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# ***WELCOME***

## **OFC VENTURE CHALLENGE**

### **BRIDGING THE ENTREPRENEURIAL GAP**

### **THIRD ANNUAL**

### **HBCU DEAN/FACULTY DEVELOPMENT SEMINAR**

Welcome to the Third Annual Dean/Faculty Development Seminar for Historically Black Colleges and Universities (HBCUs) April 15-18, 2004 at the Omni Hotel, Atlanta, Georgia. Opportunity Funding Corporation sponsors this annual seminar as a major effort in encouraging entrepreneurship. Our program has experienced a tremendous growth in size and popularity over the last four years. As a result, OFC has been joined by many additional supporters in pursuit of “Bridging The Entrepreneurial Gap” including, Ewing Marion Kauffman Foundation.

The OFC and the participating institutions are indebted to Clark Atlanta University, our host institution, its President, Dr. Walter Broadnax; Dr. Edward Davis, Dean of the CAU School of Business; and CAU Professor Dr. Mohammad Bhuiyan, Director of the Seminar, for their support and outstanding leadership.

The success of the Seminar is largely a function of the quality of the presenters. The presenters are selected for their expertise and experience in entrepreneurship program and curriculum development. They represent a wide variety of institutions including, Babson College, Carnegie Mellon University, Case Western Reserve University, Deloitte, Emory University, Georgia State University, Kauffman Foundation, Northwestern University, Syracuse University, and Clark Atlanta University.

### **The Governors of the Opportunity Funding Corporation**

*Jesse Hill, Jr., Chairman*

*Lt. Gen. Arthur J. Gregg, Retired, Vice Chairman*

*Governors:*

*Danny Bakewell, Sr.*

*John Butler*

*William Clement*

*Gary M. Cadenhead,*

*Sharon Pratt*

*Major Gen. Lucius Theus, Retired*

*Herbert Wilkins, Sr.*

*Wesley Williams*

# OFC VENTURE CHALLENGE

## HBCU DEAN/FACULTY DEVELOPMENT SEMINAR *ADVISORY COUNCIL*

### CHAIR

**S. THOMAS EMERSON**

The David T. and Lindsay J. Morgenthaler  
Professor of Entrepreneurship,  
Carnegie Mellon University

### CO-CHAIR

**TONY MENDES**

Director, Collegiate Network  
Initiatives, Ewing Marion  
Kauffman Foundation

### MEMBERS

**SID CREDLE**

Dean, School of Business, Hampton University

**EDWARD HESS**

Director - Center for Entrepreneurship & Corporate Growth, Emory  
University

**BOB HISRICH**

A Malachi Mixon III Professor of Entrepreneurship, Case Western  
Reserve University

**BARBARA JONES**

Dean, School of Business, Alabama A&M University

**MICHAEL MORRIS**

Witting Chair in Entrepreneurship, Chairman, Dept. of  
Entrepreneurship and Emerging Enterprises

**AVERY MUNNINGS**

Partner, Deloitte

**STEVEN ROGERS**

Professor of Management and Finance, Kellogg GSB,  
Northwestern University

**STEPHEN SPINELLI**

Prof. of Entrepreneurship and Director, Babson College

**NEVILLE YING**

University of West Indies, Mona, Kingston, Jamaica

### EX-OFFICIO MEMBER:

**MOHAMMAD BHUIYAN**

Director, OFC Venture Challenge

# OFC Venture Challenge

## Bridging the Entrepreneurial Gap HBCU Dean/Faculty Development Seminar

### Day 1 – Agenda (Thursday, April 15): Spruce Room

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Noon – 9:00 PM	Presenters/Deans/Faculty/Members Arrive at Omni Hotel
1:00 PM – 9:00 PM	Registration (Main Lobby)
6:30 PM – 10:00 PM	Dinner: McCormick & Schmick’s (No Program)
Free Evening	

