

enterprise

SPRING 2016

A PUBLICATION OF MORGAN STATE UNIVERSITY | EARL G. GRAVES SCHOOL OF BUSINESS AND MANAGEMENT

Celebrating Our History

**Graves
MBA
expands
offerings
& global reach**



1944-2016

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Let's celebrate 72 years of history! Our journey started in 1944, with the establishment of the Department of Commerce at Morgan State College. Seven years later, the Department's name changed to Business and Economics. In 1975, it became the School of Business and Management. That was 40 years ago!

In 1996, the School earned initial accreditation of its business programs from what was then called the American Association of Collegiate Schools of Business (AACSB). That same year, it was renamed the Earl G. Graves School of Business and Management. Let's fast forward 20 years and ask ourselves "What have we accomplished in seven decades?"

First, all our programs have been accredited by the Association to Advance Collegiate Schools of Business (AACSB) International. In 2002, the accounting program received its initial accreditation and joined the select group of accredited programs, now totaling 182. Fewer than five percent of business programs worldwide (755 out of 16,000 in 51 countries) have AACSB accreditation. Again, this year, we are proud to announce that we have maintained accreditation of all business programs as well as our accounting program by AACSB International. Our student enrollment is at an all-time high; we currently have 1,300 students, one-fifth of the student population at Morgan State University.

We are continually enhancing academic rigor and quality, as evidenced by the fact that we offer nine majors at the undergraduate level, and four each at the masters and doctoral levels (in accounting, information Systems, management, and marketing), as well as a post-baccalaureate certificate program.

We have also moved to a state-of-the art \$72 million complex containing smart classrooms, general and specialized computer labs, a real-time Capital Markets stock trading center, an auditorium with a 299-seating capacity, a hotel and hospitality training site, space for business innovation and incubation, and much more. Our highly dedicated faculty (over 90 % with a doctorate degree in the discipline in which they teach and conduct research) and staff continue to make student success their primary mission.

The future of the Graves School is exciting and full of opportunities; we aim to continue to engage students in problem-solving, and to collaborate with private and public sector partners, including our alumni, to do good, and to do it well. Please join us in recognizing our 72 years of success as we chart the next chapter of the Graves School of Business and Management.

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MORGAN STATE UNIVERSITY CUTS RIBBON ON NEW BUSINESS CENTER



The long-awaited, \$72-million Morgan Business Center, home of the Earl G. Graves School of Business and Management, officially opened on November 13, 2015.

President David Wilson, along with members of the Morgan State University Board of Regents, local and state leaders, students and the business community cut the ribbon to declare the facility open for the business of educating students about today's global marketplace.

"This business building is the latest jewel on Morgan's campus," said MSU President David Wilson. "It is going to provide our faculty with the tools they need to teach at a higher level and our students with unique opportunities to be innovators on the global stage and to learn in a world class environment that is second to none."

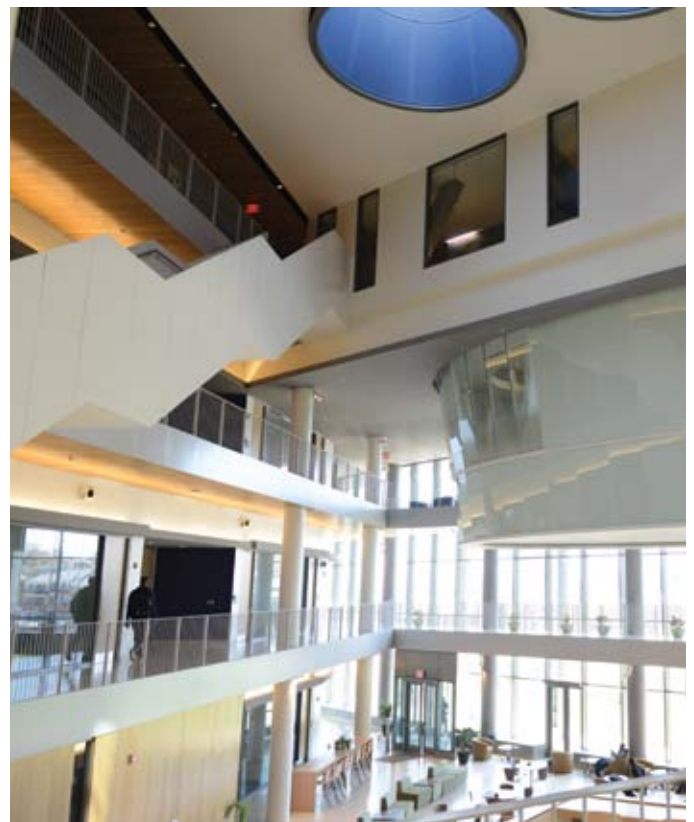
"We appreciate the university's commitment to the school of business and we are very excited about our new home," said Dr. Fikru Boghossian, dean of the Earl G. Graves School of Business and Management. "Our students deserve the best that we can give them and this new building is going to provide that and more. It not only serves as an attractive focal point for the campus, but it also serves as a great tool

to support our outreach efforts to attract the top students and the most talented faculty."

Located on a nine-acre site at the east end of the Northwood Shopping Center, the nearly 140,000-square-foot complex is the University's first expansion across Hillen Road and one of several planned projects for the West Campus. A 660-foot pedestrian bridge across Hillen Road, connects the business school to the main campus. Plans also call for the eventual addition of a parking garage.

"It serves as a great tool... to attract the top students and the most talented faculty."

Media contacts: Clinton R. Coleman or Larry Jones



GRAVES MBA EXPANDS OFFERINGS & GLOBAL REACH



Adeyinka Komolafe

As the Earl G. Graves School of Business and Management celebrates its twentieth year of accreditation by AACSB, it is easy to notice the rapid growth. It now offers five masters programs in Hospitality Management, Project Management, Professional Accountancy, a Post-Baccalaureate Certificate in Project Management, and the MBA.

