

# HBCU ALUMNI ON THE MOVE AROUND THE COUNTRY!

# HBCUCONNECT

FALL / WINTER 2012

## CAREER SUCCESS:

WHAT'S IT  
LOOK LIKE?

## SECURING

THE AFRICAN  
AMERICAN  
AGENDA

YOU ARE  
WHAT YOU

**TWEET!**



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**TOP 50**  
**EMPLOYERS**  
OF HBCU TALENT

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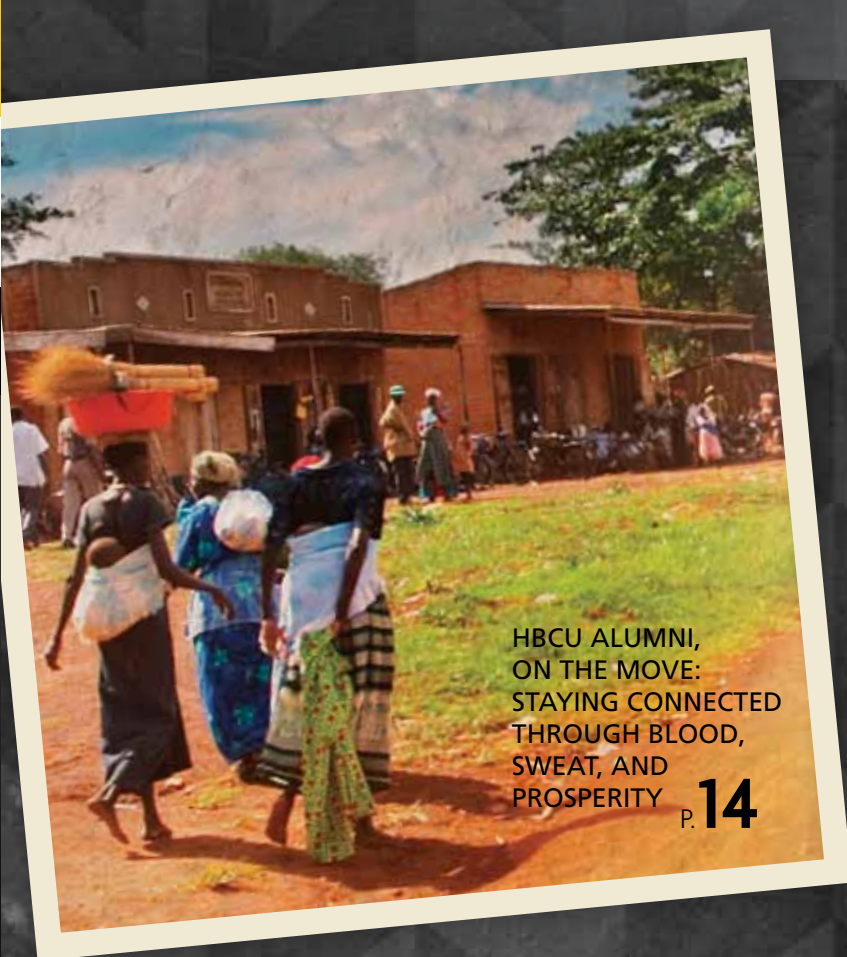
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HBCU ALUMNI,  
ON THE MOVE:  
STAYING CONNECTED  
THROUGH BLOOD,  
SWEAT, AND  
PROSPERITY **P. 14**

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# A Letter from the Publisher

Greetings! Happy football season and happy holidays to you.

In this issue of HBCU CONNECT Magazine, we have a gentleman on the cover that you might not recognize, but he is actually a proud alumnus of Florida A&M University. The theme of this issue of

HBCU CONNECT magazine is "professionalism". Let's act the part and also look the part!

We normally have a recognizable HBCU graduate on the cover of our magazine. Actually the plan was to have Bill Gates on the cover, and you might be wondering why in the world would Bill Gates be on the cover of an HBCU alumni magazine!? Well the answer is quite simple. We really thought that it was fitting that we post the picture of a man that not only deserves recognition from the HBCU community, but also of a person who's story should inspire us to strive to meet our goals in life!

If someone asked you, what person in recent history has put up the cash to send the most African Americans to college, who would you guess would be that person? I'd bet most people would guess Oprah, or maybe Bill Cosby. Well actually folks, based on our research, it looks like the founder of Microsoft, Mr. Bill Gates himself is responsible for financing the collegiate dreams of the most African Americans in recent history!

Yes, look it up. The United Negro College Fund announced last year that the Gates Millennium Scholars program was the largest scholarship program in the country. We all pretty much understand what the UNCF does correct? They send our kids to black colleges! Yes isn't that great!? Further, 90% of these scholarship recipients graduate within 6 years. More things to be proud of, and for us to give credit where credit is due. Because Mr. Gates could have easily took his Billions and invested in a billion other things, but he and his foundation decided to invest in education, in Americans, and yes, in "us."

I must confess, there is another somewhat selfish reason that we wanted to put Gates on the cover of our latest magazine... Well, you see, one thing that we are committed to doing on HBCU CONNECT is helping HBCU Alumni find excellent careers. When one of our members gets a job, we celebrate and we brag about how great HBCU grads are and jump and dance around the office. So when we came together earlier this year with Microsoft to put together a program to help Microsoft hire the best and brightest HBCU graduates, we realized we had the chance for another triple win-win-win situation.

**A Call to Action:** Microsoft is now working with HBCU CONNECT to hire folks with backgrounds in software development for what we like to call "golden ticket" opportunities. There are hundreds of positions currently available. If you are a software professional, please submit your resume on the url below. If you know folks with a computer science background, or software development background, please refer them to this wonderful opportunity! Microsoft HBCU Recruitment Program: [www.hbcuconnect.com/microsoft?src=magazine](http://www.hbcuconnect.com/microsoft?src=magazine)

So, Mr. Gates, even though you are not on the cover of this issue, the HBCU community salutes you for being an example of American entrepreneurship, success, philanthropy, and for your investment in our students and graduates of Historically Black Colleges and Universities.

