"A Salute to the Past, A Challenge to the Future"
Celebrating 25 Years of Achievement

The 22nd Annual Career/Alumni Conference

African-American Student Union of the Harvard Business School

February 10-13, 1994
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salutes the

25th Anniversary of the African American Student Union

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22nd Annual Career/Alumni Conference

“A Salute to the Past, A Challenge to the Future”
Celebrating 25 Years of Achievement

TABLE OF CONTENTS

MESSAGES OF WELCOME
   Letter from the Dean
   Letter from Chairman of the MBA Program

“AGENTS OF CHANGE” – PROFILE OF THE AASU FOUNDERs

KEYNOTE SPEAKERS
   Secretary Ronald H. Brown
   Reverend Calvin O. Butts
   Dennis F. Hightower

ENTERTAINMENT
   Art Porter
   VINX

MAPS
   Hyatt Regency Cambridge/Harvard Business School

AGENDA

PANEL INFORMATION
   Advanced Management Seminars
   Town Meeting—The Competitive Advantage of Inner Cities
   Socratic Seminar—Channeling the Rage: African-American Leadership Challenged
   Tapping the Ethnic Marketplace
   Our Responsibility for Solving the Urban Crisis
   Investment Opportunities in Africa: A New Frontier
   Shifting Gears, Changing Careers: The Key to Remarketing Yourself
   African-American Success on Wall Street
   Entrepreneurship: Making it On Your Own
   Controlling Our Images and Managing Our Talent

CORPORATE SPONSOR INFORMATION
Jan 28, 1994

Dear Friends,

This is a distinctive weekend for the Harvard Business School and the African-American Student Union. In addition to marking the 25th Anniversary of AASU, we expect a record number of participants taking part in what promises to be a most exciting and productive career/alumni conference. To the many HBS alumni who have made a special effort to be here for the celebration of this important milestone, welcome back. To our current students who are actively engaged in the educational process and largely responsible for making this weekend happen, many thanks for your enthusiasm and hard work. To the prospective MBA applicants who are looking at this HBS experience with an eye towards the future, I am confident you will find this to be an enriching and stimulating weekend. And to our many guests, I am pleased you will have the opportunity to witness the extraordinary level of dedication and generosity that comes out of this spirited collaboration.

This conference is the 22nd such gathering, which clearly signals this venture as one of the most successful we have ever undertaken in any arena at the School. All of us in the HBS community appreciate the inspiration, insight and thoughtful effort of everyone involved. It takes a special kind of devotion to move people to willingly and eagerly take on such a project. I have personally experienced -- as have many of you -- the substantial benefits that have accrued to the School through these conferences and the relationships they are built on.

The message inherent in this year's topic "A Salute to the Past, A Challenge to the Future: Celebrating 25 Years of Achievement," is an appropriate mix of encouragement and challenge. You have accomplished a great deal, but there is so much more that still needs to be done. You, and all of our graduates, share a special responsibility to forge solutions to the problems we face. Those who paved the way -- people like AASU founders Clifford Jamari Darden, A. Leroy Willis, George "Bob" Price, Lilian Lincoln and Theodore Lewis -- have shown us how much we all can contribute to the endless quest that lies ahead.

It is with deep appreciation that I extend a personal and heartfelt welcome to each of you. Thanks once again for your continued interest and support of each other and the School and all its people.

Sincerely,

John H. McArthur
February 3, 1994

Dear Conference Participants,

On behalf of the faculty, staff, and administration of the MBA Program, I welcome you to the 22nd Annual African-American Student Union Career/Alumni Conference.

The AASU Conference serves a very important function at HBS. Namely, it is a forum for the exchange of knowledge and ideas that are crucial to the success of African-American business managers and entrepreneurs. The conference also provides the setting for constructive interaction amongst students, alumni, and representatives from sponsoring companies. Additionally, the conference remains an important vehicle for the continued involvement of African-American alumni in the HBS community.

The topic of this year's conference, "A Salute to the Past, A Challenge to the Future: Celebrating 25 Years of Achievement" provides me an opportunity to salute the African-American members of the class of 1969 and the founders of the AASU. As we plot the future of our MBA program in the Leadership and Learning project, I've had the pleasure of reviewing the many contributions of the organization and its members over the years. Founding student leaders such as Clifford Jamari Darden, Theodore Lewis, Lilian Lincoln, George "Bob" Price, and A. Leroy Willis provided vision and initiatives that motivate many of us today. Their initial efforts, which have influenced the HBS community on a continual basis, should inspire us to boldly address the challenges and opportunities found in living, learning, and working in an evolving multicultural community.

Once again, I welcome you to the Harvard Business School campus. I'm confident the next few days will be a valuable and rewarding experience for all.

Sincerely,

James I. Cash, Jr.
Welcome!

AASU Founders

Speakers and Guests

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We hope you enjoy the 22nd Annual Career/Alumni Conference!

-The 1994 Conference Committee
The 22nd Annual Career/Alumni Conference Planning Committee

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Rob Anglin
Denita Evans
Gisele Marcus
Tiffany Norwood &
Mike Persaud
Chris Floyd
Troy Stovall
Reginal King
Michael Carter
Sherri Brown

Chairperson
Advanced Management Seminar
Alumni Relations
Communications
Corporate Relations
Cultural/Social
Logistics
Public Relations
Registration
Speakers

Executive Board of The African-American Student Union

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George Dewey
Okey Enelamah
Camille Hackney
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Mike Persaud
Al Sharp
Gisele Marcus
Nina Bowman
Bonnie Shelton
Deloris Sterling/
Mark Williams
Gina LaRoche/
Godfrey Gill
Melvin Glapion

Admissions
Community Service
Education
Social/Cultural
Representation

The Members of The African-American Student Union

Class of 1994

Dana Andrews
Robert Anglin*
Andrea Armstrong
Nina Bowman*
Valerie Brown*
Sherri Brown*
Orville Bailey
Carlton Byrd
Randall Cain, Jr.
Debra Coleman
Kimberly Davis
George Dewey*

Martin Dorsey
Stella Dyer
Clayton Earle
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Christopher Thorne
Antoine Toffa
Clarence Wesley*
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Mark Williams

Class of 1995

Tim Anderson
Torrence Boone
Jim Brown
Stacey Brown
Dawm Caprio
Mark Dickinson
Lynn Dinwiddie*
Maduka Emelife
Tatjana Evans*
Katherine Gambrill
Lamar Hackney*
Robert Henry*

Rodney Holder*
Carl Horton
Vivian Hunt*
Dimitrius Hutcherson
Mustafa Jama
Russell Jolivet
Adrienne Lance-Lucas
Lauren Love*
Edouard MacGuffie
Mark Mason
Kim Minton*
Imogen Mkhize

Malcolm Mumford*
Bill Noble*
Dion Oglesby*
Cheikh Oumar Seydi
Dennis Pemberton
David Porter*
Bonita Powell*
Colin Redhead
Kimberly Robinson*
Dwayne Rush
Howard Sanders
Sengal Selassie

Eric Smith*
Ervil Spencer
Darren Sumter
Kimberly Taylor*
Vinton Vickers
Richard Vieira
Kandance Weems
Alan Weisenfeld*
Joseph Wells*
Sean Williams
Yadey Yawand-Wossen

*The Career/Alumni Conference Planning Committee would like to express its thanks to these individuals.
The African-American Student Union of the Harvard Business School and the Executive Board of the Career/Alumni Conference Committee would like to thank our corporate sponsors for their continued support. For over twenty years, their contributions have funded the Career/Alumni Conference and many of the other committees of our Union. As the African-American Student Union celebrates its Twenty-Fifth Anniversary, we would like to salute our corporate sponsors. With their lasting support, we wholeheartedly welcome the challenges of the future.

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Thank You!

The 22nd Annual Career/Alumni Conference Committee would like to thank everyone who helped make this a spectacular weekend. We would like to express our gratitude to all the members of the AASU who worked diligently over the past year. We would also like to thank the members of the faculty and staff whose contribution was invaluable. We would especially like to thank Jim Cash, Chairman of the MBA Program, Rena Clark, Director of MBA Program Administration, and Jeri Norris, Assistant Director of Admissions for their continued support and unwavering commitment to the conference and the African-American Student Union. We would also like to pay tribute to the founders of the African-American Student Union and to the memory of H. Naylor Fitzhugh. These pioneers blazed the trail for many of today’s and tomorrow’s African-American leaders. We thank them for their courage and commitment. Their dedication serves as an inspiration to all.

-The 1994 Conference Committee

COVER ART
The front and back covers were designed by Latonia Baker. Ms. Baker is currently in her third year at the Harvard University Graduate School of Design where she is working towards her Masters in Architecture.
"Agents of Change"
A Salute to the Founders of the African-American Student Union

The African-American Student Union (formerly the Afro-American Student Union) was founded in February 1968 by five African-American members of the MBA Class of 1969. The AASU arose out of a real need to assist African-Americans at the Harvard Business School by:

- increasing the enrollment of African-Americans
- increasing fellowships available to African-Americans
- initiating new courses of greater relevance to African-Americans
- providing meaningful social interaction and career development opportunities

The organization was co-founded by A. Leroy Willis, who initiated and proposed the idea, and Clif "Jamari" Darden, who implemented the organization strategy and served as the first Chairman (President) of the organization. The organization was launched with the mission of "enhancing the quality of the total life experience — educational, social, and political — of Afro-American students at the Harvard Business School."

