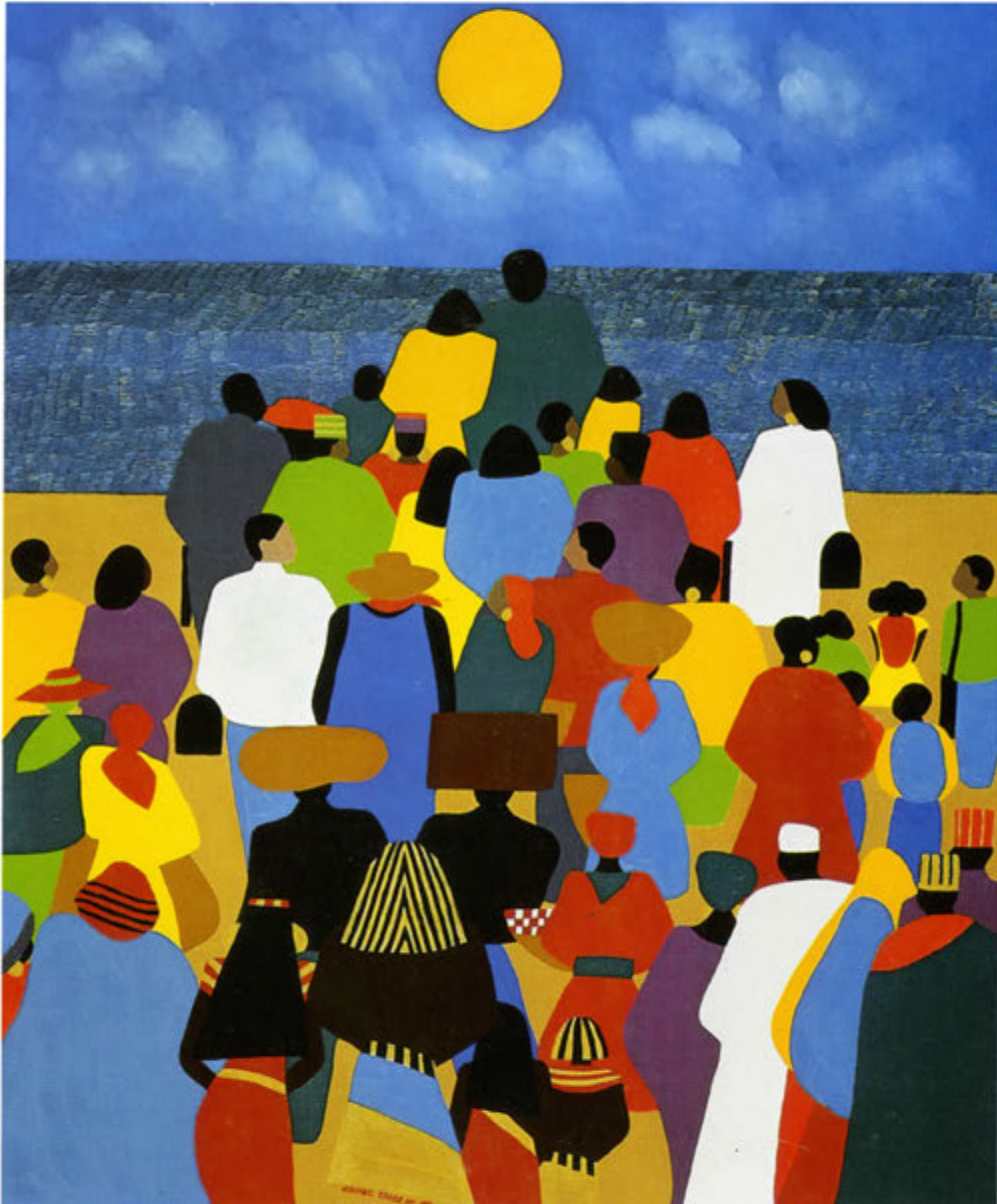


**The African-American Student Union
of the
Harvard Business School
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CAREER/ALUMNI CONFERENCE**



COLLECTIVE ADVANCEMENT:
Moving Beyond Individual Achievement

**February 9-12, 1995
Boston, Massachusetts**

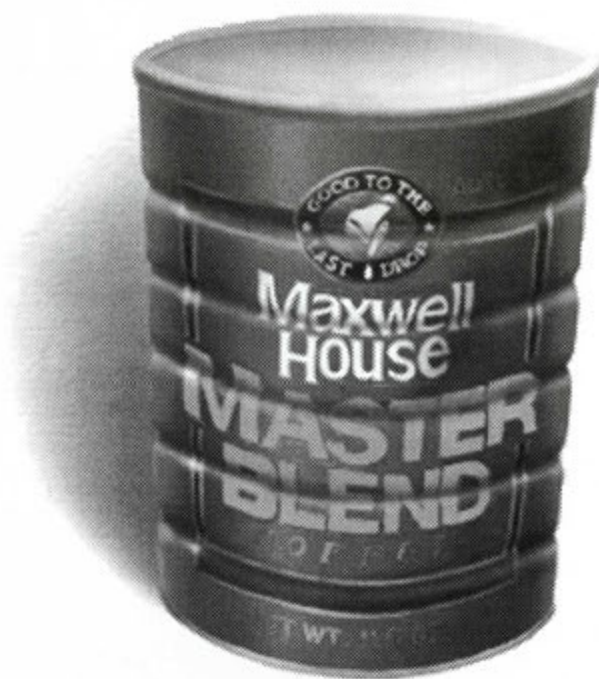
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23rd Annual Career/Alumni Conference

"Collective Advancement: Moving Beyond Individual Achievement"

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HARVARD UNIVERSITY
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GEORGE F. BAKER FOUNDATION

JOHN H. McARTHUR
Dean

SOLDIERS FIELD
BOSTON, MASSACHUSETTS 02163

January 25, 1995

Dear Friends:

I am pleased to welcome you back to the Harvard Business School for the 23rd Annual Career/Alumni Conference of the African-American Student Union. This conference, one of the most successful ventures at the School, marks the 23rd gathering initiated by this remarkable group of our MBA students. It is an important collaboration between prospective MBA applicants, current students, distinctive alumni and guests, and the School. The generosity of spirit that marks this occasion is a tribute to all of you and an inspiration for others. Let me personally thank those of you who have devoted so many countless hours in leading and coordinating this important event.

This year's conference theme, "Collective Advancement: Moving Beyond Individual Achievement," represents one of our most significant challenges. In this constantly changing world, it has become more important than ever for all of us in leadership and managerial roles to join together in forging imaginative and humane solutions to the problems we face. Real progress will only come when we leverage our combined experiences and education.

I know the entire Harvard Business School community joins me in extending a 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



HARVARD UNIVERSITY
GRADUATE SCHOOL OF BUSINESS ADMINISTRATION
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JAMES I. CASH, JR.
*James E. Robison Professor
of Business Administration
Chairman, MBA Program*

SOLDIERS FIELD
BOSTON, MASSACHUSETTS 02163

February 1, 1995

Dear Conference Participants:

On behalf of the faculty, staff, and administration of the MBA Program, I welcome you to the 23rd Annual African-American Student Union Career/Alumni Conference.

The topic of this year's conference, "Collective Advancement: *Moving Beyond Individual Achievement*," focuses our attention on one of the most important challenges for people of African descent around the world. Our community, society, and the emerging global village are crying out for broad coordinated efforts to address and solve the systemic problems around us. A vast array of talent to address these problems already exists, and we have demonstrated significant capacity on an individual and local basis to be very successful. Collective Advancement defines the next major plateau for efforts within our community in the search for new frontiers.

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 among current and perspective 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.

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 of us.

Sincerely,

James I. Cash, Jr.
James I. Cash, Jr.





THE AFRICAN AMERICAN STUDENT UNION OF THE HARVARD BUSINESS SCHOOL
presents
THE TWENTY-THIRD ANNUAL CAREER/ALUMNI CONFERENCE
Collective Advancement: Moving Beyond Individual Achievement

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MAIUKA EMILIFE
PUBLIC RELATIONS

LYNN DINWIDDIE
SOCIAL/CULTURAL

MARK MASON
COMPTROLLER

February 9, 1995

Dear Friends:

On behalf of the 23rd Annual Career/Alumni Conference Committee, we would like to take this opportunity to welcome you to what we hope will be an invaluable educational and cultural event.


The conference theme for this year, **Collective Advancement: Moving Beyond Individual Achievement**, acknowledges the need to leverage upon the vast array of talent in our community. The conference is certain to provide thought-provoking and action-oriented plans for collective advancement. The interactive panels, career fair, and advanced management seminars will allow participants to develop successful strategies across various industries. Recognizing that our community extends beyond the boundaries of the United States, we hope to shed light on economic development and investment opportunities in the new Republic of South Africa.


The 23rd annual conference committee aims to enhance AASU's visibility on campus, and further highlight the accomplishments of our alumni. The welcome address will be delivered by Randall Robinson, Executive Director of TransAfrica, to a campus-wide audience in the Burden Auditorium as part of *The Distinguished Speaker Series*. Secondly, the banquet will conclude with an alumni award presentation honoring three outstanding alumni who exemplify the collective advancement theme.

We have been hard at work planning and developing a conference to bring together a pool of African-American business, political, and intellectual leadership focused on the collective advancement of our community. We are glad you chose to add value to this wealth of knowledge.

We want to express our sincere appreciation to our alumni, keynote speakers, panelists, corporate sponsors, and general conference participants. Your annual support keeps this thriving legacy alive.

Sincerely,


Lauren Love
Conference Co-Chairpersons


Bonita Powell
Conference Co-Chairpersons

Congratulations Class of 1995

<i>Tim Anderson</i>	<i>Edouard MacGuffie</i>
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<i>James Brown</i>	<i>Kimberly Minton</i>
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<i>Keith Burks</i>	<i>Malcolm Mumford</i>
<i>Dawn Clare</i>	<i>Bill Noble</i>
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<i>Lynn Dinwiddie</i>	<i>Bonita Powell</i>
<i>Maduka Emelife</i>	<i>Colin Redhead</i>
<i>Tatjana Evans</i>	<i>Donovan Reid</i>
<i>James Franklin</i>	<i>Kimberly Robinson</i>
<i>Kathryne Gambrell</i>	<i>Dwayne Rush</i>
<i>Lamar Hackney</i>	<i>Howard Sanders</i>
<i>Robert Henry</i>	<i>Sengal Selassie</i>
<i>Anthony Hill</i>	<i>Cheikh Oumar Seydi</i>
<i>Rodney Holder</i>	<i>Eric Sean Smith</i>
<i>Carl Horton</i>	<i>Ramsey Smith</i>
<i>James Howard</i>	<i>Eroil Spencer</i>
<i>Vivian Hunt</i>	<i>Darren Sumter</i>
<i>Dimitrius Hutcherson</i>	<i>Vinton Vickers</i>
<i>Mustafa Jama</i>	<i>Richard Vieira</i>
<i>Jeff Jefferson</i>	<i>Kandence Weems</i>
<i>Russell Jolivet</i>	<i>Alan Weisenfeld</i>
<i>Janice King</i>	<i>Joseph Wells</i>
<i>Femitope Lawani</i>	<i>Sean Williams</i>
<i>Lauren Love</i>	<i>Yadey Yawand-Wossen</i>

African-American Student Union



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Speakers
James Franklin

Technology
James Howard

January 31, 1995

Dear Friends:

The African American Student Union welcomes you to our 23rd Annual Career/Alumni Conference, "Collective Advancement: Moving Beyond Individual Achievement."

We begin the conference and our celebration of Black History Month by observing past achievements, setting a developmental agenda for our community, and forging a plan of action for future accomplishments. Specifically, this year's conference aims to serve as a catalyst for promoting the collective strengths of the black community to ensure our continued progress into the next century. Our success in this endeavor hinges on the efforts of a host of constituents and their sharing of a collective purpose and vision. We have structured the conference as a platform for engaging these constituents and engendering this collective vision. Our goal is perhaps best described in the words of Dr. Martin Luther King, Jr.:

"Our nettlesome task is to discover how to organize our strength into compelling power."

To ensure all conference participants a fulfilling weekend, the conference planning committee has developed a program of exceptional depth and scope. In keeping with our theme, the panels, workshops and seminar topics were carefully chosen to address the contributing roles of the family unit, professional associations, non-for-profit organizations, minority entrepreneurs, the media, African-American consumers, the Democratic Party, among others. Powerful and charismatic speakers such as Randall Robinson, Ann Fudge, Charles Ogletree, Jacqueline Adams, and many others will lend their talents and experiences in leading meaningful discussions. Our committed corporate sponsors will be available to answer questions regarding a wide range of careers including banking, marketing, operations, and consulting. Finally, the numerous receptions and concerts will provide opportunities for networking and enjoying quality entertainment.

