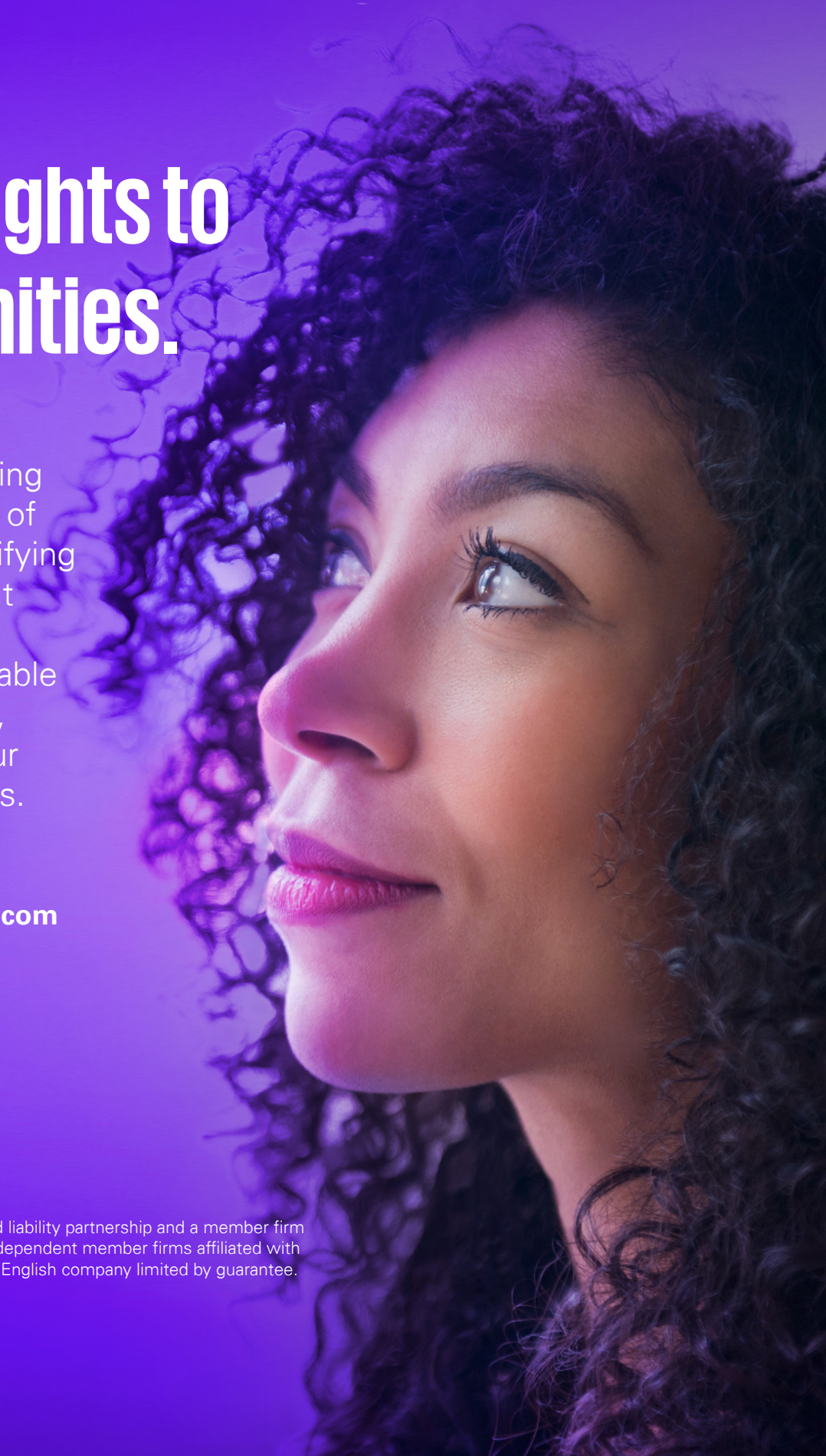


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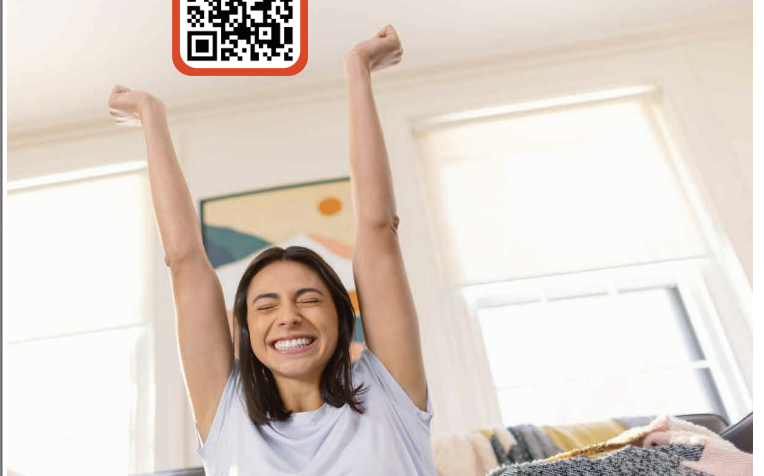
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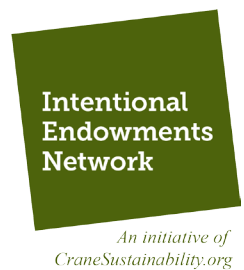
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