Mr. Joseph Wells, the Director of Graves Masters Programs discussed accomplishments and plans for the future. In the single year that he has been at Graves School of Business, Mr. Wells, who holds an MBA from Harvard has witnessed a number of “changes on the academic front.” The accomplishments he is referring to include an accredited accounting program and a full-fledged doctoral program. “Also, majors within the Ph.D. program have come on,” he notes, and “We are also sitting in a new building.”

The School’s Online MBA program has been approved and is set to start offering courses as early as the fall of 2016. The Online MBA program will provide a globally accessible second delivery platform for Morgan’s MBA program. The MBA program also plans to launch an online degree in project management, as well as a certificate program in project management. In the Director’s words, “These will be the second and third waves of online programs, as Morgan drives through the online space and looks at expanding its concentrations.”

GRAVES SCHOOL'S PROGRAMS MASTER'S DEGREES:

- Hospitality Management (M.S.)
- MBA
- Professional Accountancy (MPA)
- Project Management (M.S.)
- Post-Baccalaureate Certificate in Project Management

With 175 masters’ students, Morgan State University’s MBA program has already doubled in size and is in the process of revamping the curriculum to prepare 21st century graduates.

The goal is to brand the MBA program as “the driving force for the business school here at Morgan State” so that it stands out as “the best in its class.” Planned projects include: coordinating activities across all the masters programs, creating



Joseph Wells, Director of Masters Programs

opportunities for students around project-based learning and creating internship and other opportunities for students to better connect with each other across programs. The MBA program also aims to create more opportunities for student to “better connect with the business school while they are here, and upon graduation.” As Mr. Wells shared, the program’s strategy is not only to look at best practices, but also take advantage of our strengths to be innovative in our offerings.

Funding and scholarship opportunities are currently available through the school of Graduate Studies and, in the Business school, funding (tuition) is available for qualified students through the MBA program that has already attracted a number of international students. As more investments come in, funding and scholarships will be spread to other programs. “This past fall,” shared Wells, “we took 10 students to the National Black MBA conference, covering 75% of the cost. We’re looking at taking 20 students in the fall of 2016, also covering about 75% of the cost.”

Wells advises students to “take full advantage of any opportunity they find for themselves.” He is convinced that the students could benefit from using the school’s state-of-the-art labs. In addition, “The offices and professors have an open door policy so you can always talk to them anytime,” he reminds them.

Blending Learning Theories and Research

Foyinsola Akinwumi

By the fall of 2015, 24 students had earned their Ph.D. from the Graves School. Most were promptly hired as faculty, and many have been tenured and promoted at a wide range of universities including Old Dominion university, Texas A&M International university, university of Baltimore, university of North Carolina, Howard university, university of the Virgin Islands, university of Northern Iowa, and others.

The doctoral program became operational in 2001. Effective communication, research productivity, and collaboration are three areas emphasized in the program. “It’s not about just



Dr. Leyland Lucas

your grades but understanding that one of the most important things you can do is make sure you have the ability to express yourself well because that is vital to your success,” observes Dr. Leyland Lucas, who directs the program.

“Since we have a Ph.D. program, the research requirements in the Graves School have become more important,” he reports. Research is a vital component of the training provided, and the faculty makes every effort to ensure that the students participate in as much research as possible. Students are required to present papers at peer-reviewed conferences, to get them published in credible venues, and to enter the job market fully prepared to compete and succeed. In addition to research, the program prioritizes quality instruction. “Teaching is not something that, to my knowledge, is emphasized in other Ph.D. programs, and places our graduates at a unique advantage,” Lucas shares.

When it comes to building relationships, the Graves School’s Ph.D. program is interested in strengthening not just local and national networks, but in expanding global partnerships. The new building contains many digitally equipped learning

spaces that allow students and others to meet with focus groups, so students have more opportunities for learning “in this new environment,” shares the program Director. “For example,” he continues, “we now have a capital markets lab which will give students opportunities to have real-life exposure as to how capital markets operate. So it is not just about understanding the theory but actually seeing the theory in action. The program continues to attract highly

“Teaching is not something that... is emphasized in other Ph.D. programs, and places our graduates at a unique advantage”



qualified faculty and part of that attraction is the facilities that we have—not only physical but also academic facilities which will make us do well for the next coming years.”

Keeping time with market trends, the program is exploring the possibility of adding Supply Chain Management as a major. “This is a subject area that is increasingly important and is heavily impacted by globalization,” Lucas observes. “There is a need for practicing Supply Chain managers as well as individuals capable of researching critical issues in this area. So, we need to focus in this area.” In the next few years, the doctoral program also hopes to launch the Finance track.

Funding and scholarship are available to students. “With scholarships and program funding, we can ensure that our students commit to their studies full-time,” the program’s Director shared.

29

Number of journal articles that SBM doctoral students published from 2011 to 2015.

64

Number of conference papers SBM doctoral students published in the last five years.



CUTTING-EDGE TECHNOLOGY FOR THE BUSINESS SAVVY

Monsurat Bucknor

“One aspect of our INSS program that stands out,” observes Tielee Clark, a senior in Information Systems Department at Morgan State University “is that we’re one of the few schools in Maryland that offers training in SAP software, which seamlessly integrates all functional areas in any organization.” Tielee also recalls the value of his Systems Analysis and Design course.

In the fall of 2015, the department of Information Science and Systems (INSS) launched its latest program, the Bachelor of Science in Services & Supply Chain Management (SSCM), a timely and marketable area. “One of the hallmarks of this degree is its interdisciplinary nature, which integrates topics from service design, service operations, procurement, transportation, channel management, physical distribution, information systems, and supply chain risk management” said Dr. Sanjay Bapna, chair of the Department of Information Science and Systems. “The addition of this program signals the Department’s and School’s readiness to create the next generation of skilled IT professionals who will contribute to the social and economic welfare of the region and the nation”, said Bapna.

