

## **2010 West Point Diversity Leadership Conference**

### **AGENDA**

**7-9 April 2010**

### **ADVANCING DIVERSITY AT WEST POINT**

11th Annual Conference Presented by the United States Military Academy  
and the West Point Association of Graduates





**Welcome to the 11th annual West Point Diversity Leadership Conference, co-hosted by the United States Military Academy and the Diversity Leadership Council of the West Point Association of Graduates. We are delighted to have your participation in this important conference.**

Our Conference theme is "Advancing Diversity at West Point." Many of our presentations will explore approaches for enhancing diversity at West Point within the context of changing national demographics. In our discussions we will examine the declining eligibility of young Americans for military service, the increasing demand for STEM (science, technology, engineering, and mathematics) graduates, the importance of strategically focused outreach to diverse communities, and the role of Cadets in enhancing the culture of inclusion at West Point.

Please use this booklet as your comprehensive guide to the Conference. In it you will find helpful administrative information and the biographies of our guest speakers, panelists, and moderators. During the Conference, enjoy the sights at West Point, get to know our Cadets, and meet members of the Military Academy's staff and faculty.

We are grateful to the sponsors of the 2010 Diversity Leadership Conference.

Booz | Allen | Hamilton



# Administrative Notes for the Conference

**A map of West Point is inside the back cover of this booklet.**

## Entering West Point

Vehicles with Department of Defense (DoD) stickers may use any of the three gates to enter West Point: Thayer Gate, Stony Lonesome Gate, Washington Gate. All vehicle occupants must have a photo ID.

If your vehicle does not have a DoD sticker, you must enter West Point through Thayer Gate or Stony Lonesome Gate.

Again, all vehicle occupants must have a photo ID. Allow yourself extra time to get thru the gates with the morning work force arriving.

## Parking during the Conference

Parking is extremely limited on West Point, particularly in the “Central Post Area” where many of our conference events are scheduled.

Shuttle bus service is provided for your convenience on Thursday and Friday. Please see the shuttle bus schedule below.

## Parking is available at the following Conference venues:

*Wednesday evening reception* in Herbert Alumni Center—north, south and rear lots.

*Wednesday evening lecture* in Thayer Hall, Robinson Auditorium—Thayer Hall roof parking lot, Doubleday parking lot, and Clinton Field parking lot.

*Thursday morning and afternoon activities*—park at Buffalo Soldier Field and use the Conference shuttle bus service (see shuttle bus schedule below).

Parking is not available on Thursday in the vicinity of Thayer Hall.

*Thursday evening reception and dinner* — park at Buffalo Soldier Field and use the Conference shuttle bus service (see shuttle bus schedule below); or park in A-Lot (above Michie Stadium) and walk down to the Kimsey Athletic Center.

*Friday morning and afternoon activities* — park at Buffalo Soldier Field and use the Conference shuttle bus service (see shuttle bus schedule below).

Parking is not available on Friday in the vicinity of Thayer Hall.

## Shuttle Bus Service During the Conference

A shuttle bus is provided for your convenience for Thursday and Friday Conference events. The shuttle bus schedule appears below.

Please visit the Conference registration table for further transportation assistance.

Day/Time	Pick-up Location	Drop-off Location
Thursday • 7:30-9:00AM	• North end of Buffalo Soldier Field parking lot (near stairs) • Thayer Hotel lobby	• Thayer Hall
Thursday • 5:00-6:00PM	• Thayer Hall	• Buffalo Soldier Field parking lot • Thayer Hotel lobby
Thursday • 6:15-7:00PM	• North end of Buffalo Soldier Field parking lot (near stairs) • Thayer Hotel lobby • MacArthur Statue	• Kimsey Athletic Center
Thursday • 9:15-9:45PM	• Kimsey Athletic Center	• Buffalo Soldier Field parking lot • Thayer Hotel lobby • MacArthur Statue
Friday • 7:30-9:00AM	• North end of Buffalo Soldier Field parking lot (near stairs) • Thayer Hotel lobby	• Thayer Hall
Friday • 1:45-2:30PM	• West Point Club	• Buffalo Soldier Field parking lot • Thayer Hotel lobby

## Attire

The attire for the conference is business attire. Comfortable walking shoes are suggested as there will be some walking between conference events.

A coat and tie or business suit is requested for the Wednesday and Thursday evening events. Military attendees may wear the duty uniform for all daytime conference events; and the Class A or ASU for Wednesday and Thursday evening events.

Rain gear or an umbrella is suggested. There will be some walking between conference events, rain or shine.

## Important Phone Numbers

Should you need assistance during the Conference, please visit the registration table or use the appropriate contact number below:

West Point Association of Graduates: 800-232-4723

Conference Committee: Jim Johnston: 845-527-3516 • Bridget Suarez: 845-401-4624 • Maryellen Picciuto: 845-446-1569

Thayer Hotel: 845-446-4731

Emergencies: 911

*Recommended attire for Wednesday evening activities is Class A or ASU for military and business attire for civilians (coat and tie suggested).*

**5:30-7:00PM**

Welcome Reception  
**Herbert Alumni Center**

*Welcome remarks by Colonel Robert L. McClure, USA, Retired, President and CEO, West Point Association of Graduates; hors d'oeuvres and beverages are served.*

Parking is available at Herbert Alumni Center—in north, south, and rear parking lots.

**7:30-8:40PM**

11<sup>th</sup> Presentation of the West Point Lecture Series on Diversity  
Sponsored by Xerox  
**Robinson Auditorium in Thayer Hall**

*Guest lecturer is Ambassador Swanee Hunt, Th.D. Conference participants join the West Point Class of 2013 at this lecture. The cadets are attending the lecture for their Psychology course.*

Parking is available in the vicinity of Thayer Hall on the Thayer Hall roof parking lot and along Cullum Road. Parking passes are not required in the evening hours. Robinson Auditorium is at the south end of the third floor of Thayer Hall.

Wednesday



*Recommended attire for Thursday activities is duty uniform for military and business attire for civilians; for the Thursday evening reception and dinner, Class A or ASU for military and business suit/coat and tie for civilians.*

Parking is NOT AVAILABLE on Friday in the vicinity of Thayer Hall. Please park at the Thayer Hotel or the Buffalo Soldier Field parking lot and use the complimentary shuttle bus service.

## **7:30-9:00AM**

Shuttle Bus Service

The Conference shuttle bus begins its morning run at 7:30am and continues until 9:00am. Bus stops are just outside the Thayer Hotel lobby and at the stairs at the north end of the Buffalo Soldier Field parking lot. The bus drops Conference participants off at Thayer Hall. Robinson Auditorium is located at the south end of the third floor of Thayer Hall.

## **8:00-9:00AM**

Continental Breakfast

**Robinson Auditorium Rotunda in Thayer Hall**

## **9:00-9:30AM**

Conference Opening and Welcome

**Robinson Auditorium in Thayer Hall**

*Conference co-chairs—Colonel Bryan Goda and Andre Sayles, Ph.D.—welcome participants, introduce senior leaders from the West Point Association of Graduates, and comment on the conference theme, Advancing Diversity at West Point.*

## **9:30-10:30AM**

State of Diversity at West Point

**Robinson Auditorium in Thayer Hall**

*West Point Superintendent Lieutenant General Buster Hagenbeck delivers an update on diversity at West Point.*

## **10:30-10:45AM**

Refreshment Break

**Robinson Auditorium Rotunda in Thayer Hall**

## **10:45-11:45AM**

State of Admissions and Initiatives

**Robinson Auditorium in Thayer Hall**

*West Point's Director of Admissions Colonel Deborah McDonald communicates Admissions' commitment to diversity and presents current class statistics and minority recruiting strategy and initiatives.*

## **12:00-1:40PM**

Luncheon with Guest Speaker Chief Justice Carolyn Wright, Texas' Fifth District Court of Appeals

**West Point Club Grand Ballroom**

## **1:50-2:45PM**

Plenary Address by Brigadier General Michael X. Garrett, Deputy Commanding General, U.S. Army Recruiting Command.

**Robinson Auditorium in Thayer Hall**

## **2:45-3:00PM**

Refreshment Break

**Robinson Auditorium Rotunda in Thayer Hall**

## **3:00-4:15PM**

Panel Discussion: "Recruiting a Diverse Corps of Cadets"

**Robinson Auditorium in Thayer Hall**

*This panel, introduced by Archie Elam, Vice Chairman of the West Point Diversity Leadership Council, addresses how West Point is doing in recruiting a diverse Corps of Cadets. Discussions cover the developments in strategy/process, technology, and organization that have led to the successes in the now-entering class (one of the most diverse in West Point's history); the challenges and opportunities we have with African-Americans and soldiers; the important roles that graduates and supporters of West Point can play; and the experiences and impacts we have had with programs for our parents and cadets.*

*Moderated by Bob Lockett, Assistant Vice President of Staffing, USAA.*

*Panelists: Cadet Devin Adams '11; Major Michael M. Burns, Minority Admissions Officer; Major Brian R. Easley, Soldier Admissions Officer; Meg Gordon, Pharm.D., Chief, Pharmacy Service, Providence, Rhode Island VA Medical Center; Noah Johnson, Regional General Manager (South Carolina), Walmart Stores U.S.; and Maureen Velez, Minority Admissions Specialist.*

# Thursday

4:20-5:25PM

Cadet Presentations

Robinson Auditorium in Thayer Hall

*Introduced by Michelle Nadeau-Schaff of West Point's Center for Enhanced Performance, cadets representing clubs from the Directorate of Cadet Activities present information about their experiences and their clubs' events and activities.*

*Moderated by Cadet Andrew T. Branch '10.*

*Panelists: Cadet Taneshina Wright '10, African-American Arts Forum; Cadet Uzi Ibrahim '11, Asian Pacific Club; Cadet Devin Adams '11, Contemporary Affairs Seminar; Cadet Ginger Recinos '10, Gospel Choir; Cadet Sun Yong Kim '10, Korean American Relations; Cadet Alexandra Rosenberg '10, The Margaret Corbin Forum; Cadet Stephane Manuel '11, National Society for Black Engineers; Cadet Peter Brainerd '11, Native American Heritage Forum; Cadet Andres Pazmin '10, Spanish Club.*

5:00-6:00PM

Shuttle Bus Service to Thayer Hotel and Buffalo Soldier Field Parking Lot  
The Conference shuttle bus begins its afternoon loop at Thayer Hall with stops at the Thayer Hotel lobby and the stairs at the north end of the Buffalo Soldier Field parking lot. The bus continuously loops until 6:00pm.