### Day 2 – Agenda (Friday, April 16): Spruce Room

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7:30- 8:30 AM	<b>Breakfast:</b> Prime Meridian Restaurant
8:30 AM	<b>Welcome</b> JESSE HILL, JR Retired Chairman & CEO, Atlanta Life Insurance Co. and Chair, OFC Board of Governors
8:40 AM	<b>Greetings</b> WALTER BROADNAX President, Clark Atlanta University (Host Institution)
8:50 AM	<b>Kauffman Foundation and Entrepreneurship Education</b> ROB CHERNOW, Senior Vice President, Ewing Marion Kauffman Foundation
9:10 AM	<b>Entrepreneurship Program and Curriculum Development: Best Practices -I</b> BOB HISRICH, A Malachi Mixon III Professor of Entrepreneurship, Case Western Reserve University
10:10 AM	<b>Break</b>
10:25 AM	<b>Entrepreneurship Program and Curriculum Development: Best Practices -II</b> MICHAEL MORRIS, Witting Chair in Entrepreneurship, Chairman, Dept. of Entrepreneurship and Emerging Enterprises, Syracuse University
11:25 AM – 12:25 PM	<b>Lunch:</b> Prime Meridian Restaurant

12:30 PM	<p><b>Maple ABC Room</b>  <b>Business Plan Competition: General Orientation</b>          RETIRED LT. GEN. ARTHUR GREGG, Vice Chair, OFC          MOHAMMAD BHUIYAN, Associate Professor, Clark Atlanta          University and Director, OFC Venture Challenge</p>
1:00 PM	<p><b>Breakout Sessions: Observe the Business Plan Competition</b></p> <p><b>Pine Room: Track-1</b>          University of District of Columbia          North Carolina A&amp;T State University          University of West Indies          Hampton University          Tennessee State University          Alabama A&amp;M University          Jackson State University</p> <p><b>Maple ABC Room: Track-2</b>          Texas Southern University          Clark Atlanta University          North Carolina Central University          Alcorn State University          Prairie View A &amp; M University Break          South Carolina State University          Florida A&amp;M University</p> <p><b>Birch Room: Track -3</b>          Fayetteville State University          Morgan State University          Lincoln University of Missouri          Bowie State University          Albany State University          Delaware State University</p>
3:20 PM	<p><b>Break: Spruce Room</b></p>
3:35 PM	<p><b>Spruce Room</b>  <b>Panel Discussion: Developing Entrepreneurs Program</b>          ROB CHERNOW          TOM EMERSON          BOB HISRICH          MICHAEL MORRIS          BENJAMIN OVIATT          STEPHEN SPINELLI</p>
5:00 PM	<p>End of Session</p>
<b>6:15 PM</b>	<p><b>Reception &amp; Dinner: Buses will leave at 6:15 PM Sharp</b></p>

**OFC Venture Challenge**  
**Bridging the Entrepreneurial Gap**  
**HBCU Dean/Faculty Adviser Development Seminar**

**Day3 – Agenda (Saturday, April 17): Spruce Room**

7:30 – 8:30 AM	<b>Breakfast:</b> Prime Meridian Restaurant
8:30 AM	<b>Developing a Sustainable Entrepreneurship Center and Effective Teaching in Entrepreneurship</b> STEPHEN SPINELLI Professor of Entrepreneurship and Director , Babson College
9:45 AM	<b>Kauffman Foundation and Entrepreneurship Education</b> TONY MENDES Director, Collegiate Network Initiatives, Ewing Marion Kauffman Foundation
10:00 AM	<b>Break</b>
10:15 AM	<b>Developing Business Plan Teams and Ideas</b> TOM EMERSON The David T. and Lindsay J. Morgenthaler Professor of Entrepreneurship Carnegie Mellon University
11:15 AM	<b>Current Status of Entrepreneurship Programs at HBCUs: Discussions By Deans And Faculty Participants</b> JESSE HILL, JR. EDWARD DAVIS STEVEN ROGERS
12:15 PM	<b>Lunch:</b> Prime Meridian Restaurant
1:15 P	<b>Observing Final Round Business Plan Competition</b>
3:30 PM	Break
3:45 PM	<b>Teaching Entrepreneurship: Panel Discussion</b> TOM EMERSON BOB HISRICH TINA STERLING MICHAEL MORRIS STEPHEN SPINELLI
5:00 PM	<b>End of Session</b>
6:30 PM	<b>Atrium Terrace: Joint Reception with OFC Venture Challenge</b>
7:30 PM	<b>Atrium Terrace: Awards Dinner</b>

