

**The African American Student Union
of the
Harvard Business School**



*The Next Step:
Revitalizing Our
Community*

**The 26th Annual Career/Alumni Conference
January 22nd - 25th, 1998
Boston Park Plaza Hotel**



26th Annual Career/Alumni Conference

The Next Step: Revitalizing Our Community

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Karega Butler

Christopher Capers

Valdamier Collens

Corey Davis

Dafe Diejomaoh

Malcolm Duerod

Gregory Ficklin

Pauline Fischer

Tannis Fussell

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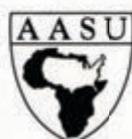
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Steven C. Wheelwright
Senior Associate Dean
Class of 1949 Professor of
Business Administration

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Phone: 617 495-6054
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January 22, 1998

Dear Conference Participants,

On behalf of the faculty, staff and administration of the Harvard MBA Program, we welcome you to the 26th annual African-American Student Union (AASU) Career/Alumni Conference.

The AASU conference serves a number of very important functions at HBS. It provides 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 sets the stage for constructive interaction among current and prospective students, alumni and representatives from sponsoring companies. This year's conference provides an opportunity to build on the many contributions of the AASU over the past quarter-century, and to focus on the challenges and opportunities to revitalize our global communities in our pursuit of collective prosperity.

It is also an important vehicle for the continued involvement of African-American alumni in the HBS community.

We appreciate and take great pride the achievements of the AASU and the leadership, organization and extraordinary efforts of our students over the years, that have made this conference one of Harvard Business School's most notable annual events.

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

Sincerely,

Steven C. Wheelwright
Senior Associate Dean and
MBA Program Chair

Archives
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Dean of the Faculty
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22 January 1998

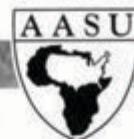
Dear Friends,

I am very pleased to welcome you to the African-American Student Union's Twenty-Sixth Annual Career/Alumni Conference – *The Next Step: Revitalizing Our Community*. As Otu Hughes and Gregory Sims, this year's Co-Chairpersons, have noted, 1998 marks a pivotal year for the conference and an opportunity to forge an ambitious strategy for the upcoming decades.

In bringing together prospective, current, and past alumni/ae of the Harvard Business School with thought leaders in the African American community, the sessions provide a unique occasion for intellectual engagement and stimulation, as well as personal enrichment and enjoyment. Thanks for joining us to demonstrate what makes HBS such a remarkable community.

Best regards,

Kim B. Clark



African-American Student Union

a student organization of Harvard Business School

January 22, 1998

Dear Friends:

The African American Student Union welcomes you to our 26th Annual Career/Alumni Conference: *"The Next Step: Revitalizing Our Community"*. We believe this theme is particularly relevant today and the current AASU Administration has focused on this theme throughout the year. Many of our new initiatives have been centered around building the bridges between prospective students, AASU members, and our esteemed alumni group.

New Initiatives

- 1st Annual AASU / Alumni Summer Receptions in New York, Boston, and San Francisco
- Joint effort with the Administration to develop an Admissions Focus Group and Survey designed to identify action steps to increase the number of African Americans at HBS
- Foundations I and II events designed to welcome new AASU members to campus
- 1st Annual Spring/Winter Retreat designed to successfully integrate the January and September Cohorts
- The publication of the 1st joint AASU / Alumni Newsletter
- Rejuvenation of the Distinguished Speakers Series
- Creation of the Electronic Alumni Braintrust designed to strengthen the AASU/Alumni network

Traditions

- Successful 26th Consecutive Career/ Alumni Conference
- Renewed emphasis on social /civic activities to build the Community
- AASU Fall Reception for key Faculty, Administration members, and Executive Program participants
- Fall and Spring Minority Prospective Students Days
- Sponsoring the 5th Annual Study Tour to Africa

This year's conference is designed to further build momentum in our community and promises to be exciting and educational. We thank everyone for their participation in making this a successful event and wish everyone a wonderful experience.

Sincerely,

Lisa M. Skeete Tatum
AASU President



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HARVARD BUSINESS SCHOOL STUDENT ASSOCIATION

MARK A. TATUM
President

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PHONE: 617 496-3972
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January 22, 1998

Dear Friends:

On behalf of the Harvard Business School Student Association, I would like to welcome you to the 26th Annual African-American Student Union Career/Alumni Conference.

AASU is one of the most active student organizations on campus and the conference is truly one of the highlights of the year in the HBS Community. The AASU conference brings together prospective students, current students, alumni, friends, and corporate sponsors for discussion and education about issues that are relevant and important to all of us. This year's theme, *The Next Step: Revitalizing Our Community*, serves as a reminder that we must continue to get involved and give back to our communities.

I am confident the next few days will be educational, mentally stimulating, and rewarding for all. Once again, welcome to HBS and thanks for being a part of this year's conference.

Sincerely,

Mark A. Tatum
President, HBS Student Association





The 1997/98 Officers of the African American Student Union

Lisa Skeete Tatum
President

Jerry Johnson
Vice President

Valdamier Collens
Treasurer

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Uche Orji
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Mardell Artis
Historian

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Denean Williams
Student Affairs

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Alumni Conference Chair

Otu Hughes
Gregory Sims
Conference Co-Chairpersons

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Kimberly Williams
Logistics

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Tara Jones
Prospective Students' Day

Christopher Capers
Advanced Management Seminars

Charles Patton
Alumni Relations

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Malcolm Duerod
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Panels

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Public Relations

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Social/Cultural

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HARVARD BUSINESS SCHOOL



The African-American Student Union
presents
THE TWENTY-SIXTH ANNUAL CAREER/ALUMNI CONFERENCE
"The Next Step: Revitalizing Our Community"

January 22, 1998

Dear Friends:

On behalf of the 26th Annual Career/Alumni Conference Committee and Volunteers, we would like to welcome you to Boston and to what we anticipate would be an educational, enlightening and enjoyable conference.

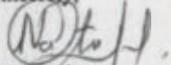
This year's conference, *The Next Step: Revitalizing Our Community*, takes over from last year's conference where we celebrated our silver anniversary. It thus signifies our entry into the next quarter century of activity. The second part of this year's theme reflects the fact that upward mobility should be shared by all within the community. Thus, as more of us push the glass ceiling even higher, we should make an effort to pave the way for even greater numbers.

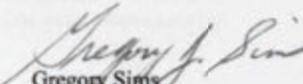
We have worked to put together an event which would be both thought-provoking and action-oriented. The interactive panels and advanced management seminars will provide us with opportunities and strategies to aid in our ascension of economic, social and political ladders. Through all this, we hope to develop a framework to help in revitalizing our global community.

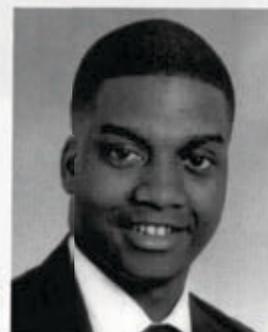
As we enjoy this weekend's activities, let us also take some time out to thank those who have gone before us. Many of those individuals have been included in the program book. Let us remember that it is on their shoulders we proudly stand.

Our ability to successfully hold this annual event is due in no small way, to the part played by all the various constituents. We would therefore like to express our sincere gratitude to alumni, corporate sponsors, keynote speakers, panelists, AASU members and all conference participants and well-wishers for your undying support. With your help, we will take *The Next Step in Revitalizing Our Community*.

Sincerely,


Otu Hughes
Conference Co-Chairperson


Gregory Sims
Conference Co-Chairperson





July

July 1: Mike Tyson loses boxing license after biting opponent Evander Holyfield's ear during a June 30 championship fight.

July 4: "Sojourner", a robotic probe named after abolitionist Sojourner Truth, lands on the planet Mars. The name was given after Valerie Ambrose, a school girl from Bridgeport, CT, wrote a winning essay to NASA.

July 17: Reverend Henry Lyons keeps post as president of National Baptist Convention following accusations of adultery and misusing church funds to finance a lavish lifestyle.

August

August 12: Bernard Parks, a 32-year veteran of the Los Angeles Police Department, is sworn in as police chief replacing Willie L. Williams.

August 15: Orlando Pace, rookie lineman out of Ohio State, signs a seven-year, \$25.6 million contract with the St. Louis Rams. It is the richest rookie contract in NFL history.

August 19: Alexis Herman, U.S. Secretary of Labor, is praised for her role in settling the 15-day strike by United Parcel Service (UPS).

September

September 15: Members of The Little Rock Nine are remembered on the 40th anniversary of the integration of Little Rock Central High School.

October

October 8: The Reverend Jesse L. Jackson, Sr. is sworn in as President Clinton's special envoy to Africa. Jackson will work to build and sustain democratic reform.

October 16: Louis Farrakhan, leader of the Nation of Islam, declares this date a Day of Atonement in honor of the second anniversary of the Million March.



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Harvard Business School
African-American
Student Union
on its
26th Anniversary

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A Look Back At 1997 . . .

January

January 3: Bryant Gumbel, anchor of NBC's "Today" show, bid farewell to his colleagues on his last day of the program. Gumbel ended a fifteen year relationship and now hosts a prime-time on CBS.

January 15: The school board of Oakland, California votes to change its controversial inclusion of "EBONICS" as a second language.

January 19: Former Heisman Trophy winner, Desmond Howard, was named Most Valuable Player of Superbowl XXXI as the Green Bay Packers defeated the New England Patriots 35-21 in New Orleans, LA.

February

February 3: O.J. Simpson is found liable in the deaths of Nicole Brown Simpson and Ronald Goldman by a civil jury. He is ordered to pay approximately \$34 million in compensatory and punitive damages.

February 27: American Express names Kenneth Chenault president and chief operating officer. It makes him one the highest ranking Black executives in all of corporate America.

March

March 9: The rapper, Notorious B.I.G. (Biggie Smalls) is shot to death after leaving a party in Los Angeles, California.

March 27: The family of Martin Luther King, Jr. appealed for a new trial for James Earl Ray. They hope that a new trial will finally bring out the truth about the death of the murdered civil rights leader.

April

April 13: Tiger Woods becomes the first non-White golfer to win The Masters golf tournament. He set several tournament records and won the tournament by twelve strokes.

April 14: Cuba Gooding Jr. became the sixth Black actor to win an Oscar at the 69th Academy Awards ceremony.

April 15: Celebrations are held in baseball stadiums all over America to honor Jackie Robinson. He became the first Black to play major league baseball on this date 50 years ago.

May

May 1: Alexis Herman is sworn in as U.S. Secretary of Labor.

May 16: President Clinton formally apologizes to Black men who were purposefully infected with syphilis during the "Tuskegee Experiment."

June

June 10: Elmer "Geronimo" Pratt, former Black Panther Party leader is released from prison after serving 27 years for murder. Lawyer Johnnie Cochran was successful in getting the case reopened after evidence of jury tampering.

June 13: The citizens of Jackson, Mississippi elect Harvey Johnson to be its first Black mayor.

June 13: Michael Jordan, Scottie Pippen and the Chicago bulls win their fifth NBA World Championship after beating the Utah Jazz.

June 23: Dr. Betty Shabazz, widow of Malcolm X, dies and her grandson is found guilty of setting the fire that caused third degree burns over 80 percent of her body.



