

DEPARTMENT OF DEFENSE

Office of Diversity Management and Equal Opportunity

“Taking the Pentagon to the People”



April 11-12, 2018
Fayetteville State University
Rudolph Jones Student Center
Fayetteville, NC



**OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, DC 20301-4000**



**PERSONNEL AND
READINESS**



April 11, 2018

Dear Participants:

Welcome! Please join the Department of Defense (DoD) in expressing gratitude to Fayetteville State University for allowing DoD to hold this “Taking the Pentagon to the People” event at their campus. Fayetteville State University continues to support government collaboration and joins the many other HBCUs/MSIs in producing some of America’s top talent in our public and private sectors.

It is our goal to engage with educational and policy leaders and staff, and administrators and university students to showcase DoD as a model employer. We also aim to present HBCUs/MSIs leaders and faculty with information regarding prospective participation in DoD science, technology, engineering and mathematics (STEM) efforts; human capital development; research and development programs; and educational opportunities for their students and faculty. Moreover, we endeavor to encourage meaningful collaboration between HBCUs/MSIs and DoD.

With continued support and collaborative efforts between government and the private sector, MSIs will continue to play a critical role in our Nation by preparing men and women for the workforce and providing innovation and technology solutions in support of our men and women in uniform.

Again, welcome and thank you for joining us!

Sincerely,

A handwritten signature in black ink, appearing to read "Clarence A. Johnson".

Clarence A. Johnson
Director
Office of Diversity Management
And Equal Opportunity

April 11, 2018

Greetings Conference Participants:

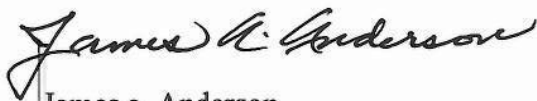
On behalf of the entire Fayetteville State University (FSU) Bronco family, I am delighted to welcome you to our campus for the Department of Defense Conference, "Taking the Pentagon to the People." It is a great honor to have so many influential leaders from our military, civic, business, governmental, and higher education communities on our campus for this important event.

A constituent institution of the University of North Carolina system and located within ten miles of Fort Bragg, FSU has a rich legacy of providing higher education opportunities for soldiers, veterans, and their families. Over twenty percent of our students are affiliated with the military, making FSU one of the largest military-serving universities in the state and nation.

Increasing the number of graduates in STEM disciplines, especially among underrepresented student populations, is a top priority of our strategic plan. To support these efforts, we are making significant investments in faculty and instrumentation in STEM disciplines and hope to increase research internships for our students with the Department of Defense. Our nationally renowned College of Business and Economics offers programs that address critical needs of our local community and the Department of Defense and partners with local businesses to produce future high-tech entrepreneurs. Our Center for Defense and Homeland Security prepares FSU students and veterans for careers in national security.

On behalf of the Fayetteville State University community, thank you for attending this meeting and partnering with FSU to meet the needs of the Department of Defense community.

Sincerely,



James a. Anderson,
Chancellor

DoD Leadership



Mr. Clarence A. Johnson, SES
Director
Office of Diversity Management and Equal Opportunity
Office of the Under Secretary of Defense
Pentagon

In February 2003, Clarence A. Johnson was selected to the Senior Executive Service and assigned as Principal Director and Director for Civilian Equal Employment Opportunity, Office of the Deputy Under Secretary of Defense (Equal Opportunity) at the Pentagon; the office was renamed in 2006 to the Office of Diversity Management and Equal Opportunity. In that capacity, he is responsible for the development and coordination of diversity management and equal opportunities policies and programs affecting all DoD civilian employees and military personnel within DoD worldwide. He also provides staff supervision of the Defense Equal Opportunity Management Institute (DEOMI), a 100-member institution, located at Patrick Air Force Base, Florida, which is the premiere DoD school in equal opportunity and equal employment opportunity training, education and research. Mr. Johnson serves as principal advisor to the Under Secretary of Defense (Personnel & Readiness) on diversity management, equal opportunity and equal employment opportunity matters. In January 2009, Mr. Johnson was selected to a special temporary assignment, where he stood up a permanent organization with a key requirement to oversee policies that ensure support for our wounded, ill and injured service members, veterans and their families. Supporting the Secretary's priorities, the organization he built, the Executive Secretariat (Senior Oversight Committee and Joint Executive Council)/Office of Strategic Planning and Performance Management (ES), served as the key forcing function for integrating DoD and VA activities.

From May 2009 until February 2010, Mr. Johnson was chosen to serve as the Acting Deputy Under Secretary of Defense (Plans). In that key role, he provided leadership and oversight of all USD(P&R) Plans functions. From May 2010 until July 2010, Mr. Johnson was again designated as the Acting Deputy Under Secretary of Defense (Plans). In October 2010, Mr. Johnson was detailed as the Special Assistant to the Deputy Assistant Secretary of the Army (Diversity and Leadership) assist the Army in implementing a robust diversity strategy. He stood up a Division, Diversity and EEO Policy and Programs, where he served as its Director until his return in February 2012 to his present position as Director, Office of Diversity Management and Equal Opportunity. Mr. Johnson entered active duty service as a C141 navigator. In addition to global airlift and contingency operations, his tours of duty included the Military Airlift Command Plans staff and Air Staff Training (ASTRA). He was a squadron commander three times and a group commander twice. Additionally, he held increasingly responsible positions at the headquarters and installation level. His decorations include the Defense Superior Service Medal (with one Oak Leaf Cluster), the Legion of Merit, and the Meritorious Service Medal (with three oak leaf clusters). Mr. Johnson holds a master's degree in Human Resource Management from Webster University, Missouri, and a Bachelors Degree in Biology from Tuskegee Institute, Alabama. Mr. Johnson is also a graduate of Air Command and Staff College and the Air War College, Alabama, and the National Security Management Course, National Defense University.

University Leadership



Dr. James A. Anderson
Chancellor
Fayetteville State University
Fayetteville, NC

Dr. James A. Anderson serves as Chancellor and Professor of Psychology at Fayetteville State University. He began his duties as Chancellor of the state's second-oldest public institution on June 9, 2008. Before coming to FSU, Anderson served as the University at Albany's (New York) Vice President for Student Success, Vice Provost for Institutional Assessment and Diversity and Professor of Psychology.