Since its inception, hands-on learning has been prioritized in the Department through hackathons and other events. For example, in a 24-hour-long Citywide Hackathon co-sponsored by the National Black Founders organization, three students in the INSS Department, namely, Pablo Silva, John Rinehart and Danilo Rosa, took home first-place honors and \$500. In addition to a cash

**“WE’RE ONE OF THE FEW SCHOOLS IN
MARYLAND THAT OFFERS TRAINING IN SAP
SOFTWARE, WHICH SEAMLESSLY INTEGRATES
ALL FUNCTIONAL AREAS IN ANY ORGANIZATION.”**

award, they won a meeting with Matt Gillis, executive Vice President/VP of engineering at Millennial Media, a global mobile advertising firm.

According to the organizers, participants were so excited about the hackathon that

“some, like Sam Henry, stayed awake the whole night working on hacks.” Some 20 students participated in the weekend hackathon, as did students from the Community College of Baltimore County and Prince George’s Community College. Dr. Sandip Patel, Associate Professor of INSS provided guidance to the winning team.

Simphiwe Denalane, a student in INSS, and four others from the Business School, Shawn Elliott (Business Administration), Morgan McKie (Accounting and Finance), and Mariah Spencer (Business Administration) served on a team that won the 2015 Boeing Business and Information Technology Case Competition. Teams from Morgan State University and Howard competed on their home campuses before the final face-off. The finals, held in November, 2015, took place at Boeing’s state-of-the-art Collaboration Center in northern Virginia. Senior executives from Boeing judged the presentations. The competition had to do with the CH-47F Chinook helicopter. The Morgan team offered strategies to increase factory production, to ensure that contact deadlines were met or exceeded, and to cut costs and introduce new technology on the production floor. Judges cited the MSU team’s professionalism, depth of analysis and thought leadership as key factors in their decision to award first place to the team.

Graves School Delivers Programs for

Juanita Singletary Jones & Renneth Alexis

“WHAT CAN I DO TO DRIVE TRAFFIC TO MY WEBSITE?” “HOW CAN I PROTECT MY DESIGNS?”

These are timely questions that student innovators and entrepreneurs ask and get responses to in the hands-on workshops sponsored by the Graves School's Innovation and Entrepreneurship Program.



The Program was launched in 2014 under the leadership of Drs. Augustus Abbey and Mary Foster. The program offers activities and services that range from research, education to community outreach. The program has grown from 66 students participating in five events in the spring of 2014 to 381 students participating in 17 events in the fall of 2015.

Undergraduate and graduate students from engineers to artists to scientists to social workers to marketers to business people are active in the Program which has grown, due largely to increased student interest, the support of volunteer experts, and the hard work of graduate students who help run the program.

Dr. Mary Foster, an Assistant Professor who earned her MBA degree from the Wharton School, and a MS from Johns Hopkins University leads two programs for student innovators, namely: the Innovation and Entrepreneurship Program and the University Innovation Fellows Program.

Graves School sees community outreach as an important function of the School's hub for entrepreneurship, innovation and economic development. The other areas focus include Academic programs, research and public policy, and innovation and commercialization.

Through Entrepreneurial Development and Assistance Center (EDAC) with its community outreach function, “startups receive advise from subject matter experts on how to grow and expand their businesses and are directed

“Our young entrepreneurs start with big dreams and drive. At Morgan State University, we are growing the future and leading the world.”

to appropriate small business resources and lending institutions,” shares Mr. Omar Mohammed, Director of EDAC, who was appointed by Governor Larry Hogan to the Board of the Technology Development Corporation of Maryland. TEDCO provides a framework of knowledge, funding, and networking to support an innovation eco-system that nurtures researchers, entrepreneurs, and start-ups.

In November of 2015, 20 students attended the TEDCO Expo. Students from across the campus, majoring in engineering, radio production, journalism, marketing, psychology, business administration, accounting, and biology were extended the opportunity to network and learn at Maryland's largest annual gathering of innovators and entrepreneurs.



“Our young entrepreneurs start with big dreams and drive. Through EDAC, young entrepreneurs evolve, becoming informed and skilled entrepreneurial leaders. They become the leaders that launch what matters!” says Muhammad. “What matters?” you might ask. Mr. Muhammad lists several ventures that “matter.” One is Women Entrepreneurs/Entrepreneurship. According to the (2014) report *21st-Century Barriers to Women's Entrepreneurship*, prepared for a recent U.S. Senate hearing on the topic, while women-owned businesses make up 30 percent of all U.S.

Innovators and Entrepreneurs



businesses, women entrepreneurs still encounter numerous challenges, including trouble securing funding. Graves Business School's EDAC is making every effort to change this.

EDAC works closely with the Department of Defense (DoD) and Prime Federal Government Contractors in the Mentor Protégé Program; and provides developmental services for the protégés in the program. Among other noteworthy services of EDAC is its active role in helping students in 5th through 12th grade develop what Mohammad describes as “entrepreneurial mindset.”



The entrepreneurial mindset is central to the entrepreneurship and innovation program that has offered many important activities including free skill-building workshops, pitch competitions, expert panel discussions, and invited speakers. Gabe Omaru, a leader at the Maryland Small Business & Technology Development Center (SBTDC), was so excited by his volunteer work as a panelist and mentor for the Program that he proposed a partnership between his organization and Morgan State University. Since the summer of 2015, SBTDC and Morgan State University have partnered to offer free workshops to Morgan students, staff, and administrators. To date 11 joint workshops have been offered with Morgan participants receiving more than \$6,000 in fee waivers.

