Equality is more than a word

**Mission:** Assist Central Floridians in achieving social and economic equality.

We're all in this together. The purpose of the Central Florida Urban League is to pick each other up, to pull us up by our bootstraps and make this a better world. Equality comes in all shapes & sizes, and the Central Florida Urban League is here every day to help educate, support & lead the way to a better future, **TODAY!**

Help support the cause of Equality! **Visit: CFUL.org**

Give your time
Donate your talent
Share your treasure...

**Because we all deserve a better Central Florida.**
Welcome!

It is my pleasure to welcome you to the National Urban League’s 44th Black Executive Exchange Program (BEEP) Conference! Generations of students and executives who came before you have used this Conference as an opportunity to build their skills, learn more about business and industry and build networks of support and advice that have lasted their entire careers. We encourage you to do the same and have carefully constructed a series of workshops and panels for those purposes.

This year marks 150 years since the passage of the Emancipation Proclamation and 50 years since Whitney M. Young helped lead the March on Washington for Jobs and Freedom. Today, the National Urban League remains committed to helping develop the next generation of leaders and innovators, and we see BEEP as a critical resource in this effort.

BEEP is the longest-running and only direct program offered by the National Urban League. We believe that BEEP and all that it represents are critical to economic opportunity and empowerment for both participants and the nation at large. I firmly believe that investing in the nation’s young leaders and in those best positioned to support them is the best way to ensure our community’s strength and progress.

In that vein, last month, the National Urban League launched our Jobs Rebuild America initiative, which is a solutions-based, comprehensive approach to the nation’s employment and education crisis. Jobs Rebuild America brings together federal government, business, and nonprofit resources to create economic opportunity in 50 U.S. cities through the Urban League affiliate network. It is a collaborative public-private-nonprofit effort that will reach tens of thousands of job-seekers, vulnerable youth and entrepreneurs over the next five years.

We are continuing our work as a do-tank. Over the next year, the staff and leadership of the National Urban League fully expect that a refreshed, reinvigorated and enhanced program approach will also build on the robust foundation of success provided by each successive generation of BEEPers.

I encourage you to take advantage of every single moment of your four days here in order to best arm yourself with the information, perspective and advice that will equip you to achieve your goals!

Keep the faith and stay empowered!

Marc H. Morial
President and CEO
Welcome!

The Central Florida Urban League welcomes thee 44th Annual Black Executive Exchange Program Leadership Conference to Orlando and The Buena Vista Palace.

An Affiliate of the National Urban League, the Central Florida Urban League was founded on August 5, 1977 by respected community leaders who believed that Orlando’s African-American community would benefit from professional, economic, and social support. Today, more than 40,000 residents have benefited from our various empowerment programs.

The Central Florida Urban League’s vision is to be the leading social service provider that helps empower Central Floridians to achieve social and economic success for the betterment of the entire Central Florida region. Our support in the area of jobs and education extends through two major initiatives — our Center for Workforce Innovation and our partnership with Everest College. Central Florida Urban League’s CWI programs provide targeted training in expanded workforce careers that provide opportunities for Central Florida’s unemployed, underemployed and at-risk individuals and families.

In everything we do, we know that we cannot achieve these outcomes without the support of partners — corporate, faith based and community. We also acknowledge that our future is in the hands of the next generation — our youth. We are grateful for the outreach and support that BEEP will provide to the Orlando community this June, through its first-ever Community Service event. Working side-by-side with BEEP students enables us to share learning experiences across generations, develop new leaders and make a difference in the community we serve.

Thank you for joining us for this year’s conference. With the theme of “Prepare for Opportunity: Building Career Success,” I comment all the students, executives, campus liaisons and sponsors who have dedicated their time to making this Conference a success! We are honored and excited to host you here in our fair city.

Best wishes for a successful conference and great success in all of your endeavors.

Sincerely,

Allie L. Braswell, Jr.
President & CEO
Welcome to Orlando and the 44th Annual Black Executive Exchange Program (BEEP) Leadership Conference, “Prepare for Opportunity: Building Career Success.”

We are indeed excited to acknowledge the work, success and support of program supporters this past year. As words like challenging, difficult and unemployed continue to be realities of our economy, the content of this conference will highlight how our accomplished business leaders have embraced changes, positive or negative, in their environments. They are indeed prepared to navigate the uncharted paths of opportunity ahead to attain success.

It is our sincere hope that all conference attendees – BEEPers, campus liaisons and students – will indeed take this opportunity to engage in the intimate, hands-on experiences of the conference to ensure that words like sustainable, leader and successful are more common realities in our conversations.

Thank you for your time, energy and support to continue to Build Career Success and the next generation of leaders.

Enjoy the Conference.
In Service,
Danielle Robinson, Ph.D.
Vernon E. Martin, Jr.
2013 Conference Co-chairs
Greetings:

We are honored to welcome you to the National Urban League’s 2013 Black Executive Exchange Program (BEEP) Leadership Conference. Over the course of 44 years, our collective leadership, volunteerism and commitment have allowed BEEP to effectively, efficiently and meaningfully serve generations of college students leaders and young executives as we all strive to “achieve beyond the possible.”

As the oldest and only national direct service program of the National Urban League, BEEP is a great source of pride for the National Urban League and represents a legacy of inspiration and hope worth celebrating.

In keeping with this legacy of building opportunity for African-American college students and executives, the 44th Annual BEEP Leadership Conference will appropriately pay tribute to the 50th annual celebration of the March on Washington. This year’s theme “Prepare for Opportunity: Building Career Success,” ties into the National Urban League’s focus on Jobs Rebuilding America, and provides us with a platform to provide content and experiences that ensure that BEEP students and leaders are prepared for meaningful employment and career building opportunities.

During this year’s conference, we will highlight accomplished leaders who have both fostered and embraced change and innovation, and have prepared themselves and their organizations to navigate the uncharted paths of opportunity in order to achieve success.

As we gather together to celebrate the success of the past year, we encourage you to take advantage of the opportunity to engage with colleagues, network with new contacts and benefit from our targeted, hands-on events specifically designed to help you take best advantage of the opportunities the future holds for you.

Yours in the Movement,

Hal Smith, Ed.D.
SVP, Education, Youth and Health
The National Urban League

The National Urban League is a historic civil rights organization dedicated to economic empowerment in order to elevate the standard of living in historically underserved urban communities.

Founded in 1910 and headquartered in New York City, with a National Urban League Policy Institute located in Washington, DC, the National Urban League spearheads the efforts of its local affiliates through the development of programs, public policy research and advocacy.

Today, there are nearly 100 local affiliates in 36 states and the District of Columbia, providing direct services that impact and improve the lives of more than 2 million people nationwide.

The National Urban League employs a five-point approach to provide economic empowerment, educational opportunities and the guarantee of civil rights for African Americans and underserved communities:

- **Education and Youth Empowerment** ensures the education of all children by providing access to early childhood literacy, out of school time programs, an emphasis on post-secondary success and resources that support parents as their children’s first teacher.

- **Economic Empowerment** invests in the financial literacy and employability of adults through job training, homeownership and entrepreneurship.

- **Health and Quality of Life Empowerment** promotes community wellness through a focus on prevention, including fitness, healthy eating and access to affordable healthcare.

- **Civic Engagement and Leadership Empowerment** encourages all people to take an active role to improve quality of life through participation in community service projects and public policy initiatives.

- **Civil Rights and Racial Justice Empowerment** guarantees equal participation in all facets of American society through proactive public policies and community-based programs.

Now, in its second century of providing direct service to historically underserved communities, the National Urban League is committed to achieving the following four empowerment goals by 2025:

- Every American child is ready for college, work and life;
- Every American has access to jobs with a living wage and good benefits;
- Every American lives in safe, decent, affordable and energy efficient housing on fair terms;
- Every American has access to quality and affordable health care solutions.

With the help of a vast and robust affiliate movement and a host of volunteers, such as the National Urban League Young Professionals and the National Council of Urban League Guilds, the National Urban League remains at the forefront of the struggle for Civil Rights and equality. While celebrating a rich legacy and past, the Urban League Movement acknowledges and embraces the formidable challenges that lay in its path in the century ahead.
Program Department and Approach

The National Urban League’s Program Department is the primary vehicle through which the granting of funds, training and technical assistance is provided to local Urban League affiliates. Our purpose is to assess and understand the economic and social factors that negatively impact Urban League constituents and to design, pilot and implement, through our affiliate network, innovative solutions to address these problems. We propose “theories of change, then we test these theories by designing innovative models for social service delivery, funding them, and evaluating the results.

The Program Department is co-led by Hal Smith, Ed.D., and Cy Richardson, Ph.M.:

- Education, Youth Development- Hal Smith, Senior Vice President, Education, Youth Development and Health
- Health and Quality of Life - Hal Smith, Senior Vice President
- Entrepreneurship and Business Development - Terry Clark, Vice President
- Housing and Community Development - Cy Richardson, Senior Vice President, Economic and Housing Programs
- Workforce Development – Saroya Friedman-Gonzalez, Vice President

As a social service intermediary, one of our primary roles is to connect the philanthropic community with our affiliates, and to build the affiliates’ capacity to positively impact their communities. We provide our affiliates, who deliver direct services to the local community, with assistance primarily consisting of granting of funds, training, technical assistance, organizational assessments, knowledge sharing and networking. This allows the National Urban League to offer a flexible service-delivery model that can quickly achieve scale and depth in communities across the country, combining the strength of localized services and supports with an accountable, standardized, centralized, national management structure.

Signature Programs:
Our signature programs, designated by the National Urban League, embody the mission and vision of the organization. These programs are scalable, evidence-based and have demonstrably enhanced our constituents’ economic or educational status. Our current signature programs are:

- Asset Building and Financial Capability: Provides youth and adults with information and education about the vital importance of financial empowerment. This platform is designed to reshape people’s attitudes and behavior relative to financial decision-making through one-on-one counseling, group education and customized financial coaching.

- Comprehensive Housing Counseling: Supports the delivery of a wide spectrum of housing counseling services to prospective homebuyers, homeowners, low-to moderate-income renters, and the homeless.

- Entrepreneurship Center Program: Provides management counseling and training services geared toward the development of managerial skills, enabling minority entrepreneurs to take advantage of new business opportunities and leading to a high level of personal and professional growth.
Signature Programs continued:

• Foreclosure Prevention (aka “Restore our Homes”): Functions to forestall mortgage default, delinquency and foreclosure, and to educate constituents about better decision-making with regard to home purchase, financing and home maintenance, mortgage re-finance and loan modification.

• Project Ready: Prepares adolescents for the critical transitions from middle school to high school to higher education and/or the world of work.

• Project Wellness: Promotes healthy living, the development of health assets and the elimination of health disparities and deficiencies in underserved communities through the use of Community Health Workers who serve as health coaches and help participants to access quality healthcare services.

• Read and Rise: Engages parents in early literacy development by providing them with hands-on experience and skills to work with their children to build and encourage reading.

• Urban Youth Empowerment Program: Engages at risk and adjudicated youth and prepares them for entry into the workforce through a comprehensive set of services, including case management, service learning, restorative justice, education, mentoring, internships, and on-the-job training. The program historically targets youth 18-24 year olds but the model has also been effectively applied to 14-17 year olds.

• Youth Development: Provides young people with the knowledge, skills and dispositions to be successful in school, their communities and in the world at large.

• Black Executive Exchange Program (BEEP): BEEP is the direct-service arm of the National Urban League that has as its central mission the development of college students as leaders. This work is accomplished through outreach and strategic partnerships with Historically Black Colleges and Universities and Minority Serving Institutions, corporations and government agencies.
For more than 50 years, the National Urban League’s Education & Youth Development division has worked to improve educational opportunities for African-American students by developing innovative programs to support their academic achievement, encourage their civic involvement, and contribute to their healthy physical and emotional development.

In addition to a focus on the successful transition from high school to college or work, the Education and Youth Development division focuses on early literacy development and quality early childhood education, and building the “social capital” of young people. Because young people develop in the context of their families and communities, the National Urban League also has a strong parent education and engagement component.

Our keystone programs in education and youth development are designed to help us reach the goal that every American child will be ready for college, work and life by 2025.

Project Ready

*Project Ready* is designed to develop an individual student’s knowledge and attitude toward, and capacity for, post secondary success. Our framework brings together research and promising practices in youth development, adolescent literacy, out-of-school time learning and student success, within the tradition and legacy of the Urban League movement.

In the 2011-2012 program year, 28 affiliates implemented *Project Ready* across the country, with additional affiliates expressing interest in the program. The more than 1,200 students currently enrolled in *Project Ready* nationally are expected to make academic progress, benefit from cultural enrichment opportunities and develop critical skills, attitudes and aptitudes necessary for post-secondary success.

Policy and Advocacy

In 2012, the National Urban League continued its policy, advocacy and engagement effort to build more effective grassroots advocacy in local and state venues through its Equity and Excellence Project with our affiliates in Pennsylvania and Tennessee, and expanding to two additional affiliates. In this next, three-year phase of the Equity and Excellence Project, the National Urban League is working to build the Urban League’s collective capacity to convene and participate in national and state level policy and reform discussions and enhance the advocacy skills of the local community leaders throughout the Urban League movement.

We continue to expand on our advocacy and policy efforts, working on a national level with education reform organizations, legislators and policymakers on a broad range of issues, including educational reform, post secondary success, the innovative use of learning time, college completion, and early childhood education.

Youth Development

The National Urban League Youth Development Framework and Guide (YDFG) is a research-based youth development / out-of-school time resource designed to provide participants with the knowledge, skills and dispositions to be successful in school, in their communities and in the world at large.

Using the YDFG as a baseline, our intent is to develop fully prepared and engaged young people by promoting and supporting meaningful professional development / capacity building and robust program development throughout the affiliate movement. As such, the Guide provides a comprehensive foundation upon which an affiliate youth development / out-of-school time / afterschool program can be built or enhanced.

The Youth Leadership Summit

Now in its 24th year, the National Urban League Youth Leadership Summit will engage nearly 500 high school students from over 25 Urban League affiliates and, over five days, immerse them in a unique educational and developmental experience.

The Summit functions as the annual culminating event for all of the National Urban League’s local and national Education and Youth Development programs and provides access to national presenters and content that further develops important skills and capacities in our youth participants and in our youth-worker staff.
In January 2013, the National Urban League’s Black Executive Exchange Program became a part of the Education and Youth Development portfolio, emphasizing its central role in our work and preparing to move more deeply into higher education. The enhanced and revitalized BEEP concept and model will function as an innovative foundation to all of our higher education and leadership policy, advocacy and programmatic work and will be highly representative of the manner in which the national Urban League intends to build additional education programming, tools, supports and policy in the future.

Black Executive Exchange Program: A Legacy of Sharing Across Generations

Established in 1969, the Black Executive Exchange Program (BEEP) is the direct-service arm of the National Urban League that provides an opportunity to share learning and experience across generations, cultivate new leaders and inspire achievements beyond what is presently imagined.

BEEP has as its central mission the development of African American college students as leaders. This work is accomplished through outreach and strategic partnerships with colleges, universities, corporations and government agencies.

Throughout its 44 year history BEEP has touched hundreds of thousands of students at 84 Historically Black Colleges and Universities and Minority Serving Institutions.

BEEP specifically enables African American students to interface and network with African American business professionals to prepare for careers in corporate America and the global economy. This is achieved in a unique and innovative way that helps college students understand the world of work, its environment and expectations, and how they can best prepare for success in an ever-changing marketplace.

In addition, BEEP serves an important role in helping to educate faculty, student affairs professionals and other campus administrators to the changing career, corporate and economic dynamics of the 21st century by introducing skilled and knowledgeable executives into the classroom. By intentionally integrating real-world examples from corporate and nonprofit executives and academic content, students are better served and better prepared.
program agenda
Program Agenda At-a-Glance

WEDNESDAY June 5

7AM – 5PM
Registration Open

11AM – 3PM
Student Registration / Check-In

2PM – 3PM
Student Welcome & Business Meeting
Corporate Responsibility
Roll Call Rehearsal

3:15PM – 4:30PM
Peer to Peer Networking
Keynote by: The Three Doctors
Passport to Wellness Kickoff
Sponsors: Cigna, Johnson & Johnson

4PM – 5PM
BEEP Campus Liaison Meeting
The Future of BEEP

4:45PM – 6:45PM
Peer to Peer Networking
Lessons of the Links
Sponsor: UPS

7PM – 8:15PM
Jazz & Business
Featuring: Jazz @ Lincoln Center
8:30PM – 10:30PM
Ready, Set, Close
Interview Prep Workshop
Sponsor: Fannie Mae

8:30PM – 10:30PM
Welcome Reception
Sponsor: Advance America

THURSDAY June 6

7AM – 5PM
Registration Open

8AM – 10AM
Roll Call Breakfast
Sponsored by UPS

10AM – 5PM
“Passport to Wellness” Stations
Sponsors: Cigna, Johnson & Johnson

10:15AM – 11:15AM
Beyond Your Comfort Zone:
Building National & International Career Pathways
Sponsor: Advance America

11AM – 12:30PM
BEEPer Workshop
“Future of BEEP”

11:30AM – 12:45PM
My Network of Success
Featuring: Dr. John S. Wilson
Sponsor: Advance America

1PM – 2:30PM
Legacy of Leadership Luncheon
Remarks by: Dr. Wilson
Keynote: Jerri DeVard
Sponsor: Enterprise

2:45PM – 3:45PM
Beyond Your Comfort Zone:
Leveraging Transferable Skills
Sponsor: Advance America

2:45PM – 3:45PM
Campus Liaison Meeting
Presentation by: NACE

3:30PM – 4:30PM
BEEPer Workshop II

4PM – 5:45PM
“Ethics Game” Workshop
Sponsor: Darden

6PM – 7:15PM
Speed Networking
Sponsor: McDonald’s

7:30PM – 9PM
Student Dinner Session
The Importance of Volunteerism & Civic Engagement

7:30PM
Dinner/Dine Around
Executives have dinner on their own at local restaurants

9PM – 11:30PM
Film Screening (tentative)
FRIDAY June 7

7AM – 5PM
Registration Open

8AM – 9AM
Educational Leadership Breakfast
Keynote by: David J. Johns
Bartow Scholarship Presentation

9:15AM – 11:15AM
Corporate Exchange: Career Fair

9:45AM – 11:15AM
BEEPer Workshop

10AM – 5PM
“Passport to Wellness” Stations
Sponsors: Cigna, Johnson & Johnson

11:15AM – 12:45PM
BEEP Campus Liaison Meeting
A Discussion of Best Practices, Policy and Innovation

11:30AM – 12:45PM
Student Meeting
Featuring: Marc H. Morial

1PM – 2:15PM
Leadership Luncheon
Keynote by: Marc H. Morial

2:30PM – 3:45PM
Single Gender Panel Discussions
Man-2-Man
Sister-2-Sister
Sponsors: Volkswagen, Turner

4PM – 5:15PM
Case Competition
Sponsor: Sodexo

5:30PM – 7:30PM
Pursuing Non-Corporate Paths
Two 45 min workshops (repeat)

Rewarding Careers in Education
Co-Sponsors: ADVANCE AMERICA and TFA

Navigating the Public and Non-Profit Sectors
Co-Sponsors: ADVANCE AMERICA and USDA

5:30PM – 7:30PM
BEEPer Workshop
Inside the Executive Suite: A “Spirited” Taste of Success
Tasting (Executives Only)
Sponsor: Diageo

7:45PM – 9PM
44th Anniversary Awards Dinner

9PM – 10:30PM
Dessert Reception
Dessert, DJ & Raffle
Sponsor: Marriott

SATURDAY June 8

STUDENTS CHECK OUT

7AM – 8AM
Closing Breakfast & Day of Service Opening Remarks
Sponsor:

8:30AM-9:30AM
Buses depart for Volunteer Day of Service at the Central Florida Urban League

10AM – 1PM
Student Volunteer Day of Service
at the Central Florida Urban League

Playground Rehabilitation
Hurricane Preparedness Kits
Sponsor:

1PM – 2PM
Buses Depart for Orlando International Airport
44th Annual
Black Executive Exchange Program (BEEP) Leadership Conference

The National Urban League’s 2013 BEEP Leadership Conference theme is “Prepare for Opportunity: Building Career Success” and pays tribute to the 50th anniversary of the March on Washington and to the legacy of Whitney M. Young.

The BEEP Conference is also a key part of the National Urban League’s Jobs Rebuild America initiative and includes inspirational plenary sessions, interactive workshops and visionary speakers in order to best highlight the specifics of how accomplished business leaders embrace change, engage in thoughtful planning and intentionally prepare for the opportunities that lie ahead in the 21st century.

• **For our student attendees:** The 2013 BEEP Conference provides interactive workshops designed to develop career readiness in the next generation of leaders as they enter the professional workforce.

• **For our volunteer professionals:** The 2013 BEEP Conference provides a range of interactive sessions specifically designed to support and foster dialogue between successful executives on career sustainability, growth and development.

• **For our campus partners:** The 2013 BEEP Conference provides critical opportunities for the sharing of best practices, refined programming and enhanced supports offered to college students through our work together.

The 2013 National Urban League BEEP Conference offers an exciting lineup of featured speakers who are certain to inspire and motivate:

• Marc Morial, CEO, National Urban League
• David Johns, Executive Director, Whitehouse Initiative on Educational Excellence for African Americans
• Jerri DeVard, Spelman College Board of Trustees, Accomplished CMO/Business Executive, and
• Dr. John S. Wilson, President, Morehouse College
• The Three Doctors
Wednesday June 5, 2013
7am-5pm
Registration Open

2pm – 3pm
Welcome & Student Business Meeting
Corporate Responsibility • Roll Call Rehearsal
Room: Ireland
Presiding: George Brooks, President, UPS East Region, and BEEP EAC Chair
Remarks:
• Hal Smith, SVP, Education, Youth Development and Health, National Urban League
• Linda Clemons, Sisterpreneur, Southwest Airlines
• Carolyn Ellison, Director, BEEP, National Urban League
• Danielle Cornwall, Manager, BEEP Campus Programs, National Urban League

Students will be provided with an overview of the conference, an introduction to the importance of Corporate Responsibility and prepare to meet their sponsors and represent their schools.

3:15pm – 4:30pm
Peer-to-Peer Panel Discussion
and Kickoff of “Passport to Wellness”
Room: Scotland
Sponsor: Johnson & Johnson
Moderator: Dr. Noel Manyindo, M.D., MBA, MPH, Senior Director, Community Health & Wellness, National Urban League
Speakers:
• The Three Doctors: Sampson Davis, MD, Rameck Hunt, DMD, and George Jenkins, MD
• Anthony Carter, Chief Diversity Officer, Johnson & Johnson

The Three Doctors discuss the importance of Peer-to-Peer networking, “The Pact” they had to support each other, and its relevance and impact on facing life challenges and overcoming hardship.

This session will also serve as the Passport to Wellness kickoff, encouraging student participants to engage in at least one healthy challenge or knowledge building activity each day of the conference in hopes of becoming “Corporate Athletes.” Conference attendees are encouraged visit stations each day and earn stamps in their “passports.”

4pm- 5pm
BEEP Campus Liaison Meeting
Room: Emerald
Presiding: Hal Smith, SVP, Education, Youth Development and Health, National Urban League

BEEP Campus Liaisons will meet with the NUL Education & Youth Development Team leadership to discuss the future of BEEP and the planned enhancements to move the program forward in order to best prepare the next generation of leaders.

4:45pm – 7:00pm
A Peer-to-Peer Networking Activity:
Lessons of the Links
Room: Disney’s Osprey Ridge Golf Course
Sponsor: UPS
Presiding: Lorenzo Chambers, Principal, NYC Department of Education

Students will be transported to a nearby golf course and grouped with peers from other schools to learn a little bit about golf and lot more about the lessons of leadership that are built into the game of golf, specifically, the importance and realities of combining the personal and the professional. The session will be competitive, informative and fun!