The initial thrust of the new organization was that of increasing the Afro-American student presence in the MBA Program to 10% — the level that African-Americans represented in the general population during the mid-1960’s. Secondary thrusts focused on gaining African-American (and other minority groups) representation on the faculty and on developing second-year elective courses of particular relevance to those with a strong commitment to economic development in minority communities.

With the active support and involvement of the three Afro-American members of the Class of ‘69 (Lillian Lincoln, George Price, and Ted Lewis), the AASU succeeded in obtaining faculty and administration concurrence with its primary goal of increased Afro-American representation within the HBS student body.

Perhaps nothing more compelling underscores the personal commitment of these five Afro-American members of the Class of ‘69 than their willingness to make time during the notoriously intense first-year class schedule to go on multiple recruiting excursions to select colleges and universities (historically Black, as well as predominately white schools) throughout the country. As a consequence of their efforts, these five “agents of change” in cooperation with the HBS Administration succeeded in ushering in a new “multiethnic/multicultural” era at the School.

As a direct result of the efforts of these pioneers, African-American student representation in the Class of 1970 nearly quintupled with 31 African-Americans being admitted and 27 accepting. With the energetic commitment and enthusiasm of these “reinforcements”, African-American student representation in the Class of ‘71 more than doubled with 74 being admitted and 71 accepting. (This Class goes down in history for having the largest representation of African-Americans). These changes are all the more remarkable when one considers that in 1969, there were fewer than 150 or so African-American MBA’s in the entire country!

They also made progress towards achieving AASU’s secondary objectives of increasing minority representation among the faculty and designing elective courses of particular relevance to individuals committed to returning to their communities to assist in the economic empowerment of poor urban or rural communities. In the Fall of ‘68, Ulric St. Clair Haynes, Jr. (who later went on to become U.S. Ambassador to Algeria and Dean of the Faculty of Business at Hofstra University) became the first African-American member of the faculty. Within a year, he was joined by Stuart Taylor (Marketing faculty), and Charles Johnson (Finance faculty). Thereafter, more professors of African-American decent became a part of the teaching staff such as R. Roosevelt Thomas (Organizational Behavior), Hassell McClellan (Business Policy), Claudine Malone (Control and Marketing), James Cash and several others.
AASU also began to have an impact on the second-year elective curriculum. In the Fall of ’69, a seminar on economic development in minority communities won allies within the faculty and administration. Cliff Darden served as course assistant with major responsibility for developing the case materials.

Paradoxically, while the founders of AASU were initially (and often bitterly) accused of disturbing the tranquillity of the HBS environment by daring to found the first campus organization based on something other than career or professional aspirations, the AASU ultimately ushered in a new era of students organizing around the specific needs and concerns of identifiable subgroups. The efforts of the Class of ’69 joined by the Classes of 1970 and 1971, ultimately spawned other institutions, with missions grounded in the need to address secondary, ancillary, or continuing concerns of African-Americans or other campus groups.

Drawing from AASU’s active support, a Mexican-American student, Jesse Bojorquez (Class of ’70) launched a similar campaign for increased Latino representation within the student body. Brazilian students, led by Jose Medeiros (Class of ’70) found the European Business Club largely ignorant of the needs and concerns of students from Latin America, and sought to founded the HBS Latin American Club.

HBS (Caucasian) women students — of whom there were just four or five to a section in the Class of 1969 — were next to respond to the disparities of representation in the composition of the student body. Following AASU’s lead, came the founding of the HBS Women’s Club (later named the Women’s Student Association).

AASU’s impact was also felt outside the arena of campus-based organizations. The Council for Opportunity for Graduate Management Education (COGME) came into being as the HBS Administration, obliged to seek ways of financing its increased minority student enrollments, moved to form an association with other top-ranked schools under similar pressure from their own growing and increasingly insistent African-American student populations. AASU Reps Cliff Darden (Class of ’69) and Steve Burrell (Class of ’70) were part of the HBS delegation led by Deans George Baker and George Lombard to a Sloan Foundation meeting in New York City, where Dean Baker joined by his counterparts from Columbia, Wharton, Stanford, and MIT — began the initial explorations which would, within a few months, culminate in the launching and funding of COGME.

As we celebrate AASU’s 25th anniversary, let us remember the commitment, struggle, and accomplishments of the Class of 1969. Whatever our individual aspirations for ourselves and for our people, let us re-dedicate ourselves to the same determined mind-set which formed the actions of AASU’s “Agents of Change”.

22nd Annual Career/Alumni Conference — A Salute to the Past, A Challenge to the Future: Celebrating 25 Years of Achievement
The African-American Student Union

Salutes the Founders of the Class of ’69
for having the determination and will to found this organization in the face of adversity and at a time when the Civil Rights Struggle was an active reality.

The active founders of the organization were:

A. Leroy (“Roy”) Willis
Clifford E. (Jamari) Darden
Lillian Lincoln
Theodore (“Ted”) Lewis
George Robert (“Bob”) Price

Following is a perspective of the founders:

Leroy (“Roy”) Willis

The inspirational source for the founding of the Afro-American Student Union, Roy Willis’ pre-HBS background included having been among a select group of Black students who integrated the University of Virginia (Charlottesville) in 1959.

A “change agent” in the noblest traditions of that phrase, Roy brought with him to the HBS setting an unshakable commitment to the advance of Black people. It was out of his determination that the Class of 1969 “make a difference” that the Afro-American Student Union came into being.

While an MBA student, Roy served as the 1968-69 Chairman of the Harvard Business Assistance Program — a foundation-funded, student-run vehicle for channeling management assistance to small businesses throughout the Boston area, but primarily in Roxbury, Dorchester, and the South End.

Roy’s post-MBA endeavors have largely revolved around real estate development and housing. First he was Vice President for Housing and Economic Development with Pacific Consultants, Inc., Founder/President of Urban Economic Development Systems, Inc., and later as Founder/President of Willis Research and Development Inc. — a real estate development and consulting firm that ultimately developed “Dock of the Bay,” a creole seafood restaurant and nightclub located in the Berkeley, California Marina.

Roy has been honored by the Neighborhood Reinvestment Corporation for his leadership in the development of pilot neighborhood revitalization project which now operates in more than a score of cities throughout the country and by several civic organizations in the San Francisco Bay Area.

Clifford E. (“Clif”) Darden  also known as “Jamari”

The first “Chairman” (now referred to as President) of the Afro-American Student Union pursued his Doctorate degree at Harvard Business School after obtaining his MBA. He was a 1969 Doctoral Program matriculate and Research Assistant to Professor Paul R. Lawrence (then Chairman of the Organizational Behavior area). In this capacity, Clif devoted the latter half of the 1969 calendar year to the researching and writing of teaching cases for Professor Lawrence’s course, “Organization Development in the Inner City” — one of the several second-year electives that the AASU had played a major role in encouraging and developing. During this time, Clif remained active in the affairs of Afro-American students at the School. He assisted in the orientation of those Black students in the Class of 1971 who were among the multi-racial participants in HBS’ first “Intensive Summer School Program” during the summer of 1969. Indeed, by being available to continuing members of the Class of 1970, as well as to entering members of the Class of 71, Clif played a key role in ensuring the continuation of AFRO and its programmatic thrusts.

Clif’s subsequent endeavors in the field of economic development took him to several organizational settings — first in the Roxbury section of Boston (as Deputy Director of the Small Business Development Center), later, in the San Francisco Bay Area (as a Consultant with Pacific Consultants, Inc.), and finally, in Dar es Salaam, Tanzania (as a member of the General Manager’s Office at the Tanzania National Development Corporation). After returning to the States in 1973, he joined the faculty of Tuskegee University, where he taught management courses in the School of Business from 1974 through 1977. He later accepted a position of Assistant Professor of Business Administration at the Atlanta University Graduate School of Business. In 1984, he accepted the position of Associate Professor of Organization & Management at Pepperdine University, Malibu, California, where he was awarded tenure in 1989 and still remains today. Clif, the 1993-
94 Harriet and Charles Luckman Distinguished Teaching Fellow at Pepperdine University has been recommended for promotion to the rank of Professor of Organization & Management.

Lillian Lincoln

Lillian, who has the distinction of being the first Afro-American female to graduate from the Harvard Business School, was also an active member of the AASU. A 1966 graduate of Howard University School of Business, Lillian’s experiences include employment as a stockbroker, college instructor, business manager, and consultant. However, it is in the entrepreneurial field where Lillian has made her mark.

She currently operates three companies in related fields: Centennial One, Inc., established in 1976, which provides full janitorial services for office buildings; Centurion National Corporation, which offers carpet and upholstery cleaning services to commercial and residential clients; and, Oma Day, Inc., a distributor of janitorial supplies and equipment. Now in its 18th year of operation, Centennial One has grown from a company employed 20 part-time workers to one employing over 700 employees; from a sole operating site in one local jurisdiction to an operation spanning three states; and, from a primarily government contractor to a provider of services to a wide range of client organizations.