Raised in Washington, D.C, Anderson majored in psychology at Villanova University in Pennsylvania. He later earned a doctoral degree in the field of cognitive psychology from Cornell University in New York, and upon completion he accepted his first academic appointment in the Department of Psychology at Xavier University in New Orleans.

In 1992, he began his 11-year tenure as Vice Provost for Undergraduate Affairs at North Carolina State University. In 2003, Anderson was recruited to Texas A&M University, a major land-grant institution serving more than 46,000 students, as Vice President and Associate Provost for Institutional Assessment and Diversity. He held that post until joining the University at Albany in 2005. Dr. Anderson has consulted with over 350 colleges and universities addressing topics such as teaching effectiveness, retention and persistence, and the assessment of student learning and diversity.

He has been a community activist in cities like Philadelphia, New Orleans, Pittsburg, Cleveland Raleigh, NC, New York City, Albany, NY, and now Fayetteville, NC. He sits on the Advisory Boards of 7 higher education institutions and several local boards in Fayetteville, NC.

One of his motivational mottos is, "I can't change the whole world but I can change that small sections that I control."



Agenda

Wednesday, April 11, 2018

8:00 AM **Registration and Continental Breakfast**

8:30 AM **Opening Plenary Session**

Presiding: Dr. Daryush Ila
Associate Vice Chancellor for Research and Technology Transfer
Fayetteville State University
Fayetteville, NC

Presentation of the Colors
Army Senior ROTC Color Guard
Cadet Commander: CDT Benjamin Dunlap
Cadre: DPT Charles Hodge, SFC Matthew Kruse
Fayetteville State University
Fayetteville, NC

The National Anthem
Dr. Denise M. Payton
Assistant Professor and Director of Mane Attraction
Department of Performing and Fine Arts
Fayetteville State University
Fayetteville, NC

Official Welcome Remarks
Chancellor Dr. James A. Anderson
Fayetteville State University
Fayetteville, NC

Judge William Webb
University of North Carolina System
Board of Governors
Chapel Hill, NC

Dr. Pamela Jackson
Interim Provost and Vice Chancellor for Academic Affairs
Fayetteville State University
Fayetteville, NC

9:15 AM **Session I: Taking the Pentagon to the People: Purpose & Objectives**
Introduction of Speaker: Dr. Pamela Jackson

Speaker:

Mr. Clarence A. Johnson, SES
Director
Office of Diversity Management & Equal Opportunity
Office of the Under Secretary for Defense
Pentagon

9:45 AM

Session II: Doing Business with DoD: Overview Army Small Business/Army Small Business Technology Transfer (STTR)

Introduction of Speaker: Dr. John Hardin
Executive Director, Office of Science, Technology & Innovation (OSTI)
North Carolina Department of Commerce
Raleigh, NC

Speaker:

Mr. Michael “John” Smith
Program Manager
Army Small Business Technology Transfer Program (STTR)
Army Research Laboratory
Adelphi, MD

10:30 AM

Morning Break

10:45 AM

Session III: Defense Civilian Personnel Service Center

Introduction of Speaker: Maj. General (RET) Rodney O. Anderson
Special Assistant to the Provost for Military Affairs
Fayetteville State University
Fayetteville, NC

Speaker:

Ms. Karen S. Hannah
Director
Strategic Recruitment Division
Department of Defense, OSD/_CPP
Defense Civilian Personnel Advisory Service
Pentagon

11:30 AM

Session IV: Research Collaboration and Internships with Air Force Research Laboratory

Introduction of Speaker: Ms. Tamara Bryant
Director of Veteran’s Business Outreach Center
Fayetteville State University
Fayetteville, NC

Speaker:

Dr. Timothy S. Kroecker
Senior Operations Research Analyst
Air Force Research Laboratory – Information Directorate
Rome, NY

12:15 PM

Luncheon

Topic: “A Look into Army S&T” (RDECOM)

Introduction of Speaker: Dr. Lee Brown
Interim Dean of College of Business and Economics
Fayetteville State University
Fayetteville, NC

Speaker

Dr. Vallen L. Emery, Jr.
Program Manager
HBCU/MI Outreach
U.S. Army Research Laboratory (ARL) Special Projects and Historically Black
Colleges Universities and Minority Institutions (HBCU/MI) Program
Adelphi, MD

1:15 PM

Session V: Federal Outreach Recruiting and Workforce Development

Session Moderator: Dr. Jane Smith
Director, Office of Continuing Education and Summer School
Fayetteville State University
Fayetteville, NC

Panelists:

Ms. Tamara L. Moland
Director of Equal Employment Opportunity
(EEO) US ARMY, Joint Munitions Command
(JMC) Rock Island, IL

Mr. Cory Britt
Program Manager/Ammunition Demilitarization Specialist
Minority College Relations Program Team Member
Headquarters, Joint Munitions Command
Rock Island, IL

Dr. Robert Gibson
Director
NASA Postdoctoral Program
Oak Ridge Associated Universities (ORAU)
Oak Ridge, TN

2:45 PM

Afternoon Break (FSU Research Highlights)

3:30 PM

Session VI: National Guard Bureau’s Minority College Outreach and Engagement Programs (MCOP)

Introduction of Speaker: Mr. Clarence Brown
Project Lead
ProSource 360 Consulting Services
Washington, DC

Speaker:

Ms. Jacqueline Ray-Morris
EEO Manager for Minority College Outreach Programs
National Guard Bureau
Arlington, VA

4:00 PM

Session VII: ARL HBCU/MI Education Outreach Initiatives

Introduction of Speaker: Dr. Jon Young
Chief of Staff
Fayetteville State University
Fayetteville, NC

Speaker:

Dr. Patrice D. Collins
Outreach Special Program Coordinator
U.S. Army Research Laboratory Outreach Office
Adelphi, MD

4:30 PM

Session VIII: Strategic Partnerships to Increase Student and Faculty Opportunities

Introduction of Speaker: Dr. Leslie Evelyn
Director
Office of Sponsored Research and Programs
Fayetteville State University
Fayetteville, NC

Speaker:

Ms. Margie Brown
HBCU/MI Outreach Manager for Research/Senior Research Associate
Georgia Institute of Technology/Georgia Tech Research Institute
Atlanta, GA

5:00 PM

Closing Remarks & Evaluation

5:15 PM

Session IX: Chancellor's Welcome and Networking Reception

Remarks:

Chancellor James A. Anderson
Mr. Clarence A. Johnson

Musical Selections:

Dr. Brooksie Harrington, "The Aesthetics of Gospel"
Department of English
Fayetteville State University
Fayetteville, NC

The Jazz Express/Fayetteville State University Students
John Alex Snider - Alto and Baritone Saxophone
Josann John-Duarte – Trumpet Michael Counts - Bass
Bryan Lyons – Piano Ashonti Gainey - Drums
Department of Performing and Fine Arts

Thursday, April 12, 2018

8:00 AM

Registration

8:30 AM

Session X: DoD SMART Program Opportunities

Introduction of Speaker: Mr. Daniel R. Farmer

President

TMT Group, Inc.