*Will Moss*

Will Moss, Publisher

[www.hbcuconnect.com/willmoss](http://www.hbcuconnect.com/willmoss)



# WHAT NOT TO WEAR

## Career Success: What's it look like? Dos and Don'ts of Dressing for Success!

By Clinton W. Mitchell

When you work in corporate America people always tell you to "dress for success." What does that mean? Success is a subjective term. Depending on where you are from geographically, socially and economically success may mean different things. However in corporate America the definition is very narrowed with very little room for interpretation. As such, I've decided to give a few of my tips to help you "dress for success."

### **DON'T** DRESS LIKE A TROPICAL BIRD

Loud colors are only okay in a tropical rainforest and the Miami Marlins uniforms.

Men should always wear conservative colors-white, blue, black, grey-when interviewing or making your first professional impression. If you look in the mirror and your shirt is something better left to South Beach or requires you to wear sunglasses just to look at it, it's not work appropriate.

Ladies, while all the hard work and effort you put into doing your hair, nails and make-up is appreciated, no one wants to walk into an office and see Toucan Sam. Since you are a professional who is not going to the club or the catwalk, always remember that less is more. *Continued on page 6.*



# WHAT **NOT** TO WEAR

## **DO** BUY A SUIT

Suits can be expensive. However, it's essential that every man and woman in the business arena own at least one. As a rule of thumb, once you get to college, every person should invest in one. You may need one to attend a seminar, or for when you go on an interview for a scholarship, campus position, internship or job.

Yes, the suit must fit. No, the skirt cannot be skintight and super short. No the pants may not sag or be too baggy. The key is to make sure you buy a suit that properly fits. In fact, if this is your first suit, it may be beneficial for you to have someone take your measurements to guarantee that your suit fits perfectly.

Additionally, just like with dress shirts and ties, always go with conservative colors. Black, grey and blue are always acceptable and earth tones are okay in spring and summer.

## **DON'T** WEAR GAUDY JEWELRY TO WORK

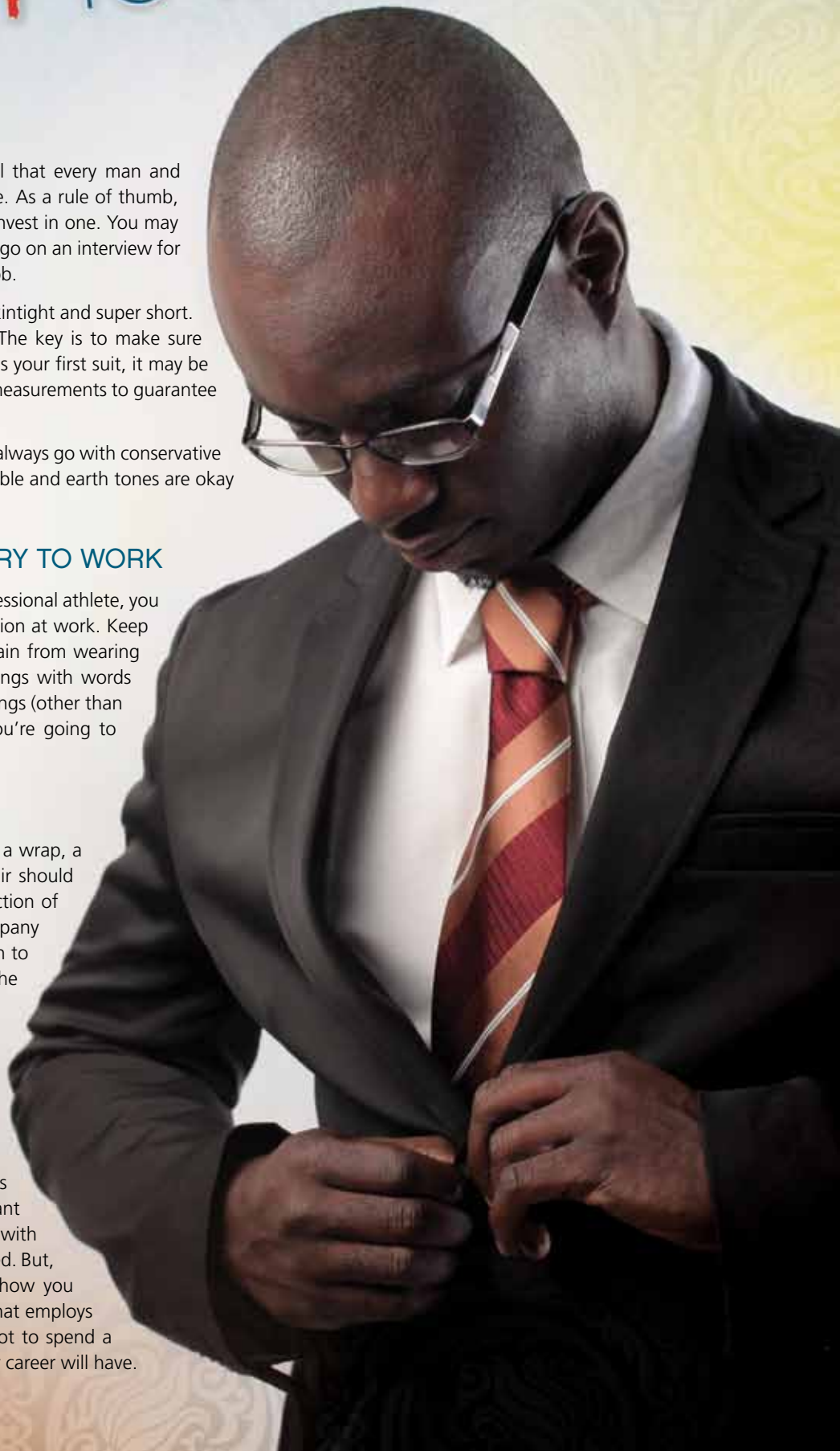
Unless you work for Bad Boy Records, or a professional athlete, you should not be showing off your jewelry collection at work. Keep your "Jesus Piece" tucked in at all times, refrain from wearing flashy bracelets, nameplates, large hoop earrings with words inscribed in the middle, large watches, flashy rings (other than wedding rings) and earrings that look like you're going to hang out with your homies.