7:30pm – 9:30pm
“Ready, Set, Close”
An interview Preparation Workshop
Rooms: England / Scotland
Sponsor: Fannie Mae
Presenters:
• Torrance Hucks, Diversity Associate, Fannie Mae
• Janiec Norfleet, Operations & Technology Associate, Fannie Mae

The “Ready, Set, Close,” workshop is designed to provide hands on support to college students who are preparing for the interview process. In follow-up to a pre-conference webinar on professional dress, understanding different interview formats, common interview questions, and tips for navigating the process, this session will prepare students for the next three days of interaction with conference executives. Volunteer executives will conduct “mock interviews,” spending 30 minutes of one-on-one time with students and providing them with direct feedback and helpful advice.
7:30pm – 10:00pm
Welcome Reception
Rooms: Emerald / Diamond
Sponsor: Advance America
Remarks: Anthony T. Grant, CEO, Grant Business Strategies, Inc., Advance America representative

Join us at the Welcome Reception and enjoy the opportunity to reunite with friends, other BEEPERS, co-workers and peers and to meet some new fellow executives. Heavy Hors D’oeuvres will be served.

Thursday June 6
7am – 5pm
Registration Open

8am – 10am
Roll Call Breakfast
Room: Great Hall North
Sponsor: UPS
Presiding: George Brooks, President, UPS East Region, and BEEP Conference Co-Chairs

This traditional annual event “officially” opens the conference — introduces and highlights the student scholars and recognizes conference sponsors.

Remarks include:
• Hal Smith, SVP, Education, Youth Development & Health, National Urban League
• Kim Bonner Massey, Underwriter, Cigna, EAC Vice Chair
• Linda Clemons, Sisterpreneur, Southwest Airlines
• Dr. Danielle Robinson, Diageo, Conference Co-chair
• Vernon E. Martin, Jr., Conference Co-chair
• Anthony Carter, Chief Diversity Officer, Johnson & Johnson
• Allie Braswell, President & CEO, Central Florida National Urban League
• Anthony T. Grant, CEO, Grant Business Strategies, Inc., Advance America representative

10:15am – 11:15am
Beyond Your Comfort Zone: Building National & International Career Pathways
Room: Scotland
Sponsor: Advance America

Panel Discussion which addresses the considerations and opportunities one must weigh when offered a professional opportunity in an unfamiliar geographic format or location. This panel discussion will feature individuals who have moved from small towns to large cities and/or worked outside of the US.

Moderator: Janice Johnson, Community Engagement Director, UPS Foundation

Panelists:
• Bessie Willis, Assistant Director and Coordinator, Internships & Cooperative Education, Hampton University
• Darryl Williams, Executive Director, CFO Global Real Estate, Time Warner Inc.
• Lauren Legette, Food Network/Cooking Channel, Hampton University graduate, NY Urban League Young Professionals
• Sean Hudson, Strategy Lead for Developed Asia Markets and Global Brands at Pfizer, Morehouse College graduate
• Shawn Lawson-Cummings, Head of Innovation & Market Strategy, Timex Group
• Dr. Rick Martinez, Executive Director, Johnson & Johnson

11am – 12:30pm
BEEPer Workshop: The Future of BEEP
Room: Ireland
Presiding: Hal Smith, SVP, National Urban League, and George Brooks, President, East Region, UPS and BEEP Executive Advisory Council

The NUL Education & Youth Development Team leadership and BEEP EAC will share the NUL’s vision for the future of BEEP and the planned enhancements to move the program forward in order to best prepare the next generation of leaders.

10am-5pm
Passport to Wellness Health Stations Open
Room: Hampton Court
Sponsors: Cigna
11:30am – 12:45pm
My Network of Success
Room: Scotland
Sponsor: Advance America
Moderator: Dr. John S. Wilson, President, Morehouse College

This panel discussion will reflect on the research findings of the 2012 National Black Male College Achievement Study, which was conducted and published by Dr. Shaun Harper, and contained findings that suggested that successful college grads commonly report an expanded network of support who contribute to their success. Panelists will include two recent HBCU college graduates who will highlight their “success” networks – the teacher, the mentor, the parent, the friend – and the impact they have had on their achievements to date.

Panelists/Networks:
• Michael P. Cox, 2012 Morehouse College Graduate, Morgan Stanley
  • Henry Goodgame, the campus advisor
  • Leila Meliani, the friend
  • Michael L. Cox, the father
• Amber Thomas, 2012 St. Augustine’s College Graduate, UPS
  • Debra Lewis, the mother
  • Derrick Waters, Director of Industrial Engineering, UPS BEEPer
  • Leonard Hunter, The friend

1pm – 2:30pm
Legacy of Leadership Luncheon
Room: Great Hall North
Sponsor: Enterprise
Presiding: Chris Tabourne, AVP Diversity & Inclusion, Enterprise

This Legacy of Leadership Luncheon will focus on the importance, opportunities and rewards of building a legacy of giving. As prominent leaders who have achieved notable career success, and board members who have served together in the HBCU community, Jerri DeVard and Dr. John Wilson are uniquely poised to provide invaluable insights and motivation to our conference attendees regarding the importance and role of giving back, and creating a legacy of giving back to our communities.

Remarks: Dr. John S. Wilson, President, Morehouse College
Keynote Speaker:
Jerri DeVard, Principal, DeVard Marketing Group

2:45pm – 3:45pm
Beyond Your Comfort Zone: Leveraging Transferrable Skills
Room: Scotland
Sponsor: Advance America

Panel Discussion featuring speakers who are have embraced an open mind set and are successfully and happily working outside of their “trained” expertise/profession. Based on the best-selling book by Stanford psychologist Dr. Carol Dweck, this workshop will seek to build the open mind set necessary for transformational resilience in a challenging job market.

Moderator: T. Hudson-Jordan, American Express, BEEP EAC member
Panelists:
• Channele Hardy, SVP, for Policy and ED of the National Urban League Policy Institute
• Michael L. Cox, Development Director, UNCF
• Rob Haywood, VP, Shopper Marketing, Mattel
• Tim Cunningham, Senior Claims Adjuster at Gallagher Bassett, Professional Musician

1pm – 2:30pm
BEEP Campus Liaison Session
Room: Emerald / Diamond

A discussion with representatives from the National Association of Colleges and Employers (NACE) regarding their work to connect campus recruiting and career service professionals, this session will cover employer/ campus recruiting trends, and the on-campus research NACE conducts with partner schools.

Moderator: Katie Nailler, UDC BEEP Campus Liaison
Panelists:
• Manny Contomanolis, Ph.D, Office of Cooperative Education and Career Services, Rochester Institute of Technology
• Vanessa Strauss, Senior Advisor in Human Resources, Federal Deposit Insurance Corporation (FDIC)

2:45-4:00pm
BEEPer Workshop: Cultural Competence in Mentoring
Room: Ireland
Moderator: Darrell Butler, President, Butler Consulting Group-BC Innovations

This workshop provides an overview of individual skills effective in understanding differences and building mentor-mentee relationships. Even with the best of intentions, we may sometimes find ourselves challenged with figuring out how to interact more productively with students. This interactive session will provide participants with a few tips and tools to make these moments of tension work FOR them instead of against them.
4pm – 5:45pm
“Ethics Game” Workshop
Room: Scotland
Sponsor: Darden
Moderator: Joan Bullock, Associate Dean for Teaching and Faculty Development and Professor of Law, Florida A&M University College of Law
Speakers:
• Elizabeth Yost, Manager, Compliance and Ethics, Darden
• Horace Dawson, Vice President and Division General Counsel, Darden

In an ever changing business world where the boundaries seem to be blurred and news reports of the latest arrest of someone involved in fraudulent fiscal activity abound, the importance of ethics must be top of mind. Employees are asked to “be creative” and move things forward when none of the known tried and true methods or rules seem to apply.

Students and executives in this session will be grouped into teams to debate the complications of a business case that will challenge them to make effective decisions and to learn how to move from being “right” to being “responsible.”

6pm – 7:15pm
Speed Networking
Room: England
Sponsor: McDonald’s
Moderators:
• Anita Charleston, Experienced Human Resource Professional
• Lisa E. Shannon-Brown, Corporate Recruiter, JP Morgan Chase
Sponsor Remarks:
• H Walker, Director, Education, McDonald’s

Speed networking at this BEEP conference gives you the opportunity to meet a lot of people in a very short space of time, but remember – first impressions count! Participants will be placed in small groups of 5-7 students, and given a set period of time to make contact with business executives – just enough time to exchange basic information connect and make an intriguing first impression. The challenge is to ensure that the impression left is one that warrants a longer conversation at a later date. This is an opportunity is to learn something new and meet conference executives in a unique and exciting way.

7:30pm-9pm
Student Dinner Session: “The Importance of Volunteerism and Civic Engagement”
Room: Great Hall Center
Presiding: Danielle Cornwall, Manager, BEEP Campus Programs, National Urban League

In a time where available hours seem limited and pressures are many, it’s so very tempting to ignore volunteerism and civic engagement. This session will highlight the hands on work, engagement and results of the National Urban League in affiliate communities around the country. At each table, with students will be Urban League Young Professionals from the Florida Region, to give students an opportunity to engage with and ask questions about how they engage in the work of the Urban League and surrounding communities

Keynote Speaker: Brandi Richards, National President, National Urban League Young Professionals, FEMA

7:30pm
Dinner on your own: A “Dine-Around” for Executives
Executives are offered an opportunity to take a break, and join with others to enjoy the culinary delights of the Conference Center, and surrounding sites, including Downtown Disney.

9pm-11pm
A Special Film Screening – “From The Rough”
Sponsor: UPS

All conference attendees are invited to pull up chair, snack on some popcorn and enjoy the soon-to-be released film, From the Rough. Based on a true story, From the Rough stars Taraji B. Henson as Dr. Cantara Starks, a former swim coach at Tennessee State University who became the first woman and the first African American woman to coach a men’s college golf team. With drive, determination, passion, and courage, she took an unlikely group of young men and guided them to an all-time record at the PGA National Collegiate Minority Championship.

Cast: Taraji P. Henson, Henry Simmons, Michael Clarke Duncan, Tom Felton, Justin Chon and LeToya Luckett

Friday June 7
7am-5pm Registration Opens

LEGEND: STUDENTS CAMPUS LIAISONS BEEPERS (EXECUTIVES) ALL ATTENDEES
8am-9am
Educational Excellence and Awards Breakfast
Featuring: Recognition of 2013 Jerome E. Bartow scholarship® awardees
Room: Great Hall North
Presiding: Dr. Danielle Robinson, Diageo, EAC Member and Conference Co-chair

Keynote Speaker: David J. Johns, Executive Director, White House Initiative on Educational Excellence for African Americans

*The Jerome E. Bartow Scholarship Fund was established in 1997 by ITT Hartford Insurance Company in recognition of Dr. Bartow’s service to ITT and his long standing service to BEEP. Annually, three scholarships are awarded to students who have a minimum GPA of 3.0 and are successful in an essay competition highlighting their personal commitment to scholarship and service.

9am-1pm
Passport to Wellness Health Stations Open
Room: Hampton Court
Sponsors: Cigna

9am-3:45pm
Single Gender Workshops
These single gender workshops offer participants the opportunity to hear practical advice, and gain enlightenment and motivation to assist with success within the walls of corporate America. Recognizing the very real dilemmas, misperceptions and stigmas that face Black men and women in the workplace, a group of seasoned professionals will offer their perspective, answer questions and lend support through sage wisdom, anecdotes and prescriptive tools for managing interesting dynamics while understanding the importance of networking, mentoring and nourishing oneself.

11:15pm- 12:45pm
BEEP Campus Liaison Session: “A Discussion of Best Practices, Policy, and Innovation”
Room: Emerald
Speakers:
• Phyllis Fisher, Early Career & Diversity Hiring, Cigna
• Danielle Cornwall, Manager, BEEP Campus Programs, National Urban League

The session will provide an opportunity for BEEP campus liaisons to have a discussion with their peers on what issues they are facing and learn how other campuses are addressing them. The conversation will highlight areas of strength and innovation.

11:30am- 12:45pm
Student Meeting featuring Marc H. Morial, President & CEO, National Urban League
Room: Great Hall Center

This is a closed door session where student leaders and scholars will have the opportunity to interface directly with the top ranking officer of the National Urban League. Topics expected to be covered will include The National Urban League’s Eight Point plan, its Jobs Rebuild America initiative and the impact of current issues on local communities served by the Urban League Affiliate Movement.

1pm – 2:15pm
National Urban League Leadership Luncheon
Room: Great Hall North
Sponsor: Johnson & Johnson
Presiding: Vernon E. Martin, Jr., EAC member and Conference Co-chair

Keynote Speaker: Marc H. Morial, President & CEO, National Urban League

9:15am–11:15am
Corporate Exchange: A Career Fair
Room: England

This annual Career Fair provides students an opportunity to speak directly with corporate representatives about employment and internship opportunities with their companies.

Participating Companies include:
Avis / Cigna / CIA / Enterprise / Fannie Mae
Johnson & Johnson / McDonald’s / Sodexo
Southwest Airlines / Teach For America / UPS
USDA / Volkswagen

9:45am -11:15am
BEEP Workshop: Assurance of Insurance: Understanding the Affordable Health Care Act
Room: Ireland
Speaker: Noel Manyindo, M.D., MBA, MPH, Senior Director, Community Health & Wellness, National Urban League

Has all this talk about health insurance benefits been a little confusing and just too much too keep up with? This workshop will provide participants with practical information and resources related to understanding key provisions of the Affordable Care Act (ACA). Last year’s Supreme Court ruling and the re-election of President Barack Obama have all but cemented the ACA as the law of the land. Implementation of the ACA is being ramped up across the country and the impact on African Americans and other communities of color will be very significant. This workshop will provide information on what is in the ACA for individuals and communities, how the National Urban League plans to be involved and how participants can be better prepared for the changes ahead. The speaker will use presentation, interactive and hands-on approaches (including online demonstrations) to explore this important topic.

LEGEND: STUDENTS CAMPUS LIAISONS BEEPERS (EXECUTIVES) ALL ATTENDEES
Man-2-Man: “Ethics of Success”
Room: Ireland
Sponsor: Turner Construction
Moderator: Rodney Pope, Vice President Senior HR Director, Turner Construction
Panelists:
- Gerry Jackson, Acting Associate Deputy Chief, Business Operations, USDA Forest Service
- Jeremiah Carter, Senior Associate, Federal Advisory, KPMG, LLP
- Sanford Garner, AIA, NOMAC, LEED AP ND, Founding Partner/President A2SO4
- Shaun Fletcher, Manager, Internal Communications, Volkswagen of America

Sister-2-Sister: “A Mentoring Model for Success”
Room: Scotland
Sponsor: Volkswagen
Moderator: Linda Clemons, Southwest Airlines, & Sisterpreneur
Speakers:
- Dr. Danielle Robinson, Director, Alcohol Policy & Reputation Management, Diageo
- Kimberley Thompson, Senior Program Manager, Global Diversity, Starbucks
- Lisa E. Brown, Sales Operations Manager, Volkswagen of America
- Tracy Elise Poole, Assistant General Counsel, Johnson & Johnson

4pm – 5:15pm
Case Competition
Room: Scotland
Sponsor: Sodexo Education Group
Seeking to improve wellness efforts in a Sodexo Education-Sodexo Campus Services division, the firm developed a case study challenging students to present strategies and tactics to: 1) best position Sodexo to be the world leader for the industry in health & wellness; 2) best position Sodexo to be a change agent with Nutritional, Physical, Social, Spiritual, Safety, Environmental, Intellectual areas; and 3) help determine how Sodexo can engage employees to be a catalyst for Health & Wellness.

The three finalist teams – Bennett College, Fayetteville State University, and Huston-Tillotson University – will present their cases and compete for the Championship title during this session.

5:30pm–7:30pm
Pursuing a non-corporate path
Concurrent workshops (will repeat once)
Many recent college graduates are becoming increasingly disillusioned with Wall Street, Corporate America, and the supposed glamour of consulting, but there are indeed careers that allow for the consideration of “doing something important with your life” – something that has meaning, allows you to rock the boat, and make a huge difference in the lives of others. Nonprofits, government jobs and the field of education, by virtue of their missions, are the perfect places in which to fuel that passion while pursuing a rewarding career.

A: Rewarding Careers in Education
Room: Diamond
Sponsor: Teach for America
For those who have a passion for the critical need to educate America’s youth, a wealth of opportunities abide from serving directly in the classroom to making strategy and funding decisions that impact educational programs and institutions. This panel will give perspective on the range of career opportunities in the field.
Moderator: Teresa Saunders, Consultant, Michigan Department of Education
Panelists:
- Lorenzo Chambers, Principal, NYC Department of Education
- Ron Chandler, CIO, LA Unified School District
- Teach for America Representative

B: Navigating the Public and Non-Profit Sectors
Room: Sapphire
Sponsor: USDA Forest Service
Several studies show that non-profit and government institutions have an increased need for talent to help strengthen their organizational complexity and capacity building, based on growth in prior years. In fact, The Foundation Center shows that nearly 30% of nonprofit organizations with revenues of $1 million and above are projected to make one or more senior management hires, translating to 24,000 vacancies in the next few years. In addition to capacity building, many of these vacancies are largely the result of retirement, since much of the existing leadership is comprised of boomers. So if you are looking for a leadership role, the government and nonprofit entities are great places to consider.
Moderator: Arthur Bryant, USDA Forest Service
Panelists:
- Brandi Richards, National President, National Urban League Young Professionals, FEMA
- Walter Booker, Chairman of the Board, Sponsors for Educational Opportunity (SEO)
- Greg Smith, USDA Forest Service
5:30pm- 7:30pm
BEEPer Workshop: “Inside the Executive Suite: A ‘Spirited’ Taste of Success”
Room: 20Seven – 27th Floor
Sponsor: Diageo

A group of the most senior executives of BEEP will offer their perspectives on leadership within the C-Suite and share stories of their rise to the highest levels of executive leadership while confronting the challenges that often face African Americans. This “spirited” session provides an up close and personal opportunity to benefit from personal perspectives and experiences as you visit hosted tasting rooms, enjoyed paired appetizers and discuss plans to develop and refine your career strategies and trajectories. Participants are given the opportunity to rotate throughout tasting rooms to engage in dialogue with the host executives and other conference attendees.

Presiding: Wanda Jackson, SVP Talent Management/Jobs Network, National Urban League

Senior Executives:
• Anthony T. Grant, CEO, Grant Business Strategies, Inc., Advance America representative
• George Brooks, President, UPS East Region, and BEEP EAC Chair
• Herman Lessard, SVP, Affiliate Services and Volunteer Services, NUL
• Janet Rollé, Media Executive, Former EVP & CMO, CNN Worldwide
• Jerri DeVard, Principal, DeVard Marketing Group
• Otha “Skip” Spriggs, EVP of TIAA CREF
• Randy Zeno, Board Member, Glory Foods
• Steven Gillenwater, SVP, Human Resources - Central Division, Comcast

7:45pm – 9pm
44th Anniversary BEEP Awards Dinner
(Business Attire)
Room: Great Hall North
Sponsors: UPS
Presiding: Dr. Danielle Robinson, Conference Co-chair

Join us for a formal, final and official close to 2012-2013 BEEP programming. In recognition of the hard work, meaningful moments and service to BEEP, we will highlight accomplishments, acknowledge contributions and pay tribute to the campus and program partners who drove and inspired us all to “achieve beyond the possible,” this past year.

Welcome

Sponsor Remarks:
George Brooks, President, UPS East Region, and BEEP EAC Chair

Announcement of Case Study Competition Winners:
Keysa Minnifield, Sodexo

Campus and Sponsor Awards Presentation:
• Carolyn Ellison, Director, BEEP, National Urban League
• Danielle Cornwall, Manager, BEEP Campus Programs, National Urban League

Keynote Speaker:
Janet Rollé, Media Executive, Former EVP & CMO, CNN Worldwide

Closing Remarks

9pm – 10:30pm
Dessert Reception
DJ & Raffle
Room: England
Sponsor: Marriott
Presiding: Vernon Martin, BEEP EAC member, Conference Co-chair

Enjoy an informal last few moments with program participants. Students, campus partners and program volunteers will have the opportunity to savor some sweets, do a little “wobble” on the dance floor and win great prizes. All are encouraged to have that “closing” conversation and finalize plans for staying in touch until the next BEEP Convening.

Saturday, June 8
Student Volunteer Day of Service
Sponsor: Anheuser Busch

A Student/Community Hands on service, leadership and engagement activity designed to leave an imprint of service on Orlando while also building an appreciation for the importance of commitment to community involvement and Corporate Social Responsibility for student leaders.

7am-8am
Closing Breakfast /Student Check-out
Room: Ireland
Presiding: Quincy Dunlap, NUL

8:30am-9:30am
Buses Depart for Volunteer Day of Service at the Central Florida Urban League

10am-1pm
Student Volunteer Day of Service

Closing Remarks:
Vanessa Foster-Cooksey, Senior Director, Community Affairs, Anheuser-Busch InBev

1pm-2pm
Buses Depart for Orlando International Airport
Marc M. Morial

Entrepreneur. Lawyer. Professor. Legislator. Mayor. President, U.S. Conference of Mayors. CEO of the National Urban League, the nation’s largest civil rights organization.

In a distinguished professional career that has spanned 25 years, Marc Morial has performed all of these roles with excellence, and is one of the most accomplished servant-leaders in the nation.

As President of the National Urban League since 2003 he has been the primary catalyst for an era of change — a transformation for the nearly 100 year old civil rights organization. His energetic and skilled leadership has expanded the League’s work around an Empowerment agenda, which is redefining civil rights in the 21st century with a renewed emphasis on closing the economic gaps between Whites and Blacks as well as rich and poor Americans.

Under his stewardship the League has had record fundraising success towards a 250MM, five year fundraising goal and he has secured the BBB nonprofit certification, which has established the NUL as a leading national nonprofit.

His creativity has led to initiatives such as the Urban Youth Empowerment Program to assist young adults in securing sustainable jobs, and Entrepreneurship Centers in 5 cities to help the growth of small businesses. Also, Morial created the National Urban League Empowerment Fund, which has pumped almost $200 million into urban impact businesses including minority business through both debt and equity investments.

A graduate of the prestigious University of Pennsylvania with a degree in Economics and African American Studies, he also holds a law degree from the Georgetown University Law Center, as well as honorary degrees from Xavier University, Wilberforce University, and the University of South Carolina Upstate.

He serves as an Executive Committee member of the Leadership Conference on Civil Rights, the Black Leadership Forum, and Leadership 18, and is a Board Member of the Muhammad Ali Center, and the New Jersey Performing Arts Center.

He has been recognized as one of the 100 most influential Black Americans by Ebony Magazine, as well as one of the Top 50 Nonprofit Executives by the Nonprofit Times.

David Johns

David Johns is the executive director of the White House Initiative on Educational Excellence for African Americans. This initiative will work across federal agencies and with partners and communities nationwide to produce a more effective continuum of education programs for African American students.

Prior to joining the Department, Johns was a senior education policy advisor to the Senate Committee on Health, Education, Labor and Pensions (HELP) under the leadership of Sen. Tom Harkin, D-Iowa. Before working for the Senate HELP committee under Chairman Harkin, Johns served under the leadership of the late Sen. Ted Kennedy, D-Mass. Johns also was a Congressional Black Caucus Foundation Fellow in the office of Congressman Charles Rangel, D-N.Y. Johns has worked on issues affecting low-income and minority students, neglected youth and early childhood education and with Historically Black Colleges and Universities (HBCUs). His research as an Andrew W. Mellon Fellow served as a catalyst to identify, disrupt and supplant negative perceptions of black males within academia and society. Johns is committed to volunteer services and maintains an active commitment to improve literacy among adolescent minority males. Johns obtained a master’s degree in sociology and education policy at Teachers College, Columbia University, where he graduated summa cum laude while simultaneously teaching elementary school in New York City. He graduated with honors from Columbia University in 2004 with a triple major in English, creative writing and African American studies.
Jerri DeVard

Jerri DeVard is a senior marketing executive with 25+ years of line responsibility with diverse Fortune 100 companies and is recognized as an individual that is adeptly quantitative and qualitative. A Bachelors of Arts in Economics from Spelman College and MBA in Marketing from Clark Atlanta University formed the backbone of a successful career in Technology, Consumer Packaged Goods, Sports and Entertainment, Gaming, Cosmetics, Financial Services and Telecommunications. Possessing the perfect balance of right and left brain skills, she is known for her creativity and ability to link innovation with bottom line results.