The success of the conference is intimately tied to your involvement, learning and enthusiasm. We thank you for participating and wish you a wonderful experience.

Sincerely,


Kimberly L. Robinson
President





1994-1995 HIGHLIGHTS

- **Successful Career/Alumni Conference for the 23rd Consecutive Year**
- **1st Annual General Body Weekend Retreat to Cape Cod**
- **Formation of Three Key Committees**
 1. **Technology - Transition to On-Line Communication; Creation and Management of Information Databases**
 2. **Alumni Relations - Developed Mentor Program, Facilitated Increased Involvement of Alumni in Conference and AASU Operations**
 3. **Historian - Implemented AASU Archive Project Documenting the History of the Organization and Its Members**
- **Continued Commitment to Academic Excellence**
 1. **10% of AASU Members in the Class of 1995 Received First Year Honors**
 2. **Saturday Review Sessions and Tutorial Hotlines**
- **Extension of AASU's Reach to the Community**
 1. **Formation of an Endowment Fund Providing Scholarships for High School Seniors**
 2. **Volunteer Tutorial Program at Local Grammar Schools**
- **Enhanced Focus on Prospective Student Assistance via Phone-A-Thons and Prospective Student Conference Program**
- **Developing AASU News Letter**
- **Co-Sponsored Events with the Jewish Students Association and the International Development Club**
- **2nd Annual Study Tour to South Africa**



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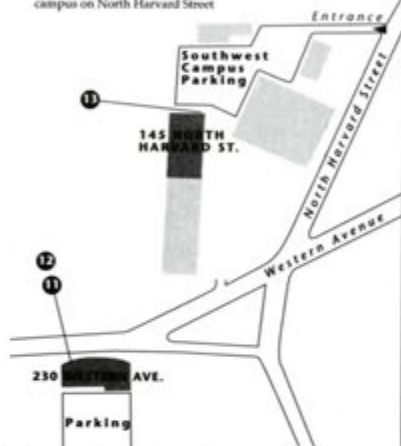
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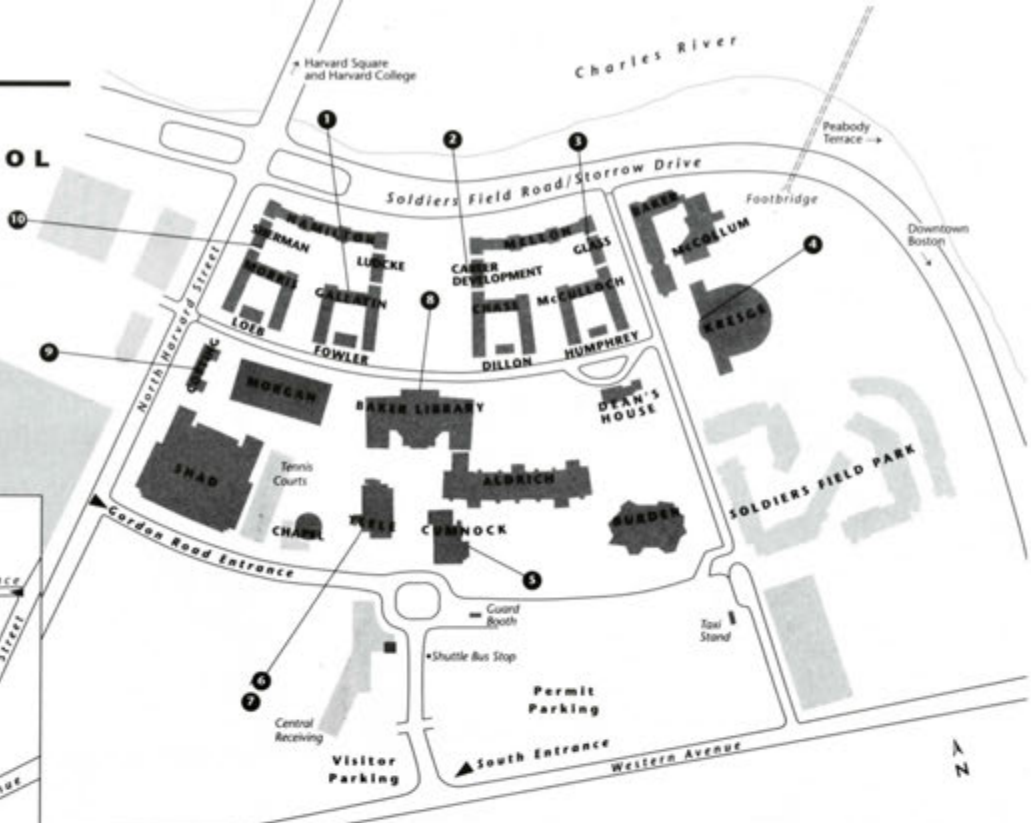


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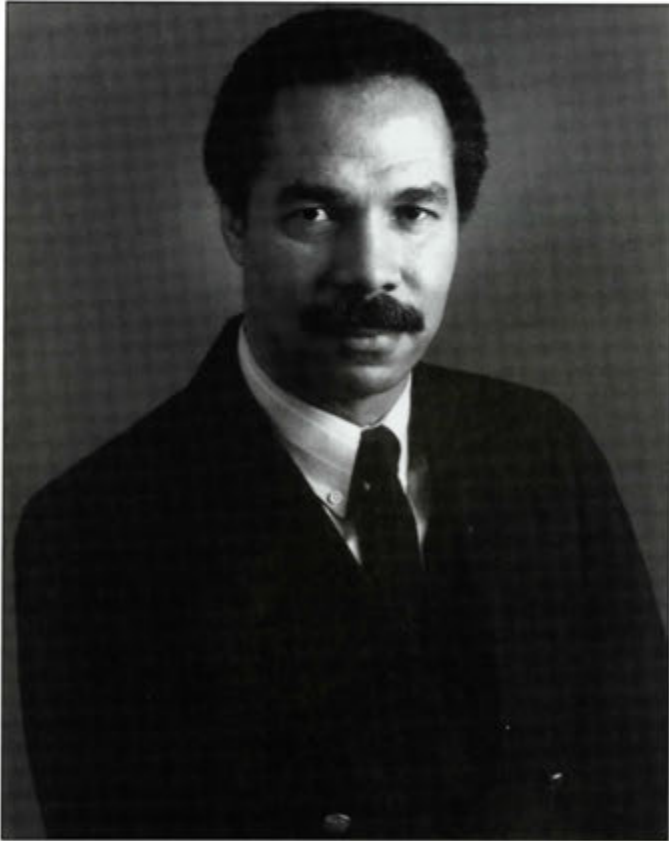
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Randall Robinson

WELCOME ADDRESS



Prior to his leadership of TransAfrica, Mr. Robinson, a Harvard Law School graduate, was active in the South African Relief Fund, which raised money for groups fighting the Pretoria government. After working in Tanzania as a Ford Foundation Fellow, he was a public interest lawyer in Boston for several years. In 1975, he came to Washington, where he first worked as an aide to Missouri's Representative William Clay, and later for Michigan's Representative Charles Diggs.

Mr. Robinson has authored many articles published throughout the U.S. For his outstanding achievements, he has been honored with the Martin Luther King, Jr. Distinguished Service and Humanitarian Award, the Congressional Black Caucus Humanitarian Award, the Johnson Publishing Company American Black Achievement Award, and the Southern Christian Leadership Conference Drum Major for Justice Award. Mr. Robinson also received an honorary doctorate degree from Chicago's Columbia College in 1986 and was named "Person of the Week" by ABC for his humanitarian efforts.

Randall Robinson, in his role as Executive Director of the African and Caribbean lobby, TransAfrica, dramatically portrays the power of the individual in advancing the collective development of people of African descent. Mr. Robinson most recently captured national attention with his 27 day fast in protest of President Clinton's refusal to allow Haitian refugees into the United States, declaring: "I am prepared to risk my life if it might spare thousands." Such action yielded perhaps the most influence in the dramatic debate over Haiti, resulting in the introduction of a bill by Senators Chris Dodd (D-Conn.) and Tom Harkin (D-Iowa) to toughen the trade embargo against Haiti and reverse the refugee policy.

Mr. Robinson's heroic effort on behalf of Haitian refugees follows an even more dramatic role in the ending of apartheid in South Africa. Widely regarded as the American most responsible for the recent democratic elections in South Africa, Mr. Robinson lead a protest at the South African Embassy ten years ago that spawned the anti-apartheid movement in the United States.

Terrie M. Williams

BREAKFAST KEYNOTE SPEAKER



In 1977, Ms. Williams began her professional career as a medical social worker, utilizing her free time to volunteer as an associate producer for the public affairs department at New York radio station WWRL. In 1980, she joined the Black Filmmaker Foundation, and a year later, was named the first executive director of the Black-Owned Communications Alliance (BOCA), a trade association of media owners. Before becoming publications director at Essence Communication in 1982, Ms. Williams was executive director of the World Institute of Black Communications and producer of the annual CEBA (Communications Excellence to Black Audiences) Awards.

Her work in the communications industry has garnered Ms. Williams numerous awards, including the prestigious 1991 Matrix Award in public relations from Women in Communications—the first ever awarded to an African-American woman; the D. Parke Gibson Award for Public Relations/Public Affairs from the Public Relations Society of America (PRSA); the PRSA National Minority Affairs Committee Award for Excellence in Multi-cultural Communications; the Black Women in Publishing Public Relations Award; and the New York Urban League Building Brick Award.

Ms. Williams graduated cum laude in psychology from Brandeis University and holds a masters degree in social work from Columbia University. She was recently cited as a “Woman to Watch” in Adweek’s Seventh Annual Women & Advertising Special Report Issue. In addition to lecturing around the country on issues relating to self-development, personal marketing, and successfully changing careers, she is the author of, **The Personal Touch: What You Really Need to Succeed in Today’s Fast-Paced Business World.**

Terrie Williams, President of the Terrie Williams Agency and a leading African-American entrepreneur, has created one of the fastest growing and most prestigious public relations firms in the country. The Terrie Williams Agency specializes in publicity, media relations and events planning for entertainment, sports and corporate clients. Ms. Williams represents some of America’s best-known entertainers, sports figures and corporations including Eddie Murphy, Janet Jackson, Jackie Joyner-Kersey, New Line Cinema, Coca-Cola, Con Edison and Time Warner.

Before starting her own firm, Ms. Williams developed the public relations department at Essence Communications, Inc., the firm that publishes Essence, the lifestyle magazine for black women, and includes Essence Television Productions, Essence Direct Mail Marketing and Essence licensing. Ms. Williams was the youngest vice-president in the history of the company.

Donald M. Payne

LUNCHEON KEYNOTE SPEAKER



Donald M. Payne was elected to serve as the Representative of the 10th Congressional District of New Jersey in 1988. Congressman Payne is a member of the Economic and Educational Opportunities Committee and the International Relations Committee. On the Economic and Educational Opportunities Committee he serves on the Subcommittee on Employer-Employee Relations and Early Childhood, Youth and Families. He serves on the Subcommittee on Africa and the Subcommittee on International Operations and Human Rights for the International Relations Committee.

Congressman Payne has played an active role in both domestic and foreign policy matters. During his first session in Congress his first legislative resolution to promote literacy was unanimously approved by his colleagues and was signed into law by the President. Congressman Payne's literacy resolutions have subsequently been approved by every Congress.

In response to an alarming increase in AIDS cases, Congressman Payne convened congressional hearings in New Jersey on AIDS prevention, education and treatment. He was instrumental in securing additional funds in the federal budget to address the AIDS crisis.

Legislation he introduced to improve the Abandoned Infants Assistance Act to help "boarder babies" was approved by Congress and signed into law by the President. He also held hearings on the rising incidence of tuberculosis, and the impact of incineration on public health. He worked actively for the passage of the Family & Medical Leave Act and the reauthorization of the Elementary and Secondary Education Act.

Congressman Payne attended the historic African National Congress conference in South Africa, the first such meeting held there in over 30 years. Congressman Payne traveled to Haiti and worked to restore its democracy. He also played an active role in focusing on the plight of Haitian refugees. The Congressman visited the famine-stricken nation of Somalia and was among the first to call for the U.S. military to become involved in humanitarian assistance. He spearheaded an effort among pharmaceutical companies to provide medicine and supplies to the people of Somalia. The drive was successful in raising over \$2 million. Congressman Payne headed a presidential mission to war-torn Rwanda to help find solutions to the country's political and humanitarian crises.

