

SPRING 19

HOWARD

m a g a z i n e

Howard Forward:

Envisioning the Future

Outlining the University's
five-year strategic plan.



Forward, Together



As the new University Editor, I am honored to be the editor of your—and now mine, too—beloved magazine and excited to be a team member in the Office of University Communications.

Shortly after I arrived on campus, the University unveiled *Howard Forward 2024*—a strategic plan that would further elevate Howard's position as a top-tier institution. To move forward is to make progress, and Howard, in its more than 150-year history, has remained consistent in its trailblazing path of excellence. From producing four Rhodes Scholars to being No. 89 on *U.S. News and World Report's* top national universities list to being a top producer of African American applicants to medical schools, Howard excels in academics and service.

When I think about how I've moved forward in my life, education has always been inextricably woven into my path—from interacting with my first teacher in day care who encouraged my love of reading, to my work in undergraduate and graduate school, to my professional career that has always involved some aspect of work in higher education. My path forward led me to The Capstone, where I will share stories of its alumni, students, faculty ... its history.

I join Howard as it envisions its path toward achieving even greater success in academics, research and service to others. In this issue, you'll read more about Howard's vision for the next five years, but you'll also read about the amazing work currently taking place and how your fellow alumni are shining in their fields. You'll read about research a current Ph.D. student is doing on soil from a burial ground in New York and how that work has the capacity to impact medical research for African Americans. And you'll also have an opportunity to learn about how a STEM program is increasing the number of black research scholars in the field.

This issue only tells a few stories of many. *Howard Forward* will undoubtedly increase Howard's position as a leader in academics, and I am grateful to be entrusted with sharing these stories with our alumni. I hope this issue excites you about the future of the University and makes you beam with pride about the work being done. It is important to me that this publication highlights all the

ways in which *you* are thriving, so I look forward to your story ideas, feedback on this issue and any thoughts you may have on how to make *your* publication more dynamic and engaging.

Excellence in Truth and Service,
Khesia Taylor

Alumni on the Move

We hear so many amazing stories about alumni making an impact in their careers and communities, but we just don't have the space to publish articles about all of them in *Howard Magazine*. If you have a unique or fascinating story about an alumna or alumnus, we want to know about it. Please email us at magazine@howard.edu.

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Building a Sustainable Future

By Wayne A. I. Frederick (B.S. '92; M.D. '94; M.B.A. '11)

This year we celebrate 152 years since Congress granted a charter signed by then U.S. President Andrew Johnson that resulted in the establishment of this institution: The Howard University, arguably one of the most noteworthy accomplishments in the history of American colleges and universities. Since our founding, Howard has been a leader in groundbreaking research, excellent academic programs and service to our community. Our beloved institution ranks among the best in the nation.

Today, we are poised to inspire new knowledge and lead in employing innovative approaches to solve the world's most contemporary problems through disciplines such as technology, liberal arts, science, healthcare, big data, business and fine arts, to name a few. Our Howard University has retained a powerful legacy that is built upon rather than rested on.

We have reached a pivotal point in the University's history where we must invest in ourselves and plan for #HowardForward. Thus, we have developed a bold outline for the future.

While forthrightly accepting its primary mission, Howard strives to:

1. Enhance academic excellence
2. Inspire new knowledge
3. Serve our community
4. Improve efficiency and effectiveness
5. Achieve financial stability

Coupled with our mission to provide an educational experience of exceptional quality and our commitment to producing distinguished global leaders, we are embarking on a forward trajectory that positions Howard University as a model of excellence in academics and operations. Our strategic plan articulates attainable aspirations for a more sustainable future and outlines the five overarching priorities that we are uniquely equipped to address.

As we look toward the profound changes ahead of us and explore a new vision for the future, it is essential to be mindful of the evolution required for Howard University to remain relevant and honor our mission-driven promise to meet the challenges of the communities around us and those from which we ascended. We will have to make difficult choices in order to invest in our future. That analytical process will be laborious and time consuming but it's necessary for our forward movement.

The most certain component of Howard's future is you. Thank you for your continued support. For more information on our vision for Howard's bold future, read "Howard Forward: Envisioning the Future" in this issue of the magazine and visit www2.howard.edu/howard-forward.

Excellence in Truth and Service,

Wayne A. I. Frederick, M.D., MBA
President



PHOTOGRAPH(S) BY JUSTIN D. KNIGHT

In Their Shoes

By Khesia Taylor

Nutrition for the City

The growing issue of food insecurity—a lack of consistent access to enough food for an active, healthy life—has prompted nutritional science majors at Howard University to provide nutritional wellness education and services to city residents who are most in need.

From DC Central Kitchen to Horton's Kids to the College of Nursing and Allied Health Science's Food as Medicine Project—a one-year nutrition education study where students and program administrators provide hands-on, personalized food shopping experiences to residents in Wards 7 and 8—students are committed to increasing wellness in D.C. Five students share their stories.



Jordan Brown

Sophomore
Nutritional sciences major, chemistry minor
Sherman Oaks, California

Health disparities in the black community have become more evident as gentrification continues to take over D.C. neighborhoods. To help, I work on several projects that promote nutritional education and provide access to meals. Last year, I helped with the Food as Medicine program, where I took Ward 8 residents with chronic nutrition-related diseases on grocery store tours, teaching them how to select healthy food options. I'm also working with a student group to start a Campus Kitchen that would use leftover cafeteria food to feed local communities in need. In another project, I represent the Department of Nutritional Sciences to bring health services and nutrition education to local homes for residents who are 65+ years of age. I also serve as a public health fellow at Good Food Markets, where we hold nutrition education events and cooking classes at local YMCA's and public libraries around Ward 5. Howard has the resources to fight food insecurity among disadvantaged communities and I hope, that as students, we can improve health and wellness within the D.C. area.

46,000

The number of service hours per semester that graduate students in the School of Social Work provide to D.C. residents through internships.

Maya Rashad

Sophomore
Nutritional sciences major, chemistry minor
Memphis, Tennessee

This past semester, I volunteered at DC Central Kitchen, where I helped create fresh fruit and vegetable bundles for elementary and middle school students in D.C. I also had the chance to volunteer at So Others Might Eat to help serve lunch to poor and homeless residents in the area. These experiences opened my eyes to the growing problem of food insecurity. Through my work, though, I was able to give a student and his family a chance to eat fresh fruit that he may not have tried before and give a homeless man his first hot—and maybe only—meal of the day. Even though so much more work remains, it was rewarding to be able to give back to a community that has already given me so much.



Ishmael Williams

Senior

Nutritional sciences major, chemistry minor
Forest Park, Georgia

My nutrition-related community work started in a community nutrition course. My organization of choice for the class was DC Central Kitchen. Its mission is to use food as a tool to strengthen bodies, empower minds and build communities. I assisted in meal preparation for homeless shelters, schools and nonprofits. I also had the opportunity during Breast Cancer Awareness Month to educate breast cancer patients, survivors and their family members on nutritional methods that aid in treatment and recovery. I then served as a Health and Wellness Liaison with the Office of the State Superintendent of Education in D.C. My site assignment was at Educare, an early education school and community center. I helped assess the institution's physical education and nutrition status using the Nutrition and Physical Activity Self-Assessment Tool. The goal was to improve the health and wellness of the children enrolled at Educare, their families and the greater community, which made the assignment impactful and meaningful.



Suraya Bunting

Sophomore

Nutritional science major
New York City

Through my work as an intern at Horton's Kids, I was able to provide nutrition education to children and families by creating lesson plans and activities linked to the Supplemental Nutrition Assistance Program (SNAP). I created activities and presentations that addressed topics in nutrition, such as the importance of the five food groups, the dangers of added sugar, and the benefits of breakfast. We gain empowerment through knowledge, and the more knowledgeable children and their families are on nutrition, the more they can make healthier food choices. While I was an intern, I spent six hours a day at the Horton's Kids' community center, so we often ate together. I noticed that when they received their pre-packaged after-school snacks they would always throw away their fruits or carrots. However, as I established a relationship with them, I was able to convince them to try the fruits and vegetables. It was wonderful being a positive, healthy influence.

1

Howard University is the leading producer of African American students entering medical schools in the U.S.



PHOTOGRAPH(S) BY JUSTIN D. KNIGHT



Kirstin Roebuck

Junior

Nutritional science major, dietetics concentration
Harrisburg, Pennsylvania

I am an undergraduate research assistant for the College of Nursing and Allied Health Sciences' Food as Medicine study. The program provides nutritional management to people who suffer from obesity and chronic diseases by providing nutrition education, supermarket tours and cooking demonstrations that teach them how to prepare plant-based meals. Food as Medicine means to me that we can protect our bodies through diet, or in other words, use food as medicine. I was able to lead supermarket tours to study participants in southeast D.C. I took them through the aisles and showed them how to make healthy food selections by explaining nutrition labels, talking about what's in the ingredient lists, and showing them how to effectively navigate the store to find affordable healthy items. The lasting impact that I made on the participants was fun and rewarding, and it encouraged me to continue to advocate for healthy lifestyle changes in my community.

Four Students Selected as Rhodes Scholarship Finalists

The 2019 Rhodes Scholarship competition named four Howard University students as finalists.

Farion Cooper (B.S. '19) was selected as a 2019 Caribbean Rhodes Scholarship finalist. Cooper, a pre-med student with a major in biology, is an aspiring cardiovascular surgeon from the Bahamas. He is also a member of HU's Men's Swimming and Diving team.

Ayush Giri (B.S. '19) was selected as a 2019 Global Rhodes Scholarship finalist. Giri, an aspiring academic and entrepreneurial mechanical engineer, studies mechanical engineering. Originally from Nepal, he matriculated to Howard University on the institutional Founder's Scholarship.

Trey Hawkins (B.S. '19) was selected as a 2019 U.S. Rhodes Scholarship finalist. From Birmingham, Ala., Hawkins studies applied mathematics with minors in chemistry and biology on Howard's pre-medicine track. He aspires to be a mathematician and public health professional. Hawkins has explored public and global health abroad through internships in Fiji, Haiti and the Dominican Republic.

Anupam Roy (B.A. '19) of Bangladesh was selected as a 2019 Global Rhodes Scholarship finalist. Roy is pursuing a career in politics and academia and majors in interdisciplinary studies (a



From left to right: Farion Cooper, Trey Hawkins, Ayush Giri and Anupam Roy

new program at Howard University). He has developed research projects with mentors at Columbia University and has secured a research publication in *The Undergraduate Law Review* at New York University.

These four students make up the largest group of Rhodes Scholarship finalists in Howard University's history. To date, four Howard University students have been named Rhodes Scholars: Cameron Clarke (B.S. '17), Marianna Ofosu (B.A. '03), Carla Peterman (B.A. '99) and Mark Alleyne (B.A. '85).



HOWARD UNIVERSITY



Howard University, one of the nation's leading research universities, is dedicated to educating students from diverse backgrounds at the undergraduate, graduate and professional levels. Guided by our extraordinary cadre of faculty, students are immersed in cutting-edge scholarship and innovation, including nanotechnology, human genome research and atmospheric science, as well as the social sciences, arts and humanities on four campuses.

Since its inception more than 150 years ago, Howard University has been at the forefront of preparing globally competent students for positions of leadership and social responsibility.

Charter Day

Charles D. King, Howard University School of Law alumnus and prominent Hollywood talent executive, delivered a heartfelt and inspiring keynote address during the Charter Day Convocation on March 1.

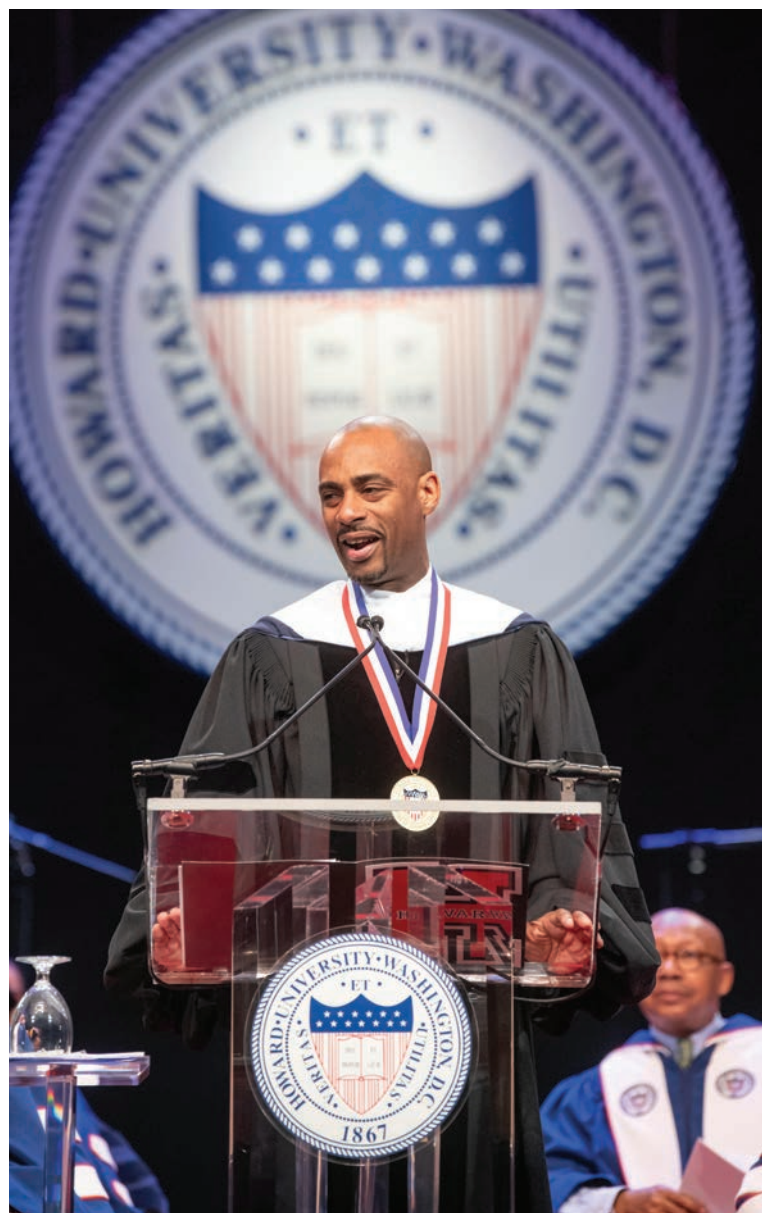
“Upon graduation, I had a 10-year plan: One day be at the helm of an integrated media company that would lift our culture up and move it forward. When I graduated, I journeyed to Hollywood without a car, a job, or computer and with six figures in student loans,” King said to the attendees in Cramton Auditorium.