Jerri is the principal of the DeVard Marketing Group, where she provides strategic counsel to consumer packaged goods companies in the areas of Advertising, Branding, Communications, Digital and Mobile Marketing and Diversity. She is the former EVP, Chief Marketing Officer of Nokia and is based in London. Responsibilities included leading a team of 1500 marketing professionals and a budget of £1B to drive all of Nokia's global and local marketing, brand management, advertising, consumer intelligence, partnerships, events, agency management and key industry collaboration activities. She was a member of the Nokia Executive Committee.

As the former SVP of Marketing and Brand Management for Verizon, she was responsible for leading all corporate initiatives to build and strengthen the Verizon brand.

Prior to Verizon, Jerri was the Chief Marketing Officer for Citigroup, responsible for the e-consumer business. Prior to this assignment she was a Managing Director responsible for customer acquisition, retention and new business development for Citibank. Before joining Citi, Jerri was the VP, Marketing at Revlon; VP, Marketing at Harrah's Entertainment; Director, Marketing for the NFL's Minnesota Vikings; and held several brand management positions, of increasingly higher responsibility, at the Pillsbury Company. She currently serves on the board of directors for Belk and is a trustee of Spelman College. She is a past director of the Tommy Hilfiger Corporation and Gurwitch Products, makers of Laura Mercier Cosmetics and ReVive Skincare and the Pepsi African American Advisory Board.

Janet Rollé

Janet Rollé most recently served as executive vice president and chief marketing officer for CNN Worldwide, overseeing the positioning and promotion of CNN’s multiple networks and services, including CNN, CNN.com, CNN International, HLN, CNN.com/Live, CNN Mobile and all other CNN services. Rollé was responsible for brand strategy, consumer and trade communication, audience development, and sales communications supporting CNN brands and programming. She directed the marketing of CNN’s America’s Choice 2012 Presidential Primary, Debate and Election coverage, as well as the launches of new series including Erin Burnett Outfront, The Lead with Jake Tapper, and CNN’s upcoming morning show, New Day.

Rollé joined CNN in 2011 from BET Networks, where as executive vice president and chief marketing officer she led brand strategy and marketing efforts, including on-air promotions, off-channel and digital marketing, affiliate and trade marketing. She directed a redesign of the BET network on air, and comprehensive, multi-platform marketing campaigns for the brand’s signature successes, including BET’s history-making scripted series THE GAME, The BET Honors and the BET Awards, for which BET received multiple Promax/BDA Awards. Advertising Age magazine named her one of “10 Who Made Their Mark” in 2010 for her noteworthy brand development work at BET, and one of its “Women To Watch” in 2011.

Before joining BET Networks, Rollé worked at AOL as Vice President and General Manager of AOL Black Voices and AOL Women’s and Lifestyle Programming from 2005-2007. In this role, she oversaw editorial programming for AOL Black Voices and the 10 websites in the lifestyle category.

From 2000-2005, Rollé worked at MTV Networks as the vice president of programming enterprises and business development for VH1 and CMT. She began her business career at HBO, eventually rising to Director of Marketing and New Media for HBO Home Video.

Rollé earned her MBA from Columbia University Graduate School of Business, where she was Black Business Students Association President. She received a Bachelor of Fine Arts degree in Dance from the State University of New York at Purchase. She serves on the Boards of Directors of Carver Bancorp, Inc. and the American Foundation for the University of the West Indies.
As a scholar, an educator, a consultant, a strategist and a fundraiser, Dr. John Silvanus Wilson Jr. has moved universities and organizations forward with his efforts and vision. In January 2013, Dr. Wilson took office as the 11th president of Morehouse College, the nation’s only private, liberal arts institution dedicated to the education of African American males.

Prior to that position, Dr. Wilson was appointed by President Barack Obama to serve as the executive director of the White House Initiative on Historically Black Colleges and Universities (HBCUs). There, Dr. Wilson promoted HBCU excellence, innovation and sustainability. He worked to strengthen the capacity of HBCUs to participate in federal programs; fostered private-sector initiatives and public-private partnerships; improved the availability and dissemination of information on HBCUs to inform public policy; shared best practices within the HBCU community; and explored ways to improve the relationship between HBCUs and the federal government.

Prior to his presidential appointment, Dr. Wilson served in numerous roles at the Massachusetts Institute of Technology (MIT), ultimately as the director of Foundation Relations, where he helped to manage two record-breaking capital campaigns, with combined results approaching $3 billion. He has served in numerous capacities throughout the nonprofit sector, including as a consultant for the United Negro College Fund’s Institute for Capacity Building and on the Kresge Foundation’s Black College Advisory Board, as well as the trustee boards of the Samaritans, the Andover Newton Theological School and Spelman College.

Dr. Wilson holds a Bachelor of Arts degree from Morehouse College, class of 1979, as well as two master’s degrees in theological studies and education, and a doctorate in education from Harvard University.

Dr. Wilson is married to Dr. Carol Espy-Wilson, an electrical and computer engineering professor at the University of Maryland, College Park. They have three children, twin daughters, Ayana and Ashia and a son, Jay.

The Three Doctors

Drs. Sampson Davis, Rameck Hunt and George Jenkins, fondly known as The Three Doctors are extraordinary role models for anyone who’s been through any kind of life challenge or major hardship.

As teenage boys growing up on the tough inner-city streets of Newark, New Jersey these three kindred spirits made a pact: they would stick together—go to college—graduate—and become doctors. Surrounded by negative influences and having few positive role models made this a not so easy feat. Now many years later, these three men have overcome countless obstacles and proudly bear the subtitle of doctor, serving as the face of health and education for youth and families across our country.

The doctors know first hand the pressures and struggles of life in the inner city and how difficult it can be going at it alone. Determined not to become victims of their environment, the trio stood firm in their mission and together became one of the most remarkable success stories of inspiration, dedication and determination.

Today, Dr. Hunt is a Board certified internist at University Medical Center at Princeton and Assistant Professor of Medicine at Robert Wood Johnson Medical School. Dr. Jenkins serves as Assistant Professor of Clinical Dentistry at Columbia University. Dr. Davis is a Board certified Emergency medicine physician at Saint Michael’s Medical Center in Newark, NJ.

The doctors have additionally authored three inspiring books about their lives: The Pact, for adults, and We Beat the Streets, for children, as well as a third book The Bond, highlighting fatherhood relationships. In February 2013, Dr. Davis released his new book, Living & Dying in Brick City which provides a rare, real-life glimpse into the inner workings of an urban emergency room, while offering
Allie Braswell is the President and CEO of the Central Florida Urban League (CFUL). He has led the CFUL since February 2010. Allie is a passionate and engaged community leader. He is a member of the National Urban League’s Housing Taskforce and Jobs Taskforce. He remains active in the local community through his membership on several local advisory boards, including Wells Fargo Community Advisory Board, Pine Hills Neighborhood Improvement District Advisory Council and most recently, the University of Central Florida’s Non Profit Management Center Advisory Council. Allie is also a recent graduate of the Orange County Bar Association’s Inaugural Leadership Law class and Orange County Public Schools’ Leadership Orange. A proud member of the General Daniel “Chappie” James Chapter of the Tuskegee Airmen, Inc., Allie was welcomed into the chapter in recognition of his commitment and service to the Central Florida community.

As President and CEO of the Central Florida Urban League, Allie is responsible for leading the efforts to maintain and grow the extensive network of educational, cultural and community partners and alliances that embrace and articulate the organization’s goals. He is responsible for the overall management of the agency as well as overseeing the implementation of policies and procedures issued by the CFUL’s Board of Directors and the National Urban League of which CFUL is an affiliate. In recognition of these efforts, Allie was recognized as one of Central Florida’s Most Influential Business Executives for 2012 by the Orlando Business Journal.

Allie Braswell is also a proud military veteran, having served 13 years in the United States Marine Corps. During his military career he served as a Marine Cryptologic Intercept Operator, Cryptologic Analyst and Indonesian Linguist. He continues his service to the country, and our region as a US Army Reserve Ambassador, and most recently served on the Advisory Committee for the Center for Minority Veterans by the Honorable Eric K. Shinseki, Secretary of Veteran Affairs. His support and endorsement of many civic and charitable endeavors has earned him additional recognition from community leaders and organizations nationwide.

Allie is also an inspirational speaker and author. He holds a Bachelor of Science degree in Information Technology from American Intercontinental University.

Amber Thomas

Born in the sunshine state of Florida, Miss Amber Thomas finds illumination in education and seeking knowledge. Her never endless journey to learn reached monumental moment with her graduation ceremony from Saint Augustine’s University this past May 5, 2013 with a Bachelor of Science. Having finished her degree program in Business Administration however, last summer she embarked on a career with the United Parcel Service. She entered the organization in Industrial Engineering on the Operational Excellence team for the then Central California District; she relocated herself from North Carolina to the heart of Los Angeles to build a foundation with UPS. Recently she has been promoted to the Business Development division as an Account Executive just 6 months after commencing her career. She took the opportunity and relocated once again back to the east coast, serving the Chesapeake District of UPS in Northern Virginia/DC area.

While in college Miss Thomas served as Student Government President, Miss United Negro College Fund, Miss Saint-Augustine’s College, Ms. Black North Carolina, Second Vice President to the Gamma Rho Chapter of Delta Sigma Theta Sorority, Incorporated as a Spring 2011 initiate, an organizer for the Obama Campaign for Change and for the North Carolina chapter of the NAACP, and Miss Thomas was profiled by BET Networks, featured on the United Negro College Fund Evening of Stars, and interviewed in Bloomberg Business Week Magazine. In addition to working in the community Miss Thomas is the youngest of 3 siblings and enjoys spending time with her inspiration – her mother Debra, event coordinating & lifestyle coaching, all while planning her Labor Day weekend wedding to the love of her life. In an ever changing world, her motto adjusts to the times of today, leaving you with this thought, “If you do not dream big, then you have failed to dream at all!”

Anita Charleston

Anita Charleston has worked in various functions of human resource management for nearly 20 years, most recently with Recall, a leading global document and information storage management company with over 300 dedicated operation centers, spanning five continents in over 20 countries. In the course of 5 years she worked in both regional and global human resource management positions with responsibilities that included organization realignment, talent management, succession planning, strategic recruitment, employee relations for the Recall Global Executive teams as well as champion and lead the implementation and execution of global HR initiatives. Prior to joining Recall, she worked with an entrepreneurial franchise operation and spent over 10 years in HR Management with Mars (the M&M candy folks). Originally from New York, she holds a BA in Business administration from Syracuse University and an MBA from the University of Michigan.
Anthony Carter

Anthony P. Carter is the Vice President, Global Diversity & Inclusion, and Chief Diversity Officer for Johnson & Johnson. In this capacity, Anthony is responsible for building a strategy that enhances the Johnson & Johnson vision to be a world class, benchmark company for diversity and inclusion and aligning this critical business process with the Corporation’s strategic business objectives. In this position, he reports directly to the Chief Executive Officer of Johnson & Johnson and works closely with the Worldwide Vice President and Executive Committee Member for Human Resources and the Worldwide Human Resources Executive Council. Anthony is a member of the Corporate Group Operating Committee.

Anthony joined Johnson & Johnson in 2002 as Director, Corporate Communications and was promoted to Vice President, Corporate Communications in 2005. In this role, he was responsible for organizational communications, executive communications, and all communications for Human Resources and the Office of Diversity & Inclusion on a global basis. Prior to joining Johnson & Johnson, he was Senior Director of Culture and Diversity for Bristol-Myers Squibb Company and the former Director of Public Affairs. He is the former Assistant Press Secretary to Mayor David N. Dinkins; former Director of Public Affairs for the New York City Taxi and Limousine Commission, and served for 10 years in Corporate Communications for Avon Products, Inc. In 1983, he served as Press Secretary to Congressman Edolphus Towns of Brooklyn.

Anthony is a Member of the Executive Committee of the Board of Visitors of Howard University. He is a Member of the Georgetown University Chief Diversity Officers Consortium and serves as an Officer of the Board of the Civic League of Greater New Brunswick, Inc., and is a Board member of National Medical Fellowships.

Anthony received a BA degree in Communications and Journalism from Fordham University in 1976. He and his wife, Wendy, currently reside in Hillsborough, New Jersey. Their children are Austin (28), Ashley (27), and Dayne (18).

Anthony T. Grant

Anthony T. Grant, CEO, formed Grant Business Strategies, Inc. (GBSI) in December 2001 after working with Bank of America for 20 years. Grant Business Strategies is a strategic and financial advisory firm for middle market and small business companies, churches, for profit and not-for-profit entities.

Mr. Grant successfully directed the company’s business activities to arrange/coordinate over $1 Billion Dollars in commercial financing and commercial projects for national, regional and local organizations. Partial client listings include: The African Methodist Episcopal Church, National Baptist Convention, Omega Psi Phi Fraternity, Inc.; Sigma Gamma Rho Sorority, Inc.; and Zeta Phi Beta Sorority, Inc., to name a few.

Mr. Grant served as Bank of America’s Small Business Banking Division Executive for the Carolinas, managing a $3 Billion Dollar Portfolio. He also served as the National President of the bank’s Multicultural Banking Group, responsible for managing middle market, commercial, consumer, small business and premier banking activities for high valued multicultural clients.

Mr. Grant served as Chairman, Asset Quality Review for NationsBank Corporation, and served on the Corporate Risk Policy/Management Committee and the Corporate Industry Review/Allocation Committee. He was responsible for maintaining asset quality for NationsBank’s $350 Billion Dollar portfolio.

He has received many honors, including SC State University’s National Distinguished Alumus Award, National Urban League’s Volunteer Services Award and the Donald H. McGannon Award.

Tony served on the Board of Directors of Advance America, a NYSE company. Tony is a former member of the NUL Board of Directors. He currently serves as Board Treasurer for the Columbia Urban League and has twice served as Chairman of its Board of Directors. In July 2011, Mr. Grant was elected to serve on the Board of Trustees of South Carolina State University, and previously served as Chairman, Board of Trustees, for the University. Mr. Grant currently serves as a Bethel AME Church Steward and on the Stewardship and Finance Commission.

Arthur R. Bryant

Arthur R. Bryant is from Bossier City, Louisiana. He attended Southern University in Baton Rouge where he graduated Magna cum laude with a BS Degree in Agronomy (Plant and Soil Science). He also holds a MPA from Auburn University in Alabama, from which he also graduated with high honors. He has also received advanced training at Harvard and Penn State Universities.

Mr. Bryant is a 39 year veteran of the USDA Forest Service, where he currently serves as a Director of Homeland Security, in Washington, DC. He has held numerous leadership positions in the Forest Service, and has worked in Louisiana, North Carolina, Alabama, Georgia, California, Ohio and Washington DC. He has been a member of Senior Executive Service, which is the highest level one can achieve as a career civil servant, for the past 17 years.

He is a member of several professional and civic organizations. He is also a member of the Mount Ennon Baptist Church in Fort Washington, MD., where he serves on the Stewardship Committee and sings in 2 choirs. Mr. Bryant is also a Life member of Kappa Alpha Psi Fraternity, Inc.

Mr. Bryant and his wife Carolyn reside in Maryland. He is the proud father of two daughters: Rachel, who is a 2003 Phi Beta Kappa inductee and Magna cum laude graduate of Spelman College with a degree in Psychology and is now a Ph. D student in Clinical Psychology; and Bathsheba, who is a 2008 honor graduate of Spelman with
a degree in Economics, and is now pursuing a Ph.D. in International Affairs, with a focus on Africa economies. Mr. Bryant also has one daughter by marriage, Megan, who recently completed her degree in Accounting; and an 11 year old grandson, Megan’s son Collin.

Bessie Willis

Bessie Willis is the Assistant Director of Career Counseling and Planning at Hampton University. She earned a Bachelor of Business Administration and Master Degree of Business Administration (MBA) from Hampton University, and has returned to the Career Center at Hampton after working in industry for several years, to lend her expertise to increasing student awareness of the workforce.

Her career accelerated over the years to management level where she worked in areas of Human Resources including: Recruiter, Compensation and Benefits and Employee Relations. Bessie has certifications to facilitate training in Conflict Management, Union Awareness and Legal Issues for Managers, Team Building Skills, Diversity and other topics. She also worked for NASA Langley as managing the Langley Aerospace Research Summer Scholars Programs.

Bessie is a past member of the Peninsula Workforce Development Board and has memberships with the Cooperative Education and Internship Association, National Career Development Association, National and Virginia Society for Human Resource Management, the National Association of Colleges and Employers, and the Virginia Association of Colleges and Employers. Bessie participates in several community activities including the local Urban League of Hampton Roads, Relay for Life and the National Heart Association.

Brandiu Richards

Brandi currently serves as President of the National Urban League Young Professionals (NULYP), an auxiliary of the National Urban League, supporting 64 chapters nationwide and reaching over 1.7 million young professionals. NULYP gave over 50,000 volunteer hours and $380,000 to local affiliates in her first year. She secured over $300,000 in support for NULYP and the Urban League. She previously served as Regional Vice President of NULYP and President of the Urban League of Greater Dallas Young Professionals. Brandi is a civil servant, working over 9 years in the federal government and currently serves as a Program Specialist for FEMA National Processing Service Center Operations. She is a graduate of Texas Woman’s University in General Studies with an emphasis in Business, Computer Science and English. Brandi is currently pursuing a Masters of Public Administration from Texas Southern University.

Brandi’s involvement in politics began through the National Urban League’s Legislative Policy Conference. During the conference, participants speak to their state legislator’s about national, state and local issues relevant to the Urban League’s agenda. Recognizing the power of elected officials, Brandi was resolute to spend more time learning the nuances of the Texas voting process. This resulted in her selection as a Caucus, County, State and National Delegate in 2008 by her peers for the Democratic National Convention in Denver. Brandi’s passion and experience also won her the Inside Vlog Reporter for Channel 8 WFAA providing daily international web coverage of her experiences at the convention. Since then, Brandi has moderated political and candidate debates and panels for community organizations and newspapers. She shares her insights as theyadvocate and brandirichard on Twitter, Facebook and Tumblr. Brandi is a graduate of the Ploughshares Fund Nuclear Security Cohort of the White House.

Chanelle P. Hardy

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Danielle Marlene Robinson, Ph.D.

Prior to joining the Policy Institute, Ms. Hardy served as Chief of Staff and Counsel to former US Representative Artur Davis (D-AL-11), who served on the House Ways and Means Committee and the Committee on House Administration. Before her tenure on the Hill, Ms. Hardy was a staff attorney at the Federal Trade Commission, a Policy Fellow and Legislative Counsel at Consumers Union, and a member of Teach for America, instructing fifth graders in Washington, DC.

Ms. Hardy received her JD from Howard University School of Law, where she finished fifth in her class, and was a member of the Huver I. Brown Trial Advocacy Moot Court Team.

Ms. Hardy is a member of the board of Excel Academy Public Charter School, the first all-girls public school in Washington, DC; the board of the Congressional Black Caucus Institute and a member of Alfred Street Baptist Church in Alexandria, VA.

Chris Tabourne is Assistant Vice President of Diversity & Inclusion at Enterprise Holdings, operating Alamo Rent-A-Car, Enterprise Rent-A-Car, and National Rent-A-Car. With more than 72,000 employees in more than 6,500 locations, he leads and implements Diversity & Inclusion initiatives for the company worldwide.

Tabourne heads-up Enterprise South American Diversity / Family Focus Team and Diversity and Inclusion Council. Together, these organizations implement diversity initiatives for the company worldwide. Tabourne promotes diversity while helping employees maintain a healthy work-life balance.

Tabourne joined Enterprise in 1989 as a Management Trainee in Atlanta and quickly earned promotions up the corporate ladder until he became the company’s first Group Diversity Manager. In this role, he developed multicultural leadership initiatives and diversity strategies for the company’s New York Group, one of the largest in the company. Additionally, he increased the number of female and minority employees, minorities in management, community partners and minority vendors. Because of his success in New York and Atlanta, Tabourne was promoted to Corporate Diversity Manager in St. Louis, and became Assistant Vice President in 2008.

Chris holds a political science degree from Howard University in Washington, D.C., and currently serves on the board of directors for MERS/Goodwill Industries and the St. Louis Diversity Officers Network.

Danielle Robinson has more than 22 years of experience in domestic and global human resources covering the consumer goods, beverage, entertainment and pharmaceutical industries.


Prior to Diageo, Danielle worked for Unilever, Schering-Plough Pharmaceuticals, and Simon & Schuster where she had responsibility for domestic and international human resources encompassing: diversity management, recruitment, training and development, employee relations, compensation and succession planning.

Danielle is a Board Member of the Black Executive Exchange Program through the Urban League, as well as a member of the Connecticut Jackie Robinson Selection Committee. She is also a member of the SHRM Diversity Standards Advisory Council who are developing Standards in the field of Diversity.

She has been featured in Savoy Magazine amongst Movers and Shakers in corporate America, Rolling Out Magazine (2008, 2009) and Diversity Executive Magazine (2009) in addition to numerous newspaper articles. In 2012, she received the Top 100 Emerging Leaders award from Diversity MBA Magazine.

She has published articles in Savoy Magazine, including Getting the ROI of Diversity Conferences (2008), and Networking: the New Reality (2012). She lectures all across the United States at conferences and universities on Diversity and Inclusion management within Corporations.

Danielle has an undergraduate degree in Communication from Rutgers University and a Masters Degree in Corporate Communication from Seton Hall University. She also has a Doctorate degree in Public Administration from Warren National University.

Chris Tabourne

Danielle Marlene Robinson, Ph.D.
Darryl S. Williams

Darryl Williams is an Executive Director and the Global Head of Real Estate Finance at Time Warner. Prior to joining Time Warner, Darryl was the Global Head of Reporting, Analytics & MIS at Citi Realty Services a unit of Citigroup. Darryl managed a team of 30 people which produced all of the firm’s real estate-related performance metrics and business analytics used to manage the $3 billion/75 million square foot portfolio. Darryl, played a key role in the firm’s cost cutting efforts. Before Citigroup, Darryl was the Director of Americas Facilities Management at Goldman Sachs. Darryl was managed over 7 million square feet of property in North, Central & South America with a budget of over $125 million and a

David Johns

Johns served under the leadership of Sen. Ted Kennedy, D-Mass. Johns also was a Congressional Black Caucus Foundation Fellow in the office of Congressman Charles Rangel, D-N.Y. Johns has worked on issues affecting low-income and minority students, neglected youth and early childhood education and with Historically Black Colleges and Universities (HBCUs). Johns obtained a master’s degree in sociology and education policy from Teachers College, Columbia University, where he graduated summa cum laude while simultaneously teaching elementary school in New York City. He graduated with honors from Columbia University in 2004 with a triple major in English, creative writing and African American studies.

Debra Lewis
Ushering in the Spring, Debra Lewis was born to her mother and father in the Sunshine state of Florida. She took the world by storm, one season at a time. She is the proud grandmother of five beautiful children and the mother to three daughters and one son. She instilled the importance of hard work, and family to three concepts Mrs. Lewis was born to her mother and father in the Sunshine state of Florida. She took the world by storm, one season at a time. She is the proud grandmother of five beautiful children and the mother to three daughters and one son. She instilled the importance of hard work, and family. She is an advocate for not only her children and grandchildren but for others as well. Debra's heart; she is an intentional model to her children and grandchildren of what a dedicated mother looks like and what real family support means. Teaching the idea that you can learn from anyone no matter their educational background she created opportunities for increased exposure to history and performing arts for her children and those of others. She leads by example, embodying how to treat people with dignity and the utmost respect. She has an educational background as a trained cosmetologist and is currently an entrepreneur working to provide consultation to women; helping them identify self-beauty from the inside out. With a warm smile, genuine heart, an authentic love for gardening, culinary art, and reading Mrs. Lewis may very well become the next look out world here she comes!