African American Student Union - Members

Class of 1998

Mardell Artis
Anna Banks
Melanie Bell
Stanton Brown
Keraga Butler
Christopher Capers
Valdamier Collens
Corey Davis
Dafe Diejomaoh
Malcolm Duerod
Gregory Ficklin
Pauline Fischer
Tannis Fussell
Sigi Gbadebo
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Angela Gibbs
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Brigitte Godi
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Archie Jones
Christopher Jones
Tara Jones

John "Bo" Kemp
Dale LeFebvre
Vusi Mahlangu
Oliver McIntosh
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Mark Tatum
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Class of 1999

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Desi Bellamy
Shirley Boone
Brian Bradford
Rae Brathwaite
Brian Britton
Curtis Culberson
Alex Dadson
Shangaza DaSent
Walter Dawkins
Alton Delane
Brickson Diamond
Eric Dobyne
Moir Donelson
Daphne Dufresne
Mohamed Eissa
Fola Elebute
Andrew Farquharson
Mercedes Fuller
Cristóbal García
Nina Grooms

Tonicia Hampton
Jawanza Hughes
Jaja Sali Jackson
James Jones
Julian Jordan
Ray Joseph
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Thank You.

The 26th Annual Career/Alumni Conference Committee and Volunteers, and the members of the African American Student Union of the Harvard Business School would like to give special recognition to our Platinum Level Sponsors for their generosity in making this event a success.

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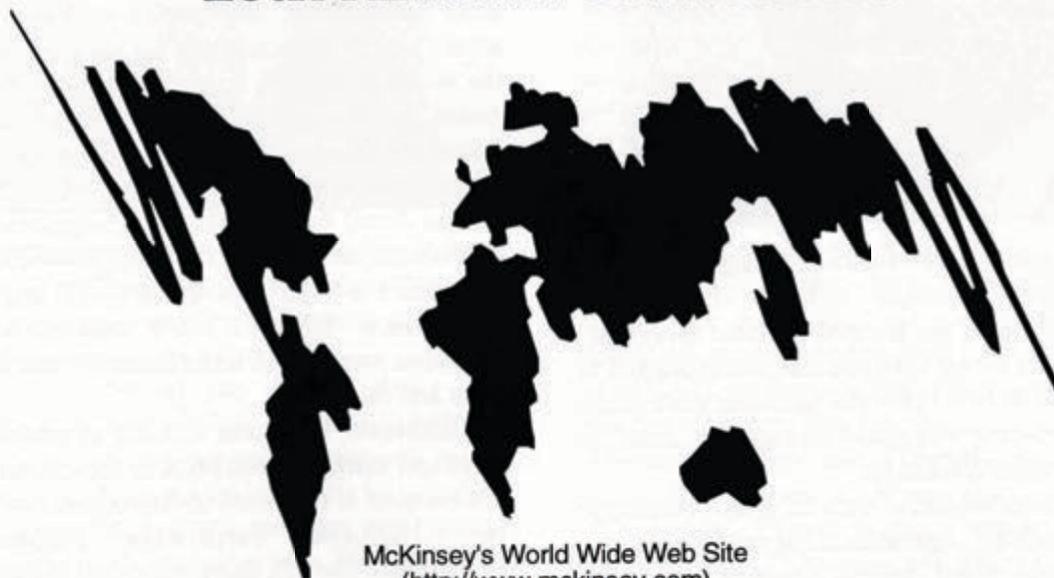
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Reginald J. Whitehead

Kent Wilson

Pamela Thomas-Graham

Partner, McKinsey & Company

Welcome Address



Pamela Thomas-Graham is a Partner in McKinsey & Company's New York Office, where she worked extensively with media and retailing companies in the areas of strategy development and performance improvement.

Pamela is a leader of the Firm's Media and Entertainment practice, and also has extensive experience with consumer marketing and channel management issues. She is a frequent speaker on marketing topics for organizations such as the Direct Marketing Association, and has contributed a chapter to the forthcoming book *The Impact of the Internet*, to be published by the Columbia University Press.

Pamela has significant experience working with leading media companies and retailers on issues related to strategy, marketing, and operations. Her recent work includes developing a U.S. growth strategy for a leading European apparel company; identifying profit improvement opportunities for a consumer magazine; assessing product/market strategy for a U.K. clothing company; improving ad salesforce performance for a leading publisher; and improving supply-chain management for a men's sportswear company.

Pamela holds an A.B. *magna cum laude* in Economics for Harvard University, where she was elected to Phi Beta Kappa. She also holds a J.D. *cum laude* for Harvard Law School, where she served as an editor of the *Law Review*, and an M.B.A. from Harvard Business School. She is a Board Member of the New York City Opera; the American Red Cross of Greater New York; and of Girls Incorporated, the national organization focused on advocacy and direct service for adolescent girls. Pamela is also a writer; her first novel, *A Darker Shade of Crimson*, will be published by Simon & Schuster in April, 1998.



Dennis F. Hightower

Alumni Conference Chairperson



Dennis F. Hightower is a Professor of Management at the Harvard University Graduate School of Business Administration. He joined the Harvard Business School faculty in July, 1996 as a Senior Lecturer, and was appointed to his present position in July, 1997. His academic work focuses on issues of leadership and global management from the perspective of the general manager.

A retired business executive with 24 years of strategic management consulting, operational planning, strategic planning, and international general management experience, he was a senior executive with The Walt Disney Company from June 1987 to June 1996. Named President of Walt Disney Television & Telecommunications in March 1995, he was previously President of Disney Consumer Products, Europe, Middle East and Africa.

Featured in "Fortune," "Black Enterprise," and a host of other publications, Hightower's professional accomplishments have been recognized by many organizations. He is the recipient of the U.S. Department of Commerce Pioneer Award; the Harvard Business School Alumni Achievement Award and Citations for Alumni Service; an honorary doctorate degree from Howard University; the Howard University Alumni Award for Distinguished Postgraduate Achievement in Business; and the NAFEO Distinguished Alumni Citation. He is listed in "Who's Who in the World" and other reference publications. While on active military duty, he received numerous awards and decorations for meritorious achievement and valor.

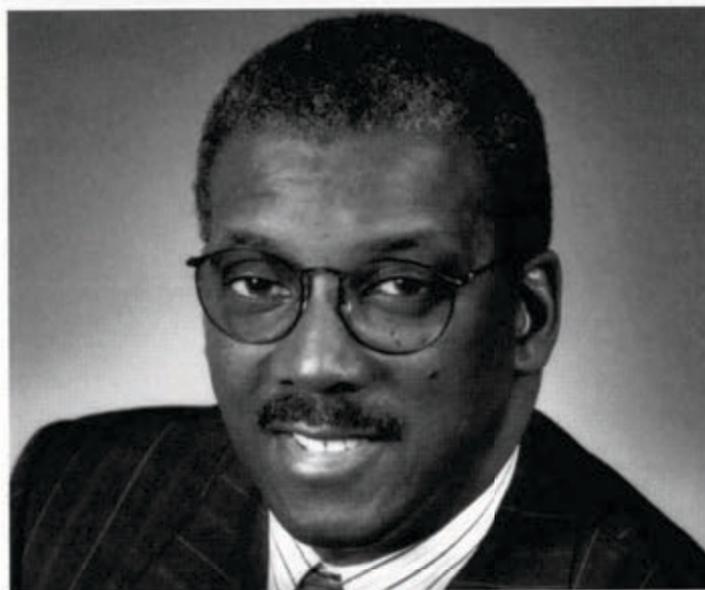
Hightower is a guest lecturer at professional management and marketing conferences throughout the world. He is a member of the board of directors of Northwest Airlines, Inc.; PanAmSat Corporation; Phillips-Van Heusen Corporation; The TJX Companies, Inc.; the Price Waterhouse Chairman's Advisory Council; Howard University Board of Trustees; and Friends of Vieilles Maisons Francaises, Inc.

He and his wife, Denia, currently divide their time between homes in Los Angeles and Paris. They have two grown children, Dennis, Jr., and Dawn H. Lucas.

Frank Savage

Chairman, Alliance Capital Management International

Keynote: Luncheon



Frank Savage is Chairman of Alliance Capital Management International, and member of the board of directors of Alliance Capital Management Corporation. Alliance Capital is a \$217 billion investment management subsidiary of The Equitable Companies Incorporated. He was formerly Senior Vice President of The Equitable Life Assurance Society, and Chairman of Equitable Capital Management Corporation, a \$35 billion Equitable Life investment management subsidiary, which was merged with Alliance Capital in July 1993.

Mr. Savage has a distinguished 33-year career in international banking, corporate finance, and global investment management. He spent the early part of his career with the International Division of Citicorp, serving in the Middle East

and Africa. After a brief period as a principal in an international leasing company, TAW International Leasing, he spent several years as an investment officer with Equitable Life, lending directly to U.S. and foreign companies. He rose to the position of Chairman of Equitable Capital Management Corporation, a major investment management subsidiary of Equitable Life, and built the firm's global investment management business.

Mr. Savage serves on the boards of several corporations and not-for-profit organizations, including Lockheed Martin Corporation, ARCO Chemical Company, QUALCOMM Incorporated, Essence Communications, Inc., the Council on Foreign Relations, Johns Hopkins University, the New York Philharmonic and the Yale School of Management. He is also the Chairman of the Board of Trustees of Howard University and a former Presidential appointee to the U.S. Synthetics Fuels Corporation.

He earned a B.A. in 1962 from Howard University, an M.A. in 1968 from The John Hopkins University Nitze School of Advanced International Studies and received an Honorary Doctorate Degree in Humane Letters from Hofstra University.

Frank Savage, a resident of Stamford, Connecticut, is married to Lolita Valderrama Savage and is the father of six children. His hobbies are sailing, skiing, and reading.



George E. Curry

Editor-In-Chief, *Emerge*

Opening Seminar



George E. Curry is editor-in-chief of *Emerge: Black America's Newsmagazine* and a regular panelist on "Lead Story," a news analysis program that airs each Sunday on BET (Black Entertainment Television).

Before taking over as editor of the nation's premier African-American newsmagazine in 1993, Curry served as New York bureau chief and as a Washington correspondent for the *Chicago Tribune*. Prior to joining the *Tribune* in 1983, Curry worked for 11 years as a reporter for the St. Louis Post-Dispatch and for two years as a reporter for *Sports Illustrated*.

As editor of *Emerge*, Curry has not shirked from controversy, publishing a story about secret medical experiments

conducted on African-Americans, running a cover story asking "Is Jesus Black?," printing dramatic articles such as, "Kemba's Nightmare," which was about a 24-year old woman who is serving 24 years in prison for her minor role in a drug ring, and "Rape of a Spelman Coed." In Curry's two boldest moves, he commissioned a 1993 cover that depicted U.S. Supreme Court Justice Clarence Thomas with an Aunt Jemima-like handkerchief on his head and in November 1996 ran an illustration of Clarence Thomas as a lawn jockey.

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Hugh B. Price

President & CEO, National Urban League

Keynote: Banquet



Hugh B. Price is the President and Chief Executive Office of the National Urban League. He was appointed on July 1, 1994. Founded in 1910, the National Urban League is the premier social service and civil rights organization in America. The League is a nonprofit, nonpartisan community-based organization headquartered in New York City with 115 affiliates in 34 states and the District of Columbia. The mission of the National Urban League is to assist African Americans in the achievement of social and economic equality. The League implements its mission through advocacy, bridge building between the races, program services and research.

Mr. Price served from 1978 to 1982 as a member of the Editorial Board of *The New York Times*. There he wrote editorials on a broad range of public policy issues including public education, urban affairs, manpower, welfare, criminal justice and telecommunications. Prior to the *Times*, he held the position of human resources administrator for the City of

New Haven. He served as a member of the mayor's Cabinet and supervised the City's Head Start program and services for youth and senior citizens.

Mr. Price served for six years as senior vice president of WNET/Thirteen, the public television station in New York City. He initially supervised all local broadcast functions for the station and assumed direction in 1984 of WNET's national production center. Series developed or produced for the Public Broadcasting Service during his tenure include *Nature*, *Great Performance*, *The Mind*, *American Masters*, *Art of the Western World* and *Childhood*.