After his move to Hollywood, he went from the mailroom of William Morris Endeavor talent agency to senior agent in the motion picture department. He then became the agency’s first African American partner in the company’s 100+ year history and the first-ever African American partner at a major Hollywood talent agency. He was determined to use his voice in Hollywood to shift the paradigm of ownership and how we are portrayed on screens large and small.

During his remarks, he reflected on and showed appreciation for his family, including his father and uncle, who graduated in 1969 from the Howard University College of Medicine. He encouraged students to follow their dreams and to remain true to their backgrounds. “At the moment of opportunity, you better bust through the door. When you succeed, make sure you pay it forward, and continue to add to the legacy of Howard University,” he said.

King graduated in 1996 from the School of Law and after years as a successful talent agent, he started MACRO in 2015, a leading media Hollywood firm that represents the voice and perspectives of people of color.

In four years, his company has received nine Academy Award nominations, and his company’s first major studio film, “Fences,” received four nominations, including best picture and best actor for director and star Denzel Washington, and one win for best supporting actress for Viola Davis.



This year’s Charter Day celebration marks the 152nd-anniversary of the charter enacted by the United States Congress and approved by President Andrew Johnson on March 2, 1867, that established Howard University.

During the Charter Day Dinner on March 2, the University honored the following alumni with the Distinguished Alumni Achievement Award for accomplishments in their fields: Rosie Allen-Herring, Lori George Billingsley and Lt. Governor Boyd K. Rutherford; LaRue V. Barkwell was awarded the Capstone Distinguished Service Award. ■ HU

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PHOTOGRAPH(S) BY JUSTIN D. KNIGHT

Annual Homecoming Recap



Last fall, Howard University celebrated its annual Homecoming with students, faculty, staff, community members and alumni from around the world. The weeklong event—titled “Euphoria” to connote the elation that alumni, students, faculty and friends

feel about Homecoming—began on Saturday, October 20 and included the annual Day of Service, HU Ideas Symposium, Yardfest, Fashion Show, Alumni Jazz Brunch, Step Show, parade and many other events. ■IU



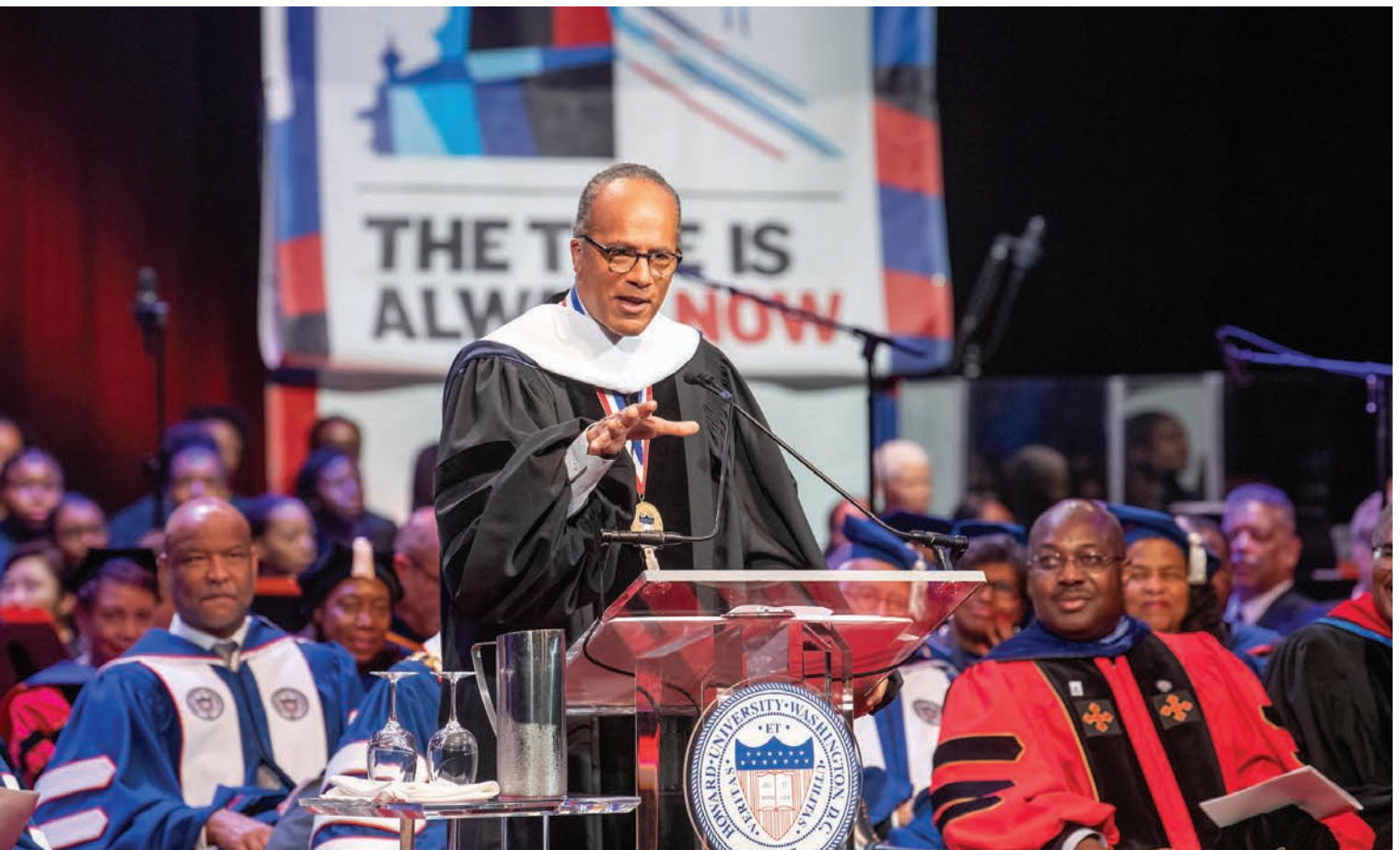
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Opening Convocation

Lester Holt, NBC anchor, delivered the 151st Opening Convocation address on Sept. 21, 2018, where he encouraged Howard University students to engage critical thinking skills, step outside of ideological comfort zones and tap the brakes on stories too good to be true. As the anchor of “NBC Nightly News,” Holt is the first African American on any major network to serve as the solo anchor of a weekday evening newscast.

The Opening Convocation at Howard University is a time-honored tradition, officially signaling the start of the academic year. The ceremony is a welcoming event for new students and an opportunity to recognize recent achievements at the University.

During the ceremony, Howard University President Wayne A. I. Frederick also encouraged students to reflect upon and embrace the institution’s motto of “truth and service.” In his remarks he said, “We have come here today to remind America of the purpose of higher education and to double down on our promise to seek truth and mission above all else.” ■■



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PHOTOGRAPH(S) BY JUSTIN D. KNIGHT

King Lecture Series: U.S. House Speaker Pelosi

Howard University welcomed U.S. House Speaker Nancy Pelosi (D-CA) for a moderated conversation with political strategist and author Donna Brazile for the 2018–19 Gwendolyn S. and Colbert I. King Endowed Chair in Public Policy Lecture Series. During the conversation, Speaker Pelosi pointed to her own early foundation in politics to encourage student participation in politics and public service. She also shared her views on net neutrality, climate change, Venezuela and criminal justice reform. ■ HU



PHOTOGRAPH(S) BY JUSTIN D. KNIGHT



Freshmen Move-in

PHOTOGRAPH(S) BY JUSTIN D. KNIGHT

Howard University faculty, staff, personnel and returning students welcomed a freshman class of 1,598 students as they arrived on campus in mid-August. ■IU

College of Pharmacy Awarded FDA Opioid Education Grant

The Howard University College of Pharmacy was recently awarded an \$85,899 grant to educate the region's pharmacists and pharmacy technicians on the dangers of opioid addiction and abuse. The grant, which was awarded to the Office of Continuing Professional Education in the college, originated as a result of a mandate from the U.S. Food and Drug Administration.



The award marks the first time that a pharmacy institution in the country has been awarded this grant in its seven-year cycle. As the only pharmacy school in the District of Columbia, it has taken the lead in the public conversation about substance use disorder.

93

The School of Education broke the top 100 with a rank of No. 93—up 12 spots from last year's ratings—on *U.S. News & World Report's* 2020 Best Graduate Schools listing.

The College of Engineering and Architecture Receives \$1 Million Grant

The National Science Foundation (NSF) has awarded Howard University's College of Engineering and Architecture a three-year, \$1 million grant to fund an innovative cybersecurity research project created by Associate Dean Moses Garuba, Ph.D. and Associate Professor of Electrical Engineering and Computer Science Danda B. Rawat, Ph.D. The project, which is titled "Security Engineering for Resilient Mobile Cyber-Physical Systems," will focus on significantly advancing the field of cybersecurity for networked systems.



JUSTIN D. KNIGHT

Howard Seniors Earn Rangel Fellowship

Seniors Sabrina Newton (top photo) and Elizabeth Le have been named 2019 Charles B. Rangel International Affairs Fellows.

Sabrina Newton, a Barbados native studying political science, was awarded the 2019 Charles B. Rangel International Affairs Fellowship. As part of the Rangel Program, Newton will work during summer 2019 for a member of Congress on issues related to foreign affairs.

A political science major, Elizabeth Le, daughter of North Vietnamese refugees and a native of Long Beach, California, plans to use the fellowship to create global peace. Upon completion of her

undergraduate studies, she will pursue a master's degree in international conflict resolution and work toward a career in foreign service. Le will complete internships on Capitol Hill and overseas as a diplomat in a U.S. Embassy or Consulate.

Since 2003, the Rangel Fellowship Program has selected outstanding young people each year from around the country who exhibit the ideal qualities of a Foreign Service Officer. Funded by the U.S. Department of State and administered by Howard University, the fellowship will support Newton through a two-year master's degree in an area of relevance to the Foreign Service.



Alfred Street Baptist Church Awards Gift to Seniors

Rev. Dr. Howard-John Wesley, pastor of Alfred Street Baptist Church (ASBC) in Alexandria, Virginia, presented Howard University with a \$100,000 gift to cover the outstanding tuition and fee balances of 34 graduating seniors. Wesley announced the contribution during a special service at the Andrew Rankin Memorial Chapel. Ministers and staff of ASBC joined the Office of Financial Aid to surprise and present the seniors with the good news.

The ASBC congregation raised the funds for the contribution during Seek 2019, a church-wide physical, financial, and social media fast that lasted throughout the month of January. The church is a long-time supporter of the HBCU community and holds an annual HBCU festival—one of the largest in the country—where students and parents can meet with college representatives and attend seminars.

25

The School of Social Work is ranked No. 25—up five spots from last year—on *U.S. News & World Report's* 2020 Best Graduate School listing.

Center for African Studies Secures Grant Funding

The Howard University Center for African Studies (CAS) recently received its second consecutive four-year (2018–22) grant from the U.S. Department of Education to strengthen the capacity and performance of students in world languages and international studies.

The \$2,054,000 grant is funded through the Title VI National Resource Centers and Foreign Language and Area Studies Fellowship (FLAS) programs. The grant establishes Howard University as one of 10 domestic universities and the only HBCU designated by the U.S. Department of Education as a comprehensive National Resource Center for African Studies.

Law, Medicine Sesquicentennial Celebrations

Two of Howard's oldest schools celebrated 150 years of excellence.

School of Law

The School of Law—which was recently ranked by *Diverse Issues In Higher Education* as the No. 2 law degree producer of African Americans—held a Sesquicentennial Convocation in honor of the 150th anniversary of its founding. Democratic Rep. Gregory W. Meeks, who represents New York's fifth congressional district, presented the keynote address.

Founded on Jan. 6, 1869, the law school's sesquicentennial theme “The Next 150” pays homage to the rich legacy of law school alumni and faculty whose profound accomplishments in politics, government and on Howard University's campus continues to inspire students.