6:15-7:00PM

Shuttle Bus Service to Reception and Dinner at the Kimsey Athletic Center  
The Conference shuttle bus begins its evening loop at 6:15pm. Bus stops are just outside the Thayer Hotel lobby, at the stairs at the north end of the Buffalo Soldier Field parking lot, and at MacArthur statue. The bus drops Conference participants off at the Kimsey Athletic Center for the evening reception and dinner.

If you wish to drive your own vehicle to this evening's reception and dinner at the Kimsey Athletic Center, parking is available in A Lot, just behind (west of) Michie Stadium.

6:30-7:30PM

Cocktail Reception

4<sup>th</sup> Floor in Kimsey Athletic Center

7:30-9:30PM

Dinner with Guest Speaker Lieutenant General Dennis L. Via, Director, Command, Control, Communications, and Computer Systems Directorate (J6), The Joint Staff

4<sup>th</sup> Floor in Kimsey Athletic Center

*The West Point Strings (a string quartet composed of cadets), the Cadet Gospel Choir and the Cadet Jewish Chapel Choir entertain with performances during dinner.*

9:15-9:45PM

Shuttle Bus Service after Dinner

The Conference shuttle bus runs with stops at the Thayer Hotel lobby, the stairs at the north end of the Buffalo Soldier Field parking lot, and MacArthur statue.

Thursday



*Recommended attire for Friday activities is duty uniform for military and business attire for civilians.*

Parking is NOT AVAILABLE on Friday in the vicinity of Thayer Hall. Please park at the Thayer Hotel or the Buffalo Soldier Field parking lot and use the complimentary shuttle bus service.

## **7:30-9:00AM**

Shuttle Bus Service

The Conference shuttle bus begins its morning run at 7:30am and continues until 9:00am. Bus stops are just outside the Thayer Hotel lobby and at the stairs at the north end of the Buffalo Soldier Field parking lot. The bus drops Conference participants off at Thayer Hall. Robinson Auditorium is located at the south end of the third floor of Thayer Hall.

## **8:00-9:00AM**

Continental Breakfast

**Robinson Auditorium Rotunda in Thayer Hall**

## **9:00-9:05AM**

Conference Announcements

**Robinson Auditorium in Thayer Hall**

## **9:05-10:30AM**

Panel Discussion: "Supporting STEM through Diversity"

**Robinson Auditorium in Thayer Hall**

*This panel, introduced by LTC Donald Outing, is comprised of representatives from academia, government, and professional societies, and addresses the increasing demand for STEM graduates and the potential impact of shortages on the military and national economy in the absence of increased participation from across the nation's diverse population. Panelists also share thoughts on how to expand interest in STEM disciplines.*

*Moderated by Michael D. Gayle, Manager, Defense Programs, General Electric Global Research Center.*

*Panelists: Carlos Castillo-Chavez, Ph.D., Professor, Arizona State University; Melvin R. Currie, Ph.D., Research Advocate, National Security Agency (NSA); Dennis Davenport, Ph.D., Program Officer, National Science Foundation (NSF); Jay Dodd, Vice President, Booz Allen Hamilton; Vallen L. Emery, Jr., Ph.D., Program Manager, U.S. Army Research Laboratory (ARL); James H. Stith, Ph.D., Vice President Emeritus, American Institute of Physics (AIP).*

## **10:30-10:45AM**

Refreshment Break

**Robinson Auditorium Rotunda in Thayer Hall**

## **10:45-11:20**

Keynote Speaker: Robert Ontiveros, Chairman of Group O  
"Marketing West Point"

**Robinson Auditorium in Thayer Hall**

## **11:20-12:00**

Open Discussion and Conference Wrap-up

**Robinson Auditorium in Thayer Hall**

*Moderated by Pedro Suriel, Senior Executive for Global Diversity and Inclusion, Accenture*

## **12:15-1:45PM**

Luncheon with Guest Speaker Frances Hesselbein, Chairman of the Board of Governors, Leader to Leader Institute and Class of 1951 Leadership Chair, Department of Behavioral Sciences and Leadership, United States Military Academy

**West Point Club Grand Ballroom**

*The Arts High School Advanced Choir of Newark, NJ, performs during the luncheon. Students in this rigorous program prepare for professional careers and the continuation of their studies at the nation's leading conservatories and universities. Arts High School was established in 1931 as the first visual and performing arts high school in the United States. Programs for grades 9–12 include art, dance, drama, music and TV production.*

## **1:45-2:30PM**

Shuttle Bus Service to Thayer Hotel and Buffalo Soldier Field Parking Lot. The Conference shuttle bus begins its final loops at the West Point Club with stops at the Thayer Hotel lobby and the stairs at the north end of Buffalo Soldier Field parking lot.

# Friday

## Lieutenant General Buster Hagenbeck

*Superintendent  
United States Military Academy*

Lieutenant General Hagenbeck assumed duties as the 57th Superintendent of the United States Military Academy, West Point, New York, in June 2006.

General Hagenbeck was born in Morocco to a U.S. Navy family. He attended high school in Jacksonville, Florida, and was commissioned from the U.S. Military Academy in 1971. Later, at Florida State University, he earned a Masters of Science Degree in Exercise Physiology and served as an assistant football coach. While assigned to the U.S. Military Academy's Department of Physical Education, he earned a Masters of Business Administration from Long Island University. General Hagenbeck's military education includes the Army War College, Army Command and General Staff College, and the Infantry Officer Advanced Course.

General Hagenbeck has commanded at every level from company through division, culminating as Commanding General of the 10th Mountain Division. He has also served in the 25th Infantry Division, 10th Mountain Division, 101st and 82nd Airborne Divisions, and TRADOC.

Before becoming Superintendent, General Hagenbeck served as the Army's Deputy Chief of Staff, G-1, and in numerous staff positions, including Chief of Staff, 10th Mountain Division; Director, Officer Personnel Management Directorate, U.S. Total Army Personnel Command; and Assistant Division Commander (Operations), 101st Airborne Division.

General Hagenbeck has served in numerous Joint assignments, including Exchange Officer and Tactics Instructor to the Royal Australian Infantry Center; Deputy Director for Politico-Military Affairs; Strategic Plans and Policy Directorate (J5); and Deputy Director for Current Operations, J33, Joint Staff. General Hagenbeck served as Commander, Coalition Joint Task Force Mountain, Operations Enduring Freedom/Anaconda and Deputy Commanding General, Combined Joint Task Force 180 in Afghanistan.

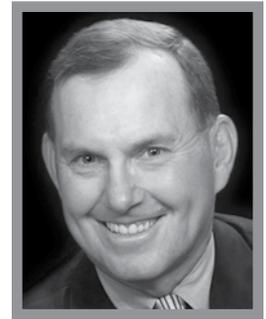
General Hagenbeck's decorations include the Distinguished Service Medal; the Defense Superior Service Medal with one oak-leaf cluster; the Legion of Merit with four oak-leaf clusters; the Bronze Star with one oak-leaf cluster; the Meritorious Service Medal with two oak-leaf clusters; the Army Commendation Medal with one oak-leaf cluster; the Army Achievement Medal; the Air Assault Badge; the Master Parachutist Badge; the Expert Infantryman Badge; Australian, British, and Honduran Airborne Wings; the Joint Chiefs of Staff Identification Badge; and the Army Staff Identification Badge.

He has been married to Judy for more than 30 years; they have two children and four grandchildren.



## Jodie K. Glore

*Chairman  
West Point Association of Graduates*



Jodie was born in Burley, Idaho and graduated from Ontario High School in 1965. He graduated from West Point in 1969 and was commissioned as an Infantry Officer. He attended Basic and Advanced Infantry School, Airborne, Ranger and Jungle Warfare School. He was a Platoon Leader and Company Commander with the 3<sup>rd</sup> Infantry Division in Germany in 1970. He was a Company Commander and Brigade S-3 Air with the 101<sup>st</sup> Airborne Division in Vietnam in 1971-72.

After receiving a Master of Science (with Honors) from the University of Oregon in 1975, he served four years as an Instructor and Assistant Professor in the Office of Military Leadership and the Department of Behavioral Sciences and Leadership at West Point. He taught Psychology, Leadership, Personnel Management, Ethics, and Quantitative Decision Making. He also served as a volunteer football coach and Officer in Charge of the Judo Club. And beyond all this, he was the Management Representative on the West Point Grievance Council (representing the Post Commander) and helped negotiate three labor contracts. After four years of teaching, he resigned from active duty in 1979 as a Captain (P) but continued to serve three years in the Reserves as a Mobilization designee in Behavioral Sciences and Leadership (1980 to 1985).

He joined Allen Bradley in 1979 as a project supervisor and held jobs of increasing responsibility including Operations Manager, Product Marketing Manager, and Director of Product Management. He was recruited to Square D Company in 1984 where he ran their \$80 million dollar automation business, \$500 million dollar power equipment business, and was the Corporate Head of World Wide Sales and Marketing.

He was recruited back to Allen Bradley in 1992, which is now a part of Rockwell International. After two years of running the \$1.4 billion dollar automation business, Jodie became President of Allen Bradley. With Allen Bradley's acquisition of Reliance Electric in 1995, he became President and COO of Rockwell Automation, which he grew to \$4.5 billion dollars in sales.

In 1998, he retired from Rockwell Automation. He became CEO and President of Iomega in 1999. He retired for good in 2000 and now lives in Naples FL. Jodie is a past Chairman of the Board of Fore Star LLC, a capital investment firm, and is still on their Board.

In his career Jodie has served on six for profit boards and seven not for profit boards. He currently is serving on three for profit boards and three not for profit boards. Jodie was twice featured in CEO magazine articles, once on Strategic Partnering and another on Military Men in Business.

He currently is a member of the Board of Directors for the West Point Association of Graduates. He is the Chairman of the Board's Development Committee and has also served on the Nominating Committee, Finance Committee, Audit Committee, Thayer Award Committee, and Distinguished Graduate Committee. He is the Past President of the West Point Society of Naples and Chairman of its Nominating and Admissions committees. He also has served as a Trustee of the Association of Graduates.