According to Dr. Foster, “the entrepreneurship and innovation program is also currently piloting a learning model termed Y Combinator.” She continues “Michael Seibel, a partner with Y Combinator, has offered to support pilot programs at Howard University and Morgan State University.” The purpose of the pilot programs is to assess the feasibility and effectiveness of implementing the Y Combinator accelerator model (a problem-based learning approach) to teach innovation and entrepreneurial skills to college students.

The Entrepreneurship Society trains students to build Attention-getting LinkedIn profiles

The Graves School of Business and Management has a sharp focus on developing students into innovators and entrepreneurs. It is noteworthy to mention the Entrepreneurship Society, an organization run entirely by and for Morgan State University students with the mission to provide students interested in entrepreneurship with opportunities to network, learn, and gain experience. The Society currently has 81 members and meets on the third Thursday of every month. Adrien Feudjio, the President of the Entrepreneurship Society, realized that creating a winning profile is the first step to leveraging the capabilities of LinkedIn. So, in collaboration with the Society's Board of Directors and the faculty advisors (Dr. Golshan Javadian and Dr. Mary K. Foster), Adrien offered a free workshop to students titled “How to optimize your LinkedIn Profile.”

LIFTING AS WE CLIMB

Dr. Karen Robinson

THE ACCOUNTING CLUB OR THE NABA CHAPTER IS ONE VEHICLE THROUGH WHICH THE ACCOUNTING AND FINANCE DEPARTMENT PUBLICIZES THE WORK OF THE DEPARTMENT AND PROMOTES ACCOUNTING AS **A VITAL AND TRANSPARENT INDUSTRY PRACTICE.**



National Association of Black Accountants (NABA); Eastern Region Student Conference.

“Each chapter operates under a strict code of ethics,” shares the Faculty Advisor for the Club, Dr. Karen Robinson, who also teaches in the Accounting and Finance Department. This way, students learn the importance of ethicality, and ethical accounting is emphasized every step of the way.

The Club is supported by various accounting firms and professional organizations. They provide services and financial contributions for scholarships and awards for the student chapters. “This teaches students to give back,” Robinson observes. Members are engaged and trained to be contributors to the profession through hands-on professional development and community service activities. At the regional and annual meetings, students share “Best Practices” that have worked in the individual chapters, so that all members can benefit. Strategies to help each chapter operate more efficiently are also shared.

Each semester, this organization participates in the University’s Open House and Student Organization Fair. Members have the opportunity to meet with students from local schools who are interested in attending Morgan State

University. The Accounting Club/NABA hosts a variety of Professional Development workshops on themes such as *Resume Writing*, *Interviewing Skills*, *Personal Branding*, and *Communication Skills*. Members also participate in the Homecoming Parade each year as a way of giving prominence to the organization within the campus and surrounding community.

The Accounting Club/NABA has a very close relationship with the Baltimore Metropolitan Professional Chapter of NABA. “This relationship allows for a partnership whereby student members can benefit from attending workshops hosted by the Baltimore chapter,” Robinson reports.

Also, students are encouraged to attend the Eastern Regional Student Conference where they participate in many professional development workshops, soft skills training, and



KPMG Project Clean Stream April 2015

interview sessions to secure internships and full-time positions. In 2014, the Morgan chapter was named “Chapter of the Year” by the Baltimore Metropolitan Professional Chapter of NABA, and in 2015, two students, Amber Carter and Chinedu Nnaji, won national

“Each chapter operates under a strict code of ethics.”

scholarships and were invited to attend, all expenses paid, the Annual Conference in Las Vegas, Nevada.

One popular accounting networking event that is jointly hosted each year by the Accounting Club and Beta Alpha Psi honor society is strategically titled Meet the Firms.

It features representatives from various accounting and finance firms, as well as other companies. At the last event held in September 2015, for instance, representatives attended from King, King and Associates, PA.; CliftonAllenLarson; S B and Company; Abram, Foster, Noles & Williams, PA.; and Katz Abosch. One of the objectives of Beta Alpha Psi is to provide accounting services to students and the community. Each semester the Kappa Alpha Chapters participate in at least four community service activities, ranging from helping with setup and/or break down at the Susan G Komen Walk for a Cure in Hunt Valley, to preparing and serving meals at Moveable Feast.

Members have worked with Habitat for Humanity, preparing homes for habitation, as well as in the retail store operated by the organization. Members have also worked with Helping Up Mission, a homeless shelter; the Maryland Food Bank and Project Homeless, a one-stop shop for services for the homeless community.

Also, the chapter annually participates in the Project Clean Stream with KPMG.

IN 2014,
THE MORGAN CHAPTER WAS NAMED
“CHAPTER OF THE YEAR” BY THE BALTIMORE
METROPOLITAN PROFESSIONAL CHAPTER OF NABA.

PERSPECTIVES ON STUDENT SUCCESS

Kehinde Adenuga and Donisha White

Building meaningful and lasting relationships are among core values of the Graves Business School.

“When a student completes my class or graduates from the university, I want them to say that I not only brought the world to their doorstep but as a result, they are ready for the world,” shares Success and Retention Program Coordinator, Stepheca Sawyer, who is also an adjunct in the Department of Business Administration and teaches the School’s freshman orientation course. When she meets students interested in the Graves school, she makes it a point to share that “we a part of an elite group of accredited business schools around the world, but we are also one of the few HBCUs.”

“In the advising process we discuss a student’s “strategies for success,” Sawyer shares. The process provides opportunities for students to seek out information, direction, and support through their academic journey.

She advises open and continuous communication, beyond “advisement periods.” In her words, “that one email or one call we make when we recognize a student is not doing well truly goes a long way toward building a lifelong relationship.” “This is one reason that many students are attracted to an HBCU,” she continues.