“The work we're doing here at the law school has and always will be critical to the legal profession, and we are hugely impacted by our legacy. Even today, we continue to be committed to this mission of improving the lives of those in marginalized communities,” said Danielle Holley-Walker, dean of the Howard University School of Law.

College of Medicine

On Nov. 9, 1868, Howard University College of Medicine opened its red-framed wooden doors to eight students and five faculty members. Over the last 150 years, the college has educated more than 8,000 physicians. Today, there are 465 enrolled students.

“The Howard University College of Medicine remains dedicated to passing on core values and ethics, compassion and the commitment to being caregivers and educators for all who serve,” said Dr. Hugh E. Mighty, dean of the College of Medicine and vice president of clinical affairs. “We believe the College of Medicine is poised to have a positive impact on the global community for the next 150 years.”

In November, the college held a gala, which included a reception, silent auction and other special programming.



Howard University Gallery of Art Displayed at MoMA

Two signature art works by Charles White in Howard University Gallery of Art's permanent collection, *Five Great American Negroes* (1939–40) and *Native Son 2* (1942), were displayed at The Museum of Modern Art (MoMA) for inclusion in the exhibition, *Charles White: A Retrospective*. On display from October 2018 through January 2019, the loan was exclusive to MoMA.

The retrospective was the first major exhibition in more than 30 years to highlight the life and creative works of artist, activist and educator Charles White (1918–1979), who was also Howard University's former artist-in-residence and distinguished professor. Presented to MoMA to mark the 100th anniversary of the artist's birth, the exhibition featured more than 100 paintings, drawings, prints, photographs, illustrated books and record covers created during White's 40-year career.

New Program to Increase Retention and On-Time Graduation

The Office of Undergraduate Studies (OUS) has launched the "Second Year Experience (SYE): Mecca Made" program, a University-wide initiative designed to increase second-year retention rates and on-time degree completion. The program was developed as a part of the HBCU Student Success Project funded by Lumina Foundation.

The purpose of the project is to assist three HBCUs—Howard University, Morgan State University and Dillard University—in implementing promising institutional policies to increase degree attainment for all students and to reduce the degree attainment gap between the overall undergraduate population and targeted groups. The HBCU Student Success Project supports Lumina's commitment to increase by 2025 the proportion of Americans with high-quality degrees, certificates and other credentials to 60 percent.

College of Dentistry Receives Reaccreditation Through 2023

Howard University's College of Dentistry has received national reaccreditation from the American Dental Association's Commission on Dental Accreditation, for its Doctor of Dental Surgery program.

The Howard University College of Dentistry is the nation's fifth oldest dental school, founded in 1881. It has trained more African American dentists than any other dental school in the United States and is one of two HBCU dental schools in the nation.

School of Business Has Accreditation Extended for Five Years

AACSB International has extended Howard University's School of Business accreditation in business and accounting for an additional five years. AACSB is recognized for providing the highest standards in business education and its accreditation is earned by just five percent of schools worldwide offering business degrees at the bachelor level or higher.

108

U.S. News & World Report ranked the School of Law No. 108 on its 2020 Best Graduate Schools listing. The school was also recently ranked by the *National Law Journal* as the No. 21 best law school in the country for placing graduates at the top 100 law firms in the country.

Department of Theatre Arts Presents *Urinetown* The Musical

The Department of Theatre Arts produced the first all-African American cast of *Urinetown*, a satirical comedy musical that pokes fun at legal, social and corporate systems. The original production first premiered on Broadway in 2001 and addresses themes such as greed, oppression, rebellion and the power of love.

The Howard University production premiered at the end of February at the Ira Aldridge Theater.

Howard University Appointed Donna Brazile as King Endowed Chair in Public Policy



Last fall, Donna Brazile, veteran political strategist and author, was appointed as the 2018–19 Gwendolyn S. and Colbert I. King Endowed Chair in Public Policy.

Brazile developed and hosted a series of lectures to engage the Howard community on several subjects, including politics, voting, criminal justice reform and civility.

During the yearlong chair position, Brazile's theme focused on "The Future Is Now," exploring several public policy areas.

The first guest of the series was Republican National Committee Chairman and political activist Michael Steele. Over the

last several months, Brazile also welcomed news anchor Greta Van Susteren; NAACP President and CEO Derrick Johnson; Speaker of the House of Representatives Nancy Pelosi (D-CA); a panel of women in politics, which included Rep. Eleanor Holmes Norton (D-DC), Rep. Karen Bass (D-CA) and Yvette Clarke (D-NY); Attorney General for the State of New York and Howard University School of Law alumna Letitia "Tish" James; and Howard University alumnus Rep. Elijah Cummings (D-MD).

The Gwendolyn S. and Colbert I. King Endowed Chair in Public Policy was established in 2008 by government and business leader Gwendolyn S. King and her husband, Pulitzer Prize-winning columnist Colbert I. King. The King Chair provides students access to experienced, senior public service executives who have developed and advanced public policy initiatives.

Howard University Student Creates Organization to Combat Gun Violence

Freshman Anwar Taylor (B.S. '22) created the organization Breathing Life Into the Next Generation (B.L.I.N.G.) to help combat gun violence. He says there is no spectrum of severity when it comes to gun violence. Whether a stray bullet or school shooting, both are tragedies with real consequences. Taylor started B.L.I.N.G. in his hometown of Liberty City, Florida, and has since expanded into other Florida school districts with the mission of exposing Black and Latino youth who have been impacted by gun violence to new experiences.

118

In the 2017-2018 academic year, 118 Howard undergraduates applied to U.S. medical schools, ahead of all other colleges and universities.

Partnership With U.S. Chamber of Commerce to Develop Leaders

The U.S. Chamber of Commerce and Howard University launched a new business partnership last summer to help develop the next generation of diverse business leaders. The goal of the program will be to bring diversity to the workplace, create a strong talent pipeline and promote entrepreneurship as a pathway to business success.

The partnership will focus on four main programs, which includes an internship program that began last June. To date, seven Howard interns have been placed in U.S. Chamber departments based on their interests and academic majors.

The U.S. Chamber of Commerce is the world's largest business federation representing the interests of more than 3 million businesses of all sizes, sectors and regions, as well as state and local chambers and industry associations.



Daytime Talk Show "The REAL" Visits Howard University

In February, in honor of Black History Month, Howard University was featured on national television during a special episode of daytime talk show, "The REAL." Howard was selected to be the show's first stop on its road tour to visit the nation's most thriving HBCUs.

The show featured performances by the Howard University "Showtime" Marching Band and Howard's Cheerleaders. The visit also highlighted the unique experience of attending Howard and the importance of HBCUs. Following a discussion with President Wayne A. I. Frederick, the cast of "The REAL" gave Howard students the opportunity to win cash prizes for their organizations.

New Appointments



Donald B. Christian, CPA, CISA, (B.B.A. '90) was recently appointed to the Howard University Board of Trustees. Christian is a partner and the East Region advisory leader for PwC. He provides strategic leadership and support to enable profitable growth across the markets and provides consulting services on several key client relationships. Christian has also been an active and engaged leader in the community and has previously served on the board of directors of the National Association of Black Accountants and the Boys and Girls Clubs of Greater Washington. He graduated magna cum laude from Howard's School of Business with a concentration in information systems.



Jill Louis (B.A. '87) was recently appointed to the Howard University Board of Trustees. Louis is a partner at the global law firm K&L Gates. She advises public and private equity-backed retail, transportation, industrial and health care companies in mergers and acquisitions, venture and angel funding, corporate governance, franchising, commercial real estate, intellectual property, internal investigations and risk management. Prior to joining her current firm, she was the chief legal officer and secretary of FleetPride, a portfolio company of the private equity firm Texas Pacific Group. Louis received her Juris Doctorate from Harvard Law School and her B.A. degree in broadcast journalism from Howard University.



Debbi Jarvis was recently appointed as senior vice president of corporate relations. In this role, she will have oversight of corporate relations and is charged with developing and implementing a global strategy for corporate development and the funding of those programs. Jarvis will also oversee WHUT and WHUR. Prior to joining Howard, she served for 14 years at Pepco Holdings Inc. (PHI), now Pepco Holdings, an Exelon Co., most recently as the vice president of corporate relations. She also managed PHI's media relations department and served as the company's media spokesperson. Before joining Pepco, Jarvis was a reporter and news anchor for nearly a decade. She earned her bachelor's degree in international business from Hope College in Holland, Michigan.



Larry Callahan was recently appointed as associate vice president of human resources and chief human resources officer. He will be responsible for providing strategic leadership in the planning and implementation of quality-based, mission-based human resources programs for all faculty and staff of the University and Hospital. Prior to joining Howard, he served as vice president of human resources North America for Diebold Nixdorf Inc. Callahan holds a bachelor's degree from West Virginia State University.



Rubin Patterson, Ph.D., (Ph.D. '92) was appointed as dean of the College of Arts and Sciences, effective on July 1, 2019. Patterson has served as the chairman of the Department of Sociology and Criminology at Howard since 2014. He also serves as the chairman of the University Middle States Accreditation Self Study.

Prior to his appointment as chairman of the Department of Sociology and Criminology, Patterson served at the University of Toledo in various capacities, including chair of Sociology and Anthropology, director of Africana Studies, director of the institute for the Study and Economic Engagement of Southern Africa, and professor of sociology. He was also a visiting fellow at the University of Maryland and Morehouse College.

Patterson has a B.S. degree in interdisciplinary physics and electrical engineering from Florida State, an M.S. in engineering management from George Washington University, and a Ph.D. from Howard in sociology.



Dana A. Williams, Ph.D., (M.A. '95, Ph.D. '98) was recently appointed as the interim dean of the Graduate School. Williams is a professor of African American literature and chair of the Department of English. She has written numerous works, is the past president of the College Language Association and currently serves as a member of the executive council of the Modern Languages Association. In 2016, President Barack Obama nominated Williams to serve as a member of the National Council on the Humanities. Prior to joining Howard, Williams was a Ford Foundation Postdoctoral fellow at Northwestern University and had a faculty fellowship at the John Hope Franklin Humanities Institute at Duke University. She received both her master's and doctorate degrees in English from Howard University.



Jonathan Piersol was recently appointed as the chief information officer. In this role, he will be responsible for the planning, development and implementation of Enterprise Technology Services' strategic plan and operational initiatives. Piersol joins Howard after serving as the vice president and CIO of Thurston Group LLC for more than five years. He brings to Howard over 30 years of business-focused technology and leadership experience. He has worked at other higher education institutions, including the University of Maryland College Park and George Washington University. He has a bachelor's degree in accounting from Strayer College, a master's degree in information systems from George Washington University and an MBA in general management from Georgetown University.



Ron Prince was recently appointed as head coach of the Howard University football team. Coach Prince comes to Howard after most recently serving as the offensive analyst for the University of Michigan Wolverines. He began his career in 1992 at Dodge City Community College—his alma mater—as a volunteer coach. He then went on to serve as offensive line coach at Alabama A&M University, South Carolina State University, James Madison University, Cornell University and the University of Virginia.

In 2006, he received his first head coaching position at Kansas State University, thus becoming the first Black coach in the university's history and the third youngest head coach in NCAA Division I history.



Marcus Lyles was recently appointed as executive director of public safety and chief of police for Howard's Department of Public Safety. He will be responsible for providing innovative and progressive police and security services for the University and Hospital communities. He has more than 15 years of extensive experience in physical security, emergency response, risk mitigation and preparedness training. He most recently served as the director of public safety and campus police at Trinity Washington University. He has a bachelor's degree in criminal justice administration from American University.



Sharon Strange Lewis (B.A. '84) was recently appointed as the director of alumni relations for the Office of Development and Alumni Relations. As director, Strange Lewis will enable Howard's alumni and parent communities to give back to the next generation. Previously, she was the director of Women and Diversity Programs and other alumni programs at the University of Maryland (UMD). Prior to joining higher education in 2009, Strange Lewis had an extensive career in television as the vice president of creative services for Black Entertainment Television. She received her bachelor's degree in broadcast journalism from Howard University and a master's degree in business administration from UMD.



Angelika Williams was recently appointed as director of the Office of Financial Aid. Williams will be responsible for managing financial aid resources and the administration of Federal Title IV. She will also oversee all administrative functions and institutional aid programs related to financial aid services for students. She brings to Howard more than 12 years of experience in financial aid and was most recently the director of financial aid and scholarships at Texas A&M University-San Antonio. She has been a member of several professional organizations, including the National Association of Student Financial Administrators. She received her B.S. degree in chemistry from William Carey College and a master's in business administration from Walden University.

Andrea Denise Jackson, DDS, M.S., FACP, FACD (B.S. '80, D.D.S. '82) was recently appointed as interim dean of the College of Dentistry. She most recently served as the college's associate dean of clinical affairs and associate professor in the Department of Prosthodontics. She received her B.S. degree in zoology and doctor of dental surgery from Howard. She also has a master's in prosthodontics from Georgetown University.