**OFC Venture Challenge**  
**Bridging the Entrepreneurial Gap**  
**HBCU Dean/Faculty Adviser Development Seminar**

**Day 4 – Agenda (Sunday, April 18): MAPLE ABC Room**

7:30 - 8:30 AM	<b>Breakfast:</b> Prime Meridian Restaurant
8:30 AM	<b>Deans/Faculty/Presenters Review: Combined Session with OFC Venture Challenge Competition</b> JESSE HILL, JR. LT. GEN. ARTHUR GREGG MOHAMMAD BHUIYAN
10:00 AM	<b>Plans for 2005 Deans/Faculty Development Seminar</b> MOHAMMAD BHUIYAN
10:30 AM	<b>End of Seminar</b>

**OFC Venture Challenge**  
**Bridging the Entrepreneurial Gap**  
**HBCU Dean/Faculty Adviser Development Seminar**  
**APRIL 15-18, 2004**

**LIST OF PRESENTERS**

<b>JESSE HILL, JR.</b>	Retired Chairman & CEO, Atlanta Life Insurance Co. and Chair, OFC Board of Governors
<b>WALTER BROADNAX</b>	President, Clark Atlanta University (Host Institution)
<b>ROB CHERNOW</b>	Senior Vice President, Ewing Marion Kauffman Foundation
<b>BOB HISRICH</b>	A Malachi Mixon III Professor of Entrepreneurship, Case Western Reserve University
<b>MICHAEL MORRIS</b>	Witting Chair in Entrepreneurship, Chairman, Dept. of Entrepreneurship and Emerging Enterprises
<b>ARTHUR GREGG</b>	Retired Lieutenant General and OFC Governor
<b>MOHAMMAD BHUIYAN</b>	Associate Professor, Clark Atlanta University and Director, OFC Venture Challenge
<b>STEVEN ROGERS</b>	Professor of Management and Finance Kellogg GSB, Northwestern University
<b>STEPHEN SPINELLI</b>	Prof. of Entrepreneurship and Director, Babson College
<b>TONY MENDES</b>	Director, Collegiate Network Initiatives, Ewing Marion Kauffman Foundation
<b>S. THOMAS EMERSON</b>	The David T. and Lindsay J. Morgenthaler Professor of Entrepreneurship, Carnegie Mellon University
<b>BENJAMIN OVIATT</b>	Professor and Director, Department of Management, JMR College of Business, Georgia State University
<b>EDWARD DAVIS</b>	Dean, School of Business, Clark Atlanta University