Among her many awards and honors are the following: Salute to Blacks in Business Entrepreneur Award, Howard University, 1991; Entrepreneur of the Year, The Black MBA Association, 1990; Entrepreneur of the Year (Finalist), INC. Magazine, 1993 and 1989; and Minority Female Contractor of the Year, Department of Commerce, 1984.

Theodore (‘Ted”) Lewis

No less committed to Black progress than any of his Afro-American classmates, this 1965 graduate of Washington University, St. Louis, could nevertheless be counted on to add the voice of reasoned logic to the deliberations of members of the founding group. His invariably thoughtful and moderate counsel greatly assisted the embryonic organization in maintaining its balance amidst the swirling ideological struggles of that era. Like the other for fully active members of the Class of 1969, Ted was highly involved in the recruitment of members of the Classes of 1970 and 1971.

Upon graduation, Ted began his professional career in executive search with Management Formation, Inc. — the New York City-based firm which Ulric St. Clair Haynes, Jr. (the first African-American HBS professor) had founded. Later Ted joined McKinsey and Company as a Senior Engagement Manager followed by Salomon Brothers as Vice President of Human Resources. Thereafter, he served in various positions in the field of Human Resources. Ted is currently director of Russell Reynolds Associates, an executive search firm, in New York City.

George Robert (“Bob”) Price

George (a.k.a. “Bob”) is the final — but certainly not the least — member of the AASU founding class, and graduate of Cornell University School of Industrial Labor Relations, 1966. A brilliant strategist, George added immeasurably to the early endives and successes of AFRO. He could always be counted on to render time and energy in pursuit of the programmatic objectives of the organization.

Like Lillian (and to some degree, Roy), George’s post MBA pursuits have been in the entrepreneurial realm, albeit not before gaining valuable corporate experience. After graduation, George joined the Levi Strauss & Company, where he held increasingly responsible positions in the Office of Treasurer, in Levi Strauss International (in Oslo, Norway, and Brussels, Belgium), and in Levi’s domestic headquarters in San Francisco. Since 1975, George has been on the entrepreneurial track, pursuing a number of venture opportunities involving venture development or turnaround, in addition to consulting to new ventures. George is currently the Owner/Manager of Price & Associates in Silver Spring, MD.
Ronald H. Brown

Keynote Speaker

“American business will know that the Department of Commerce has a strong and independent leader and forceful advocate.” So stated President-elect Bill Clinton on December 12, 1992, in nominating Ronald H. Brown to be the 30th U.S. Secretary of Commerce.

Secretary Ronald H. Brown’s appointment was confirmed by the U.S. Senate on January 21, 1993 and he took office the following day.

A lawyer, a negotiator, a pragmatic bridge builder, and the highly successful immediate past chairman of the Democratic National Committee, Secretary Brown brings wide experience to this newest challenge of building a strong private sector/public sector partnership. “The Department of Commerce’s central mission must be to promote long-term economic growth,” he has stated. “That includes rebuilding our industrial base and work-

Secretary Brown serves on the President’s National Economic Council, the Domestic Policy Council and the Task Force on National Health Care Reform. He also is Chairman of the Trade Promotion Coordinating Committee and of the National Information Infrastructure Task Force. President Clinton’s initiative to build a national information super-highway. Secretary Brown is the Co-Chair of the U.S.-Russia Business Development Committee and the U.S. Israel Science and Technology Commission.

Formerly a partner in the Washington, DC law firm of Patton, Boggs, and Blow, Secretary Brown is a member of the New York Bar, the District of Columbia Bar and the United States Supreme Court Bar. He also served as chief counsel for the Senate Judiciary Committee under the Chairmanship of Senator Edward M. Kennedy. Secretary Brown spent 12 years with the National Urban League as Deputy Executive Director, General Counsel and vice president for its Washington operations.

The first African-American to hold the office of the U.S. Secretary of Commerce, Secretary Brown was born in Washington, D.C. in 1941. He grew up in New York, and with the help of a scholarship attended Middlebury College in Vermont. He received his law degree from St. John’s University, attending at night while working by day as a welfare caseworker for the City of New York. He served for four years in the Army in both Germany and Korea.

Secretary Brown currently serves on the Board of Trustees for Middlebury College and he is chair of the Senior Advisory Committee of the Institute of Politics at the John F. Kennedy School of Government, Harvard University. He is also an elected member of the Council on Foreign Relations.

Secretary Brown lives in Washington, D.C., and is married to the former Alma Arrington, a full-time professional. Ron and Alma Brown have two children Michael and Tracey, both lawyers.
Dr. Calvin O. Butts, III, is the Pastor of the Abyssinian Baptist Church. His commitment to the enhancement of God’s kingdom on earth has manifested itself in his loyal attention to the daily activities and services of the congregation as well as the pervasive impact of the church on community development initiatives: homelessness, senior citizen and youth empowerment, and ecumenical outreach and cultural awareness.

Abyssinian Baptist Church, led by Dr. Butts, is committed to move forward in faith for the maintenance and expansion of its continuing Christian Programs.

Dr. Butts is a native New Yorker. He spent a few years in the South where he earned his Bachelor of Arts degree in Philosophy from Morehouse College (1972). He returned to New York and earned a Master of Divinity Degree in Church History from Union Theological Seminary (1975), and a Doctor of Ministry in Church and Public Policy from Drew University (1982).

Rev. Dr. Butts is Chairman, Board of Managers for the C.T. Walker Housing Corporation. He is a member of The Board of Directors of United Way of New York City, The Central Park Conservancy Board, The Visiting Committee of the New School for Social Research in New York City and The Visiting Committee for the Fordham University School of Business. Dr. Butts serves as a member of the Advisory Committee for the Graham Windham Services to Family and Children, for the National Black Initiative on Cancer, the joint New York Partnership and CORO Foundation Leadership New York program, and other committees. He has served as President of Africare, an independent organization dedicated to the improvement of the quality of life in rural Africa. He also served as Chairman of the Board for the Harlem Branch YMCA. He has taught Urban Affairs and served as an Adjunct Professor in the African Studies Department at City College, New York. He has also taught Black Church History at Fordham University.

Calvin Butts is active in the total life of African American people in New York City, and has received more than 200 awards and commendations. He is a member of Kappa Alpha Psi Fraternity and Prince Hall Mason. He has been cited as a New York Power Broker and recognized as a Living Treasure by the New York City Chamber of Commerce and Industry.

The Rev. Dr. Butts, for two years, led a nationally acclaimed and most effective campaign in eliminating negative billboard advertising in the Central Harlem communities and in many communities around New York City. He was joined in this effort by prominent individuals in other areas of the country who carried out similar campaigns with equal success. Rev. Butts’ billboard whitewashing has helped to further sensitize our country to the evils of drug abuse and exploitive advertising.

Calvin Butts continues to be invited to preach in distinguished pulpits throughout New York City and vicinity, as well as nationally and internationally. He has traveled to Africa, Europe, The Middle East, Cuba and throughout the Caribbean Islands.

Dr. Butts currently delivers a weekly sermon each Sunday, on 98.7 FM (KTSS) Radio at 7:00a.m. Through this medium he is able to spread God’s word throughout New York City and vicinity.

He is married and has three children.
Dennis F. Hightower

Mr. Hightower entered the business world in 1970 with the Xerox Corporation, and after two years there, won a two-year fellowship to study at Harvard Business School, from which he received the MBA degree in 1974.

Recruited from Harvard by the leading international management consulting firm of McKinsey & Co., Inc., Mr. Hightower progressed rapidly from Associate, to Senior Associate and Engagement Manager. Following, he joined General Electric Company’s Lighting Business Group in Cleveland, Ohio as the head strategic business planning for GE’s Lamp Component Division, and later was selected to manage GE’s lighting affiliate in Mexico.

Mr. Hightower was then recruited to Mattel, Inc. In March of 1981, he was elected Vice President of Corporate Planning and an officer of the Corporation. Reporting to the Chairman, he assisted top management in developing and evaluating the company’s long-term direction.

In March 1984, he joined Russell Reynolds Associates, Inc., a leading international executive recruiting consulting firm, and was elected a Partner and Managing Director and later served as manager of that firm’s Los Angeles office.

He has been featured in Fortune and Black Enterprise magazines; is the recipient of The Edges Group Corporate leadership Award; the Harvard Business School Alumni Achievement Award and Citations for Alumni Service; the Howard University Alumni Award for Distinguished Postgraduate Achievement in Business and many other prestigious awards.

Presently, Mr. Hightower serves on the Board of Directors of the following companies: the Walt Disney Company’s subsidiaries in Belgium, France, Germany, Italy, Portugal, and Spain; and Park Print Estamparia Textil S.A., a textile company in Portugal. He serves on the Harvard Oversees’ Committee to visit the Graduate School of Business Administration: the Howard University School of Business Advisory Council; is a guest speaker/lecturer at the Harvard Business School, Howard University School of Business, the European Institute of Business Administration (INSEAD), and at professional management and marketing conferences throughout Europe.

Dennis Hightower is President, Disney Consumer Products, Europe and the Middle East, for the Walt Disney Company, based in Paris. He has operating responsibility for book and magazine publishing, character merchandise licensing, children’s music, promotional and sponsorship activities, and manages the company’s eight subsidiaries, five representative offices, and a joint venture located in the principal business capitals in Western Europe, Eastern Europe, and the Middle East. He joined the Walt Disney Company in June, 1967 as Vice President - Europe, Disney Consumer Products, and was promoted to his present position in July, 1991.