Susan Dreyer was recently appointed as the director of environmental occupational health and safety for Howard's Department of Public Safety. She will be responsible for managing the development, implementation and administration of programs and procedures relative to federal, state and local statutes. Dreyer most recently served as the senior environmental project manager for the Department of Environmental Safety, Sustainability & Risk at the University of Maryland. She holds a bachelor's degree in civil engineering from Widener University and two master's degrees from Johns Hopkins Bloomberg School of Public Health.

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Howard Forward: Envisioning the Future

The University's strategic plan outlines five over-arching priorities.

BY KATTI GRAY

Being asked for his input on an expansive bid to reshape Howard University into an even more cutting-edge institution certainly has been an honor, said Amos Jackson, senior and Howard University Student Association president.

The insights he initially shared with a panel of university leaders, and again in his interview with *Howard Magazine*, were simple: "We can get caught up on funding for big research initiatives, projects at Howard Hospital, or various issues regarding campus infrastructure, but unless we make students and students' views about academics and Howard's mission the No. 1 priority, the rest of this discussion is null and void," Jackson said.

As one of the students who participated in the Howard Forward Planning Committee, Jackson is excited about

what the strategic plan will yield. The plan's five pillars bear titles that mirror their mandate:

1. Enhance academic excellence
2. Inspire new knowledge
3. Serve our community
4. Improve efficiency and effectiveness
5. Achieve financial sustainability

"We are embarking on a forward trajectory that positions Howard University as a model of excellence, in a contemporary context across everything we do, from academics to operations to fulfilling our legacy and mission of truth and service," said President Wayne A. I. Frederick (B.S. '92, M.D. '94, M.B.A. '11). "This plan outlines our bold strategy to provide a quality educational experience while also doubling down on our commitment to produce distinguished global leaders."





Pillar Leaders Double Down

From creating additional streams of income to raising Howard's existing profile as a first-tier research center to ensuring that Howard hones its core duty to educate its students, leaders of the five pillars of *Howard Forward 2024*—the University's five-year strategic plan—said they're razor-focused on the tasks at hand.

For Angela Cole Dixon, Ph.D., associate provost and professor of psychology, the student encounter is Howard's most fundamental priority. "The heart of our mission is the educational experience and to ensure that it's exceptional at all levels," said Cole Dixon, who's in charge of pillar No. 1. "We're taking a really deep look, self-reflecting. We will look at the alignment of our resources, student outcomes, and how well we are doing, with an eye toward making sure students have what they need. We will also take into consideration our areas of high demand, as well as student and faculty insights on what's needed to be part of the 21st century workforce."

What transpires outside the classroom also is critical to student development, said Parris Carter, vice president of student affairs and chief strategist for pillar No. 3. Stocking shelves at a food pantry, serving meals at a soup kitchen, helping to rebuild housing in storm-ravaged regions

and other projects can immeasurably enlarge students' humanity. But Howard plans to start calculating aspects of student volunteerism that can be counted.

"It's not just trying to tally the number of service hours and service projects. It's more about seeing how much economic impact our service has," Carter said. "What's the value of that kind of human labor as a resource? If we are providing that service for several hours every weekend, what does that effort equal? Howard wants to be able to report out on the economic impacts and gather information on the work we currently do. By doing that, we will break new ground."

For an upcoming central databank on Howard's outreach and impact, students will document and quantify their volunteerism. "Students will more clearly understand the impact that they have. When we can do that, it will help rally other students toward making truth and purpose a priority."

A Mission-Minded Ethos

Sometimes, students' community outreach efforts can help them clarify the professions they choose and why, Carter added.

Howard's mission-minded ethos has long been inextricably tied to the fields

of study the university makes available to students, said Sandra Crewe, Ph.D., dean of the School of Social Work and one of the campus leaders whose input was key to developing the strategic plan. As an example of that interconnectedness, she cited Howard's relationship with a 50-unit housing complex reserved for grandparents who are raising their grandchildren.

"We adopted that development because we want to make sure that those grandparents and grandchildren get the support they need," Crewe said. "We had a holiday drive for those families and will work on a counseling initiative that will recognize and address trauma in those individuals because someone connected to those grandparents and grandchildren died or is incarcerated. This kind of thinking is in our DNA."

"That dedication to serving the community," student leader Jackson said, "is something students deeply believe in. That experience outside the classroom is very much part of what keeps us engaged."

Entrusted with the No. 2 pillar that aims to inspire new knowledge, Bruce Jones, Ph.D., vice president for research in the Office of Research, said that given the increasingly intense competition for research dollars, he aims to better diversify the research topics that faculty pursue. "Genomics, for example, is one cutting-edge medical science sector where I expect Howard to keep burnishing its brand. But, also in the areas of liberal and performing arts, social sciences and other disciplines."

"All of our research in science, technology, engineering and math is critical, but so are other areas of research," Jones noted. Referencing former Howard professors, he said, "Alain Locke, philosophy professor and head of the Department of Philosophy, said 'the soul of a community comes from the arts and humanities; you don't want to lose your soul.' I get goosebumps thinking of him and Howard's former Political Science Chairman Ralph Bunche and how to maintain that lineage. Their contributions are part of what will drive what we do to advance research that



HOWARD FORWARD STRATEGIC PLAN



Enhance Academic Excellence

We will enhance academic excellence by supporting faculty, research and student development, academic rigor and retention, through strategic recruitment and continuous improvement of academic programs.



Inspire New Knowledge

We will reward innovation in instruction, research, entrepreneurship, collaboration and capacity building that maximizes our impact, and challenges, enlightens and inspires our faculty and students to change the world.



Serve Our Community

We will serve our diverse community with high impact outreach and collaborative partnerships across divisions and beyond campus borders, while cultivating an atmosphere of inclusivity, wellness and civility.



Improve Efficiency & Effectiveness

We will improve efficiency and effectiveness with investments in upgraded technology and systems to promote process automation and strategic incentive programming for customer satisfaction metrics, while consistently delivering the highest quality products and services.



Achieve Financial Sustainability

We will achieve financial sustainability through revenue diversification, process optimization, asset management, fundraising and investment in high return business opportunities, communicating in transparency and operating with accountability, all while being good stewards of our resources.

will improve the quality of life for individuals and communities across the country and around the world.”

Strengthening Processes and Revenue Streams

As leader of pillar No. 4, Annamieke Martinez, assistant vice president and deputy chief financial officer, said she will streamline the university’s overall processes, including those that support Howard’s researchers.

“We’re looking at how we can reduce the amount of time it takes for faculty to start their research after a grant has been awarded,” she said. “Broadly, we will look at workflows and how to keep it as simple as possible and work on how to mitigate risks to the university. We will also review how we handle procurement to determine if it’s necessary for everyone to be involved in this step. What value are they adding by physically signing off on something? Making processes easier for employees also means we’re making things easier for our students.”

Reviewing how well Howard complies with its own governing rules—for example, how many students are allowed to enroll in a certain class—is also partly under her purview. It’s a critical assessment that she will undertake alongside Michael Glatzer, assistant vice president for project management and the person steering pillar No. 5, which focuses on financial sustainability.

Tuition, housing and other student fees are revenue streams that any university counts on, said Glatzer. But beyond those obvious student-generated monies, additional streams of income that Howard will protractedly go after include: (1) research and other grants to faculty, (2) fees generated by licensing Howard’s intellectual property, (3) corporate

donations and revenue-generating partnerships and (4) revenue generated by leveraging, retrofitting and revitalizing Howard’s considerable real estate holdings in Washington, D.C.

Howard’s prime location has many advantages. “When you think of our engineering and science programs and our nearness to Congress, the National Security Agency, and the National Institutes of Health,” Glatzer said, “it’s not a giant leap to say that Howard stands to benefit from our proximity to those institutions. Every major law firm in the world has a pres-

ence in Washington, D.C., which means opportunities abound for our students to partner with firms and eventually get hired by them.”

Moving Forward

Although the strategic plan is still in its infancy, some essential tasks have already been tackled. For instance, with several of Howard’s buildings ripe for renovation, their revamp will occur with the marketplace of ideas and potential jobs for Howard graduates in mind. “We’re not simply replacing things with a newer version of what was. We want to improve upon and be more strategic about how we use our real estate. How can we be more nimble? How can we cross-pollinate different disciplines? When it comes time to renovate, how do we think about what a business lab or multimedia room should do or how they can be repurposed so that students and faculty get what they need from multipurpose spaces,” Glatzer said.

As the strategic planning continues, Jackson and other students will zero in on their community work just as they look acutely at what Howard does to bolster its bottom line. “If we don’t have the finances, we can do none of this work. So, we’d like to see improvements all around—an enhanced academic experience. Turn up the quality of advising, provide the right resources and just take away any of the stress that students might face. *Howard Forward* is really, really important.” ■HU





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New Heights in STEM

Bison STEM Scholars make commitments early on to pursue advanced degrees in science, technology, engineering or math fields.

BY CASSANDRA SPRATLING

It began with a simple conversation between two forward-thinking top administrators at Howard University. President Wayne A. I. Frederick (B.S. '92, M.D. '94, M.B.A. '11) and Provost and Chief Academic Officer Anthony K. Wutoh were discussing ways that Howard University could open the pipeline that funneled too few African Americans into high-level research careers in the STEM (science, technology, engineering and math) fields.

Those conversations resulted in the Bison STEM Scholars Program (BSSP) that now has 31 sophomores and 29 freshmen headed toward Ph.D.'s or combined M.D./Ph.D.s in science, technology, engineering or math. Plus, a new cohort of at least 30 students will begin classes this summer.

Accepting its first cohort of students in fall 2017, Bison STEM scholars receive full tuition; room and board; a stipend for books; admission to a summer bridge program tailored just for them; individual and small group tutoring; small and large study groups; mentoring by professionals in their field; internships and a study abroad experience before the start of their freshman year.

The Impact on Research

Students are selected from the highest-achieving ranks of schools from across the nation and from around the world. They must be committed to earning a Ph.D. or a combined M.D./Ph.D., meaning their life's work will focus on research in STEM fields.

"The goal is to address the significant absence of African Americans in particular, and people of color in general, who pursue careers in STEM and earn a Ph.D. or combined M.D./Ph.D. Far too few pursue these degrees, and when they do, few end up doing research," said Ronald Smith, the program's director.

There are life-saving and life-enhancing reasons why people of color are needed as researchers, Smith said.


"Diseases that are more prevalent in the African American community are less likely to be the subject of research when we are not the principal investigators," he said. "New diseases that impact our community get little or no attention. When you have fewer people of color doing research, that means you have fewer people who are devoted to finding solutions to problems that impact our

communities. It puts our intellectual capital behind those problems that disproportionately impact us."

There's a second reason more people of color need to earn high-level degrees in those fields, he said. "Those degrees qualify people to become professors. Who's going to prepare the new generation of STEM professors of color?" Students of color need professors who look like them and who know that they can excel in high-level math, chemistry, physics and other challenging STEM-related disciplines, said Smith. Too often, capable students are discouraged in STEM disciplines by instructors and even fellow classmates who equate color with lack of ability, he said.

The Bison STEM Scholars program builds on Howard's tradition of producing the greatest number of people of color in STEM fields. More African Americans who earn a Ph.D. in a STEM field got their undergraduate degree from Howard University than any other school, Smith added.

Caroline Harper, Ph.D., a political scientist and educator, who has studied the color gap in STEM fields called such programs as BSSP crucial for students of



Nutritional Sciences major Kimberly Gardner (B.S. '21), with Organic Chemistry II Professor William Hollinseed, Ph.D., during her organic chemistry personal review session.

color, specifically, and for the world in general. “It’s not that they don’t have the interest or aptitude,” said Harper, who earned her doctorate in political science from Howard in 2013. “Too few students of color reach the benchmark for entry into STEM. For a university like Howard to reach out to students is something that will change the trajectory of their lives.”

A diverse pool of researchers adds valuable and diverse experiences and perspectives to problem solving, Harper added.

A Successful Start

BSSP is patterned after the Meyerhoff Scholars Program at the University of Maryland Baltimore County—a program Provost Wutoh was familiar with due to the years that he spent there as a student.

Several factors already spell early success for the program at Howard. Among them:

- From the second cohort, 18 of the 29 students earned a 4.0 GPA, and the other students aren’t far behind.

- Two years into the program, the inaugural class has maintained an average 3.6 GPA.

- Of the 31 students in the inaugural class, 25 students received summer research internships from all over the country, including Stanford University and Harvard University; as well as in Mexico, Ghana and other international locations.

- A top research scientist at Harvard University was so impressed with his

Like-Minded Achievers

Kimberly Gardner, Sophomore, nutritional sciences major

Eight schools, including two Ivy League universities, invited Kimberly Gardner (B.S. '21) to join their ranks. Gardner chose to become a Bison STEM Scholar because of the web of support that would surround her and the like-minded student achievers that she met the day she interviewed.

“I was blown away by the amount of intelligence in the room,” Gardner recalls. “Just the thought of being part of a future that everyone in the room would contribute to was mind-blowing. Everyone there wanted to get a Ph.D. or an M.D./Ph.D. That was so amazing to me. I’d never been around so many people of color striving for the top. Now, it’s my everyday life.

Like other STEM scholars she believes she’s excelling not just for herself, but for Africans Americans as a whole.

“It’s a constant reminder that we are more than what the media portrays,” she said. “We are more than the small towns or big cities that we come from where we know people who didn’t make it. We’re literally standing on our ancestors’ shoulders and we cannot fail.”