Jodie and his wife Sandy were leadership donors for West Point's Bicentennial Capital Campaign, along with continuing to donate to various other West Point needs, including academic, athletic, club, and military activities. They also set up a Scholarship Foundation to serve students going on to college from high schools in Ontario, Oregon, and Clinton, NY. So far, this Foundation has given over two hundred and fifty thousand dollars to deserving college-bound students. They also have donated money to recreate a memorial originally located outside A Company, 1<sup>st</sup> Battalion, 506<sup>th</sup> Infantry Orderly Room in Vietnam. This copy of the original monument honoring A Company's casualties in Vietnam by name was dedicated at Fort Campbell in May 2007.

Jodie and Sandy have two children, Jodie, Jr. and Kylie Menteeer. They also have four grandchildren, Skylar, Coleson, Porter, and Miller Menteeer.

## Colonel Bryan Goda

*Academy Professor, Department of  
Electrical Engineering & Computer Science  
United States Military Academy*



COL Goda is an Academy Professor specializing in Computer Engineering and is the Program Director for Information Technology. His assignments include Platoon Leader, Company XO, and Assistant S3, 13th Signal Bn, Ft. Hood Texas; HHC Commander, Signal Officer, 4/32 Armor, 3AD, Kirchgoens Germany; C Co Commander, Bn S3, Assistant S3, 143rd Signal Bn, 3AD, Frankfurt Germany and Operation Desert Storm; Bn XO; Bn Commander, G6, 121st Signal Bn, 11D, Kitzingen Germany and Bosnia Herzegovina; Simulations Officer, Grafenwoehr Germany.

He is a graduate of the Signal Officer Basic and Advanced Courses, NBC School, Airborne School, Network Planners, Switch Operators Courses, CAS3, CGSC, and Army War College. His academic interests include cache coherency, field programmable gate arrays, and information technology education. He serves as the ABET Committee Co-Chair, is OIC of the Cadet Chess Club, OIC of the Asian Pacific Awareness Club (APAC), and OR for the Track and Racquetball teams. He has been the Diversity Leadership Co-Chair for the past 3 years. COL Goda is married with 2 children; his son is a USMA class of 2006 graduate.

## Andre H. Sayles, Ph.D.

*Deputy Director  
Army Diversity Office*



Andre Sayles is currently serving as Deputy Director of the Army Diversity Office based in Rosslyn, Virginia. He is responsible for developing the strategy and overseeing all strategic planning for sustaining the Army as a national leader in diversity through inclusive policies and practices. He also leads the Diversity Leadership Council of the West Point Association of Graduates.

Dr. Andre Sayles was commissioned a second lieutenant in the Army Corps of Engineers and awarded a Bachelor of Science degree from West Point in 1973. He holds a Master of Science degree and the Ph.D. in Electrical Engineering from the Georgia Institute of Technology. He also holds a Master of Science degree in General Management from the Salve Regina University and a Master of Arts degree in National Security and Strategic Studies from the U.S. Naval War College. His military education includes completion of the Naval College of Command and Staff and the Army War College.

Dr. Sayles retired from the Army in 2007 and joined Booz Allen Hamilton in McLean, Virginia. He is currently serving with the Army through the DoD Highly Qualified Expert (HQE) Program. Dr. Sayles recently completed eight years as Professor and Head of the Department of Electrical Engineering and Computer Science at the United States Military Academy, where he was responsible for academic programs supporting three disciplines, the USMA Information Technology and Operations Center, and the Network Science Center. He shared oversight of the Photonics Research Center. Prior to his 1999 appointment as the Head of the Department of Electrical Engineering and Computer Science, Dr. Sayles served as Deputy Department Head, Electrical Engineering Program Director, and director of the department's program for lasers and optics. Dr. Sayles completed a variety of field assignments throughout his 34 years of military service, including commanding in Germany and duty at Fort Drum, New York, and Fort Belvoir, Virginia.

For over 20 years, Dr. Sayles supported diversity programs at West Point and throughout the Army. He served as a USMA minority admissions outreach officer from 1976 to 1977, speaking to more than 15,000 middle and high school students. In 1997, he founded the student chapter of the National Society of Black Engineers at West Point. His 1998 article, "On Diversity," published by the Army War College Strategic Studies Institute, was distributed throughout the Army and beyond. From 1996 to 2000, Dr. Sayles led the effort that culminated in the dedication of General Roscoe Robinson, Jr. Auditorium at West Point. General Robinson was the first African-American 4-star general in the Army. Dr. Sayles has also been a driving force behind the highly successful West Point Diversity Leadership Conference, which is now in its eleventh year.

A recipient of the NAACP Roy Wilkins Service Award, Dr. Sayles founded the USMA Leading Diversity Working Group and developed a novel, systematic approach to organizational diversity. More recently, he wrote the initial recommendation that led to establishment of the original Army Diversity Office at the Pentagon in 2005 and continues to support diversity education in the Military. He was a key author of the 2008 Army Diversity Task Force Interim Report that resulted in a new Army Diversity Office and the 144-page Army Diversity Assessment Report that followed.

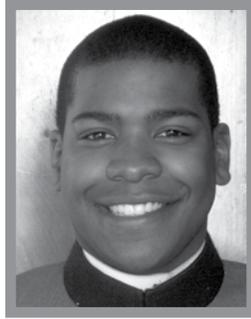
Dr. Sayles and his wife, Debbie, live in Haymarket, Virginia. They have three children and three grandchildren.

# Biographies

## Cadet Devin Adams

*United States Corps of Cadets*

Cadet Devin Adams is a 2<sup>nd</sup> Class Cadet from Alabaster, AL and is studying Economics. He currently serves as the Cadet in Charge (CIC) for the Cultural Awareness Seminar and as a Cadet Public Relations Committee advisor for the Directorate of Admissions. He has also done extensive work with the West Point public relations office and is labeled as one of the 10 "Faces of West Point," a pool of "go-to" cadets for all things public related. He had the opportunity to serve as a CBS College Sports sideline correspondent for the nationally televised Army vs. Vanderbilt game last fall. Long before that, Cadet Adams made a decision that would alter his life forever. Through his work and relationship with the outreach officers at West Point, this self-proclaimed Air Force Academy fanatic shocked friends and family by selecting West Point as his institution of choice.



## Cadet Andrew L. Branch

*United States Corps of Cadets*

Cadet Andrew Branch is a member of West Point's Class of 2012 and currently serves as the Brigade Respect Chairman for the United States Corps of Cadets.

A Language major at West Point, Cadet Branch spent the 2009 spring semester abroad at the Academia Militar das Agulhas Negras, also known as the Brazilian Military Academy. He is an active member of the Glee Club (1<sup>st</sup> tenor) and a manager for the Army Varsity Volleyball team. Cadet Branch taught 11<sup>th</sup> and 12<sup>th</sup> grades of Protestant Sunday School his freshman through junior years, and served as the Personnel Officer for West Point's annual Student Conference on United States Affairs (SCUSA) for the past three years.

Upon graduation this May, Cadet Branch will serve the Army in the Medical Service Corps. His goal is to pursue further education in hospital administration, community development, and foreign languages with the hope of working internationally.



## Herman E. Bulls

*Vice Chair,  
West Point Association of Graduates*



Herman Bulls is the founder and CEO of Jones Lang LaSalle's highly acclaimed Public Institutions specialty, a practice focused on delivering integrated real estate solutions to government entities, nonprofit organizations, transportation facilities, and higher education institutions.

During over 21 years at Jones Lang LaSalle he has worked in the areas of development, investment management and business development/retention. He has developed relationships with many of the firms leading clients, including the General Services Administration, Department of Veteran Affairs, Department of the Army, Department of State, University of Pennsylvania, Duke University, Ohio State University, Georgia Tech and the Port of Oakland by providing thought leadership and strategic guidance and direction for real estate issues. Mr. Bulls has also served as an expert witness on real estate matters in court as well as testified before congressional committees on privatization issues and public private partnerships.

Mr. Bulls is President and CEO of Bulls Capital Partners, which provides multi-family financing under the Fannie Mae Delegated Underwriting and Servicing (DUS) program. Additionally, he founded Bulls Advisory Group, LCC, a real estate advisory firm and currently serves as President and CEO.

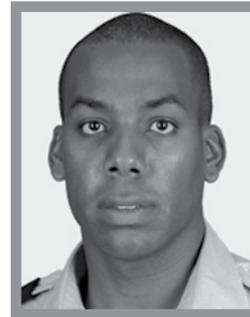
Prior to originally joining Jones Lang LaSalle, Mr. Bulls completed almost 12 years of active duty service with the United States Army. His last active duty assignments were working in the Office of the Assistant Secretary of the Army for Financial Management at the Pentagon and as an Assistant Professor of Economics and Finance at West Point. He has completed the Army's Airborne, Ranger and Command and General Staff College courses and served overseas in the Republic of Korea. He retired as a Colonel in the U.S. Army Reserves in 2008.

**Education and Affiliations:** Mr. Bulls received a Bachelor of Science degree in engineering from the United States Military Academy at West Point and a MBA in finance from Harvard Business School. He is a member of the Executive Leadership Council, an organization of senior African American business executives from Fortune 500 companies, and former Chairman of the Board of Directors of the Executive Leadership Foundation. Other activities include membership in Lambda Alpha International, the West Point Board of Directors, the National Association of College and University Business Officers (NACUBO), Leadership Washington, and the Real Estate Executive Council (REEC). Mr. Bulls is a founding member and former President of the African American Real Estate Professionals (AAREP) of Washington, D.C. He is also a member of the Real Estate Advisory Committee for the New York State Teachers' Retirement System (NYSTRS), one of the largest pension funds in the nation. Mr. Bulls acts as an International Director of Global Markets in the Washington, DC office of Jones Lang LaSalle. He is also on the Board of Directors of Comfort Systems, USA (NYSE:FIX), where he serves on the Governance and Compensation Committees. Mr. Bulls is a newly elected board member of Rasmussen, Inc., which is a post-secondary educational services organization delivering Master's, Bachelor's, Associate's, and Doctoral degree programs through its network of campuses and partnerships with leading universities.

**Awards and Recognition:** Minority Business Leader 2009, Washington Business Journal (WBJ); Trail Blazer Award 2008 Global Real Estate Diversity Conference, Atlanta, GA; 2007 Minority Leader of the Year Commercial Real Estate News (CPN); Passing the Torch Legacy Award 2007 African American Real Estate Professionals (AAREP).