His articles have appeared in numerous publications, including *The New York Times*, *Wall Street Journal*, *Los Angeles Times*, *San Francisco Chronicle*, *Phi Delta Kappan*, *Review of Black Political Economy* and *Education Week*. He also distributes a weekly radio commentary and writes a weekly column entitled "To Be Equal" for African-American newspapers across the country.

Mr. Price currently serves on the board of Metropolitan Life Insurance Company, Bell Atlantic, Sears Roebuck & Company, Educational Testing Service, Urban Institute and the Committee for Economic Development. He was appointed by President Clinton to serve on the National Skills Standards Board.

Approximately one year ago, the country was stunned as audio tapes were released which featured high level corporate executives from Texaco using derogatory remarks towards African-Americans. This revelation sparked a wave of activities which included lawsuits from employees, boycotts from civil and human rights groups, vigorous debates on the nation's television and radio waves as well as a rarely granted interview and speech from President Bill Clinton on the topic of affirmative action. Many at the time questioned what these developments meant in regards to the state of race relations in America. Others wondered if systematic plans had been enacted to purposefully deny women and minority employees access to the upper echelons of corporate management.

served as New York bureau chief and as a Washington correspondent for the Chicago Tribune. Prior to joining the Tribune in 1983, Curry worked for 11 years as a reporter for the St. Louis Post-Dispatch and for two years as a reporter for Sports Illustrated.

As editor of *Emerge*, Curry has not shirked from controversy, publishing a story about secret medical experiments conducted on African-Americans, running a cover story asking "Is Jesus Black?", printing dramatic articles such as, "Kemba's Nightmare," which was about a 24-year old woman who is serving 24 years in prison for her minor role in a drug ring, and "Rape of a Spelman Coed." In Curry's two boldest moves, he commissioned a 1993 cover that depicted U.S. Supreme Court Justice Clarence Thomas with an Aunt Jemima-like handkerchief on his head and in November 1996 ran an illustration of Clarence Thomas as a lawn jockey.

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Richard F. America

Adjunct Lecturer, Georgetown University School of Business

Richard F. America is Adjunct Lecturer in the School of Business Administration at Georgetown University, and a consultant based in Reston, VA. He has also taught at

Stanford Business School and at the University of California at Berkeley. He has worked in consulting, university administration, banking and government. He has published in *Harvard Business Review* and other journals on public policy, economic development, reparations, and management. His recent books are "Philanthropy and Economic Development," "The Wealth of Races," "Paying the Social Debt," and "Soul in Management: How African American Managers Thrive in the Competitive Corporate Environment" (with Bernard Anderson). He is working on a project on reparations to Africa for colonialism. His next book, "Solving the Race Problem", is expected out this year.

Martha R. A. Fields

President and Founder, Fields Associates



Martha R. A. Fields is President and founder of Fields Associates, a consulting firm located near Harvard University in Cambridge, Massachusetts. Specializing connecting Human Resources Management to business strategies, Fields Associates are experts in crafting and implementing Human

Resource strategic plans designed to improve productivity, contain costs, and increase the Human Resources department's image as a capable business partner.

For over sixteen years, Martha R.A. Fields has been recognized as a cross-industry leader in the field of Human Resources Management. She served as Vice President of Human Resources at the Massachusetts Eye and Ear Infirmary, a Harvard Medical School affiliated hospital, for



Town Meeting

One Year Later - The Lessons Learned From Texaco

Charles E. Walker, Jr.

*Chairman, Massachusetts Commission Against Discrimination
Town Meeting Moderator*



Charles E. Walker, Jr. is the Chairman and Commissioner of the Massachusetts Commission Against Discrimination, where he joins his two distinguished colleagues, Commissioners Dorca Gomez and Douglas Schwarz. Prior to being elevated to the position of Chairman, Mr. Walker served as the General Counsel of

the Executive Office of Elder Affairs, the State Unit on Aging under the Older Americans Act 42 U.S.C. 300 et seq., under the Honorable Franklin P. Ollivierre, Secretary.

Mr. Walker graduated Magna Cum Laude from the University of California at Santa Barbara where he received his Bachelor of Arts degree in Political Science. He received his Juris Doctorate from Boston College Law School.

Mr. Walker served as a judicial law clerk for two years in the Superior Court (Honorable James Lynch, C.J.) and the Massachusetts Appeals Court (Honorable Frederick L. Brown).

Mr. Walker served as an Assistant Attorney General under then Attorney General Francis X. Bellotti in the Government Bureau, where he represented state officials and agencies, including the Department of Education, the Alcoholic Beverages Control Commission, the Civil Service Commission, as well as the Registrar of Motor Vehicles in both state and federal courts of the Commonwealth.

Mr. Walker has served on the full-time faculty of the New

England School of Law where he taught Administrative Law, Torts, and Legal Process, and was one of the co-founders of the Charles Hamilton Houston Enrichment program. He was also the President of the Massachusetts Black Lawyers Association and Associate Editor of the Massachusetts Law Review. He has published several articles on practice and procedure before the Massachusetts courts, and wrote an article on "The History and Impact of the Black Lawyer in Massachusetts" for the Supreme Judicial Court Historical Society Law Journal.

Named 1995 recipient of the Father William J. Kenneally Alumnus of the Year from Boston College Law School. Mr. Walker is a member of the Board of Directors of a number of civic and community organizations, including the Wheelock College Family Theatre, the Roxbury Defenders Committee, Inc., the Museum of African American History, Inc. (the African Meeting House), and the Boston Center for Adult Education, Inc. (BCAE).

George E. Curry

Editor-In-Chief, Emerge



George E. Curry is editor-in-chief of *Emerge: Black America's Newsmagazine* and a regular panelist on "Lead Story," a news analysis program that airs each Sunday on BET (Black Entertainment Television). Before taking over as editor of the nation's premier African-American newsmagazine in 1993, Curry

company's executive offices in New York, and was appointed a Sales Representative in 1970 in New York City. He subsequently was promoted to positions of increasing responsibility on the East Coast and Houston.

Following the formation of Star Enterprise (a 50/50 refining and marketing joint venture between subsidiaries of Texaco and Saudi Aramco) in 1988, Stanfield was named Coordinator of Administration for Supply and Distribution for the new company. In 1989, he was appointed District Operations Manager for Star Enterprise in Fairfax, Virginia.

In 1993, he was named Area Operations Manager for the Northeast Region. Stanfield returned to Texaco that same year when he was appointed Manager of Environmental Remediation for Texaco Refining and Marketing Inc. in Houston. A year later he was named Assistant to the President of Texaco USA and in 1996 Director of U.S. Public and Government Affairs, Eastern U.S.

Stanfield was appointed to his present position in 1996. He has responsibility for coordinating for the Chairman's office all activities involved with corporate-wide minority business plans and execution of Texaco's diversity efforts, including serving as liaison to key national civil rights organization and business leaders.

Robert L. Tarver, Jr., Esq.

Trial Attorney and Legal Analyst



Robert L. Tarver, Jr. is a trial attorney and nationally recognized television legal commentator.

He is a graduate of Rutgers College where he received his Baccalaureate Degree in Political Science and Urban Planning. In addition to his studies, Mr. Tarver was an accomplished athlete. He competed as a member of

the college football team and gained recognition as a National Collegiate Boxing Championship regional finalist.

Robert Tarver continued his education at Rutgers School of Law. Upon graduation he began working as a criminal defense attorney with the States' Public Defender System. He later received an appointment as Assistant Monmouth County Prosecutor.

As a nationally recognized litigation specialist, he currently serves as Legal Analyst for MSNBC, the all news cable joint venture between NBC News and Microsoft. Additionally, his commentary can be heard on numerous television broadcast networks; among those, NBC, where he currently appears as an on air Legal Consultant to NBC News regularly appearing on the Today Show, Dateline and Nightly News. He has since 1993 appeared regularly on the Courtroom Television Network (Court TV) on their Miller's Law and Prime Time Justice shows in regular case coverage as well as a guest anchor. In all, he has made more than 500 television appearances in forums such as the Oprah Winfrey Show, NBC's Dateline, The Today Show, NBC Nightly News, Rivera Live, The Montel Williams Show, BET Talk, Charles Grodin and many others.

Robert Tarver has also moderated many forums and programs on legal, governmental and social issues including Capital Punishment and Affirmative Action. In 1996, he served as moderator for the 1996 Presidential Showcase Seminar of the National Bar Association in Chicago dealing with hate crimes. Recently, he appeared on BET Tonite debating Affirmative Action with controversial professor Lino Graglia of the University of Texas Law School.

He has been a radio commentator as well, appearing weekly on WOL AM (Washington D.C.) radio's nationally syndicated Talk America Radio and also on WSOK (Georgia) as a legal commentator.

He can currently be seen weekly on MSNBC, the new All News Cable Channel, where he serves as a weekly contributor, commenting on news and legal issues and on MSNBC's InterNight program where he serves as legal analyst. As legal analyst for MSNBC, he covered the story of discriminatory practices at Texaco and the subsequent lawsuit filed by African American employees.

Town Meeting Coordinator: Gregory Sims, MBA 1998



over seven years. She was also the Director of Human Resources at the Harvard Community Health Plan (HCHP) Hospital, and Manager of Employee Relations and Training and Development at Boston's Children's Hospital.

Ms. Fields has been a member of such prestigious boards as the National Human Resources Association, the Massachusetts Health Care Human Resources Association, The Human Resources Management Program at Bentley College, Dimock Community Health Center's Board of Visitors, and the Harvard Medical School's Biomedical Science Careers Project.

An experienced lecturer, writer, and frequent speaker at trade association meetings, she has taught college courses. At Stonehill College, she received the Healthcare Administration Faculty of the Year award.

Ms. Fields holds a degree from Boston University in Sociology and Hispanic Studies, and describes herself as "a citizen of the world." She has lived in several areas of the United States, as well as in Okinawa. Her travels have taken her around the world to such exotic locations as the Amazon Jungle, the Andes Mountains, Jamaica, Mexico, and various countries in Europe, South and Central America, and the Caribbean.

Charlene R. Jackson

Managing Director, Salomon Smith Barney



Ms. Jackson is a Managing Director and head of the Office of Workforce Strategy & Development at Salomon Smith Barney. Reporting directly to the Chairmen, she serves as a strategic advisor regarding the design and implementation of policies and programs to support the Firm's on-going commitment to workforce development and diversity.

Ms. Jackson is the chief architect of the firm's culture change strategy - aimed at attracting and retaining a high quality, well trained and diverse workforce at all levels.

Prior to accepting her current assignment with the recently merged firm, Ms. Jackson held a similar position at Salomon Brothers where she developed a comprehensive process to increase management effectiveness and workforce diversity. Before joining the Chairman's staff in 1995, she was a Vice President in Corporate Finance where she worked in the Project & Lease Finance and Global Power Groups. She joined Salomon as an Associate in 1990. Prior to that time, she acquired extensive management experience working with several prominent financial services companies.

In addition to overseeing Salomon Smith Barney's workforce development initiative, Ms. Jackson is active in several professional and community service organizations. She is Co-Chair of the Executive Board of the Security and Exchange Commission's Industry Committee on Diversity (SEC-SIC), and is a member of the Security Industry Association's Diversity Committee (SIA), the National Black MBA Association, the Financial Women's Association (FWA) and the National Association of Securities Professionals (NASP). She also serves on the Board of Directors of St. Christopher's-Jennie Clarkson Child Care Services and is actively involved with the Student Sponsored Partnership and Youth Educational Council.