That first day at Howard left an indelible mark on her.



PHOTOGRAPH(S) BY JUSTIN D. KNIGHT

“It’s the first time I’d been told I can be more than I envisioned,” said Gardner, 19, a native of Jamaica who’s majoring in nutritional science, with a goal of doing research that leads to healthier eating, especially for children and people of color.

It’s almost surprising that Gardner would be taken aback by a stellar crop of top students. Her academic history is a road map crowded with high achievement since childhood. Among Gardner’s accomplishments: She studied two summers during high school at Cornell University and she earned a scholarship while in high school to take Saturday classes at the School for Visual Arts, a college in Manhattan. She graduated near the top of her class from the Ronald E. McNair Academic High School, where she met another McNair and Howard grad who would become her mentor—2017 Rhodes scholar Cameron Clarke (B.S. '17).

Clarke emailed remarks about Gardner from Oxford, England, where he’s studying public policy. “Kimberly is one of those students who you just know is going to be great,” Clarke wrote. “She’s incredibly bright and self-motivated, and a very capable and resilient young woman. But more than that, Kimberly is just an incredibly genuine and compassionate person ... I have complete faith that she is going to be a successful academic and community health advocate.”

Gardner is already proving to be a success. She was one of a select group of students from all over the world who was chosen to participate in the Clinton Global Initiative University (CGI U) last October, where students discussed how to turn *ideas* into *reality*.

“I want to be an expert; that’s my goal,” she said. “The only way to be an expert is to remain curious and in a constant state of learning, and always try to be exemplary.”

intern, he asked to visit Howard to meet the other students and learn more about the program.

Smith and Joshua Kennedy, BSSP program manager, attribute the program's success to the quality of students selected and the wraparound support that starts *before* students begin fall classes, which includes a bridge program and a two-week summer intensive research project in Germany.

"Not many freshmen start college with a completed research project and interna-

tional study abroad experience," Kennedy said. "It gives them a leg up, and I think it shapes their perspective early on for what STEM looks like. For many students, it's their first time being abroad."

The program is very selective. The first class of 31 came from a pool of more than 440 applicants. Other classes have been similarly competitive. BSSP seeks students who not only want to do research, but also want to use their skills and talents for improving life, both

nationally and globally.

"We have great young people who are not only intellectually gifted, but they're well-behaved, polite, focused and hard-working, and they've developed the discipline needed to be successful," Smith said. "That's a long, arduous track to a Ph.D. and a M.D./Ph.D. It takes a lot of effort."

"I'm not surprised with our students' success," Smith said. "I expect each of our students to do so well that they won't have to pay for graduate school." ■HU

Howard's Hallowed Ground

Earl Tankard, Sophomore, computer science

Earl Tankard Jr. (B.S. '21), almost didn't apply to become a Bison STEM scholar. When he got an email inviting him to apply he put it aside since he'd already been accepted to Howard University.

"I told my mom, 'I don't want to write yet another essay. I'm tired,'" he recalls.

His mother, Yvette Tankard, encouraged him to take a closer look. "This is more than a scholarship. This could be game changing," she told him. So, Tankard wrote another essay. And he's glad he did. He is now one of 30 students who make up the first class of Bison STEM Scholars.

The 20-year-old from Marlboro, New Jersey, is majoring in computer science. He plans to earn a Ph.D. and do research in the areas of big data analysis, machine learning and artificial intelligence. He already has a head start on his goal. Last summer he interned at the U.S. Naval Research Laboratory in Washington, D.C., which has already invited him back this coming summer.

Academics, especially courses in mathematics, have always been easy

and fun for him, Tankard said. He was that kid who flew through calculus while others crawled through algebra. "I just always liked to solve problems. I still do," he said. "And I especially like knowing multiple paths to a solution. I want to blend my love of problem solving with outside-the-box creative thinking."

But even an admittedly nerdy young man like Tankard can get overwhelmed by a rigorous academic schedule. What does he do to adjust? He turns to mentors and friends in the program who serve as an in-house support network for one another.

Additionally, a conversation he had with his grandfather when he was around 11 years old guides him still. The young Tankard admired his grandparents' lifestyle. They traveled often and enjoyed life despite being

retired. One day a curious young Tankard asked his grandfather how they could afford their lifestyle. "Grandson, you have one choice in this life: Play now and pay later, or pay now and play later," Tankard recalled his grandfather, the late Reginald Osborne Jr., telling him. Tankard could hang out and play with his buddies all the time and suffer the consequences later, or he could put time and effort into his studies so that he could reap the benefits later.

Tankard knew that the day he walked Howard's hallowed ground after being named a Bison STEM scholar that he'd made the right choice. "It just felt like home," he said. "I felt like I could be my full self here and grow—not just as a student and scholar, but as an entrepreneur and professional."



Burial Ground SECRETS UNFOLD

Howard research has ramifications
for the entire African diaspora.

BY TAMARA E. HOLMES (B.A. '94)

One of the many devastating side effects of the transatlantic slave trade is the erasure of knowledge about the lives of the free and enslaved Africans who helped to build the United States. However, a major archaeological find has provided insight into the lives of 17th and 18th century Africans in America, and Howard University has taken a lead role in bringing this research to light.

In 1991, construction workers at the site of a planned federal office building in New York City discovered a centuries-old burial ground.

Archeologists estimate that between the 1690s and 1790s more than 20,000 free and enslaved Africans were buried there on approximately five acres of land.

That land became known as the African Burial Ground (ABG), and it is the oldest and largest known cemetery for African Americans in the country.

To shed light on the burial ground's inhabitants, in 1993, 419 skeletal remains were sent to Howard's W. Montague Cobb Research Laboratory.

There, researchers examined each body to gain historical, archeological and biological insight.

In 2003, the remains were reinterred at the African Burial Ground site, but soil samples continue to provide Howard researchers with a wealth of information that not only sheds light on the lives and deaths of the burial ground's inhabitants, but potentially could one day have ramifications for the health and well-being of those of African descent around the world.

Carter Clinton, Ph.D. student,
is an Ernest E. Just-Percy L. Julian
Graduate Assistant and assistant curator
of the Cobb Research Laboratory.



An Important Partnership

Since Howard's relationship with the African Burial Ground began, researchers have discovered a number of insights, such as the approximate age of the inhabitants at death, whether they were likely born in Africa or the U.S. and what the life expectancy appeared to be at the time.

"Reconstructing this data gives us a real insight into what life was like back then," said Fatimah L.C. Jackson, Ph.D., director of the Cobb Research Laboratory. "We can speak authoritatively, and we can connect some of their struggles to the struggles we have today."

The mission of the Cobb Research Laboratory has always been to explore the biological history of African Americans, said Jackson. Researchers do that through a variety of disciplinary approaches, including studying the skeletal biology and molecular genetics of the population, as well as the clinical evidence that they gather.

"What we're trying to do is reconstruct 400 years of African American biological history. The collection that we have at the Cobb Research Lab makes it the premier skeletal biology and dental biology setting for researchers who study historic African populations," Jackson added.

Delving Into the Research

Current African Burial Ground research is being led by Carter Clinton, a doctoral candidate and assistant curator of the Cobb Research Laboratory. He is also an Ernest E. Just-Percy L. Julian Graduate Research Assistantship recipient. The assistantship is designed to give doctoral students an opportunity to gain experience in their respective fields, prepare them for future research and provide an opportunity to secure supplemental financial assistance through grant funding or other external sources.

Ironically, Clinton recalls visiting the burial ground in elementary school on a class trip. Little did he know then that he would conduct research on the remains for his dissertation, "Detection

and Identification of Metals Found in 17th and 18th Century New York African Burial Ground Grave Soil Samples." But when he arrived at Howard, "I absolutely jumped at the opportunity to work with these samples," he said.

Clinton started his research in summer 2015, and it encompasses three main areas:

- The first part looks at the soil chemistry to find out the elemental composition and see what trace metals might be present. One notable finding was that the soil had elevated levels of the mineral strontium. "The interesting thing with that is when you see these elevated levels of strontium in human remains it's an indicator of a vegetative diet," Clinton said. Howard researchers also discovered high levels of arsenic, zinc and copper in the soil, which is indicative of the factories that were dumping waste in the area, Clinton added.

- The second part of the research looks for bacterial DNA in the soil samples. By extracting the DNA from the soil samples, researchers have discovered bacteria that's associated with certain infectious diseases. This provides insight into the diseases that the people lived with and in some cases died of. "Some of our samples had Paratyphi and that's responsible for typhoid fever," Clinton said. "We're also finding pneumonia strains."

- The third part of the research looks to put into perspective how the trace metals and bacterial pathogens show up in and around the burial ground. "This gives us an idea of who suffered from what and how widespread it was," Clinton said.

A desire to get research experience led Babajide Owosela, a senior with a double major in biology and sports medicine to the Cobb Research Laboratory. For the last two years, he's assisted Clinton through such tasks as storing and categorizing the soil samples and helping to extract the bacterial DNA. Owosela's experience is a testament to Howard's



“

What we're trying to do is reconstruct 400 years of African American biological history.”

**Fatimah L.C. Jackson,
Ph.D., director of Cobb
Research Laboratory**

PHOTOGRAPH(S) BY JUSTIN D. KNIGHT



role in training the next generation of researchers. “I had no research experience and no clue how anything was done,” he said. “Now, I consider myself a scientist who can move the boundaries of science forward.”

Indeed, Jackson has an ‘Each One Teach One’ philosophy in which graduate students serve as project managers and mentor undergraduate students in the lab. “The undergraduates get a lot of hands-on experience in the lab, working with the graduate students and assisting them in the analyses of their area of study,” Jackson said.

Understanding the Ramifications

Though Clinton’s research does not directly look at human DNA from the remains, it allows researchers to develop more thorough identities of those Africans and African Americans who lived in

what is now New York during that time. “As African Americans, we have such a disconnected past largely because of the transatlantic slave trade,” said Clinton. “Any pieces of that history that we can connect are important.”

This research can also serve as a bridge to future research that does encompass human DNA and could one day have major health ramifications. “If we have human DNA from this population, we’d be able to see genetic variance or some evolutionary processes for specific diseases that African Americans suffer from today,” Clinton explained. “Then, making that connection, we could see what changes occurred, such as mutations that showed up and other things to better assess current health disparities.”

Precision medicine seeks to come up with a tailor-made treatment for disease based on genetics. But without historical

data on those of African descent, black people all over the globe are left behind. “If African Americans are not represented, how can you make a medicine for an African American who comes into your office with A, B, C symptoms?” said Clinton. Working to end such disparities is one of his passions.

Owosela is also excited about the ramifications that research like this can have on the health of people of color now and in the future. “To have more data like that, it means that black people around the world will have better healthcare,” said Owosela. “Fewer people will die and more people can have healthier, higher quality lives.”

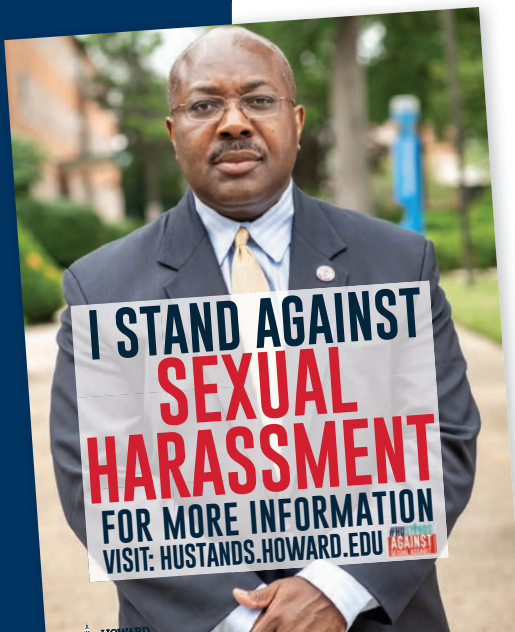
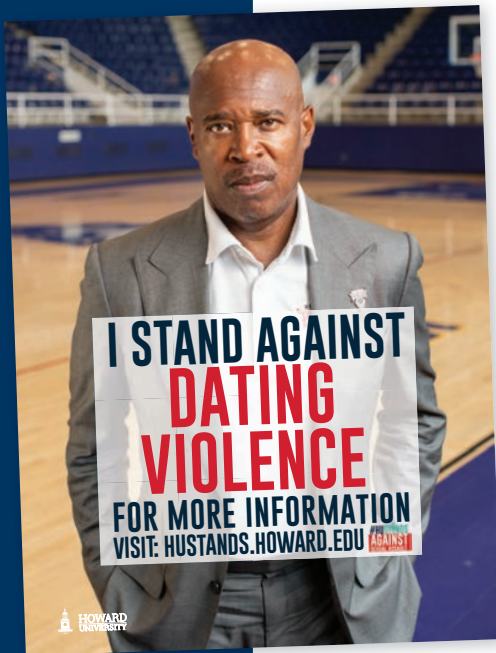
Each year, a group of freshmen at Howard visits the ABG and gets a first-hand look at the enormity of Howard’s research and the sanctity of the remains.

“This research is so important because one of our main goals is to increase the representation of African American data,” said Owosela. “These are my people. I have history with them.” ■IU

A Campus **AGAINST VIOLENCE**

Howard's community-wide approach to interpersonal violence raises awareness.