## Major Michael M. Burns

*Minority Admissions Officer  
United States Military Academy*



Major Michael M. Burns is a native of San Antonio, Texas and a 2000 graduate of the United States Military Academy (USMA) at West Point, NY. Currently, MAJ Burns is serving as West Point's Minority Admissions Officer. As the Minority Admissions Officer, MAJ Burns is responsible for handling all USMA minority admissions issues. In addition, he is in charge of Project Outreach. Project Outreach is a Academy funded program, that brings back recent West Point graduates to visit high schools and junior high schools throughout the Nation to provide information, mentoring and assistance to prospective West Point minority candidates.

Upon graduation, MAJ Burns attended Flight School and the Basic Officer Leaders Course at Fort Rucker, Alabama. After departing from Alabama, he was assigned to the 3rd Battalion, 101st Aviation Regiment, Fort Campbell, KY as an Attack Flight Platoon Leader. While serving as platoon leader, he had the privilege of leading troops in both Afghanistan and Iraq, from December 2001 to May 2005, in support of the War on Terror. Upon completion of his platoon leader time, MAJ Burns was given the opportunity to run the civil affairs program, under the direction of General David Petraeus, for a portion of Northern Iraq. In this role, he was responsible for all reconstruction projects in five Iraqi cities. In addition, MAJ Burns commanded the Regimental Headquarters Troop of the 16<sup>th</sup> Cavalry Regiment at Fort Knox, KY from March 2005 to February 2007.

MAJ Burns' awards and decorations include the Meritorious Service Medal, three Air Medals, the Army Commendation Medal with three oak leaf clusters, the Afghanistan and Iraq campaign medals, the Global War on Terrorism Service Medal, the Army Service Ribbon, the Combat Action, Aviator and Air Assault Badges. He also holds a Master of Management degree from Webster University and an MBA from the University of Notre Dame.

## Carlos Castillo-Chavez, Ph.D.

*Professor  
Arizona State University*

Carlos Castillo-Chavez is a Regents and a Joaquin Bustoz Jr. Professor at Arizona State University. Carlos Castillo-Chavez' research program is carried out at the interface of the mathematical and natural and social sciences and puts emphasis on (i) the role of dynamic social landscapes on disease dispersal; (ii) the role of behavior on disease evolution, (iii) the role of behavior, environmental and social structures on the dynamics of addiction, (iv) the identification of mechanisms that facilitate the spread of diseases across multiple levels of organization. Carlos Castillo-Chavez has co-authored nearly two hundred publications, edited several volumes of research articles, and co-authored a textbook in Mathematical Biology in 2001. He edited a volume (with Tom Banks) on the use of mathematical models in homeland security published in SIAM's Frontiers in Applied Mathematics Series (2003); co-edited volumes in the Series Contemporary Mathematics entitled "Mathematical Studies on Human Disease Dynamics: Emerging Paradigms and Challenges" (American Mathematical Society, 2006) and Mathematical and Statistical Estimation Approaches in Epidemiology (Springer-Verlag, 2009) highlighting his interests in the applications of mathematics in emerging and re-emerging diseases. Castillo-Chavez is a member of the Santa Fe Institute's external faculty and adjunct professor at Cornell University and as a member of the Steering Committee of the "Committee for the Review of the Evaluation Data on the Effectiveness of NSF-Supported and Commercially Generated Mathematics Curriculum Materials," contributed to this NRC report from 2002-2004.

On July 1<sup>st</sup>, 2008, Castillo-Chavez became the founding director of the Mathematical, Computational and Modeling Sciences Center and the graduate field in applied mathematics in the life and social sciences or AMLSS at ASU. He is also the Executive Director of the Mathematical and Theoretical Biology Institute or MTBI and The Institute for Strengthening the Understanding of Mathematics and Science or SUMS. Castillo-Chavez' undergraduate/graduate summer program (established in 1996) was recognized as a "Mathematics Program that Makes a Difference" by the American Mathematical Society in 2007. SUMS' efforts were recognized with a Presidential Mentorship Award in 2002.

Castillo-Chavez' efforts resulted in the establishment of the David Blackwell and Richard Tapia Distinguished Lecture Series in 2000 and the co-establishment of the David Blackwell and Richard Tapia Award two years later with David Eisenbud. Castillo-Chavez spent 18 years at Cornell University (1985-2003) in the departments of Biological Statistics and Computational Biology (BSCB) and Theoretical and Applied Mechanics (TAM). Castillo-Chavez has received awards that include two White House Awards: Presidential Faculty Fellowship Award in 1992 and a Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring in 1997 and the 2002 Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) Distinguished Scientist Award and the 2003 Richard Tapia Award. In 2003, he held the position Stanislaw M. Ulam Distinguished Scholar at the Center for Nonlinear Studies (CNLS) at Los Alamos National Laboratory and was named honorary professor at Xi'an Jiaotong University in China (2004). He has been elected fellow of the American Association for the Advancement of Science (AAAS) and is the recipient of the 2007 AAAS Mentor award. Carlos Castillo-Chavez was a member of the Arizona Governor's P-20 Council's Mathematics Alignment Team in 2008-09. Castillo-Chavez is currently a member of three scientific mathematical sciences advisory boards at The National Institute for Mathematical and Biological Synthesis (NIMBioS), the Statistical and Applied Mathematics Sciences Institute (SAMSI), and Banff International Research Station (BIRS). Castillo-Chavez has just become a member of National Research Council's Board of Higher Education and Workforce or BHEW (2009-2011) and is the 12<sup>th</sup> recipient of the American Mathematical Society Distinguished Public Service Award (01-14-2010).



## Melvin R. Currie, Ph.D.

*Research Advocate  
National Security Agency*



**EDUCATION:** After receiving a BA degree in Mathematics and Economics from Yale College, Dr. Currie worked in his hometown of Pittsburgh as an economic analyst with Gulf Oil Corporation. He then spent three years in Germany, where he taught algebra in the Düsseldorf public school system. After returning from Germany, he earned MA and PhD degrees in mathematics at the University of Pittsburgh.

**PROFESSIONAL BACKGROUND:** Dr. Currie joined the National Security Agency in 1990 and in 1994 became chief of the Cryptomathematical Applications Branch. He moved to the Cryptography Office in 1996, where he was most recently chief of the Cryptographic Research and Design Division. He currently serves as the Research Advocate reporting directly to the Director of Research, NSA

Dr. Currie began his professional career in mathematics as a professor, holding positions at Auburn University and the University of Richmond. He served for more than a decade as a reviewer for the American Mathematical Society's REVIEWS. He is a member of the National Association of Mathematicians, a group founded by leading mathematicians in the African American community.

In 1999, Dr. Currie was chosen to deliver the David Blackwell Invited Address at the Mathematical Society of America's MathFest. He is the inaugural recipient of the Crypto-Mathematics Institute's Leadership Award, which was presented to him on the occasion of the organization's fiftieth anniversary in June 2007. The award cited his leadership in promoting research in quantum computing algorithms and his contributions to the Math Hiring Process. Dr. Currie was elevated to Defense Intelligence Senior Level (DISL) in June, 2008.

**PERSONAL:** He is an avid genealogist using both conventional tools and DNA. His other interests include playing the piano and composing for that instrument, although he never plays in public. Dr. Currie is writing his first novel for the fourth time and has been involved with German language and literature since his youth. He, his wife, and their seventeen-year-old daughter live in a 200-year-old stone house in Baltimore.



### **Dennis Davenport, Ph.D.**

*Program Officer  
National Science Foundation*



Dr. Dennis Davenport received his PhD from Howard University, specializing in Topological Semigroups with applications to Ramsey Theory; he has published several articles in the area. Dr. Davenport is currently on leave from Miami University in Oxford, Ohio and Howard University serving as a Program Officer at the National Science Foundation. This is his second rotation at NSF. His first rotation was from September 2000 to August 2002, in the Division of Undergraduate Education (DUE). While in DUE he worked on several NSF programs including, Course, Curriculum and Laboratory Improvement (CCLI), Assessment of Student Achievement in Undergraduate Education (ASA), NSF Director's Award for Distinguished Teaching Scholars (DTS), Advance Technological Education (ATE), Computer Science, Engineering and Mathematics Scholarships (CSEMS), Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring (PAESMEM), and the Math Science Partnership Program (MSP).

Dr. Davenport developed a summer undergraduate research program at Miami University, called the Summer Undergraduate Mathematical Science Research Institute (SUMSRI), which targets advanced mathematical science majors from underrepresented groups and women. In 2008 SUMSRI won the American Mathematical Society's award for Mathematics Programs that Make a Difference.

### **Jay Dodd**

*Vice President  
Booz Allen Hamilton*



Jay Dodd is a Vice President at Booz Allen Hamilton where he is a leader in the Army Human Capital and Installations markets with a focus on serving Army clients in the areas of organizational change and transformation.

Jay is responsible for support to the Office of the Assistant Secretary of the Army for Manpower and Reserve Affairs and the Office of the Army Deputy Chief of Staff for Personnel G-1 that address a wide range of Soldier and Family concerns; from Human Capital Strategy to support for Wounded Warriors to designing and implementing Military Personnel Transformation initiatives. Jay has also been a leader in supporting the Army Installation Management Command (IMCOM) serving clients in the Continental United States, Hawaii, Germany, and Korea. Jay teaches in the Advanced Practitioners Course in Change Management, a joint venture with Booz Allen and Georgetown University's McDonough School of Business and is a member of the Strategic Planning Committee for the American Red Cross of the National Capital Area.

Prior to joining Booz Allen, Jay served as an Army Officer for 24 years, rising to the rank of Colonel. He was an infantry officer with a secondary career field in resource management that culminated with service as a Separate Infantry Brigade Commander followed by being a Division Chief in J8 (Resource Management), the Joint Staff. After his military career, Jay joined Arthur Andersen where he was a Senior Manager in its government practice.

A Project Management Professional (PMP) and a Certified Public Accountant (CPA), Jay holds graduate degrees from Syracuse University and the Industrial College of the Armed Forces (ICAF) in business and resource management. He has an undergraduate degree in engineering from the U.S. Military Academy.