Before being elected to serve as New Jersey's first African-American Congressman, he served as a member of the Newark Municipal Council from 1982 to 1989. In 1972, Congressman Payne was elected to the Essex County Board of Chosen Freeholders and served until 1976. In 1977, he served as the Board's director. A true community leader, he has worked with young people as a teacher from 1957 to 1964, and with various youth-oriented activities throughout his adult life. In 1970, he was elected president of the YMCA of the USA, serving as its first African-American president.

Congressman Payne's work with the YMCA has afforded him the opportunity to help people worldwide. He had visited 75 countries by 1980. During many of these visits, he assisted in the development of education, housing, and local government systems in numerous Third World nations. He became a member of the World YMCA Refugee and Rehabilitation Committee in 1970, he served as its chairman from 1973 to 1981.

Congressman Payne currently serves on the Board of Directors of the Congressional Black Caucus Foundation, the Congressional Award Foundation, and the National Endowment for Democracy. He also serves on the Advisory Council of the U.S. Committee for UNICEF. He has served on the Substantive Issues Committee on the United Nations Association of the USA and the Small Business Advisory Council.

Congressman Payne serves as chairman of the Congressional Black Caucus. He is also a member of the House Democratic Leadership Advisory Group.

After receiving a Bachelor of Arts degree from Seton Hall University in New Jersey, Congressman Payne pursued graduate studies at Springfield College in Massachusetts. He holds honorary doctorates from Chicago State University and Drew University. Prior to his election to the Freeholder Board, from 1964 to 1972, he was an executive with the Prudential Insurance Company and from 1975 to 1988 he was Vice President at Urban Data Systems, Inc., a family-operated computer forms business headed by his brother, William.

Ann M. Fudge

BANQUET KEYNOTE SPEAKER



Ann Fudge, Executive Vice President of Kraft Foods, the largest food company in the U.S. and the second largest in the world, and President of its Maxwell House Coffee Division, is responsible for such major brands as Maxwell House, Sanka, Yuban and General Foods International Coffees.

Ms. Fudge began her career with General Foods in 1986 as Associate Director of Strategic Planning. In 1987 she moved to the Beverage Division as Marketing Director. Two years later she was named Vice President of Marketing and Development for the Dinners & Enhancers Division, and in 1991, Executive Vice President and General Manager. She was promoted to her current position in 1994. Before going to General Foods, Ms. Fudge spent nine years at General Mills, where she began as a Marketing Assistant and rose through increasingly responsible positions to the level of Marketing Director.

Ms. Fudge graduated from Simmons College in 1973 and from the Harvard Business School in 1977. She received the 1991 Candace Award from the National Coalition of 100 Black Women and the 1992 Achievement Award from the Corporate Women's Network. She was named in Who's Who of American Women, cited in Ebony Magazine as one of the top 100 Black Business People in Corporate America in 1992, named one of the 40 most powerful black executives by Black Enterprise Magazine in 1992 and named one of the top 50 women executives by Executive Female Magazine. Most recently, she was profiled in the cover story of the August, 1994 issue of Black Enterprise Magazine.

In addition to her professional responsibilities with Kraft Foods, Ms. Fudge is a board member of the Harvard Business School Alumni Association and Simmons College. She is on the Board of Directors of Allied Signal, Inc. and Liz Claiborne, Inc. She is also a member of the Committee of 200 and the New York Women's Forum. Ms. Fudge additionally serves as President of the Executive Leadership Council.

Welcome!

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We Hope you enjoy the 23rd Annual Career/Alumni Conference!

-The 1995 Conference Committee



Special Tribute



Rena F. Clark

Rena Clark for the past four years served as the Director of MBA Program Operations for the Harvard Business School with responsibility for admissions, financial aid, MBA program administration, student association/community services, and computing support. She has made immense and indelible contributions to the MBA Program through a relentless commitment to service. A Mechanical Engineer by training, Ms.

Clark worked for General Electric before coming to HBS as a student. As Ed-Rep and Vice Chair of the Ed Committee during her two years in the program, one of her initiatives resulted in the "HBS Credo" which is a cornerstone of our current program. After graduating from HBS in 1990, Ms. Clark worked for one year at Bain & Company as a consultant to Fortune 500 companies on operational and strategic issues. Upon her return to HBS in 1991, she combined her insight of the student experience with an extraordinary level of competence and professionalism. Her dedication is perhaps best exemplified by a decision she made last year: after deciding to leave HBS effective May 1994, she postponed her professional and personal plans in order to serve the MBA Program through the final stages of the Leadership & Learning effort. Through every challenge she faced, Ms. Clark maintained a commitment to serving others and consistently exhibited genuine enjoyment of her work. She attended Lamar University where she earned a mechanical engineering degree. She is also on the Board of Directors of Shelter, Inc., a nonprofit organization, designed to provide homeless individuals and families with housing and skills training. She is also a member of the steering committee for the Boston Fellows Alumni Organization.

Linda A. Hill

Linda A. Hill is an Associate Professor in the Organizational Behavior/Human Resource Management area at the Harvard Business School. She is the first tenured African-American woman at the Harvard Business School. She currently teaches a course entitled Power and Influence. Her book, **Becoming A Manager: Mastery of a New Identity**, (Harvard



Business School Press, 1992) explores the challenges of making the transition from star producer to manager. She is also the author of **Becoming an Effective Manager - Interactive**, a multimedia management development program on CD-ROM (forthcoming). Professor Hill's consulting and executive education activities have been in the areas of managing change, managing interfunctional relationships, career management, and developing an effective leadership style. Organizations with which Professor Hill has worked include American Bankers Association, American Federation of the Arts, Bankers Trust Company, General Electric, Bristol-Myers Squibb, IBM, McGraw-Hill, Molex International, and Textron.

Prior to joining the faculty at Harvard, Professor Hill was a post-doctoral research fellow at the Harvard Business School. She was also appointed as an advisor to the Federal Commissioner of Education and as a member of the Blueprint 2000 Employment Committee for the Commonwealth of Massachusetts. 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 Cooper Industries; the Human Resource Planning Society; and the American Repertory Theater Advisory Board.

Professor 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.

1994-95 HBS African-American Student Union

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		Lamar Hackney	
Marke Dickinson	Admissions	Janice King	International Affairs
Kathryne Gambrell		Imogen Mkhize	
Monette Dawson	Alumni Relations	James Franklin	Speakers
Kimberly Minton			
Lauren Love	Career/Alumni Conference	James Howard	Technology
Bonita Powell			

THE MEMBERS OF THE AFRICAN-AMERICAN STUDENT UNION

Class of 1995

Tim Anderson	Lamar Hackney	Mark Mason*	Howard Sanders*
Torrence Boone	Robert Henry	Kimberly Minton*	Sengal Selassie
James Earl Brown	Rodney Holder	Imogen Mkhize*	Cheikh Omar Seydi
Stacye Brown*	Carl Horton*	Malcolm Mumford*	Ramsey Smith
Keith Burks	James Howard*	Bill Noble	Ervil Spencer
Dawn Clare	Vivian Hunt*	Dion Oglesby*	Darren Sumter*
Monette Dawson*	Dimitrius Hutcherson*	Dennis Pemberton*	Vinton Vickers*
Marke Dickinson*	Mustafa Jama	David Porter	Richard Viera*
Lynn Dinwiddie*	Jeff Jefferson*	Bonita Powell*	Kandance Weems
Maduka Emelife*	Russell Jolivet*	Colin Redhead	Alan Weisenfeld*
Tatjana Evans*	Janice King	Donovan Reid	Joseph Wells
James Franklin	Lauren Love*	Kimberly Robinson*	Sean Williams
Kathryne Gambrell*	Edouard MacGuffie	Dwayne Rush	Yadey Yawand-Woosen

Class of 1996

David Adefeso	Dyice Ellis*	Lloyd Metz*	Kenneth Simril
Calvin Allen*	Fatou Fall	Kevin Mills	Delphert Smith II*
Quincy Allen*	Michael Gaines*	Kodwo Mills	Fatim Sow-Thiam
Wesley Anderson Jr.*	Tsega Gebreyes	Jill Mundy*	Andre Stokes
Beverly Armstrong	Reggie Gilyard*	Ken Murray	Virginea Stuart*
Robert Azeke*	Sandy Green	Cheryl Pegues*	Gregory Ward
Corey Baylor	Kennedy Hilario*	Peter Phelps	Monique Ware*
Bruce Brown	Tony Hollinger*	Byron Pope*	Tabula West*
Catherine Bruce-Konuah	Lee Holly*	Emmanuel Preko*	Chauncey Whitaker*
Matthew Chukwu	Deshaun Hunter*	Tarrus Richardson	Ira Williams III
Robert Coviello	Ludovic Kabran	Bentley Ritter	Jackquelyn Woodard*
Robert Crawford	Samuel Koduah*	Donya Rose	Richard Zayas
York Eggleston*	Dorika Mamboleo*	Stacie Scott	

*The Career/Alumni Conference Planning Committee would like to express its thanks to these individuals

THANK YOU

The Executive Board of the 23rd Annual Career/Alumni Conference

and

the members of Harvard Business School's African-American Student Union would like to give special recognition to our "**GOLD SPONSORS**" for their generous contribution towards the success of this conference.

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Entertainment

Sounds of Blackness

Sounds of Blackness are often considered to be the biggest group to hit the music world in the recent years, boasting 30 vocalists and a 10-piece orchestra. Their size is reflective of the magnitude and comprehensiveness of African-American music. Sounds of Blackness, a not-for-profit corporation, encourages the pursuit of solo careers by its members. Its behavior is that of a proud parent who encourages the mature child to venture beyond the fold. Two such examples are Ann Bennett-Nesby and her daughter Jamecia Bennett, who will both have solo debut records on Perspective Records and Mercury Records, respectively.

The group's cohesiveness facilitates its constant touring. The group's music has reached millions through live performances in venues around the world, from New York's historic Apollo Theater, to traditionally black colleges in the U.S., to the Sonesta Koppel in the Netherlands, to the Greenbelt Festivities in London, to the Kennedy Center during President Clinton's Inaugural Week festivities in Washington, D.C. They have recorded with Quincy Jones,

Sting, Elton John, and have appeared with Michael Jackson, Luther Vandross, Aretha Franklin, Patti LaBelle, and Lou Rawls.

Sounds of Blackness are the embodiment of the music and philosophy of their longtime director, Gary Hines. He has been associated with the group since 1971 when it was known as the Macalester College Black Choir. Hines says "I had a vision of them becoming a legitimate black music ensemble in the tradition of Duke Ellington and Quincy Jones, who would sing and portray the full spectrum of black music. We became the Sounds of Blackness because we wanted to have a name that would reflect that philosophy and that repertoire.

"AFRICA TO AMERICA is the essence of what we're about" says Hines. We explore and present our history and culture through music. The more we know about ourselves and the more other people know about us, the more myths and stereotypes can be dispelled, and the more real equality can take place in terms of people knowing the full extent of our contributions, musically and otherwise, to world culture."



Scott King's Collaboration

In the fall of 1993, Scott King's Collaboration was formed with the purpose of providing a musical alternative for Boston's African-American Community. Since that time they have spread their sounds over the city. The group is composed of five pieces including Guitar, Keys, Sax, Bass and Drums. This instrumentation was chosen to maintain the spiritual nature of their style of music, Jazz. This diverse group offers many familiar styles and sounds from places near and far. On Guitar leading this effort is Scott C. King hailing from St. Paul, Minnesota. Hailing from Antigua and Barbuda, Keyboardist Andrew Dorsett mixes it up with his own style of play. Utilizing the combined sounds of many great saxophonists, GRP recording artist Teodross Avery from Oakland, California leads on sax. On Bass Guitar Chris Lofton out of Philadelphia, Pennsylvania keeps the low end low with his own funky style of play. Lastly, keeping the groove in check is Kerry Griffin from Chicago, Illinois on drums. In these times of lost African-American art forms, Scott King's Collaboration definitely makes an effort to keep the art of jazz alive.



Master Ibrahima Camara

Master Ibrahima Camara, a twelve piece instrumental and vocal ensemble, presents a unique "emergence" music. It combines traditional and pop African music as well as American and Raggae styles, while remaining essentially an African band. In the framework of American popular music, Ibrahima is best known for his percussion work on Stevie Wonder's album "The Secret Life of Plants." Master Ibrahima Camara's roster of players is a microcosmic United Nations, with musicians from all over the world. Lead vocalist, Ibrahima, handles the congas as well as the traditional Djimbe, Talkin' drum, and Sabar drums of West Africa. Also, he has created a special form of music, which he calls "Sabar-Raggae style." The irresistibly danceable repertoire of Master Ibrahima Camara is original, with many of the songs based on those of the Wolof people of Senegal. This wonderful ensemble with its lyrical vocals and intense rhythms should not be missed.