Elizabeth Yost

Elizabeth is the Manager of Compliance and Ethics for Darden Restaurants, Inc. In her role, Elizabeth primarily focuses on corporate compliance efforts by creating and maintaining the governance framework necessary for building a culture of integrity. Major focal points to support this mission include facilitation of training on the Code of Conduct, monitoring and assessing the risk of 3rd party relationships, and continuous development of company compliance and regulatory policies, procedures, and controls.

Darden is the world’s largest full-service restaurant operating company with annual sales of more than $7 billion. The company owns and operates more than 1,800 Red Lobster, Olive Garden, LongHorn Steakhouse, The Capital Grille, Bahama Breeze and Seasons 52 restaurants in North America, employs approximately 180,000 people and serves 400 million meals annually. In 2011, Darden became the first full-service restaurant company ever to be named to the FORTUNE “100 Best Companies to Work For” list.

Elizabeth began her career at Darden in August 2011. Prior to joining Darden, she was an audit senior associate with PricewaterhouseCoopers LLP in Orlando, FL, where she performed external audits of companies primarily in real estate and hospitality industries. While pursuing her doctorate degree in hospitality management, Elizabeth was an instructor for the University of Central Florida, Rosen College of Hospitality Management, and has taught classes in financial accounting, managerial accounting, and auditing. Her research interests and publications center on the topic of internal controls, and compliance and ethics in the hospitality industry. Her dissertation topic explores the logistical relationship between disclosures of material weaknesses in internal controls made by companies in the hospitality industry and the effect of such disclosures on stock price.

Additionally, she is a doctoral candidate at the University of Central Florida, Rosen College of Hospitality Management. She is a Certified Hospitality Accountant Executive.

George Brooks

George Brooks is UPS’s President of the East Region. His responsibilities include all aspects of day-to-day operations including Business Development, Health & Safety, Service Excellence, Engineering, and Security. He provides strategic direction for approximately 140,000 UPS employees.

George received his bachelor’s degree from the University of West Georgia in 1984 and his master’s degree in Business Administration with an emphasis in Global Management from the University of Phoenix. He is a graduate of the Senior Executive Program at the Columbia University Graduate School.
of Business and the Chief Executive Leadership Institute at the Yale School of Management.

In 2010, George oversaw UPS’s change initiative, bringing greater efficiency and enhanced levels of customer service in 17 states. Under his leadership in 2011, UPS’s Central Region achieved UPS’s highest service levels in the domestic U.S.

George has been an active supporter of the Urban League for over 20 years. He’s participated in BEEP for more than 15 years. George has worked with the Black Executive Exchange Program’s (BEEP) mentoring programs at colleges and universities in Chicago, Denver, Orlando, and elsewhere. He also serves as Chairman of BEEP’s Executive Advisory Council.

In 2010, George was lauded by 100 Black Men of Chicago as an honoree, “...whose significant contributions have made a difference in the African American Community.” In 2012, George received the Champion of Diversity Award from Medgar Evers College.

George is a member of the UWG C. Board of Trustees. He was appointed in 2009 as a Beta Honoree in the Richards Business at UWG. He is also a member of the National Association of Black Men of Chicago as an honoree, and was awarded a Bronze Star Medal for his Leadership in Operation Iraqi Freedom. George is currently a Major in the United States Army Reserve and serves as Emergency Operation Officer with the Department of Homeland Security in Washington DC.

In 2003 Gerry was called up to command a company in Operation Iraqi Freedom. Gerry developed overall logistic concepts, doctrine and planning for the entire base. He provided multiple functional logistic supported throughout Iraq. Because of his Company, he was awarded a Bronze Star Medal for his Leadership in Operation Iraqi Freedom. Gerry is currently a Major in the United States Army Reserve and serves as Emergency Operation Officer with the Department of Homeland Security in Washington DC.

Gerry previous position was a District Ranger on the James River District, George Washington Jefferson National. Gerry managed over 164,000 acres of National forest land in parts Virginia and West Virginia areas. Gerry duties involved coordinating, and/or managing Forest Service programs and projects. He performed the administrative and human resource management functions relative to the staff supervision. Gerry’s position is the Assistant Station Director in charge of Operation and Administration at the Southern Research Station in Asheville, NC. He is responsible for the planning, coordinating and management of a broad and complex program of technical and administrative support services. Gerry participates as a member of the executive decision making group (Executive Team) in the planning, development, coordination, and integration of all phases of the Station’s Research and Development organization. He is also responsible for providing the full range of support through Acquisition, Budget, Engineering, Office Services, and Safety for the entire Southern

Gerry Jackson

Gerry L. Jackson is from Atmore, Alabama. Gerry received a B.S. in Marketing from Alabama A&M University, a Master in Forestry from Virginia Tech, a Master of Business Administration from Edgewood College and a Senior Executive Fellows Certification from Harvard Kennedy School.

Gerry has worked for the USDA Forest Service for over 18 years. Gerry began his Forest Service career as a summer Co-op at the Forest Products Laboratory in Madison, WI, in 1992, as a Public Affairs Trainee. In 1994, after finishing Officer Basic Course at Fort Lee Virginia,

Gerry began his first duty assignment in the Economic Unit as Economist. He conducted marketing/economic analyses of data by performing prescribed mathematical and economic routines. Gerry has published numerous documents for Forest Service. His publications include “Exploration of the Post Market in Highway Application” and an article in the Forest Products Journal “The Use and Production of Timbers in the United States.”

This Masters at Virginia Tech assigned to State & Forest Products Marketing. Gerry provided marketing expertise to the forest industry and other state and federal partners. He developed marketing plans, business plans, and strategic plans to help meet the demands of the forest product industry.

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Hal Smith, Ed.D. is the Senior Vice President for Education, Health & Youth Development with the National Urban League. Prior to joining the National Urban League, Hal held teaching, administrative, policy and advocacy positions with the New York City Department of Youth and Community Development (DYCD), the Annenberg School Reform @ Brown University, Lesley University, Harvard University. He graduated from Temple University, an M.A. in Africana studies from the State University of New York at Albany and an Ed.M. and Ed.D. in Community Education and Lifelong Learning from the Harvard Graduate School of Education.

Hal Smith is the Director of Education for H Walker County, Iowa. and Assistant County Attorney in Polk County, Iowa.

H Walker

H is the Director of Education for McDonald’s Global Inclusion & Intercultural Management Department. H began his career with McDonald’s on March 1, 2010, after a 15 month consulting engagement.

Prior to joining the greatest brand in the world, H enjoyed a career as President & CEO of H Enterprises, LLC, an executive coaching group and 21st Century Consulting, Inc., a management -consulting firm. H specialized in the executive development of Fortune 500 company executives and senior leaders.

His personal mastery of executive coaching and intervention, accelerated leadership development and strong strategic planning and execution, marked him as a senior consultant of choice to IBM, Coca-Cola, Allstate, McDonald’s, Accenture, American Bar Association, ALCOA, Blue Cross Blue Shield, and the United States Postal Service.

H is a thought leader and practitioner in the field of Global Inclusion, Diversity and Cultural Intelligence. His early background as Vice President of W.R. Grace, District Manager for Wendy’s International, and Master Trainer for Universal Management Concepts (UMC), provided immutable deep smarts into executive and management behavior modification within different corporate cultures. He served as Executive Coach to CEOs and senior executives in The Americas, the United Kingdom, Ireland, Africa, Asia and the Caribbean.

Henry Melvin Goodgame Jr.

A native of Birmingham, Alabama, Henry Melvin Goodgame, Jr., is Director of Alumni Relations, Annual Giving and Special Events at Morehouse College in Atlanta, GA. Under his leadership, the College has grown its base of alumni and College supporters tremendously over his 18 year career as a relationship fundraising executive. He was appointed by President Leroy Keith to this position in December of 1993, as the Director of Alumni Relations and Major Gifts. In this capacity, he planned and implemented the College’s first Major Gifts recognition program. He manages the day-to-day activities and events which strengthen alumni support for the College and serves as the President’s chief relationship officer on the Alumni Board. As the primary liaison between the College and its alumni, he develops and implements fundraising and friend-raising programs that increase the College’s overall giving levels and alumni participation annually.

He is credited with building strong relationships between the College and its base of young alumni by creating innovative young alumni programs and pre-alumni (students) volunteers to solicit funds for the Advancement of the College’s Annual Fund and Capital Campaigns. Under his leadership, he grew alumni engagement and participation by 40% in the College’s largest, most ambitious capital campaign in the College’s history raising 20% of the $118 million raised on a goal of $105.7 million.

He manages the Donor Information services function including database management, gift processing and acknowledgment and annually coordinates and chairs the College’s premiere fundraiser - “A Candle in the Dark” Gala. To date, he has raised more than $15 million over a 12-year period for student scholarships ($5 million from a single donor).

He is a 1984 graduate of Morehouse College with a double major in Computer Science and Economics and completed graduate work at Georgia State University’s Insurance Institute before joining the IBM. At IBM, he had a very successful career as marketing executive for nearly ten years. He led marketing and sales efforts for the oil and gas utility industry markets in the Birmingham area. He managed a sales territory portfolio of $6 million and provided financial solutions which maximized territory potential achieving multi-million territory success annually.

He is a professional member of Council for Advancement and Support of Education (CASE), the National Advisory Board of the UNCF Alumni Council and Chairs the Advisory Board of SBAN (Summerbridge Alumni Network), President’s Cabinet and the Board of Directors of the Morehouse College National Alumni Association.

He has lectured at conferences for the Council for Advancement and Support of Education, United Negro College Fund, and at Indiana University at Purdue University Indianapolis School of Philanthropy. He has received numerous awards and honors including Alumnus of the Year by Morehouse College and Brother of the Year by Alpha Phi Alpha Fraternity. He serves as Campus Advisor for the Alpha Rho Chapter of Alpha Phi Alpha and the Morehouse College Pre-Alumni Association.

He is an accomplished recording artist and has performed nationally and internationally.

He is married to the former Patricia Williams and they have one daughter, Kathryn Patrice.
Horace G. Dawson III

Horace Dawson is Vice President and Division General Counsel of Darden Restaurants, Inc., the largest casual dining restaurant company. Darden owns and operates over 2,000 Red Lobster®, Olive Garden®, LongHorn Steakhouse®, and The Capital Grille®, Bahama Breeze®, Yardhouse®, Seasons 52® and Eddie V’s® restaurants in the United States and Canada. His practice areas include intellectual property, advertising, licensing, mergers and acquisitions, international, commercial, purchasing, distribution and new business development.

Prior to joining Darden, he practiced in the corporate and securities areas in the Orlando office of Akerman Senterfitt and served as Vice President of Business Affairs and General Counsel of Hard Rock Cafe International, the restaurant, merchandising, hotel and live music venue chain.

Prior to joining Hard Rock, Horace practiced in the entertainment, securities, corporate, and communications areas for Telemundo Network, the Spanish language television broadcaster and for New York City law firms.

Horace received his undergraduate, law and masters of business administration degrees from Harvard University.

Horace serves as Chairman of the Board of Hands on Orlando, a not-for-profit organization that plans and manages volunteer activities, serves on the Board of the Darden Employees Federal Credit Union.

Janice P. Johnson

Janice Johnson is currently the Community Engagement Director for The UPS Foundation, the charitable arm of UPS. She is responsible for evaluating funding requests from nonprofits and is responsible for supporting the company’s employee engagement initiative with an emphasis on volunteer programs.

She also represents UPS in the community through the management of several outreach initiatives, including the UPS Road Code Program, a teen safe driving initiative, Global Volunteer Month, a month-long effort to volunteer around the world, celebrated each October, and the Neighbor-to-Neighbor program, a UPS employee volunteer initiative.

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2013 Case Study Competition

Sponsored by Sodexo, the 2013 Case Study Competition is open to all participating BEEP schools.

Seeking to improve wellness efforts in a Sodexo Education-Sodexo Campus Services division, the firm developed a case study challenging students to present strategies and tactics to: 1) best position Sodexo to be the world leader for the industry in health & wellness; 2) best position Sodexo to be a change agent with Nutritional, Physical, Social, Spiritual, Safety, Environmental, Intellectual areas; and 3) help determine how Sodexo can engage employees to be a catalyst for Health & Wellness.

Student teams comprised of 4 students and one faculty member developed a response to the case. With 11 teams vying for this opportunity, competition was fierce and three finalist teams emerged!

The 2013 Finalists for the Sodexo Case Competition are:

**Huston-Tillotson University, Austin, Texas**
- Yohannis Job
- Oscar Rodriguez
- Chad Williams
- Tyra Williams

**Bennett College, Greensboro, NC**
- Jasmine Carter
- Jessica Mizzelle
- Marcia Moyd-Williams
- Kelly Sentimore

**Fayetteville State University, Fayetteville, NC**
- Jared James
- Sean Russell
- ZaMetria Moses

These top three teams, selected by committee, will compete on-site at the BEEP Annual Leadership Conference for an opportunity chance to win one of three cash prizes. Final Judging will take place during the Case Study Competition presentations on the Friday of BEEP Leadership Conference, as the three Finalist Teams present their cases. The Case Competition is a plenary session, which means all attendees are invited to come watch our students shine! The spotlight is on.

The Winning Team is announced at the BEEP Awards Dinner on Friday evening, June 7, 2013.
The Bartow Scholarship Fund was established in June 1997 by ITT Hartford Insurance Company, in recognition of Dr. Bartow’s service to ITT, his long-standing commitment to the development of our youth, and his dedication to the Black Executive Exchange Program (BEEP) as well as the National Urban League. The scholarship is awarded to three deserving students of BEEP participating HBCUs, annually, and is maintained through personal and corporate contributions.

Awardees must be classified as a sophomore, junior or senior at the time the scholarship commences. In addition, he/she must be pursuing their undergraduate degree in the following majors: Business, Education, Management, Technology or STEM.

Awardees are selected through a competitive submission process and review by Bartow Scholarship Committee Members, and travel to the Black Executive Exchange Program’s Annual Leadership Conference where they are acknowledged at the BEEP Educational Excellence and Awards Breakfast.

The 2013 Bartow Scholarship Competition

For this 2013 Bartow Scholarship, students were asked to reflect on the legacy of Whitney M. Young, Jr.’s leadership and his particular strength as a convener of people across differences to work in pursuit of a shared vision. Within their essay response, they were asked to describe their leadership style and those things that set them apart as a leader, highlight their vision for being an effective leader, their career goals, leadership experience and preparation, commitment to civic engagement and social responsibility, and how they have been of service to their community.

Additionally, applicants submitted a brief video presentation, describing a policy or program that supports the National Urban League’s Jobs Rebuild America initiative that they would like to see enacted in their community and/or throughout the nation.

Whitney M. Young, Jr. became the executive director of the National Urban League in 1961. He is credited with making the League a full partner in the civil rights movement. Although the League’s tax-exempt status barred it from protest activities, it hosted the planning meetings of A. Philip Randolph, Martin Luther King, Jr., and other civil rights leaders for the 1963 March on Washington.

Young was also a forceful advocate for greater government and private-sector efforts to eradicate poverty. His call for a domestic Marshall Plan, a ten-point program designed to close the huge social and economic gap between black and white Americans, significantly influenced the discussion of the Johnson Administration’s War on Poverty legislation.

Young was an influential leader because of his astute understanding of how key systems work together. He was successful in bridging the gap between Industry, policy, and advocacy as a leader in the civil rights movement.

During Young’s tenure with the National Urban League, the BEEP was created in order to provide African American corporate executives with an opportunity to strengthen their own professional development and networks, while and simultaneously giving back by preparing students for life after college through meaningful career exposure, mentoring and role modeling.

Whitney M. Young, Jr. was known as gentle giant of a man, who during a tumultuous time in America’s history was able to get White and Black people to work towards helping America live up to its promise as a nation. His personality, education, commitment and diplomatic abilities garnered him a position as a special advisor to 3 American presidents – Kennedy, Johnson and Nixon.
The 2013 Dr. Jerome E. Bartow Scholarship winners are:

**Chelsi Pinkett**  
Mathematics major, with a minor in Business Administration  
Rising Senior, Claflin University - Alice Carson Tisdale Honors College  
Orangeburg, South Carolina

**Delvon Lewis**  
Marketing major  
Rising Senior, Albany State University  
Albany, Georgia

**Maxx Jackson**  
Biochemistry major  
Rising Senior, Claflin University  
Orangeburg, SC
Thursday, June 6th / 9pm-11pm
A Special Film Screening – “From The Rough”

Playing with what you’ve got. An everyday hero risks it all to follow her dreams, and in the process, ends up breaking gender and color barriers, while turning a group of underserved youth into champions.

We invite BEEP Leadership Conference attendees invited to pull up chair, snack on some popcorn and enjoy the soon-to-be released film, “From the Rough.” Taraji B. Henson stars as Dr. Cantara Starks, in this fictionalized story based on her real life.

A former swim coach at Tennessee State University, Dr. Cantara Starks made history by becoming the first woman and the first African American woman to coach a men's college golf team. With drive, determination, passion, and courage, she took an unlikely group of young men and guided them to an all-time record at the PGA National Collegiate Minority Championship.

Taraji P. Henson, Henry Simmons, Michael Clarke Duncan, Tom Felton, Justin Chon and LeToya Luckett star in this inspiring film.

The National Urban League thanks UPS for sponsoring this screening. Special thanks go to Michael J. Critelli, the film’s Executive Producer, for sharing his work with us. With a long-standing commitment to diversity and community development, Mr. Critelli served on the National Urban League’s Board of Trustees from 1997 until 2010, and was its Chairman of the Board from 2002 until 2007. For more information please see My Highly Improbable Journey From CEO to Contemporary Urban Film Producer, by Michael J. Critelli, originally published on The Huffington Post, 1/27/11.
The National Urban League is pleased to welcome more than 100 students from our partner HBCUs and PMIs to the 44th Black Executive Exchange Program Leadership Conference. To enrich their networking and learning opportunities, our students are matched with companies and partners in their field. We appreciate the support of these sponsors and partners as these young people pursue their goals.

**Alabama A&M University**
Alexandra Harris
Computer Science
UPS
Monteva Hodo
Logistics & Supply Chain Management
UPS
Ryan Jackson
Logistics & Supply Chain Management
DIAGEO

**Albany State University**
Delvon Lewis
Marketing
Advance America
Teretha Taylor
Computer Science
Johnson & Johnson

**Bennett College**
Belinda Cook
Business
Sodexo
Jasmine Carter
Major
Fannie Mae
Kelly Sentimere
Major
DIAGEO
Marcia Moyo
Major
Southwest
Zakerah Horn
Business Administration/International Business
CIA
Bethune-Cookman University
Camry Pierce
Business Administration
McDonalds

**Bowie State University**
Jasmine Stewart
Communications
Mattel

**Chicago State University**
Anthony White
Finance
Sodexo
Wachelle Holmes
Community Health & Biology
Johnson & Johnson

**Claflin University**
Chelsi Pinkett
Mathematics
Business Administration (minor)
UPS
Jacob Moore
English/Politics and Justice Studies
Darden
Kamaria Downs
Education
Sodexo
Maxx Jackson
Biochemistry
Fannie Mae

**Clark Atlanta University**
Jameel Pieare
Major
Sodexo

**Coppin State University**
Jason Barnes
Accounting
UPS

**Delaware State University**
Amoiya Mignott
Accounting
Darden

**Edward Waters College**
Ricky Glover
Mass Communications
Southwest

**Fayetteville State University**
Jared James
Accounting
Darden
Sean Russell
Management Information
WWE

**Fisk University**
Bella Umontuen
Business Administration
UPS
Julian Williams
Business Administration & Spanish
Johnson & Johnson

**Florida A&M University**
Albert Jenkins
Business Administration
Cigna
Ashley Ervin
Computer Science
Cigna
Keyondra LeConte
Business Administration
Cigna

**Florida Memorial University**
Aaron Adderley
Biomedical Engineering
Johnson & Johnson
Darren Croxton
Marketing
Met Life

**Hampton University**
Alayah Saunders
Business Administration-
Accounting
Starbucks

**Winston Lewis**
Business Administration
Volkswagen

**Wachelle Holmes**
Community Health & Biology
Johnson & Johnson

**Zametria Moses**
Business Administration
MCDONALDS
Chanell Harris  
5 year MBA  
Johnson & Johnson  

Kyshira Moffett  
Business Administration  
DIAGEO  

Ryan Reynolds  
Marketing  
Cigna  

Harris-Stowe State University  
Brittney Lewis  
Information Systems and Computer Technology  
Enterprise  

Jordan Fowlkes  
Accounting  
Anheuser-Busch  

Huston–Tillotson University  
Chad Williams  
Major  
Johnson & Johnson  

Johannis Job  
Major  
McDonald’s  

Oscar Rodriguez  
Major  
Southwest  

Tochukwu Nwozor  
Accounting  
UPS  

Tyra Williams  
Major  
UPS  

LeMoyne-Owen College  
Denver Sadziwa  
Accounting  
UPS  

Nikita Martin  
Business Management  
UPS  

Lincoln University of PA  
Brittney Waters  
Accounting  
Darden  

Carmelo Thomas  
Accounting  
McDonald’s  

Medgar Evers College  
Akeem Callender  
Business  
Advance America  

Daun Joseph  
Biology  
Johnson & Johnson  

Tasheika Grizzle  
Nursing  
Johnson & Johnson  

Morgan State  
Camessia Johnson  
Architecture  
AIA  

Morris College  
Darrell Byas  
Sociology  
Teach For America  

Patricia Holman  
Mass Communications  
AVIS  

Whitney Nelson  
Business Administration  
UPS  

North Carolina Central University  
Amine Bellaj  
Hospitality & Tourism  
Darden  

Camille McCarter  
Hospitality & Tourism  
Administration  
McDonald’s  

Derrell Parker  
Hospitality & Tourism  
Administration  
Sodexo  

Jamie Scaggs  
Hospitality & Tourism, Business Administration  
Marriott  

Oakwood University  
Stella Sterlin  
Business Marketing  
UPS  

Saint Augustine’s University  
Ariana Brown  
Computer Information Systems  
Johnson & Johnson  

Zenia Wilson  
Mass Communications  
DIAGEO  

Savannah State University  
Broderick Sellers  
Business Administration-  

Computer Information System  
Cigna  

Demetria Hugue  
Major  
TIAA-Cref  

Ericc Baker  
Business Administration  
Cigna  

Maya Jackson  
Major  
TIAA-Cref  

Palmetto Georgia  
Political Science  
Volkswagen  

Pebbles Gilbert  
Business Administration-Marketing  
Cigna  

Pebbles Winston  
Accounting  
Chick-Fil-A  

Sako Billa  
Major  
TIAA-Cref  

Tempestt Williams  
Major  
Cigna  

Southern University A&M College  
Tonyea McCaleb  
Social Work  
Johnson & Johnson  

Ty’Eisha McCleb  
Business Management  
Johnson & Johnson  

Southern University at New Orleans  
Kenetth Petterson II  
Business/Entrepreneurship  
Enterprise  

Marrero Louisiana  
Business/Entrepreneurship  
USDA  

Texas College  
Ebony Ross  
Business Administration  
Enterprise  

Tuskegee  
Cheryl Dixon  
Architecture  
AIA
University of Arkansas at Pine Bluff
Donnelle Gaines
Animal Science
USDA
Kourtney Tippy
Biology
Johnson & Johnson
Payton Parker
Business Management
UPS

University of the District of Columbia
Carlos Jones
Accounting
Fannie Mae
Maria Thompson
Political Science
Southwest

Virginia State University
Jade Mims
Business Management
Virginia State University
Jasmine Mims
Business Management
DIAGEO
Perlecy Dozier
Marketing
Met Life
Tanequa McQueen
Accounting
Advance America
Timothy Blanks
Business Management
Virginia State University

Winston Salem State University
Salim Collins
Business Management
DIAGEO
Tanaya Pettus
Management Information Systems/Accounting
Volkswagen

Xavier University of Louisiana
Keisha Murray
Finance
Sodexo
Nadine Bizimana
Accounting
Advance America

York College
Nacilia McCarthy
Communications Technology
Southwest
Stephane Labossiere
Health Sciences
Johnson & Johnson

National Urban League
2013 Summer Interns
Alicia Robinson
Business Management
Lincoln University
Unilever
Ammie Lin
Communications in Media Studies
Adelphi University
Southwest
Andurina Panezo
English/Creative Writing
Adelphi University
Herman Lessard, Senior Vice President, NUL
Chanda Chin
Economics
Smith College
Darden
Christopher Wallace
Sociology
Columbia University
Teach for America
Claire Hill
International Affairs
George Washington University
Volkswagen
Courtney Jackson
Urban Studies
Wellesley College
Enterprise
Erica Baker
Music
Clayfi University
T. Hudson Jordan, EAC Member
Jannelle Watson
Political Science
University of California
Fannie Mae
Jasmine Brown
Business Administration-Marketing
Loyola University
Southwest Airlines
Katherine Charles
Black Studies
New England Law
T. Hudson Jordan, EAC Member

Keishawn Johnson
Philosophy, Politics and Economics
University of Pennsylvania
Herman Lessard, Senior Vice President, NUL
Marcus Johnson
International Criminal Justice
John Jay College of Criminal Justice
T. Hudson Jordan, EAC Member
Mikal Davis-West
Political Science
University of Pennsylvania
Advance America
Nicholas Simpson
Political Science
Southern Illinois University
Wanda Jackson, Senior Vice President, NUL
Nicole Nelson
American History
Vanderbilt University
Herman Lessard, Senior Vice President, NUL
Norchelle Brown
African American Studies
University of California
T. Hudson Jordan, EAC Member
Rachana Parekh
Psychology
Adelphi University
Diageo
Sarai Mccoy
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Black Executive Exchange Program: Preparing for Opportunity

As a signature Urban League program, BEEP serves as an articulation of the National Urban League’s mission to help African Americans attain and maintain social and economic equality. Signature programs are innovative, scalable, evidence-based and demonstrably enhance a participant’s economic or educational status, and can be easily replicated and expanded. The goal of all Urban League signature programs, beyond better outcomes for individuals and families as well as the larger urban communities in which they live, is to replicate innovation, improved standards and additional accountability.