After graduating from Howard University in 1962, he had a distinguished eight-year career as a Regular Army Officer and rose to the rank of Major by the age of 27. He served on the Department of Defense and Department of the Army staffs and had assignments outside of the United States.
Harvard Business School

Selected Offices and Services

1. MBA Admissions
2. MBA Placement
3. Executive Education
4. Dining Facilities
5. Health Services
6. Operational Support Services (OSS)
7. The Coop Bookstore
8. Student Association
9. Doctoral Programs
10. Alumni Relations
11. Harvard Business Review
12. HBS Press & Publishing Division
13. HBS Press & Publishing Division Operations Department

Harvard Business School/
Hyatt Regency Cambridge

22nd Annual Career/Alumni Conference – A Salute to the Past, A Challenge to the Future: Celebrating 25 Years of Achievement
UNITED BY DIVERSITY

At United Technologies, it’s the differences among us that empower us as one.

Otis elevators. Carrier air conditioning units. Pratt & Whitney aircraft engines. At United Technologies, the parent company to these and other international leaders, our diversity goes far beyond our business mix.

We’re committed to developing and using the full potential of our multiracial, multi-cultural work force around the world. From Sikorsky helicopters to Hamilton Standard aerospace systems, our companies have created work environments that value people.

If you are interested in working for a Fortune 50 leader with opportunities as diverse as our product mix, send your resume to: Diversity Programs Office, United Technologies Corporation, One Financial Plaza, Hartford, CT 06101. We are an equal opportunity employer.

UNITED TECHNOLOGIES

Carrier • Hamilton Standard • Norden Systems • Otis Elevator • Pratt & Whitney • Sikorsky Aircraft • UT Automotive • UT Research
Rhythm 'n Jazz
An Evening with Art Porter and VINX

Art Porter

In this brave new world of contemporary jazz, the saxophone reigns supreme. To be more specific, the soprano sax is the axe that carries the swing. Be that as it may, a few top-flight players have opted for alto and/or tenor. Chicago-based Art Porter is one such maverick. His instrument-of-choice is alto with soprano usage doled out sparingly and specifically on a song-by-song basis.

Art’s debut recording POCKET CITY was an immediate success: Top 10 debut in Billboard’s Contemporary Jazz Chart, Top 5 in Gavin and R&R radio charts as well as crossing over to Billboard’s R&B album chart. In addition, Porter snatched the support slot for Lisa Stansfield’s summer-fall tour. Art has a simple reason for his success: “The Real Thing is communication; when people can lock into what you’re playing, that’s the ultimate high. You can play a lot of heavy stuff, but if it doesn’t come across to an audience and it’s not understood — why bother?”

In June of 1993, STRAIGHT TO THE POINT, was released, his follow up recording. STRAIGHT TO THE POINT is a collection of technicolor, cinematic mood swings that vividly reflect Porter’s inherited jazz genes and his love for pop soul.

VINX

VINX grew up in a suburb of Kansas City, and attended Kansas State University. He was a member of K.S.U.'s band, impressively qualified for the 1980 Moscow Olympics with the second best indoor triple jump in the world. The U.S. boycott by President Carter prevented him from competing. Putting his Olympic training to use he parlayed the opportunity with his talent and buoyancy into his own business as a personal “trainer to the stars.” During this period he began to evolve musically, finding work as an L.A. based studio musician. Gradually his career began to overshadow his training business.

Among his sideman credits are a Grammy winning Ernie Watts record, touring with Rickie Lee Jones and performing on Herbie Hancock’s 1990 Showtime special, “Coast to Coast.” He pursued a solo career by appearing in clubs, at times with his group “The Barkin Feet.” Besides being a working percussionist and vocalist, his songwriting talent was developing and one of VINX’s songs, “Touch My Heart”, was recorded by Tom Jones. Eventually Sting heard one of his solo performances and instantly recognizing VINX’s talent, signed him to his Pangaea record label. “Rooms In My Fatha’s House”, his first album, was released in 1992 and the touring has rarely ceased.
Advanced Management Seminars

This is the fifth year of the specially designed lecture series for alumni and other mid-career professionals. Led by noted Harvard Business School professors, this year's seminars will focus on the skills necessary to excel in today's challenging business environment.

Negotiation Skills for Managers

Professor Howard Raiffa, the Frank Plumpton Ramsey Professor of Managerial Economics, relates the abstract world of mathematics to the concrete problems of decision making.

His training was in mathematics and its statistical application. He attended City College for two years before spending the next four years in the armed services where he was a specialist in radar-controlled emergency blind landings. He spent the next six years at Ann Arbor where he earned a doctorate in mathematics from the University of Michigan.

Arriving at Harvard in 1957, he and Professor Schlaifer jointly synthesized esoteric research materials from a set of diverse disciplines from statistical decision theory, game theory, mathematical economics and psychometrics—and created a new field now known as Decision Analysis.

At Harvard University Raiffa has always spent the bulk of his time at the Business School but has sequentially held joint appointments in the Departments of Statistics, in Economics and in the Kennedy School of Government.

The Role of Information Technology in Business Transformation

Professor Warren McFarlan earned his AB from Harvard University in 1959, and his MBA and DBA from the Harvard Business School in 1961 and 1965, respectively. He has had a significant role in introducing materials on Management Information Systems to all major programs at the Harvard Business School since the first course on the subject was offered in 1962. Currently, he is Senior Associate Dean and Director of the Division of Research. He teaches in the Advanced Management Program, the International Senior Management Program, and is Chairman of Managing the Information Services Resource program.


Student organizer: Rob Anglin, MBA 1994
Creating New Ventures:
The Challenge of Entrepreneurship

Professor William Sahlman is the Dimitri V. d’Arbeloff - Class of 1955 Professor of Business Administration at Harvard Business School. The d’Arbeloff Chair was established in 1986 to support teaching and research on the entrepreneurial process.

Mr. Sahlman received an A.B. degree in Economics from Princeton University, an M.B.A. from Harvard University, and a Ph.D. in Business Economics, also from Harvard. His research focuses on the investment and financing decisions made in entrepreneurial ventures at all stages in their development.

In 1985, Mr. Sahlman introduced a new second-year elective course called Entrepreneurial Finance. During the academic year 1992 - 1993 year, 400 students enrolled in the course.


Mr. Sahlman is Senior Associate Dean, Director of Publishing Activities at Harvard Business School. He is a member of the board of directors of The Butcher Company, Bee Gee Holding Company, Cottage Software, Replica Corporation, and ATGTBT, Inc. February, 1993.

Entrepreneurship: Does Race Matter?

Professor Cathy A. Enz is an Associate Professor of Management in the School of Hotel Administration at Cornell University. Her Ph.D is in organizational behavior and management from the Ohio State University Graduate School of Business. Previously she was a professor in the Graduate School of Business at Indiana University. She has been an operations manager in the dietary products division of corporate strategy for a national insurance firm.

Professor Enz specializes in the nature of service cultures and the effects of value and strategic agreement on performance. She is the author of Power and Shared Values in the Corporate Culture, (UMI Press). Currently, she is the associate editor of The Journal of Management Education, and recently completed a term on the Board of Directors for the Organizational Behavior Teaching Society.

Professor Enz has consulted extensively in service organizations and is a frequent presenter in executive education programs. Consultation or research has been conducted in a variety of organizations including Ashland Oil Company, Federal Express, The United States Department of Defense, Concorde Hotels, Nikko Hotels, Nationwide Insurance Company and Wendy’s International.

Organizer: Ed Jones Jr., MBA 1972

Student organizer: Rob Anglin, MBA 1994
When You’re Considering
A Career with an Investment Bank,
Consider One More Thing.

Consider the investment bank that is uniquely in tune with the abilities and aspirations of the people who comprise it. Where high professional standards are reflected in principled everyday practices. Where the talent of each individual is an integral part of the team effort. And where those who choose to accept the challenges set before them grow both personally and professionally.

In short, consider
Goldman Sachs.
Town Meeting with Professor Michael Porter

The Competitive Advantage of Inner Cities

Professor Michael Porter will address his current research on the economic distress of America's inner cities. He will describe new paradigm for economic development which approaches the problem from a competitive as well as a social perspective.

Michael E. Porter is the C. Roland Christensen Professor of Business Administration at the Harvard Business School and a leading authority on competitive strategy. Professor Porter joined the Harvard Business School faculty in 1973 and became one of the youngest tenured professors in the School’s history. His ideas have now become the basis for one of the required courses at the School.

Porter received a B.S.E. with high honors from Princeton University in 1969, where he was a member of Phi Beta Kappa and Tau Beta Pi. He also received an M.B.A. with high distinction in 1971 from the Harvard Business School and Ph.D in Business Economics from Harvard University in 1973.