Thank You!

The Conference committee would like to express its gratitude to all involved in making this conference a success. Thank you to the members of the African-American Student Union for your dedication and resourcefulness. Thank you to the faculty and staff members whose efforts were instrumental to this endeavor. A very special thank you to Jim Cash, Chairman of the MBA Program, and Rena Clark, Director of the MBA Program Administration, for your inspirational and timely contributions.

*We reserve our deepest gratitude for our distinguished panelists/speakers and for you, our honored guests. Each of you, by your participation in and contribution to this conference, brings added meaning to this year's conference theme — **"Collective Advancement: Moving Beyond Individual Achievement."***

We promised you the educational, social and cultural event of the year — and with your help it will be. Enjoy!

The 1995 Conference Committee

About the Cover

Cover Art "VISIONS", reproduced courtesy of Artist, SYNTIA SAINT JAMES, Copyright 1991.

Synthia Saint James is well known for her unique brightly colored, thought-provoking, and inspiring paintings. In this cover art "Visions", Saint James captures ... which is in complete harmony with our conference theme "Collective Advancement: Moving Beyond Individual Achievement."

Saint James' work is available nationally, including at Atelier Saint James Gallery in Los Angeles, CA. Contact phone number: (213) 464-8381.

Advanced Management Seminar I

This is the sixth year of the specifically designed lecture series for alumni and other mid-career professionals. Led by noted Harvard Business School professors, this year's seminars address the skills required for success in today's rapidly changing business environment.

AMS I - Managing In the Marketspace— Professor Jeffrey Rayport will explore the impact of information technologies in information based products and services, with a focus on service quality in technology-intensive customer interfaces.



Managing In The Marketspace

Assistant Professor Jeffrey F. Rayport

Assistant Professor Jeffrey F. Rayport is an assistant professor of business administration in marketing at the Harvard Business School. His research focuses on the impact of information technology on marketing strategies for information-based products and services as well as the influence of environmental issues on marketing management. Rayport's teaching commitments at the School include First Year Marketing (MBA Program), Strategic Marketing Management (Executive Program), and the General Management program (new faculty development). He has taught outside the School in the North and South America, and conducted sessions with executives from Western Europe, the Middle East and Japan.

A native of northwest Ohio, Rayport earned an A.B. from Harvard College, an M.Phil. in International relations at the University of Cambridge (U.K.), an A.M. in the History of American Civilization at Harvard University, and a Ph.D. at Harvard University, and a Ph.D. at Harvard under the faculties of Arts and Sciences, and Business Administration. His doctoral research examined diversification strategies of the regional Bell operating companies after the break-up of AT&T, with a focus on the emergence of marketing, orientation in technology-driven, monopolistic firms.

Rayport previously worked as a reporter and writer for Fortune Magazine, as a telecommunications analyst for Nikko Securities in

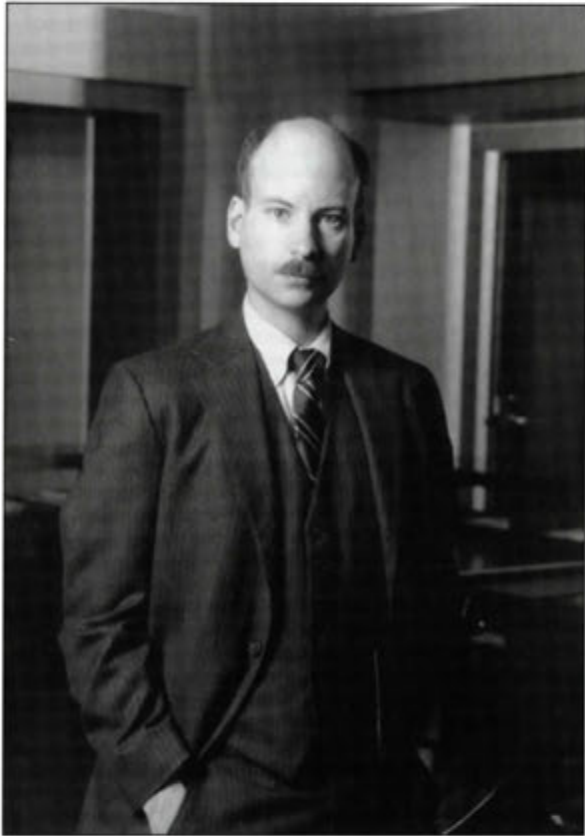
Tokyo, and, most recently, as a principal of the Winthrop Group, a management consulting firm specializing in the history of business and technology. He has also had significant experience in magazine journalism. Following his work at Fortune, he established and managed a magazine start-up for Harvard University's Graduate School of Arts and Sciences. More recently, his writing has appeared in a variety of publications, including Fortune, Harvard Business Review, the Harvard Business School Bulletin, the Federal Reserve Bank of Boston's Regional Review, the Boston Globe and the Los Angeles Times.

Student Organizer: Dennis Pemberton, MBA 1995

"Collective Advancement: Moving Beyond Individual Achievement"

Advanced Management Seminar II

Professor Richard Tedlow will address the common mistakes that have caused “good” companies to fail, and offers strategies for you and your organization.



Why Bad Things Happen to Good Companies

Richard S. Tedlow

Richard S. Tedlow is the MBA Class of 1957 Professor of Business Administration at the Harvard Business School, where he is a specialist in the history of business. Professor Tedlow received his B.A. from Yale in 1969 and his M.A. and Ph.D. in history from Columbia in 1971 and 1976 respectively. He came to the Harvard Business School on a fellowship in 1978 and joined the faculty in 1979. From 1979 through 1982, he taught First year Marketing. From 1982 to the present, he has been involved in the School's Business History program. He taught the Business History course (today among the School's most popular) from 1983 through 1991 and again in 1993, edited the Business History Review (from 1982 through 1988), and continues to serve as a faculty participant in the Business History Seminar and Doctoral Colloquium. In 1992 and 1993, he taught a course entitled "Business Government, and the International Economy." In addition to his teaching responsibilities Professor Tedlow became a Director of Research in 1991. In this capacity he serves on a team of four senior faculty whose responsibilities include oversight of the research programs of the School's faculty.

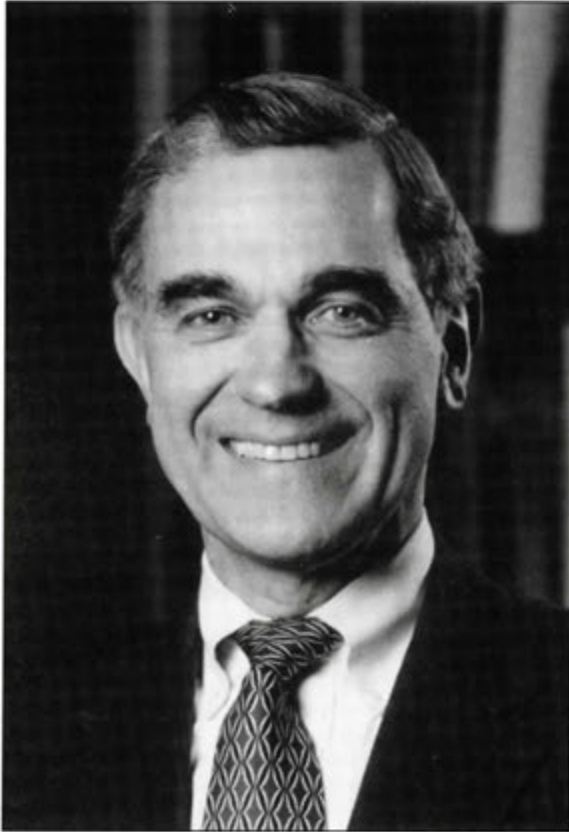
Professor Tedlow's publications include **New and Improved: The Story of Mass Marketing in America**, published by Basic Books. This book is a history of consumer product marketing in the United States. Among his other publications are a history of corporate public relations, a business history case-

book (co-authored with professor Alfred D. Chandler, Jr.), and numerous articles, essays, and marketing cases. Professor Tedlow's research has often been reprinted, and it has appeared in journals all over the world. His work has been translated into Japanese and French.

In addition to his teaching and research, Professor Tedlow has consulted and taught both marketing and business history to a variety of companies and organizations including AT&T, DEC, IBM, Intel, Onex Corporation, The Royal Bank of Canada, The United States Shoe Corporation, Springs Industries, The Brookings Institution, and The Young Presidents Organization.

Advanced Management Seminar III

Professor Henry Reiling will explore tax saving and estate planning strategies.



Seminar in Estate Planning

Professor Reiling (Hank)

Professor Reiling (Hank) holds a B.A. in History from Northwestern, an MBA from Harvard and a J.D. from Columbia. He joined the Harvard Business School (HBS) faculty as a professor in 1976 and was elected to the Goldston chair in 1978. prior to coming to HBS, he was a professor at the Columbia Business School and a visiting professor at the Stanford Business School.

Professor Reiling currently teaches Decision Making and Ethical Values and Tax Factors in Business Decisions. he also periodically teaches First Year Finance in the International Senior Managers Program (ISMP). His research interests focus on the interface of law, finance, and accounting. Exemplifying these interests, he conceived and drafted a provision dealing with warrants that was sponsored by the American bar Association and was enacted as part of the Tax Reform Act of 1984. He co-authored **Business Law: Text and Cases (Kent, 1982)**. His articles have appeared in Harvard Business review, The Journal of Accountancy, Michigan Law Review and other journals.

Professor Reiling holds memberships in the major finance, tax and law associations. He is currently a director of a New York Stock exchange listed company, chairman of HBS's Judicial Review Board, faculty liaison to the Student Honor Committee and member of the Stewardship Committee at his local church. He has co-founded a successful financial services company, been a

regular participant in the executive development programs of several multinational companies and Chairman of Harvard's Advisory Committee on Shareholders Responsibility.

AGENDA*

Thursday, February 9, 1995

ACTIVITY	LOCATION	TIME
REGISTRATION	Royal Sonesta Lobby	5:00pm - 9:00pm
WELCOME ADDRESS <i>Randall Robinson</i>	Burden Auditorium	4:30pm - 6:00pm
ALUMNI COCKTAIL RECEPTION	Riverfront Room	6:00pm - 9:00pm
BOSTON NIGHT LIFE		10:00pm - until

Friday, February 10, 1995

PROSPECTIVE STUDENTS

REGISTRATION	Royal Sonesta Lobby	7:00am - 8:30am
PROSPECTIVE STUDENTS' ORIENTATION	Aldrich 110	8:00am - 8:30am
VISIT FIRST-YEAR CLASSES	Aldrich Hall	8:40am - 10:00am
MOCK CASE DISCUSSION	Aldrich 110	10:20am - 11:40am
PROSPECTIVE STUDENTS' LUNCHEON	Kresgee Hall Board Room	11:45am - 12:45pm
PREPARING FOR A MBA	Aldrich 110	1:00pm - 2:20pm
PROSPECTIVE STUDENTS' PANEL	Aldrich 110	2:30pm - 3:15pm
CAMPUS TOUR		3:30pm - 4:30pm

ALL REGISTRANTS

REGISTRATION	Royal Sonesta Lobby	7:00am - 8:00pm
ALUMNI BREAKFAST (ALUMNI ONLY)	Dean's House	7:30am - 9:00am
ADVANCED MANAGEMENT SEMINAR I	Aldrich 112	9:00am - 10:30am
ADVANCED MANAGEMENT SEMINAR II	Aldrich 112	10:45am - 12:15pm
ALUMNI/STUDENT/FACULTY LUNCHEON	Hamilton Lounge	12:30pm - 1:30pm
ADVANCED MANAGEMENT SEMINAR III	Aldrich 112	1:45pm - 3:15pm
CAREER FAIR	Royal Sonesta	2:00pm - 6:00pm
CORPORATE RECEPTION	Riverfront Room	6:00pm - 7:00pm
GOLD SPONSOR SUITE RECEPTION	TBD	7:00pm - 8:30pm
ENTERTAINMENT <i>Opening Act - Scott King's Collaboration</i> <i>Headliner - The Sounds of Blackness</i>	Grand Ballroom	8:30pm - 11:30pm
PARTY	Skyline Suites	11:30pm - until

AGENDA*

Saturday, February 11, 1995

ACTIVITY	LOCATION	TIME
REGISTRATION	Royal Sonesta Lobby	8:00am - 2:00pm
CONTINENTAL BREAKFAST <i>Terrie Williams</i>	Grand Ballroom B	8:00am - 9:00am
OPENING SEMINAR <i>Charles Ogletree</i>	Grand Ballroom A	9:00am - 10:30am
PANEL SESSION I		10:45am - 12:15pm
I. The Black Marketing Continuum	Charles Suites A	
II. Encouraging the Perpetuation of Family Values	Riverfront Room	
III. The Strategic Role of African-American Organizations	East Room	
IV. The New South Africa - Economic Development (Part I)	Charles Suites B	
KEYNOTE LUNCHEON <i>Representative Donald Payne</i>	Grand Ballroom	12:30pm - 2:00pm
PANEL SESSION II		2:15pm - 3:30pm
I. African-American Managers in Not-for-Profit Organizations	Charles Suites A	
II. Entrepreneurship: Acquisitions and Franchises	Riverfront Room	
III. Media: Creating A Distribution System	East Room	
IV. The New South Africa - Investment Opportunities (Part II)	Charles Suites B	
TOWN MEETING <i>Jacqueline Adams</i>	Grand Ballroom A	3:45pm - 5:15pm
BLACK BUSINESS RECEPTION	Skyline Suites	6:00pm - 7:30pm
CLOSING BANQUET <i>Ann Fudge</i>	Grand Ballroom	7:30pm - 10:00pm
PARTY	Skyline Suites	10:00pm - until

Sunday, February 12, 1995

CHURCH SERVICE	Charles Suites	10:00am - 11:00am
UMOJA JAZZ BRUNCH <i>Featuring Ibrahima Camara</i>	Riverfront Room	9:00am - 12:00pm
BASKETBALL CHALLENGE (alumni and students only)	Shad Hall (on campus)	12:00pm - 3:00pm

**Subject to change*

Opening Seminar with Charles J. Ogletree, Jr.