Ms. Jackson received a concurrent BA (Magna Cum Laude) from Claremont McKenna College and an MBA from the Claremont Graduate School in 1987. In 1990, she received her JD from the Harvard Law School.

Willie M. Stanfield

Assistant to the Chairman, Texaco Inc.

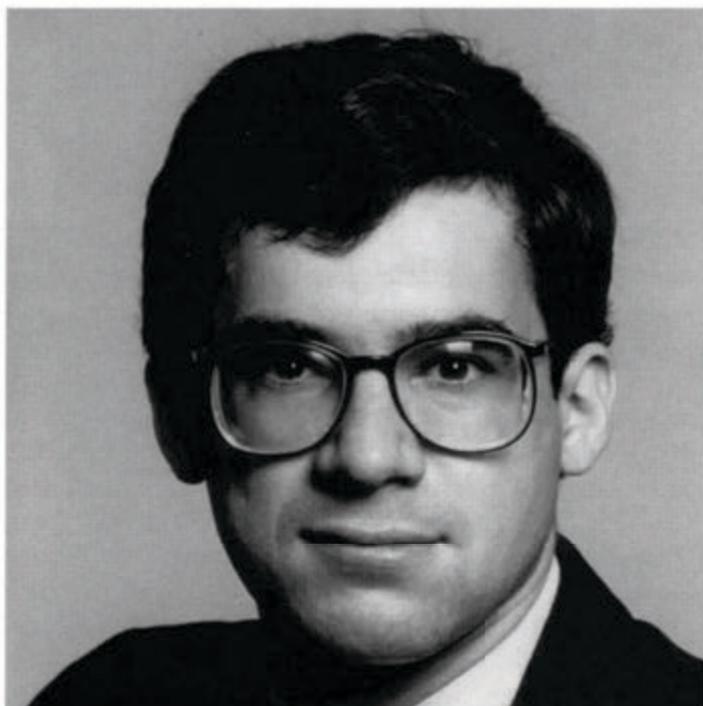


Willie M. Stanfield, Assistant to the Chairman of Texaco Inc., was born in Roxboro, N.C., on December 23, 1946. He was graduated in 1981 from Northeastern University in Boston with a bachelor of science degree in transportation and distribution management.

Stanfield began his career with Texaco in 1965 at the

Advanced Management Seminar I

Venture Capital and Community Development, Opportunities and Challenges



Josh Lerner

Associate Professor, Harvard Business School

Josh Lerner is an Associate Professor at Harvard Business School, with a joint appointment in the Finance and Entrepreneurial Management Units. He graduated from Yale College with a Special Divisional Major which combined physics with the history of technology. He worked for several years on issues concerning technological innovation and public policy, at the Brookings Institution, for a public-private task force in Chicago, and on Capitol Hill. He then

undertook his graduate study at Harvard's Economics Department.

His research focuses on the structure of venture capital organizations, and their role in transforming scientific discoveries into commercial products. He also examines competitive strategies of firms in high-technology industries, and the impact of public policy on these interactions. He is a Faculty Research Fellow in the National Bureau of Economic Research's Productivity Program. His work has been published in a variety of academic journals, including the *Journal of Finance*, the *Journal of Financial Economics*, the *Journal of Law and Economics*, and the *Rand Journal of Economics*, as well as in over thirty case studies.

In the 1993-94 academic year, he introduced an elective course for second-year MBAs on private equity finance. In the 1993-94 academic year, he introduced an elective course for second-year MBAs on private equity finance. In recent years, two full sections, each of approximately 100 MBAs and others, have signed up for "Venture Capital and Private Equity." He serves as Faculty Chair of the Focused Financial Management Series, a set of four targeted executive education courses on current issues in finance. As part of this series, he designs and teaches (with Paul Gompers) an executive course on private equity each year, which in 1998 is entitled "The Internationalization of Private Equity."

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Advanced Management Seminar III

Competitive Advantage of the Inner City



Michael E. Porter

Professor, Harvard Business School

Michael E. Porter is the C. Roland Christensen Professor of Business Administration at the Harvard Business School and a leading authority on competitive strategy and international competitiveness. He received a B.S.E. with high honors in aerospace and mechanical engineering from Princeton University in 1969, where he was a member of Phi Beta Kappa and Tau Beta Pi. He also received an M.B.A. with high dis-

tinguishment in 1971 from the Harvard Business School, where he was a George F. Baker Scholar, and a Ph.D. in Business Economics from Harvard University in 1973.

Professor Porter joined the Harvard Business School faculty in 1973 and became one of the youngest tenured professors in the School's history. His ideas have now become the foundation for one of the required courses at the School. Among Harvard Business School's most popular teachers, Professor Porter teaches strategy and created and leads a workshop at the School for newly appointed chief executive officers of billion dollar corporations. He also speaks widely on competitive strategy and international competitiveness to business and government audiences throughout the world.

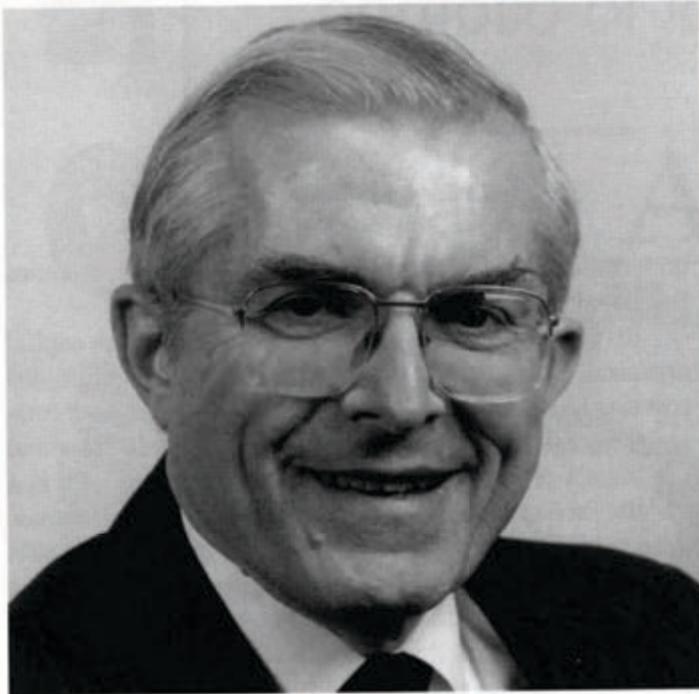
Professor Porter also serves as an advisor to other nations and regions. He has led major studies of the economy for the governments of such countries as India, New Zealand, Canada, and Portugal, and his ideas have inspired national competitiveness initiatives in more than a dozen other countries as well as in subnational regions such as Catalonia, Scotland, and Northern Ireland. Professor Porter is currently working with the heads of state of the seven Central American countries to develop an economic strategy for that region. Recently, he has undertaken a project bringing together national teams from Egypt, Israel, Jordan, and Palestine to advance the competitive potential of the Middle East.

**Seminars Coordinator: Christopher Capers, MBA
1998**



Advanced Management Seminar II

Applying the Strategic Service Vision to Community Revitalization



James L. Heskett

Professor, Harvard Business School

James L. Heskett is UPS Foundation Professor of Business Logistics at the Graduate School of Business Administration, Harvard University. He completed his Ph.D. at the Graduate School of Business, Stanford University, and has been a member of the faculty of The Ohio State University as well as President of Logistics Systems, Inc.

He is a member of the Board of Directors of Office Depot, the Equitable of Iowa Companies, and First Security Services

Corporation (and has served on the audit committee of several of these and other companies). He serves as a consultant to companies in North America, Latin America, and Europe.

Among his publications are books, including co-authorship of *The Service Profit Chain* (New York: The Free Press, 1997); *Corporate Culture and Performance* (New York: The Free Press, 1992); co-authorship of *Service Breakthroughs: Changing the Rules of the Game* (New York: The Free Press, 1990); co-authorship of *The Service Management Course* (New York: The Free Press, 1991); *Managing in the Service Economy* (Boston: Harvard Business School Press, 1986); co-authorship of *Logistics Strategy: Cases and Concepts* (St. Paul, MN: West Publishing Co., 1985); *Marketing* (New York: Macmillan Publishing Co., 1976); co-authorship of *Business Logistics, Revised Edition* (New York: The Ronald Press Company, 1974); and numerous articles in such publications as the *Harvard Business Review*, *Journal of Marketing*, *Sloan Management Review*, *California Management Review*, and others.

A member of the faculty of the Harvard Business School since 1965, he has taught courses in marketing, business logistics, the management of service operations, business policy, service management and general management. He has taught as well in the Advanced Management Program and other executive programs of the School.



Prospective Students Day

Mock Case Discussion



Linda A. Hill

Professor, Harvard Business School

Linda A. Hill is the Wallace Brett Donham Professor of Business Administration in the Organizational Behavior Area at the Harvard Business School. She is course head for the required Leadership MBA course. Her book, "Becoming A Manager: Mastery of a New Identity", explores the challenges of making the transition from star producer to manager. She

is also the author of "High Performance Management", a multimedia management development program on CD-ROM, content expert for a CD-ROM program entitled "Coaching", and "Power and Influence: Getting Things Done in Organizations", a custom casebook. 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 Federation of the Arts, Bankers Trust Company, Coopers & Lybrand, General Electric, Bristol-Myers Squibb, IBM, Merrill Lynch, and Molex International.

Professor Hill is currently a member of the board of Trustees of the Rockefeller Foundation, Bryn Mawr College, The Children's Museum, Boston, Beth Israel Deaconess Medical Center, Boston, the Board of Directors of Cooper Industries, the Human Resource Planning Society, and the American Repertory Theater Advisory Board.

Dr. Hill earned a Ph.D. in Behavioral Sciences at the University of Chicago. She received her MA in Educational Psychology with a concentration in measurement and evaluation from the University of Chicago. She has an AB, summa cum laude, in psychology from Bryn Mawr College.

Prospective Students Day Coordinators:

Melanie Bell, MBA 1998

Tara Jones, MBA 1988

26th Annual Career/Alumni Conference Agenda



Saturday, January 24, 1998

All Events at the Boston Park Plaza Hotel

<i>Activity</i>	<i>Location</i>	<i>Time</i>
Registration	Dartmouth/Exeter	7:00 a.m. - 2:00 p.m.
Alumni Breakfast/Forum	Plaza Ballroom	7:30 a.m. - 9:00 a.m.
Continental Breakfast	Georgian Foyer	7:30 a.m. - 9:00 a.m.
Opening Seminar	Georgian Room	9:15 a.m. - 10:15 a.m.
<i>George E. Curry, Editor-in-Chief, Emerge Magazine: The Affirmative Action Debate</i>		
Panel Session I		10:30 a.m. - 12:00 p.m.
Panel I	Whittier	10:30 a.m. - 12:00 p.m.
<i>How Information Technology Can Be Used To Strengthen Our Community</i>		
Panel II	White Hill	10:30 a.m. - 12:00 p.m.
<i>Inner-City Economic Development - Revitalizing Our Community Through Entrepreneurship</i>		
Panel III	Cambridge	10:30 a.m. - 12:00 p.m.
<i>Bridging The Gap Between Capital and Ideas</i>		
Keynote Luncheon	Imperial Ballroom	12:15 p.m. - 2:00 p.m.
<i>Frank Savage, Chairman, Alliance Capital Management International</i>		
Panel Session II		2:15 p.m. - 3:45 p.m.
Panel I	Whittier	2:15 p.m. - 3:45 p.m.
<i>Business Opportunities in Africa</i>		
Panel II	White Hill	2:15 p.m. - 3:45 p.m.
<i>Business Pioneers - Black Women Entrepreneurs</i>		
Panel III	Cambridge	2:15 p.m. - 3:45 p.m.
<i>Blacks in Professional Sports</i>		
Town Meeting	Georgian Room	4:00 p.m. - 6:00 p.m.
<i>One Year Later - The Lessons Learned From Texaco with Charles E. Walker, Jr.</i>		
*Book Signing	Georgian Room	6:15 p.m. - 7:30 p.m.
Cocktail Reception	Plaza Ballroom	7:00 p.m. - 8:00 p.m.
Closing Banquet (Black Tie)	Imperial Ballroom	8:00 p.m. - 10:30 p.m.
<i>Keynote Address: Hugh B. Price, President, National Urban League</i>		
Live Entertainment:		
The Fred Woodard Trio	Plaza Ballroom	10:30 p.m. - 2:00 a.m.
DJ Party (with Ollie)	Stanbro Room	10:30 p.m. - 2:00 a.m.