BEEP, a campus-based program, directly addresses the NUL’s priority to ensure the academic preparation and social / leadership development of African American college students. In addition, BEEP serves an important role for its corporate and academic partners and the students it serves as:

Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs) benefit from engagement because BEEP provides them meaningful access to the National Urban League’s national partners in the business community, a committed cadre of executives and managers, a wealth of career opportunities for college students and a deep reservoir of in-kind resources.

For corporate participants, BEEP serves a special need. Given BEEP’s and corporate America’s shared emphasis on diversity and equal opportunity, corporations have found significant access to a wealth of promising African American entry-level talent through BEEP. Over its 44-year history, BEEP has offered corporations contact with nearly a million students, and for most of its history, BEEP has been the only program to offer such access.

The Black Executive Exchange Program is particularly unique in the comprehensive set of programs it has constructed for all the constituents involved with the BEEP – students, faculty and corporate and government presenters (known as BEEPers). BEEP has three diverse programs that form its agenda for students. These programs are designed to engage students in a variety of ways ranging from semester long courses for credit to seminars.

The **BEEP program has the following objectives:**

- Explicit integration of additional real-world and practitioner perspectives with academic content via rotating visits from Black executives and professionals from the public and private sectors;
- Provide students with positive Black role models who have achieved measurable success in their careers;
- Supplement the college curricula with additional career awareness, preparation and readiness subject matter;
- Foster and establish new lines of communication and partnerships between HBCUs / MSIs and businesses, industry, and government;
- Create conference opportunities for African American professionals to learn from one another at workshops presented at a BEEP annual conference; and
- Provision of opportunities for Black college students to bridge the career-planning gap and prepare them for the challenges and opportunities in the diverse, global workplace.
Existing BEEP Program Enhancements include:

The Accredited Lecture Series
A semester-long activity consisting of a series of lectures by visiting Black professionals, places a different executive or professional in a course related to his or her area of expertise and experience for two consecutive days of lectures, presentations and dialogue. The series provides students with substantive and current insight on the application of theory and the implementation of policy. The semester-long sequence of lectures is integrated into an ongoing course and is offered to students for credit on a number of campuses annually.

BEEP Seminar Activities
Three seminars have been developed by the NUL to engage students in less formal interactions. In these seminars BEEP presenters participate on panels representing a wide range of experience, talents and sectors.

• The Career Awareness and Planning Seminar – (CAPS) was created to support the efforts of the HBCU college faculty and placement directors to better prepare students for the transition from academia to their careers. The seminar consists of a two-day activity of career planning exercises, workshops, counseling and lectures. The program places emphasis on the selection of realistic career choices, the charting of career paths, resume preparation, and the development of good interviewing skills. CAPS also include role-playing exercises that are usually videotaped and played back for reaction and evaluation.

• Innovations for Women – In a mini-conference format, a team of Black female executives and professionals to familiarize students with the traditional and non-traditional roles of Black women in the workforce. The executives provide valuable insight, give straightforward advice and insightful perspective on job readiness and preparedness skills, building a career ladder and how best to balance professional and personal obligations.

• The Special Business Seminar – focuses on current social and economic issues and topical events that affect business, industry, and government. The format may differ from one campus to another.

As a result of its 44 year-old history and impact on the lives of nearly one million participants, BEEP has the endorsement and participation of college and university presidents, recognition from the National Association for Educational Opportunity (NAFEO), and the White House Initiative on Historically Black Colleges and Universities,
Historically Black Colleges and Universities

Alabama
Four-Year Public
Alabama A&M University*
Alabama State University*

Four-Year Private
Concordia College Selma
Miles College*
Oakwood University*
Selma University
Stillman College*
Talladega College
Tuskegee University*

Two-Year Public
Bishop State Community College
Shelton State Community College,
C.A. Fredd Campus Gadsden State
Community College, Valley Street J.F.
Drake State Technical College Lawson
State Community College Trenholm
State Technical College

Arkansas
Four-Year Public
University of Arkansas at Pine Bluff*

Four-Year Private
Arkansas Baptist College
Philander Smith College

Two-Year Private
Shorter College

Delaware
Four-Year Public
Delaware State University*

District of Columbia
Four-Year Public
University of the District of Columbia*

Four-Year Private
Howard University*

Florida
Four-Year Public
Florida A&M University*

Four-Year Private
Bethune-Cookman College*
Edward Waters College*
Florida Memorial University*

Georgia
Four-Year Public
Albany State University*
Fort Valley State University*
Savannah State University*

Four-Year Private
Clark Atlanta University*
Interdenominational Theological Center
Morehouse College*
Morehouse School of Medicine
Morris Brown College
Paine College*
Spelman College*

Illinois
Four-Year Public** (PMI)
Chicago State University*

Kentucky
Four-Year Public
Kentucky State University

Louisiana
Four-Year Public
Grambling State University*
Southern University A&M College*
Southern University at New Orleans*

Four-Year Private
Dillard University of Louisiana*
Xavier University*

Two-Year Public
Southern University at Shreveport

Maryland
Four-Year Public
Bowie State University*
Coppin State College*
Morgan State University
University of Maryland Eastern Shore

Michigan
Two-Year Private
Lewis College of Business

Mississippi
Four-Year Public
Alcorn State University*
Jackson State University*
Mississippi Valley State University*

Four-Year Private
Rust College
Tougaloo College*

Two-Year Public
Coahoma Community College
Hinds Community College, Utica

Missouri
Four-Year Public
Harris-Stowe State University*
Lincoln University

North Carolina
Four-Year Public
Elizabeth City State University*
Fayetteville State University*
North Carolina A&T State University*
North Carolina Central University*
Winston-Salem State University*

Four-Year Private
Barber-Scotia College
Bennett College*
Johnson C. Smith University
Livingstone College*
Shaw University
St. Augustine’s College*

Ohio
Four-Year Public
Central State University*

Four-Year Private
Wilberforce University*

Oklahoma
Four-Year Public
Langston University

Pennsylvania
Four-Year Public
Cheyney University of Pennsylvania
Lincoln University*

South Carolina
Four-Year Public
South Carolina State University

Four-Year Private
Allen University
Benedict College
Clay High School*
Morris College*

Two-Year Public
Denmark Technical College

Tennessee
Four-Year Public
Tennessee State University*

Four-Year Private
American Baptist College
Fisk University
Knoxville College
Lane College*

Missouri*

Two-Year Private
Clintondale Junior College

Texas
Four-Year Public
Prairie View A&M University*
Texas Southern University*

Four-Year Private
Huston-Tillotson University*
Jarvis Christian College*
Paul Quinn College*
Southwestern Christian College
Texas College*

Two-Year Public
St. Philip’s College

Virginia
Four-Year Public
Norfolk State University*

Four-Year Private
Hampton University*
Saint Paul’s College*
Virginia Union University
Virginia University of Lynchburg

West Virginia
Four-Year Public
Bluefield State College

West Virginia State University

U.S. Virgin Islands
Four-Year Public
University of the Virgin Islands

*BEEP School
** Predominately Minority Institution
This year, the National Urban League Black Executive Exchange Program partnered with forty-five Historically Black Colleges and Universities (HBCU’s), and Predominately Minority-Serving Institutions (PMIs) throughout the country.

1. Alabama A&M University  
2. Albany State University  
3. Alcorn State University  
4. Benedict College  
5. Bennett College  
6. Bethune-Cookman College  
7. Bowie State University  
8. Central State University  
9. Cheyney University  
10. Chicago State University  
11. Claflin University  
12. Clark-Atlanta University  
13. Coppin State University  
14. Delaware State University  
15. Dillard University  
16. Edward Waters College  
17. Elizabeth State University  
18. Fayetteville State University  
19. Florida A&M University  
20. Florida Memorial University  
21. Hampton University  
22. Harris-Stowe State University  
23. Huston-Tillotson University  
24. Lane College  
25. LeMoyne-Owen College  
26. Lincoln University  
27. Medgar Evers College - City University of New York  
28. Mississippi Valley State University  
29. Morris College  
30. North Carolina A&T State University  
31. North Carolina Central University  
32. Paine College  
33. Saint Augustine’s University  
34. Savannah State University  
35. Southern University and A&M College  
36. Southern University at New Orleans  
37. Texas College  
38. Texas Southern University*  
39. University of Arkansas at Pine Bluff  
40. University of the District of Columbia  
41. Virginia State University  
42. Wilberforce University  
43. Winston-Salem State University  
44. Xavier University of Louisiana  
45. York College - City University of New York
Alabama A&M University / Normal, Alabama

Years with BEEP: 25 years +
School President: Andrew Hugine, Jr.
Campus Liaison: Dr. Larry McDaniel, Chair Department of Management and Marketing
Total student enrollment: 5,800
# of BEEP Events Hosted in 2012-12: 1
# of BEEPers: 10
# of Classrooms Visited: 10
# of students per classroom (approx.): 30
Type of BEEP Program on campus: CAPS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management

SUMMARY OF CAMPUS PROGRAM IN 2012-13:
For the 2012 - 2013 BEEP Career Awareness and Planning Seminar (CAPS) several student teams were formed in order to maximize student, faculty, and community involvement. The teams were drawn primarily from a variety of classes and student organizations, and played a significant role and planning, organizing, promoting, and presenting several activities associated with the BEEP program.

The students were challenged to identify ways to involve students, faculty, and other local college and university students as well as the entire Huntsville/Madison county community.

Activities included a reception, class visitation roundtable discussion, a seminar on personal financial planning, and two open forum discussions on business ethic, and strategies for succeeding in corporate America. The BEEPers were also interviewed by local media, including a well-known radio show.

Students were also given an opportunity to interview one on one with BEEPers. The interviews were especially helpful to students, in that the BEEPers provided some very useful feedback on interview skills, while having an opportunity to identify potential employees. The BEEPers met with faculty, deans, and the president of the university. These meetings resulted in discussions of possible spin-off benefits and long-term relationships.

Albany State University / Albany, GA

Years with BEEP: 44 ~ Since the inception of BEEP in 1969
President: Dr. Everette J. Freeman
Campus Liaison(s): Maurice Elliard, Assistant Professor of Business
Total student enrollment: 3,888
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 4
# of Classrooms Visited: 10
# of students per classroom (approx.): 30
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Healthcare / Marketing, Marketing Research

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
Albany State University held the Black Executive Exchange Program on October 16-17, 2012. A diverse group of four executives participated in the university’s program from Coca Cola Refreshments, USDA Forest Service, Southern Region, Chick-fil-A, Inc., and Enterprise Rent-a-Car. The four executives did an exceptional job of sharing their wisdom, experiences and the keys to a successful career.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Joshua Robinson, Senior, Marketing

The BEEP program was well structured, interesting and a great educational experience. - Joshua Robinson, Marketing major
Alcorn State University / Natchez, MS
Years with BEEP: 10
President: M. Christopher Brown II, Ph.D.
Campus Liaison(s): Beverly B. Adams, Director of Student Services for the School of Business
Total student enrollment: 3,900
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management

Founded in 1871, Alcorn was the nation’s first state-supported institution for the higher education of African Americans. For more than 138 years, Alcorn State has educated leaders in the full range of professions agriculture, the arts, business, human services, education, law, politics, medicine, and nursing. An important reason for our graduates’ success: At Alcorn, students form close, collaborative relationships with faculty mentors. Our three campuses - in Lorman, Natchez and Vicksburg - offer convenient access to world class higher education in an intimate setting in Southwest Mississippi. Newer facilities on campus, including the math and science, ecology, and biotech buildings and the Clinton Bristow dining facility smoothly integrate high tech amenities with the serenity of our 1,700 acre, historic Lorman campus. We look forward to relaunching our BEEP campus program in fall 2013.

Bennett College / Greensboro, NC
Years with BEEP: 4
President: Dr. Esther Terry, Interim; President-Elect Rosalind Fuse Hall, J.D.
Campus Liaison: Ilona McGriff, MPA, Director, Career Services & External Relations
Total student enrollment: 630
# of BEEP Events Hosted in 2012-13: 1, with a series of activities
# of Classrooms Visited: 2
# of students per classroom (approx..): 20 in small class; 300 in ACES
Type of BEEP Program: CAPS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Communications

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
Bennett College is a small, private, historically Black liberal arts college for women. The College offers women an education conducive to excellence in scholarly pursuits; preparation for leadership roles in the workplace, society, and the world; and life-long learning in a technologically advanced, complex global society. As a United Methodist Church-related institution, Bennett College promotes morally grounded maturation, intellectual honesty, purposeful public service, and responsible civic action.

The 2012-2013 Bennett College BEEP Program consisted of a breakfast with senior staff, faculty and students followed by a classroom presentation, a campus tour, a presentation to the entire student body, lunch and mock interviews. We wrapped up the day with an evaluation and de-brief. The mock interviews were well-timed to prepare students for on-campus interviews the following day.

Bowie State University / Bowie, MD
Years with BEEP: 5 years
President: Dr. Mickey L. Burnim
Campus Liaison(s): Dorothy B. Wigglesworth, Employer Services Manager
Total student enrollment: 5,421
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 10
# of Classrooms Visited: 34
# of students per classroom (approx..): 20
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT: Business Management
BEEP AWARDS: 2010 Liaison Rookie of the Year

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
On November 12 and 13, 2012, Black Executive Exchange Program executives fanned out across the campus of Bowie State University to discuss with students Career Planning Strategies: Skills Needed Beyond Bowie State University. We were pleased that executives from Wal-Mart of America, the Transportation Security Administration, United States Secret Service, U.S. Census Bureau, Sisterpreneur, Morris Associates, the
National Urban League BEEP, KPMG, and Southwest Airlines participated in our program. Beepers spoke to 34 classes in the Colleges of Business, Arts and Sciences and Professional Studies. The program culminated with round table discussions with BEEPers, students and faculty.

Chicago State University / Chicago, IL

Years with BEEP: 2
President: Wayne D. Watson, Ph.D.
Campus Liaison: Yvette S. Clayton, Director of Experiential Programs, College of Business
Total student enrollment: 6,107
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 8
# of Classrooms Visited: 6
# of students per classroom (approx.): 40
Type of BEEP Program: CAPS and SBS

WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Healthcare / STEM – Science, Technology, Engineering and Math

SUMMARY OF CAMPUS ACTIVITIES

Chicago State University (CSU) was honored to welcome eight BEEPers from the McDonald’s Corporation to our campus on February 7, 2013. The theme for the day was Setting Yourself Apart, Preparing for and Navigating Through Corporate America.

CSU President Dr. Wayne D. Watson and College of Business Dean, Derrick Collin,s welcomed the BEEPers from McDonald’s who served as the lunchtime panelists. Student leaders introduced the speakers and facilitated the panel discussion.

At the end of the day, the BEEPers left campus feeling that their time was well spent, and the students left with the concrete suggestions that the BEEPers provided for setting themselves apart, both in class and in the workplace. Everyone agreed that Robert Johnson’s description of the 5 E’s – Essence, Execution, Envelope, Excitement and Empowerment should be printed and distributed! At Chicago State University, we are loving the partnership with McDonald’s! We look forward to the continued collaboration.

Campus Awards: 2012 Rookie of the Year - Brittni Fitzgerald, Class of 2014, Marketing

Testimonial: As a student volunteer, I had the opportunity to introduce, meet and speak with some of the BEEPers. One of the BEEPers, Ms. Paula Tripp from McDonald’s, inspired me to consider marketing research as a potential career. I participated in a class project that allowed us to work on a project for Ms. Tripp; we learned a lot about market research! I hope to maintain contact with Ms. Tripp and other BEEPers. The long-term possibilities of doing so are endless. -Brittni Fitzgerald

Clafin University / Orangeburg, SC

Years with BEEP: 37
President: Dr. Henry N. Tisdale
Campus Liaison: Carolyn R. Snell
# of BEEP Events Hosted in 2012-13: 5
# of BEEPers: 5
# of Classrooms Visited: 30
# of students per classroom (approx.): 25

SUMMARY OF BEEP CHAPTER ACTIVITY

The League of BEEP Associates engages in professional development and community service projects. Students support on-campus recruitment programs to support career development programs, provide support during career fairs, and conduct on-campus tours for employers. One of the organization’s most popular community service events is the Cinderella and Prince Charming Project. Members accept donated dresses, suits, ties, shirts, and shoes to ensure students in need are well-attired for formal and professional events.

Student Jerry Bartow Scholarship Recipients
Ashley M. Flowers, Walter Lee, Raven Mobley, and Amara Ransom.
NOTABLE INTERNSHIPS, CO-OP OR JOBS WITH BEEP COMPANIES

Company: Teach for America
Student: Jessica McCrea
Position: Fellow

Company: Enterprise
Student: Vashayla Butler
Position: Management Intern Program

Company: Cardinal Health
Student: Veanna Glover
Position: Intern

Delaware State University / Dover, DE

Years with BEEP: 13
School President: Dr. Harry L. Williams
Campus Liaison(s): Dr. Lisa Dunning, Acting Assistant Dean & Director of Advisement,
College of Business
Total student enrollment: 4,425
# of BEEP Events Hosted in 2012-12: 1
# of BEEPers: 26
# of Classrooms Visited: 5
# of students per classroom (approx.): 21
Type of BEEP Program on campus: CAPS, ALS, and SBS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management

SUMMARY OF CAMPUS PROGRAM IN 2012-13

Delaware State University’s College of Business held its annual Black Executive Exchange Program and Alumni Open House on Tuesday, February 26, 2013. The program was centered on the theme: “Transform. Accelerate. Impact.” Twenty-six BEEPers, alumni, and guests participated in the program, representing 15 different companies.

Dr. Shelton Rhodes, Dean of the College of Business, provided Greetings. The day included classroom visits, workshops, mock interviews, an entrepreneurship roundtable, Speed Networking and an Indoor Golf Challenge. The Visiting Management Professionals Forum with Keynote Speaker: Eddie C. Brown, chief executive officer and founder, Brown Capital Management, and Author of Beating the Odds, was well received.

BEEP AWARD: 2008 Campus of the Year Award

STUDENT TESTIMONIAL

“BEEP is a program that students should participate in. It was very beneficial and highly recommended, especially for those who are in the business field.” -- Palesa Motshidi, Junior, Finance & Banking Major

Edward Waters College / Jacksonville, FL

Years with BEEP: 5
President: Nathaniel Glover, Jr.
Campus Liaison(s): Ms. Sharon Harris
Total student enrollment: 1000
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 43
# of Classrooms Visited 35
# of students per classroom (approx.): 28
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT (CHECK ALL THAT APPLY)
Business Management / Communications / Civil Engineering / International Business
STEM – Science, Technology, Engineering and Math / Supply Chain Management and Operations

SUMMARY OF CAMPUS PROGRAM IN 2012-13

Edward Waters College celebrated BEEP Week 2013 by welcoming 44 corporate executives representing
Fortune 500 companies to campus. Executives from 13 corporations such as UPS, Johnson and Johnson, Wal-Mart, Sodexo, Cox Broadcasting, JP Morgan Chase and CSX participated.

The conference commenced with the annual BEEP chapel service. The keynote address was given by Radio Host and Author, Ms. Burnette Clingman. Also, Dr. Richard Danford, President and CEO of the Jacksonville Urban League, was presented with a leadership award for his unwavering support of BEEP and EWC. Students received a surprise visit from Monica May, radio personality from the Tom Joyner Morning Show, who spoke on the importance of preparing career paths while in college.

As the oldest Historically Black College and University in the State, the Edward Waters College League of BEEP Associates, with 12 members from various majors, was the first BEEP chapter launched in Florida. President Glover noted that he is elated that his “shining stars” are a valuable asset of Edward Waters College’s rich history.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Ricky Glover / Mass Communications

BEEP is an amazing program. At Edward Waters College, our program is uniquely centered around the students and the League of BEEP Associates make sure that our program is done in the spirit of EXCELLENCE! As a founding Member of BEEP at the College, I am humbled and delighted to be a part of a national program. My networking skills have drastically improved. I have gained a mentor through Cox Broadcasting, an internship with WJXT Channel 4 News and invaluable training from executives. I love learning about their experiences, life lessons and most important wisdom.

Fayetteville State University / Fayetteville, NC
Years with BEEP: 5
President: Dr. James A. Anderson, Chancellor
Campus Liaison(s): Helene A. Cameron, MBA, Director of Career Services & Business Manager for the Division of Student Affairs
Total student enrollment: 5,578
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 9
# of Classrooms Visited: 21
# of students per classroom (approx.): 30
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Communications / Computer Science / Digital Science
Healthcare / Management Information Systems / Political Science
STEM – Science, Technology, Engineering and Math

SUMMARY OF CAMPUS PROGRAM IN 2012-13
Fayetteville State University hosted the Black Executive Exchange Program two-day Career Awareness and Planning Seminar (CAPS) in March. The program involved two days of intensive career planning strategies that support the efforts of college faculty and career service professionals to better prepare students for the transition to the world of work. Emphasis was placed on the selection of career choices, the charting of career paths, the development of employment/marketable skills, retention and graduation.

The objectives of the 2013 CAPS were: student retention, graduation and gainful employment – we want them to “Start with the End in Mind.”

The Seminar included Frito-Lay and Coca-Cola Information sessions, Etiquette Dinner, BEEP Classroom Presentations, a Networking Reception, and the Career and Cooperative Education Fair.