Professor Porter is the author of 14 books and over 45 articles. His book, Competitive Strategy: Techniques for Analyzing Industries and Competitors, published in 1980, is widely recognized as the leading work in its field. His 1990 book, The Competitive Advantage of Nations, was chosen as one of the top ten business books in by “Business Week”, and by “The Financial Times” in 1990. Changing the Way America Invests in Industry (1992) is the result of a two-year research project directed by Professor Porter which examined how America invests in industry.
Socratic Seminar with Professor Charles Ogletree

Channeling the Rage: African-American Leadership Challenged
Sparked by the recent controversy over the rage experienced by the black privileged class, Professor Charles Ogletree of the Harvard Law School and prominent legal theorist will lead distinguished panelists in a Socratic discussion of the many “demons” that plague black American professionals in Corporate America.

Mario Baeza
Mario L. Baeza a Partner at Debevoise & Plimpton, heads the firm’s 30-lawyer Latin America Group. The Latin America Group’s work has included many of the largest privatization’s, international financings, and corporate restructurings in countries such as Mexico and Chile.


Mr. Baeza received a B.A. from Cornell University, where he majored in economics, government and psychology. He graduated after three years with honors and distinctions in all subjects. Mr. Baeza holds a J.D. from Harvard Law School.

Ellis Cose
Ellis Cose, has worked for several major newspapers and magazines including The New York Daily News, Time Magazine, and USA TODAY. He also served as a member of the editorial board of the Detroit Press.

Mr. Cose is the author of The Rage of a Privileged Class. He is also the recipient of numerous fellowships, grants and awards.

He received his B.A. in psychology from the University of Illinois and his masters degree in Science Technology and Public Policy from George Washington University.

Charlynn Goins
Charlynn Goins is a Senior Vice President of Prudential Securities Incorporated. Ms. Goins, who joined the firm in February 1990, is the director of international marketing and sales for asset management products. Prior to joining Prudential Securities, Ms. Goins was a Senior Vice President at Integrated Resources, Inc.

Ms. Goins is a manager of the Council on Foreign Relations, the Council of The Americas, and the American Council on Germany.

She holds an A.B. degree from Barnard College and a J.D. from Columbia University.

Lawrence Otis Graham
Lawrence Otis Graham, Esq. is the author of The Best Companies for Minorities (Penguin Books), as well as ten other non-fiction books and numerous articles on race relations and business issues. Having worked as a corporate attorney in New York for five years, Graham is an Adjunct professor at Fordham University.

A graduate of Princeton University and Harvard Law School, Graham recently appeared on the cover of NEW YORK and Ebony Man after going undercover as a busboy to write about discrimination in American country clubs. His story “Invisible Man”, is being made into a film by Warner Brothers, starring Denzel Washington.

Graham is President of the diversity consulting firm, Progressive Management Associates.

Ulric Haynes, Jr.
Ulric Haynes Jr. is currently the Dean of the School of Business at Hofstra University and the Bernon Family Endowed Distinguished Professor in Business. The dean’s professional career covers academia, the private sector, and non-profit and public service.
He was acting president at the State University of New York College at Old Westbury and visiting lecturer at several Universities, including Harvard Business School. In the private sector, Dean Haynes serves on the board of directors of Marine Midland Bank and is a former Director of American Broadcasting Companies and Rohm & Haas.

Dean Haynes is a graduate of Amherst College and has his J.D. degree from Yale Law School. He attended the Advanced Management Program at the Harvard Business School.

**Edward Jones, Jr.**

Edward W. Jones Jr. is President and founder of Corporate Organizational Dynamics Inc, a consulting firm created in 1983 to help companies and other organizations achieve organizational efficacy.

Mr. Jones is an author, researcher and has taught management at the college and graduate school levels.

Mr. Jones is a 1964 “distinguished Military Graduate” of Hampton University with a major in mathematics. He is also a 1972 graduate of the Harvard Graduate School of Business Administration with “High Distinction,” where he was designated a “George F. Baker Scholar,” the highest academic honor.

**Reta Lewis**

Reta Lewis, was appointed to serve as a Specialist Assistant to the President for Political Affairs in February, 1993. She serves as a liaison between six cabinet secretaries and local officials within the Northeastern and Southeastern United States. Ms. Lewis assists in the coordination and management of political activities for the President and senior administration officials. Ms. Lewis has extensive political experience. During the Clinton Campaign, Ms. Lewis served as a Lead Advance Person. In this capacity, she was the coordinator of the Richmond Presidential Debate. Ms Lewis has a significant legislative and government affairs background. She is also involved in various community activities, such as Emily’s List, Women’s Information Network, and Democrats for the 90’s. Ms. Lewis received her J.D. from Emory University Law School and is a member of the Georgia and District of Columbia Bars. She also has a Master of Science in the Administration of Justice from American University and a Bachelor of Arts degree from the University of Georgia.

**Charles Ogletree, Jr.**

Charles J. Ogletree, Jr., a tenured professor at Harvard Law School and prominent legal theorist, will moderate the socratic seminar entitled “Channeling the Rage of the Privileged Class”. He is the recipient of the Paul Freund Award for excellence in teaching and honoree of the New York State Bar Association’s award for outstanding contribution to criminal law education. In addition, Charles Ogletree has served as moderator for several Public Television series including “How Will Our Cities Survive,” Popular Culture: Rage, Rights, and Responsibilities”, and “Ethics in America.” His formal educational background includes a B.A. and M.A. in political science from Stanford University and a J.D. from Harvard Law School in 1978.
**AGENDA**

**Thursday, February 10, 1994**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
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<tbody>
<tr>
<td>REGISTRATION</td>
<td>Hyatt Regency Lobby</td>
<td>6:00pm-9:00pm</td>
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<tr>
<td>Sponsored by Hewlett Packard</td>
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<tr>
<td>ALUMNI COCKTAIL RECEPTION</td>
<td>Jonah’s Aquarium</td>
<td>7:00pm-9:30pm</td>
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<tr>
<td>BOSTON NIGHT LIFE</td>
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<td>10:00pm-until</td>
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**Friday, February 11, 1994**

**PROSPECTIVE STUDENTS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>LOCATION</th>
<th>TIME</th>
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</thead>
<tbody>
<tr>
<td>PICK UP REGISTRATION UP MATERIALS</td>
<td>Kresge Hall South Room</td>
<td>7:30am-9:00am</td>
</tr>
<tr>
<td>PROSPECTIVE STUDENTS’ ORIENTATION</td>
<td>Kresge Hall South Room</td>
<td>9:00am-10:00am</td>
</tr>
<tr>
<td>VISIT FIRST-YEAR CLASSES</td>
<td>Aldrich Hall</td>
<td>10:20am-11:40am</td>
</tr>
<tr>
<td>PROSPECTIVE STUDENTS’ LUNCHEON</td>
<td>Kresge Hall Board Room</td>
<td>11:45am-1:00pm</td>
</tr>
<tr>
<td>CAMPUS TOUR</td>
<td>Aldrich 110</td>
<td>1:00pm-2:20pm</td>
</tr>
<tr>
<td>PROSPECTIVE STUDENTS PANEL</td>
<td>Aldrich 110</td>
<td>2:30pm-3:15pm</td>
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</table>

**ALL REGISTRANTS**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>REGISTRATION</td>
<td>Hyatt Regency Lobby</td>
<td>7:00am-8:00pm</td>
</tr>
<tr>
<td>Sponsored by Hewlett Packard</td>
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<td></td>
</tr>
<tr>
<td>ALUMNI BREAKFAST <em>(Alumni Only)</em></td>
<td>Dean’s House</td>
<td>7:30am-9:00am</td>
</tr>
<tr>
<td>ADVANCED MGMT SEMINAR I</td>
<td>Aldrich 112</td>
<td>9:00am-10:20am</td>
</tr>
<tr>
<td>ADVANCED MGMT SEMINAR II</td>
<td>Aldrich 112</td>
<td>10:30am-11:50am</td>
</tr>
<tr>
<td>ALUMNI/FACULTY/STUDENT LUNCHEON</td>
<td>Hamilton Lounge</td>
<td>12:00pm-1:15pm</td>
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<tr>
<td>ADVANCED MGMT SEMINAR III</td>
<td>Aldrich 112</td>
<td>1:30pm-2:50pm</td>
</tr>
<tr>
<td>ADVANCED MGMT SEMINAR IV</td>
<td>Aldrich 112</td>
<td>3:00pm-4:20pm</td>
</tr>
<tr>
<td>CAREER FAIR</td>
<td>Hyatt Regency</td>
<td>1:30pm-5:15pm</td>
</tr>
<tr>
<td>NETWORKING OPPORTUNITY <em>(dinner on your own)</em></td>
<td></td>
<td>5:30pm-7:00pm</td>
</tr>
<tr>
<td>WELCOME RECEPTION <em>(Sponsored by Bankers Trust)</em></td>
<td>Adam’s Ballroom</td>
<td>7:00pm-8:15pm</td>
</tr>
<tr>
<td>ENTERTAINMENT</td>
<td>President’s Ballroom</td>
<td>9:00pm-12:00am</td>
</tr>
<tr>
<td>PARTY <em>(Sponsored by Sarah Lee)</em></td>
<td>President’s Ballroom</td>
<td>12:00am-until</td>
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22nd Annual Career/Alumni Conference – A Salute to the Past, A Challenge to the Future: Celebrating 25 Years of Achievement
**AGENDA**