# Biographies

## Major Brian R. Easley

*Soldier Admissions Officer  
United States Military Academy*

Major Brian Easley is a native of Pea Ridge, AR. He entered service in 1995 at the United States Military Academy, West Point, where he earned a Bachelor of Science Degree in American History. He was commissioned as a Second Lieutenant in the Ordnance Corps in May, 1999.

Upon completion of the Ordnance Officer Basic Course at Aberdeen Proving Ground, MD, he was assigned to the 325th Forward Support Battalion, 25th Infantry Division (Light) at Schofield Barracks, HI. While in the 325th FSB, MAJ Easley served as a Platoon Leader, Maintenance Control Officer and Battalion Adjutant (S-1). In 2002, MAJ Easley was selected to serve as Aide-de-Camp to the Commanding General of the Pacific Ocean Engineer Division at Fort Shafter, HI. After graduating from the Combined Logistics Captains Career Course and the Combined Arms Services Staff School in March, 2004, he was assigned to Fort Bragg, NC. While stationed at Fort Bragg, he served in the 82nd Airborne Division G-4 as the Division Supply Officer (OIF II), in the 407th Brigade Support Battalion as the Battalion Operations Officer (S-3), and as the commander of Bravo Company, 407th BSB (OIF IV). Following company command, MAJ Easley earned his Master's of Science degree from the University of Arkansas and is currently serving at the United States Military Academy (West Point) as the Soldier Admissions Officer.

Service schools include the Ordnance Officer Basic Course, Combined Logistics Captains Career Course, Combined Arms and Services Staff School, U.S. Army Airborne School, Air Assault School, Pathfinder School, and the 82nd Airborne Division Jumpmaster Course.

Major Easley's awards and decorations include the Bronze Star, Meritorious Service Medal (1 OLC), Army Achievement Medal (2 OLC), National Defense Service Medal (2nd Award), Iraq Campaign Medal, Global War on Terrorism Service Medal, Armed Forces Service Medal, Army Service Ribbon, Overseas Service Ribbon (2nd Award), the Army Combat Action Badge, Senior Parachutist Badge, Air Assault Badge, Pathfinder Badge, German Army Proficiency Badge (Gold) and German Parachutist Badge.



## Archie Elam

*Vice Chairman  
West Point Diversity Leadership Council*

Archie Elam came to West Point after graduation from an Aerospace Magnet high school in Philadelphia, PA with the Class of 1976. Following Beast Barracks, he joined the Corps of Cadets as a member of Company E-1. While a cadet, Archie pursued a course of study in electrical engineering and mathematics. He was also active in athletics as an outstanding member of Army's fencing team (and later as its first African-American weapons captain), a brigade champion lacrosse team member and the West Point karate team.

Upon graduation, Archie was commissioned in Armor. His troop, staff and command assignments took him to Cavalry and Armor units at the Armor School, West Point Admissions, U.S. Army Europe, and 18th Airborne Corps. He was also an Operations Research and Systems Engineering analyst for the Office of the Secretary of the Army and the Army G-1 in the Pentagon. He led teams in the development of decision support systems and forecasting models that supported the development of Army strategy and manpower programs. His work there saved the Army over \$75 million a year and was written into Army doctrine at the Command and General Staff College. He went from the Pentagon to Operations Desert Shield and Desert Storm as the Chief of G-3 Current Operations for the 24th Infantry Division (Mechanized), 18th Airborne Corps. Repeated back injuries, each followed by surgery led Archie to take a decision to retire while at Fort Bragg, NC.

Archie has an MBA in Finance and Management from the Fuqua School of Business at Duke University. He is the recipient of their Alumni Leadership Award, given to a graduate who excels in business and community leadership. He also holds numerous U.S. and foreign military awards; a commission as a Colonel from the Governor of KY, the state's highest leadership award; commendations for the CT Lieutenant Governor and legislature for his leadership of a state environmental restoration project; a leadership award from the U.S. Congress for educational technology programs and many others. He has also held elected office as a member of the Stamford Board of Education. There he led their capital budget committee, overseeing several hundred million in capital expenditures and was the board's representative to the CT Board of Education. Recently, Archie was appointed to lead the Veterans Affairs Council and the Service Academy Nominations Committee for Connecticut's 4th Congressional District.

Archie's business career has taken him to executive positions in operations and risk management, marketing/e-business and strategy/business development. He has held numerous executive and leadership roles at General Electric's financial services business group, United Technologies aerospace business group and Accenture Management Consulting's strategy group. Archie is a certified Lean Six Sigma Master Black Belt. He has led deployments at large commercial businesses like GE and for Army organizations like the U.S. Army Strategic Deployment and Distribution Command, the Army G-8/Program Analysis and Evaluation Directorate and for West Point.

Archie currently lives in Stamford, CT with his wife Deb, a senior executive at General Electric and his 2 daughters, Katherine and Alexandra. They are nationally competitive figure skaters and honor students at Greenwich Academy in Greenwich, CT. They are very active supporters of West Point. In addition to being season ticket holders in football and basketball, they have donated thousands of their own dollars and have brought many thousands more in donations and new relationships from other supporters of West Point. Archie is currently the Vice Chairman of West Point's Diversity Leadership Council and president of his own consulting firm in Stamford, CT.



### **Vallen L. Emery, Jr., Ph.D.**

*Program Manager*

*U.S. Army Research Laboratory*



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 compliment 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.

## Brigadier General Michael X. Garrett

*Deputy Commanding General  
U.S. Army Recruiting Command*

Brigadier General Michael X. Garrett assumed the duties of the Deputy Commanding General, U.S. Army Recruiting Command July 2, 2009, after serving as a Senior Military Fellow at the Center for New American Security in Washington, D.C.

Commissioned as an infantry officer in May 1984, his initial assignments were with the 3d Battalion (Mechanized), 19th Infantry Regiment, 24th Infantry Division at Fort Stewart, Ga., and 1st Battalion, 75th Ranger Regiment at Hunter Army Airfield, Ga., where he served as a platoon leader and company executive officer.

In 1988, he transitioned to Korea, where he served as S3 (Operations) and then Commander of the Combat Support Company, 2d Battalion, 503d Infantry, 2d Infantry Division, Eighth U.S. Army, followed by assignments as Headquarters and Headquarters Company Commander, 2d Brigade and Aide-de-Camp to the Commanding General, 2d Inf Div, Eighth U.S. Army.

Returning to the 75th Ranger Regt, General Garrett served as Assistant S3 (Training), Company Commander and Liaison Officer with the 3d Battalion at Fort Benning, Ga., and then Liaison Officer and S3 (Operations) for 2d Battalion at Fort Lewis, Wash.

In June 1997, he was assigned as Action Officer, Regional Exercise Branch and later Chief of the Joint Task Force Training Branch, J3, U.S. Pacific Command at Camp H. M. Smith, Hawaii. He then commanded the 3d Battalion, 325th Infantry (Airborne), 82d Airborne Division at Fort Bragg, N.C., from June 2000 to 2002, before becoming Chief of Operations, G3, XVIII Airborne Corps at Fort Bragg and deploying to Afghanistan as Chief of Current Operations, Combined Joint Task Force 180, Operation Enduring Freedom.

General Garrett was next assigned as the Regimental Tactical Officer and then Director of the Department of Military Instruction at the U.S. Military Academy at West Point, N.Y.

From February 2005 to July 2008 he commanded the 4th Brigade Combat Team (Airborne), 25th Infantry Division (Light) at Fort Richardson, Alaska, and deployed in support of Operation Iraqi Freedom.

A native of Cleveland, Ohio, General Garrett holds a Bachelor's Degree in criminal justice from Xavier University. His military education includes the Infantry Officer Basic and Advanced Courses, the U.S. Army Command and General Staff College, and the Senior Service College Fellowship.

General Garrett's awards include the Legion of Merit with Oak Leaf Cluster, Bronze Star Medal with Oak Leaf Cluster, Defense Meritorious Service Medal, Meritorious Service Medal with three Oak Leaf Clusters, Army Commendation Medal with two Oak Leaf Clusters, Joint Service Achievement Medal, Army Achievement Medal, Expert Infantryman's Badge, Combat Infantryman's Badge, Master Parachutist Wings, Pathfinder Badge, Air Assault Badge and Ranger Tab.

General Garrett and his wife, Lorelei, have two children, Samantha and Mikey.



## Michael D. Gayle

*Manager, Defense Programs  
General Electric Global Research Center*



Michael Gayle is a retired Army Officer with over 30 years of progressive experience building and directing major programs, operations, sales, marketing and new business development spanning the government and commercial sectors. He has broad government and political experience with large materiel acquisitions (PPBS and PPBES), the legislative budget process, and government business units. His military career began after graduation from West Point in 1980. After multiple tours of duty in Army Aviation and the Acquisition Corps, he served in the Pentagon as a senior staff officer with executive level program and financial management oversight in the Office of the Assistant Secretary of the Army for Army Aviation Electronic Combat systems (Research, Development and Acquisition, now the Assistant Secretary of the Army for Acquisition, Logistics and Technology) with a programmed budget responsibility of \$4.0 billion. He was selected as an American Political Science Association (APSA) Congressional Fellow and served as a Congressional Staffer responsible for Domestic Policy, Telecommunications Issues, Native American Affairs and Military Affairs consultation in the office of Representative J.C. Watts, Jr. Upon returning to the Army, he served in the Programs Division (Hardware), where he worked with a liaison team that developed Legislative Priorities, Strategies, and Implementation Plans for senior Army executives at the highest levels (Secretary of the Army, Under Secretary of the Army, Chief of Staff of the Army and the Vice Chief of Staff of the Army) that yielded successful results with regard to Army funding for three Congressional budget cycles. After retirement, he has held a number of positions ranging from Senior Account Manager, Director of Business Development, Capture Manager and Vice President at DynCorp Information Systems, Lockheed Martin and Intelsat Corporation. He is currently the manager of Defense Programs at General Electric's Global Research Center.



## Margaret Gordon, Pharm.D.

*Chief, Pharmacy Service  
Providence, Rhode Island VA Medical Center*



Meg Gordon is a United States Military Academy Preparatory School alumnus (1980) who enlisted for active duty three years earlier. Beginning military service as an Intelligence Analyst, Meg became one of the first women to serve at the combat arms brigade level. While a member of the 1<sup>st</sup> Brigade, 1<sup>st</sup> Infantry Division, Fort Riley Kansas, Meg learned she was West Point eligible during a routine database screening. With USMA alumni as her early mentors, Meg joined The Long Gray Line in the 5<sup>th</sup> year of women graduates.