Two advising and retention programs that have yielded great success since their implementation by the University’s Office of Student Success and Retention are:

- Starfish Advising System – A virtual filing system which documents advising sessions; produces real-time early alerts on a student’s progress and provides an overall footprint so that multiple offices (i.e. admissions, financial aid, and student services) can holistically assist a student.
- Degree Works – a system that reduces the time for indi-



Stepheca Sawyer, Coordinator of Student Success and Retention



Marsha Logan, Director of Undergraduate Student Services

vidual student audits, prevents students from taking courses out of sequence and provides “snapshots” of how long it will take a student to complete their degree when they change their major.

In 2005, Sawyer collaborated with others to design a “peer retention team” called B.A.R.R. (Board of Advisement, Recruitment and Retention) that trained a cadre of peer advisors to oversee a variety of student initiatives, including the *GSBM Induction Ceremony* for new students, staff, and faculty; The *GSBM Retention Program*; and the *GSBM Inventors EXPO*.

Marsha Logan advises students to be fully involved in their academic progress and to set goals and have high expectations for them-

selves. “Looking for learning opportunities, improving time management skills, and using all available resources” are essential for undergraduates, she shares. She encourages students to focus on “building relationships and networking.”

The School’s strong support team considers alumni to be key advocates and recruiters for the Graves’ programs, and encourages them to give back financially and otherwise. Sawyer notes, “When alumni go on to do well at an organization, they have the power to advocate on behalf of the School, thereby encouraging their company to do recruitment for internships and jobs,” Logan reminds students. “When you graduate and start your career, you need to reach back and guide our students so they can reach their full potential.”

Graves School’s programs leading to B.S. degrees:

- Accounting
- Business Administration
- Entrepreneurship
- Finance
- Hospitality Management
- Information Systems
- Marketing
- Management
- Services & Supply Chain Management

NEWS



GREG VETTER PRESENTS AT THE DEAN'S SPEAKER SERIES

On February 4, Greg Vetter, CEO of Tessemae (Tessemae.com) shared his success story at the Dean's Speaker Series. The company known for its all-natural salad dressings had \$25 million in sales last year.

The success story of the Essex-based company has been extensively covered in various print and online publications including *Fortune*, *Fast Company*, *Forbes*, *Washington Post*, *Baltimore Sun*, and *Fox News*.

MORGAN STUDENTS PLACE SECOND IN BUSINESS COMPETITION

Morgan State University student team of Shante Swan and Olamide Okelowo was runner-up in the 2nd Annual Weinman Cup Regional Supply Chain Competition this past



L-R: Shante Swan, Olamide Okelowo and Dr. Ziping Wang, assistant professor in Morgan's Information Science and Systems Department
Photo credit: Towson University

February. Swan, a junior majoring in information systems, and Okelowo, a sophomore accounting major, competed against student teams from other universities in the region on a multidisciplinary case that covered areas of study including finance, marketing, management strategy and logistics. Other participating universities included Towson, Shippensburg and Kutztown, which earned the top place in the competition.

The Weinman Cup competition was created with the help of the Toby and Melvin Weinman Foundation, Inc., to provide students the opportunity to exercise their business savvy while networking with local business leaders. A panel of judges determines the winning team. Towson University hosted this year's event.



MORGAN SIGNS PARTNERSHIP AGREEMENT WITH GHANA INSTITUTE

The Grave's School, as part of its international engagement mission, signed a Memorandum of Understanding with Ghana Institute of Management & Public Administration (GIMPA). GIMPA was established in 1961, to train public servants with administrative and professional competence to plan and administer national, regional and local services. GIMPA, now headed by Professor Franklyn Manu, a former Graves School Professor, is now one of the premier institutes in Africa, globally recognized for offering excellent master's and executive master's degree programs in business administration, public administration, development management, governance and leadership.

GIMPA students participated in an intensive three-day workshop at Morgan State University. The three-day session was titled *Developing Winning Strategies in a Highly Competitive Global Environment* and was hosted by the Graves School. The workshop included lectures as well as a visit to the McCormick & Company Distribution Center. The visit began with a reception at the James E. Lewis Museum of Art and concluded with the presentation of certificates to participants by Morgan State University's Provost & Vice President for Academic Affairs, Dr. Gloria Gibson.

NEWS

GRAVES SCHOOL FACULTY ELECTED STATE DELEGATE

Taiwo Adenuga

Dr. Pamela Queen, Associate Professor of finance is the second African-American woman to represent Montgomery County in the General Assembly. She currently serves on the Judiciary Committee which reviews laws related to drug possession, drunk driving, campus assaults, child custody, and police transparency, among other focus areas. She describes these laws as “complicated,” and requiring “listening to many viewpoints.”



The biggest challenge, in her view “is enacting legislation which helps and improves lives of all Maryland residents without having some unintended consequence which hurts a certain group of citizens.”

Dr. Queen earned her Bachelors in Mathematics from Tuskegee University, her first and second Masters, in Computer Science and Management, respectively, from Johns Hopkins University. She holds a Ph.D. in Business Administration (Finance) from George Washington University, and

she is a Certified Project Management Professional (PMP). Dr. Queen has worked at Morgan State University since the fall of 2010.