## **DO** HAVE NEAT HAIR

Whether you're rocking dreads, twists, braids, a wrap, a ponytail, a bun, a wig or a short cut, your hair should always be neat and well kept. You are a reflection of the company when you're at work and the company doesn't want someone who has hair more akin to a bird's nest or an outdoors man representing the company.

The same goes for facial hair. Unless you work for the police force or the state trooper, you're free to wear facial hair. However, it should be neatly trimmed. If you're not rocking an office allowed playoff beard, less is more.

This isn't an exhaustive list, as things such as bathing, brushing your teeth, wearing deodorant and making sure you don't leave the house with stains on your clothes, were purposely eliminated. But, I'm sure you know that already. Remember, how you dress is a reflection of you and the company that employs you. Dress like a million bucks, while trying not to spend a million, and watch the positive correlation your career will have.



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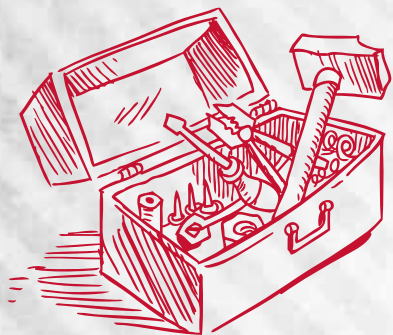
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# HBCU CAREER

## What Every Job Seeker Needs In Their Search Arsenal



**T**here is no shortage of information in the world on all the things career seekers need in order to be successful. Most articles go into grave detail about the importance of your resume and how it will wind up in the circular file if even one little mistake is caught. Then other articles outline a litany of do's and not-to-do's when it comes to interviewing, resume writing, etc. etc. What is a poor career seeker to do when all you want is a job, but all you're finding is more and more information on what you have and/or don't have, and need, in order to get the job.

Well, sad to say, this is yet another one of those articles. But, fret not; you won't be bored with the same-ole-same. Read on about the four things you can do right now to increase your chances of getting hired and add the best tools yet, to your already flooded career toolbox:

### FIRST, YOU NEED A LINKEDIN ACCOUNT

A paid account if possible. More and more employers are recruiting from LinkedIn and the odds that these employers are searching for you online are increasing. A paid LinkedIn account will provide you with

more access to the 'hidden job market'; you know, that market that exists where the jobs aren't posted because they're waiting for you—the proactive career seeker. A paid account allows you to reach out to people outside of your immediate network, and engage them in conversations (i.e. let me tell you a little about myself...).

### NEXT, BUILD A STRONG NETWORK OF PROFESSIONALS

Jobs will not come looking for you if they don't know you even exist. You're going to have to get out there and start talking yourself up. Network with other professionals via networking events, social gatherings, even happy hours are oftentimes a good place to network—depending on the location. Within your city there are organizations that sponsor these types of networking events. Get on line and Google away and plan on attending at least one or two per month.

### AND, DON'T UNDERESTIMATE THE VALUE OF VOLUNTEERING

When you volunteer you are not only rewarded by doing something for others, you are also in a great position to get noticed

by other working professionals—who could be potential job leads for you. Volunteering your time and talents is a great way to give your skills a workout while you're on your career search. And, it looks great on your LinkedIn profile.

### LASTLY, AND NO GOOD CAREERS ARTICLE WOULD BE COMPLETE WITHOUT THE REDUNDANT MENTIONING OF 'THE RESUME'

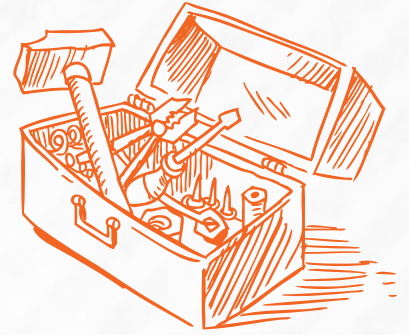
But, not just one resume—no, you need multiple versions of your resume. Rid yourself of the thinking that you can send just one resume to multiple employers and expect the offers to come rolling in. The market is flooded with job applicants, and you need to differentiate yourself from the masses, and you won't do that with some generic resume. Tailor your resume to fit what the organization to which your applying is looking for. Make sure your cover letter outlines some of the ways that you will come in and solve the problem they are looking to resolve by posting this position.

And, there you have it, more tools of success. Don't forget, you can start right now and watch and see those offers come rolling in. Happy Hunting.



# TOOLBOX

By Tashana D. Sims-Hudspeth



## 3 Ways to Build a Meaningful Mentoring Relationship

**R**elationships in general are hard work. Whether it's a working relationship or a romantic one, good relationships are not easy to develop or sustain. Relationships take dedication, commitment, and most importantly time to grow into a meaningful and beneficial part of life. Mentoring relationships are no different. A successful, mentoring relationship needs to do at least three things in order to be meaningful for all involved: set expectations, established time commitments, and a commitment to the relationship itself.

### GET EXPECTATIONS IN WRITING

One of the most difficult parts of the mentoring relationship is trying to determine where to start. There are several avenues to take when seeking the right mentor. Your college's Career Service Center is an excellent place to start. Some centers have formal programs that match alumni with students via a properly documented application process. And some relationships are less formal; starting with a conversation in passing where contact information is exchanged and communication ensues.

When the relationship begins rather informally, it is oh-so-crucial once the first contact is made for both mentor and mentee

to establish the purpose of the relationship so no one waste any time. There is nothing more disappointing than a relationship filled with polite conversation, playful banter, and hours and hours of aimless nothingness.

Every mentoring relationship needs to start with a concrete understanding of the relationships' purpose; and the best way to capture that purpose is in writing.

### ESTABLISH TIME COMMITMENTS

At first glance, the mentoring relationship may appear to be one that takes an inordinate amount of time, talent, and patience. To some extent this is true, however, it does not have to be burdensome, and it certainly doesn't have to take a great deal of time.