BY BRELAUN DOUGLAS (B.A. '16)



In the era of #MeToo, where conversations about consent and gender-based harassment have gained national attention, Howard University is taking a stand with a campaign aimed at educating and preventing incidents of interpersonal violence in its community.

Launched at the beginning of the fall 2018 semester as a collaborative effort between the Office of Interpersonal Violence Prevention, the Department of Public Safety, the Title IX Office and other departments on campus, the HU Stands campaign seeks to bring awareness to the campus community about interpersonal violence, prevention and bystander intervention. It provides training in the various residence halls to first-time incoming students, as well as workshops that help to elevate the conversation on what interpersonal violence is and what can be done about it.

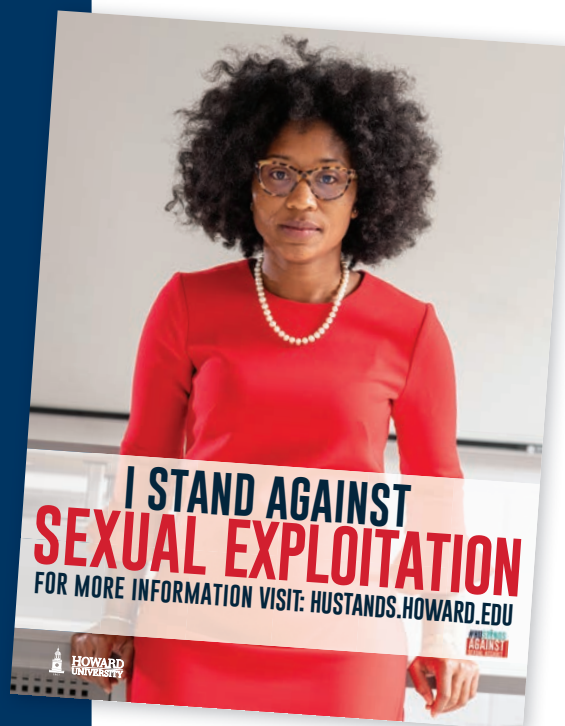
"HU Stands, overall, is a campaign where we're trying to make the message more visible, and I say that because the message has always been there," said Akosoa McFadgion, Ph.D., (M.S.W. 2000, Ph.D. 2014), director of the Office of Interpersonal Violence Prevention at Howard. "My office has been in existence since 2008, but the efforts from University communications have helped us to increase our messaging and awareness efforts. Our primary theme for the campaign was sexual assault prevention, but we have since expanded the focus of our trainings."

In 2017, Howard University released its interim Title IX policy on prohibited sexual and gender-based harassment and violence and other forms of interpersonal violence to better support victims and to better protect the rights of all involved. According to the World Health Organization, interpersonal violence is the use of physical force or power between individuals, including romantic partners, spouses, cohabitants, family members or roommates and has a high likelihood of injury, death, psychological

HU Stands encourages students, faculty and staff to learn about Title IX and interpersonal violence and its prevention, and it invites the community to go online and sign the pledge to be an active member against future incidents.

harm, maldevelopment or deprivation. Various types of interpersonal violence, such as sexual assault, sexual harassment, gender-based discrimination or harassment, dating and domestic violence, and stalking and retaliation, are addressed under Title IX, which is a federal law that prohibits sex discrimination in federally funded education programs and activities.

“The campaign is about educating our community members to understand: (1) What Title IX means (2) What is considered prohibited conduct and (3) How each person can be active participants to ensure a safe campus environment,” said Leslie Annexstein, Esq., Title IX director in the University’s Title IX office. “Our role is and continues to be to provide education and training to all of our campus stakeholders—students, employees, faculty and staff—and to make sure that everyone understands both their responsibilities *and* rights as members of our community and under the University Title IX policy.”



Education for All

HU Stands encourages students, faculty and staff to learn about Title IX and interpersonal violence and its prevention, and it invites the community to go online and sign the pledge to be an active member against future incidents.

In addition to the pledge, the campaign holds events and workshops geared toward open dialogue and discussion. For instance, “Candid Conversations” was an event that addressed recent assault stories that have made media headlines, but it also focused on what can be done on Howard’s campus to have healthier conversations around sex and consent. During a three-day event called “Surviving,” participants talked about rape culture and the often negative portrayal of black girls and women, and what can be done as a community to eradicate that imagery. And, the bystander program, “Bison Be the Difference,” teaches and encourages students to be the difference in how they think, act and respond when it comes to domestic dating violence, stalking or sexual assault.

The campaign also works to bridge the gap between males who want to have a voice or take action. Most recently, a male survivors support group was launched, and the newly established Bison Brothers Ally Curriculum will educate and train men on how to get involved with and support both male and female victims. At another event titled “Boys Will Be Boys,” men were provided an open space and opportunity to address issues of racism, sexual objectification of women and politics when it comes to sexual assault. McFadgion said that with the success of “Boys Will Be Boys,” her office hopes to reconvene the event and hold these conversations on a more regular basis in coming months.

Promoting Awareness Through Posters

A key part of the HU Stands campaign was the launch of the poster series, which features posters with prominent figures on campus, including Howard

University President Dr. Wayne A. I. Frederick, Chief of Police for the Department of Public Safety Marcus Lyles, and McFadgion, taking a stance and issuing the message that they would not tolerate anything less than a safe environment for everyone on campus.

“I think the poster series is great,” said first-year community health major Amayah Edwards (B.S. ’22), who has volunteered with the HU Stands campaign at its events and has helped to facilitate the open-conversation events about interpersonal violence.

“It provides a visual and allows students to see prominent campus figures engage with the campaign. The poster series also serves as an ongoing reminder to continue to facilitate a dialogue and uphold the values expressed in the campaign” said Edwards.

Instituting a Community Approach

In efforts to further support for victims, the campaign has also partnered with the Department of Public Safety to provide training to officers on how to assist students who have experienced relationship violence or a sexual assault. According to Lyles, these efforts have made a difference in reports made to DPS.

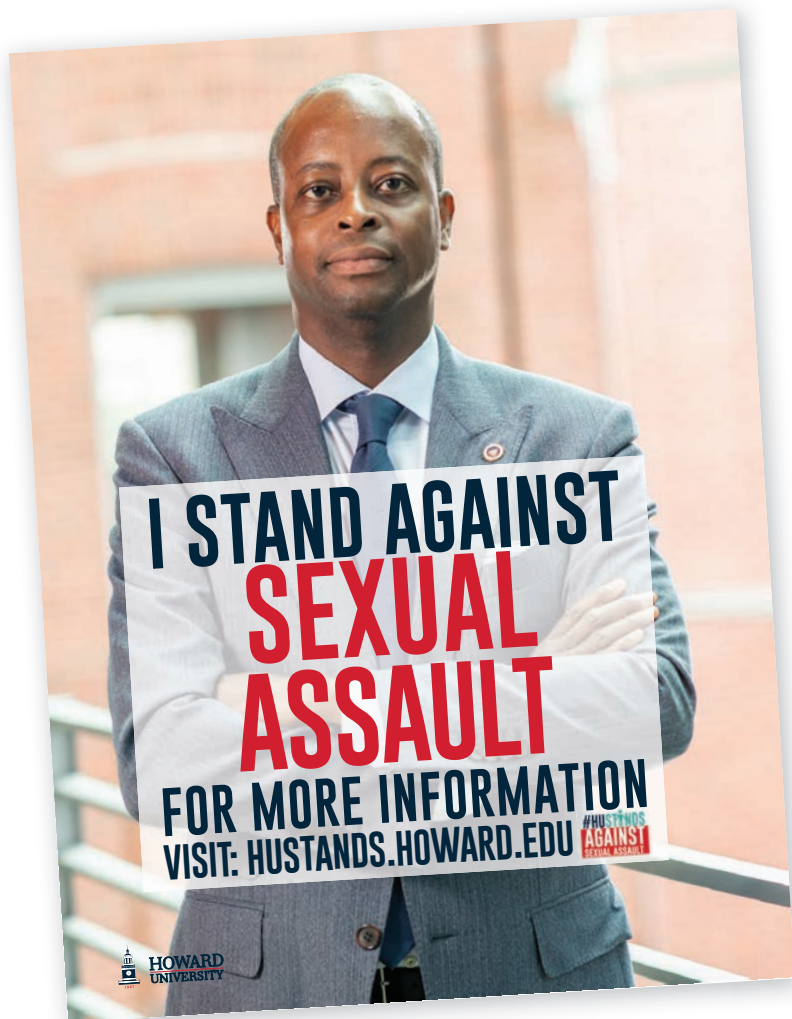
“Since the launch of the HU Stands campaign, students are more comfortable reporting interpersonal violence to my department,” he said. “We have also noticed an increase in the number of witness-reported crimes.” Further, the Office of Interpersonal Violence Prevention has also noticed a rise in student support since the campaign’s launch.

“We have lots of campus-wide organizations and young women and men who are interested in doing the work,” said McFadgion. “For this campaign, we had partnerships with eight other campus organizations. Normally, we work with anywhere from two to four organizations.”

The change is noticed among the student body as well. According to Edwards, since the campaign’s launch,

students are more open to the dialogue. “Students are more willing to stand with the campaign and have taken visible and vocal actions to show their opposition to assault on any level,” she said. “I definitely think that this campaign has allowed candid conversations to be expressed more often on campus. Assault is no longer talked about in a hushed whisper, it is being taken more seriously, and students and faculty are making even more strides in the right direction because of this campaign.”

Those involved have high hopes for how the campaign can evolve and continue to elevate awareness around the campus. Annexstein believes that the pledge can do a lot to promote the conversation and understanding. For the future of the campaign, McFadgion hopes to get more faculty involved and see the campaign “fully operationalized throughout the university.”



Changing the Culture

Lyles believes that the campaign will continue to change the way students think about and discuss the matter and even change the culture of the University.

“It is my hope that the HU Stands campaign will continue to provide additional educational and awareness opportunities to effect cultural change,” he said. “I am confident that Howard University will have more students who are informed and educated and will stand up and say, ‘Enough is enough.’ We all deserve a safe learning environment, and we all have a part to play in keeping it safe.”

Campus community members who want to get involved and take the pledge can do so on the HU Stands website at hustands.howard.edu. ■ HU

The POWER of GI

Trustees give record
philanthropic gifts to advance
key University initiatives.

BY TAMARA E. HOLMES (B.A. '94)

PHOTOGRAPH(S) BY JUSTIN D. KNIGHT

Howard University Board of Trustee
members (Left to Right): Laurence
C. Morse, Ph.D.; Danette G. Howard,
Ph.D.; Dr. Reed V. Tuckson and
Benaree Pratt Wiley



It's been said that success starts at the top. When it comes to University giving, the Board of Trustees is setting a record-breaking example.

In 2018, all members of the Howard University Board of Trustees made financial contributions to the University, with trustee gifts and documented pledges reaching \$5,520,001. That amount represented a 217 percent increase from the prior year—and the highest amount ever given collectively by the Board.

While giving in any capacity can make a difference, some trustees had the added satisfaction of seeing some of their contributions go to Howard initiatives that hold special significance for them.

Giving the Gift of Access

Sometimes people don't realize that they can have a voice in how their contributions are used, said Trustee Danette G. Howard, Ph.D., (B.A. '97). However, "you can give a gift that is purely reflective of you."

Howard chose for her contribution to go toward the student scholarship fund, partly because of her own educational experience. "I was incredibly blessed to receive a full academic scholarship to attend Howard University," she said. "Because of that scholarship, I was able to finish my undergraduate education without any debt."

In offering her donation, Howard wants other students to have that same sense of freedom. "There are so many young people who have endless and boundless talent," said Howard, who is the senior vice president and chief strategy officer at Lumina Foundation—an organization dedicated to increasing access and success to postsecondary education—and former Secretary of Higher Education in the state of Maryland. "However, their dreams are cut short because they do not have the financial means to pursue them."

Howard University President Wayne A. I. Frederick, M.D., M.B.A., F.A.C.S., addressed the need for affordable education in the University's new strategic framework, *Howard Forward 2024*. The framework calls for developing a strategy that will increase need- and merit-based funding to ensure that students can afford a Howard University education. Howard sees her gift as a contribution toward achieving that goal. She also intends that some of her contribution be used to support faculty members so that they can provide more research opportunities for undergraduate students.



There are so many young people who have endless and boundless talent."

Danette G. Howard, Ph.D.
(B.A. '97)

Preparing Future Leaders in Healthcare

Trustee Reed V. Tuckson, M.D., FACP (B.S. '73) credits Howard University with helping him to launch a successful career in the healthcare and medical care industries. Among his professional achievements: Tuckson is the former commissioner of public health for the District of Columbia, he served as president of the Charles R. Drew University of Medicine and Science and he was the executive vice president and chief of medical affairs for UnitedHealth Group. Today, Tuckson is managing director of Tuckson Health Connections, a healthcare consulting firm.

For Tuckson, both Howard and healthcare have been family affairs. "My father was one of the assistant deans at the College of Dentistry. My mother was trained as a nurse at Howard," he said. In addition, his brother, who is a surgeon, also attended Howard, and his sister-in-law studied nursing at Howard. "All of us have a very great debt of gratitude for what Howard's health sciences enterprise has produced. We benefit as a family and feel very strongly the moral and ethical imperative of giving back."