At USMA Meg concentrated in the German and Spanish languages to increase her cultural awareness. Her many activities included writing for the Cadet newspaper and being a member, and later Captain, of the Women's Bowling Team. After graduation, Meg continued a career path women travelled less frequently: she joined the U.S. Army Aviation Branch. Her military highlights include a tour as an Assault Helicopter Company Platoon Leader in the Republic of South Korea (1987-1998) and serving as a U.S. Army Aviator (1985-1993). Complications from an Airborne School injury resulted in Meg's medical separation after over twelve years of active service.

To better prepare herself for civil sector employment, Meg earned a Doctorate in Pharmacy from the Medical College of Virginia. In her new found healthcare career, Meg distinguished herself by completing an elective pharmacy practice residency in ambulatory care at the McGuire Veterans Affairs Medical Center (VAMC), Richmond, Virginia. During the next three years, Meg continued there as a mid-level practitioner, guiding veterans with diabetes, high blood pressure and/or cholesterol to better manage their medical conditions with appropriate medication, monitoring and life style changes. Returning to leadership roles, Meg served in consecutive VA Pharmacy management positions in Marion, Illinois, Las Vegas, NV, and West Los Angeles, CA. Meg is currently the Chief, Pharmacy Service at the Providence, Rhode Island VA Medical Center. Her interests in research and improving patient outcomes lead her towards completion of a Masters in Public Health with graduation mid-2010 (Rollins School of Public Health, Emory University, Atlanta, GA).

Highlights of Meg's clinical career include serving as Co-Founder of the Nevada Society of Health-Systems Pharmacists (NVSHSP) and selection as a VA Pharmacy Benefit Management interim subject matter expert (SME) to the President's Task Force to Improve Healthcare Delivery to our Nation's Veterans (2002).

Meg resides in Providence with her younger daughter. Her older daughter is a member of the West Point Class of 2013. Both daughters share Meg's passion for languages and appreciation for cultural diversity with one studying French and the other, Mandarin Chinese. Not surprisingly, Meg has a variety of interests to include downhill skiing, hiking, travelling, digital photography, board and card games, and entertaining. She admits to a weakness for reality TV and Sudoku and considers herself an amateur movie critic.

## Frances Hesselbein

*Chairman of the Board of Governors  
Leader to Leader Institute  
Class of 1951 Leadership Chair, Department  
of Behavioral Sciences and Leadership  
United States Military Academy*



Mrs. Hesselbein was awarded the Presidential Medal of Freedom, the United States of America's highest civilian honor, in 1998. The award recognized her leadership as Chief Executive Officer of Girl Scouts of the U.S.A. from 1976-1990, her role as the Founding President of the Drucker Foundation, and her service as "a pioneer for women, diversity and inclusion." Her contributions were also recognized by former President Bush, who appointed her to two Presidential Commissions on National and Community Service.

She serves on many nonprofit and private sector corporate boards, including the Board of the Mutual of America Life Insurance Company, New York, the Bright China Social Fund, as a Drucker Centennial Chair, the American Express Philanthropy, the Boards of the Center for Social Initiative at the Harvard Business School, the Hauser Center for Nonprofit Management at the Kennedy School, and U.C.S.D. Graduate School of International Relations and Pacific Studies and Center for Creative Leadership's Alliance Advisory Council. She was the Chairman of the National Board of Directors for Volunteers of America from 2002-2006 and is the recipient of twenty honorary doctoral degrees.

In 2009 the University of Pittsburgh introduced The Hesselbein Global Academy for Student Leadership and Civic Engagement. The Academy's aim is to produce experience and ethical leaders who will address the most critical national and international issues and to advance positive social and economic initiatives throughout the world.

Mrs. Hesselbein was the first recipient of the Girl Scouts of the U.S.A.'s Lifetime Achievement Award and was inducted into the Enterprising Women Hall of Fame at the 7th Annual Enterprising Women of the year Awards Celebration.

In 2008 Mrs. Hesselbein received the International Leadership Association's Lifetime Achievement Award in Los Angeles, and the Tempo International Leadership Award in New York City. She was named a Senior Leader at the United States Military Academy, 2008 National Conference on Ethics in America. In 2007 Mrs. Hesselbein was awarded the John F. Kennedy Memorial Fellowship by Fulbright New Zealand. In 2006, Mrs. Hesselbein received three awards: Miss Hall's School Woman of Distinction Award from Miss Hall's School, the Champion of Workplace Learning and Performance Award from the American Society for Training and Development, and the Teachers College Medal for Distinguished Service from Columbia University's Teachers College. In 2006, she gave commencement addresses at St. Mary's University, San Antonio, Texas, and The University of St. Thomas, St. Paul, Minnesota. In 2006, she sponsored the Frances Hesselbein Leadership Award for Research and the Frances Hesselbein Educator Leader Award at the U.S. Air Command and Staff College. During the Military Child Education Coalition's (MCEC) 8th Annual Conference in July 2006 the MCEC Board of Directors established the "Frances Hesselbein Student Leadership Program" in recognition of her dedication to the leadership development of the children of the military.

In 2004, Mrs. Hesselbein received the Juliette Award from Girl Scouts of the U.S.A. and the 2004 Visionary Award from the American Society of Association Executives Foundation. In 2003, the "Frances Hesselbein How-To-Be Award" was established and is presented annually at the Junior Achievement Worldwide Leadership Conference. The award recognizes Junior Achievement staff that lives the Junior Achievement values of integrity, respect, and excellence through their examples of positive ethical leadership. In 2002, Mrs. Hesselbein was the first recipient of the Dwight D. Eisenhower National Security Series Award for her "outstanding contributions to America's national security." In 2001, Mrs. Hesselbein was awarded the Henry A. Rosso Medal for Lifetime Achievement in Ethical Fund Raising from

the Center on Philanthropy at Indiana University and the International ATHENA Award. Mrs. Hesselbein is Editor-in-Chief of the award-winning quarterly journal *Leader to Leader*, and a co-editor of a book of the same name. She also is a co-editor of the Drucker Foundation's three-volume *Future Series* and *Leading Beyond the Walls*, and *Leading for Innovation, Organizing for Results*, the first two books in the Foundation's *Wisdom to Action Series*. She is co-editor with Dr. Marshall Goldsmith of *The Organization of the Future 2: Visions, Strategies, and Insights on Managing In a New Era* published in 2009. She is the author of *Hesselbein on Leadership*, and *Be, Know, Do: Leadership the Army Way*, introduced by General Eric K. Shinseki and Frances Hesselbein, was published in February of 2004. She is the co-editor of 26 books in 28 languages.

## Ambassador Swanee Hunt, Th.D.

*Chair*

*Institute for Inclusive Security*



Ambassador Swanee Hunt chairs the Washington-based Institute for Inclusive Security, which conducts research, training, and advocacy to integrate all key stakeholders, especially women, into peace processes.

From 1993 to 1997, Hunt served as President Clinton's ambassador to Austria, where she hosted negotiations and international symposia focused on stabilizing the neighboring Balkan states. During that time, she led the U.S. delegation to the EU conference on trafficking in Vienna.

Dr. Hunt is the Eleanor Roosevelt Lecturer in Public Policy at Harvard's Kennedy School of Government, where she teaches "Inclusive Security," exploring why women are systematically excluded from peace processes and the policy steps needed to rectify the problem. There, she founded, and for a decade directed, a research center: the Women and Public Policy Program. Dr. Hunt is currently core faculty at the Center for Public Leadership and a senior advisor to the working group on modern-day slavery at the Carr Center for Human Rights. She has lectured not only across Harvard, but at universities worldwide, including MIT, Peking University and Moscow State University.

Ambassador Hunt is founder and president of Hunt Alternatives Fund, through which she has committed some \$130 million in endowments and grants to local, national, and global initiatives. The Fund operates out of Cambridge, Massachusetts and is focused on strengthening youth arts organizations, supporting leaders of social movements, combating the demand for commercial sex, achieving political parity for women in high-level positions (in the U.S. and globally), and increasing philanthropy.

A native of Dallas, Hunt began her career addressing challenges facing local communities in the Denver area, where she spent 16 years. She funded more than 400 neighborhood-based organizations addressing issues including violence prevention, job creation, public education, and leadership development. Her widespread community involvement included tenure as minister of pastoral care in an ecumenical parish, and she directed a halfway house for mentally ill adults. Hunt worked with two mayors and the governor, chairing initiatives on children and family services, affordable housing and homelessness, and a comprehensive "human capital agenda."

Hunt, a composer, photographer, and journalist, has authored two books with Duke University Press: the award-winning *This Was Not Our War: Bosnian Women Reclaiming the Peace* and a memoir, *Half-Life of a Zealot*. Her most recent manuscript, *Worlds Apart: the Bosnian Case in Pursuit of Global Security*, is in publication.

She is married to Charles Ansbacher, founder and conductor of the Boston Landmarks Orchestra and principal guest conductor of orchestras in Russia, Bosnia, and Kyrgyzstan. Their world includes three children, three grandchildren, a cat, a parrot, eight horses, and 76 bison (in absentia).



### Noah Johnson

*Regional General Manager  
(South Carolina), Walmart Stores U.S.*

Noah Johnson is a Regional General Manager at Walmart and is responsible for all store operations for the State of South Carolina. Prior to his current position, he held roles in Corporate Strategy and Store Innovation (Financial Planning and Analysis).

Noah is a 1999 graduate of the U.S. Military Academy at West Point and served as a Captain in the Field Artillery. After leaving the military, he received his Master of Business Administration from the Stanford Graduate School of Business and joined Walmart Stores, Inc. in 2006.



### Jim Johnston

*Vice President for Alumni Support  
West Point Association of Graduates*

Jim Johnston is the West Point Association of Graduates' Vice President for Alumni Support. A native of Cedar Cliff, Pennsylvania, he graduated from the U.S. Military Academy in 1973.

Among Jim's Air Defense Artillery assignments were company-level command in Germany with the 59<sup>th</sup> Ordnance Brigade and operations positions with the III Corps (Forward) headquarters in Maastricht, the Netherlands. He served twice in the Department of English at West Point, from 1982-1985 and from 1990-1994. In 1994, Jim was assigned to Headquarters, Army Space & Strategic Defense Command, Crystal City, Virginia. There, he was chief of theater missile defense operations until his retirement from the Army as a lieutenant colonel in 1995.