Huntsville, AL

Speaker:

Mr. Tylar Temple

Deputy Program Manager

Science, Mathematics and Research Transformation (SMART)

Office of the Under Secretary of Defense (Research and

Engineering) Research Triangle Park, NC

9:15 AM

Session XI: U.S. Army Corps of Engineers Diversity and Leadership Initiatives

Introduction of Speaker: Ms. Kendra Y. Haywood

Interim Director of Career Services Center

Fayetteville State University

Fayetteville, NC

Speaker:

Mr. James Braxton

Chief

Office of Diversity and Leadership

U. S. Army Corps of Engineers

Washington, D.C.

10:00 AM

Morning Break

10:15 AM

Session XII: DoD Research and Development Opportunities

Session Moderator: Dr. Radoslav Z. Nickolov

Professor and Department Chair

Mathematics and Computer Science

Fayetteville State University

Fayetteville, NC

Panelists:

Ms. Patricia Huff

HBCU/MI Program Manager

Army Research Office

Research Triangle Park, NC

Mr. Anthony C. Smith, Sr.

Director/Program Manager

Department of Navy's Historically Black Colleges and Universities and

Minority Institutions (HBCU/MI) Programs

Arlington, VA

Mr. Edward J. Lee
Program Coordinator
Historically Black Colleges Universities and Minority Institutions (HBCU/MI)
Programs and SBIR/STTR
Air Force Office of Scientific Research
Arlington, VA

11:15 PM

Luncheon

Introduction of Speaker: Dr. Daryush ILA
Associate Vice Chancellor for Research and Technology Transfer
Fayetteville State University
Fayetteville, NC

Speaker

Dr. Sammy Y. Choi
Director of Research at Womack Medical Center
Fort Bragg, NC
“Cape Fear Research Consortium”

12:15 PM

Session XIII: Successful Innovative Center Development

Session Moderator: Dr. Carla Padilla
Compliance and Export Control
Fayetteville State University
Fayetteville, NC

Dr. Shaik Jeelani
Vice President for Research and Sponsored Programs/Graduate Dean
Tuskegee University
Tuskegee, AL

Dr. Matthew Hull
Associate Director
Innovation & Entrepreneurship
Virginia Polytechnic Institute and State University
Blacksburg, VA

1:00 PM

Evaluations & Closing Remarks

BIOGRAPHIES



Mr. James Braxton
Chief
Diversity and Leadership
Office of Diversity and Leadership
U.S. Army Corps of Engineers
Washington, DC

Mr. James J. Braxton Sr., is a career Federal civil servant with the U.S. Army Corps of Engineers (USACE). He is currently the Chief, Office Equal Employment Opportunity (EEO), Headquarters (HQ), USACE, Washington, DC responsible for Command-wide Equal Employment Opportunity, Equal Opportunity, Diversity, and Sexual Harassment Assault Response Programs. Mr. Braxton is responsible for a command program overseeing 9 Divisions, 44 Districts, and 4 Centers. He is the career program manager for approximately 125 EEO Specialists. He has a total of 19 years of Federal government service, serving in a variety of positions including Chief, EEO Office, Humphrey Engineer Center Support Activity, USACE located in Washington, D.C. and Alexandria, Virginia; Director, Office of EEO, U.S. Army Material Command, Aviation and Missile Command, Huntsville, Alabama; EEO Specialist, HQ, USACE, Washington, D.C.; Labor Relations Specialist and Acting EEO Manager, Headquarters, Defense Logistics Agency (DLA), Fort Belvoir, Virginia; and Senior Program Analyst, Weapons System Support Manager, and Employee Relations Specialist, Defense Supply Center Richmond, DLA, Richmond Virginia. Mr. Braxton is a retired U.S. Army Colonel with over 30+ years of active and reserve service with the U.S. Navy and U.S. Army. He has held the following specialties Air Defense Artillery, Quartermaster, Contracting and Military Police and served in the following positions: HQ, USACE Provost Marshal; HQ 80th Training Command Inspector General, Deputy Chief of Staff Comptroller (G8), Brigade (Bde) Executive Officer, Battalion (BN) Commander, Bn Executive Officer, Bde Logistics Officer and a host of other positions. Mr. Braxton is the 2009 recipient of Blacks in Government GAO Chapter Managing for Excellence Award and the 2011 Career Communications Group, Black Engineer of the Year Award for Diversity. His educational experience includes: MSA Degree in Administration from Central Michigan University, BS Degree in Business and an Associate Degree in Banking and Finance from West Virginia State University, certificates in Public Leadership Brookings Institute and Diversity and Inclusion from Cornell University, graduate US Department of Agriculture's Graduate School Executive Potential Program for Senior-Level Employees and US Army's Command and General Staff College. Mr. Braxton is currently pursuing a Doctorate in Organizational Leadership Northcentral University, Prescott, Arizona.



Mr. Cory J. Britt
Project Manager/Ammunition Demilitarization Specialist
Minority College Relations Program-Team Member
Headquarters, Joint Munitions Command
Rock Island, IL

Mr. Cory Britt serves as a Project Manager/Ammunition Demilitarization Specialist at Headquarters, Joint Munitions Command in Rock Island, IL. He conducts on-site reviews of contractors to ensure demilitarization processes are yielding the desired results. As project manager for the Department of the Army's Napalm Bomb Body Project, empty aluminum napalm bodies will be converted into surfboards and

guitars in support of Outward Bound Veteran's rehabilitation program - a humanitarian initiative. Mr. Britt is also a member of the Minority College Relations Team. In that capacity, he maintains a working relationship with Alabama Agricultural and Mechanical University, Normal, AL, as a Minority College Relations Program (MCRP) liaison where he collaborates with university personnel to participate in and develop engagement initiatives that strengthen the partnership between the Federal government and Minority Serving Institutions. Mr. Britt's affiliation with the MCRP began in 2009 when he completed the first of two MCRP student internships at McAlester Army Ammunition Plant, McAlester, OK and Headquarters, Army Sustainment Command, Rock Island, IL.