During the time when you're setting the expectations of the relationship (either formally or informally), make sure you discuss how long the relationship should last, based on your individual goals. Again, when done informally, the relationship tends to take on a mind all its own where you and your mentor are close enough that you can contact them whenever you need advice, information, or guidance.

Mentoring relationships should add value; they should not feel overwhelming and

cumbersome. So make sure that you and your mentor are comfortable with the preliminaries before the relationship gets off the ground.

### COMMIT TO THE MENTORING RELATIONSHIP

Lastly, and this should seem obvious, but people who are not familiar with the mentoring relationship may take it for granted, but both you and your mentor have to make a solid commitment to the relationship itself. This means you have to be accountable for helping your mentor understand your goals, and the mentor needs to hold themselves accountable for assisting you in reaching those goals.

A commitment to the mentoring relationship simply means that when you are responsible for doing something, you do it. And, when the mentor makes a promise to do something, they do it. This is accountability, short and sweet.

The mentoring relationship breeds a sense of loyalty and self sustainability for both parties, so you want to make sure that seed of commitment is firmly planted, so that it continues to grow long after the relationship has ended.



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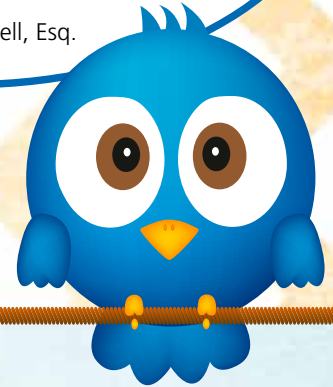


# Social Media:

**Social media is the connector of long-lost classmates, fortifier of cross-country friendships and builder of romantic relationships. However, social media can also be a reminder of once forgotten drunken rampages, an igniter of cross-town feuds, and destroyer of once love-filled relationships. Social media can be both a gift and a curse. How it turns out for you depends largely on how you use it.**

## You Are What You Tweet!

By Clinton W. Mitchell, Esq.



**W**hen Facebook was created in 2004, it was created to be a place where friends could come together and talk about everything from class, to the weekly study group, to weekend plans. Today it's much more. Facebook has led the way on the social media front and is closely followed by other social networking sites such as Twitter and LinkedIn.

Twitter allows its users to express themselves in 140 characters or less and upload pictures or videos. It's a great way to "follow" celebrities, get up to the minute news, sports and update the world on whatever it is you do and how you do it. LinkedIn is more geared towards the professional audience. Users are encouraged to upload resumes, expertise and interests in a way to connect to other like-minded individuals.

In 2009 Career Builder conducted a survey about employers' use of social networking sites. The survey found that 45 percent of companies now use social media sites to screen potential hires. Most of these companies (29 percent) looked at Facebook and LinkedIn (26 percent).

The Career Builder survey also stated that of those employers who found positive candidate attributes via social media profiles, 50 percent reported a good feel for the candidate's personality, 38 percent found evidence of creativity, and 35 percent found solid communication skills. While screening for red flags is one reason for social media research, employers are also looking for information that could potentially give a job seeker an advantage.

Three in ten hiring managers (29 percent) said they have found something that has caused them to hire a candidate, citing content that showed them the following:

**Good feel for candidate's personality: 58%**

**Conveyed a professional image: 55%**

**Background information supported professional qualifications: 54%**

**Well-rounded, showed a wide range of interests: 51%**

**Great communication skills: 49%**

**Candidate was creative: 44%**

**Other people posted great references about the candidate: 55%**

An employers' use of content found on a candidate's social networking account may seem intrusive, a violation of privacy rights and inhibiting of First Amendment Rights. However, the law does not protect information placed in the public domain that isn't copyrighted, trademarked, or patented; therefore nearly everything we upload and share is not protected by law.

We may be adverse to "judging a book by its cover" but if the world doesn't know you, how else can they judge you? The screening process is something that has been used since the beginning of time when trying to sort through potential mates, friends, and employees. The only difference between now and a century ago is that the process is a lot more technologically advanced. Moral of the story is that "you are what you tweet, post, upload and share" so choose what you share carefully.



# Social Media: Build An Online Brand You Can Be Proud Of

## 4 Things You Can Do Right Now

By Clinton W. Mitchell, Esq.



**If you did not already know, your brand is your mojo; it's that thing that you do better than anyone else in your circle, or maybe even in the world. Your brand is how others perceive you when you're not even around, and it's the mark you leave to let people know that you were there. So, it's safe to say that your brand is your bond, and you can't break it for anyone.**

The biggest challenge with building an online brand is knowing how to undo what people may already think about you via your current online image. So, let's begin:

**1** The first thing you need to do is Google yourself. If you have more than one name that you go by (i.e. married name, maiden name, etc.) Google them all, and review all the results. Make certain that when others are searching for you online that they are not finding pictures of you laid out in a drunken stupor or performing some other questionable act. Also, be sure that there aren't comments out there that you may have made years ago about old coworkers, bosses, even friends. The point of all this is to assess how people see you before they ever really meet you. This is the epitome of the first impression being the lasting one, so, make it good.

**2** Next, start cleaning up your cyber junk. Once you've assessed your online mess, start working on cleaning it up. Many people are under the impression that once something is out in cyberspace it's there for life. In some respects that is true, however, there are steps you can take to start cleaning up what you can, by reaching out to site owners, deleting old accounts, unlinking accounts from other prominent social media sites like Facebook and Twitter. Some sites even allow you to delete things that you have written in the past by simply sending in a request. Again, make the effort to get your online self straight, so your human self can prosper.

**3** While you're straightening out your online closet, take time to start building your presence around the net. After you've joined LinkedIn, join some of the LinkedIn groups and engage other professionals in discussions about things that are of interest to you. You'll be surprised what you can learn and at whose watching you via these types of open forums. Discussion groups are a great way to let others see what you know, and potentially what kind of employee you are and/or can be.

**4** Now that you've cleaned your online house, and you're in the right place at the right time, you need to make sure you maintain your online image by updating your brand. If you blog, be consistent. Do not start a blog, posts a few witty posts, and then disappear. Again, you are building your online brand, and to some people this might seem like you lack the ability to stick with things.