Sunday, January 25, 1998

All Events at the Boston Park Plaza Hotel

<i>Activity</i>	<i>Location</i>	<i>Time</i>
Brunch	Georgian Room	9:00 a.m. - Noon
Closing Church Service	Arlington/Berkeley/Clarendon	11:00 a.m. - Noon
<i>Deacon Karl Reid</i>		

All times and locations subject to change

**George E. Curry - author of "Affirmative Action Debate"*



26th Annual Career/Alumni Conference Agenda

Thursday, January 22, 1998

<i>Activity</i>	<i>Location</i>	<i>Time</i>
Welcome Address Pamela Thomas-Graham, <i>Principal, McKinsey & Company</i>	Burden Auditorium (HBS)	4:00 p.m. - 6:30 p.m.
Registration	Dartmouth/Exeter (Hotel)	5:00 p.m. - 8:00 p.m.

Friday, January 23, 1998

<i>Activity</i>	<i>Location</i>	<i>Time</i>
Prospective Students Day		
Registration	Burden Auditorium	8:30 a.m. - 9:30 a.m.
Welcome	Burden Auditorium	9:30 a.m. - 10:00 a.m.
MBA Class Visit	Aldrich Classrooms	10:20 a.m. - 11:40 a.m.
Lunch	Gallatin Lounge	11:45 p.m. - 12:45 p.m.
Mock Case Discussion	Burden Auditorium	1:00 p.m. - 2:30 p.m.
Student Panel	Burden Auditorium	3:00 p.m. - 4:00 p.m.
Reception	Burden Auditorium	4:00 p.m. - 5:00 p.m.

Advanced Management Seminars (AMS) & Alumni Events

Registration	Burden Auditorium	7:00 a.m. - 9:00 a.m.
Alumni Breakfast	Dean's House	7:30 a.m. - 8:45 a.m.
AMS I <i>Venture Capital and Community Development: Opportunities and Challenges</i> Professor Josh Lerner	Aldrich 112	9:00 a.m. - 10:30 a.m.
AMS II <i>Applying the Strategic Service Vision to Community Revitalization</i> Professor James L. Heskett	Aldrich 112	10:45 a.m. - 12:15 p.m.
Lunch	Hamilton Lounge	12:20 p.m. - 1:30 p.m.
AMS III <i>Competitive Advantage of the Inner City</i> Professor Michael E. Porter	Aldrich 112	1:45 p.m. - 3:15 p.m.

General Registration	Dartmouth/Exeter (Hotel)	4:00 p.m. - 10:00 p.m.
Career Fair	Imperial Ballroom	4:00 p.m. - 6:30 p.m.
Corporate/Alumni Reception	Plaza Ballroom	6:30 p.m. - 8:00 p.m.
Live Entertainment: The Fred Woodard Trio	Plaza Ballroom	9:00 p.m. - 2:00 a.m.
DJ Party (with Ollie)	Stanbro Room	9:00 p.m. - 2:00 a.m.

All times and locations subject to change



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ATKEARNEY

The recent boom in the internet and computing has created tremendous opportunity for many. The internet is being used to facilitate the information flow between parties with common goals and aspirations through various types of online communities. The creation and administration of these communities has been the focus of many recent startup companies (CitySearch, Firefly, PlanetAll, etc.). The panel will focus on the small businesses that provide information services that cater to the African-American community. Panelist will discuss the unique opportunities and challenges that the information revolution has created for the African-American community.

Nick Gleason

Co-Founder and President, CitySoft



Nick Gleason (HBS '97) is co-founder and President of CitySoft (www.citysoft.com), a high tech start-up company that specializes in World Wide Web development and in system networking. CitySoft hires pre-trained, talented young adults from lower income urban neighborhoods in order to help create high wage technology

jobs in technologically isolated communities. CitySoft was started at HBS as a project for Professor Marco Iansiti's class, Managing Product Development. CitySoft has been featured in a variety of print and online media and has been the subject of one HBS case (so far).

Before attending HBS, Nick was a successful business entrepreneur in the San Francisco Bay Area. Nick also has an extensive background in urban development and has worked with a variety of non-profits, foundations and government agencies in Oakland, San Francisco, Newark and Boston. Nick earned his undergraduate degree from Stanford where he majored in Political Science (with Honors) and English.

Omar Wasow

Founder and President, New York Online



Omar Wasow, 27, is the founder and president of New York Online, a leading developer of online ventures. Profiled in the New York Times, Fortune, MTV, The MacNeil/Lehrer Newshour and Wired, Wasow has been tagged by Newsweek Magazine's article "50 for the Future" as one of the most influential people to watch

in cyberspace. New York Online has worked closely with clients, ranging from Fortune 500 giants to modest non-profits, assisting them in using the Internet to achieve long term strategic business goals. Current and former clients include The College Board, Consumer Reports, The Martinique Promotion Bureau, The New Yorker, Pfizer and Samsung.

Before founding New York Online, Wasow completed an individually designed major in Race and Ethnic Relations at Stanford University. Following school he worked on the Advance Team of Freedom Summer '92 coordinating a twenty-two city cross-country voter registration drive. Later he became the Assistant Director of Strictly Business, a non-profit job training program that taught legal entrepreneurship to ex-drug dealers.

Panel Coordinator: Malcolm Duerod, MBA 1998



How Information Technology Can Be Used To Strengthen Our Community

Malcolm CasSelle

Co-Founder and CTO, NetNoir



Malcolm CasSelle is co-founder and Chief Technology Officer of NetNoir, Inc., the first new media company dedicated to developing, digitizing, and distributing distinctive Afrocentric programming for all forms of interactive media. NetNoir Online, the Soul of Cyberspace and Your

Home for Black Interactive Culture and Entertainment, (<http://www.netnoir.com>, AOL keyword "NetNoir") is the company's first service launched June 19, 1995. Notable accomplishments including the first online live chat interview with a sitting head of state, Jean-Bertrand Aristide of Haiti in July, 1995. NetNoir Online celebrated its year anniversary bringing Stevie Wonder online for a live interview.

Malcolm is active in community development, serving as a Director for BAMIT, an alumni organization for Blacks at MIT and advising to RRTN, (Robert R. Taylor Network), a project using multimedia and the Internet to archive the contributions of Blacks in science, technology, and architecture.

Previous to founding NetNoir, Malcolm lived in Tokyo, Japan, working for Nippon Telephone and Telegraph (NTT). Malcolm holds Bachelors and Masters degrees in computer science from MIT and Stanford University respectively.

Darcy D. Prather

Founder, Prather Enterprises, Inc.



Darcy D. Prather is the founder of Prather Enterprises Inc., based in Chicago. His latest venture is What2Read, an electronic literary community on the World Wide Web focused on servicing the unique reading needs of African Americans. The goal of What2Read is to become the bookstore that

everyone knows and loves and more importantly encourages African Americans to read.

Mr. Prather completed two majors as an undergraduate at the Massachusetts Institute of Technology (M.I.T.) in 1991 as he earned degrees in both Electrical Engineering and Science, Technology and Society. While at M.I.T., Mr. Prather took leadership roles in various on campus groups such as President of the NSBE chapter, co-chair of Chocolate City and captain of the football team. He was a member of a NSBE chapter that was named National Chapter of the Year and also where he was individually named National Member of the Year.

Mr. Prather received a Rhodes Scholarship and studied Philosophy, Politics and Economics at Oxford University. Afterwards, he took a position as an associate at McKinsey & Company. After deciding to form his own company, he continued to work part time for McKinsey. What2Read was created in July 1997, fulfilling a long standing desire to create his own business.

This panel will address the idea of economic development through entrepreneurship and community enterprise development; creating societal and economic value within the borders of our cities. Panelist will represent the wide spectrum of businesses on the private enterprise continuum. From start-up non-profits to well-entrenched church enterprises to major financial services firms that have been built to serve to good of the urban environment. Panelist will share their enterprise development experience and their vision on revitalizing the inner-cities vis-a-vis their own endeavors. The HBS community will be challenged to consider their own post-graduate endeavors.

Steven Rogers

Clinical Professor of Finance and Management, Kellogg

Steven Rogers is a Clinical Professor of Finance and Management at J.L. Kellogg Graduate School of Management - Northwestern. He has also been an Entrepreneur-in-Residence at the Ewing Marion Kauffman Foundation since 1994. Mr. Rogers has taught Entrepreneurial Finance at Kellogg since 1993. He has been named to the Faculty Honor Roll (top 25%) every quarter he has taught.

He joined Kellogg as a full-time faculty member in 1995. Mr. Rogers was one of the top five professors considered for the 1995 Kellogg Outstanding Professor of the Year for the Masters of Management (full-time) and the Managers Program (part-time). He also was named the Outstanding Professor of the Year in June and December 1997, Executive Management Programs. In 1996, Business Week named him one of the top 12 entrepreneurship professors at graduate business schools in the U.S. In 1997, Business Week named him one of 12 "New Stars of Finance."

He has taught in other Kellogg programs including the AMA Physician Entrepreneurship Workshop, the Executive Management Program, the LEAD Program, the Alumni Saturday Seminar Series, Alumni Business Roundtables, G-I-M Program in Poland, and NMSOC Advanced Management Program. He is also the Director of Kellogg's Entrepreneur Internship Program and a member of Northwestern University's Professional Sports Counseling Panel.

Panel Coordinator: Stanton Brown, MBA 1998

John D. Smith

President & CEO, Indivo!



Mr. John D. Smith is founder, President and CEO of Beauty Concepts, Incorporated (BCI). BCI was formed to develop, operate and franchise a national salon chain that better serves people of African descent. Mr. Smith invested two years working full-time researching and developing the Indivo! Concept prior to

opening the first test store in Upper Darby, Pennsylvania. During those two years, he also spent several months managing a hair salon prior and developing the company's operating system.

Prior to founding BCI, Mr. Smith was a management consultant with the international consulting firm of McKinsey & Company. While there, he focused on advising clients in the retail and consumer goods industries. Accordingly, Mr. Smith had the opportunity to work with one of the nation's leading ethnic hair manufacturers. Mr. Smith was also a design engineer for General Electric and a Marketing Representative for IBM. While at IBM, Mr. Smith founded his first business, U.S. Cleaning Services. U.S. Cleaning Services was a franchised commercial cleaning service based in Princeton, New Jersey.

In 1992, Mr. Smith earned his MBA from the Harvard Business School and received a scholarship as a Harvard Fellow. Prior to attending Harvard University, Mr. Smith received a full football scholarship to attend Temple University. While at Temple, he made the most of the opportunity and earned his Bachelor of Science in Electrical Engineering. He was a four-year letterman and earned All-East honors. Mr. Smith also received a full academic scholarship to the prestigious Philadelphia prep school, William Penn Charter.