Professor Charles Ogletree will lead a discussion of the events leading to the **Brown versus The Board of Education** decision, and the effects of this unprecedented legislation has had on African Americans in business. The documentary film, **"The Road to Brown"**, will be viewed to help facilitate the audience's level of understanding.

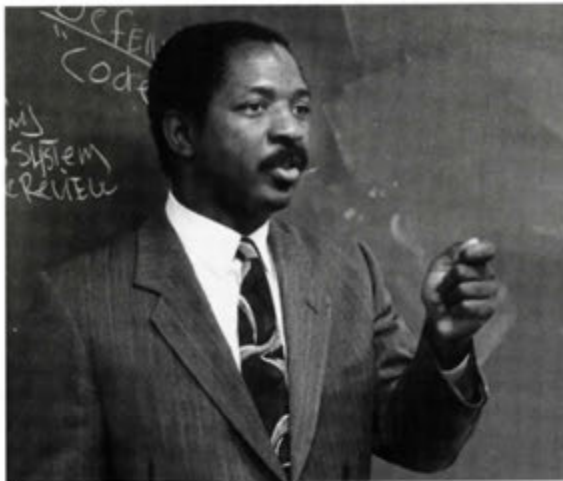
Charles Ogletree, Harvard Law School professor and prominent legal theorist, has made a reputation by taking a hard look at complex institutional issues of law and by working to secure the rights guaranteed by the Constitution for everyone equally under the law. Ogletree has examined these issues not only in the classroom and in the pages of prestigious law journals, but also in the everyday world of the public defender, in the courtroom, and in forums where these issues can be dramatically revealed. Professor Ogletree factually presents and discusses the challenges that face our justice system as it tries to deliver equal treatment to all our citizens and protect those rights that the law guarantees them.

Professor Ogletree moderated a forum on the United States Constitution at Manhattan's New School for Social Research. The forum explored the Fourth and Fifth Amendment protections against unreasonable search and seizure and self-incrimination using the fictitious dramatic background of a criminal case. This hypothetical approach to probing such questions of ethics and law is one that Charles Ogletree continues using as the moderator of four of producer Fred Friendly's ten-part series "Ethics in America" which aired on PBS in 1989. He was also in the PBS production *Hard Drugs, Hard Choices* in 1990, *America's Schools: Who Gives a Damn* in 1991, *That Delicate Balance II: Our Bill of Rights* in 1992, *Popular Culture: Rage, Rights and Responsibilities* in 1992, *How Will Our Cities Survive?*, *Kids, Color and Crime*, and *Ethical Choices* in 1993, and most recently *Surviving the Odds: To Be a Young Black Male in America* in 1994.

Professor Ogletree has also appeared as a guest commentator on *Nightline*, *This Week with David Brinkley*, *McNeil-Lehrer*

News Hour, *Crossfire*, *The Today Show*, *Good Morning America*, *Larry King Live*, and *Meet the Press* as well as other national and local television and radio programs.

A Washington, D.C. public defender for seven years, Ogletree received the National Conference of Black Lawyers "People's Lawyers of the Year Award," the Man of Vision Award: from the Museum of Afro-American History in Boston, and more recently, the 1993 Albert Sacks-Paul A. Freund Award for Teaching Excellence at Harvard Law School.



Charles Ogletree was formerly a partner in the Washington, D.C. firm of Jessamy, Fort & Ogletree and is now "Of Counsel" to Jessamy, Fort & Botts. Beginning as a staff attorney in the District of Columbia Public Defender Service, he served as Training Director, Trial Chief, and Deputy Director of the Service before entering private practice in 1985.

In 1991, Professor Ogletree served as Legal Counsel to Professor Anita Hill during the Senate Confirmation hearings for Justice Clarence Thomas and was profiled in an article in *The American Lawyer*, (December, 1991) entitled, "Tree Time."

A contributor to the *Harvard Law Review*, among other publications, Charles Ogletree holds a J.D. from Harvard Law School and an M.A. and B.A. (with distinction) in Political Science from Stanford University, where he was Phi Beta Kappa. He formerly served as Special Projects Editor, *Harvard Civil Rights - Civil Liberties Law Review*, and he is a member of the American Bar Association, Criminal Justice Section and the Nation Conference of Black Lawyers, Criminal Justice Task Force.

Corporate Sponsors

The African-American Student Union of the Harvard Business School and 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. We would like to salute our corporate sponsors with their lasting support, we wholeheartedly welcome the challenges of the future.

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Wellington Management

OTHER SPONSOR

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Unfortunately, due to printing deadlines, some sponsors are not listed. The African American Student Union would like to also thank those sponsors for their support.

Town Meeting with Jacqueline Adams

Beyond The Democratic Vote

Jacqueline Adams will lead a discussion of the role of African-Americans in managing the inherent "changing of the guard."

Jacqueline Adams

CBS News Correspondent Jacqueline Adams was assigned to the Division's Northeast Bureau in New York in October 1989. She reports on issues affecting children and families and breaking news stories for many CBS News broadcasts, including the EVENING NEWS WITH DAN RATHER, its "Eye on America" nightly feature, 48 HOURS, CBS NEWS SUNDAY MORNING and CBS THIS MORNING. She has also contributed to "The Money Crunch" on the CBS EVENING NEWS, a popular feature on personal finance. Prior to her move to New York, Adams served two stints as a CBS News White House Correspondent in Washington, D.C., from January to October 1989 and from January 1985 to April 1988. Her work for CBS News has been honored with an Emmy Award for her contribution to 1990's 48 HOURS: THE SEARCH FOR MATTHEW and an Ohio State Award for her work on 1991's 48 HOURS: AGAINST THE ODDS. A native of Boston, she received her BA degree from Principia College in Elsah, Ill., and an MBA degree from Harvard Business School. She also attended Columbia University Graduate School of Journalism's Summer Program for Minority Students.



A. Leon Higginbotham

A. Leon Higginbotham, Jr. is Of Counsel to Paul, Weiss, Rifkind, Wharton & Garrison and is Public Service Professor of Jurisprudence at Harvard University, teaching in the Faculty of Arts and Science, the Law School and the John F. Kennedy School of Government. Until he retired, he served as Circuit Judge and as Chief Judge and as Chief Judge Emeritus of the United States Court of Appeals for the Third Circuit. By appointment of President Johnson, Judge Higginbotham served

as vice chairman of the National Commission on the Causes and Prevention of Violence. In 1962, President Kennedy appointed him as a Commissioner of the Federal Trade Commission, an assistant District Attorney and a Special Deputy Attorney General. His book, **In the Matter of Color: Race and the American Legal Process**, has received several national and international awards and he is the author of more than forty published articles. Judge Higginbotham is writing two additional books in his Race and the American Legal Process series, one book on Race and the American and South African Legal Process and an autobiography to be published by Knopf. He is a graduate of Antioch College and Yale Law School.



Gregory A. Campbell

Gregory Campbell is President of Campbell Consulting Group, a management consulting firm that addresses the needs of corporations, entrepreneurs, public sector agencies and non-profit organizations. Previously, Mr. Campbell was a Principal with Bakers Campbell Associate, a Dallas based consulting firm. During an eleven year corporate career, Mr. Campbell held executive level positions with Pepsi Cola, CPC International, PepsiCo Corporation and Frito Lay. He was honored as one of Businessweek's "Top 50 Corporate Executives Under 35" and chosen as a 1993 Quest for Success Award winner by the Dallas Black Chamber of Commerce. In 1993, Mr. Campbell was elected President of the National Black Business Council in Washington, D.C., an advocacy group that supports the national and international expansion of Black business. Mr. Campbell earned his MBA from Harvard Business School and his B.S. from Cornell University's School of Industrial and Labor Relations.

Dr. Claud Anderson



Dr. Anderson, author of **Black Labor, White Wealth: A Search for Power and Economic Justice**, is president of the Harvest Institute, a new think tank built upon the solutions presented in his book to effect the social and economic reform of Black America. Additionally, he is a real estate developer, maintains ownership interest in retail food businesses and was among the first African-Americans to own a radio station.

He was appointed by former President, Jimmy Carter, to serve as Assistant Secretary in the U.S. Department of Commerce. Dr. Anderson was State Coordinator of Education for Governor Reubin Askew of Florida for seven years during integration and executive director for two economic development corporations in Miami, Florida. He founded the State Action Council, a coalition of black leaders for political action in Florida. He was appointed Special Assistant to the CEO of the 1988 Atlantic Democratic National Convention and political consultant for the 1992 New York Democratic Convention. Dr. Anderson earned a B.S. in Management from Paine College in 1977 and an MBA from the Harvard Business School.

Lorina Marshall

Ms. Marshall began her professional career as an Administrative Assistant to the Public Relations Director of IU International in Philadelphia, later moving to National Liberty, a marketing corporation in Chester County, where she held the position of Copywriter/Creative Resources. In 1980, Ms. Marshall resumed working at the Philadelphia Gas Works as an Assistant to the President, working closely with City Council. In 1988, she was promoted to Vice President of Government and Community Relations. In June 1991, Ms. Marshall left the Philadelphia Gas Works to become Vice President of Government Relations for

Independence Blue Cross where she continues to work with the local, state and federal legislators and agencies on matters relevant to Independence Blue Cross. Ms. Marshall is also a registered lobbyist in Harrisburg, PA and Washington with numerous organizations and professional affiliations. Lorina's people-centered, highly motivated, participative approach to problem solving and project implementation has been the key to her success.



Ralph Martin

Ralph Martin became the Suffolk County District Attorney in September of 1992. Since assuming office, he has initiated a wide range of reforms with the goal of making the prosecutor's office more accessible, more accountable, and more proactive in the fight against crime. Mr. Martin has emphasized several themes since becoming District Attorney. He successfully lobbied for new legislation making child abuse and neglect a serious felony, thus bringing Massachusetts in line with other states. To protect battered women and children, he appointed a Domestic Violence Coordinator and implemented an entirely new domestic violence agenda within the office. Mr. Martin served as an Assistant United States Attorney in Boston from 1985 to 1992. From 1983 to 1985, Mr. Martin was an Assistant District Attorney in Middlesex County. He is active in service organizations and professional groups, serving on the Boards of Directors of Greater Boston Legal Services, the Boston Coalition, the Greater Boston YMCA, the Boys and Girls Clubs of Boston, and the Boston Celtic's newly formed Community Relations Advisory Board. Mr. Martin also served in various roles in the Boston Bar Association, the Massachusetts Bar Association, and the Massachusetts Black Lawyer's Association. He was a lecturer in civil trial practice at Northwestern University School of Law from 1987 to 1992. He is a graduate of Brandeis University and Northwestern University School of Law.

The Black Marketing Continuum

Panelists will discuss ways to create African-American products with broad marketing appeal. This discussion will focus on creating products that transcend the traditional targeted market to the mass market. Moderated by Lloyd Metz, MBA 1996.