Your online brand is just as important, and in some cases, even more important, than the real you. For many people meeting you for the first time, your online presence may be all they have to go on, and at the end of the day, you want to make sure you put your best brand forward.





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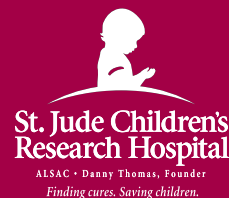
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Years



HBCU ALUMNI, ON THE MOVE

# STAYING CONNECTED THROUGH BLOOD, SWEAT, + PROSPERITY

By Kia Brown





**A**s a child, I often discovered artifacts in my house that offered me a stronger connection to my prominent heritage; such as the huge wooden African masks that my grandfather brought back from Ethiopia during his military days, an elaborate three foot tall hand carved wooden statue of an African woman grinding an invisible ingredient with a long stick on her very own grinding stump, or the hand sewn alligator purses and a few meticulously hand sewn dashikis with matching caps that my grandmother brought back from her trip to New Guinea. As a child I simply saw these various forms of African art as something beautiful. As an adult, I see them as the entrepreneurial spirit behind the business opportunities in Africa.

A few years ago, I attended the World Bank's Africa Action Plan Conference. The main purpose of the conference involved mobilizing economic development initiatives in post-conflict regions within Africa, which includes some of the following countries: Liberia, Sierra Leone, Democratic Republic of Congo, Central African Republic, Burundi, Cote d'Ivoire, Guinea Bissau and South Sudan.

Unfortunately, Africa is rich with resources that are not being utilized properly or equitably. For example, there is a huge influx, "brain drain," of Africans leaving their country to travel to the Western part of the globe never to return again.... or at least not permanently. The lack of employment opportunities combined with high cost of living has played a role in them leaving for more affordable areas of the world.

As a result, the educated and skilled men and women who remain in the post-conflict regions of Africa have seen their country's economic growth become stalled due to the brain drain exodus. Parallel to the economic development barriers that Africans face within their country, African

Americans, especially those who are educated and skilled, aren't always given equal opportunities to apply their skill set towards initiatives linked to economic growth either. There isn't any question that we are highly capable and willing, but we lack many resources that are afforded to other races.

I believe that college students, unemployed, underemployed, over-employed, entrepreneur, and retired alike would enjoy participating in international economic development ventures that utilizes their skills, expands their skills, and allow them to finally use their skills towards something that serve a greater purpose than the perpetual rat racing and redundancy in which many of us have grown accustomed.

I'm aware that this idea of African-Americans establishing economic development relationships with our African peers is not a new phenomenon. Matter in fact, there are quite an impressive number of programs addressing this issue among the academia, government, NGOs, non-profit, and corporate communities. Many

Personally, I can already think of subject matter experts across different fields who may be interested in contributing their skills towards economic growth initiatives in Africa...our homeland.

However, many educated and skilled people within the African-American communities are underutilized, thus, not given opportunities to lend their talents or even obtain funding to facilitate business opportunities in Africa. There may be many variables that influence the disengagement, but I mostly attribute it to the lack of knowledge about and exposure to the plentiful amount of economic growth opportunities in the post-conflict regions of Africa.

I sincerely encourage those who are studying and/or involved in Africa Diaspora initiatives to reach out to your peers who are studying and/or working in different subject areas. The beauty of diversity isn't only about the inclusion of other races, ages, and genders; but also the inclusion of people across various academic backgrounds who are interested

**AS A CHILD I SIMPLY SAW THESE VARIOUS FORMS OF AFRICAN ART AS SOMETHING BEAUTIFUL. AS AN ADULT, I SEE THEM AS THE ENTREPRENEURIAL SPIRIT BEHIND THE BUSINESS OPPORTUNITIES IN AFRICA.**

of these communities sponsor long and short term programs ranging between micro business loan initiatives to funding humanitarian efforts that feed village children three nutritional meals a day. For example, the World Bank is one of many entities that offer incentives and encourage economic partnerships for initiatives that stretch across various industries ranging from technology, agriculture, infrastructure, health care, community development, small business development, education, media, civil engineering and mining to name a few.

in contributing to economic growth initiatives in the post-conflict regions of Africa.

Some may call it networking, but to me networking is too generic for the bloodline that Africans and African-Americans share with one another. I would like to call it a reunion where fingers aren't pointed, salt isn't applied to wounds, and stereotypes of one another don't have any relevancy. We've both come too far in our respective journey of trials and triumphs to not move forward into a prosperous future together.



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## HBCU ALUMNI, ON THE MOVE



# An Interview With Dr. Caldwell

## of the Internal Society of Diversity & Inclusion Professionals

*When did you start the ISDIP, what is the membership base, and who is eligible to join?*

The International Society of Diversity and Inclusion Professionals (ISDIP), the first comprehensive global association that spans across industries and across public and private sectors, officially launched April 29, 2011. It began as an informal gathering of diversity and inclusion thought leaders on Facebook in 2009 and, over the past year, has grown to an exciting formal organization of more than 400 members from 13 countries and 5 continents.

Membership is open to all public-sector and private-sector professionals with diversity and inclusion job responsibilities and/or interests. Graduate students can also be members of the association. Based in Cary, NC, the ISDIP views diversity and inclusion through a comprehensive lens that includes four strategic pillars: organizational development, supplier diversity, workforce diversity, and community engagement.

*What motivated you to start this organization, and what keeps you motivated?*

The desire to make a social impact through learning, partially motivated me to launch the International Society of Diversity and Inclusion Professionals. I was also inspired by an informal group of dynamic diversity and inclusion (D&I) thought leaders I met on Facebook, who expressed the need for a formal organization for D&I professionals that spans all industries and sectors worldwide.

What keeps me motivated is the desire to create a leading professional association that increases competence and promotes excellence in the diversity and inclusion field globally.

*Continued on page 18...*



*Why did you decide to attend an HBCU?*

I attended North Carolina Central University while earning a Masters of Public Administration Degree. After receiving my undergraduate degree from the University of North Carolina at Chapel Hill, I wanted a more intimate and nurturing educational experience. North Carolina Central University gave me the confidence and academic preparation that I needed to later go on to earn a Ph.D. from The Ohio State University.