In his most recent assignment, Mr. Britt served as a Quality Assurance Specialist Ammunition Surveillance at Redstone Arsenal (October 2011 to November 2016). As program manager for Task Force Redstone, he supported Operation Order 15-20 where he implemented process corrections of both local and systemic problems as identified through the Worldwide Ammunition Logistics and Explosive Safety Program. In a dynamic team effort, Mr. Britt actively contributed to the reduction of on-hand unserviceable explosive assets to 4 million (from 26 million) at multiple ammunition supply points.

Mr. Britt's education includes a Master of Business Administration (Logistics) from the Florida Institute of Technology, Melbourne, FL. He earned his Bachelor of Science in Economics (with a minor in Business Management) from Alabama A&M. He is also a recipient of the Achievement Medal for Civilian Service.



Ms. Margie Brown
HBCU/MI Outreach Manager for Research/Senior Research Associate
Georgia Institute of Technology/Georgia Tech Research Institute
Atlanta, GA

Ms. Brown is the Manager of the Historically Black Colleges and Universities/Minority Institutions (HBCU/MI) Research Initiative at the Georgia Institute of Technology. She is also a Senior Research Associate in the Technology and Communications Laboratory within the Georgia Tech Research Institute. Ms. Brown has helped Georgia Tech build a solid reputation for being a leader who partners with Minority-Serving Institutions (MSI). She helps coordinate joint proposal activities between Georgia Tech and MSIs for federal agencies including the Centers for Disease Control, National Science Foundation, Department of Homeland Security, Department of Energy, National Aeronautics and Space Administration, United States Agency for International Development, and the Department of Defense. These efforts have resulted in numerous research collaborations and long-term partnerships. Ms. Brown consistently identifies collaborative research opportunities for faculty, searches out and qualifies MSI collaborators, and builds relationships with MSI partners.

Ms. Brown is actively involved in STEM@GTRI which includes professional development for teachers, summer internship programs, student immersion programs and classroom instruction. Ms. Brown also managed the training programs portfolio for the Georgia Emergency Management/Homeland Security Agency. More than \$8.7 million have been awarded for the training programs that she managed. The goal of the training programs is to maintain the preparedness of Georgia's first responders to react to national and human-made disasters. Ms. Brown obtained a Master of Science Degree in Management and Leadership Development from Troy University and a Bachelors of Business Administration from Loyola University in New Orleans, LA.



Dr. Sammy Y. Choi
Director of Research
Womack Medical Center
Fort Bragg, NC

Dr. Choi is a graduate of the University of Oklahoma School of Medicine and completed a combined Internal Medicine and Pediatrics Residency at William Beaumont Army Medical Center, Fort Bliss, Texas. He served in both the US Army reserve and active service for a total of 12 years. During that time, he had multiple assignments as a battalion surgeon with the 82nd Airborne Division that included Operation Desert Shield/Desert Storm in 1990-1991. For nearly 30 years, he has had the great privilege of working at Womack Army Medical Center at Fort Bragg, NC, one of the busiest military complexes worldwide and home to the legendary 82nd Airborne Division and the US Army Special Operations Command.

Dr. Choi has served in numerous roles, typically building programs and remaining active in the educational process. He founded the Department of Research in 2008 to serve the needs of the growing professional and graduate medical education programs and facilitates a portfolio of over 200 active projects. He directs the Active Duty Diabetes Clinic, is weekly engaged in teaching and is board certified in Internal Medicine and Pediatrics. Dr. Choi additionally directs the Cape Fear Research Consortium, a collaborative research effort involving regional universities, medical centers, and military organizations. He has approximately 100 peer-reviewed publications and presentations.



Dr. Patrice D. Collins
Outreach Special Program Coordinator
U.S. Army Research Laboratory Outreach Office
Adelphi, MD

Dr. Patrice D. Collins has the distinct recognition as being the first African American woman graduate from Delaware State University's Applied Mathematics and Theatrical Physics Program. Researching numerical approximation to ordinary and partial differential equations, her expertise has led developments in; finite elements, numerical and analytical methods in solid mechanics and optical science, and finite difference methods. As a graduate student, Dr. Collins led an array of diverse undergraduate and graduate level research and outreach programs. Serving as the Associate Director of the Louis Stokes Alliance for Minority Participation (AMP) Program; she assisted the development and operation of the AMP student organization, Girls Explorations in Mathematics and Science (GEMS), and the Bridge to the Doctorate (BTD). She also resurrected the Graduate Student Organization serving as President for three years.

She has served as an Associate Professor and Deputy Director of Research for the Mathematical Sciences Center of Excellence at the United States Military Academy (USMA) in the Department of Mathematical Sciences. She managed the joint USMA/Army Research Laboratory (ARL), Academic Individual Advanced Development program and Faculty Research program. She was an active member of the Center for Leadership and Diversity in Science Technology Engineering and Mathematics (STEM). Her involvement assisted in the development and implementation of various STEM workshops for students across the country. Her passion for teaching and mentoring extended beyond the classroom, where she was active as a Faculty Representative and Assistant Coach of the women's boxing team.

During her tenure at USMA, Dr. Collins was granted a Davies Fellowship through the National Research Council to perform collaboration projects with the Army Research Laboratory. Through the Davies Fellowship Program, she has collaborated with several scientists within the Weapons and

Materials Research and Vehicle Technology Directorates studying traumatic brain injury on both the macro and nano scales. Dr. Collins has been recognized for her work in outreach and academics. She has been the recipient of the NSBE Janice A. Lumpkin Educator of the year award, Minority Access National Role Model Award, and AMP Excellence Award in Engineering and Science Education. Additionally, she has published and presented widely in areas of optics and numerical analysis. Dr. Collins continues in her mission to serve her national community through outreach. She is the Outreach Special Programs Coordinator for the Technology Management Training Group. She is currently detailed at the Army Research Laboratory assisting in the development and assessment of outreach programs that empower and inspire students from middle school to college; encouraging students to explore the infinite possibilities through STEM education.