Inner City Economic Development - Revitalizing Our Community Through Entrepreneurship

Melissa Bradley

Founder & Chairperson, TEDI

Melissa Lynn Bradley is currently a Financial Regulatory Affairs Fellow with the Department of Treasury, Office of Thrift Supervision. During the thirteen month assignment Melissa is responsible for researching the impact of welfare reform, microenterprise lending and individual development accounts on the financial industry and providing recommendations for action on the part of the banking sector. Her research includes: publishing three research papers, creating relevant informational and marketing materials on each subject, developing an industry-wide conference and training modules, and lecturing at relevant conferences and symposiums throughout the United States about her research.

Melissa is Founder and President of The Entrepreneurial Development Institute (TEDI). TEDI is international, non-governmental organization based in Washington, D.C. whose mission is to serve as a catalyst for permanent social change, economic development and community empowerment. TEDI programs seek to empower disadvantaged youth to develop small businesses, avoid drugs and crime, sharpen academic skills, and form positive attitudes about themselves and their communities. Since its inception in 1991, TEDI has served over 15,000 youth throughout the United States and assisted in the creation of over 250 youth businesses. More importantly, TEDI has expanded to twenty-two cities and there international sites in just three years.

Ms. Bradley graduated from Georgetown University in 1989 with a Bachelor of Science degree in Finance from the School of Business. In May 1993, she completed her Master's in Business Administration in Marketing from American University in Washington, D.C. where she was a Graduate Fellow and founder of the Graduate Business Association's Volunteer Service Committee.

Keith T. Clinkscales

President & CEO, VIBE



Keith T. Clinkscales, President and CEO of VIBE, has been the guiding force behind the urban music magazine since its inception in September 1993. The magazine, a joint venture between Quincy Jones-David Salzman Entertainment and Time Inc. Ventures, was sold to VIBE Ventures, a partner-

ship lead by Jones and Robert L. Miller of Miller Publishing Group. Clinkscales and John Rollins, VIBE Publisher, round out the ownership group. VIBE is the first magazine of its kind to focus on the many facets of urban music and the multi-culture generation of trendsetters who inspire it.

Clinkscales joined VIBE as Chief Operating Officer. He was promoted to President and Chief Executive Officer in February 1994. Under his leadership, the magazine has experienced tremendous growth. VIBE's initial circulation base started at 100,000 in 1993, increasing to its present circulation of 600,000. His business acumen has allowed VIBE to grow beyond the magazine into a franchise that recently includes "VIBE," a one-hour late-night syndicated entertainment/talk series, hosted by actor-comedian, Sinbad. Clinkscales is the Executive in Charge of Production for the show.

Prior to embarking on a career in the media, Clinkscales graduated with an M.B.A. from Harvard Business School and accepted a position with Chemical Bank as a Credit Analyst. He was quickly promoted to Account Officer, wherein he later decided to pursue an entrepreneurial opportunity in publishing.

New and developing companies are faced with the uncertain and difficult process of obtaining capital to build and grow their businesses. Venture capital and private equity markets are often the most viable funding alternative for these companies. Venture capital and private investors identify and back superior management teams, supporting their talent and vision with capital and experience. Why is this industry so attractive? What are the skills necessary to be successful in this industry? Where is this industry going? A power-packed panel of senior African-American professionals from the venture capital and private equity communities will address these questions as well as discuss their personal experiences, successes, and challenges.

member of the Boards of Directors of Envirotech Systems Corp., Hayes Wheels International, Inc., Midwest Stamping & Manufacturing Co., and the National Association of Investment Companies.

Terry Jones

General Partner, Syndicated Communications, Inc.



Terry L. Jones is General Partner of Syndicated Communications, Inc., a communications oriented venture capital investment company. Prior to joining Syndicated Communications in 1978, Mr. Jones served as Senior Financial Analyst for the Communications Research Center in

Washington, D.C.; he was co-founder and Vice President of Kiambere Savings and Loan, Nairobi, Kenya; Director of Operations, Longwe and Company, Nairobi, Kenya; Lecturer, University of Nairobi; Financial Analyst, Walker & Dunlop; and Senior Engineer, Litton Industries and Westinghouse Corporation. Mr. Jones is a member of the board of directors of several corporations and organizations, including: Syndication Communications, Inc., Syncom Capital Corporation, National Association of Investment Companies (presently serves as Chairman of the Board), Delta Capital Corporation (a Mississippi based venture capital company), Sun Delta Capital Access Center, and the Southern African Enterprise Development Fund, a presidential appointment.

Mr. Jones received a B.S. degree in Electrical Engineering from Trinity College, a M.S. degree in Electrical Engineering from George Washington University, and a MBA from the Harvard University Graduate School of Business Administration.

Laurence C. Morse, Ph.D.

Partner, Fairview Capital

Laurence C. Morse is a co-managing partner of Fairview Capital Partners, Inc. and a General Partner of Fairview Capital, L.P. and Fairview Capital II, L.P. (the Fairview Capital "Funds"). Fairview Capital Partners, Inc., based in Farmington, Connecticut, provides investment management and advisory services to qualified institutional investors and serves as investment manager of the Fairview Capital Funds, which invest in venture capital and other private equity limited partnerships.



Prior to joining Fairview, Dr. Morse was a co-founder and Partner of TSG Ventures in Stamford, Connecticut, where he initiated and directed equity investments in a variety of companies. He began his career in venture capital with UNC Ventures in Boston, Massachusetts in 1983, leaving in 1988 as an investment officer.

Over the last decade, Dr. Morse has been a consultant to a number of private and public institutions. Recent engagements have included serving as Senior Venture Capital Advisor to the United States Agency for International Development on the formation of the Southern Africa Enterprise Development Fund, and as leader of the team of experts retained by U.S.A.I.D. to perform the final evaluation of the Ghana Venture Capital Fund.

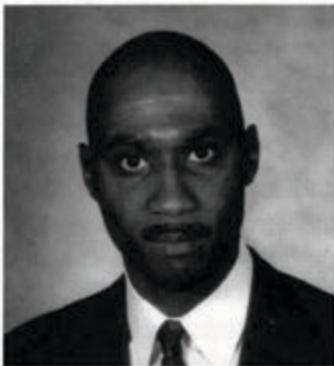
Dr. Morse graduated from Howard University with a BA in Economics, summa cum laude. He earned MA and Ph.D. degrees in Economics at Princeton University and has been a post-doctoral fellow at Harvard University.



Bridging The Gap Between Capital and Ideas

Lewis E. Byrd

General Partner, Opportunity Capital Partners



Lewis Byrd is a General Partner of Opportunity Capital Partners III, L.P. He has been affiliated with the Opportunity Capital Companies since 1990. Prior to joining Opportunity Capital, Mr. Byrd worked in the investment banking industry with The First Boston Corporation and

PaineWebber Incorporated. He served as Plant Manager of Talco Metals, a manufacturer and distributor of copper and brass anodes in Philadelphia, Pennsylvania.

Mr. Byrd has served as a member of the Board of Directors of several Opportunity Capital portfolio companies, including his current role as Chairman of the Board of Convenience Corporation of America Incorporated. Mr. Byrd is also a member of the Board of Directors of Keystone Venture Partners in San Francisco and he is a past President of the Board of Directors of the Tri-City Homeless Coalition in Fremont, California. He has a BA degree from Harvard College and an MBA from the Harvard Business School.

**Panel Coordinators: Gregory Ficklin, MBA 1998
Jerry Johnson, MBA 1998**

Cleveland A. Christophe

Managing Partner, TSG Capital Group, L.L.C.



Mr. Christophe has been a Managing Partner and major shareholder of TSG Capital Group since its inception in 1994. TSG is a \$225 million, nationally-focused private equity fund which serves as a sponsor of and lead investor in leveraged buyouts of middle market companies in a variety of industries and

market segments. Additionally, since 1990 he has been a Principal and major shareholder of TSG Ventures Inc., a Small Business Investment Company which specializes in financing minority entrepreneurs. TSG Ventures, formerly known as Equico Capital Corporation, was a wholly-owned subsidiary of The Equitable Life Assurance Society until 1992 when Mr. Christophe and Duane E. Hill led a management buyout of Equico from the Equitable.

Previously, Mr. Christophe was Senior Vice President of TLC Group, L.P., the leveraged buyout firm controlled by Reginald F. Lewis, where he played a leading role in the \$1 billion acquisition of the Beatrice International Food Company.

From 1971 to 1987, Mr. Christophe held numerous senior positions with Citibank, N.A., including Country Head for Colombia; President of Banco Internacional de Colombia, Citibank's subsidiary; Country Head for Jamaica; Head of the High Technology Corporate Banking Team; Country Operations Head for France; Securities Analyst Team Head; and Venture Capital Officer.

Mr. Christophe received an MBA from the University of Michigan in 1967, a BS from Howard University in 1966, and has been a Chartered Financial Analyst since 1975. He is a

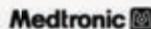
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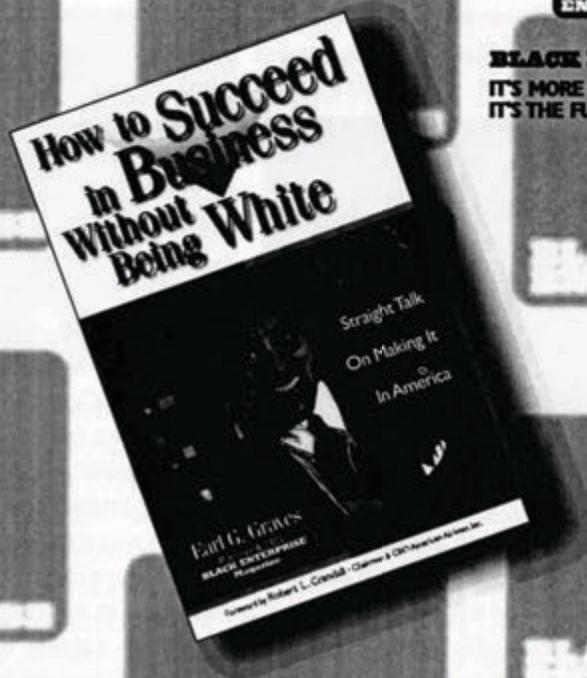
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Eighty percent of the National Basketball Association's players are black, sixty-seven percent of the National Football League's players are black, and seventeen percent of Major League Baseball's players are black. However, blacks have historically been denied access to decision-making posts and ownership groups in the professional sports arena. In a period of dynamic growth and changing economics for professional sports, the complexion of its management is changing as well.

of the City of New York. He serves on the Board of Trustees of Citizens Budget Commission of the City of New York and previously served on the Board of Directors of the International Trademark Association.

Jimmie Lee Solomon

Executive Director, Minor League Baseball



In July, 1991, Jimmie Lee Solomon was appointed Executive Director of Minor League Operations by then Commissioner Fay Vincent. Today, he is considered one of the most powerful and influential men in the world of sports as he governs the relationship between Major League Baseball and it's

Minor League System.

After graduating from Harvard Law School in 1981, he joined Baker & Hostetler, one of the top corporate law firms in the country, where he eventually became partner. During his ten years at Baker & Hostetler, he advised the National Football League Management Council and handled National Football League arbitration hearings. His areas of expertise run the gamut of the business of sports: contract negotiations, corporate and business legal matters, governmental and legislative strategic planning and lobbying. While at Baker & Hostetler, he also represented a number of professional football and basketball players.