She has incorporated “learning by doing” assignments in her classes. In addition, in partnership with Operation Hope, Banking on Our

“Dr. Queen is an optimist. To her, ‘the glass is half full’”

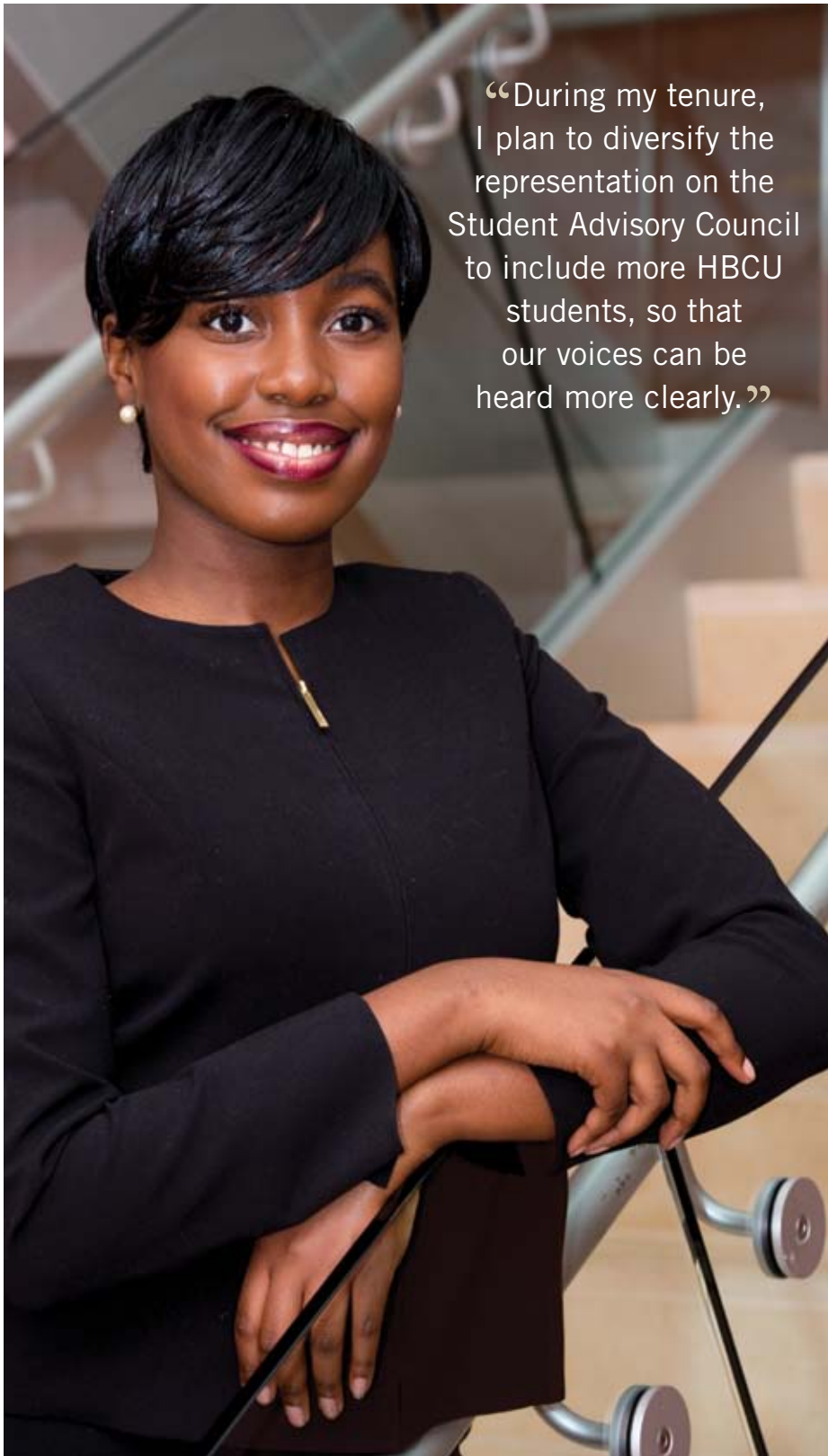
Future, each semester, her students are required to teach a “financial literacy” module to students in local elementary, middle, and high schools. This allows K-12 students to aspire to be college-bound and to learn from individuals closer to their age. It also enables her students to demonstrate concepts they learned in her courses, which reinforces and strengthens their knowledge; and this exercise demonstrates MSU students’ concern for the surrounding community and their willingness to serve as role models.

Dr. Queen has also organized the High School Financial Summit and Case Competition in which high school students from the state of Maryland are invited to Morgan State University for a day to learn about careers in accounting and finance, to meet MSU students and alumni who are accounting or finance majors, to hear from accounting and finance professionals about career opportunities, and to participate in a financial case competition in which prizes are awarded. This is also a recruitment effort to encourage more students, especially minority students, to pursue careers in accounting and finance.

Dr. Queen is pleased with what she describes as Morgan State University’s “continued progress and outstanding performance.” She would like to be remembered as a professor who “challenged her students, encouraged students to reach further than their grasp, and as a professor who continues to evolve and cultivates future business professionals and future business faculty.” Dr. Queen is an optimist. To her, the “glass is half full,” and each year, she does a self-assessment “to evaluate what improvements have I made, until the glass is full.”

BUSINESS HONORS STUDENT APPOINTED TO STATE'S HIGHER EDUCATION COMMISSION

Oluwaseun Fawehinmi



“During my tenure, I plan to diversify the representation on the Student Advisory Council to include more HBCU students, so that our voices can be heard more clearly.”

ONE OF THE DEFINING CHARACTERISTICS of Honors study at the Graves School is engagement. Students are encouraged to speak, inquire, write, and challenge. Mariyah Bryant is one such student.

She calls herself a natural-born leader. The desire to further hone her leadership skills is just one of the many reasons Morgan State senior business administration major Mariyah Bryant jumped at the chance to represent the State of Maryland and the university as the student commissioner for the Maryland Higher Education Commission, or MHEC. After submitting an application, she was selected and appointed to the position by Gov. Larry Hogan. When asked about her initial reaction to learning about the appointment, Bryant simply said, “I’m ready to work!”

The Graves Honors student is the sole student commissioner and will serve as a liaison between the Commission and its Student Advisory Council (SAC). Founded in 1988, MHEC is the state board responsible for establishing statewide policies for public and private colleges and universities.