**OFC Venture Challenge**  
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**APRIL 15-18, 2004**

**DEAN PARTICIPANTS**

Alabama A&M University	Dr. Barbara Jones
Alcorn State University	Dr. John W. Gill
Bowie State University	Dr. Mathias MBAH
Clark Atlanta University	Dr. Edward Davis
Delaware State	Dr. Patrick Liverpool
Florida A&M University	Dr. Amos Bradford
Fayetteville State University	Dr. Charles Davis
Hampton University	Dr. Sid Credle
Howard University	Dr. Barron Harvey
Jackson State University	Dr. Glenda Glover/Dr. Della Posey
Lincoln University	Dr. Kojo Quartey
North Carolina A&T State University	Dr. Quiester Craig/Dr. Wanda Lester
North Carolina Central University	Dr. James Williams/Dr. Mary Phillips
Prairie View A&M University	Dr. Munir Quddus
South Carolina State University	Dr. Barbara Adams
Texas Southern University	Dr. Joseph Boyd
University of District of Columbia	Dr. Herbert Quigley
University of West Indies, Mona	Dr. Neville Ying
<b><u>Guest Institutions:</u></b>	
Bethun-Cookman College	Dr. Aubrey Long
Excelsior College	Dr. Jo-Ann Rolle
Morehouse College	Dr. John Williams

**OFC Venture Challenge**  
**Bridging the Entrepreneurial Gap**  
**HBCU Dean/Faculty Development Seminar**  
**APRIL 15-18, 2004**

**FACULTY PARTICIPANTS**

Alabama A&M University	Dr. Qian Ruby Shen
Alcorn State University	Dr. Steve Wells
Albany State University	Dr. Jonathan Elimimian
Bowie State University	Dr. David Anyiwo
Clark Atlanta University	Dr. Lynne Patten
Delaware State University	Dr. Young Kwak
Fayetteville State University	Dr. Assad Tavakoli
Florida A&M University	Dr. Colin Benjamin
Hampton University	Ms. Lisa Martin
Jackson State University	Dr. Mary White
Lincoln University	Dr. <i>Sherrie Koechling</i>
Morgan State University	Dr. Ali Emdad
North Carolina A&T State University	Dr. Alice Johnson
North Carolina Central University	Dr. Henry Fernandez
Prairie View A&M University	Dr. John Dyck
South Carolina State University	Dr. Haile Selassie
Tennessee State University	Dr. William Latham
Texas Southern University	Dr. John Williams
University of District of Columbia	Dr. Herbert Quigley
University of West Indies, Mona	Dr. Maxine Garvey
<b><u>Guest Institutions:</u></b>	
Excelsior College	Ms. Tymara Jackson
Morehouse College	Dr. Anderson Williams
Spellman College	Dr. Anne Hornsby

## **History of THE OPPORTUNITY FUNDING CORPORATION**

The Opportunity Funding Corporation (OFC) is a Section 501 (c) (e) not-for profit corporation which was created in 1970 to facilitate the ownership of for-profit business entities by minorities and other disadvantaged persons through provision of investment capital. OFC, by utilizing guarantees, direct loans and equity investments, has generated in excess of \$66 million in capital for over 184 minority owned companies in 35 states. Through equity investments in financial intermediaries such as OFC, Inc., Syndicated Communications, Inc., S&L Acquisition Company, Inc., OFC has generated another \$200 million in financings from banks, insurance companies, venture capital companies and others for literally hundreds of additional small business concerns.

At inception, OFC's primary mission was to be a risk taker which tested various models for the stimulation of minority business development. OFC was initially funded by the United States government Office of Economic Opportunity during the administration of President Nixon in the amount of \$7 million. OFC Governor David Hertz and the late John G. Gloster, a former Atlanta bank executive and OFC official, presented the OFC concept directly to President Nixon. OFC was spun out of the federal government during the Carter administration as a not-for-profit organization. In 1984, OFC created OFC, Inc. to serve as a for-profit holding company and transferred a substantial amount of its assets to OFC, Inc. which, in turn, further transferred these assets into the capitalization of Syncom and Fulcrum. These entities, Syncom and Fulcrum, served as the financing vehicle for the hundreds of minority entrepreneurs who have successfully launched minority business enterprises nationwide right up to the present day.

**CLARK ATLANTA UNIVERSITY**  
*Host University for the OFC Venture Challenge*

Clark Atlanta University is a member of the consortium of Historically Black Colleges and Universities (HBCUs) known as the Atlanta University Center (AUC). Clark Atlanta University has undergraduate and graduate enrollments of about 5,000 students along with 275 full-time faculty. Clark Atlanta is the largest institution in the AUC and located in the heart of Atlanta. It offers undergraduate, masters, professional and doctoral degrees.