BEEP AWARDS: 2010 Calvin Darden, Sr. Campus of the Year Award

Florida A&M University / Tallahassee, FL
Years with BEEP: 10+
President: Dr. Larry Robinson, Interim President
Total student enrollment: 12,000+
# of BEEP Events Hosted in 2012-13: 5
# of BEEPers: 16
# of Classrooms Visited: 65
# of students per classroom (approx..): 40

Campus Liaisons:
Pamela C. Zackery, Assistant Director, Corporate Participation and Sponsorships - Campus Liaison
Odilon "Nick" Dulcio, Coordinator, Foundation Scholarship - Co-Campus Liaison
Cecile Washington, Coordinator, Career Services - Co-Campus Liaison

Type of BEEP Program: CAPS

WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Architecture / Business Management / Communications / Computer Science / Digital Science
Finance / Entrepreneurship / Hospitality/Hospitality Management / Healthcare / Instructional Design
Insurance / Actuarial Science / International Business / Marketing, Marketing Research
Management Information Systems / Personnel / Human Resources / Political Science
STEM – Science, Technology, Engineering and Math / Supply Chain Management and Operations

SUMMARY OF BEEP CHAPTER ACTIVITY

Our BEEP Chapter Activities have had an exciting and productive year. The students’ wanted to focus on three (3) core initiatives during this academic year 00 increasing student membership, attendance at BEEP campus events and increased financial support from the Industry Cluster and University Student Government Association (SGA).

To achieve those goals, the Chapter held a BEEP Membership Drive in the Fall of 2012, followed by weekly meetings. The Chapter members served as tour guides for Visiting Executives during our March 2013 event, and participated in the BEEP Etiquette Dinner. The end of year BEEP Chapter program was a Secrets Behind Success panel discussion, held in April.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT
Keyondra LeCounte, Class of 2014, Business Administration

BEEP AWARDS: 2008 - Campus Liaison “Rookie of the Year” - Pamela C. Zackery

STUDENT TESTIMONIAL

BEEP has afforded me the opportunity to interact with corporate professionals and learn from their experiences in the workforce. I really enjoyed seeing professionals who look like me and have attained a level of success that I aspire to achieve. The BEEP campus visit, coupled with the student chapter’s seminars, has given me a great platform for what’s expected of me when I begin my career. The thing I like most about BEEP is that I’m now motivated to pay it forward. -Keyondra LeCounte

Florida Memorial University / Miami Gardens, FL

Years with BEEP: 34
Acting President: Dr. Mary O’Banner
Total student enrollment: 17,000
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 34
# of Classrooms Visited: 32
# of students per classroom (approx..): 22
Campus Liaisons:
Athena S. Jackson - Director of Career Development
Sheryl Hampton-Bain - Adm. Assistant Career Development

Type of BEEP Program: CAPS

WHAT MAJORS HAVE THE HIGHEST ENROLLMENT? Marketing, Marketing Research

SUMMARY OF CAMPUS PROGRAM IN 2012-13

The Opening Reception kicked off the official start of the BEEP program at Florida Memorial University. The university president, members of her cabinet, faculty, staff and students attended. Classroom visitations follow the next day, with two gender-based workshops – Brother to Brother and Sista to Sista. The program culminated with a session with all BEEPers, students and faculty to discuss the overall program and to make suggestions for improvement for future programs.

While there is not an official BEEP chapter on campus, students who participate usually volunteer more for programs on campus for continued professional growth.
Hampton University / Hampton, VA

Years with BEEP: 3
President: Dr. William R. Harvey
Campus Liaison(s): Bessie B. Willis, Assistant Director and Coordinator, Cooperative Education / Internship Programs
Total student enrollment: 4,724
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 8
# of Classrooms Visited: 8 and additional seminars
# of students per classroom (approx.): 35
Type of BEEP Program: CAPS and SBS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Computer Science / Digital Science / Finance
Healthcare / Marketing, Marketing Research

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
Hampton University participated in the National Urban League’s Black Executive Exchange Program on March 20 - 22, 2013. The program was held in conjunction with our Black Family Conference. Over 270 students participated.

The events consisted of a reception, class room lectures and seminars for students on various topics. The BEEPers also held a panel of executives that shared their words of wisdom and personal experiences related to real-world issues that students will face as they leave the University. Seminar topics included: Leadership and Credibility; Knowledge, Skills and Abilities for the New Global Workplace; The New College Graduate and Retirement; Creating a Quality Balance Between Work and Family; How to Sharpen Your Critical Thinking Skills; The Future of Cyber Security; Engineers in the Workplace; and, New Challenges for Journalist in the 21st Century.

Overall, the experience was a great success. We were pleased with the outcome and would like to share our appreciation with all who contributed to the growth of our students.

Harris-Stowe State University / St. Louis, MO

Years with BEEP: 5
School President: Dr. Albert Walker
Campus Liaison(s): Wanda K. McNeil, Director, Career Services
Total student enrollment: 1,400
# of BEEP Events Hosted in 2012-12: 1
# of BEEPers: 15
# of Classrooms Visited: 6
# of students per classroom (approx.): 20
Type of BEEP Program on campus: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?: Accounting / Business Management

SUMMARY OF CAMPUS PROGRAM IN 2012-13
The Annual BEEP conference was a two day event held on the evening of April 8th on the Givens campus in the Early Childhood Center with sessions on Business Etiquette, Developing Students as a Practicing Professional and Habits of Successful Leaders. April 9th events were held on the School of Business campus with sessions on Personal Branding, Civic and Community Engagement, and Women/Men in Executive Roles. Kathy Osborn, Executive Director of the Regional Business Council was the keynote for the luncheon. Approximately 200 students attended over the two days.

NOTABLE INTERNSHIPS, CO-OP OR JOBS WITH BEEP COMPANIES
Company: AXA Advisors
Student name: Toi Evans
Position: Intern
Huston-Tillotson University / Austin, TX  
Years with BEEP: 12  
President: Dr. George L. Earvin  
Campus Liaison: Joyceia Banner, Ph D. Assistant Professor, Business  
Total student enrollment: 850  
# of BEEP Events Hosted in 2012-13: 1  
# of BEEPers: 2  
# of Classrooms Visited: 6  
# of students per classroom (approx..): 20  
Type of BEEP Program : CAPS  
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management  

For more than a century, Huston-Tillotson University has provided opportunities to a diverse population for academic achievement with an emphasis on academic excellence, spiritual and ethical development, civic engagement, and leadership in a nurturing environment.

Lane College/ Jackson, TN  
Years with BEEP: 45  
President: Dr. Wesley Cornelius McClure  
Total student enrollment: Approx. 1,800  
# of BEEP Events Hosted in 2012-13: 3  
# of BEEPers: 6  
# of Classrooms Visited: 25-30  
# of students per classroom (approx..): 12-25  
Campus Liaisons:  
Atty. Richard Hulon Donnell, Sr., Vice-President of Institutional Advancement  
Mrs. Monica Clayborne-Scott, Director of Alumni Affairs  
Mrs. Charlise Anderson, Academic Retention Specialist  
Type of BEEP Programs: CAPS; ALS; and SBS  
WHAT MAJORS HAS THE HIGHEST ENROLLMENT? STEM – Science, Technology, Engineering and Math  

SUMMARY OF BEEP CHAPTER ACTIVITY  
On March 7 and 8, the College hosted six business professionals at its annual Black Executive Exchange Program (BEEP) session. Seasoned professionals from both the corporate and government sectors were on campus to serve as visiting professors in classrooms during the two-day event.  

A career services forum was held. BEEP visiting professors participated in lecture presentations, gave classroom sessions on specific techniques related to career charting, resume writing, and interviewing, served on panel discussions on current issues affecting industry, government and the economy, and gave radio interviews allowing members of the community to call in and ask questions.  

Participating BEEP professionals were from: Southwest Tennessee Development District; Accredo Pharmaceutical Company; Divorce Inc.; H & R Block; Ambiance Production & Entertainment; and National Urban League BEEP.  

BEEP AWARDS: 2007 Campus of the Year, 2012 Campus of the Year  

LeMoyne-Owen College / Memphis, TN  
Years with BEEP: 28  
President: Mr. Johnnie Watson  
Campus Liaison(s): Dr. Denita Hedgeman, Director, Career Services  
Total student enrollment: 1000+  
# of BEEP Events Hosted in 2012-13: 12  
# of BEEPers: 19  
# of Classrooms Visited: 56  
# of students per classroom (approx..): 30  
Type of BEEP Program : CAPS  
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
SUMMARY OF CAMPUS PROGRAM IN 2012-2013

BEEP was incorporated into our 150th Anniversary of LeMoyne-Owen College. The participants during BEEP were traditional students, non-traditional students, our high school (middle college), other high schools, staff, faculty, administration, alumni, community, etc. The events included breakfasts, a chapel service (featuring Memphis Urban League’s Executive Director, Tomeka Hart), a dining etiquette workshop/luncheon, networking reception, a Ben Tankard Concert, classroom visitations, role reversal interviews, Tunica Riverboat Dinner Cruise and a Health and Fitness Day.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Tabatha White. 2013 Business Management
BEEP AWARDS: Best Campus Liaison Award (2005). 1st Place Student Case Study Competition (2005)
Cal Darden Campus of the Year Award (2009)

STUDENT TESTIMONIAL
“BEEP made me more confident and taught me how to talk to executives and how to better market myself during interviews”. - Tabatha White, Business Management major

Lincoln University / Lincoln University, PA
Years with BEEP: 10
President: Dr. Robert Jennings
Campus Liaison(s): Kennie Edwards, Professor of Accounting
Total student enrollment: 2,000
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 25
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management

SUMMARY OF CAMPUS PROGRAM IN 2012-2013

The BEEP program on campus consisted of a professional seminar on leadership and professional development, a panel discussion conducted by black professionals from diverse professional backgrounds, and a keynote speech on making the transition from college to the profession.

Medgar Evers College - City University of New York / Brooklyn, NY
Years with BEEP: 8
President: Dr. William Pollard
Campus Liaisons: Deborah Young, Director; Judy L. Morgan, Marketing Manager
Total student enrollment: 6,557
# of BEEP Events Hosted in 2012-13: 6 (4 classroom, 1 panel, 1 reception)
# of BEEPers: 7
# of Classrooms Visited: 4 classrooms, 1 lecture hall
# of students per classroom (approx..): 30 students per classroom, 100 students in lecture hall
Type of BEEP Program: CAPS

WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Communications / Computer Science / Digital Science
Finance / Healthcare / Marketing, Marketing Research / Personnel/Human Resources
STEM – Science, Technology, Engineering and Math

SUMMARY OF CAMPUS PROGRAM IN 2012-2013

The BEEP program at Medgar Evers College started in the Spring of 2006. An initiative spearheaded by the Career Management Services Center with the enlisted support of the School of Business and Freshman Year Program.

Eight events and thirty-four BEEPers later we have developed our Student Professional Development Conference to reflect our unique status of being a predominately black institute (PBI) located in a bustling Northeastern city. Our “commuter-style” BEEP Conference allows visiting professors to lecture at their convenience, to schedule a session with students just as they would with a client.
Over the years BEEP has given us the opportunity to build relationships with dynamic executives as well as “make” lecturers out of individuals who have the BEEP spirit. Through the initiative students have received sponsorship to the national conference as well as employment, internship, and mentorship opportunities. As we move into the future with BEEP we are looking for it to have a greater impact on the Medgar Evers College campus.

The 2013 Black Executive Exchange Program Student Professional Development Conference was held as part of the Black History Month events at Medgar Evers College. The conference consisted of classroom visits, as well as, an interactive panel discussion entitled Living Black History Month At Medgar Evers College: An Ongoing Conversation About Civic Engagement. Panelist for the discussion included BEEPers from Johnson & Johnson, Aramark, Cigna, Con Edison, Chick-fil-a, and McMaster-Carr.

BEEP AWARDS: Campus Liaison of the Year Award 2007, Calvin Darden, Sr. Campus of the Year Award 2010

Mississippi Valley State University / Itta Bena, MS
Years with BEEP: 13
President: Dr. Alfred Rankins, Acting President
Campus Liaisons: Tiffany Wallace, Director
Essie Bryant, Job Developer
Total student enrollment: 1,200
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 6
# of Classrooms Visited: 18
# of students per classroom (approx..): 10
Type of BEEP Program : CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Business Management / Communications / Computer Science / Digital Science
STEM – Science, Technology, Engineering and Math

Summary of Campus Program in 2012-2013
The 2013 Black Executive Exchange Program was held April 2013. Six African-American professionals served as Visiting Professors to share their personal and professional experiences with students in the Mississippi Delta, representing corporations including: UPS; U.S. Forest Service; U.S. Department of Labor; and the Federal Reserve Bank of St. Louis. Theresa Kennedy, President for Urban League of Greater Jackson-Young Professionals also participated.

This year’s events included evening classroom visits by the Visiting Professors, so that non-traditional students would have an opportunity to participate. Bobby Clayton, (Alumni) Corporate Diversity Director of Business Development Sales for UPS provided an energetic introduction on “What is BEEP?” Students gain valuable information on what is expected of them as they enter into Corporate America and advice on how to be successful in today’s highly competitive job market.

Visiting Professors participated in a live radio segment “Meet the BEEPers” which was aired on WVSD, campus radio station. Also a “BEEPers Speed Networking Event” was held, providing students with a great opportunity to network and asked questions at a more personal setting with Visiting Professors. Bobby Clayton wrapped up the event with valuable information on networking. The afternoon ended with students a presentation on the Federal Reserve Bank of St. Louis. Mock interviews were also conducted, enabling students to gain valuable feedback on building interviewing skills.

Morris College / Sumter, SC
Years with BEEP: 34
President: Dr. Luns. C. Richardson
Campus Liaison(s): Margaret A. Bailey, Director, Career Services
Total student enrollment: 980
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 10
# of Classrooms Visited: 28
# of students per classroom (approx..): 30
Type of BEEP Program : CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
SUMMARY OF CAMPUS PROGRAM IN 2012-2013

This year, ten successful African-American professionals carrying considerable responsibility within education, industry, healthcare, government, and corporation served as visiting professors during the 2013 Career Awareness and Planning Seminar in March. The President of the college, chief administrators, faculty, staff, student guides and leaders, Mayor of Sumter, a representative from the Greater Sumter of Chamber of Commerce and a journalist from the local paper, The Item participated.

A total of 800 students attended some portions of the activity and every division of the college allowed the Visiting Professors (VPs) to conduct classroom workshops. All of the students agreed that the information presented by the BEEPers will be a vital addition to their personal and professional development. The VPs were pleased with the student interaction, student BEEP Guides, program structure and professors.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Darrell Byas, 2013 Sociology
BEEP AWARDS: 2010 BEEP Hall of Fame Award-Morris College, College Image Awards

STUDENT TESTIMONIAL
I had an amazing opportunity to be assign to Mr. John Funchess as his BEEP Guide for two consecutive years. I was able to build and form a professional relationship with Mr. Funchess. The knowledge that I have gained from him probably cannot be captured or taught in a classroom.

Dr. Constance Lane is another BEEPer that I was assigned. Dr. Lane was so impressed with my communication skills; she asked me to be her campaign manager when she ran for City Council in Sumter, SC. I was excited and honored because I had an opportunity to meet her constituents and hear about their concerns. I made campaign flyers, posters, did door to door visitations, and prepared her for all of her debates. –Darrell Byas

North Carolina A&T State University / Greensboro, NC
Years with BEEP: Re-activated in 2008
President: Dr. Harold L. Martin, Sr.
Total student enrollment: 10,139
# of BEEP Events Hosted in 2012-13: 1
# of Classrooms Visited: 1)
# of students per classroom (approx.): Per Classroom-30; Networking Social-75; Panel/Leadership Luncheon-50
Campus Liaison(s): Cynthia Downing, Associate Director for Career Counseling Programs
Shauna Irwin, Director of Student Organization Leadership, Management, and Development
Type of BEEP Program: Tour, Networking Social, Classroom Visitations, Panel Discussion, and Leadership Luncheon Roundtables

WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Political Science / STEM – Science, Technology, Engineering and Math
Computer Science / Digital Science
- Mechanical
- Electrical and Electronics
- Computer software

SUMMARY OF CAMPUS PROGRAM IN 2012-2013

North Carolina A&T State University held its BEEP Campus Visit in February, in partnership with the N.C. A&T Offices of Career Services, Student Activities and Involvement, and the Executive Board of the Council of Presidents (as well as BEEP).

The program supported the goals and efforts of the university by exposing students to African-American Industry Professionals who willingly shared their knowledge on careers, leadership, and professional development. It also offered a real-world overview and guidance/advice on how to succeed in not only business, but in life. The wealth of information and continued exposure to the BEEPers is greatly appreciated by all because it enables students to interact with successful and professional African Americans. It also encourages them to strive to become well-prepared individuals who are ready and equipped to compete in a
global society. Special thanks to the staff of the National Urban League’s Black Executive Exchange Program, the N.C. A&T Executive Board of the Council of Presidents (who worked diligently to assist with the program activities), and our Beepers for 2012-2013 from UPS, Ziglar, Inc., and Sisterpreneur, Inc., CIA, and ConED of NY.

BEEP AWARDS: 2011 Liaison of the Year Award presented to Cynthia Downing

North Carolina Central University / Durham, NC
Years with BEEP: 2
President: Debra Saunders-White
Campus Liaison(s): Beverly A. Bryant, Professor and Director, Hospitality and Tourism Administration
Total student enrollment: 8,300
# of BEEP Events Hosted in 2012-13: 2
# of Classrooms Visited: 8
# of students per classroom (approx..): 75 students for one seminar and 104 for the other classrooms
Type of BEEP Program: CAPS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Hospitality/Hospitality Management

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
North Carolina Central University hosted Ms. Kelli Cottom from Aramark, she presented Career Awareness seminars to combined classes in Hospitality and Tourism in fall 2012. In the spring, NCCU hosted a representative from Sodexo who presented a symposium on the importance of Professionalism and Protocol when applying for a job.

NOTABLE INTERNSHIPS, CO-OP OR JOBS WITH BEEP COMPANIES
Company: Aramark
Student name: Jasmine Galberth, Tia Scales, and John Warda
Position: Summer Internship
Company: Sodexo
Student name: Torrance Harrell
Position: Summer Internship

Saint Augustine’s University / Raleigh NC
Years with BEEP: 20+
President: DR. DIANNE BOARDLEY SUBER
Campus Liaison(s): EVANGELINE BRODIE
Total student enrollment: 1,321
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 7
# of Classrooms Visited: 2
# of students per classroom (approx..): 48
Type of BEEP Program: SBS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Business Management / Management Information Systems

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
On April 17, 2013, our School of Business & Technology hosted another exciting BEEP forum entitled “Want to be an Entrepreneur? Consider Owning a Franchise!” During this forum, African-American owner/operators of franchises: provided distinct approaches to obtaining a franchise and methods for handling daily operations; discussed franchisor expectations; and suggested tips on balancing work, life, and family.
Franchises represented were: a State Farm Insurance Agency; Dickey’s Barbeque Pit; Subway restaurants; McDonald’s; Popeye’s; and several automotive brands including Chrysler, Ford, Nissan, GM, and Fiat.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Hector F. Gallego, Jr., 2015 Business Administration

“I have never felt so energized and empowered to own my business. Rarely do we see successful people actually come and take part of activities within the community to help students. I really enjoyed today’s event.” -Hector F. Gallego, Jr. (Major Business Administration)
Savannah State University / Savannah, GA

Years with BEEP: 26
President:  Dr. Cheryl Davenport-Dozier
Campus Liaison(s):  Mr. Shaunce Riley, Coordinator of Career Services
Total student enrollment:  4500
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 13
# of Classrooms Visited: 9
# of students per classroom (approx.): 20
Type of BEEP Program: CAPS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT?: Management Information Systems

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
Established in 1890, Savannah State University is the oldest public historically black college or university in Georgia and the oldest institution of higher learning in the city of Savannah. A part of the University System of Georgia, the university’s 4,500 students select majors from 25 undergraduate and five graduate programs in the School of Teacher Education and three colleges: Liberal Arts and Social Sciences, Business Administration and Sciences and Technology.

The University hosted its Annual BEEP campus event in March 2013. This year’s theme was Developing Minds….Delivering Dreams. and for two and half days our BEEP Visiting Professors engaged students through a number of discussions about career achievement, balancing personal and professional life styles, understanding leadership and entrepreneurship through various topics.

This event was intended to prepare students for transitioning into the professional field through first-hand accounts and teachings from professionals and executives. As a result, we expected that students would have gained: the proper tools and basic skills needed to be successful in today’s job market; an understanding of how to use emotional intelligence to gain and sustain ethical leadership; how to use social entrepreneurship to create positive socioeconomic changes within their community; and how to better understand their responsibilities as men and women professionally and personally.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Kerrie Byrd, 2013 Marketing

Southern University and A&M College / Baton Rouge, LA

Years with BEEP: 43
President:  Dr. Ronald Mason, Jr
Campus Liaison(s):  Toni Jackson, MBA, Business Development Coordinator and Career Placement Coordinator
Total student enrollment:  7,000
# of BEEP Events Hosted in 2012-13: 3
# of BEEPers: 13
# of Classrooms Visited: 20
# of students per classroom (approx.): 30
Type of BEEP Program: CAPS and SBS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?: Accounting / Business Management Communications / Computer Science / Digital Science / Finance / Entrepreneurship / International Business Marketing, Marketing Research / Management Information Systems / Personnel/Human Resources Political Science / Supply Chain Management and Operations

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
The SUBR League of BEEP Associates prides itself on being the #1 Leadership and Professional Development on the campus of Southern University and A&M College. We recognize that successful business professionals require strong values, leadership capabilities, teamwork skills, and powerful communication abilities.

During the academic year, we inducted over 35 new Associates into the League from a mix of business and non-business degree programs such as nursing, social work, political science, and mass communications, to name a few. The diversity in students brought about even more diversity in our product offerings. To address developing strong values, leadership skills, communication skills, we held fieldtrips, included more guest speakers (from non-business backgrounds), held two half-day leadership retreats, and provided high-level professional coaching.
In addition to these above mentioned events, we held resume and interviewing workshops conducted by Target Stores, participated in the MLK Day of Service event, and held our annual Career Awareness and Planning Seminar in March 2013, sponsored largely in part by Aramark, the CIA, Target, and Shell Oil Company. The theme was: Preparing for a Purpose: Why are you here? It resonated greatly with the attendees, thanks to the message given by keynote speaker: Mr. Orin Blouin, Production Area Lead with Monsanto. As a result of this year’s CAPS, many students were exposed to different career opportunities, and several have received job opportunities. The League will continue to share best practices, provide critical evaluations, examine standards for leadership programs, support national and regional efforts to develop student leadership programs, make contributions to the literature, recognize exemplary programs, and cultivate a forum for the presentation of new ideas.

SUBR BEEP- Empowerment through Opportunity!

NOTABLE INTERNSHIPS, CO-OP OR JOBS WITH BEEP COMPANIES

Company: Monsanto
Student name: Courtney Alexander
Position: Accountant

Company: Apple
Student name: Joseph Robins
Position: Apple Care Specialist

Company: Boeing
Student name: Damarcus Alexander
Position: Supply Chain Management

Southern University at New Orleans / New Orleans, LA

Years with BEEP: 20 years
President: Dr. Victor Ukpolo (Chancellor)
Campus Liaison(s): Dr. Louis C. Mancuso, Professor of Marketing & Business Entrepreneurship,
Chair - BEEP Program
Total student enrollment: 3,300
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 15
# of Classrooms Visited: 10
# of students per classroom (approx..): 40
Type of BEEP Program : CAPS, ALS, and SBS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management
What do your students get out of the BEEP Program?
The Career Fair allows our student to visit with senior business people, and learn about internships and jobs. Many of our students are inner-city, first generation college students who have never been outside of New Orleans. BEEP expands their horizons and pays off with internships and permanent jobs. A student can see the value of a college education. The work with, visit, and have lunch/dinner with executives and get to know them one-to-one.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Dominique Southers, Class of 2015
Business Entrepreneurship

BEEP widens students’ views of career opportunities, for example, a lot of students would not believe the opportunity that Waffle House has out there. The BEEPers come in expecting students to be professional and they show us how to be professional. The resume and interview techniques session was great! It helped me with career fair the next day. –Dominique Southers

NOTABLE INTERNSHIPS, CO-OP OR JOBS WITH BEEP COMPANIES: Company: Sam’s internship (3 internships)

Texas College / Tyler, TX

Years with BEEP: 5
President: Dr. Fwight J. Fennell
Campus Liaison(s): Dr. Willie C. Champion
Total student enrollment: 800
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 6
# of Classrooms Visited: 13
# of students per classroom (approx.): 25
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Business Management/Computer Science / Digital Science

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
BEEP provides to the faculty and staff involved a strategy that helps them prepare and guide the student for entering and navigating the workforce. BEEP helps prepare students and expose them to everyday life experiences in business and leadership, and connects them to positive Black role models who have achieved measurable success in their careers. The Program is instrumental in helping students plan for their careers.