Overseeing the entire Minor league operations of Major League Baseball consisting of 17 leagues, with 175 member clubs, entail far more than evaluating and structuring a competitive balance for player talent. It also requires the administration of facility and playing field renovations and upgrades; the implementation of financial reporting and

ratio testing programs; the governing of all transfers of ownership; the handling of all matters involving the Major and Minor League officials in the establishment of policies and procedures to enhance the working relationship between their respective clubs. A Minor League team cannot be bought, sold or moved from one city to another without the input or approval of Mr. Solomon. Minor League baseball has truly flourished under his direction. Since 1991, 54 new facilities have been built and over \$600 million has been spent to refurbish the environment for Minor League teams across the country.

In a billion dollar industry where time is money and decisions must be made promptly and accurately to protect the interests and investments of both the Major and Minor League owners, Mr. Jimmie Lee Solomon is a vital decision maker.

Cathy Hampton

Associate Counsel, NBA

Cathy D. Hampton is Associate Counsel for NBA Properties, Inc. in New York City. In her current position, Ms. Hampton drafts and negotiates marketing, sponsorship and advertising agreements for the NBA, WNBA as well as all NBA events including All-Star Weekend, the NBA Draft Lottery and international events. She also acts as the legal liaison for each NBA and WNBA team.

Her responsibilities at the NBA cover all aspects of intellectual property and media, including television, print, radio and internet advertising. Prior to joining the NBA, Ms. Hampton was an associate with the International Finance Team at Shearman & Sterling in both its New York and London offices. Ms. Hampton earned her B.A. in Political Science from Spelman College and her JD from Harvard Law School. She also studied at the University of the West Indies and Oxford University.

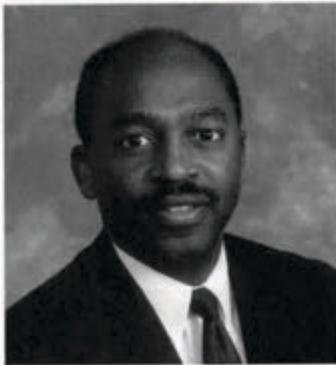
Panel Coordinator: Malcolm Turner, MBA 1998



Blacks In Professional Sports

Jonathan Mariner

Vice President of Finance and Administration, Florida Marlins



Mr. Mariner currently serves as Vice President of Finance and Administration for the Florida Marlins Baseball Club. In his capacity as Chief Financial Officer for the Marlins, he is responsible for directing all day-to-day financial and administrative operations for this professional sports franchise, including the financial

reporting, budgets, payroll and treasury functions. He also responsible for the administration of all human resources, office, MIS and risk functions for the Marlins.

Eighteen months ago, Mr. Mariner also assumed the role of Chief Financial Officer for Pro Player Stadium, the 70,000 seat, 216-suite sports complex which serves as home for both the Florida Marlins and Miami Dolphins.

Prior to joining the Marlins, Mr. Mariner served as Vice President, Finance and Administration for the Greater Miami Convention & Visitors Bureau, the private non-profit entity exclusively responsible for tourism promotion and development for Dade County, Florida. His primary focus involved implementing new computerized accounting controls and budgeting systems, resulting in significant costs saving and a complete financial turn-around from a debt-laden, cash poor operation to one with seven-figure surplus cash balances.

Mr. Mariner graduated from the University of Virginia in 1976 with a B.S. degree in Accounting and a minor in Management Information Systems and is a Certified Public Accountant (CPA). He received his MBA degree from Harvard Business School.

John T. Rose II

Player Relations and Administration, NBA



John Rose, a Harvard Law School graduate, has served as a lawyer and executive in the entertainment and sports industries, where he has worked on a variety of cutting edge projects.

In 1994, John was promoted to Senior Vice President, Player Relations and Administration of the National Basketball

Association with responsibility for, among other things, coordinating the many contractual and commercial relationships with current and former players, coaches and talent.

Previously John served as Vice President and General Counsel of NBA Properties. In this position, John guided the legal affairs of NBA Properties as it nearly quadrupled its licensing business (to \$1.8 billion annually), expanded its marketing and sponsor business, developed its program production business (now including weekly network television and cable programs), broadened its base of marketable properties, implemented a worldwide trademark registration program and extended its special event and promotion business into international markets.

Before joining NBA Properties in 1989, John was Vice President, Law, Staff at the National Broadcasting Company. There he worked on a variety of matters including NBC's acquisition of the broadcast rights to the 1980 a 1988 Summer Olympics, the development of NBC's innovative K-band satellite delivery system and a number of new business initiatives.

He is an active member of a number of professional and business organizations including the Association of the Bar

The collapse of apartheid and the gradual wave of political and economic reform have turned on the lights in the business landscape of what is considered the Dark Continent. Private Equity investors, entrepreneurs and large corporations are springing up all over in fields ranging from manufacturing, mining, retail, export, telecommunications and the internet, making unprecedented returns. The risks are several, the returns are enormous, the reforms have been slow but steady, however nagging questions still remain in a lot of people's mind: How do you deal with government's involvement in enterprise? How do you tap into the large low wage labor force? How do you deal with lack of infrastructure and the absence of a solid capital market? How do you deal with inflation and exchange rate instability in the region? How do you deal with ethnic and geo-political conflicts? How do you insure your capital in a region where the rule of law is perceived as non-existent? This panel promises to offer meaningful and relevant insights to questions about doing business in Africa.

Competitiveness Report, which will be presented with the Global Competitiveness Report at the World Economic Forum at Davos in late January 1998. She has also worked on African economies at the World Bank.

Dr. Shelly Leanne

Faculty Member, Kennedy School of Government



Shelly Leanne is a faculty member of Harvard University's Kennedy School of Government where she lectures about contemporary South African political and economic issues as well as African American entrepreneurial efforts in the "new" South Africa. Through her work, Dr. Leanne is highly involved with several South

African development projects and has spent many months in South Africa where she has met and held discussions with President Nelson Mandela, Foreign Minister Alfred Nzo, ANC leader Walter Sisulu and Archbishop Desmond Tutu. Prior to joining the faculty of Harvard, she served as a consultant with McKinsey & Company.

Dr. Leanne is an honors undergraduate of Harvard College and she received her Masters and Ph.D degrees from Oxford University where she was a Fulbright Scholar and a Woodson Fellow. In 1995, Dr. Leanne's dissertation entitled African American Initiatives Against Minority Rule in South Africa received Oxford University's highest honor, Oxford's nomination for the British International Studies Association Prize, given for the best work in International Studies submitted in England, Scotland and Wales. Her first book, *Black Americans and the Emergence of the "New" South Africa*, will soon be published through the University of Virginia Press.

Kathryn D. Leary

President & CEO, Leary Group Inc.



Kathryn D. Leary is President and CEO of The Leary Group Inc., in New York, which specializes in international marketing and communications, trade development and executive training programs for global success. As a guest lecturer at Stanford Business School, her alma mater, Kathryn has assisted M.B.A.

candidates with their career development and with new approaches to realizing their broader potential. As a consultant, trainer and lecturer for firms including AT&T, Lucent Technologies and Corning Inc., she motivates executives to expand their potential as global managers. She is frequently sought as a lecturer on the topics of developing a global perspective, creating competitive business strategies in the international marketplace and preparing women for success in global business.

Of her twenty seven years of marketing and communications experience, she devoted fourteen years to Madison Avenue, working on account management for advertising firms including Young and Rubicam, BBD&O and Ted Bates where she was vice president. She served four years as President and CEO of a Saachi & Saachi affiliate. Her international business experience includes work in France, Italy, Japan, West Africa, South Africa and the Caribbean. Among the clients for whom she has developed successful business strategies are Procter & Gamble, Kraft General Foods, Gillette, Bacardi Imports, M&M Mars, NYNEX, American Express, Colgate-Palmolive, Ben & Jerry's Homemade, Inc., AT&T, Corning Inc., United Technologies, New York State Department of Economic Development and ESKOM, a utilities company in South Africa. In addition, she has made presentations on global business to Catalyst and on global diversity to The Conference Board.



Business Opportunities In Africa

Lamond Godwin

Chairman & CEO, Peachtree Asset Management



Lamond Godwin is a Managing Director of Smith Barney Inc., one of the nation's largest securities firms and Chairman and Chief Executive Officer of the firm's Peachtree Asset Management Division.

Located in Atlanta, Georgia, Peachtree Asset Management specializes in the manage-

ment of domestic and global equity portfolios for institutional clients including: corporations, public and union pension funds, university and foundation endowments, financial institutions, and charitable and ecclesiastical organizations in the United States and other selected markets throughout the world.

He served in the Carter Administration as a senior official of the U.S. Department of Labor and is a charter member of the U.S. Senior Executive Service. He is a former Resident Fellow of the Harvard University J.F.K. School of Government and a former Senior Research Associate at the Wharton Applied Research Center. He is a former Senior Advisor to the Chairman of the U.S. House of Representatives, Committee on the Budget and he has held teaching or research positions at Rutgers - The State University of New Jersey, The University of Michigan, The University of Texas and The University of Illinois.

He served as a consultant to a wide variety of philanthropic and business organizations including The Ford Foundation (1966-1987) and The Rockefeller Foundation (1981-1985). He is a Senior Advisor to the International Foundation For Education and Self-Help and currently serves as a Trustee of Clark Atlanta University. He is a member of The National Board

of Governors of The Nature Conservancy and serves as a director of the Southern Center for International Studies. He is a Vice Chairman of the Opportunities Industrialization Centers (OIC), which is the largest network of community based skills training programs in the United States and sub-Saharan Africa.

In October 1994, he was appointed by President Clinton to the Board of Directors of the \$100 million Southern Africa Enterprise Development Fund. In January 1997, he was appointed to the Georgia Board of Natural Resources by Governor Zell Miller.

Lisa D. Cook, Ph.D.

Development Associate, Harvard Institute for International Development



Lisa Cook became the first Marshall Scholar chosen from Spelman College in its history in 1986. As a Marshall Scholar, she earned a second B.A. in Philosophy, Politics and Economics from Oxford University in 1988. She continued her studies in philosophy at the Universite Cheikh Diop de Dakar from 1988 to 1989. From 1990 to 1991, Dr.

Cook served as Special Assistant to Alice Rivlin, then a Senior Fellow in the Economic Studies Program at the Brookings Institution. She completed a Ph.D. in economics at the University of California, Berkeley in 1997.

Her dissertation research focused on Russian capital markets in the pre- and post-Soviet periods. Although her research focuses on financial liberalizations in African countries. She was a major contributor to the African

Panel Coordinator: Uche Orji, MBA 1998

Without question entrepreneurship will be a vital component in the rebuilding of our communities. African-American women are by no means new-comers to the arena of building businesses. This panel will focus on African-American women who are already a major force on the entrepreneurial front. Hear from a broad range of distinguished women—from seasoned entrepreneurs who have been successful for decades, to brave pioneers who are just starting out new ventures. Discussion will focus on the complexities involved in the decision to become an entrepreneur, and the numerous challenges that entrepreneurs face. In addition, it will cover the unique issues that Black women face in starting, building and maintaining an entrepreneurial venture.

Selma Jackson

Co-Owner, 4W Circle of Art & Enterprise



Selma Jackson, the middle child of five daughters born to James and Anna McNeely, grew up in the South Bronx when it was a cluster of neighborhoods — just like Brooklyn is now! Educated in the public schools of New York City and a graduate of Hunter College, Ms. Jackson received a B.A. in chemistry

and a M.S. in Environmental Health Services.

Becoming an entrepreneur grew out of seeing her parents in business. Her mother catered for friends and family and her father quit his job of sixteen years as a New York City bus driver to open a washing machine/refrigerator repair service. At the age of thirteen, Ms. Jackson was secretary and bookkeeper for her father. "By the time I was fifteen years old, I decided that when I reached the age of forty, I would be in business for myself...just like my dad!"