John C. Peoples

Mr. Peoples is currently a Brand Manager at Procter & Gamble where he is responsible for the Pantene and Prett hair care products. Mr. Peoples' career at Procter & Gamble began in 1988 as Brand Assistant for the Head & Shoulders shampoo line. John rose quickly to become Brand Manager of the Pantene hair care product line in 1991. Prior to joining Procter & Gamble, Mr. Peoples attended the University of Virginia where he graduated with a double major in Economics and African-American Studies. Outside of Procter & Gamble, Mr. Peoples is active in several civic and community activities. He participates in the National Black MBA Association, the Literacy Network of Cincinnati, and Big Brothers. Mr. Peoples is also a Trustee of the University of Virginia.



Amy Hilliard-Jones

Amy Hilliard-Jones is the president and founder of the Hilliard-Jones marketing Group. Based in Chicago, the Hilliard-Jones Marketing Group develops strategic multi-cultural marketing plans for corporations seeking to address the country's growing cultural diversity. Additionally, the Hilliard-Jones marketing also provides marketing strategy to selected entrepreneurs as a venture partner. Prior to forming her company, Ms. Hilliard-Jones was Senior Vice President and Director of Integrated Marketing/New Business for Burrell Advertising Agency. In this position, Ms. Hilliard-Jones led Burrell's new business initiatives and participated in developing proposals and programs for several corporations. Prior to joining Burrell, Ms. Hilliard-Jones created the target marketing function for Pillsbury, developing strategic Hispanic and African-American marketing and advertising programs for the company. Before joining Pillsbury, Ms. Hilliard-Jones was director of marketing at the Lustrasilk Corporation in Minneapolis, where she handled all marketing, advertising and new product development. Ms. Hilliard-Jones received a bachelor of science degree from Howard University and a MBA degree with honors from Harvard Business School.



Carl Jones

Late in the summer of 1990, Carl Jones and business partner T.J. Walker conceived of a lifestyle fashion concept called CROSS COLOURS; so named for the appeal to inner society dwellers to "Stop the Violence" based on discrimination of colors selected by youths for clothing. Jones' concept was to go on to become one of the most original and successful men's sportswear companies in history. Months after the premier CROSS COLOURS collection, the company's visionary design and marketing skills were recognized by the national fashion press and they were awarded the prestigious Rising Star Award for design. The culmination of Jones' uncanny ability to forecast trends and silhouettes and Walker's inventive sense of color and design propelled the company into a \$20 million firm. He created a dynamic new expression of fashion while simultaneously contributing to a significant cross-cultural lifestyle message. He was the first to adopt the policy to utilize models of African-American descent in a global advertising campaigns that at first shocked millions but now at a second glance is becoming the norm. Mr. Jones received a degree in fashion design from Parsons and Trade Tech in Los Angeles.



Terrie M. Williams

Terrie Williams, president of the Terrie Williams Agency and a leading African-American entrepreneur, has created one of the fastest growing and most prestigious public relations firms in the country. The Terrie Williams Agency specializes in publicity, media relations and events planning for entertainment, sports and corporate clients. Ms. Williams represents some of America's best-known entertainers, sports figures and corporations including Eddie Murphy, Janet Jackson, Jackie Joyner-Kersey, New Line Cinema, Coca-Cola, Con Edison and Time Warner. Before starting her own firm, Ms. Williams developed the public relations department at Essence Communications, Inc. In addition to lecturing around the country on issues relating to self-development, personal marketing, and successfully changing careers, she is the author of, **The Personal Touch: What You Really Need to Succeed in Today's Fast-Paced Business World.**

Student Organizer: Lloyd Metz, MBA 1996

"Collective Advancement: Moving Beyond Individual Achievement"

Encouraging the Perpetuation of Family Values

Panelists will lead a thought provoking discussion that highlights existing problems with the Black family as well as plausible solutions. Moderated by Eric Smith, MBA 1995.

Reverend Vashti Mckenzie



Dr. Vashti Murphy Mckenzie is an Ordained Itinerant Elder in the African Methodist Episcopal Church and the Pastor of Payne Memorial A.M.E. Church in Baltimore City. The 97 year old historic congregation has doubled in membership in the last four years. Under her leadership, there are twelve new ministries designed to enhance, enrich, inspire and meet critical needs of the community. In the November, 1993 issue of Ebony mag-

azine, she was selected for the Honor Roll of Great African-American Preachers. Her "Ministry of Equality and Hope" has been featured in Ebony and Black Church magazines. She has been honored by several organizations for outstanding achievement and community service such as, Religious Role Model by 100 Black Women.

C. Virginia Fields

Councilwoman C. Virginia Fields became the first African-American woman elected from Manhattan to the City Council in 1989. In her four years in office, Ms. Fields has co-sponsored legislation establishing an All Civilian Complaint Board, prohibiting the placement of tobacco machines in public places and restricting the blocking of entrances at family planning centers. She has also advocated for children's health issues and for greater community planning. Ms. Fields has recently been appointed to the Finance Committee, which is responsible for overseeing and approving the city's \$30 billion budget. She also a member of the of the Land Use and Zoning Committee, where she serves as Chairperson of the Subcommittee on Permits, Dispositions, and Concessions; Standards and Ethics; Youth Services, and Health. In addition to her Council work, Ms. Fields serves on the boards of various organizations, including the Black Leadership Commission on Aids, the New York Urban League (Manhattan Chapter), the 125th Street Business Improvement District, and the Harlem Urban Development Corporation.



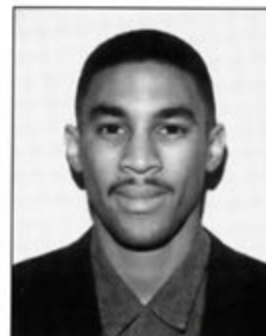
Robin A. Smith

Ms. Smith is the Vice President for Local Mobilization for the One to One Partnership, Inc., a national non-profit organization which seeks to promote mentoring and economic empowerment as successful intervention strate-

gies for at-risk youth. Robin's responsibilities include managing the operation of One to One initiatives across the country and developing new One to One sites. Prior to this position, Ms. Smith was the Executive Director for One to One New York. In her capacity as Executive Director, Ms. Smith recruited nearly 5 new workplace organizations, providing over 1000 volunteers to work with young people as mentors through existing mentoring programs. In addition, under Smith's leadership, the New York City Mentoring Working Group was formed, and the 1993 and 1994 Issues in Mentoring Symposium Series were produced. Ms. Smith received her bachelors degree in economics from Harvard College and an MBA from Harvard Business School. In 1993, Ms. Smith was selected by Crains New York Business for their annual feature of "Forty under Forty".

Marke D. Dickinson

Marke D. Dickinson is currently a candidate for the MBA/MPP degrees at Harvard University. Throughout his three years of study, Marke has been widely involved in the University community. He co-chairs the AASU admissions committee, with primary responsibility for assisting in HBS black student recruitment efforts, and ensuring a smooth transition for entering students. As a founding member of the Harvard Business School Students for Responsible Business (SRB), he organized the 1994 SRB National Conference at HBS, which drew some 300 business school students nationwide. He has recently been invited to serve on the SRB Board of Directors. Marke has also been active at the Kennedy School, as its representative to the Harvard University Rights and Responsibilities Committee. In addition, he has served on ad hoc committees selected by the Dean to improve the School's degree programs and recruit more Black faculty.



Dr. David Thomas

Professor David Thomas 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 rate 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.

Student Organizer: Eric Smith, MBA 1995

"Collective Advancement: Moving Beyond Individual Achievement"

The Strategic Role of African-American Organizations

PANEL SESSION I

Leaders of Black professional organizations will critically evaluate the value added of such associations. The discussion will center around defining what the strategic focus of black organizations should be or currently is. Panelists will also explore alternative ways in which these organizations can form a united front to combat the declining economic status of the Black Community. Moderated by Kimberly Robinson.



Gregory L. Moore

Gregory Moore is both a member of the board of the National Association of Black Journalists and the managing editor at the Boston Globe. He has seventeen years experience in the newspaper business, working as a general assignment reporter and later covering police, courts, suburban and city government beats. A native of Cleveland, Ohio, Mr.

Moore joined the Globe in 1986 after three years at the Journal Herald in Dayton, Ohio, and six years at The Plain Dealer in Cleveland. It was at his hometown newspaper that he began his editing career as state political editor in 1982 and later day city editor. Mr. Moore came to the Globe as an assistant metro editor in charge of court coverage. A year later he was named city editor. Two years later, in 1989, he became the assistant managing editor for local news, in charge of general news coverage in Boston, the suburbs and the five other New England states. In 1991, he was named deputy managing editor for the daily paper. He is a 1976 graduate of Ohio Wesleyan University in Delaware, Ohio, where he earned a bachelor's degree in journalism and political science.

Adjoa A. Aiyetoro

Adjoa A. Aiyetoro is currently Director of the National Conference of Black Lawyers (NCBL). She is the first full-time director of NCBL since 1986. She is also on the National Board of the National Coalition of Blacks for Reparations in America (N'COBRA). Prior to becoming the full-time director for NCBL, Ms. Aiyetoro worked for 11 years as staff attorney and associate director of the ACLU National Prison Project. She worked with numerous organizations on issues of civil and human rights and served on the board of the National Alliance Against Racist and Political Repression from 1980-1984. Ms. Aiyetoro has been a part of NCBL's legal activism within the environmental justice movement, the D.C. Statehood movement, serving as chief co-counsel for the Direct Action Committee, and reparations movement, through N'COBRA. Aiyetoro received her bachelor's degree from Clark University in Worcester, Massachusetts and an M.S.W. from George Warren Brown School of Social Work at Washington University in St. Louis. Ms. Aiyetoro is also a cum laude graduate of the St. Louis University School of Law.

Student Organizer: Jackie Woodard, MBA 1996.

Antoinette Malveaux

Antoinette Malveaux has been engaged as the chief operating officer for the National Black MBA Association (NBMBAA) since April, 1991. Prior to joining the NBMBAA, Ms. Malveaux was Director of Global Marketing and Strategic Planning for American Express Bank. She is the recipient of numerous awards including being named one of American Express Harlem YMCA Black Achievers in Industry. She is a current Board member of Best Resorts, Inc., a youth home from African American males in Berkeley, California and Behavioral Research and Action in the Social Sciences Foundation, a Chicago-based non-profit organization dedicated to the treatment, rehabilitation, and prevention of chemical abuse and addiction. Malveaux also serves as Co-Chair of the Marriott International, Inc. Customer Leadership Forum Task Forces on Diversity and Value-Added. Ms. Malveaux holds a Bachelor of Arts degree in economics from the University of San Francisco. She earned her MBA in International Finance and Multinational Management from the University of Pennsylvania, Wharton School in 1985.

Beverly L. Everson-Jones



Beverly Everson-Jones is the Executive Director and Chief Operating Officer of the National Association of Black Accountants, Inc. (NABA), a professional association. Having joined NABA in 1989, Everson-Jones is responsible for the management of NABA's national business affairs, program implementation and fund raising. Prior to joining NABA, Everson-Jones was an audit manager with the international accounting firm - Coopers & Lybrand. Everson-Jones has been a member of the Baltimore

Chapter of the National Association of Black Accountants, Inc. since 1982. Additionally, Everson-Jones received the chapter's Outstanding Leadership Award in 1988. In addition to NABA, Everson-Jones is a member of the American Institute of Certified Public Accountants (AICPA), National Coalition of Black Meeting Planners and American Society of Association Executives. She also chairs the Long Range Planning Task Force of the AICPA Minority Initiatives Committee. Ms. Everson-Jones is a CPA having graduated Summa Cum Laude from Virginia State University with a degree in accounting.

The New South Africa: Economic Development

Part I: Economic Development in South Africa — Panelists will outline emerging business opportunities and discuss the recommended steps for participating in the financing and management of the post-apartheid modernization and development of the Republic of South Africa. Moderated by Robert Crawford, MBA 1996.



Marlin Smith

Mr. Smith is founder and CEO of Success By Choice, Inc. He can be found empowering our global society by helping individuals maximize their true potential through his innovative multi-media presentations. Mr. Smith's books and motivational tapes are currently being utilized in creating the "NEW" South Africa. Mr. Smith holds a Bachelor of Science

degree from the University of Virginia in Electrical Engineering. His corporate experience includes working for two Fortune 55 corporations, IBM and Hewlett Packard.