This year, Texas College scheduled as series of lectures by distinguished business men and women, and lawyers to come to the campus and spend time speaking to the students in the classroom about the climate within employment and owning one’s own business. The students were very receptive and very involved in dialogue with the presenters. The overall feedback is very positive and plans are to expand BEEP activity for 2013–2014. We see opportunities for community service by students, internships and the development of leaders.

University of Arkansas at Pine Bluff / Pine Bluff, AR
Years with BEEP: 28
President: Dr. Calvin Johnson, Interim Chancellor - (Dr. Laurence Alexander, Chancellor)
Campus Liaison(s): Mary M. Jones, Director
Shirley Cherry, Assistant Director
Earnestine McLaughlin, Counselor
Total student enrollment: 2,828
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 6
# of Classrooms Visited: 36
# of students per classroom (approx.): 30
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Finance / Political Science / STEM – Science, Technology, Engineering and Math

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
The theme for the Career Awareness and Planning Seminar was “L.A.W.S. for a Successful Career”, BEEP representatives were asked to place special emphasis on students using good listening skills, the value of professional appearance, writing, speaking and critical thinking skills. The seminar began with an orientation for the BEEPers and student escorts. These sessions provided the representatives and students an opportunity to get acquainted and also expectations of the seminar and information about the University.

The executives spent a day on campus speaking with students about what it takes to be successful in the real world of work. The student escorts were responsible for introducing the executives to instructors and the classes they visited. Most of the interaction was with students in designated classrooms. Faculty in various classrooms agreed to allow the BEEPers to speak to their students. They were able to deliver their messages and address any concerns that students had about making the transition from academia to a successful career or about the companies or government agencies they represented.

Two alumni representatives participated, Joe Blanks, Vice President-Consumer Lending, Pine Bluff National Bank and Hannibal Bolton, Assistant Director, USDA Wildlife and Sport Fish Restoration Program. A total of five BEEP executives participated in this year’s program, along with representatives from the CIA, Walmart, the Pine Bluff Chamber of Commerce, and one National Urban League representative.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Raven Handley, 2014 Biology
BEEP AWARD: 2011 University of the Year Award

As a student liaison for the 2012 Black Executive Exchange (BEEP) Program, I appreciate the executives who took the time out to visit us and share valuable information and strategies on how to be prepared to make the transition from college to the real world of work. To network with executives from Fortune 500 companies, could position me and other students for internships, corporate education or permanent positions. These opportunities are necessary to be marketable upon graduation.

I believe this program should remain on our campus and be available to every college student because it motivates, encourages, inspires and empowers students to excel. I commend the Office of Career Services
for their vision in providing professional development opportunities for students at the University of Arkansas at Pine Bluff. These opportunities will surely reflect positively on our options for success after graduation.

-Raven Handley

NOTABLE INTERNSHIPS, CO-OP OR JOBS WITH BEEP COMPANIES

Company: Walmart
Student name: Daren Hamlet
Position: Replenishment Team Leader

Company: Murphy Oil
Student name: Jessica Raynor

Company: Murphy Oil
Student name: Deon Cain

University of the District of Columbia / Washington DC

Years with BEEP: 2
President: Interim President Dr. James E. Lyons
Campus Liaison(s): Katie Nailler, Director
Total student enrollment: 5,700
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 4
# of Classrooms Visited: 8
# of students per classroom (approx.): 15
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Communications / Finance

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
The University of the District of Columbia was excited to host BEEPers from UPS, Fountaine & Fountaine and Ray-Morris Associates as it expanded its BEEP program into the classrooms. The classrooms were filled with energy and students eager to ask the BEEPers questions about how to become influential professionals. The students received great advice on how to get started in their new career field as well as how to gain experience in their career field. The day continued with a seminar session in which students learned how to become effective in the art of networking. The students worked closely and sometimes individually with the BEEPers to get their advice and feedback on techniques to use when networking at professional and informal events.

Virginia State University / Petersburg, VA

Years with BEEP: 21
President: DR. KEITH T. MILLER
Campus Liaison(s): DR. ADEYEMI A. ADEKOYA
Total student enrollment: 5,800
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 30
# of Classrooms Visited: 21
# of students per classroom (approx.): 25
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Finance / Entrepreneurship / International Business
Marketing, Marketing Research / Management Information Systems / Personnel/Human Resources

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
This year’s BEEP Career Awareness Program and Seminar was held in February, and marked our twenty-first year of participation! The theme was Empowering Our Future Business Leaders. The program theme was made a reality for the students through several activities including keynote speeches, classroom visits and lectures, luncheons, symposiums and a campus radio interview. Thirty BEEP executives drawn from over a dozen Industries participated in the campus event.

Considering that The Reginald F. Lewis School of Business was the host school, the issue of how to empower the students to be future business leaders was central and dominant in the discourse. Among other things,
the BEEPers applauded the attributes of VSU in its richness as an HBCU, the enviable human resources, and the talents, vibrancy, promise and immense energy of the students.

Students were encouraged to place the most premium on their education and academic achievements, and not to shy away from leadership responsibilities during their undergraduate careers as well as making every effort to develop into professionals of stellar integrity. Moreover, real, world-of-work tips as they relate to minorities and particularly, African-Americans, were addressed.

A unique aspect of this year’s event was the unprecedented enthusiasm and level of participation by top administrators – VSU President, Dr. Keith T. Miller and several Vice Presidents attended the two luncheons to honor the BEEPers. The President emphasized the fact that VSU is proud to have the opportunity to partner with a quintessential-class brand such as BEEP.

STUDENT JERRY BARTOW SCHOLARSHIP RECIPIENT: Danielle Chambliss, Marketing major

Xavier University of Louisiana / New Orleans, LA
Years with BEEP: 5 years
President: Dr. Norman C. Francis
Campus Liaisons: Carolyn Thomas, Director, Marian Minnard, Associate Director
Total student enrollment: 3,200
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 48
# of Classrooms Visited: 111
# of students per classroom (approx.): 25
Type of BEEP Program: CAPS
WHAT MAJOR HAS THE HIGHEST ENROLLMENT?
STEM – Science, Technology, Engineering and Math

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
Xavier’s program consisted of 48 minority professionals on its team. The program ran for two and a half days. On Sunday the consultants participated in a program orientation for team members. During the 2013 program the team visited over 111 classrooms. Team members participated in two career panel events and a meet and greet networking session. When not in classroom sessions, team members were available to students for individual consultations. An evaluation session and closing banquet conclude the final program day. Also, team members had lunch with faculty on both days of the program.

BEEP AWARDS: 2009 CAMPUS OF THE YEAR AWARD

York College - City University of New York
Jamaica, NY
Years with BEEP: 9
President: Dr. Marcia V. Keizs
Campus Liaison: Linda Chesney - Director of Career Services, Career Services
Total student enrollment: 8,000
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 3
# of Classrooms Visited: 4
# of students per classroom (approx.): 25
Type of BEEP Program: CAPS
WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting / Business Management / Healthcare

SUMMARY OF CAMPUS PROGRAM IN 2012-2013
York College enriches lives and enables students to grow as passionate, engaged learners with the confidence to realize their intellectual and human potential as individuals and global citizens. Our vision is that the College’s hallmark academic programs in liberal arts and sciences will be recognized as centers of excellence within the City University of New York (CUNY), attracting and graduating some of the best and most highly motivated students from New York City and the greater New York area. This year, York College held a one day Black Executive Exchange Program. BEEPers visited four classes. They also participated in a panel discussion and conducted mock interviews.
The League of BEEP Associates

The League of BEEP Associates is a structure of campus-based student chapters that extend the reach of BEEP. Typically, while a formal BEEP event is held once per year, the student chapters offer on-going professional development, career exposure and leadership development activities and have a permanent presence on BEEP partner campus.

Following, are the highlights of the 2012-2013 activities of 4 of our League of BEEP Associates chapters.

Clafin University
The Clafin University League of BEEP Associates engages in professional development and community service projects. Students support on-campus recruitment programs to support career development program, provide support during career fairs, and conduct on-campus tours for employers.

One of the organization’s most popular community service events is the Cinderella and Prince Charming Project. Members accept donated dresses, suits, ties, shirts, and shoes to ensure students in need are well-attired for formal and professional events.

Edward Waters College
The League of BEEP Associates of Edward Waters College was chartered in the fall of 2010. The program’s purpose and goal is to build a bridge of opportunity through unity by inviting executives from Fortune 500 companies to Edward Waters College to mentor and empower our students, and help them develop into the graduates that corporate America desires.

BEEP also prepares those esteem students as the next generation of professionals for effective corporate leadership by exposing them to the real-world experiences and perspectives of successful business executives. The League of BEEP Associates prepare to secure internships and job opportunities through mentoring, career coaching and networking with leading black executives.

As the inaugural winner of the National Urban League’s “I Am Empowered” contest in 2010, the Associates who benefited from participating in BEEP gained leadership skills in the areas of Leadership Development; Networking; Branding; Fine Dining Etiquette, Professional Dress, Mock Interviewing as well as Resume Writing. Students who are BEEP Associates are not only business students but are students that are business minded in various other majors. They were able to apply all of these attributes with their community volunteerism activities around our city.

Moving forward, it is the vision of the Edward Waters College League of BEEP Associates to continue to cultivate new leaders and inspire achievements beyond the possible through commitment, involvement and operational excellence.

Activities that we embarked on were:

Community Volunteerism:
Jacksonville Urban League Equal Opportunity Luncheon
UNCF Governor’s Rick Scott’s Luncheon
Mayor Alvin Brown’s Martin Luther King Jr. Breakfast
NAACP Jacksonville Urban League Volunteer

Edward Waters College Events:
President Nathaniel Glover’s Christmas Party for the Students and Community
BEEP Week 2013:
Workshops: Students participated in workshops in the areas of: preparing for elevation and transitioning from college to career; how to succeed and survive in corporate America; mock interviewing sessions, dress for success.
Officers for the 2012 – 2013 school year term:
1. Chapter President: Mr. Ricky Glover
2. Chapter Vice President: Mr. Carl Green
3. Chapter Chief Assistant to Campus Liaison: Mr. Timothy Mincey
4. Chapter Business Manager: Mr. Spencer Smith
5. Chapter Chaplain: Mr. Winston Lewis
6. Ambassador – Mr. Antonio Posey
7. Ambassador - Ms. Diamond Clark-McQueen
8. Ambassador – Ms. Ashleigh Pray
9. Ambassador – Ms. Tiera Johnson

Florida A&M University
The League of BEEP Associates Chapter Membership Drive was held in the Fall of 2012. Members were able to participate in weekly meetings and support BEEP Executive Campus visit by serving as a dedicated tour guide to the Visiting BEEP Executives in March 2013. This year, chapter members also participated in an Etiquette Dinner presented during the BEEP Campus Visit Events day in March.

Chapter activities culminated with their end of year program, a “Secrets Behind Success” Panel Discussion, held in April.

Southern University and A&M College
The SUBR League of BEEP Associates were extremely active in preparing future business leaders. Over the course of the academic year, we inducted over 35 new Associates into the League. The students are from a mix of business and non-business degree programs such as nursing, social work, political science, and mass communications. The diversity in students brought about even more diversity in our product offerings. To address developing strong values, leadership skills, communication skills, we included fieldtrips, more guest speakers (from non-business backgrounds), held two half-day leadership retreats, and provided high-level professional coaching.

In addition to these above mentioned events, we held resume and interviewing workshops conducted by Target Stores, participated in the MLK Day of Service event.

We also held our annual Career Awareness and Planning Seminar (CAPS) March 19-21, 2013, sponsored largely in part by Aramark, the CIA, Target, and Shell Oil Company. The 2013 theme was: “Preparing for a Purpose: Why are you here?” and it resonated greatly with the attendees, thanks to the message given by keynote speaker, Mr. Orin Blouin, Production Area Lead with Monsanto. As a result of this year’s CAPS, many students were exposed to different career opportunities, outside of the norm, and several have received job opportunities.

The SUBR League of BEEP Associates will continue to share best practices, provide critical evaluations, examine standards for leadership programs, support national and regional efforts to develop student leadership programs, make contributions to the literature, recognize exemplary programs, and cultivate a forum for the presentation of new ideas.

SUBR BEEP - Empowerment through Opportunity!
Visiting Professors

“BEEP’s purpose is to build a bridge of opportunity through unity by connecting executives from corporate America to our students,” said Sharon Harris, the BEEP Campus Liaison, Edward Waters College, Jacksonville, Florida. “Ultimately the goal is to help them develop into the graduate that corporate America desires.”

As the core of BEEP begins with outreach to our students while they are on campus, on-going program content and support is presented in several different formats to provide a variety of ways to engage students in career exploration and planning. These offerings range from optional on-line mentorship to in-person two-day seminars to semester-long courses for credit.

Visiting Professors (known as BEEPers) visit our partner HBCU campuses and participate in lecture presentations, classroom sessions on specific techniques related to career paths, resume writing, and interviewing workshops as well as panel discussions on current issues affecting domestic and global economic climate. A minimum schedule of 50 campus dates is made available to our partners.

Visiting Professors may be asked to participate in a variety of programs including:

- Accredited Lecture Series (ALS) - A semester-long series integrated into an ongoing course delivered by a different Black executive.

- Career Awareness and Planning Seminar (CAPS) - A two-day activity of career planning exercises, workshops, counseling and lectures that places emphasis on the selection of realistic career choices, the charting of career paths, resume preparation, and the development of good interviewing skills. These seminars take place in the classroom and are led by one or two visiting professors.

- The Special Business Seminar (SBS) - focuses on social and economic issues and topical events that affect business, industry, and government.

- Innovations for Women - Innovations for Women enlists a team of Black female executives and professionals to familiarize students with the traditional and non-traditional roles of Black women in the workforce. This gender specific seminar can either be a small group setting or a large plenary. Individuals interested in participating in BEEP must be management employees, and preferably college graduates. The type of BEEP campus visitation in which you participate should be based on your Company background and employment experience.
BEEP Visiting Professors 2012-2013

**Alabama Agricultural and Mechanical University**
Angela Morton
Equal Opportunity and Diversity Office
Dana Law
President
Gerry Jackson
District Ranger
U.S. Department of Agriculture
Jacqueline Reid
President/CEO
Exodus Technology Corporation
Jerry Mitchell
CEO
North Alabama African American Chambers of Commerce
Jesse Nunn
President/CEO
Future Research Corporation
Kola Isiaq
Managing Partner
Williams Adley & Company, LLP
Certified Public Accountants/Management Consultants
Leroy Daniels
President
Options and Solutions, LLC
Van Strickland
Manager
NASA
Yevette Banks
Executive Vice President
Redstone Federal Credit Union

**Albany State University**
Jerry Heidelberg, Jr.
Area Rental Manager
Enterprise
Lashawn Cartwright
Recruitment Manager
Chick-fil-A, Inc.
Sherry Reaves
Director of Budget and Financial Management
USDA Forest Service
Shirley Boone
Vice President of Manufacturing
Coca-Cola Refreshments
Bennett College
Corlissa Belcher
Aramark
Paul Johnson
Department of Agriculture, National Parks Division

**Bowie State University**
Charles McClam
Deputy Information Officer
U.S. Department of Agriculture
Cole Brown
Human Resources
Wal Mart of America
Danielle Cornwall
Campus Manager, BEEP
National Urban League
Don Basillio
Assistant Special Agent in Charge
United States Secret Service
Gina Nightengale
Director Workforce Engagement and Development Division
Transportation Security Administration
Jeremiah Carter
Senior Associate-Federal Advisory
KPMG, LLP
Kimberly Walton
Assistant Administrator, Civil Rights and Liberties, Ombudsman and Traveler Engagement
Transportation Security Agency
Linda Clemons
CEO
Sisterpreneur, Inc.
Michael Miller
Senior Vice President
Chief Technology Officer
Strategy, Innovation & Technology
National Urban League
Sam Jone
Chief Economic Programming Division
U.S. Census Bureau
Claremont McKenna College

Claremont McKenna College

Emanuel Yarrell
Upstate Operations Manager
UPS

Gary Carroway
Director of Sales for the South Atlantic District
UPS

John Mozie
Columbia Operations Division Manager
UPS

Lauris Finney
Vice President of Operations
UPS

Chicago State University

Chicago State University

Camille Dawson
IT Project Manager, Restaurant Solutions Group
UPS

Kasey Short
Insights Director, Regular Menu Entrees
McDonald’s

Kimberlee Lewis
Instructional Design Manager - US Training, Learning, McDonald’s

Paula Tripp
Marketing Director, Consumer Insights
McDonald’s

Reggie Wooten
Recruiter, Human Resources
McDonald’s

Robert Johnson
Central Franchisee Relations Officer - Central Region
McDonald’s

Sundrea Richardson
McDonald’s

Tammy Wesley
Business Analyst
McDonald’s

Tiffany Johnson
HR Project Manager
McDonald’s

Vanessa Renau-Mack
Executive Assistant to Danitra Barnett
McDonald’s
Delaware State University
Ayanna Wilcher
Mid Atlantic Diversity Recruiter
KPMG

Darien Nolin
Derek Thompson
Agent
New York Life

Enid Wallace-Simms
Senior Public Affairs Manager
Delmarva Power - a Pepco Holdings Company

Ernest Ackah
Owner
BOSS Barbershop

Jahamal Boyd Sr.
CEO & President
J & B

Jennifer Neal
National Associate Director, Diversity Recruiting
KPMG

Jerry Heidelburg, Jr.
Area Rental Manager
Enterprise

Jimetta Easter
Sales Manager
Hershey Entertainment & Resorts

Kevin Bankett
Division Manager
UPS

Kevin Washington
Regional Vice President
Primerica

Kim Felix
Director
Information Services

Customer Technology

UPS

Marcus Irvin
Senior Underwriting Specialist
Cigna Corporation

Lashawn Cartwright
Recruitment Manager
Chick-fil-A, Inc

Roxanne Allen
Human Resources Manager

UPS

Leland Nelson
President
Dirty Dog Hauling

Nicole Tatum

Nicole Wormley
Sr. Director of College Relations
ARAMARK Corporation

Larry Chamberlain
Transportation Division Mgr

UPS

Ronald Pinkett
Chief Financial Officer
Brandywine Counseling & Community Services, Inc.

S. Renee Smith
Image Consultant, Speaker, Author
Self-Employed

Sharia Spells
Manager of Hospitality Training
Hershey Entertainment & Resorts

Sherice Brown

Sherman King
Supervisor
United Parcel Service

Sherry Reaves
Director of Budget and Financial Management
USDA Forest Service

Shirley Boone
Vice President of Manufacturing
Coca-Cola Refreshments

Tony Heath
UPS

Valerie James
Assistant Vice President, Quality
Cigna Healthcare

Veronica Hodges
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<th>Edward Waters College</th>
<th>Fredricka Howard</th>
<th>Nicole Hendry</th>
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<tbody>
<tr>
<td>Anthony Dennis</td>
<td>Manager</td>
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<td>Manger</td>
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<td>Walmart</td>
<td>Hernando Mendoza</td>
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<td>Becca McCaffrey</td>
<td>Manager</td>
<td>Ramona Keener</td>
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<tr>
<td>Walmart</td>
<td>Jessie Zovath</td>
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<td>Ben Freidman</td>
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<td>Raul Garcia</td>
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<tr>
<td>Beverly Jennings</td>
<td>Jill Thrasher</td>
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<tr>
<td>Vice President</td>
<td>John Johnson</td>
<td>Richard Deville</td>
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<tr>
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<td>Bobby Smith</td>
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<td>Brian Jackson</td>
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<td>Burnette Clingman</td>
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<tr>
<td>President and CEO</td>
<td>Walmart</td>
<td>Scott Mallatt</td>
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<td>Burnette Clingman Enterprises</td>
<td>Kenneth Weeks</td>
<td>Manager</td>
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<td>Carrie Brown</td>
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<td>Lara Lagle</td>
<td>Sedrick Utley</td>
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<td>Cheryl Bellings</td>
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<tr>
<td>Cheryl Miller</td>
<td>Larry Dollar</td>
<td>Shelia Parks</td>
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<tr>
<td>Cory Holder</td>
<td>Mel Maycole</td>
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<td>Dunyall Jones</td>
<td>Michael Black</td>
<td>Steve Adams</td>
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<tr>
<td>Eric Mosley</td>
<td>Michael Brown</td>
<td>Tony Skipper</td>
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<td>Walmart</td>
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<td>Wesley Harris</td>
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<tr>
<td>UPS</td>
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</tbody>
</table>
Fayetteville State University
Alanna Meekins
Recruiter
Kroger
Chris Stewart
HR Consultant
McDonald’s USA
Eric Watson
Vice President of Diversity & Inclusion
Delhaize America
Ibraheem Badejo
Research Fellow
Ethicon, Inc. - A Johnson & Johnson Company

James Davis
PM Supervisor
United Parcel Service
Kimberly Velazquez
Talent Acquisitions Manager
Enterprise Holdings
Larry Price
Audit Director
Naval Audit Service
Marla King
Regional Training Leader
McDonald’s USA
Nicholas Lewis
Store Co-Manager
Kroger
Florida A&M University
Bernard Hendrix III
Corporate Public Relations Coordinator
Chick-fil-A, Inc.
Derrick Hooks
Senior Purchasing Coordinator
Chick-fil-A, Inc.
Cheryl Harris
Senior Vice President Sourcing & Procurement Solutions
Allstate Insurance
Davia Arnold
Plant Health Safeguarding Specialist
USDA/APHIS/PPQ
Dean Tossie
Assistant Vice President, Network Operations
Cigna Corporation

Denita Price
Regional HR Director
Aramark
Derek McGowan
Campus Relations Manager, Mid-South Region
Lockheed Martin
Edmond Hughes
Vice President, Human Resources and Administration
Ingalls Shipbuilding
Frederick Ellis
District Manager - Education K-2
Aramark
Hosetta Coleman
Senior Vice President - HR
Fifth Third Bank

Joseph Browne
Field Operations Planner
Con Edison New York
Kimberly Walker
Financial Analysts
Cigna Corporation
Karen Young
Financial Analysts
Prudential
Phyllis Fisher
HR Consultant
Cigna
Roneisha Davis
Recruiter
Lockheed Martin
Yolanda Thomas
Program Manager
Central Intelligence Agency
Florida Memorial University
Anita Hinnerichs
Certified PMP and CPPM

Bill Diggs
Chief Executive Officer
Miami-Dade Chamber of Commerce

Bryant George
Admissions Officer, Coordinator of Diversity Office
Madonna University

Catherine Minnis
President/Founder
The Minnis Group

Christopher Benjamin
Mediator and Arbitrator
Salmon & Dubeg

Craig Hazelwood
Territory Sales Manager
RJ Reynolds Tobacco Company

Daphney Joseph
Detective
Miami Dade Police Department

Dianne Valdez
Department of Homeland Security and Immigration and Customs Enforcement

Felicia Brunson
Vice Mayor
City of West Park, FL

H Walker
Director of Education, Global Inclusion & Intercultural Management Department
McDonald’s

James Brown
Senior Executive and Entrepreneur
Recently, Senior Vice-President, Content Development Group, ESPN

James Penn
General Manager
American General Career Distribution Group

Jerrelle Moore
Chief Diversity Officer
Burger King Corporation

John Fontaine
Founder and CEO
Fontaine and Fontaine Corporate HR T & D Business, Institutional Consultants

Kennedy Achille
Founder and CEO
Conventon & Associates Agency

Kenneth May
Dentist and an Associate Professor, School of Dentistry, University of Michigan

Mark Horton
Founder and CEO
Online Services IDM

Mia Merritt
President/CEO
M&M Motivating Services

Oliver Gilbert
Mayor
City of Miami Gardens, FL

Oscar Carter
Business Intelligence Manager
Humana

Paul Wiggins
Executive Minister, Mount Hermon Community Economic & Housing Development Corporation and Mount Hermon Community Education Corporation

Reginald Leon II
On-Road Supervisor, Hialeah West Center, South Florida District United Parcel Service

Sean Bullard
Web Developer and Marketing Specialist
Online Services IDM

Sherrell Wilkerson
Podiatrist and the CEO of Mdwear.com

Sherry Williams Reece
President/CEO
Dynamic Network Results

Terry Gordon
President
Sandhills, Inc.