**School of Business**

The Clark Atlanta University School of Business with its diverse faculty and integrated curricula prepares undergraduate students for professional careers in accounting, finance, marketing, international business, general management and entrepreneurship. Masters of Business Administration (MBA) students pursue advanced courses in business management with concentrations in marketing, finance or decision science. The School offers MBA programs and undergraduate degrees that are fully accredited by the AACSB, the International Association for Management Education. There are approximately 800 undergraduate and 150 graduate students currently enrolled in degree programs at the School.

Dean of the School of Business, Dr. Edward Davis, has a distinguished record of achievement in quantitative analysis, strategic planning, information systems and entrepreneurship. There are over 30 full-time faculty with 23 doctoral degrees and a graduate placement rate of 85%. In the November 1998 issue of *Business Week*, the School of Business was ranked #2 as the best return on your investment for all business schools. In addition, the School of Business continues to graduate the largest number of African American MBAs among all business schools.

## **MOHAMMAD BHUIYAN, Ph.D.**

*Director of the OFC Venture Challenge*

Dr. Mohammad Ali Bhuiyan, currently an Associate Professor and Director of the OFC Venture Challenge at Clark Atlanta University, received his Ph.D. degree from the University of Florida, two MBAs from Georgia State University and the Indian Institute of Management-Bangalore. He has also received leadership and other educational trainings from the Center for Creative Leadership, Emory University, Duke University, ACE, UC-Berkley, Harvard University Kennedy School of Government and Harvard Business School.

He has worked as a marketing executive and consultant for the British American Tobacco, Pfizer, UNDP, FAO, and a number of other corporations. Before joining Clark Atlanta University, he taught and served as Assistant Dean and Department Head at Hampton University, Fort Valley State University, Savannah State University, University of Florida and the University of Dhaka.

Dr. Bhuiyan's main teaching and research interest is in the areas of international business management, entrepreneurship and leadership. He offers training programs for business executives and others on “Global Business Culture”(how to deal with people from different cultures and different ethnic background to carryout successful business dealings), “Leadership Development,” and “Negotiations.”

As a true international expert, he has lived in, worked and traveled to **Argentina, Australia, Bangladesh, Brazil, Canada, Chile, China, France, Germany, India, Italy, Mexico, Saudi Arabia, Singapore, Spain, Switzerland Taiwan, Thailand, Turkey, United Arab Emirates, United Kingdom and the United States.** He is associated with a number of national and international professional academic and business associations.

Dr. Bhuiyan is a prolific grant writer and an excellent fund-raiser. He has received many grants and led fundraising efforts for many organizations totaling millions of dollars. He has also served on several nonprofit, civic, and economic development boards of directors, including **Better Business Bureau, Junior Achievement, American Red-Cross, American Heart Association, IOH, Second Harvest Food Bank, The Rotary Club, City of Savannah Human Resource Commission, and Middle Georgia Regional Cooperation Initiative.**

For his outstanding achievements, Dr. Bhuiyan has been named to the *Who's Who in the World, . Who's Who in America, Who's Who in Finance & Industry, Who's Who in South and Southwest, and International Who's Who of Professional Management.* For his outstanding contribution and leadership, The City Council of Savannah adopted a proclamation to proclaim May 31, 1996 as “**Dr. Mohammad Bhuiyan Day,**” and The County of Chatham Commission also adopted a proclamation to proclaim May 24, 1996 as “**Dr. Mohammad Bhuiyan Day,**” Dr. Bhuiyan also received numerous awards including **Outstanding Teacher of the Year, Best Teacher Award, Outstanding Leadership Awards.** He is also a Recipient of the World Bank Fellowship.