I truly believe that if North Carolina Central University had not taught me how to fly with Eagles, I would have never gained the fortitude to succeed at The Ohio State University.

*As an HBCU graduate, what is it about your college career that helps you succeed as a community leader and business owner?*

I was so proud of being a HBCU graduate that I went back as a professor in the North Carolina Central University Department of Public Administration where I taught for eight years. I wanted to be an example for my students that we all have an obligation to give back to HBCUs and motivate others to succeed in their careers.

*What challenges have you experienced being an African American woman and a business leader in today's society?*

One of the main challenges that I have experienced is working to overcome preconceived notions that people had about me because in most situations, I was and continue to be the youngest leader at the table. Unfortunately, negative assumptions about my talent and experiences are incorrect. Once individuals learn about my eclectic background and numerous accomplishments, their prejudices quickly fade. Although I am younger than many leaders, I have what my mother called, an "old soul," because I have accomplished so much at a very young age.

*What are some parting words of wisdom you have for HBCU students and graduates when it comes to leadership?*

Be a student of the world. Education doesn't stop after you graduate and it's certainly not limited to the United States. When I'm not busy sharing knowledge and forming strategic partnerships through the ISDIP, I serve as an adjunct faculty member at the University of Maryland, Capella University, and Walden University. I also spend my free time traveling the world, learning about new cultures, and meeting with new international contacts who express interest in joining the International Society of Diversity and Inclusion Professionals' movement.



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FEATURING OUR 2012

# TOP 50 EMPLOYERS of HBCU Students & Graduates

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Based on our extensive relationships with faculty and staff members at our nation's Historically Black Colleges and Universities and also the largest database of companies actively hiring from the population of students and graduates from HBCUs, HBCUConnect.com has announced their 2012 list of the top 50 employers of HBCU Students & Graduates.

In order for companies to be considered, we use a standard list of criteria, which includes such things as a company's HBCU specific outreach, conversations with

the companies to learn about their recruitment efforts, relationships the companies have with HBCUs or alumni organizations and the overall visibility of the efforts made by the companies being considered. Consideration for the actual rankings for the companies was based on their consistency in effort, level of investment, actual hires and creativity in their outreach.

Over the last 12 years, the HBCU CONNECT team has been working hard to connect employers with the talent produced by our nation's Historically Black Colleges and Universities. Having a top 50 list is a great way to congratulate and encourage these companies to continue their efforts, and it is also a great way to notify HBCU faculty, students and graduates about the employers really putting forth an effort to recruit them.

For more details visit [www.hbcuconnect.com/top50employers](http://www.hbcuconnect.com/top50employers)





# 2012 Top 50 Employers

1. Microsoft
2. McGraw-Hill
3. U.S. Department of State
4. College of Lake County
5. T. Rowe Price
6. Kellogg's
7. Skidmore College
8. H-E-B Grocery Company
9. AECOM
10. Chrysler
11. The Hartford
12. Lennox International
13. Emerson Climate Technologies
14. The Nielsen Company
15. NextEra Energy
16. Walgreens
17. Progressive Insurance
18. Department of Veterans Affairs
19. ADP
20. CH2M Hill
21. Amtrak
22. Nationwide Children's Hospital
23. ALSAC/St. Jude Children's Research Hospital
24. Montgomery County Community College
25. Central New Mexico Community College
26. Polk State College
27. City of NY Parks & Recreation
28. New Haven Public Schools
29. Teach For America
30. University of North Carolina at Asheville
31. Oakton Community College
32. Cardinal Health
33. Procter and Gamble
34. Milton Hershey School
35. Home Depot
36. Wisconsin Department of Natural Resources
37. Northern Kentucky University
38. Samuel Merritt College
39. Assumption College
40. COUNTRY Financial
41. Froedtert Health
42. The Washington Center
43. Bucknell University
44. Austin Fire Department
45. Unlocking Potential
46. Unilever North America
47. Christiana Care
48. Emerson College
49. Cornell University
50. Kraft Foods



HBCU ALUMNI,  
ON THE MOVE

## Information Systems Security Officer, Jaunese Harris, sets the stage for technology HBCU grads

By Tashana D.  
Sims-Hudspeth

*Camilla Williams, an operatic legend, was the first African American woman to receive a regular contract from the New York City Opera.*

*Gaye Adegabola, blues singer and civil rights activist, was an active member of the Civil Rights Movement and participated in numerous sit-in protest and picket lines.*

*Dr. James H. Stith, an African American Physicist, in 2004 was named one of the 50 most important African Americans in Research Science.*

What do all these accomplished professionals have in common? They are all graduates of Virginia State University (VSU), a 130 year old higher education establishment, twice named by

US News & World Report as the “nation’s best public masters level HBCU.”

Add to this list of illustrious professionals, Jaunese Harris, VSU graduate, Information Systems Security Officer (ISSO) and recent recipient of The Rising Star Award, an award given to African American females working in a science, technology, engineering, and math (STEM) disciplines.

Rising Stars are women of color, under the age of 30, who are integral in helping shape technology for the future. And Jaunese is definitely making her mark. When I interviewed Jaunese she had a lot more to say about being an HBCU alum and an excelling technology professional.

Jaunese: My time at VSU set the stage for my achievements. I was afforded opportunities with Fortune 500 companies in my junior year and that paved the way for my career with Electronic Data Systems, now Hewlett Packard. It’s important for students to establish relationships with VSU’s career planning and placement office, where they can help you get internships, which is what jump started my career.

**Tashana: As a graduate of a prominent HBCU, how did your experience as a student help you excel as a professional in technology?**



**Tashana: Were you involved in other campus activities or groups that helped to build your portfolio?**

Jaunese: I was the president of the Information Technology Club at VSU, and that led to my role as Vice President of Alpha Kappa Alpha Sorority, Inc., Upsilon Tau Omega Chapter in Fort Washington, MD.