Tiffany Britton
Police Legal Advisor
City of Miami Gardens Police Department

Venessa Walker
Licensed Chiropractic Physician and CEO of Owen Walker, Jr. Foundation

Vince Jackson
Vice President
Humana

Wanda Counts
Director of Executive Recruiting Minority Executive Search
Hampton University
Carlos Clanton
Executive Director
Norfolk Education Foundation
Clenise Platt
President
The Platinnum Group
Edith White
CEO
Urban League of Hampton Roads
Gaylene Kanoyton
President
Gaylene Events, LLC
Jacqueline Ray-Morris
President/Founder
Ray-Morris Associates
Margot James Copeland
Executive Vice President, Key Bank
Chair, KeyBank Foundation
Mark Johnson
Assistant Vice President
SunTrust
Shawn Ricks
Special Advisor on Minority Outreach, International Trade Administration
U.S. Department of Commerce
Tonya Perkins
Senior Vice President
Old Point Bank

Harris-Stowe University
Barbara Bowman
Vice President of Development
Urban League of Metropolitan St. Louis
Bethany Johnson-Javois
Chief Executive Officer
St. Louis Integrated Health Network
Cynthia Jordan
Vice President
Community Affairs Manager, Regions Bank
Evan Krauss
President
Urban League Young Professionals
Kevin Brooks
Regional Specialist
St. Louis Heartland Region, Thrivent Financial for Lutherans
Lee Lewis
Corporate Diversity Manager
Enterprise Holdings
Malissa Shaw
Civic Development Chair
Urban League Young Professionals
Naretha Hopson
Executive Director
Ever Appropriate Etiquette Institute

Paula Sigman
Healthcare Consultant
Adjunct Professor, Harris-Stowe State University
Roy Robinson
Principal Agent
Roy Robinson Agency - Nationwide Insurance
Sandra Burton
Boeing Systems Engineer
Boeing Program Chair, National Society of Black Engineers
Sharilyn Franklin
Executive Director, Consortium for Leadership Development
Founder, Fuse Advertising
Sharon Wilson
Senior Recruiter
Federal Reserve Bank of St. Louis
Stan Williams Jr.
Vice President Retirement Benefits
AXA Advisors, LLC
Theresa Mayberry
Sr. Vice President, Wyman National Partnerships and Strategy
Lane College
Cedric Deadmon
REDI College Access
Program Coordinator
Southwest Tennessee Development District
Danielle Cornwall
Campus Manager, BEEP
National Urban League
Gary Fossitt
President and CEO
Ambiance Production & Entertainment
James Walton
Manager
H & R Block
Kortney Simmons
Attorney
Divorce, Inc.
Sherry Townsend
Pharmacist
Accredo Pharmaceutical Company

LeMoyne-Owen College
Al Green
Business Developer
Manufacturers Industrial Group, LLC
Alonzo Byrd
Assistant VP - Public Affairs
Enterprise Holdings
Anita Curry-Jackson
Retired/Emeritus Dean
Wright State University
Channa Halmon
Shelby County Childcare Resource Referral Specialist
Methodist LeBonheur Hospital
Dennis Forrest
USA Sales Team Leader
Kellogg’s
Duane Adams
Owner/Consultant
Smada, Inc.
Earnestine Currie
RN/Nurse Consultant/School Nurse
Jonesboro Math and Science Magnet School
Jacqueline Randolph
Professor of Aerospace/AFROTC Detachment Commander
Air Force ROTC University of Memphis
Jerry Redmond
Principal/Owner/Senior Design Director
Redmond Design Service, LLC
Jo-Annette Johnson
Training & Development Specialist
MLG&W
Kelvin Kolheim
Existing Business Consultant
Greater Memphis Chamber
Kia Young Tate
Executive Director
The Achievement Network
Larry Dodson
Senior Booking Agent
LaMarie’s Entertainment Complex
Robert McComes-Ballo
CPGM Category Merchant: Office & Copy Paper
Office Depot, Inc.
Sandra Burke
Principal
Global Consulting Group
Sherry Reaves

Director, Budget & Financial Management
USDA Forest Service-Southern Region
Tony Nichelson
Public Affairs Director
The Cumulus-Memphis Radio Group
Veronica Floyd
Director, Finance
UPS-Mid South District
William Dawson
Managing Editor
Luxury Awaits

Lincoln University
Kim Bonner-Massey
Cigna
Juanita Thornton
Medgar Evers College - City University of New York
Anthony P. Carter
Vice President, Global Diversity & Inclusion
Chief Diversity Officer
Johnson & Johnson
Deborah McDaniel
Customer Strategy Director
Cigna
Frederica Catherine Lewis
Employee and Labor Relations Manager
Con Edison New York

Kwesi Vincent
Sales Operations Generalist
McMaster-Carr

Marsha R. Holmes
Health Improvement Strategy Director
Cigna

Michael P. Burke
Regional Finance Director
ARAMARK

Selena R. Roker
Financial Consulting
Chick-fil-A, Inc.

Mississippi Valley State University
Bobby Clayton
Corporate Diversity Director of Business Development Sales
UPS
Debra Sheriff
Budget Officer
USDA Forest Service
Katie Course
U.S. Department of Labor
Paul Johnson
Assistant Director of Minerals & Geology
USDA Forest Service
Theresa Kennedy
President
Urban League of Greater Jackson
Morris College
Charles Kearse
Acting Talent Connector
Verizon Wireless
Constance Lane
Global Diversity Consultant
McDonald’s LLC
Isiah Reese
Director, World Wide Marketing
Microsoft
John Funchess
Process Engineer
Safelite Auto Glass
Maria Newton-Ta’Bon
Principal
Furman Middle School
Samuel Meyers
Director, Alternative School
Academic Learning Center
VonGretchen Nelson
Diversity Manger
The Nature Conservancy

North Carolina A&T University
Brian Marks
Field Operations Planner
ConEd of New York
Harry Coker, Jr.
Program Director-Directorate
of Science and Technology
Central Intelligence Agency
Joel Stenson
Manager-Corporate Plant
Engineering Contracts and
Standards Group
UPS
Linda Clemons
CEO
Sisterpreneur, Inc.
Michael Adams
Director-UPS Foundation
UPS

North Carolina Central University
Kelli Cottom
ARAMARK
Shelita Nelson
Sodexo

St. Augustine’s University
Alvin Rucker
Popeye’s
Damian Mills
Chrysler, Ford, Nissan, GM,
and Fiat
Eric Davis
Dickey’s Barbeque Pit
Ida Bracken
Subway
James Waters
Subway
Keith Manning
McDonald’s
Savannah State University
Carl Young
Owner
C Young Consulting
Eboni Calhoun
Manager Trainee
Enterprise
Gianna Jackson
Executive Director
Cigna
JaBre Scott
Owner
William Scott, LLC
Jordan Truesdale
Area People Director
Waffle House
Joshua Van Kallen
General Manager
Sam Club
Justin Anderson
Assistant Manager
Enterprise
LaShawn Cartwright
Human Resources Manager
Chick-fil-A
Kristina Kanspedos
Talent Acquisition Specialist
Enterprise
Phyllis Fisher
Civic Affairs
Cigna
Randy Coleman
Vice-President
Waffle House
Reginald Sykes
Retired
Georgia Port Authority
Vernon Donovan
Insurance Agent
State Farm

Southern University and A&M College
Ashlee Olivier
Target
Ashley Hamblin
Target
Ashley Harris
Target
Brenda Lindsey
Target
Cephus Williams
Target
Courtney Alexander
Monsanto
Deloris Brown
Aramark
Devin Addison
Shell Oil
Edward Greensberry
Target
Ghislain Dadie
Monsanto
Irina Hines
Southern University
Khalid Bokhari
Target
Leviticus Cleveland
Shell Oil
Orin Blouin
Monsanto
Paul Butler
Aramark
Robyn Merrick
Southern University
Rodney Porter
Shell Oil
Tamara Montgomery
Southern University
Tommia Burts
Target
Verna Brown
CIA
William Bates
Master’s Touch

Southern University at New Orleans
Arthur Bryant
US Forest Service
Alina Butler
GE Capital Technology
Beth Gray
Walmart Distribution Center
Chantal Chaterly
Waffle House
Christopher Bardell
The Bardell Company, Inc.
Darius Pique
Walmart Distribution Center
Darren Webb
Walgreens
Dick Lewis
Clear Channel
Don Schwaarzenback
Whitney Bank
Donna Blair
U.S. Department of State
Ericka Blackwell
Harrah’s Hotel
Joshua Mednick
Clear Channel
Keia Stepter
DBA McDonalds
Lindsey Gordon
Avis Budget
Lisa Walker
Whitney Bank
Mike DeBoer
GE Capital Technology
Renell Steward
Walgreens
Rodney Stone
U.S. Department of Agriculture
Rob Hasson
Clear Channel
Ron Barriere
Walgreens
Sonia Payne
Walmart Distribution Center
Steve Lewis
Chick-fil-A
Wade Verges
W.T. Verges Developers
University of Arkansas at Pine Bluff
Ann Williams
Executive Director
Pine Bluff Regional Chamber of Commerce
Candice Jones
Senior Manager Talent Acquisition
Walmart Stores, Incorporated
Hannibal Bolton
Assistant Director, Wildlife & Sports Fish Restoration Program
U. S. Fish and Wildlife
Joe Blanks
Vice President
Pine Bluff National Bank
Kimberly Weaver
Program Assistant, BEEP
National Urban League
Shawn Coates
Chief of Staff
CIA

University of District of Columbia
Jacqueline Ray-Morris
Founder & President
Ray-Morris Associates
John Fountaine
President & Executive Director
Fountaine & Fountaine
Laura James
Community Relations Manager
UPS
Tony Heath
Community Affairs Department
UPS
Virginia State University
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SunTrust
Alannahs Meekins
HR Recruiter, Mid-Atlantic Division
The Kroger Company
Amelia Pearson
Executive Officer
CIA
Angela Roisten
Manager, Membership Development
Virginia Credit Union
Carl House
Retired Business Executive
Mobil
Chris Woodbury
Membership Development/Marketing
Virginia Credit Union
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Delano Lipscombe
Fredericksburg Preload Supervisor
UPS
Fields Jackson
Founder and CEO
Racing Toward Diversity Magazine
Helen Woodward
Author & Patient Expert
James Simms
Atlantic Region Vice President
Frito Lay
Javara Perrilliat
VP, Global Supply Management
Owens and Minor
Jay Henderson
Package Division Manager
UPS
John Crews
Division Administrator, Safety & Performance Management Division
VDOT
Kathi Driver
Owner and President
Mind Your Business LLC
Keith Butler
Program Manager, Acquisition Support Center
United States Army
Kelli Cottom
Program Manager, College Relations
ARAMARK
Khalil Abdul-Rahman
Senior Partner
ThinkStrategy
Kym Grinnage
Vice President/General Manager
NBC12/WWBT/Richmond, VA
Mesha Mott
Executive HR Consultant
Ron Carey
SVP/Director, Human Resources
The Martin Agency
Ronald White
District Representative and Military Liaison
Office of Congressman J. Randy Forbes
Samaria Sherman
IT Manager
Fannie Mae
Tanya Cook
Director, Cigarette Manufacturing
Philip Morris USA
Tonnice Charles
Director, Strategic Customer Programs
Owens and Minor
Tracy Causey
Chief Executive Officer
Capital Area Health Network
Tracey Jeter
President
Virginia Minority Supplier Development Council
William Lee Allen, Jr.
Founder and Chief Executive Officer
ALW Sourcing LLC
William Johnson III
City Manager
Petersburg, VA

Winston-Salem State University
Antonio Archbold
Cola Bottling Company
Cheryl Lindsay
BB&T
Clayton Dorn
UPS
Gary Carroway
UPS
John Bush
Vanguard
Johnathan Murray
Cola Bottling Company
Mike Diamond
BB&T
Nickolaus Bryan
ING
Rebecca Taylor
Vanguard
Reginald Bean
Cola Bottling Company
Roslyn Byrd
Accounting Principals
Sharon Hill
Altria
Troy Jackson
Hanesbrands
Tyrell Godwin
Sharon Hill International
Zaneta Young
Cola Bottling Company
Adesina Aladetohun
Selection Officer
U.S. Marine Corps

Adrienne Johnson
District Manager
Walgreens

Algernon Kelley
Dept of Chemistry
Monroe Community College

Allyson Neal
Supervisor, Web Information Design & Communications (IDC)
Chevron Business and Real Estate Services

Amanda M. Kelley
PGY-3 Pathology Resident
University of Rochester Medical Center

Andrea Rance
Senior Tax Accountant
Caesar’s Entertainment, Inc.

Byron A. Galloway
Claims Team Manager
State Farm Insurance

Carla L. Major
C&M Associates

Chad E. Broussard
Academic Officers
FIN NOLA

Charlese E. Brown
Author/Science Instructor
Jefferson Parish Schools

Clement A. Dugue’, Jr.
Account Representative
Dugue’ Graphics

Conchetta Carpenter
District Sales Manager Small Store
Sales
CCR Refreshments USA

Danielle E. Cornwall
Manager, BEEP Campus Programs
National Urban League

David L. Bowser
Corporate Communications Specialist
LAMMICO

Felton Page
Special Assistant for Diversity
National Guard Bureau

Floyd W. Green III
VP and Head of Community Relations & Urban Marketing
Aetna

Frank T. Joshua, Sr.
Supervisory Systems Accountant
USDA, OCFO, COD

Giovanni Morris
Supervisory Physical Scientist
Naval Oceanographic Office

Jacqueline Ray-Morris
President and CEO
Ray-Morris Associates

Jason Anthony
Education Consultant
I - Kan Solutions

Jona Hughes
Joshua Williams
Recruiter
Raising Cane’s

Kenneth G. Boutte, Sr.
Associate Dean, Summer Initiatives and External Programs
Xavier University of Louisiana

Kenneth G. Boutte, Jr.
Khari C. Wright
G6 Operations
U.S. Marine Corps

Kimberly Henderson
VP, Urban League Greater New Orleans Young Professionals

Kristi G. Hubbard
Speech Pathologist
Hubbard & Tennyson, LLC

LaToya Moseley
Manager, Marketing Operations
Caesar’s Entertainment, Inc.

Lynette S. Causey
Clinical Psychologist

Michael D. Campbell
VP, Talent Management & Organizational Effectiveness
Exelon Corporation

Michael Hubbard, III
Portfolio Coordinator
Loyola University

Monica Bertran
Manager, Internal Communications Dept
Bloomberg LP

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Deputy District Attorney
County of Marin

Paula Narcisse Hooks
Assistant General Counsel
Select Energy Services, LLC
Phillip Linden, Jr.
Associate Professor of Theology
Xavier University of Louisiana

Marian Y. Minnard
Associate Director,
Office of Career Services
Xavier University of Louisiana

Pamela Stewart
Region Vice President of Sales,
Coca Cola Refreshments

Priscilla Oliver
Treasurer
National Environmental
Health Science &
Protection Accreditation Council

Randall V. Schexnayder
Assistant Dean for Academic
Support
Xavier University College
of Pharmacy

Ronald S. Markham, Sr.
President
Corporate Training &
Development, LLC

Roy J. Quezaire
Consultant
Advance Concepts Consulting,
LLC

Sametta Brown
CEO
Capital One New Beginnings

Sonya Holt
Central Intelligence Agency

Thomika L. Segar
Human Resources Manager
Pepsi Beverages Company

Timothy Mackie
Executive Vice President
AXA Equitable

Victor J. Labat
Wilfred Bocage
Commander
Dept of Nevada Disabled
American Veterans

Willie J. McKinney
Director, Product Integrity
& Regulatory Reporting
Altria

York College –
City University of New York
Carolyn Ellison
Director, BEEP
National Urban League

Lewis C. Booker
Retired

Natasha Johnson
New York Branch
Enterprise-Rent-a-Car

Torrey Jackson
Senior Research Associate
PPD, Inc.
Schools should be listed in Alpha order

Insert School Crest @ each of the schools (see drop box folder)

Alabama A&M University
Normal, Alabama

Years with BEEP: 25 years +

School President: Andrew Hugine, Jr.
Campus Liaison: Dr. Larry McDaniel, Chair Department of Management and Marketing
Total student enrollment: 5,800

Program Impact
# of BEEP Events Hosted in 2012-12: 1
# of BEEPers: 10
# of Classrooms Visited: 10
# of students per classroom (approx.): 30

Type of BEEP Program on campus: CAPS

WHAT MAJOR HAS THE HIGHEST ENROLLMENT? Business Management

SUMMARY OF CAMPUS PROGRAM IN 2012-13:
For the 2012 – 2013 BEEP Career Awareness and Planning Seminar (CAPS) several student teams were formed in order to maximize student, faculty, and community involvement. The teams were drawn primarily from a variety of classes and student organizations, and played a significant role and planning, organizing, promoting, and presenting several activities associated with the BEEP program. The students were challenged to identify ways to involve students, faculty, and other local college and university students as well as the entire Huntsville/Madison county community. Activities included a reception, class visitation roundtable discussion, a seminar on personal financial planning, and two open forum discussions on business ethic, and strategies for succeeding in corporate America. The BEEPers were also interviewed by local media, including a well-known radio show. Students were also given an opportunity to interview one on one with BEEPers. The interviews were especially helpful to students, in that the BEEPers provided some very useful feedback on interview skills, while having an opportunity to identify potential employees. The BEEPers met with faculty, deans, and the president of the university. These meetings resulted in discussions of possible spin-off benefits and long-term relationships.

Albany State University
Albany, GA

Years with BEEP: 44 - Since the inception of BEEP in 1969
President: Dr. Everette J. Freeman
Campus Liaison(s): Maurice Elliard, Assistant Professor of Business
Total student enrollment: 3,888
# of BEEP Events Hosted in 2012-13: 1
# of BEEPers: 4
# of Classrooms Visited: 10
# of students per classroom (approx.): 30

Type of BEEP Program: CAPS

WHAT MAJORS HAVE THE HIGHEST ENROLLMENT?
Accounting
Business Management
Healthcare
Marketing, Marketing Research
In 1963, more than a quarter-million people came together in Washington, D.C. to march for jobs and equality. The Great March for Jobs and Freedom was a watershed moment in black history and –through the now-iconic speeches and multitude who gathered on that day—gave voice to the hardships facing blacks as they sought a fair shot at the American dream.

As we commemorate this event and reflect on the progress we’ve made toward economic equality, we are faced with the sobering truth that, while much has been achieved, so much more needs to be done. A comparison between indicators from 1963 and today reveals the tough work left to do in the pursuit of full equality and empowerment. We looked at educational achievement, income, and employment—those areas where discrimination, historically, has been most pervasive and entrenched.

Educational attainment is where we see the biggest gains over the past half-century, thanks to affirmative action and early investments in educational programs such as Head Start:

- The high school completion gap has closed by 57 percentage points.
- There are more than triple the number of blacks enrolled in college.
- For every college graduate in 1963, there are now 5.

Coupled with educational opportunity, anti-poverty measures have been a boon to the black community and significantly raised our living standard since 1963:

- The percentage of blacks living in poverty has declined by 23 percentage points.
- The percentage of black children living in poverty has fallen by 22 percentage points.
- The percentage of blacks who own their home has grown by 14 percentage points.

Many point to these and other apparent proofs of progress—blacks are no longer barred from living, learning and earning where they want because of their race; not to mention the election and reelection of our first black president—to conclude that we have, in fact, overcome. They use this shiny veneer of progress to justify the elimination of affirmative action in education and employment; to roll back voting rights protections and relegate this precious franchise to increasingly partisan legislatures; and to cut back on social investments that can help current and future generation survive and thrive in a fast-changing economy.

Taken alone, these achievements would be hailed as a good progress in the pursuit of full equality, but against the backdrop of the larger society, the sad fact is that while the African-American condition has improved, these improvements have occurred largely within our own community. Economic disparities with whites persist and cast doubt on what we thought of as real and meaningful change.

- The income gap has only closed by 7 percentage points (now at 60%).
- The unemployment rate gap has only closed by 6 percentage points (now at 52%).

These disparities underscore the need to redouble our fight for full, meaningful and lasting economic empowerment, and for policies that drive development in those communities that have been passed over for far too long.

The National Urban League is doing its part by launching a ground-breaking endeavor, Jobs Rebuild America, a series of comprehensive, public/private investments totaling more than $70 million over the next five years to put urban America back to work. This nationwide effort is targeting tens of thousands of job seekers through our affiliate network, including youth, mature workers, and entrepreneurs, to help create real and meaningful pathways to employment and upward mobility where it is so desperately needed.

The campaign includes significant investment in educational programs to prepare youth for college; guidance and support for entrepreneurs; and jobs programs aimed at those who are new to the workforce and mature workers who have been displaced by the economic downturn. Jobs Rebuild America leverages the demonstrated success of our affiliate network in creating economic opportunity and preparing people to take advantage of economic opportunities to spur upward mobility.

The Jobs Rebuild America program expansion is the latest step in the National Urban League’s ongoing “War on Unemployment” launched in 2011 that included the release of our 12-Point Plan: Putting Urban America Back to Work.
Beyond the work within our own organization, our ongoing struggle cries out for a return to the kind of coalition advocacy that drove many of the civil rights and economic victories that came in the 1960s. Last year, as the two milestones events of black history approached—the 150th anniversary of the Emancipation Proclamation and the 50th anniversary of the Great March—I felt the time was right to again leverage the intellectual capital and contributions of African-American leaders to craft a domestic agenda to move us closer to full equality and parity, and fulfills the promise of these events.

In December 2012 and January of this year, I helped to organize a historic convening of civil rights, social justice, business and community leaders to identify and push for public policy priorities to drive economic recovery and rebirth for the African-American and urban communities, and for all low-income and working-class Americans. Our policy agenda was embodied in an official Communiqué that included specific recommendations with clearly defined objectives that we believe move us forward as a community.

When I compare the recommendations in our Communiqué with the demands made on that August afternoon in 1963, I am struck by how little has changed.

In 1963, as today, the most pressing demands centered on economic equality; educational opportunity and parity, and civil rights—battles we’re still fighting to this day. But instead of fighting against discrimination in hiring or a $2 minimum wage, we’re fighting for job training and wage equity. Instead of calling for an end to school segregation, we’re demanding an end to disparities in educational investment. Rather than calling for meaningful civil rights legislation, we’re fighting to preserve those very rights our ancestors fought and died for; and to retain the practical application of civil rights and equality through affirmative measures to achieve diversity in jobs and education.

Our experience as a people since the Great March tells us that we must be vigilant in protecting our hard-won rights. To paraphrase a famous poem, we must become the masters of our own fate to fully realize the economic prosperity we demanded on that August afternoon in 1963.

Just as last year’s State of Black America: Occupy the Vote called on African-Americans to mobilize to protect voting rights, this year’s State of Black America: Redeem the Dream: Jobs Rebuild America raises an equally urgent call for an intentional focus on, and investment in, jobs for our community and our future. If we are to honor Whitney M. Young, Jr., one of the unsung visionaries of the Great March and the Urban League’s leader from 1961-1971, we must not only be prepared to seize opportunity when it presents, we must be determined and committed to creating opportunity when it does not.
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