That's one reason why Tuckson, and his wife Margie, chose that (his) their contribution be used to help advance the quality of healthcare and health sciences training at Howard. "I have benefited in my career from being on the cutting edge of innovations in care delivery, and I can see how rapidly healthcare in America is changing," he said. "As such, I want to ensure that my donation will be used to create modern environments of care delivery so that our graduates will be well prepared to meet the opportunities and challenges of this rapid evolution in healthcare."

Tuckson said his donation also reflects the level of confidence that he has in President Frederick. "If there is anyone I would entrust the use of my money with, it would be with Dr. Frederick," he said.

Paving the Way for Women in Business

Trustee and Board Vice Chair Benaree Pratt Wiley (B.A., '68) was introduced to the field of business while she was at Howard. Initially intending to study education, Wiley took an economics class and a professor pulled her aside to ask her if she'd ever considered studying business. That led to a lifelong passion. "I just fell in love with business and how it can make a difference in so many people's lives," she said.

As principal of The Wiley Group, a firm that promotes leadership development and talent management, Wiley chose for a portion of her gift to be used to promote women in business leadership positions. "My life's work has centered around helping younger African Americans to advance," she said. She intends that some of her donation also be used to create platforms, such as forums or lecture series, where Howard women can hone the skills they need to advance in their business careers.

Wiley also designated that some of her donation be left for the University to use as it sees fit. "I believe strongly in giving unrestricted dollars because there are always so many ways in which resources are needed that we can't always predict," she said.

\$500

Most gifts made to Howard are under \$500, but together they add up to millions for financial aid, academics, research and other programs.



I can't think of anything more important to any people than the preservation of its history"

Laurence C. Morse,
Ph.D.
(B.A. '73)

Preserving Howard's Historic Legacy

Trustee Laurence C. Morse, Ph.D., (B.A. '73) wants his donation to go toward Howard's libraries and archives. "I can't think of anything more important to any people than the preservation of its history," he said. "Howard, through the Moorland-Spangarn Research Center and the library system in general, has incredibly valuable materials that speak to our sojourn in this country."

Morse, a co-founder and managing partner at private equity investment management firm Fairview Capital, also has a more personal reason for his choice. When he was an undergraduate, he benefited tremendously from the amount of time that he was able to spend in the Moorland-Spangarn Reading Room before it became a research center in 1973. "It was run by Dorothy Porter (B.A.

'28), who was very kind and generous to me when I was an undergraduate," he said. "She always made it possible for me to access materials that I wanted to see—things that I was simply curious about. I remember that, and I treasure it."

Morse has made it a priority to give back to Howard, even during the earlier years of his career when he didn't have as much to give. "Shortly after graduating from Howard, I suspect I was sending in \$10 and \$25 checks," he said. "But it was important, I thought, to establish a pattern of giving." Today, he considers giving to be not just a privilege but an obligation. "There is no way that I'd have been able to experience the career that I've had without the foundation that was laid at Howard," he said. "I have an obligation to do whatever I can to ensure that the students who follow me have the same types of opportunities that I had to grow."

Embracing the Power to Make a Difference

Some alumni believe that they don't have the resources to give enough to make a difference, but that is entirely false, said Howard. "For a student, \$150 is significant. That could be the cost of a couple of textbooks. That could go toward traveling for alternative spring break."

Alumni giving also inspires other philanthropic gifts. "When the philanthropic community sees that those of us who attended Howard are giving, whether it's \$25 or \$25,000, they also will be more likely to give," Howard added.

One of the greatest lessons the trustees have shown with their gifts is that giving is not a one-size-fits-all action. A gift to Howard can give alumni a way to be a part of Howard's evolution in the decades to come.

"You can say, 'This is an area that I really care about and want to see Howard put some resources behind,'" said Wiley. "Giving elevates your voice." ■IU

Mike Sales

Senior Director of Creative Design, NASCAR

By Katti Gray

As a boy, Michael T. Sales (B.S. '93) pencil-traced popular comic book characters onto paper. Later, he started conjuring up Southside Nefertiti, among others, in his own cast of Black comic superheroes. And because he was curious about so many visual things, he'd point the family's video-camera toward a stormy Georgia sky to see how raindrops appeared in the playback of what he'd recorded.

His parents noticed his gifts. They tolerated them as whims, fanciful. They expected any son of Black strivers—they were educators—to take a practical path toward an eventual, grown-up's job that could finance a comfortable, middle-class life.

"I didn't even have the confidence to tell them I wanted to be an artist," said Sales, NASCAR's senior director of creative design. "And I didn't have any examples around me of artists who had been successful. I can't say they discouraged me but ..."

Enrolling as an architecture major during his first semester at Howard seemed practical, though he got bored. Fast. His second semester, he switched to the School of Communications. Graduating Howard with a bachelor's in television production, Sales worked a succession of jobs melding his college savvy with skills he'd been cultivating since boyhood: art director, videographer, online producer/editor, interactive web developer. Also, a writer, he once penned a magazine article about another slaying of a black man by

a police officer, and how North Carolina churches, including his own, were climbing that mountain.

"That article was all of me, over time, learning to express my own voice and validate that," Sales said.

People of a certain age presume that Sales' current workplace is a mostly white domain, its handful of breakthrough non-white racers notwithstanding. "I'm old enough and Southern enough to have had my own presumptions about NASCAR," said Sales, who oversees the graphic and web design team serving every business division at NASCAR. "Once I got here, I was surprised to find there were far more people of color at NASCAR than I'd expected. There's an urgency about bringing more diverse folks in to build out this digital space."

That space also is a corporate one, where the bottom line matters. There, Sales is both a boss and a worker bee. Among other tasks, Sales spent much of 2018 steering a redesign of NASCAR.com. He oversaw development of NASCAR's leader board, letting diehard fans track racers' speed time, lag time and more via computer, while also watching the race on screen.

"As a creative, a project like that gives me more leverage with the business team," Sales said. "As an African American, from Howard University, I like being able to say, 'An African American did that.'"

NASCAR appeals to a growing body of blacks, Latinos and others who, for

example, are devotees of some of the same Fords and Chevys that racers race. Atlanta rapper Killer Mike, Sales added, "really knows NASCAR. He was at the Daytona 500 this year. We promoted him in social media. But that's the kind of thing we're trying to let emerge organically, not with some big splash."

Sales' NASCAR favorites include Bubba Wallace, an African American, and Ryan Blaney, who happens to be white. Blaney's podcast is solid, Sales said. Plus, Blaney is, like Sales, a huge fan of Star Wars.

Even before he joined NASCAR's payroll seven years ago, Sales was following NASCAR stars such as Dale Earnhardt Jr., son of racing icon Dale Earnhardt Sr. "My stepfather helped integrate the world of basketball in my hometown," said Sales, a non-athlete born and bred in Columbus, Georgia. "Everybody knew and admired him. My biological dad was class valedictorian, but I was not. Like Dale, I felt an internal pressure to live up to a dad's legacy."

When he was a nerdy, artistic teenager struggling to connect with his stepdad, the coach and barrier-busting sportsman, his art teacher, who doubled as a coach, encouraged Sales to show his desire. So, Sales painted his stepfather's portrait.

"I don't know if he knew what was going on between us," Sales said, reflecting. "But I know I worked really hard on that piece. And, when it was done, I was very proud of it. I think it touched my dad, too. Thirty years later, he still has that painting." ■IU



Karen Carter

Chief Human Resources Officer and the first Chief Inclusion Officer, Dow Chemical Co.

By Cassandra Spratling

Karen S. Carter (B.S. '94), Dow Chemical Company's chief human resources officer and the first chief inclusion officer, remembers the day she snuck away from her high school class trip to Washington, D.C. She took the bus. Howard wasn't on the school's list of colleges to visit, so she put it on hers. After visiting, she told her mother, "I'm either going to Howard or I'm not going anywhere." The energy on the campus—from the drumline overheard practicing nearby to the students carrying books who all looked "really, really smart"—ignited a burning desire to become a Bison.

Carter credits Howard University with laying the groundwork that helped her become a confident, capable global leader of a multibillion dollar company that employs 37,000 people in 60 countries around the world.

"At Howard, I found out excellence wasn't just an expectation, it was part of my DNA," said Carter, who lives in the Midland, Michigan, area where the international company is based. "I no longer waited for my copy of *Black Enterprise* to look at a few people who made it." At Howard, she was exposed to excellence daily.

In addition to a heavy class load, she participated in several organizations: she was an Ooh La La! dancer, she was in a variety of business clubs, and

pledged Sigma Gamma Rho Sorority, Inc.

Her family in Wichita, Kansas, where she grew up as the youngest of three girls, taught her the importance of giving back. Those lessons of service were reinforced at Howard and continue to be an integral part of her life today.

"I understand that when you have a position of influence, you have an obligation to serve," Carter said. But she doesn't do it solely to help other people. Serving fuels her spirit. "Serving gives me energy," Carter explained. Her volunteer service includes Kids Meal, which is dedicated to ending childhood hunger, the Boys & Girls Club of America and The First Tee, a youth development program that introduces them to golf.

Carter, who has a master's degree in international business from DePaul University, started working for Dow Chemical Company in 1994, right after graduating from Howard. She has held several positions with the company all over the world. She became its first chief inclusion officer in 2017 and took on the additional role of chief human resources officer in 2018.

Her primary responsibility as chief inclusion officer is to create a more inclusive and diverse workforce, which enhances the company's bottom line. She said she's most proud of the fact that inclusion and diversity has grown, an essential strand in the fabric of the

company's culture globally. "Inclusion and diversity is not a program, it's part of the way we operate," she said. "The business case for inclusion and diversity is indispensable."

Carter is married. The couple has two children and two grandchildren. If Carter—the corporate leader—could advise her undergraduate self, she'd tell her to learn to be comfortable in uncomfortable situations. "The jobs where I grew the most were the ones where I've been the most uncomfortable," she said. She recalled working for two years in China where the dominant language was Mandarin, which she didn't speak, and going months without seeing another African American. Despite traveling around the world, her favorite place to be remains her mothers' house in Wichita. "If I can get home and sit on my mama's front porch—that's my happy place." ■HU



“Inclusion and Diversity is not a program, it’s part of the way we operate. The business case for inclusion and diversity is indispensable.”

'40s



Anne S. Pruitt-Logan (B.A. '49) received an honorary Doctor of Humane Letters, honoris causa, degree from Case Western Reserve University on May 18, 2018.

89

Howard University is ranked No. 89 on U.S. *News & World Report's* 2019 rankings of the nation's best universities.

'80



Grady Crosby (B.A. '88) was appointed on June 11, 2018, to the International African American Museum Board of Directors. IAAM aims to re-center South Carolina's place in history and showcase the state's role in the development of the international slave trade and Civil War. Crosby is the vice president of public affairs for Johnson Controls and chief diversity officer and president of the Johnson Controls Foundation.



Terri Hollingsworth (B.Arch '88) was elected in November 2018, to a four-year term as Circuit and County Clerk of Pulaski County, in Little Rock, Arkansas. She garnered the most votes of any candidate on the general election ballot and is the first African American woman elected to a Pulaski County-wide office. Her responsibilities as clerk will include voter registration, marriage licenses and real estate records.



Maghan Keita, (Ph.D. '88), a full professor of history at Villanova University, celebrated in 2018, 30 years of teaching and transforming academic culture at the institution. Keita was also recently recognized by faculty, staff, and students on the 25th anniversary of the Africana Studies program, which he founded. He also started the Global Interdisciplinary Studies program—now a thriving academic department—and served as its inaugural chair before resigning from the position in 2018. Keita continues his work as a faculty leader for the Global Citizenship Alliance and is a past winner of the Cheikh Anta Diop award for his book *Race and the Writing of History: Riddling the Sphinx*.

'90s

Tanya Gardner (M.A. '92) was a 2018 recipient of the Lindback Distinguished Teaching Award, which recognizes exceptional faculty in the Greater Philadelphia area. Gardner is an associate professor of communications studies at Delaware County Community College. Lindback recipients are committed to the intellectual and social development of students and have a teaching approach that extends beyond the classroom.



Kadidia V. Thiero (B.A. '94) was appointed SOARS program lead at the University Corporation for Atmospheric Research.



Derrick M. Dennis (B.A. '96) joined I24NEWS—a national and international news outlet—as weeknight anchor. He is now host of “Take:30” and will also anchor and report for other I24 news broadcasts.



Ayanna L. Jenkins-Toney (B.A. '97), founder and senior partner at the Law Offices of Ayanna L. Jenkins-Toney, has been recognized by the California Association of Black Lawyers as the 2018 Solo Practitioner of the Year. For 15 years, her law office has provided legal services to individual clients, families and small businesses in the areas of family law, civil rights, civil litigation and personal injury.

Beverly VanTull (B.A. '99) was named as the women veterans program manager at the Virginia Department of Veterans Services. In this newly created position, VanTull will develop and provide full-time support to Virginia's women veterans and their unique and diverse needs at the state level.