Dr. Vallen L. Emery, Jr.

Program Manager

**U.S. Army Research Laboratory (ARL) Special Projects and Historically Black Colleges and Universities and Minority/Institutions (HBCU/MI) Program
Adelphi, MD**

Dr. Vallen L. Emery, Jr. currently serves as Program Manager for the U.S. Army Research Laboratory (ARL) Special Projects and Historically Black Colleges and Universities and Minority/Institutions (HBCU/ MI) program. His efforts have contributed to the development of ARL's strategic planning and outreach strategies regarding the shortfall of minority engineers and scientists entering the Federal workforce.

Dr. Emery has configured ARL's outreach program into four areas (i.e. funded research, engineer and scientist training, infrastructure support, and outreach); all of which support and complement ARL's research and development (R&D) vision and strategic plan. In addition, Dr. Emery provides additional support to the ARL Director and senior management; planning and integrating research and exploratory technology base programs for the laboratory. Dr. Emery also manages the ARL Science and Technology Academic Recognition System (STARS) and Educational Partnership Agreement (EPA) programs. The STARS program strives to maintain ARL's world-class reputation as a provider of equal research opportunities for all Americans, by cultivating a diverse staff rich in knowledge, experience, creativity, and dedication to the growth of technology and support to America's war fighters.

Dr. Emery has established and implemented five EPAs for ARL, while serving as the corporate EPA manager. EPAs provide a mechanism for partnerships and collaborations with academic institutions in science, mathematics, and engineering technology programs. ARL science and technology personnel are afforded the opportunity to serve as adjunct faculty at these partner universities and involve the students and faculty in ARL research projects. University researchers are also afforded the opportunity to use ARL facilities to conduct research of interest to ARL. In addition, Dr. Emery has helped build coalitions and established communications between the Presidents of ARL's academic partners by agreeing to participate in annual meetings aimed at addressing a broad range of issues (i.e. creating a defined process for faculty and student participation in summer programs at Army laboratories and increasing the number of students that enter science, mathematics, and engineering (SME) graduate programs).

Dr. Emery was asked to Chair the American Society of Engineering Education (ASEE) Historically Black Engineering Colleges Committee (HBECC) because of his understanding of minority institutions. This committee is made up of the engineering deans at nine HBCUs. Dr. Emery also developed a mentoring program for ARL. Dr. Emery established this program in order to provide guidance and counseling to newly hired individuals operating in the complex, government laboratory environment for the first time. This mentoring program allows for a smoother, more rapid transition of new hires and interns; improving productivity, efficiency, and cooperation in the workplace. Prior to joining ARL, Dr. Emery served as a Research Biologist for the U.S. Army Corps of Engineers Waterways Experiment

Station (WES), located in Vicksburg, Mississippi. While at WES, Dr. Emery helped establish a R&D program that focused on aquatic bioassay test development, aquatic toxicity testing of military unique compounds and ecological risk assessment. Several chronic bioassays were developed by the R&D team and are nationally used to assist local governments in determining the impact of low level contaminant exposures on ecosystems.

Dr. Emery also served as the Director of Special Projects and Marketing at Johns Hopkins in Baltimore, Maryland, before serving in his position at WES. Dr. Emery was the first minority Director of Marketing for a major health maintenance organization (HMO), and was the first HMO marketing director, in the Baltimore area, to promote a female to a supervisory position and led a team that placed minorities and women in key leadership roles. In addition, Dr. Emery established professional training programs for the marketing and customer service staffs at Johns Hopkins, and instituted customer survey instruments that assessed the quality of all HMO services. In addition, Dr. Emery assisted in the creation of the Johns Hopkins HMO advertising campaign that won several awards and was later emulated by other area HMOs. All of the programs instituted by Dr. Emery at Hopkins put the Hopkins HMO in the forefront of the HMO movement in Baltimore. As a member of the American Society of Limnology and Oceanography (ASLO), Dr. Emery served as a mentor for its Minority Program. The program is sponsored by the National Foundation and administered by Hampton University. Minority students from colleges and universities across the United States were brought to the national ASLO meeting and assigned mentors that matched their professional interests. Dr. Emery mentored and taught students how to get the most out of conference attendance by conducting workshops on resume writing, interviewing, and presentation techniques.

Dr. Emery has maintained contact with undergraduate and graduate students he mentored through the program as well as established professional relationships with the faculty of the attending institutions. Dr. Emery also serves a mentor in the University of Maryland Baltimore County's Meyerhoff Scholars Program and the Advocates. The Advocates is a group of African-American men who support minority charities across the United States. Dr. Emery is also an active member of the Kappa Alpha Psi Fraternity, Inc. Dr. Emery holds a Bachelor's degree in Chemistry from Morgan State University, a Master's degree in Marine Estuarine and Environmental Science from the University of Maryland Eastern Shore, and a Doctorate degree in Marine, Estuarine and Environmental Science from the University of Maryland College Park.



Dr. Robert Gibson
Director
NASA Postdoctoral Program
Oak Ridge Associated Universities
Oak Ridge, TN

Dr. Robert Gibson has joined Oak Ridge Associated Universities (ORAU) as Director of the NASA Postdoctoral Program (NPP), which offers unique research opportunities at NASA facilities to highly talented national and international scientists and engineers who have completed their doctorate degree. Gibson is replacing Dr. Larry Vorhees, who is retiring this fall. As director of NPP, Gibson will oversee the program and monitor all recruiting, evaluation, and budget activities related to NASA sponsors. He will also develop new programs and provide administrative functions for NPP.

With more than 15 years of experience in project management and training development, Gibson most recently served as a visiting professor at the U.S. Military Academy at West Point, where he taught senior seminars in management and leadership. Previously, he served for 15 years as an officer in the U.S. Army Corps of Engineers, managing a variety of engineer organizations and projects both in the U.S. and overseas.