Four years with Coleman Research Corporation (CRC) in Arlington, Virginia, followed, culminating in a position as program manager in the Advanced Concepts Group of CRC and then division manager for space and missile defense integration, supervising offices in Hampton and Arlington, Virginia; Colorado Springs, Colorado; and Lawton, Oklahoma. Jim joined the West Point Association of Graduates staff in 1999. Since 2007, he has served as vice president for alumni support and WPAOG publications, as well as secretary for the Diversity Leadership Council.

Jim is especially proud of the dedication and professionalism of the Alumni Support team responsible for much of the organization, administration, and logistics of the West Point Diversity Leadership Conference: Maryellen Picciuto '86, director of events and organizations; Nicole Corbin, alumni support information technology specialist; and Bridget Suarez, alumni support office manager.

Jim is married to Dr. Sue Tandy, a professor in the Department of Physical Education. His son James is a trial consultant in St. Petersburg, Florida.



# Biographies

## Bob Lockett

*Assistant Vice President of Staffing  
USAA*

Bob is currently Assistant Vice President of Staffing at USAA. In this role, Bob created the Junior Military Officer Career Development Program and led the efforts to ensure over 20% of all hires at USAA are veterans/military spouses. He joined USAA as the AVP, Employee Relations and Leadership Programs in July 2006. Bob led the culture change effort, created the Leadership Imperatives for executives and developed the Leadership Academy for high potential leaders. Prior to joining USAA, Bob was a HR Executive with Limited Brands, based in Columbus, OH. In his last assignment, Bob led the Stores Human Resources function for the EXPRESS brand, a 800 store, 20,000 associate, \$2 Billion apparel chain. Bob led the Associate Relations team, managed the Talent Lifecycle for the management population, and was a Business Partner for EXPRESS Field Executive team. Bob also was Director, Human Resources for Bath and Body Works, where he had HR Generalist responsibility for Merchandising, Marketing, Design, CRM, Product Innovations (NY based), and White Barn Candle Company. Bob was also a leader in the community as well. He served as a Board Member for the Salesian Boys and Girls Club and was a key member of the Columbus Chapter of the National Black MBA Association.

At Harrah's North Kansas City, Bob was a General Manager Associate and Director, Customer Marketing for key customers. He managed a team of 10 Casino Hosts and a 30 member operational component of the Total Rewards (Loyalty) program.

While at Frito Lay, Bob was a Sr. Group Manager, Staffing at the corporate office and HR Manager, Field Operations. Bob led the internet recruiting efforts that saved over \$1 Million dollars in search fees. Additionally, he co-authored the Field Staffing Model and was a member of the HR team that negotiated two labor contracts.

Prior to Frito Lay, Bob was an Executive Senior Partner with Lucas Group, with a specialty in Junior Military Officer recruiting. Most notably, Bob helped over 500 officers find corporate opportunities.

Bob spent 9 years on active duty as an Army Field Artillery Officer. He held positions as Platoon Leader, Executive Officer, and Battery Commander (Germany). He is also a Desert Storm Veteran.

Bob graduated from the United States Military Academy at West Point with a General Engineering degree. He also earned a Master's in Business Administration (MBA) from The University of Texas at Dallas.

He is married to Shawnette and the proud father of Robert III, a senior at Texas Tech, Briana, a sophomore at Hampton University and Aiden. Hobbies include: Weight training and general fitness, basketball, golf, softball, football, music and community service.



## Robert L. McClure

*President and CEO  
West Point Association of Graduates*

Colonel (Retired) Robert L. McClure graduated from the United States Military Academy with the Class of 1976, holds an MPA degree from Harvard and has studied as an Olmsted Scholar in Germany. Over an Army career that spanned 28 years, COL McClure commanded deployed forces at every level in the Corps of Engineers, from Company through Brigade. Additional assignments included tours with the United Nations, The Council on Foreign Relations, and staff duty at the Pentagon. After leaving active duty in 2004, he served as Regional Director of Business Executives for National Security (BENS) in New York. In January, 2007 he was named President and CEO of the West Point Association of Graduates, United States Military Academy. Representing over 47,00 living graduates of West Point, Bob is responsible for the organization and direction of an 80-person staff, an annual budget approaching \$10M, and the day-to-day affairs of the Association.



### **Colonel Deborah J. McDonald**

*Director of Admissions  
United States Military Academy*



Colonel Deborah J. McDonald was appointed by President George W. Bush as a Professor of the United States Military Academy and the fifth Director of Admissions on August 1, 2008.

Colonel McDonald, a native of Newport, RI, held the position of Deputy Director of Admissions for the United States Military Academy at West Point from March 2004 through September 2007 and became the Acting Director October 1, 2007.

Upon graduation from the United States Military Academy in 1985, Col. McDonald was commissioned as a Second Lieutenant in the Transportation Corps. Col. McDonald has served in a wide variety of field assignments, first as a platoon leader in the 471st Light Truck Company, then as an assistant S2/3 at the 47th Combat Support Battalion, both at Fort Sill, OK. After completing the Transportation Officers Advanced Course, she served as the Combat Support Battalion Adjutant before assuming command of the 104th Medium Truck Company at Fort Devens, MA, where she deployed as a separate company in support of Operations Desert Shield/Desert Storm. Her company provided long-haul transportation, primarily hauling water, ammunition, and food in support of XVIII Airborne Corps Operations in theater. Upon completion of her command, she spent four years at Fort Campbell, KY, as the 101st Corps Support Group Transportation Officer, Brigade S-4, and an Inspector General on the 101st Airborne Division (AASLT). She was the battalion Executive Officer and battalion S-3 of the 58th Transportation Battalion at Fort Leonard Wood, MO, and is on her second assignment with the Admissions Office at West Point.

In addition to her Bachelor of Science degree from West Point, Col. McDonald holds a Master's Degree in Information Management from Oklahoma City University. Her military education includes the Transportation Officer Basic and Advanced Courses, the Master Fitness Course, the Combined Arms Staff Services School (CAS3), the Army Inspector General Course, the Army Operations Research and Systems Analysis Course, and the United States Army Command and General Staff College.

Col. McDonald's awards and decorations include the Bronze Star, the Meritorious Service Medal with three Oak Leaf Clusters, the Army Commendation Medal with one Oak Leaf Cluster, the Army Achievement Medal, the Meritorious Unit Citation, the National Defense Service Medal with one Oak Leaf Cluster, the South West Asia Medal with three Bronze Stars, the Army Service Ribbon, the Saudi Arabian/Kuwaiti Liberation Medal, the Air Assault Badge, and the Parachutist Badge.

Col. McDonald is married to her West Point classmate, LTC Kenneth McDonald. He is currently assigned to West Point as the Program Director for Engineering Management in the Department of Systems Engineering. The couple has two children.

### **Michelle Nadeau-Schaff**

*Director  
Academic Excellence Program  
Center for Enhanced Performance  
United States Military Academy*



Michelle Nadeau-Schaff has worked at USMA since 1995 in the Center for Enhanced Performance and is currently the Director of the Academic Excellence Program. She was West Point's nominee for the National Outstanding First-Year Student Advocate Award in 2010; has been a member of the Diversity Leadership Conference planning committee for the last three years; and has served as the Officer in Charge of The Margaret Corbin Forum (a cadet club) for 12 years. While assigned to the United States Military Academy, she has been a member of the Women's History Month Committee, the Commandant's Human Resource Committee, and the Superintendent's Sexual Assault Review Board. Michelle currently serves on the Faculty Council Academic Excellence Committee, and is a former officer and member of the Mid-Hudson Association for Women in Higher Education. She enjoys visits to her cabin in Maine with her husband, daughter, son-in-law and grandson.

# Biographies

## Robert Ontiveros

Chairman  
Group O



Robert Ontiveros is the Chairman of Group O, a company he founded in 1974. As Chairman, Ontiveros oversees the entire Group O family of companies which is composed of marketing, packaging and supply chain divisions. Ontiveros has grown Group O to more than 1,500 employees across 28 national offices, making it the 15th largest Hispanic-owned business in the U.S. Ontiveros learned about the large-scale packaging industry early in his career. After seven years with Dun & Bradstreet, Ontiveros joined a small family-run packaging company, where he developed his entrepreneurial drive coupled with important business values, eventually leading to the development of his own firm, Bi-State Packaging. Today, Ontiveros continues to advance a culture focused around business ethics and family values, which has enabled Group O to thrive and grow amid the competitive nature of business.

His business leadership is evident by his numerous honors. The U.S. Department of Commerce presented Ontiveros with its prestigious Legacy Award, and he has earned two Lifetime Achievement Awards from the National Minority Supplier Development Council and the Chicago Minority Business Development Council.

Currently, Ontiveros is an active member of the Illinois Hispanic Chamber of Commerce and U.S. Hispanic Chamber of Commerce. Ontiveros is also active in the community. An Illinois native, Ontiveros dedicates time to serving as a board member for the Boys & Girls Club of the Mississippi Valley, as well as being a Junior Achievement whole school sponsor, which supplies classrooms with educational materials. He supports many organizations throughout the Quad Cities including Niabi Zoological Association, Community Healthcare, and many more.

He lives in Moline, Illinois with his wife Blenda.

*Headquartered in Milan, Illinois, Group O is one of the largest Hispanic-owned companies in the U.S. and a leading provider of Marketing Services, Print Management, Decision Sciences, Business Process Outsourcing, Managed Services, Packaging, Supply Chain and Third Party Logistics (3PL). Founded in 1974, Group O has grown to approximately 1500 employees across twenty-eight U.S. facilities. The company offers a comprehensive portfolio of solutions to meet the needs of Fortune 1000 clients across a broad range of industries, including food & beverage, telecommunications, manufacturing, consumer packaged goods, financial services, pharmaceutical and health care & technology. To learn more, visit [www.groupo.com](http://www.groupo.com).*



## Lieutenant Colonel Donald Outing

Academy Professor  
Department of Mathematical Sciences  
United States Military Academy



Lieutenant Colonel Donald A. Outing is an Academy and Associate Professor in the Department of Mathematical Sciences at the United States Military Academy, West Point, NY. His past and present research interests involve using parabolic equations to model sound transmission through shallow-water regions. LTC Outing has co-authored several publications, given numerous presentations on his research, and co-authored a textbook supplement, "Differential Equations with Mathematica" published in 2009.