He has authored and had feature stories in many daily and other newspapers including **The Atlanta Constitution Journal, Daily Press** (Hampton, VA), **Macon Telegraph** (Macon, GA), **Atlanta Business Chronicle, Savannah Morning News, Georgia Guardian, The State** ( Columbia, SC) **Global Fax** (Atlanta, GA) and **Savannah Business Journal.** Dr. Bhuiyan hosted a highly successful bi-weekly live radio talk show named “**International Business Hour**” for two years at the **WHCJ** station. He has appeared on many news stories and interviews aired on **ABC, CBS, NBC** affiliated **TV** stations, cable channels, and other radio stations.

He is a graduate of *Leadership Georgia's* class of 1996. Dr. Bhuiyan is married to Shamima and has a sixteen-year-old son, Avi.

**OFC Venture Challenge**  
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**BRIEF PROFILE OF PRESENTERS**

**JESSE HILL, JR**

Jesse Hill, Jr. is the retired Chairman , President and Chief Executive of Atlanta Life Insurance Company, CEO 1973 to 1994. During his tenure as Chief Executive, Atlanta Life attained its highest level of growth in shareholder value, profits, revenues and assets. He has compiled a long list of “door opening first “ for African Americans. Mr. Hill has been in the vanguard of Atlanta and national business, civil rights and political leadership for the last 50 years. He has been engaged in entrepreneurial ventures, including airport concessions nationwide and wireless communications in Nigeria. Dr. James J. Duderstat, President of the University of Michigan in presenting an honorary doctorate degree to Hill , a few years ago stated : For decades, Jesse Hill has used his business expertise and management skills to influence a broad range of business, educational, civic, and political interests in Atlanta, the state of Georgia and the nation. He has occupied a prominent place on all fronts of the civil rights movement since the mid-1950’s. He has broken racial barriers in the insurance industry, in corporate board rooms and is respected nationwide as an innovative leader in the corporate, political and philanthropic communities. Mr. Hill has served on the board of directors of eight major corporations including Delta Airlines, Knight Ridder Inc., Suntrust and NSI.

Jesse Hill, Jr. is a graduate of Lincoln University of Missouri, B.S. Math and Physics, and MBA University of Michigan.

**WALTER BROADNAX**

Walter D. Broadnax officially took office as Clark Atlanta University's second president on August 1, 2002. One of America's leading scholar-practitioners in the field of public policy and management, Dr. Broadnax served as the Dean of the School of Public Affairs at American University in Washington, D.C., prior to coming to CAU. Previously, he was a Professor of Public Policy and Management in the School of Public Affairs at the University of Maryland, where he also directed the Bureau of Governmental Research. Prior to joining the University of Maryland faculty, the Starcity, Arkansas, native served in a number of key positions, including the Deputy Secretary and Chief Operating Officer at the U.S. Department of Health and Human Services during the Clinton Administration and transition team leader for the President-elect Bill Clinton and Vice President-elect Al Gore team. Formerly the President of the New York State Civil Service Commission, Dr. Broadnax has held a host of professorships, consultancies and directorates spanning the spectrum of public policy and governmental affairs. Widely published, Dr. Broadnax is an accomplished speaker and has presented in the public administration, public policy, and public affairs arenas. He has served in leadership positions in various professional organizations. He is a Fellow of the National Academy of Public Administration and a former trustee of the Academy's Board. He is President-elect of the American Society for Public Administration and will ascend to President in 2003

Dr. Broadnax received his Ph.D. degree from the Maxwell School at Syracuse University, his B.A. degree from Washburn University, Topeka, Kansas; and his M.P.A. degree from the University of Kansas.