Although it took Ms. Jackson a little longer than planned, she is grateful for the training ground provided by her fifteen years work experience at Chemical Bank, including her years as branch manager. Some of the planning and design of 4W Circle of Art & Enterprise are an outgrowth of her banking expertise.

4W Circle of Art & Enterprise, now in its sixth year, is a cooperative collective dedicated to providing an opportunity for home based businesses to try retail with minimal risk and gain strength to open their own establishment. 4W Circle of Art and Enterprise has four "children" in the universe.

Lillian Lincoln

President & CEO, Centennial One, Inc.



Lillian Lincoln is President & CEO of Centennial One, Inc., located in Landover, Maryland. COI provides a range of services to building owners and managers ranging from full janitorial services and the distribution of janitorial supplies and equipment, to total care and service of carpets, carpet

installation, upholstery cleaning and painting.

From its inception in 1976, she has watched her company flourish from 20 part time workers to a present day work force of over 900. She is a woman of perseverance and determination. She graduated from the 8(a) set aside program in 1985. Her company continued to flourish because she launched a successful aggressive marketing program, to reestablish the two-thirds loss of revenue due to COI's graduation. Presently, an estimated 95% of sales come from the private sector.

She is the first African American female to receive an MBA from Harvard University Graduate School of Business Administration. She is an alumna of Howard University with a BA in Business Administration. Her exceptional educational background has been utilized in a variety of positions in the workplace including as a college-level instructor, business manager/consultant and stockbroker.

In 1995, she was elected the first female President of the Building Service Contractors Association International (BSCAI) for a one year term. BSCAI, a 30-year-old institution, has a membership of approximately 2600 people.

She is an active member of her church, The First Baptist



Business Pioneers - Black Women Entrepreneurs

Rena Clark

President, Ward Hill Holdings L.L.C.



Rena Clark is currently President/Owner of Ward Hill Holdings, a specialty commercial printing and packaging company located in Haverhill, Massachusetts. Ward Hill provides printed paper products primarily to the large quick serve franchise companies. Its customers include McDonald's, Burger King and Taco Bell.

After managing a year long turnaround of Ward Hill, Ms. Clark, in 1996, along with a partner acquired all of the assets of Ward Hill from its previous owner.

Prior to joining Ward Hill in 1995 as the company's President, Ms. Clark served as Director of the MBA Program at the Harvard Business School, from 1991-1995, where she managed a staff of 45 professionals and a number of key functions including admissions, financial aid, student services and the budget.

From 1989 to 1991, she was a Consultant at Bain & Company in Boston. While at Bain, she worked with Fortune 100 clients (primarily heavy equipment manufacturers), to develop and implement corporate and manufacturing strategy. She also held a number of line positions with GE primarily in manufacturing from 1984-1988 prior to attending graduate business school. Ms. Clark received a Bachelor of Science degree in Mechanical Engineering from Lamar University and a MBA degree from the Harvard University Graduate School of Business.

She is a member of the St. Paul A.M.E. Church in Cambridge, MA and has served as a member of the Judge Baker Children's Center Gala Celebration Committee for

1997. She is a member of the Harvard Business School Alumni Association Board of Directors, and HBS Association of Boston Board of Governors. She is also Vice Chair of the HBS African American Alumni Association.

Gabrielle Elise Greene

CEO, InTouch Communications

Ms. Greene is CEO of InTouch Communications, an early stage company which has developed an on-site, two-way paging system. Prior to joining InTouch, Ms. Greene is a principal of HPB Associates, a New York based hedge fund. Previously she was the managing director of the Commonwealth Enterprise Fund, a venture capital fund for companies in Massachusetts. Prior to CEF, Ms. Greene was a principal at UNC Partners, a nationally focused minority venture capital firm. She also worked for several years as an associate consultant at Bain and Company, a Boston based management consulting firm.

Gabrielle Greene received her B.A. from Princeton University in 1981, where she majored in Urban Studies at the Woodrow Wilson School. In 1987, she received her M.B.A. from Harvard Business School and J.D. from Harvard Law School.

Mrs. Greene is a member of the Massachusetts State Bar. She is a trustee of the Entrepreneurial Growth and Investment Institute in Washington D.C. She is a board member of Boston's Children Museum and the Boston Partnership.

Panel Coordinator: Anna Banks, MBA 1998



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Church of North Brentwood. She serves as Treasurer of the Community Development Corporation, sings in the choir and works with the school program. Her community activities include involvement with the United Way as Co-Chair and Chair of Prince George's County Campaign.

Ms. Lincoln has received several awards and recognition for her contributions to society and serves on several boards.

Phyllis Hill Slater

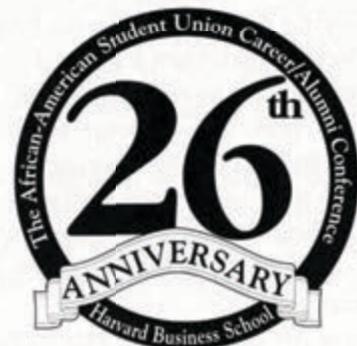
President, Hill Slater Inc.

Phyllis Hill Slater is President of Hill Slater Inc. (HSI), an Engineering and Architectural Support Systems firm located in Great Neck, Long Island, New York. HSI, established in 1984, maintains a diverse practice in providing much needed support to the Engineering and Architectural community, for private enterprise, as well as, City, State and Federal governments. HSI provides services such as construction management, supervision and inspection of construction, survey of existing conditions, quality control, computer generated specifications and E.I.S. assistance, CPM, renderings, estimates, AutoCAD, drafting/design and Affirmative Action Management for its clients.

Ms. Hill Slater is the current president of the National Association Women Business Owners (NAWBO) and Les Femmes Chefs d'Entreprises Mondiales (FCEM). She is member of the board of directors for NAWBO, the Institute for Community Development (ICD), the Long Island Museum of Science and Technology, the Town of Hempstead Women and Minority Revolving Loan Program and the Long Island Association (LIA). She is both the chairperson and founder of two organizations: New York State Black Women Enterprises (BWE) and the Women Business Owners Corporation (WBOC).

Ms. Hill Slater is very involved with government and has been elected and appointed three times to participate in the White House Conference on Small Business. She has also participated in the New York State Conference on Small Business as well. She is a trustee for the North Shore University Hospital, SUNY Stony Brook University Foundation, SUNY Old Westbury University Foundation and WLIW, Channel 21 Public Broadcasting Television.

Ms. Hill Slater is a member of the New York/New Jersey Minority Purchasing Council, Delegation of Long Island Business and Professional Women, 100 Black Women of Long Island, National Society of Engineers and Women Economic Developers of Long Island (WEDLI). She is also a lifetime member of the National Association of Women Business Owners. She is always sought after by the media to share her business expertise and frequently appears in publications such as The New York Times, Los Angeles Times, Wall Street Journal, USA Today and many others. She has also appeared on many television programs such as Good Morning America, News Talk Television (NY) and U.S. News and World Report.



The Fred Woodard Trio



"I just want to transmit a positive feeling to my audience."

That's what Fred Woodard's music does. The eclectic guitarist leads the Boston-based The Fred Woodard Trio. The band's music is Jazz spiced with sounds of R&B. The Fred Woodard Trio smoothly spurs finger popping and head swaying. The band then gently floats you into straight ahead Jazz the likes of which has rarely been played by a guitarist of Woodard's generation.

Fred Woodard has performed internationally with artists such as Sam & Dave, The Drifters, The Marvelettes, Albert Griffiths, Dee Dee Sharp and Calypso Rose. On the local circuit Fred has performed with such names as Danny Tucker, Weeping Willie and The All-Star Blues Band. Woodard has treated New England audiences to his intimate style of Jazz in popular night spots such as Davio's, Connolly's, The Willow and Water Works. He has also added his explosive sounds to special events such as the WGBH Boston Tea Party, Coalition of 100 Black Women's "Nubian Night" festivities and to the National Association of Black Journalists "Annual Night of Recognition, the ABCD 21st Annual Community Awards

Dinner, the Zumix Concert Series and special events held at the Massachusetts Institute of Technology, Franklin Institute of Boston and The Amana Iowa City Jazz Festival."

Educated at Berklee College of Music, Woodard shares the love of his craft as music teacher in Boston-area schools. He says, "It gives me an opportunity to re-think my approach to my instrument. I also get to reach people who wouldn't have a chance to otherwise learn an instrument."

BAND PERFORMANCE SCHEDULE*

FRIDAY EVENING, JANUARY 23, 1998 9:00PM - 2:00AM

SET I 9:00PM - 9:40PM

SET II 10:00PM - 10:40PM

SET III 11:00PM - 11:40PM

SET IV 12:00AM - 12:40AM

SET V 1:00AM - 2:00AM

SATURDAY EVENING, JANUARY 24, 1998 10:30PM - 2:00AM

Coordinator: Denmark West, MBA 1998



AASU Church Service: Karl Reid

Executive Director of Special Programs, MIT School of Engineering Minister, Deacon, Men's Ministry Coordinator, New Covenant Christian Center, Karl Reid joined MIT in January 1998 as the Executive Director of Special Programs for the School of Engineering. In this role, he manages the Engineering Internship Program for undergraduates, and the Minority Introduction to Engineering, Entrepreneurship and Science (MITE2S). MITE2S is an intensive 6-week academic program that introduces qualified 11th grade students nationwide to engineering, science, and entrepreneurial disciplines.

Previously, Karl spent 12 years in the software industry in product management, product marketing, sales, and consulting services roles, including 6 years at IBM. Karl graduated from MIT with bachelors and masters degrees in Materials Science and Engineering in 1984 and '85 respectively. While at MIT, Karl made Jesus Christ the Lord of his life. After this important decision, Karl was instrumental in resurrecting the Black Christian Fellowship, and was involved in the MIT Gospel Choir and the Concerts of Prayer with other Christian groups on campus. In addition, he served as national chairperson of the National Society of Black Engineers from 1984 to 1985.

As a member of New Covenant Christian Center of Boston, Massachusetts for the past 12 years, Karl serves as a minister, men's ministry coordinator, and head deacon. He and his wife founded and headed the Young Adults Ministry for 5 years. Karl and Andrea, his wife of 10 years, have two young children.

Coordinator: Cassandra Johnson, MBA 1998

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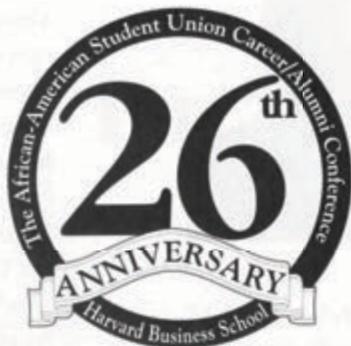
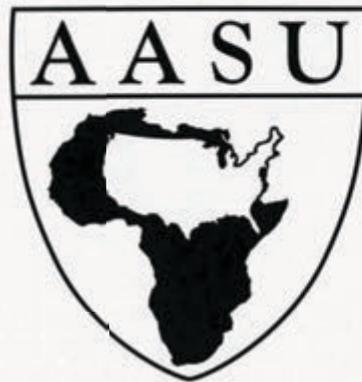


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Our Deepest Gratitude

The Conference Committee would like to express its gratitude to all those who have contributed in making this event a success. Thank you to the members of the African American Student Union for your dedication, input and time. Thank you to the faculty and staff who were instrumental in this effort. You put in so much effort each year that we begin to think it is your duty. Thank you all very much for giving of yourselves.

Thank you very much to Servigraphics for all the printing needs of this conference, and to the Boston Park Plaza Hotel for your input, help and facilities.

Our deepest gratitude, however, goes to our distinguished speakers, panelists, and you, our honored guests and conference participants. It is for you that we do this every year.

Thank you.

Otu & Greg



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