Tom Watson

Mr. Watson is currently the Chairman (and former Managing Partner, CEO) of Watson Rice (WR), a nationally recognized CPA and consulting firm with an international practice. WR has offices in Washington, DC; Cleveland, Ohio; Miami, FL and New York, NY. From these offices WR has provided services across the United States, in Europe, the Middle East, the Caribbean, as well as East and West Africa. As an international

trade expert he has been involved in GATT, NAFTA, and other multi-lateral treaties, focusing in the areas of government policy, regulation, and overseas accountability. He served as the senior trade advisor for small business issues during the Reagan and Bush administrations. A government contract specialist, Mr. Watson has been instrumental in accounting, administration, and negotiation for companies providing goods and services to federal, state, and local governments.

Paul Weisenfeld

Mr. Weisenfeld is currently an Attorney Advisor in the Office of the General Council, US Agency of International Development, Department of State. In this position Mr. Weisenfeld provides legal counsel and advice to the Bureau for Global Programs, Field Support and Research in connection with the Agency's

worldwide private-sector development programs. Among his many accomplishments at the agency Mr. Weisenfeld is credited with negotiation of the Agency's first Private Sector Housing Guaranty program in South Africa, which represents the largest single component of the US government's assistance to that country. Mr. Weisenfeld's distinguished career began as an Associate Attorney with White and Case, where his work included a broad range of corporate, commercial and trade law matters. Prior to assuming his present position, Mr. Weisenfeld practiced law at Shaw, Pittman, Potts and Trowbridge (Washington, DC), primarily focusing in the areas of acquisitions, leases and various types of commercial financing.



Reverend Frank Chikane

The Rev. Frank Chikane is currently a pastor and National President of the Apostolic Faith Mission of South Africa (AFM of SA Church); a member of the Independent Electoral Commission (IEC); the Council of the University of the Witwatersrand; and, the Working Group on Racism, Ethnicity and Indigenous Peoples of the World Council of Churches (WCC). He was pastor of a congregation in Kagiso, Krugersdorp, from 1976-1981. In 1981 he was suspended by his church for his involvement in political resistance to apartheid. He was reinstated with an apology in 1990. From 1981 to 1987 he worked with the Institute for Contextual Theology (ICT) as a Research Officer, and later Coordinator, and then Director/General Secretary. The ICT was responsible for the well known Kairos Document, the Evangelical Witness in South Africa, and The Road to Damascus. In July 1987 he succeeded Archbishop Desmond Tutu and Dr. Beyers Naude when he was appointed General Secretary of the South African Council of Churches (SACC). As General Secretary of the SACC he was in the center of the struggle against apartheid and human rights violations in South Africa. He received a Masters Degree in Theology from Natal University, and was awarded an honorary doctorate by the University of Groningen, Netherlands. He is currently pursuing a Mid-Career program in Public Administration from Harvard University, School of Government.

Student Organizer: Reginald Gilyard, MBA 1996.

"Collective Advancement: Moving Beyond Individual Achievement"

African-American Managers in Not-for-Profit Organization

Panelists will discuss the contributions that African-Americans have made and issues they face as managers in Not-for-Profit organizations. Moderated by Valerie Brown, MBA 1994.

Ian Rowe

Ian Rowe is a 1993 graduate of the Harvard Business School and a 1985 Computer Science Engineering graduate of Cornell University. He is now the Director of Performance Assessment Instrument, a division of Teach For America - a national teacher corps that recruits outstanding individuals to teach in under-resourced urban and rural public schools. Prior to HBS, Mr. Rowe was an Experienced Engagement Manager at Andersen Consulting, where he spent six years. At HBS, Mr. Rowe was the first black Editor-in-Chief of the Harbus News, and under his leadership won the award for the best MBA Newspaper in the country.

Michael T. Holmes

Michael T. Holmes, Vice President, Inroads, Inc., joined INROADS as Managing Director of Fairfield-Westchester Counties, a position he retains. He was named Vice President in 1992, with responsibility for national accounts and Region III affiliate operations: Fairfield-Westchester, Greater Hartford, Philadelphia, Pittsburgh, and Upstate New York. A graduate of Holy Cross College, Mr. Holmes was employed by Holy Cross before moving to Western Connecticut State University in 1983 as assistant director of admissions. He serves on the Board of Trustees for the Fairfield County United Way and as Chairman of the Youth Advisory Committee on the African-American Advisory Board of Westchester County. He is also an active member of the Holy Cross Alumni interviewing program. Mr. Holmes is a past honoree of Who's Who and in 1993 received the Fairfield Chapter of NABA Achievement Award.



Brenda Muhammad

Brenda Muhammad is the founder of Mothers of Murdered Sons and Daughters (MOMS) and one of the many thousands of mothers of a victim of deadly violence. Ms. Muhammad is presently a coordinator for former President Jimmy Carter's Atlanta Project. She is also the former owner of a public relations and advertising agency. MOMS is Ms. Muhammad's attempt to make sense out of the senseless tragedy of her own son's death and the many thousands of senseless deaths in our communities. MOMS has been recognized as a trailblazer in encouraging the implementation of violence prevention programs and urging greater emphasis in looking at violence from a health perspective. MOMS represents an organized effort dedicated to stopping the flood of violence which plagues our communities. After hearing Ms. Muhammad, we will be challenged to find answers and turn them into solutions.



Deborah C. Wright



Ms. Wright is the Commissioner of the New York City Department of Housing Preservation and Development. As the agency's chief executive officer, the Commissioner oversees development of affordable housing, neighborhood renovation and preservation efforts, and management of residential property acquired by the City through tax foreclosure. The Commissioner also serves as Chairperson of the New York City Housing Development Corporation, New York City's multi-family housing finance agency, and of the New York City Residential Mortgage Insurance Corporation, which insures residential mortgage loans. Ms. Wright received an A.B. from Radcliffe College, a J.D. from Harvard Law School and an M.B.A. from the Harvard Business School. Ms. Wright is also co-founder and officer of the African-American Real Estate Professionals of New York and former boardmember of The Big Sisters, Inc.

Student Organizer: Dorika Mamboleo, MBA 1996.

"Collective Advancement: Moving Beyond Individual Achievement"



Kay Y. Wallace

Kay Y. Wallace is Deputy Chief Operating Officer of the Atlanta Committee for the Olympic Games (ACOG), the organization that will organize, promote, market, manage, and operate the 1996 Olympic Games, as well as provide all athletic, media, and housing facilities. As Deputy Chief Operating officer, Ms.

Wallace shares in the management of

day-to-day operations. Prior to joining ACOG in May of 1993, Ms. Wallace served as the Vice President of the Georgia Research Alliance, a strategic partnership of Georgia's six research universities, the business community, and state government. From 1990 to 1992 Ms. Wallace served as an Associate Consultant at McKinsey & Company, Inc. in Atlanta. She has also held positions with Dow Europe, S.A. in Zurich and Dow Chemical, U.S.A. Ms. Wallace earned an MBA from the Harvard Business School and a Bachelor of Science Degree in Chemical Engineering from the University of Alabama in Tuscaloosa.

Valerie S. Brown

Valerie Brown is the North America Regional Coordinator for Women's World Banking in New York City. Women's World Banking (WWB) is a global not-for-profit financial institution, established in 1979, to advance and promote the full economic participation of women. From September 1990 to July 1992, Ms. Brown was a consultant at McKinsey & Company in New York. While at McKinsey, she managed two client teams at an international telecommunications company to improve inventory management systems and decrease capital expenditures. She also assisted the New York State Department of Economic Development in formulating an investment and trade promotion strategy focused on the European Union.

Ms. Brown received an M.B.A. from Harvard Business School where she was elected President of the African-American Student Union and was designated a George F. Baker Scholar and a Merck Sharp & Dohme M.B.A. Fellow. She was a Rotary Scholar in the Department of Economics at the University of Zimbabwe and received a B.S. in Economics with a concentration in finance from The Wharton School of the University of Pennsylvania.

Media: Creating a Distribution System

Panelists will discuss the challenges African-American entrepreneurs face in creating and sustaining a distribution system in the entertainment industry. Moderated by Camille Hackney, MBA 1994.

Ron Williams

Mr. Ron Williams is the West Coast Advertising Manager for Essence magazine. Mr. Williams has worked in the advertising arena since 1985. Prior to joining Essence, Mr. Williams was an Advertising Account Executive with Ebony magazine. In 1987, Mr. Williams joined Essence at their Chicago headquarters. In 1993, he was given the opportunity to open the West Coast office in Los Angeles and was promoted to his current position. Mr. Williams has given numerous seminars on Advertising at the Kellogg Graduate School of Business. Mr. Williams graduated from Morehouse College in 1984 with a B.A. degree in Business Administration.



Frank Dexter Brown

Mr. Frank Dexter Brown, editor-in-chief of Young Sisters & Brothers (YSB) magazine, manages the development of the publication's aggressive, non-traditional and cutting edge Afrocentric editorial and graphic concepts. The mission of YSB is to help African-American teenagers and young adults to cope with the social pressures they contend with daily and to assist them in

building self-esteem. Mr. Brown brings more than 15 years of journalism experience to YSB. He has held editorial positions with Black Enterprise magazine, co-authored New York in Jeans, a travel book on New York City for college students, and was formerly the Associate Director of Communications with the Joint Center for Political and Economic Studies. Mr. Brown co-founded the Independent South Africa-based new agency, the Front-line States Media Project. In addition, Mr. Brown was commissioned by the United Nations Council for Namibia to co-author a report on the desperate regional conditions in Namibia and to co-produce a documentary film on the war.

Herbert P. Wilkins, Sr.

Herbert P. Wilkins, Sr. is the Chairman of the Board of Directors of Syndicated Communications, Inc. Prior to joining Syndicated Communications in 1977 and serving as its first President and CEO until 1989, Mr. Wilkins owned a management consulting firm; he was Senior Vice-President of Urban National Corporation, a Boston-based venture capital fund; and President-

in-Charge of Management Advisory Service for Lucas, Tucker & Company, independent public accountants. Mr. Wilkins currently sits on the Board of Directors of numerous companies including District Cablevision, Inc., Black Entertainment Television, Inc. Cowles Media Company, and TCI Great Lakes. He is the Founding Chairman of the Board of the Entrepreneurial Growth and Investment Institute and still serves as a director. Mr. Wilkins received a B.S. degree from Boston University in 1965 and an M.B.A. from the Harvard Business School in 1970.



David Ellington

E. David Ellington is co-founder and chief executive officer of NetNoir Inc., a start-up digital Afrocentric content company based in Oakland, CA. Most recently, Ellington was a sole practitioner at the Law Offices of E. David Ellington in Los Angeles. His firm specialized in international, entertainment and multimedia/new technology law. At that time, he served as the chairman of the international law section of the Beverly Hills Bar Association. Prior to starting his own practice, Ellington was an associate at Grant & Duncan, a Los Angeles-based law firm specializing in public finance. Ellington received a bachelor's degree in history from Adelphi University and a master's degree in comparative politics and government (subfield: Africa) from Howard University. He received his J.D. from the Georgetown University Law Center, where he received his degree in international law.

Student Organizer: Jackie Woodard, MBA 1996.

"Collective Advancement: Moving Beyond Individual Achievement"

Entrepreneurship: Acquisitions and Franchises

The discussion will go beyond the more traditional view of entrepreneurship (starting a business from the ground up) and focus on acquiring your own business. Moderated by Temitope Lawani, JD/MBA

William Solomon

Mr. William J. Solomon is the Managing Director of the Serengeti Capital Corp., a company engaged in Private Equity Investing. In January of this year, Mr. Solomon decided to pursue private equity investment opportunities and joined Serengeti Capital. Mr. Solomon currently manages a Boston-based Specialized Small Business Investment Company (SSBIC), in addition to pursuing equity sponsorship transactions with various joint venture partners. After graduating from Harvard College with an A.B. in Computer Science in 1987, Mr. Solomon joined BancBoston Capital, for approximately five and one half years. While at BancBoston Capital, Mr. Solomon worked on mezzanine and equity financings for middle market companies (e.g. revenues between \$20 million and \$200 million) gaining experience in everything from deal origination to workout. During Mr. Solomon's final year with BancBoston Capital, he was principally responsible for initiating the bank's strategy for targeting equity investments in minority-owned operating companies and investment funds.