**ROBERT CHERNOW**

Robert A. Chernow, Senior Vice President of Entrepreneurship at the Kauffman Foundation, has over twenty-five years of entrepreneurial and business related experience, both in the domestic and international arenas. He was the Founder and President of two health care companies (Corporate Health Strategies and World Specialists); Senior Vice President at two major managed care companies (MetLife and Value Health); President of one of the nation's largest hospital systems (The New York Presbyterian Health Care System); and a Principle at a major consulting firm (PricewaterhouseCoopers). Rob also served as a Peace Corps Volunteer in Brazil. Rob is considered an expert in data analysis and outcomes research; sits on numerous boards of directors, and has taught at the University of Michigan, Yale University and the Cornell-Weill Medical School. He created, directed and grew Corporate Health Strategies (CHS) - a start-up data analysis company - without outside funding into one of the largest firms dedicated to the corporate market. CHS grew to employ over 500 professionals with annual revenues of \$45M. Directed the turnaround of a large MetLife division involving 2000 employees in 31 states, 1000 hospitals, 90,000 doctors and 2.5M members with a budget of \$150M. Profitability was restored by the second year. He also directed the domestic/international health plan/insurance sector within PricewaterhouseCoopers, focusing on strategic issues, compliance (HEDIS, NCQA, and Medicare), medical management, training and sales/marketing.

Rob did his undergraduate work at Colgate University, his Master's in Public Health at the University of California, Berkeley and his doctoral work in Epidemiology and Public Health at Yale.

## **ROBERT HISRICH**

Robert D. Hisrich is the A. Malachi Mixon, III Chaired Professor of Entrepreneurial Studies at the Weatherhead School of Management, Case Western Reserve University. He is also president of H&B Associates, a marketing and management consulting firm he founded. Prior to joining CWRU in 1993, Dr. Hisrich held the Bovaird Chair of Entrepreneurial Studies and Private Enterprise at the College of Business Administration at the University of Tulsa. Dr. Hisrich was a Fulbright Professor at the International Management Center in Budapest, Hungary in 1989 and 1990-91, Dr. Hisrich has held visiting professorships at the University of Ljubljana (Slovenia); the Technical University of Vienna (Austria); the University of Limerick (Ireland); University of Puerto Rico; and the Massachusetts Institute of Technology. He has authored or co-authored twelve books, including *Entrepreneurship* (translated into six languages and now in its fifth edition). Dr. Hisrich has written over 200 articles on entrepreneurship, international business management, and venture capital. He has also served on many editorial boards of top rated academic journals.

Professor Hisrich received his B.A. from DePauw University, his M.B.A. and Ph.D. degrees from the University of Cincinnati, and honorary doctorate degrees from Chuvash State University (Russia) and the University of Miskolc (Hungary).

## **MICHAEL MORRIS**

Michael Morris holds the Chris J. Witting Chair in Entrepreneurship and is executive director of the Department of Entrepreneurship and Emerging Enterprises at Syracuse University. He previously served as the Noborikawa Distinguished Professor of Entrepreneurship at the University of Hawaii and the Cintas Chair in Entrepreneurship at Miami University. He has also served as Gordon Professor of Entrepreneurship at the University of Cape Town in South

Africa. In addition, he has been a principal in three entrepreneurial start-ups. Morris has published four books and authored more than 100 articles in academic publications. He is also the current editor of the Journal of Developmental Entrepreneurship. He has received recognition for his teaching and research, and was twice honored by Pi Sigma Epsilon as national Faculty Advisor of the Year. Professor Morris was recently inducted as a 21st Century Entrepreneurship Research Fellow by the National Consortium of Entrepreneurship Centers and in 2001 received the Edwin and Gloria Appel Prize for contributions to the field of entrepreneurship, from Babson College.

Morris received a PhD in marketing from Virginia Polytechnic Institute and State University in 1983. His dissertation, won top honors that year from the Academy of Marketing Science.