'00s



Pearl K. Dowe (Ph.D. '03) will join Emory University in fall 2019 as the Asa Griggs Candler Professor of Political Science and African American Studies with a joint appointment between the university's Oxford College and Emory College of Arts and Sciences. At Emory she will teach a course each year and help expand the curriculum. At Oxford, her course will have a thematic focus on understanding leadership.

Jeffreen M. Hayes, Ph.D., (M.A. '05), the Chicago-based curator and Threewalls executive director, recently had her exhibition AFRICOBRA: Nation Time selected as an official Collateral Event of the historic Biennale Arte 2019 in Venice. The exhibition, which heralds the eponymous collective of young black artists working in 1960s Chicago, debuted at the Museum of Contemporary Art North Miami in December 2018. AFRICOBRA will be on display from May 11–November 24.



Brandon Brice (B.B.A. '06) was awarded the 2018 Michigan Chronicle's Man of Excellence Award for his work with youth in Detroit and the Boys Scouts of America.

Danielle K. Perry (B.A. '06, J.D. '09) was appointed as executive director of Growing Home, Chicago's leading expert in farm-based training for people with employment barriers. The comprehensive program offers trainees relevant, transferable job skills in addition to resources to conquer specific issues, such as criminal records or medical needs. Perry is a former communications professional and special adviser in the United States Department of Agriculture's Office of Civil Rights.



'IOs

Jerrell Blakeley (B.A. '10) was elected to an at-large seat on Trenton, New Jersey's City Council. He was the youngest candidate running for Trenton municipal office in the 2018 election cycle.



Dr. Lori Mitchell (B.S. '10) and Joshua Mitchell (B.A. '13) welcomed their first child Jordan L. Mitchell on Feb. 23, 2019.

Devon Hogan, RA, LEED AP BD+C (B.S. '13) was promoted to architect at Quinn Evans Architects. He specializes in educational facility design and renovation. His experience includes the modernization of the historic Stratford Middle School in Arlington, Va., as well as Kramer Middle School and Van Ness Elementary School, both in Washington, D.C.



Love Story: Ashlee Thomas and Joshua Campbell



Ashlee Thomas (B.S. '13)

Pediatric Dental Resident, Howard University College of Dentistry

Joshua Campbell (B.A. '14)

Manager, Capital One Corporate

The Meeting: We officially met in fall 2012 in front of Blackburn. It was a sunny First Friday and everyone was on the Yard.

The First Date: Our first date was at Alfred Street Baptist Church in Alexandria, Virginia, for Sunday service.

The Why: We truly consider each other best friends and, most importantly, try to have fun in all that we do. One of the strongest parts of our relationship is being able to laugh together. Through years of undergraduate, graduate, and professional school, we remained committed to one another and knew that tying the knot was the next step.

Other Info: Ashlee is a former Miss Howard University (2011–12) and is a member of Alpha Kappa Alpha Sorority Inc., initiated at Alpha Chapter, and Josh is a member of Kappa Alpha Psi Fraternity Inc., initiated at Xi Chapter. ■IU



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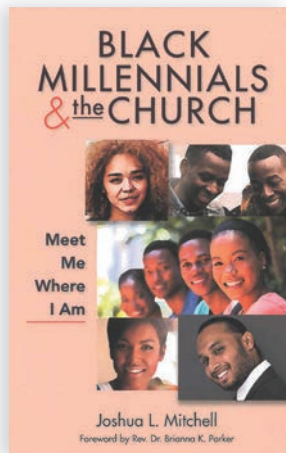
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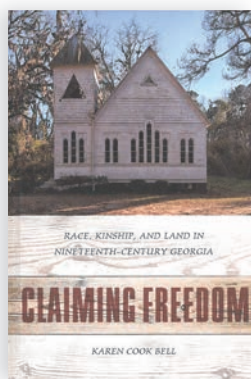
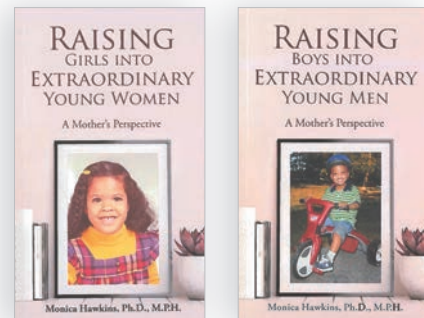
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Bison Bookshelf

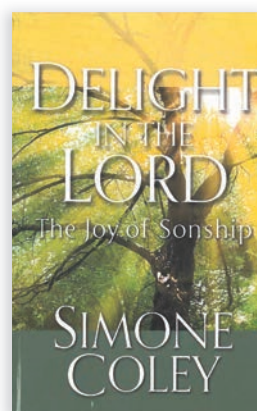
Black Millennials & the Church (Judson Press), by **Joshua L. Mitchell** (B.A. '09), is a resource to equip church leaders with a profile of black millennials that will help churches to effectively attract and make disciples of this emerging generation of young adults. It includes specific ministry principles and programming proposals for use in the local congregation.



Raising Girls Into Extraordinary Young Women and Raising Boys Into Extraordinary Young Men (AuthorHouse), by **Monica Hawkins, Ph.D., M.P.H.** (B.S. '91), is a mother's perspective that can be used as a blueprint to raise articulate, confident, intelligent and extraordinary young men and young women.



Claiming Freedom: Race, Kinship, and Land in Nineteenth-Century Georgia (The University of South Carolina Press), by **Karen Cook Bell** (M.A. '94, Ph.D. '08), is an analysis of the transition African Americans experienced as they emerged from Civil War slavery, struggled through emancipation and then forged on to become land-owners in the Georgia lowcountry during the Reconstruction and post-Reconstruction period.

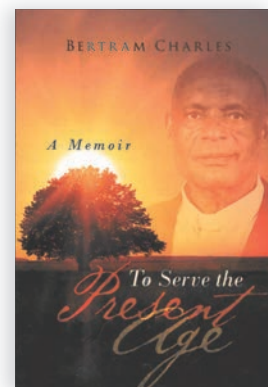


Delight in the Lord: The Joy of Sonship (Gazelle Press) by **Simone Coley** (J.D. '03) delves deeply into Christian doctrines to highlight both to the church and unchurched that life as a child of God is truly delightful and blessed because Jesus' burden is light.



Library of Small Catastrophes (Copper Canyon Press), by **Alison C. Rollins** (B.A. '09), examines the body and nation as storehouses of countless tragedies. Rollins uses the concept of the archive to offer a lyric history of the ways in which we process loss. This collection renders the personal and the political inseparable, while alerting readers to the union between progress and decay.

To Serve the Present Age (Page Publishing Inc.) by **Bertram Charles** (J.D. '71) is a memoir of Charles' life growing up in St. Kitts, life in the U.S. Army, his call to ministry and the crowning event of his life—being ordained as a minister of the African Methodist Episcopal Zion Church.



To **submit a book** for consideration in **Bison Bookshelf**, please mail a copy to:

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'40s

Mary M. Cannady, B.A. 1943, died on Nov. 1, 2018. After she graduated from Howard, Cannady was offered a job as social worker in Milwaukee, where she was hired to explicitly work with the city's growing black population. She went on to obtain a master's degree from Smith College and was an active participant in the Alabama civil rights movement. She was 103 years old.

Juanita Winchester Howard, Nursing Diploma 1944, died on Oct. 24, 2018. She was 95.

Velmaree N. Smith, Nursing Diploma, 1944, died on Oct. 21, 2018. After getting her nursing diploma, she went on to earn her bachelor's degree in psychology from Cleveland State University. She retired from University Hospitals in Cleveland in December 1988 and remained actively licensed as a registered nurse for several years after her retirement.

Edith Roberts, Nursing Diploma 1946, died on Jan. 23, 2019. She was 94.

Martha Lewis Smith, R.N., Ed.D., Nursing Diploma 1945, died on Oct. 20, 2018. After obtaining her Diploma in Nursing, she went on to obtain degrees from The Catholic University of America. While at CUA, she was a true pioneer as the only African American nurse in her class. In the 80s, she helped to establish at the University of the District of Columbia a two-year Associate Degree of Nursing followed by a Baccalaureate of Nursing program.

Dr. Lloyd A. Watts, B.S. '48, died in December 2018. He was 96.

Catharine Brown, B.A. 1949, died on June 24, 2018.

'50s

Bishop Elliott Griffin Thomas, B.S. '50, died on Feb. 28, 2019. He served as the third Bishop of the Diocese of St. Thomas in the U.S. Virgin Islands from Dec. 12, 1983 until he retired on June 30, 1999. He was 93.

Rosemarie T. Brooks, B.A. '55, died on Sept. 14, 2018.

Lt. Col. (retired) William Baker, B.A. 1957, died on Sept. 24, 2018. After graduating from Howard, he joined the U.S. Army and went on to become a lieutenant colonel. He was 86.

Chester L. Wilson, B.A. 1958, died on Sept. 26, 2018. After graduating from Howard, he joined Army ROTC and was later commissioned a second lieutenant. He completed night school in 1962 and then went on to serve two tours in Vietnam as a pilot. He retired in 1975 as a major in the U.S. Army. He then joined the staff of Howard University as assistant director of annual giving programs.

'60s

Doris G. Wilson, B.A. '61, died on June 8, 2018. After graduating from Howard, Wilson went on to have a career in social work. She was 79.

'70s

Dr. Rodney D. Young, Pharm.D. 1974, died on July 1, 2018. After graduating from the College of Pharmacy, he earned his medical degree from the University of Miami. He was a physician at the Palm Beach County Health Department before going on to open his own pediatric practice.

Charles Willoughby Sr., J.D. 1975, died on Oct. 14, 2018. After graduating with his law degree from Howard University, he worked as an attorney in U.S. government, New Orleans government, and at Southern Minnesota Legal Services.

In Memoriam

Alumni

'70s

Ronald Henry, Pharm. D. 1975, died on Oct. 28, 2018. After he graduated from Howard University, he became a licensed pharmacist in the District of Columbia and Pennsylvania. He was employed as a pharmacist at Misericordia Hospital (now named Mercy Philadelphia Hospital) for 30 years and served as president of the Greater Philadelphia Pharmacy.

Janette Hoston Harris, M.A., 1972, Ph.D., 1975, died on Nov. 2, 2018. After graduating from Howard, she went on to become the District of Columbia's Historian and founder of the Washington DC Hall of Fame Society. She also worked for the Peace Corps and the Association for the Study of African American Life and History. Harris taught in D.C. public schools and at the University of the District of Columbia, Bowie State University and Lorton Prison.

'80s

Janice McKnight-Magona, B.A. '84, died on Nov. 30, 2018. While at Howard, McKnight-Magona served as editor-in-chief of The Hilltop. After publishing a series of articles in the student-run newspaper that covered sex discrimination on campus, she was expelled. A legal battle ensued, but she was later readmitted to the University where she resumed editorial work at The Hilltop. After graduation, she went on to work on the first Million Man March, served as legislative correspondent for Sen. Arlen Specter and worked as public relations director for the National Council of Negro Women under Dorothy I. Height's presidency.

'90s

Geisha D. Brown, B.S., 1994, died on Jan. 14, 2019. She was 47.

Reginald Eugene Waters, B.S. 1992, died on Oct. 22, 2018. He was the founder and chairman of Advanced Engineering Design Inc., headquartered in Prince George's County, Maryland.

'10s

Dr. Erica E. Parris, M.D., 2015, died on March 15, 2018. She was 32 years old.

Former Chapel Dean

Rev. Evans E. Crawford Jr., Ph.D., former dean of the Andrew Rankin Memorial Chapel, died on Feb. 16, 2019. Crawford spent his career at Howard University, where he started in 1958 as a theology instructor and acting dean of the University Chapel. He served in many positions at the University, including dean of Andrew Rankin Memorial Chapel, assistant professor, acting associate dean of the school of Divinity and interim vice president for University Advancement. He retired in 1991 as professor emeritus of social ethics but continued to teach courses on preaching and social ethics as an adjunct professor at the Howard University School of Divinity. During the 91st Charter Day

Dinner, Crawford received the Capstone Distinguished Award for his 48-year tenure as dean and member of the faculty of Howard University.

Howard University is the third University—after University of Chicago and Princeton University—to designate a Dean of Chapel, showing its commitment to organized religious life on campus. The Chapel has had four deans in its history—Dean Crawford was the third.

He graduated in 1939 from Dunbar High School in Washington D.C., where his extracurricular activities included speech and oratory competitions. In 1943, he received his B.S. degree from Huston College (now Huston-Tillotson College).



Crawford then went on to earn from the Boston University School of Divinity a bachelor's degree in sacred theology (1946) and a doctor of theology (1957).



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The Howard Legacy Society was created to pay tribute to those who include the University in their estate plans. Even if you choose to remain anonymous, your gift will set a wonderful example for others to follow.

If you have already included Howard in your estate plans or if you would like information on how to do so, please contact Quina De Laine, Planned Giving Officer at 202-238-2518 or quina.delaine@howard.edu.

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I hereby give, devise and bequeath _____ (insert dollar amount, property to be donated, or proportion of residuary estate) to Howard University, a nonprofit organization with main offices at 2400 Sixth Street, NW, Washington, DC, 20059, for the University's general purposes (or for the support of a specific fund or program). Federal Tax ID #53-0204707.

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