Al Carter

Al Carter is the President and Chief Executive Officer of K.W.C. Management Corp. He founded K.W.C. Management Corp. in mid 1993 as an acquisition vehicle to pursue a consideration strategy in the music retailing industry. In April 1994, Mr. Carter acquired One Stop Record House, Inc. a 25 year old Atlanta based firm. The performance of the company since the acquisition has led to Mr. Carter being nominated as the Independent Music Retailer of the Year for 1994 for the National Association of Record Merchandisers (NARM). From 1990 to 1993, Mr. Carter was a president and Chief Operation Officer of NDI, Inc. In 1992, the firm acquired 23 Blockbuster Video store franchises. Between 1984 and 1990, Mr. Carter was the President of Eastwood, Inc. During his tenure with Eastwood, Mr. Carter also held the positions of Controller and Vice President of



Marketing for the company's residential and commercial real estate operations. From 1979 to 1984, Al Carter held senior marketing positions with the Disney Channel, Home Box Office (HBO) and Cummins Engine Company. Mr. Carter earned a Bachelor of Science degree in Management from Paine College in 1977 and an MBA from the Harvard Business School in 1979.

Leslie M. Corley

Leslie M. Corley is President and Chief Executive Officer of LM Capital. Mr. Corley has over 23 years of experience in the investment industry, spanning securities research and analysis, investment management, corporate finance, and strategic planning. He founded LM Capital in 1988 after a seven year career at Kelso & Company in order to pursue a broader range of investment banking opportunities. At LM Capital, Mr. Corley directed corporate financial advisory engagements.

While a general partner at Kelso & Company, the firm that invented Employee Stock Ownership Plans, Mr. Corley chaired its Executive Committee and developed the investment criteria followed by the firm in its merchant banking activities.

Earlier in his career, Mr. Corley worked with the renowned Peter Lynch at Fidelity Investments in Boston from 1972 to 1977 as a securities analyst in the firm's research department, where he was responsible for covering the food, beverage, tobacco, textile, and apparel industries. In 1977 Mr. Corley left Fidelity to join Norton Simon, Inc., one of the companies he followed, in acquisition and corporate strategic planning, where he was involved in the \$174 million acquisition of Avis, Inc.

Mr. Corley earned a B.S. degree with High Honors in Aeronautical & Astronautical Engineering from the University of Illinois and an MBA from the Harvard Business School.

Student Organizer: Tabula West, MBA 1996.

"Collective Advancement: Moving Beyond Individual Achievement"

Dr. Sylvia P. Mundy



Dr. Sylvia P. Mundy is the President and CEO of MBW3 Enterprises, Inc., a Popeyes Famous Fried Chicken & Biscuits Franchise. She is responsible for the total management, administration of, and operation of three Popeyes restaurants located in Fairfax County, Virginia. Prior to becoming an entrepreneur, Dr. Mundy held positions in the educational environment. She was the Associate Director for Personnel for the office of the Mayor for the District of Columbia Government and Special

Assistant to the President of The University of the District of Columbia. Dr. Mundy has served on many boards and been the recipient of numerous awards throughout her distinguished career including the 1994 Women of the Year Award from the Virginia Association of Female Executives, Board of Directors and Committee Chairperson for the Fairfax County Chamber of Commerce, Trustee of the Fairfax County of Public School Education Foundation, Inc., President of the Reston Optimist International, and will be a candidate for the Fairfax County School Board in 1995. She has been called upon by numerous organizations including the Wall Street Journal and the International Franchise Association to speak on the topic of franchising. She is currently writing a book on franchising.

Dr. James K. Holden

James Holden is the President and Chief Executive Officer of NDI, Inc., a franchise operator of 23 Blockbuster Video Stores and the parent company of NDI Foods, a newly-formed prospective franchise operator of 17 Denny's restaurants. Prior to NDI, Mr. Holden co-founded and ran Integrated Cable Installations, a franchised cable service company that provides installation and related services to the nation's leading multi-system cable operators in New York, Detroit and prospectively Atlanta. In addition to his entrepreneurial accomplishments Mr. Holden has over ten years of corporate finance and banking experience. Most recently he served as a Vice President of Dillon Read (1986-1991) and prior to graduate business school as an officer of JP Morgan (1979-1984). Mr. Holden received his BA in Economics from Dartmouth College in 1979 and an MBA from Harvard Business School in 1986.

The New South Africa: Investment Opportunities

Part II: Investments— Panelists will outline emerging business opportunities and discuss the recommended steps for participating in the financing and management of the post-apartheid modernization and development of the Republic of South Africa. Moderated by Dorika Mamboleo, MBA 1996.

W. Kelvin Walker

W. Kelvin Walker is a Senior Vice President at Pryor, McClendon, Counts & Co., Inc., where he is a member of the Structured Finance Group. He is responsible for financial analysis and due diligence for taxable investment banking and real estate related transactions. Prior to joining PMC, he spent six years in the NationsBank Corporation in various positions. He spent his last two years as Vice President and Project Manager in the Corporate Strategy and Planning Group. Mr. Walker also provided financial analysis for RTC and FDIC assisted transactions. Prior to holding this position, Mr. Walker was a Private Banking Officer at NationsBank in Atlanta, focusing on the credit and real estate investment needs of high net worth individuals. He financed a multifamily project chosen as Real Estate Deal of the Year in 1990 as designated by the Atlanta Business Chronicle. Mr. Walker holds the Master of Management degree in Finance from the Kellogg School of Management at Northwestern University and a Bachelor of Arts degree in Finance from Morehouse College.

Judith Aidoo

Judith Aidoo is the President of Aidoo Capital Markets Inc., a merchant bank specializing in African capital markets. A securities lawyer by training, most recently, Ms. Aidoo served as financial advisor to the Eastern and Southern Africa Bank for Trade and Development, also known as the PTA Bank, in the establishment of an innovative securitization program for African trade receivables. This \$500 million program, the PTA Bank Funding Corporation asset-backed commercial paper program, is the first purely African related structure to earn a credit rating from Standard & Poor's (A1+) and Fitch Investor Service (F1+). This securitization program provides exporters in 22 member states in eastern and southern Africa with access to the US money markets for pre-export finance.

Justin F. Beckett

Justin F. Beckett is Founder, President & CEO of New Africa Advisers. New Africa Advisers was founded to provide U.S. investors with access to African-related investment opportunities. Headquartered in Durham, North Carolina, New Africa

Advisers has offices in New York City and was the first U.S. investment firm to open offices in post-apartheid South Africa. Additionally, Mr. Beckett is Executive Vice President and a Principal of New Africa Advisers' parent company Sloan Financial Group. With managed assets of \$3 billion Sloan Financial Group is one of the world's largest black-owned financial services firm. Mr. Beckett is also founder of the New Leaders Scholarship Fund: a not-for-profit foundation which provides grants to African students studying at U.S. graduate schools.



Mr. Walter C. Jones

Mr. Walter C. Jones is currently the Manager in Investment Development for Africa, Asia and the Middle East at the Overseas Private Development Corporation (OPIC). At OPIC, Mr. Jones' responsibilities include overseeing the promotion of American private sector investment and finance in Africa, Asia and the Middle East, with particular emphasis on South Africa, Gaza and the West Bank. Mr. Jones' background is in law, international relations and finance. During his outstanding career Mr. Jones practiced banking and corporate law at the Washington DC office of Sidley & Austin, and later worked for US Senator Paul Sarbanes, for whom he was a Legislative Assistant handling foreign affairs and banking matters.

Student Organizer: Dorika Mamboleo, MBA 1996.

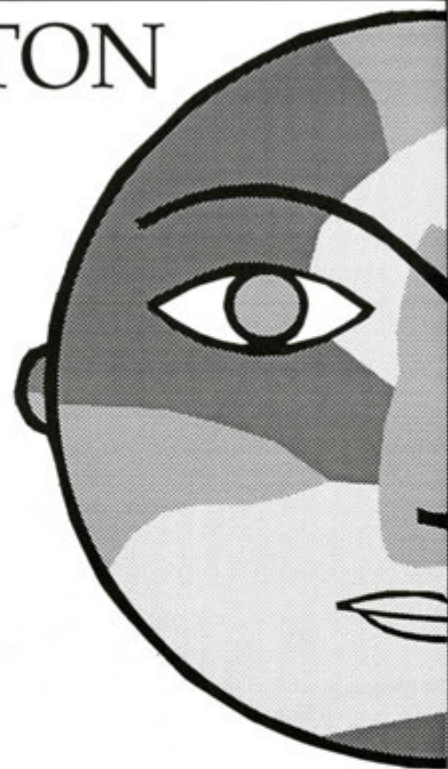
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GENERAL MILLS



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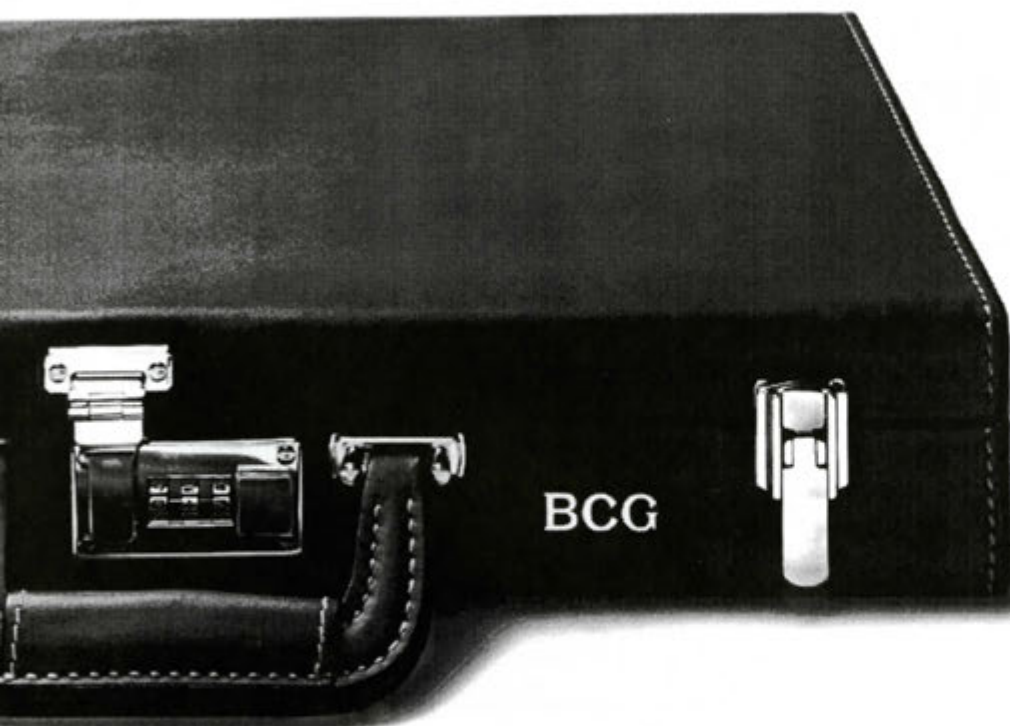
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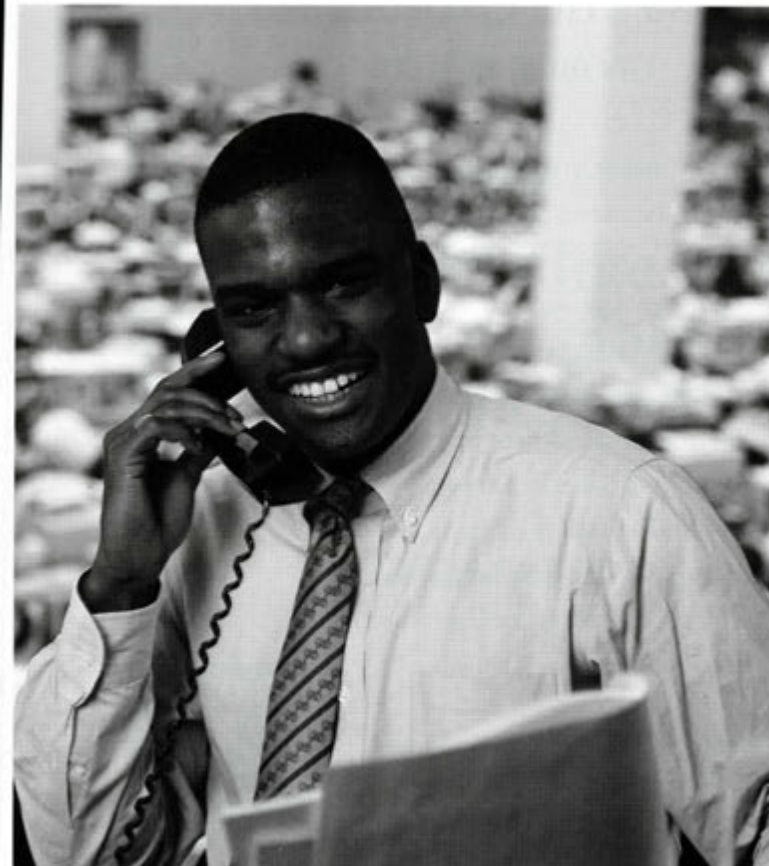
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