Dr. Gibson received his Bachelor's degree in engineering from the U.S. Military Academy at West Point, his Master's degree in English from Pennsylvania State University, and his Doctorate of Education from Indiana University of Pennsylvania. He is also a graduate of the U.S. Army Command and General Staff College.



Ms. Karen S. Hannah
Director
Strategic Recruitment Division
Department of Defense, OSD/CPP
Defense Civilian Personnel Advisory Service
Pentagon

Ms. Karen S. Hannah joined the Department of Defense Civilian Personnel Advisory Service (DCPAS) in October 2004. DCPAS is responsible for providing support to the Under Secretary of Defense (Personnel and Readiness) in planning and formulating civilian personnel programs, providing policy support, functional information management and Departmentwide civilian administrative services for the Military Departments and Defense agencies. In May 2015, Ms. Hannah was named Director of the DCPAS Recruitment Assistance Division (RAD) with responsibility for promoting DoD civilian job opportunities and leading veteran recruitment and outreach activities.

Under her leadership, RAD designs and implements a corporate recruitment strategy to attract a diverse and talented pool of candidates through outreach programs to educational institutions of higher education and professional organizations. Ms. Hannah also oversees the management of the DoD Hiring Heroes Program, a program she developed and implemented in 2005, which places special emphasis on supporting Wounded Warriors, transitioning service members, veterans and military spouses in their search for employment with the Federal government and private sector as well.

Prior to this position, Ms. Hannah served as the DoD Veterans Employment and Outreach Branch Chief and Hiring Heroes Program Manager. In this capacity, Karen's team has conducted over 70 Hiring Heroes Career Fairs around the globe, to include support activities such as: Resume Writing, Employment and PTSD/TBI Workshops, Military Spouse Employment Information Sessions, Networking with Industry events and Transition Assistance Program (TAP) seminars. The RAD team proudly continues to conduct approximately 8 Career Fairs per year and provides high touch, personalized career advisory services to job seekers face-to-face and through various communication media.

Ms. Hannah has over thirty-five years of experience as a Human Resources professional in various positions with the Department of Army, Department of Navy, Department of Commerce and NASA. She received her Bachelor's Degree in Business Administration in Management from Saint Leo University while at the same time managing a Transportation/Logistics Intern Program for the Department of Army at Fort Eustis, VA. Ms. Hannah is the recipient of numerous awards, including the Department of Army Achievement Medal for Civilian Service, Special Act Awards for developing the Hiring Heroes Program and the DoD Student Training and Academic Recruitment (STAR) Program and several Student Career Experience Programs for the DoD and Army. She also received the Honorable Order of Saint Christopher medal for outstanding promotion and support of the Army Transportation Corps.



Ms. Patricia A. Huff
HBCU/MI Program Manager
Army Research Office (ARO)
Technology Integration & Outreach Division
Research Triangle Park, NC

Ms. Patricia A. Huff is the Program Manager for Historically Black Colleges and Universities (HBCU) and Minority Serving Institutions (MI) for the Army Research Office (ARO) in Research Triangle Park, NC. As the HBCU/MI Program Manager at ARO, she has management oversight of programs for HBCU/MI and other special emphasis programs. She coordinates activities for HBCU/MI on behalf of ARO and works with other DoD Components to execute grants and cooperative agreements with this community to conduct basic research and enhance the capacity of HBCUs/MIs to participate in DoD research programs.

Prior to joining ARO in 2012, Ms. Huff worked for more than a decade in the federal government at the National Oceanic and Atmospheric Administration (NOAA) in Silver Spring, MD. There she led a team of dynamic professionals in Strategic Communications, Outreach, Stakeholder Services, Education, and Exhibits for NOAA Satellite and Information Service (NESDIS). Early in her career, she started out in radio and television in news, public affairs, and promotions. She went on to work as a Marketing Research Analyst for Potomac Electric Power Company (PEPCO) and later became the proud owner of a marketing and communications consulting company. She is a graduate of Howard University and a native of North Carolina. Her professional activities and accreditations include: Master Certified Facilitator and Moderator (Qualitative Researcher) and Member, National Association of Black Journalists (NABJ).



Dr. Matthew Hull
Associate Director
Innovation & Entrepreneurship
Virginia Polytechnic Institute and State University
Blacksburg, VA

Dr. Matthew Hull manages the nanotechnology research portfolio within Virginia Tech's Institute for Critical Technology and Applied Science (ICTAS). He received his Ph.D. in Civil and Environmental Engineering from Virginia Tech in 2011 and an M.S. in Biology from Virginia Tech in 2002. He received his B.S. In Environmental Science from Ferrum College in 2000. Hull is also President and Owner of NanoSafe, Inc., a provider of nanotechnology human and environmental health and safety (EHS) services he founded in 2007.



Dr. Shaik Jeelani
Vice President
Research and Sponsored Programs/Graduate Dean
Tuskegee University
Tuskegee, AL

Dr. Shaik Jeelani serves as the Vice President for Research and Sponsored Programs/Graduate Dean at Tuskegee University. Dr. Jeelani received the B.E. degree from Osmania University, India, the M.S. and the Ph.D. degrees in Mechanical Engineering from North Carolina State University in 1971 and 1974, respectively. He is a registered

Professional Engineer in the State of Alabama. He joined Tuskegee University as an Assistant Professor of Mechanical Engineering in 1974. He served in the College of Engineering from 1977 to 1996 as a faculty member, Assistant Dean, Associate Dean and Interim Dean.

As a Professor and administrator in the College of Engineering, Dr. Jeelani developed robust recruitment and retention programs that enabled the college maintain high enrolment and produce graduates of highest caliber. He initiated a research program in Materials Science and Engineering, which resulted in the establishment of the Materials Research Laboratory (MRL). The MRL was later transformed to the Center for Advance Materials (T-CAM), which still functions as the largest multidisciplinary research, education and outreach center at Tuskegee University. Dr. Jeelani raised more than \$50 million for research at T-CAM during last 30 years. Dr. Jeelani has authored/co-authored more than 700 publications including more than 300 papers in refereed journals and more than 400 technical presentations at national and international conferences. He has also co-authored several book chapters, in the field of Materials science and Engineering, with his colleagues.