**Saturday, February 12, 1994**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
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<th>TIME</th>
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</table>
| REGISTRATION  
  *Sponsored by Hewlett Packard*     | Hyatt Regency Lobby       | 8:00am-2:00pm |
| CONTINENTAL BREAKFAST                | The Spinnaker             | 8:00am-9:00am |
| TOWN MEETING  
  The Competitive Advantage Inner Cities | Adams Ballroom           | 9:00am-10:30am |
| OUR SOCIAL AGENDA  
  Reverend Calvin O. Butts             | Adams Ballroom           | 10:30am-11:30am |
| PANEL SESSION I                      |                           | 11:45am-1:00pm |
  I. Tapping the Ethnic Marketplace    | Thomas Paine Room         |
  II. Investment Opportunities in Africa | Haym Saloman Room       |
  III. Shifting Gears, Changing Careers:  
      The Key to Remarking Yourself | Crispus Attucks Room |
  IV. Our Responsibility for Solving the Urban Crisis | William Dawes Room |
| KEYNOTE LUNCHEON  
  Secretary Ronald H. Brown  
  *Sponsored by JP Morgan* | Presidents’ Ballroom      | 1:00pm-2:30pm |
| PANEL SESSION II                     |                           | 2:45pm-4:00pm |
  I. Controlling Our Images, Managing  
    Our Talent                         | Thomas Paine Room         |
  II. The Challenges of Success on Wall Street | William Dawes Room    |
  III. Entrepreneurship: Making It On Your Own | Crispus Attucks Room |
| SOCRATIC SEMINAR  
  Channeling the Rage: African-American Leadership Challenged | Adams Ballroom           | 4:15pm-5:45pm |
| NETWORKING OPPORTUNITY                |                           | 5:45pm-7:00pm |
| RECEPTION & BANQUET SALUTE  
  Dennis F. Hightower  
  *Sponsored by Pepsi-Cola*         | Presidents’ Ballroom      | 7:00pm-10:30pm |
| PARTY  
  *Sponsored by Sarah Lee*           | Presidents’ Ballroom      | 10:30pm-until  |

**Sunday, February 13, 1994**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>LOCATION</th>
<th>TIME</th>
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</thead>
<tbody>
<tr>
<td>CHURCH SERVICE</td>
<td>JFK Ballroom</td>
<td>9:00am-10:00am</td>
</tr>
<tr>
<td>CALYPSO BRUNCH</td>
<td>The Empress Room</td>
<td>10:00am-1:00pm</td>
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</tbody>
</table>
| BASKETBALL CHALLENGE  
  (alumni and students only)          | Shad Hall (on campus) | 11:30am-2:30pm |

*Subject to change*
Our Responsibility for Solving the Urban Crisis

As present and future business leaders much of our time will be spent getting ahead and staying ahead. But what about our community? Will we ignore the problem or be a contributor to solving the urban crisis? Panelists will discuss the state of our community and present implementable solutions.

Moderated by Professor Randall Kennedy, Harvard Law School.

Richard America
Richard America has been a strong advocate for the advancement of small/minority owned businesses. He has held management positions with the Small Business Administration since 1980 and now serves as the Program Manager of Private Sector Initiatives. Previously, Mr. America was the Director of Capital Development for the Department of Commerce and before that the principal consultant for R.F. America Co.

Mr. America is also an accomplished researcher and writer. He has authored two books entitled “Moving Ahead: Black Managers in American Business” and “Developing the Afro-American Economy.” More recently he was the editor of “The Wealth of Races” published in 1990. Mr. America earned his MBA from Harvard University in 1965 and his B.S. in Economics from the Pennsylvania State University in 1960.

Colleen Heeter
Colleen Heeter is the Vice President of Operations for the Indiana Black Expo, Inc. (IBE). Previously serving on the Board of Directors for eight years, Ms. Heeter now directs IBE’s general operations and policy implementation. IBE is a non-profit, non-political organization devoted to improving the quality of life in Indiana.

Prior to accepting her current position with IBE, Ms. Heeter accumulated 10 years of experience in the insurance industry, most recently as the owner and CEO of Alliston-Heeter Associates. Ms. Heeter has been the recipient of numerous awards and is very committed to community service. She is a graduate of Howard University.

Ronald Homer
Ronald Homer has been CEO of the Boston Bank of Commerce since 1983, a year after the bank was founded. BBOC is New England’s only African-American owned financial institution.

Mr. Homer is a director of the New England Telephone Company, Nellie Mae, Inc. and Educational Loan Services, INC. He also serves on several other financial and educational committees.

He received a BA from the University of Notre Dame in 1968 and a MBA from the University of Rochester in 1971.

Randall Kennedy
Professor Randall Kennedy is a Professor of Law at Harvard Law School where he received tenure in 1989. Professor Kennedy is also founder and editor of Reconstruction Magazine, a quarterly journal which deals with African-American political, social, and cultural issues. He had previously served as Law Clerk to Justice Thurgood Marshall, Supreme Court of the United States from 1983-1984.

Professor Kennedy has published widely on race relations, law, and literature. His current research focuses on the legal history of the civil rights movement and the intersection of racial conflict and legal institutions in American life.

Professor Kennedy received his B.A. from Princeton University in 1977 and spent two years at Balliol College, Oxford University from 1977-1979. Professor Kennedy earned his JD degree from Yale Law School in 1982. He has been a member of the Bar of the District of Columbia since 1983.

Also appearing, I. Charles Matthews, United Technologies Corporation.

Student organizers: Jeff Jefferson, JD/MBA 1994 and Kim Robinson, MBA 1995
Investment Opportunities in Africa

Panelists will contribute their insights to the skills and tools required for creating successful ventures in Africa. Panelists will detail their experience and share their knowledge of the context. Moderated by Finda Koroma, MBA 1994.

Francis Daniels
Francis Daniels is a Vice President of the Aidoo Group Ltd. Mr. Daniels is responsible for the legal aspects of the Group’s affairs as well as its structured finance transactions. Mr. Daniels is a securities and banking lawyer by training and experience. From 1991 to 1993, he worked as an Associate at the international law firm of Watson, Farley & Williams.

Mr. Daniels received an LL.B (Honors) degree from the University of Ghana in 1981, an LL.M degree from the University of Toronto in 1983, and two LL.M degrees from New York University Law School in 1986 and 1987.

Adebayo Ogunlesi
Adebayo Ogunlesi is a Managing Director of CS First Boston, Head of the Project and Lease Finance Group, and senior member of the International Group. Since joining First Boston in 1983, he has advised clients on transactions and financings in a broad range of industries. He has worked on assignments in the United States, and Canada, South America, the Caribbean, Australia and Africa.

Mr. Ogunlesi received his B.A. degree from Oxford University, and J.D. and MBA degrees from Harvard Law School and Harvard Business School, respectively. He is a lecturer on Law of Organization and Management where he teaches a course on Transitional Investment Projects in Developing Countries.

Roger B. Jantio
Roger B. Jantio is Managing Director of Sterling International Group, Inc., an investment company that focuses on Africa. Mr. Jantio is also a Director of Sterling Merchant Finance Limited, a venture capital firm. Under his leadership, Sterling International Group has been active in structuring deals in Africa. Mr. Jantio was Director General of Agua Viva in Paris, France.

He earned a MBA from Harvard Business School, a Master in Economics and Finance from the Institut d'Etudes Ploitiques de Paris, France. Mr. Jantio received his undergraduate degree in Economics from the University of Paris.

Afolabu Ojumu
Afolabu Ojumu is a Principal Investment Officer in the Agribusiness Department with the International Finance Corporation. IFC is the largest source of direct project financing for private sector investment in developing countries. Prior to joining IFC, Mr. Ojumu served as the Personal Secretary to Mr. Akintola Williams, was a Trainee Management Consultant with AW Consultants, Lagos Nigeria, and was Co-ordinator of Africa Enterprise Fund.

Mr. Ojumu earned his B.Sc. (Honors) (First Class) from the University of Lagos in 1972 and MBA from Harvard in 1976.

Student organizers: Thierry Tanoh, MBA 1994 and Myron White, MBA 1994
Kraft General Foods Salutes The Harvard African American Student Union For Making People The Greatest Product Of Their Success.

At Kraft General Foods we are proud to play an important role in this year’s conference activities as a GOLD SPONSOR.

As we salute your 25th Anniversary, we look forward to continuing our 10 year partnership with this very special organization by hosting additional activities and making our own employees, at every level, accessible to students. We firmly recognize that our own success is contingent not only upon the quality of our staff, but more importantly, the diversity of talents and perspectives that are brought to the work place each day. Kraft General Foods looks forward to showing you just how far your talents can take you. We take our commitment to equal opportunity and affirmative action very seriously.
Tapping the Ethnic Marketplace

This discussion will feature panelists who will speak to the impact of African-American purchasing power on the economy. Moderated by Cheryl Whiteman-Brooks, MBA 1988.

Sam Chisolm
Sam Chisolm joined the Mingo Group in 1980 as Vice President and Management Supervisor. In 1984, he was promoted to Senior Vice President and Director of Client Services, and in 1986, to Executive President and General Manager, and became President in 1988 and CEO in 1990.

He is a graduate of Virginia State University with a B.S. in Business Administration and Accounting, and conducted his graduate studies at New York University.