#### **ARTHUR GREGG, LT. GEN. US ARMY (RETIRED)**

Retired Lieutenant General Art Gregg has more than 40 years of professional experience, having held senior level command and staff positions in the military and several executive positions in industry. During the course of his career, through ongoing education and experience, he developed a broad and in-depth knowledge of military operations and business management. General Gregg retired from active management in July 1996 but continues an active schedule as a member of several corporate and academic boards. He also serves as the Honorary Colonel of the Quartermaster Regiment, helping to inspire its members through a better understanding of its history and heritage. General Gregg is a Governor of the Opportunity Funding Corporation.

Art Gregg received his Bachelor of Science in Business Administration from Saint Benedict College, graduating summa cum laude. He has completed graduate level courses at the Army War College and at the Command and General Staff College and completed the Executive Program in National Security at Harvard University's John F. Kennedy School of Government.

#### **MOHAMMAD BHUIYAN (See Page - 13)**

#### **STEPHEN SPINELLI, JR.**

Stephen Spinelli Jr. is the Director of the Entrepreneurship Center and Professor of Entrepreneurship at the Babson College. Dr. Spinelli was a founder of Jiffy Lube International, Inc., a national franchise, and founder, chairman, and CEO of America Oil Change Corporation. His current research interests focus on the wealth creating potential of entrepreneurial alliances. Professor Spinelli is a consultant to national and regional companies. He serves as a member of the Board of Directors of a number of companies. He is a fellow of the Price-Babson College Fellows Program.

Dr. Spinelli received his B.A. degree from Western Maryland College, an M.B.A. from Babson Graduate School of Business and Ph.D. from the University of London.

#### **TONY MENDES**

Tony Mendes, Ph.D., is director of the college initiatives for the Ewing Marion Kauffman Foundation. Before accepting the position of director, Mendes was director of the Kauffman Entrepreneur Internship Program (KEIP). He joined the Kauffman Foundation as a consultant

in the Training and Development area. Prior to his position with the Ewing Marion Kauffman Foundation, Mendes was president of Mendes and Associates, a firm that provided executive consulting services to Fortune 500 companies including Ford Motor Company, IBM and Lotus Education. He also was a consultant for the Kansas City Royals Baseball Team and the American Italian Pasta Company. Mendes serves as adjunct professor at Rockhurst University teaching courses in Leadership and Organizational Behavior. He also was an adjunct professor at Rutgers University. In 1995, Mendes' book *Inspiring Commitment; How to Win Employee Loyalty in Chaotic Times* was published by Irwin Professional Publishing. This book addresses the key elements of employee commitment and strategies for fostering high performance and productivity. He was hired by AT&T in 1983 to conduct the landmark health promotion pilot study Total Life Concept.

Mendes received his doctorate in counseling psychology from the University of Missouri-Kansas City, with an emphasis in behavioral medicine and health promotion.

## **THOMAS EMERSON**

S. Thomas Emerson is an experienced entrepreneur and corporate executive. He currently serves as The David T. and Lindsay J. Morgenthaler Professor of Entrepreneurship at Carnegie Mellon University at Carnegie Mellon University in Pittsburgh, Pennsylvania. Prior to joining Carnegie Mellon he was President and CEO of Arizona Technology Incubator, a public-private partnership in Scottsdale, Arizona that mentors promising young technology companies. Prior to ATI, he served as Chairman and CEO of Xantel Corporation, a Phoenix-based high technology company that he founded. Dr. Emerson has previously founded and built Syntellect Inc. and Periphonics Corporation. Both Syntellect and Periphonics were backed by major venture capital companies, and both are market-leading computer hardware and software suppliers today, with combined annual revenues in excess of \$400 million. He holds four U.S. patents and a number of foreign patents. Dr. Emerson was named Inventor of the Year by the U.S. Patent Office in, and was named Entrepreneurial Fellow of the University of Arizona in 1986. Inc. Magazine and Arthur Young & Co. named him Arizona's High-Technology Entrepreneur of the Year in 1989.

Thomas Emerson holds an B.S. degree from MIT and M.A. and Ph.D. degrees from Rice University, Houston, Texas.

## **STEVEN ROGERS**

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