In 1996, Dr. Jeelani was appointed as Tuskegee University's first Vice President for Research and Sponsored Programs with a charge to facilitate the development and implementation of sponsored research and other programs that receive external support. He also has the responsibility of establishing and implementing policies governing the conduct and accountability for all research and other sponsored activities and ensuring that all sponsored research projects comply with the local and federal guidelines. During Dr. Jeelani's tenure as the Vice President, both the annual funding for research and sponsored programs and the number of faculty submitting proposals to federal agencies and foundations have more than doubled. Dr. Jeelani spearheaded the development and the implementation of Tuskegee University's first Ph.D. program in Materials Science and Engineering (MSE), which was started in 1998. Tuskegee University is now recognized as the largest producer of African American PhDs in MSE. In 2011 the Board of Trustees of Tuskegee University approved the establishment of the Department of MSE in the College of Engineering. Dr. Jeelani serves as the founding chair of this department, which houses both the Ph.D. and the newly approved Master's programs in MSE. Dr. Jeelani holds membership in several professional organizations and serves on several national boards. Recently, the American Society for Mechanical Engineers (ASME) elected him as a fellow, which is the highest honor the ASME bestows on its selected members.



Dr. Timothy S. Kroecker
Senior Operations Research Analyst
Air Force Research Laboratory – Information Directorate
Rome, NY

Dr. Timothy S. Kroecker is a Senior Operations Research Analyst at the Air Force Research Laboratory, Information Directorate, Rome, New York. The directorate's mission is to lead the discovery, development and integration of affordable warfighting information technologies for our air, space and cyberspace forces. Dr. Kroecker conducts research in a variety of areas including ethical decision-making, workflow processes, and talent development. In addition, Dr. Kroecker focuses much of his efforts to building and maintaining collaborative relationships with academic institutions, particularly HBCUs, and MSIs, and Tribal Colleges. Dr. Kroecker was the AFRL nominee for the 2017, National Association for the Advancement of Colored People (NAACP) Roy Wilkins Renown Service Award.

Dr. Kroecker received his Ph.D. in Industrial/Organizational Psychology from the Illinois Institute of Technology in 1993. For his dissertation, he examined the impact of situational constraints, competition, accountability, and moral development on ethical decision-making in the workplace. He holds an M.B.A. from City College of New York, Bernard M. Baruch College (Class of 1986), and received his Bachelor's degree in Psychology from St. Joseph's College in 1984.



Mr. Edward J. Lee
Program Coordinator
Historically Black Colleges Universities and Minority Institutions (HBCU/MI)
Programs and SBIR/STTR
Air Force Office of Scientific Research
Arlington, VA

Mr. Edward J. Lee is the Program Coordinator for Historically Black Colleges and Minority Institutions (HBCU/MI) for the Air Force Office of Scientific Research (AFOSR) in Arlington, VA, one of the 9 directorates that comprise the Air Force Research Laboratory (AFRL). He is responsible for coordinating activities that provide funding support to minority institutions across the nation. Mr. Lee provides leadership, strategic direction, and oversight to universities to help make them aware of opportunities and facilitates introductions and guidance to ensure institutions of higher education are well represented within the minority community. He has a unique way of communicating and can talk to everyone to make them feel special, from students to university Presidents. Mr. Lee has recently taken on the task of coordinating activities with the small business programs of SBIR and STTR geared towards fostering the commercialization of products to the warfighter for the Department of Defense.

Mr. Lee has worked for the AFOSR since 1997, initially overseeing the University Research Initiative program. He is now working to enhance communications between HBCU's and MI's to be able to compete for contracts/grants at a larger scale. Working in private industry prior to coming to AFOSR and owning his own business since 1987, EJM Associates, Mr. Lee has helped to establish and support black-owned businesses in the Washington Metropolitan area. Mr. Lee is also a graduate from an HBCU, Morgan State University in Baltimore, Maryland.



Ms. Tamara L. Moland
Director
Equal Employment Opportunity (EEO)
Joint Munitions Command (JMC)
Rock Island, IL

Ms. Tamara L. Moland serves as the Director of the Equal Employment Opportunity (EEO) Office at the Joint Munitions Command, headquartered at the Rock Island Arsenal in Rock Island, Illinois. She has worked in the Civilian Service Career Program (CP-28) for over 13 years and continues as an agent of change in every assigned organization. Ms. Moland is responsible for executing EEO training, Anti-Harassment Policy, Affirmative Employment (A/E)/ Special Emphasis Programs (SEP), Complaint Processing, Alternative Dispute Resolution (ADR), Reasonable Accommodation (R/A), and EEO Compliance. Tamara manages 2-employees to include 6-collateral duty Special Emphasis Program Managers with a budget of \$92K. JMC EEO office supports five Depots/Arsenals, along with 9 government contracted offices (GOCO's- which have separate budgets). Ms. Moland serves as the principal advisor to the commander and senior officials. She is an integral member of JMC's Human Capital Strategic Plan collaborating with G-1(Human Resources) to develop, implement and manage initiatives to increase and sustain an inclusive total workforce at JMC.

Previously, Ms. Moland served as the Director of the Army and Air Force Equal Employment Opportunity/Equal Opportunity located at Joint Base Lewis-McChord (JBLM), WA in a Director's role supporting more than 20,000 Army Civilian, Military, Retirees, Veterans and Families with a budget of

\$103K. While at JBLM, Ms. Moland's proven track record in offering ADR during the informal/formal complaint processing led her Team to a cost reduction savings in the amount of \$450K for reporting period October 1, 2016-September 30, 2017.

Ms. Moland's education includes studies in Business Administration at Willamette University in Salem, OR. Her awards and training include: Exceptional Achievement Medal for Civilian Service, Basic Mediation and Mediation/ Facilitation certification training; Flippen, FLIPSIDE + Certification program designed for Leadership in Coaching and Development of high functioning Employees and Teams; Department of Army Leadership and Development Program; Intercultural Workplace Mediation Training; and Advance Workplace Mediation Training.



Ms. Jacqueline Ray-Morris
EEO Manager for Minority College Outreach Programs
National Guard Bureau
Arlington, VA

Ms. Jacqueline Ray-Morris is a recognized authority in the field of Leadership Development, and Multiculturalism in the workplace. She currently serves as the EEO Manager for Minority College Outreach and Engagement Programs for the National Guard Bureau and as a Consultant, Motivational Speaker and Trainer to several organizations in the areas of workforce issues, diversity, and supervisory and management development. With more than 30 years of experience in the training and development field with proven successes, she is re-researching the impact of personalities on learning styles, generational differences in the workplace and career development. Jacqueline's work has been cited in numerous publications while having been a leading advocate for increasing the general awareness of the impact of Leadership styles and Cultural differences in organizational climates.