Jaunese: To qualify for the award I had to submit a nomination letter, and get approval from my current manager. There are over 100 women of color who receive this award, and my organization, General Dynamics Information Technology (GDIT), had 47 female employees awarded, which represents a significant percentage of overall recipients.

The award is pretty significant because I recently presented to a group of STEM kids regarding careers in science, technology, engineering and math, about how important it is to consider majoring in one of these disciplines.

The award boosted my confidence and reminded me of the importance of continuing to pursue my dreams in engineering where there are so few women of color.

**Tashana: Talk about your most recent achievement that earned you The Rising Star Award? What were the requirements? Are you the only recipient? And talk about the overall significance of the award.**

**Tashana: Lastly Jaunese, what are some things you'd like our readers to know about you and your accomplishments?**

Jaunese: I never thought that this little black girl, from Ford, VA would ever have so many opportunities afforded to her by being a graduate of VSU. I was even able to participate on an overseas project in Europe in 2002, an experience I strongly urge others to pursue. For current students, I'd like to advise them to pursue STEM careers. They can go to summer camps where they'll be exposed to areas that they may find interesting. Students should also look into internships early in their college career, and not wait until their junior and senior years.





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AFF-107ML (06/11)



# SECURING THE AFRICAN AMERICAN ★ AGENDA ★

**We now face a make-or-break moment for the middle class and those trying to reach it. After decades of eroding middle-class security as those at the very top saw their incomes rise as never before and after a historic recession that plunged our economy into a crisis from which we are still fighting to recover, it is time to construct an economy that is built to last. The President's 2013 Budget is built around the idea that our country does best when everyone gets a fair shot, does their fair share, and plays by the same rules.**

We must transform our economy from one focused on speculating, spending, and borrowing to one constructed on the solid foundation of educating, innovating, and building. That begins with putting the Nation on a path to living within our means—by cutting wasteful spending, asking all Americans to shoulder their fair share, and making tough choices on some things we cannot afford, while keeping the investments we need to grow the economy and create jobs.

The Budget targets scarce federal resources to the areas critical to growing the economy and restoring middle-class security: education and skills for American workers, innovation and manufacturing, clean energy, and infrastructure. The Budget is a blueprint for how we can rebuild an economy where hard work pays off and responsibility is rewarded.

To construct an economy that is built to last and provide security for African American families, let's ask the White House what their plans are and just how we fit in:

**Mr. President, what will your administration do to ensure minorities get a fair shake in today's job market?**

The Administration proposes an increase for the Community Relations Service in the Department of Justice to fight hate crimes and provides a \$14 million, or 4 percent, increase over the 2012 enacted level for the Equal Opportunity Employment Commission (EEOC), which is responsible for enforcing Federal laws that make it illegal to discriminate against a job applicant or an employee.

**That's all well and good Mr. President, but what about your plans on making higher education more fiscally accessible to minorities?**

The Budget invests \$55 million in a new initiative to increase college access and completion and improve educational productivity through an evidence-based grant competition, up to \$20 million of which will go directly to minority serving institutions. In addition, the Budget provides \$30 million for a new competitive grant to improve and expand teacher education programs at minority-serving institutions, a significant pipeline for preparing a diverse teaching force.

*Continued on page 26...*



**Can you go into more detail about your plans on making higher education more accessible?**

We will expand access to college. To boost the number of college graduates, we need to make it easier for students to afford a postsecondary education and increase the number of students who complete their degree. The Administration has already taken significant strides to improve access to college. Today, nearly 10 million students receive Pell Grants, and more than 13 million students receive low-cost loans, with new affordable repayment options based on their income after leaving school.

**To help more young Americans go to college, the Budget will:**

Keep College Affordable. Since 2008, the Administration has increased the maximum Pell Grant by \$900, to \$5,635 in 2013, ensuring access to postsecondary education for nearly 10 million needy students. The Budget continues that commitment to Pell and provides the necessary resources to sustain the maximum award through the 2014-15 award year. In addition, the Budget proposes a one-year measure

**Okay, that's a plan. So, what's your strategy to put out-of-work Americans, back to work?**

Building off the provisions I proposed in the American Jobs Act, I am calling for immediate steps to support job creation this year. These steps include extending the payroll tax cut through the end of the year—ensuring that 160 million workers do not see their taxes go up—providing aid to states and localities to hire and retain teachers and first responders, extending Unemployment Insurance, and making a \$50 billion up-front investment in infrastructure.

We will build the skills of American workers with a budget that includes a \$12.5 billion Pathways Back to Work Fund, which will support summer and year-round jobs for low-income youth, and will help connect the long-term unemployed and low-income adults to subsidized employment and work-based training opportunities. We will also:

Give Dislocated Workers the Help They Need to Find New Jobs. Nearly 7 million of the Americans who lost jobs in 2009 were displaced from jobs that are unlikely to come back, and those who do find reemployment, on average, suffer significant earnings losses. As part of the Administration's effort to reform and modernize the nation's job training

## IT IS TIME TO CONSTRUCT AN ECONOMY THAT IS BUILT TO LAST.

to prevent student loan interest rates from doubling this summer and increases funding for work-study jobs. To address rising costs of higher education, the Budget also supports a new Race to the Top for College Affordability and Completion program and reforms to federal campus based aid programs.

Help Students and Their Families Pay for College. The Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010 extended for two years the new American Opportunity Tax Credit (AOTC)—a partially refundable tax credit worth up to \$10,000 per student over four years of college. AOTC helps more than 9 million students and their families afford the cost of college. The President's Budget proposes to make it permanent.

system so that individuals can quickly gain the training they need for the jobs created as our economy evolves, the Budget proposes a universal core set of services where the focus is on helping all dislocated workers find new jobs.

Prepare Young People for Jobs through a Reformed Career and Technical Education Program. The President's Budget recommends reauthorization and reform of the Career and Technical Education (CTE) State Grant program, currently set to expire in 2013. The Administration's \$1.1 billion reauthorization proposal would restructure CTE to align what students learn in school with the demands of 21st Century jobs. The Budget also invests \$1 billion through immediate job-creation measures to increase substantially the number of students enrolled in Career Academies, a particularly successful educational model for young people.