“During my tenure, I plan to diversify the representation on the Student Advisory Council to include more HBCU students, so that our voices can be heard more clearly,” said Bryant. Bryant says she also wants to see Maryland’s college students give back through statewide community service projects, including a mentoring program. The Prince George’s County native says she knows serving as student commissioner will be a big task, but she says being a Morgan State student has prepared her. “My experience at Morgan has been nothing short of great...Morgan has afforded me many opportunities and access to caring professors, who have sharpened my outlook on life,” said Bryant, who is a first-generation college student.

Bryant has a 3.87 GPA and plans to graduate summa cum laude in May of 2016. She has already been offered a job after graduation in the Financial Analyst Development Program at JPMorgan Chase & Co.

“Beyond my transition to a financial analyst position at JPMorgan Chase, I plan to obtain my M.B.A. in finance, become a financial manager and have a reputable real estate business. I am known for wearing many hats, so I am excited to see where life will take me,” said Bryant. Bryant’s term as student commissioner will run through July 2016.

*Media contacts:
Clinton R. Coleman and Larry Jones*

Graves Information Systems Alum Heads Virgin Island's Next Generation Network (viNGN)

Virgin Island NGN



“I’ve always said that my degrees mean nothing to me unless I can use them to empower my people. My goal in life is to take the gifts, talents, and opportunities that I am so honored to have received, and use them to educate, break glass ceilings, and open doors for everyone. I am looking forward to the Virgin Islands being a regional and global leader in broadband and related information technologies to usher in a new era of prosperity for all Virgin Islanders.”

— Dr. Tonjia Coverdale

Tonjia Coverdale is the first African American woman to receive an Information Systems Ph.D. from any of the 106 HBCUs in the United States.

Tonjia Coverdale, who is a graduate of the Graves School's Ph.D. Program has been at her new job as Chief Executive Officer of the Virgin Islands Next Generation Network (viNGN) for less than a month, however, the former Elections System Technology Coordinator and IT professor at the University of the Virgin Islands, told VI Consortium in a recent Q&A that technology is the sector that will help grow the territory's economy and lead a new wave of prosperity.

As the top executive of viNGN, Coverdale envisions St. Croix and the U.S. Virgin Islands as a world-class technology destination touting its sun, sand, sea, speed, and (tax) savings and is steadfastly dedicated to the establishment of a sustainable technology economy through the widespread education of Virgin Islanders in the information technologies.

"This is a major shift in life as we know it," Coverdale said about technology and viNGN's broadband capabilities. "In fact, one of my first efforts is a huge public awareness and education campaign on why broadband adoption is important for us."

A first generation college student with a lifelong love for STEM subjects, Dr. Coverdale earned a full academic scholarship to attend Morgan State University in Baltimore, Maryland, where she fell in love with information technology when she used a computer for the very first time during her sophomore year coursework. By the end of her junior year, she had already began her career with IBM in a full-time role as an Information Technology Specialist providing database design and testing support for their international product ordering system. She graduated Summa cum Laude with a B.S. in Information Sciences and Systems and was recruited by Hewlett-Packard in Atlanta, Georgia as an Informa-

tion Technology Solutions Specialist to perform database management and design, data mining, and coding for their international ordering system as a precursor to today's e-Commerce experience. Dr. Coverdale concurrently enrolled in Georgia State University, where she received her MBA in Computer Information Systems, and joined Andersen Consulting (now Accenture), where she was a Solutions Engineering Consultant in the Communications and High Tech division. At Accenture, Dr. Coverdale was introduced to the telecommunications industry as an Application Architect for an online portal for the BellSouth Regional Customer Service Center technical support to transition employees from support manuals to web-based applications.

Shortly thereafter, Dr. Coverdale became a member of the first cohort for the Ph.D. in Business Administration program at Morgan State University and reached her lifelong dream of becoming a University professor, launching her career at Delaware State University in Dover, Delaware. She received her Ph.D. in Information Systems, becoming the first African-American and woman to receive an Information Systems Ph.D. from any of the 106 Historically Black Colleges and Universities in the United States. Dr. Coverdale continued her University career at the University of the Virgin Islands, where she loves her students and is wholeheartedly committed to the personal, professional, and economic success of her students and is the principal author of the new Bachelor of Business Administration in Information Systems and Technology degree program at the University of the Virgin Islands, which she wrote and deployed in response to the disparity of an in-Territory technology workforce in an attempt to minimize the outflow of technology dollars and allow for the large scale redistribution of wealth within the Territory to benefit Virgin Islanders.

Morgan announces endowed lectureship in Business Ethics



On November 13, 2015, Morgan State University announced a major financial commitment from Willie E. Lanier, Sr., one of the University's favorite sons, a \$500,000 gift to establish the Willie E. Lanier, Sr. Endowed Lectureship in Business Ethics in the Earl G. Graves School of Business and Management (SBM).

"Life provides you with opportunities to reflect upon the values and principles that have come to define who you are, and allows you the space to determine what is important," said Willie E. Lanier, senior advisor, Cary Street Partners, and president of Lanier Group LLC. "I attended Morgan for the education and to cultivate a relationship with the university. Athletics provided the means for my education. Committing to this lectureship allows me to build upon the things I learned as a student in the business school and make a positive contribution to an

area that touches all aspects of what we do in life—ethics."

Lanier had an outstanding college football career at Morgan playing for legendary head coach Earl Banks. Following a stellar professional athletic career in the National Football League, Lanier was inducted into the Pro Football Hall of Fame in 1986 and in the College Football Hall of Fame in 2000. He was twice selected to the Small College Football All-American team and was the second-round selection by the Kansas City Chiefs in the 1967 NFL draft. Considered the first African American player to star in the position of middle linebacker, Lanier is recognized as one of the NFL's "100 Greatest Football Players."