Ms. Ray-Morris holds an A.A. in Secondary Education from Gloucester County College, in New Jersey, and a B.S. in Secondary Education from Hampton University (Institute) and is currently pursuing a graduate degree from the Harvard School of Education. She served as the Educational Training Specialist for a nationally recognized management and consulting training firm. Her duties were to design and deliver training programs that would prepare employees to "advance in their careers" and to prepare them for management positions if they so desired. "Developing people is a passion I have," says Ray-Morris. An energetic, creative, speaker, consultant and training specialist, Jacqueline is sought after in the corporate, government, and non-profit arenas throughout the country delivering timely messages with IMPACT! With her powerful organizational and time management skills, she serves on several boards throughout the US.



Mr. Anthony C. Smith, Sr.
Director/ Program Manager
Department of Navy's Historically Black Colleges/Universities and
Minority Institutions (HBCU/MI) Programs
Arlington, VA

Mr. Smith is the Director for the Department of the Navy's (DON) Historically Black Colleges and Universities/Minority Institutions (HBCU/MI) Program. In this capacity, Mr. Smith serves as the Senior Advisor to the Director of Research and Chief of Naval Research on matters relating to strengthening the research support and capabilities of HBCU/MIs. Furthermore, he is tasked with increasing the number of students (undergraduate and graduate) as well as faculty in applying for and pursuing internships, fellowships and research related projects for the Department of the Navy. Additionally, Mr. Smith is responsible for the oversight and guidance of 13 Administering Offices (AO) within the Department of the Navy that are charged with conducting outreach programs with HBCU/MIs.

Prior to his current assignment, Mr. Smith possesses over 15 years of numerous continually progressive assignments in the U.S. Navy including serving as the Science and Technology Director responsible for the developing and transitioning numerous Small Business Innovative Research (SBIR) and S&T projects totaling more than \$100M. He also served as the Director of Future Technology/Technical Director supporting the S&T Directorate within PEO SHIPS. Mr. Smith is also a United States Naval Reservist. Mr. Smith also was an Assistant Professor of Naval Science at Florida Agricultural & Mechanical University's (FAMU) Naval Reserve Officer Training Corps (NROTC) Unit. In this position he taught Naval History, advanced courses in Navigation; and, was the Academic Advisor for the freshman and Junior Midshipmen. In a collateral role, Mr. Smith served as the recruiter responsible awarding 4-year scholarships to qualified applicants throughout the U.S. Mr. Smith received his Bachelors of Science Degree in Biology from Texas Tech University in Lubbock, Texas. He has also attained a Defense Acquisition Workforce Improvement Act (DAWIA) Level III Certification in Science and Technology.

Mr. Smith is the Director for the Department of the Navy's (DON) Historically Black Colleges and Universities/Minority Institutions (HBCU/MI) Program. In this capacity, Mr. Smith serves as the Senior Advisor to the Director of Research and Chief of Naval Research on matters relating to strengthening the research support and capabilities of HBCU/MI. Furthermore, he is tasked with increasing the number of students (undergraduate and graduate) as well as faculty in applying for and pursuing internships fellowships and research related projects for the Department of the Navy. Additionally, Mr. Smith is responsible for the oversight and guidance of 13 Administering Offices (AO) within the Department of the Navy that are charged with conducting outreach programs with HBCU/MI. Mr. Smith received his Bachelors of Science Degree in Biology from Texas Tech University in Lubbock, Texas. He has also attained a Defense Acquisition Workforce Improvement Act (DAWIA) Level III Certification in Science and Technology. Prior to his current assignment, Mr. Smith possesses over 15 years of numerous continually progressive assignments in the U.S. Navy including serving as the Science and Technology Director responsible for the developing and transitioning numerous Small Business Innovative Research (SBIR) and S&T projects totaling more than \$100M. He also served as the Director of Future Technology/Technical Director supporting the S&T Directorate within PEO SHIPS.



Mr. Michael "John" Smith
Program Manager
Army Small Business Technology Transfer Program (STTR)
Army Research Laboratory
Adelphi, MD

Mr. Michael "John" Smith is the Program Manager for the Army Small Business Technology Transfer Program (STTR). He has thirty years of experience managing DoD Research and Development programs, most recently as the Army Small Business Innovation Research (SBIR) program manager from 2010-2017. His background also includes weapons systems development within the U.S. Air Force and Defense Intelligence Agency (DIA). Mr. Smith led system development within several programs, including C-130 Aircraft, Global Positioning System-US Nuclear Detonation Detection System (GPS-USNDS), Strategic Defense Initiative Organization's (SDIO) Brilliant Eyes and Space Based Infrared System (SBIRS), and DIA's Measurement and Signature Intelligence (MASINT) program. He also served on the Secretariat of the Air Force-Acquisition staff at the Pentagon and is a graduate of the U.S. Air Force Academy.



Mr. Tylar Temple
Deputy Program Manager
Office of the Under Secretary of Defense (Research & Engineering)
(USD(R&E))
Science, Mathematics and Research for Transformation (SMART)
Research Triangle Park, NC

Mr. Temple was detailed to USD(R&E) to the position of SMART Deputy Program Manager on October 1, 2016 from the Army Research Office in Research Triangle Park, NC. In this position, he assists with the overall oversight and policy development of the SMART Program for the Department of Defense. He also serves as the Cooperative Agreement Manager for the agreement that administers the SMART Program with the Logistics Management Institute (LMI). His previous experience in the Office of the Deputy Assistant Secretary of the Army (Research & Technology) (DASA(R&T)) as the Army SMART Service Execution Lead of 3 years provided him with a firm understanding of the program and its mission. Mr. Temple also served as the Army Technology Transfer Program Manager for the DASA(R&T). In previous years, Mr. Temple has also served as the Operations Officer for the Assistant Secretary of the Army (Acquisition, Logistics, & Technology) and Electronic Warfare Analyst at the Army Materiel System Analysis Activity.