Mr. President, thank you for your time.





# JOSH MARKS

FEATURED  
MEMBER



By Khalila P. Hayden

**T**owering over the competition, Joshua Marks served his bold flavors with a huge helping of confidence on MasterChef Season 3. His recipe for success was a slam dunk. It took the 7-footer to the season finale and a second-place finish. Now his passion for food is hotter than ever and he is unleashing his talent for taste on the world.

Checking Marks' Twitter, Facebook and blog, fans can find a man who's still riding the wave of his success on the popular reality show. Thousands of fans keep tabs on the Chicago native every day as he posts about his busy schedule and shares mouth watering photos of his latest creations. In October, he appeared on Good Day Chicago. Later that month, he spent time in the kitchen with renowned restaurateur and MasterChef judge Graham Elliot. In November, he'll give fans another taste of his show stopping skills at the Chicago Food and Wine Festival.

Considering his full plate, some could say Marks whipped up his cooking career with unconventional ingredients. The 25 year old Tugaloo College alum had recently graduated cum laude with a degree in economics and was working as an Army contract specialist when he heard about the auditions for MasterChef. The only problem: The auditions were happening the next day. He had never taken any cooking classes, but he decided to take a chance on the audition. Plus, he had plenty of practice cooking

for friends and taking inspiration from his family. His Panamanian father introduced his taste buds to the curry and coconut flavors that have become his trademark. His mother inspired him to add organic ingredients to the Southern style cuisine he had learned from his grandmother.

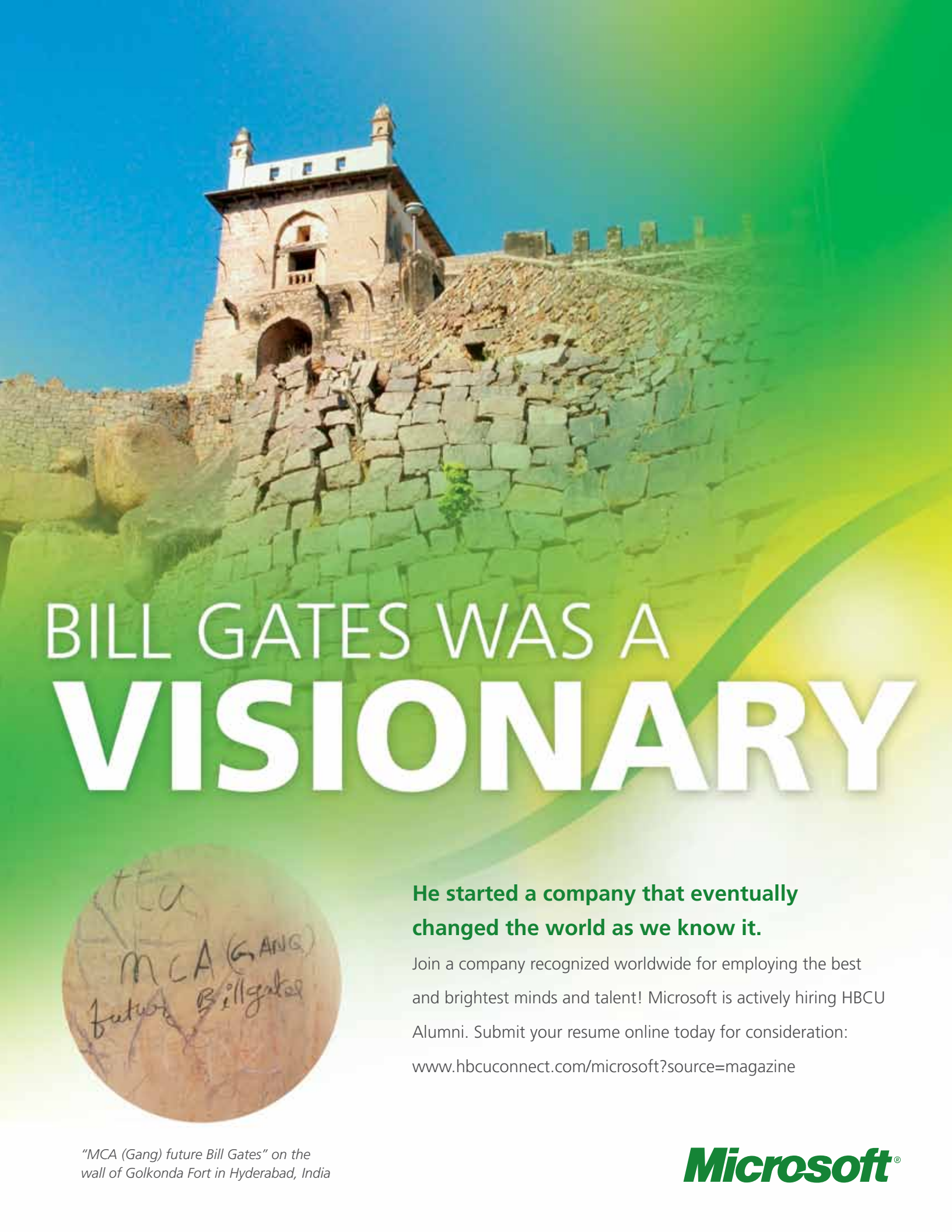
Mixing his homegrown skills with the competitive streak he gained playing basketball at Tugaloo, he outshined 30,000 hopefuls to land a place among the top 18 contestants. Marks eventually cooked his way to the final two, before another contestant walked away with the first-place nod. While he admired the other competitors' skills, the "7-foot Chef" said he never considered it a tall order to cook against contestants who had more formal training.

"I knew I had the skills and potential to be greater than a 'home cook,' but I just had to go through the tangible lessons of life to release my potential," he said.

Now Marks, who lives in Jackson, Mississippi, is looking for an even greater outlet for his potential. He dreams of one day opening his own cooking school and wants others to dream big too.

"Pursue your passion no matter what it is! Don't let anyone tell you different! If you don't have a passion, then you should find one!" Clearly Marks has found his. Hopefully, MasterChef was just an appetizer!





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