Lanier, who resides in his native Virginia where he manages the successful Lanier Group LLC investment firm, serves as chair of the Morgan State University Foundation, which will administer the new endowed lectureship. Beginning in 2016, the lectureships will provide a two-year award to provide supplemental financial assistance to a selected member of the SBM faculty who conducts research in business ethics.



Mr. Hawkins makes \$100,000 gift for endowed lectureship in Entrepreneurship

Kevin Hawkins has more than 20 years of experience in the government space as an executive with the Department of Commerce and as a consultant, providing business and technology solutions to government agencies. He was a founding partner of Enspier Technologies, which was acquired by Protiviti in 2006. Kevin leads large government contracts and specializes in government contract compliance, identity management, risk management, and business process optimization. Kevin was instrumental in the development of Protiviti's ARRA compliance and consulting capabilities. His major clients are the Internal Revenue Service and the Federal Communications Commission. Mr. Hawkins earned his Bachelor of Science degree in Information Systems from Morgan State University and a Master of Science degree from George Mason University. He also holds a Six Sigma Green Belt.



Business alum joins MSU Foundation Board

A long-time financial supporter of the School, Bert J. Hash Jr., serves as vice chair of the Board of Directors of MSU Foundation. He is a graduate of the Business Administration program at Morgan State University. Mr. Hash retired as CEO of MECU of Baltimore Inc., a position he held at the credit union for more than 17 years. Under Hash's watch, MECU grew from one branch to 11 across the Baltimore area. The credit union has assets of \$1.4 billion and a membership of more than 106,000 people. Prior to joining MECU, Mr. Hash worked at Equitable Bank and Provident Bank of Maryland.



Accounting alum elected Corning's Vice Chairman and Development Officer

Mr. Lawrence D. McRae has been a Vice Chairman and Corporate Development Officer of Corning Inc. since August 2015. Mr. McRae served as an Executive Vice President of Strategy and Corporate Development at Corning Inc. from October 2010 to September 1, 2015. Lawrence McRae holds a bachelor's degree in accounting from Morgan State University and a master's degree in business administration from Harvard University. He serves on the board of directors of the Dow Corning Corporation, Samsung Corning Advanced Glass, LLC, and the Corning Foundation. McRae, 57, who joined Corning in 1985, will continue to lead the company's corporate development function, focusing on strategic approaches to business development including mergers and acquisitions. McRae led the negotiations leading to a strategic collaboration agreement between Corning and Samsung Display Co., Ltd., which included Corning's full ownership of Samsung Corning Precision Materials, Co., Ltd. He also assumes responsibility for the management of the Chief Executive Officer's office. He has served as a member of the company's management committee since 2006.

FACULTY NEWS

Tolulope Ajayi

913

Number of articles published
by the Graves School faculty
in last five years.

Dr. Tim Edlund, Associate Professor of management, serves on the Board of Directors and is a Fellow of the The CASE Association.

Dr. Sharon Finney, Department Chair, was elected to serve a two-year term on the Board of the Baltimore Chapter of the Institute of Internal Auditors (IIA). She also served as chair of the AACSB Continuous Improvement Review team for Howard University's accounting program.

Dr. Mary Foster, Assistant Professor of strategic management and entrepreneurship, serves on the Board of Directors of the CASE Association.

Dr. Annette George, Assistant Professor of Business founded and began publication of the newsletter, *The Pineapple Insider*, to promote the activities of the Hospitality Management program and has made several visits to area high schools to introduce high school students to careers in hospitality.

Dr. David Jacobs, Professor of Management, is Secretary and Board member of the DC Labor and Employment Relations Association.

Dr. Phyllis Keys, Associate Professor of finance, presented a workshop to Rural Land Bank Directors in Kumasi, Ghana on the topic of *Mergers & Acquisitions, Corporate Governance and African Commercial Banks*.

Dr. Seontaik Kim, Assistant Professor of Hospitality Management received a US \$25,000 grant for *A quasi-experimental study of the effect of transformational leadership on hotel employees' work attitude and behavior: A moderating role of work environment*, awarded by Hong Kong Polytechnic University. His Co-Principal Investigators

include Seongseop (Sam) Kim (Hong Kong Polytechnic University) and Peter (BeomCheol) Kim (Auckland University of Technology).

Dr. Leyland Lucas, Associate Professor of strategic management and entrepreneurship, is a Board Member of the Entrepreneurship Institute at Shenandoah University and has conducted a program review for the Department of Business and Management Entrepreneurship Program of the University of Guyana, Turkeyen Campus, Guyana.

Dr. Sandip Patel, Associate Professor of information systems was awarded a Fulbright-Nehru Scholarship by the U.S. Department of State and the J. William Fulbright Foreign Scholarship Board to conduct research from July 9, 2014 to January 10, 2015. His research focused on smart farming with SCADA-sensor-based irrigation scheduling.

Dr. Pamela Queen, Associate professor of finance, facilitated a panel of regulatory agencies: namely, Federal Reserve System, Comptroller of the Currency, FDIC, and Consumer Financial Protection Bureau.

Dr. Robert Singh, Professor of entrepreneurship, is a Founding Board Member and Treasurer of the Collegiate Entrepreneurs Organization, a leading national organization of entrepreneurship students.

Dr. Miguel Zúñiga, received the "Best Research Paper Award" in the Marketing Track, at the 2016 Global Conference on Business and Finance (GCBF). He also received the "Best Research Paper Award" for *A Bilingual's Perspective on Polysemous and Single Meaning Slogans*.

Project Management graduate students, slated for graduation in May 2016, contributed to the production of this issue.

We wish them the very best!



*Front row, left to right: Juanita Singletary-Jones, Taiwo Adenuga, Tolulope Ajayi, Donisha White, Morgané Cole
Back row, left to right: Renneth Alexis, Monsurat Bucknor, Kehinde Adenuga, Foyinsola Akinwumi, Yinka Komolafe, Oluwaseun Fawehinmi*



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