Lafayette Jones
Lafayette Jones is President and CEO of Segmented Marketing Services, Inc. (SMS). Over the past twenty years, Jones has built his reputation as a marketing executive while serving some of America’s leading blue-chip corporations: Lever Brothers, Kraft-General Foods and Pillsbury. As a marketing manager for Hunt-Wesson, created the highly successful Orville Redenbacher Gourmet Popping Corn and Hunt’s Manwich.

He has been cited as a leading expert by business editors for features published in major publications.

Mr. Jones is a Fisk University alumnus and recipient of numerous rewards and citations.

Jerri Baccus Glover
Jerri Baccus Glover began her career with Revlon 15 years ago in her native Ohio, just a few years after earning a degree in Nutrition and Dietetics from Kent State University. After four years in sales, Baccus Glover moved to New York to join the Revlon Merchandising department, and two years later became Assistant Marketing Manager for Revlon’s lip category.

As Senior Marketing Director, Baccus Glover has spearheaded a number of successful lip color (Velvet Touch, Outrageous) campaigns, as well as the launch of Colorstyle, the first premium priced ethnic cosmetic line in mass market.

Baccus Glover, featured in the March 1992 "Corporate Executives" article in ESSENCE Magazine, was honored as one of 20 females receiving a Kizzy Award in June, 1992. Over the

Byron Lewis
Byron Lewis is a pioneer in minority marketing and communications. Through lessons learned at grassroots, he founded Uniworld Group, Inc. (October 1969) to provide a synergistic range of advertising, public relations and syndicated television production services directed to Black and Hispanic consumers.

Now, 25 years later, Uniworld has almost $70 million in annual capitalized advertising billings and is one of the nation’s largest Black-owned agencies. Its clients include: AT&T, Bristol-Myers Squibb Co., Burger King, and many others.

Uniworld Entertainment produces several ethnic-targeted nationally syndicated television programs. The division most recently did promotion work for Warner Brothers epic "Malcom X" film.

He majored in journalism at Long Island University and public relations and business administration at New York University Graduate School.

Cheryl Whiteman-Brooks
In Cheryl Whiteman-Brooks' current position, her primary role is to counsel brands throughout Kraft General Foods on target marketing to African-American and Hispanic consumers. She also manages multi-dimensional corporate image campaign towards African-Americans.

A native New Yorker, Cheryl returned to the area after earning a Mechanical Engineering degree from Massachusetts Institute of Technology and a MBA at Harvard Business School.

Also appearing, Greg Andrews, Colgate-Palmolive.

Student organizers: Martin Hunt, MBA 1994 and Clarence Wesley, MBA 1994

22nd Annual Career/Alumni Conference – A Salute to the Past, A Challenge to the Future: Celebrating 25 Years of Achievement
• Helping clients achieve measurable results
• Implementing change
• Strengthening client organizations
Many African-Americans decide to change jobs several times during their careers. This can be particularly difficult given the challenges of exploring new areas of interest, expanding professional networks, researching new industries, and, in some cases, changing geographic location. Professional transitions are also a challenge for those who would like to develop entrepreneurial ventures, small businesses or start a career in the public sector. Our objective is to help African-Americans develop strategies to plan and manage their career transitions. Panelists will speak from both expert and personal experiences about the transition process.

Moderated by Professor David Thomas, Harvard Business School.

Alvin Carter
Alvin Carter is President, CEO and Founder of K.W.C. Management Group in Atlanta, Georgia. The company is an investment vehicle for small to mid-sized firms in the southeastern United States. The firm recently completed the acquisition of a pre-recorded music distributor. Previously, Mr. Carter founded NDI, Inc., a holding company, and Eastwood, Inc., an asset based lender with over $35M in revenues. Mr Carter received his BS from Paine College in 1977 and a MBA from Harvard in 1979.

James Collier
James C. Collier is Director of Product Development, Notes Product Division at Lotus Development Corporation. Mr. Collier leads a group of software engineers in the development of Notes software products. Related professional experiences include product marketing at MicroPro and Apple Computer. Additionally, Mr. Collier worked in a principal sales position with a high tech startup and is an independent technical marketing consultant. Mr. Collier received his BA in 1980 from Colorado State University and a MBA from Harvard.

James Lowry
James H. Lowry is President and CEO of James H. Lowry & Associates. Founded in 1975, the company is a full service management consulting firm serving Fortune 500 companies, federal, state, and local government and not-for-profit organizations. JHLA was recently recognized as one of the top 100 management consulting firms in the United States. Recognized as the architect of minority business development programs in Chicago and Atlanta, Lowry has an extensive list of clients, awards and appearance to his credit.

Mr. Lowry received his BA at Grinnell College in 1961 and an MA in international economics from the University of Pennsylvania in 1965. In addition to several Board appointments, Mr. Lowry hosts a nationally televised program, "Minority Business Report" broadcast by WGN Channel 9.

Deborah Wright
Deborah C. Wright is the Commissioner of the New York City Department of Housing Preservation and Development. HPD is responsible for the production, financing and management of affordable housing in New York City. Ms. Wright's professional experience also includes appointments with the Dept. of Housing Preservation Development, NYC Housing Authority and the NYC Planning Commission. Prior to her work in the housing sector, Ms. Wright worked at both First Boston and Goldman Sachs. She received her AB from Harvard College in 1979 and a MBA from Harvard in 1984.

David Thomas
Professor David Thomas PH.D, panel moderator, is an Associate Professor of Organizational Behavior and Human Resource Management at Harvard Business School. Specific research interests include organizational diagnosis and change, group relations, career development and race relations. He has written and published numerous articles and consulted with several companies including J.P. Morgan, Putnam Co. US EPA, Digital and others. Prior to joining HBS' faculty, Dr. Thomas was on the faculty at the Wharton School of Finance. Dr. Thomas received his BS in Philosophy from Yale University and a MA in Organizational Psychology from Columbia University.
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25th Anniversary of Achievement
The Challenges of Success on Wall Street

Join us in a discussion with the movers and shakers on Wall Street. They will share their success stories and outline the skills necessary to excel in a competitive environment. Professor Linda Hill, instructor of a second-year course entitled Power and Influence and author of Becoming a Manager, will moderate what promises to be an enlightening exercise in the use of power and influence on Wall Street.

Judith Aidoo
Judith Aidoo is the President of Aidoo Group Capital Markets Inc. The company was formed to raise capital for well-established institutions in developing countries throughout the United States and European financial markets. Since May 1989, Ms. Aidoo has acted as financial advisor to the World Bank and other sovereign governments. Ms. Aidoo is responsible for developing investment products for American investors interested in investing in the region. Ms. Aidoo served recently as a liaison for the Clinton-Gore transition team and the Federal Reserve Bank of the U.S. Judith Aidoo has a J.D. degree from Harvard Law School and she graduated from Rutgers College with Honors in Business Administration and French.

Donald Rice
Donald Rice founded GB Derivative Products Company, LP in January of 1994. GB Derivative Products Company, is the first and only minority owned regional investment banking firm capable of executing derivative financial transactions as principal. Prior to establishing GB Derivatives, Mr. Rice worked in municipal derivatives at Bankers Trust and Merrill Lynch. Mr. Rice received an MBA with Distinction from Harvard Business School and has a BS in Engineering from GMU Engineering and Management Institute.

Tracy Maitland
Tracy Maitland, Director of Merrill Lynch, began his career with the firm in 1982 after graduating from Columbia University with a BA in Economics. As a Corporate Intern, he rotated through various divisions of the company. Upon completing the program, Maitland accepted a position in Equity hedge sales and relocated to Detroit. In 1987, Maitland returned to NYC as a senior convertible sales person. For the past several years, he has been the number one sales person in the equity division, and one of the top sales persons for Merrill Lynch worldwide.

Raymond McGuire
Raymond J. McGuire, has recently joined Merrill Lynch as a Managing Director in the Mergers & Acquisitions department. He was recently featured in Cranes NY Business Magazine as one of the 40 leading business professionals under 40. Prior to joining Merrill Lynch, he served as Managing Director of Wasserstein Perella & Co., Inc. and was involved in all aspects of domestic and international mergers and acquisitions and corporate finance with an emphasis on the paper/forest products and consumer products. He was also a member of the First Boston Corporation Mergers and Acquisitions Group. He received his MBA and JD from Harvard Business School and Harvard Law School, respectively, and an AB from Harvard College. He also attended the University of Nice, France while on Rotary Fellowship.

Marianne Spragings
Marianne Camille Spragings was previously a Managing Director in the Municipal Division of Smith Barney Shearson Inc. in New York City. While there Ms. Spragings was the senior investment banker responsible for providing a full range of financial services for state and local governments and their affiliated agencies throughout the U.S. Ms. Spragings has been an Associate Professor of Law at the New York Law School. She received a LL.M. degree in 1977 from Harvard law School, a J.D. in 1976 from The New York Law School and a B.A. degree in English Literature in 1967 from Boston University.

Linda Hill
Linda A. Hill is an Associate Professor in the Organizational Behavior/Human Resource Management area at the Harvard Business School. She currently teaches a course entitled "Power and Influence". Her book, "Becoming a Manager: Mastery of a New Identity", explores the challenges of making the transition from star producer to manager. Prior to joining the faculty at Harvard, Hill was a post doctoral fellow at the Harvard Business School. She was also appointed as an advisor to the Federal Commissioner of Education. She is currently a member of the Board of Trustees of the Rockefeller Foundation; Bryn Mawr College; The Children's Museum, Boston, Beth Israel Hospital, Boston; the Board of Directors of the Human Resource Planning Society; and the American Repertory Theater Advisory Board. Dr. Hill earned a Ph.D. in Behavioral Sciences at the University of Chicago. She received her M.A. in Educational Psychology with a concentration in measurement and evaluation from the University of Chicago. She has an A.B., summa cum laude, in psychology from Bryn Mawr College.
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Controlling Our Images, Managing Our Talent

Prominent and influential leaders of the entertainment community will discuss the importance of taking control of our talent and the portrayal of African-Americans in the media.

Moderated by Mark Persaud, Senior Director of A&R and New Business Development, RCA Records; MBA 1993.

Keith Clinkscale

Keith Clinkscale was recently named Chief Executive Officer and President of VIBE, a new music magazine launched in September 1993. VIBE chronicles the many forms of today’s urban music, as well as the American youth culture that inspires and absorbs it. VIBE is a joint collaboration between Quincy Jones - David Salzman, David Salzman Entertainment and Time Inc. Ventures. Prior to launching VIBE, Clinkscale, 29, was the Publisher and Editor-In-Chief of Urban Profile, a magazine that viewed the urban experience from an African-American perspective. The now defunct magazine was targeted toward young African-Americans and dealt extensively with politics, culture, music, and the media. Urban Profile received many accolades and much media recognition. Clinkscale received his M.B.A. from Harvard Business School in 1991 and graduated magna cum laude from Florida A&M University. Mr. Clinkscale speaks frequently on such topics as the media, contemporary culture, entrepreneurship, and African-American issues. He was most recently profiled in the November 1993 issue of Business Week in an article entitled “The Black Business Network.”

Robert Fayne

Robert H. Fayne is the President and Founder of Consolidated Management Group, Inc., a comprehensive full service organization for professional athletes. He founded the firm in 1985 to provide management, financial and advisory services to professional athletes throughout North America and Europe. CMG is unique in the breadth and focus of the services offered. Mr. Fayne has consolidated the professional services of experts in finance, law, public relations and career counseling under one organization. The services address the needs of the professional athlete during as well as after the athlete’s professional career. CMG offers four service areas: contract negotiations, financial resource management, public relations and post-athletic career development. Mr. Fayne graduated from Carleton College in Northfield, Minnesota with a Bachelors Degree in Economics. He also earned a Masters Degree in Business Administration from the Harvard Business School.

Andre Harrell

“I want to bring real black America--just as it is, not watered down--to people everywhere through music, films, television, through everything we do.” Such is the vision of Andre Harrell, President and CEO of Uptown Entertainment, a multifaceted empire encompassing separate record, motion-picture and music publishing divisions. At age 33, he has already established himself as one of the music industry’s most respected and influential figures. Mr. Harrell is responsible for launching the careers of Heavy D & The Boyz, Guy, Jodeci, Al B. Sure and Mary J. Blige (to name a few). Mr. Harrell began his career as a rap artist in the Bronx. An acquaintance with renowned rap impresario Russell Simmons then led to his position as Vice President and General Manager at RUSH Management. He was then given a chance to bring his vision to life when MCA offered him a production deal in 1986. Recently Mr. Harrell struck a multi-million dollar deal with Universal Pictures. With this, he plans to utilize film and television to further illuminate contemporary black lifestyles.

Reginald Hudlin

Reginald Hudlin is the writer/director of films that have grossed over $150 million at the box office. Reginald was the director of the romantic comedy BOOMERANG for Paramount Pictures. Boomerang grossed over $120 million worldwide. Reginald was also the screenwriter and executive producer of the first African-American animated feature length film, BEBE’s KIDS, also for Paramount. Reginald wrote and directed HOUSE PARTY, his feature film debut. HOUSE PARTY won awards at the Sundance Film Festival, the Black Filmmakers Hall of Fame, and the Center for Population Options. Reginald currently has an exclusive television deal at 20th Century Fox Television, where he and his brother Warrington are developing television pilots for several networks. The Fox deal has a provision where Fox can partner with the Hudlins on ventures in new technology. Reginald’s 20 minute thesis film at Harvard was HOUSE PARTY, which lead to writer/director deals at A&M films, New World and Universal before expanding his short film into a feature at New Line Cinema.

Constance White

Constance White is the new Executive Fashion Editor for ELLE Magazine, one of today’s hottest fashion publications that frequently highlights African-American models. As Executive Fashion Editor, Ms. White is responsible for shaping the fashion coverage in the magazine. Previously, Ms. White worked at Woman’s Wear Daily as Associate Sportswear Editor. While at WWD, she was responsible for the paper’s coverage of American and European designers doing business in the United States. She has contributed regularly to W Magazine and Woman’s Daily Wear Europe. Ms. White has served as a consultant on fashion shows, music videos and other entertainment projects. She has also published articles on such figures as Bob Marley and Texas Governor Ann Richards. Her pieces have appeared in The New York Times, New York Magazine, and Ms. Magazine. Ms. White was recently featured on BET’s “Screen Scene” in a special one hour program discussing the challenges African-American women face in the fashion industry. Ms. White graduated from New York University with a Bachelor of Arts degree in journalism.

Student organizer: Camille Hackney, MBA 1994
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Entrepreneurship: Making It On Your Own

Do you have what it takes to start-up and manage a successful business? Panelists will detail their success stories, and outline the difficulties in gaining access to capital, managing risk and overcoming obstacles.

Moderated by Derek Ferguson, MBA 1990.

Curtis Moore
Curtis Moore is the Co-Owner of the Praline Connection. Mr. Moore was born in Violet, Louisiana and attended Southern University. Upon graduating from Southern with a degree in Elementary Education, Mr. Moore worked for the Orleans Parish School Board as an elementary school teacher before induction into the Army. Following an honorable discharge from the Army, Mr. Moore worked for Gulf Oil Company (now British Petroleum Oil Company) for 18 years rising to the level of the Chief Operator. Mr. Moore pursued his dream of owning a business and opened the Praline Connection in August 1990. Since its opening, the soul food restaurant, has received rave reviews and Mr. Moore has opened a second location and has started a mail order business featuring gift baskets and specialty items.

Eunice Dudley
Eunice M. Dudley is the Chief Financial Officer of Dudley Products. Mrs. Dudley graduated from North Carolina A & T State University in 1962. She began her career with Fuller Products serving in a sales capacity in Brooklyn, NY. She moved to Greensboro, NC in 1967 to help her husband establish a Fuller Products distributorship. She began her career at Dudley Products (beauty products, cosmetics, and beauty aids) in 1969 and has served in various capacities including Corporate Secretary/Purchaser, manufacturing Coordinator, and has served in her present capacity since 1983. Mrs. Dudley has been the recipient of numerous awards throughout her distinguished career including the Crystal Award from the National Association of Negro and Professional Women’s Club, Inc. (1991).

Carlton Guthrie
Carlton Guthrie, CEO and Co-Owner of Trumark, Inc., was born in Atlanta, Georgia and graduated from Harvard College in 1974 with a degree in Economics. After working at Philadelphia National Bank and Procter & Gamble, he returned to school receiving his MBA from Harvard in 1978. Following Harvard, Mr. Guthrie worked for Jewel Companies, a diversified food company as an internal consultant; with McKinsey & Co. as a senior consultant; and with James Lowry & Associates, a management consulting firm, as Executive Vice President and Chief Operating Officer. In 1985, Mr. Guthrie acquired Trumark, a Michigan manufacturer and supplier of stamped and welded assemblies to the automotive industry, and has presided over a dramatic turnaround in sales and earnings.

Raymond Haysbert
Raymond V. Haysbert, Sr., currently serves as the Chairman and CEO of H.G. Parks, Inc. Mr. Haysbert holds degrees from Wilberforce University (mathematics), and Central State University (accounting). He has taught at Morgan State University in the School of Business and Central State where he departed in 1952 to join Parks. Mr. Haysbert served as a founder of Advance Federal Savings and Loan Association, and currently serves on its advisory board. He holds numerous corporate directorships. He is also the director emeritus for Bell Atlantic. In 1991, he received two awards presented by President George Bush - Regional Minority Manufacturer of the Year, and National Minority Entrepreneur of the Year.

Warren Anderson
Warren E. Anderson is President of The Anderson-DuBose, Co. Mr. Anderson received a B.S. from the University of Michigan in 1974 in the School of Literature, and a M.A. in Communication from Michigan in 1976. Mr. Anderson has spent most of his professional career in the media industry with stints at Voice of America (staff editor), W.B. Donner Advertising (account executive), WWJ-AM (account executive), WDIV-TV (account executive and national sales manager), and WFSB-TV (general sales manager). Mr. Anderson left his position with WFSB in Hartford, CT to join with Stephen DuBose to form Anderson-DuBose and purchase a 51% stake in a Mc Donald’s distributorship becoming the only African-American to own a major fast food chain’s distribution center. Anderson-DuBose, a $110 million business, is a new member of the Black Enterprise Industrial/Service 100.

Student organizers: Gisele Marcus, MBA 1994 and Joe Wells, MBA 1995
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