LTC Outing is the founding director of West Point's Center for Leadership and Diversity in Science, Technology, Engineering, and Mathematics (CLD\_STEM). CLD\_STEM's mission is to increase the representation of underrepresented minorities in STEM fields and to improve the mathematics education of underrepresented minority demographic groups whose populations have historically experienced difficulty gaining access to various academic disciplines, and continue to be underrepresented in those fields.

A native of Baltimore, MD, LTC Outing graduated from the Baltimore Polytechnic Institute in 1979. After high school, he attended the U.S. Naval Academy and earned a dual BS in Mathematics and Military Science from The University of the State of New York. He later went on to earn a MS in Applied Mathematics and a PhD in Mathematics from Rensselaer Polytechnic Institute.

LTC Outing has more than 30 years of combined service in the U.S. Navy and U.S. Army. After leaving the active navy in 1987, he was commissioned into the U.S. Army through the Officer Candidate School (OCS) at Fort Benning, Georgia. During his military career he has served worldwide. His many military assignments include: commander for a field artillery detachment and a military police company, intelligence officer for a field artillery group, plans and operations officer for a provost marshal office, and physical security officer for Site R, Pennsylvania. He also graduated with distinction from every military school he has attended.

LTC Outing is a member of The ROCKS Incorporated, the Acoustical Society of America, Mathematical Association of America, National Association of Mathematicians, Pi Mu Epsilon National Mathematics Society, and Phi Kappa Phi National Honor Society.

His military awards include the Meritorious Service Medal (with oak leaf cluster), Army Achievement Medal (with oak leaf cluster), Navy Good Conduct Medal, National Defense Service Medal (2 awards), Global War on Terrorism Service Medal, Military Outstanding Volunteer Service Medal, Armed Forces Reserve Medal, Army Service Ribbon, and Army Overseas Ribbon.



### **James H. Stith, Ph.D.**

*Vice President Emeritus  
American Institute of Physics*



James H. Stith is Vice President Emeritus for the American Institute of Physics (AIP). While an officer of the Institute, he had oversight responsibilities for AIP's Magazine Division, the Media and Government Relations Division, the Education Division, the Center for the History of Physics, the Statistical Research Division and the Careers Division. His doctorate in physics was earned from The Pennsylvania State University, and his masters and bachelors in physics were received from Virginia State University. A physics education researcher, his primary interests are in Program Evaluation, and Teacher Preparation and Enhancement. He was formerly a Professor of Physics at The Ohio State University and Professor of Physics at the United States Military Academy (The first African American to earn tenure at the Academy). He has also been a Visiting Associate Professor at the United Air Force Academy, a Visiting Scientist at the Lawrence Livermore National Laboratory, a Visiting Scientist at the University of Washington, and an Associate Engineer at the Radio Cooperation of America. He is a past president of the American Association of Physics Teachers (The first African American president), past president of the National Society of Black Physicists, a Fellow of the American Association for the Advancement of Science, a Fellow of the American Physical Society, a Chartered Fellow of the National Society of Black Physicists, and a member of the Ohio Academy of Science. He was named a Distinguished Alumni of Penn State (The Alumni Association's highest award) and an Honorary Member of Sigma Pi Sigma (its highest award) the physics honor society. Additionally, he serves on a number of national and international advisory boards and has been awarded a Doctor of Humane Letters by his alma mater, Virginia State University. He is married and has three adult daughters and two grandchildren.

### **Pedro Suriel**

*Senior Executive for Global  
Diversity and Inclusion  
Accenture*



Pedro Suriel is a Senior Executive responsible for Global Diversity and Inclusion within the Public Service Operating Group. He joined Accenture in 1993 out of the New York Office in the Human Performance Service Line. He worked across industry groups on organizational change, training and communications programs. Pedro then joined the Government Group in 1999, where he became one of the key architects of the Quality and Process Improvement Program. In 2002, Pedro became the Global Director of Quality for Government. In his role he led the U.S. Operating Unit in obtaining a Capability Maturity Level 4 which was one of the fewest organizations of its size to achieve this goal. Today the Quality and Process Improvement Program has become a standard across Accenture.

In his current role as Diversity and Inclusion Lead, Pedro is responsible for the strategy and architecture of all diversity and inclusion initiatives, which include; recruitment and retention of minorities and women, increasing leadership opportunities for minorities and women and increasing awareness across the organization. Pedro is a native New Yorker but currently is based out of Accenture's Tampa/St. Petersburg office. He has been married to his wife Nancy for 13 years and together they have 4 boys; Christian (12), Nicholas (9), Julian (8) and Justin (4). On the weekends he spends his time attending his boy's soccer, football and basketball games. Pedro also enjoys boating and fishing, and leads a middle school youth group at his church.

# Biographies

## Maureen Velez

*Minority Admissions Specialist  
United States Military Academy*

Maureen B. Velez is a native of Long Island, New York and a 1979 graduate of Ladycliff College, Highland Falls, New York. Ms. Velez has served as the Minority Admissions Specialist since 1991 for the Directorate of Admissions at the United States Military Academy. As the Minority Admissions Specialist, she assists the Minority Admissions Officer in developing and managing Academy programs designed to recruit minorities for entrance into the United States Military Academy. In addition, she assists the Minority Officer with the training, coordinating, and executing the incorporation of the new Outreach Officers within the Directorate.

Ms. Velez has been awarded The Army Civilian Commendation Award in 2000, for her participation on the Middle States Accreditation Team. In 2009, she was awarded the Department of The Army Achievement Medal for achieving the Hispanic Class Composition Goal for the United States Military Academy.

Ms. Velez currently lives in Highland Falls, New York with her husband Luis and two children Amelia and Liam.



## Lieutenant General Dennis L. Via

*Director, Command, Control,  
Communications, and Computer Systems  
Directorate (J6),  
The Joint Staff*



Lieutenant General Dennis L. Via serves as the Director, Command, Control, Communications, & Computer Systems Directorate (J6), The Joint Staff. He is the principal advisor to the Chairman of the Joint Chiefs of Staff on all C4 systems matters within the Department of Defense.

General Via is a native of Martinsville, Virginia. He attended Virginia State University in Petersburg, Virginia, where he graduated in May 1980 as a Distinguished Military Graduate, and received his commission as a Second Lieutenant in the Signal Corps. He holds a Master's Degree from Boston University. General Via is a graduate of the United States Army Command and General Staff College, and the United States Army War College.

General Via began his career with the 35th Signal Brigade, XVIII Airborne Corps, Fort Bragg, North Carolina. Principal assignments include Commanding General, CECOM Life Cycle Management Command and Fort Monmouth, NJ.; Commanding General, 5th Signal Command, and U.S. Army Europe & Seventh Army (USAREUR) Chief Information Officer/Assistant Chief of Staff, G6 (CIO/G6); Director, Global Operations, Defense Information Systems Agency (DISA) and Deputy Commander, Joint Task Force-Global Network Operations (USSTRATCOM); Commander, 3rd Signal Brigade and III Corps Assistant Chief of Staff, G6; Commander, 82nd Signal Battalion, 82nd Airborne Division); and Division Chief, Joint Requirements Oversight Council (JROC) Division, Office of the Deputy Chief of Staff, Army G8, Headquarters, Department of the Army.

Military awards and decorations include two awards of the Distinguished Service Medal, the Defense Superior Service Medal, two awards of the Legion of Merit, two awards of the Defense Meritorious Service Medal and five awards of the Meritorious Service Medal. General Via is also authorized to wear the Joint Staff Identification Badge, the Army Staff Identification Badge, and the Master Parachutist Badge. The General and his wife, the former Linda A. Brown, have two sons, Brian 17 and Bradley 12.



## Chief Justice Carolyn Wright *Texas' Fifth District Court of Appeals*



Chief Justice Wright is elected to the Texas State Court of Appeals and has served in the judiciary for more than 25 years. While many of the positions held by her have been historical firsts for women and minorities serving in the Dallas judiciary, her recent appointment by Governor Rick Perry as Chief Justice of the 5<sup>th</sup> Court of Appeals marks the first time in Texas history that an African American (male or female) has ever served as Chief Justice on any of the 14 intermediate courts of appeal in the State of Texas. Chief Justice Wright is still the only African-American woman who has ever won a multi-county election for any elected office in Texas. The court has jurisdiction over both civil and criminal appeals from trial courts in six large North Texas counties, from which she is elected. Her judicial service includes 15 years on the Court of Appeals, 8 years as an elected State District Judge and 3 years as an Associate Judge in the Family District Courts. Prior to her judicial service, she was engaged in the private practice of law in areas of business transactions and litigation, as well as juvenile and family law. Prior to and during law school she worked for the federal government in a law-related field of juvenile justice. She graduated from the Howard University School of Law, Washington, D.C.

**Professional Associations:** She is past Chair and a Sustaining Life Fellow of the Texas Bar Foundation, a multi-million dollar legal charity; Fellow of the Foundations of the Dallas Bar and Dallas Young Lawyers; Member of the College of the State Bar of Texas, the National and American Bar Associations and the J.L. Turner African-American Legal Association; former faculty member of the Texas Center for the Judiciary and National Judicial College, Reno, Nevada.; appointed to the Judicial Ethics Committee and a Texas Supreme Court Appellate Tribunal for removal of a judge from elected office; appointed to a National Task Force to set national standards for mediation practice. Most recently she was appointed by the Chief Justice of the TX Supreme Court to serve on the MDL Panel for multi-district litigation; served on State Bar Task Forces to set standards for Death Penalty Habeas Representation and Improving the Hiring and Retention of Minorities and Women in Major Law Firms in Texas.

**Civic Activities:** Recipient of numerous civic and professional awards, featured in national and historical publications, for contributions to excellence in service to the community and law; a frequent media panelist and guest lecturer for churches, legal seminars, schools, public forums, and judicial education. She is a member of the Hamilton Park United Methodist Church; Downtown Rotary Club (Paul Harris Fellow and one of the first women in the United States admitted to membership in the previously all-male Rotary Clubs); Executive Women of Dallas; Dallas Chapter of Links, Inc., and Jordan CDC Board.

**Awards and Honors:** Honored as a "Yellow Rose of Texas," Governor Bush's community-service award. Recipient of the following professional and civic awards: National Association of Women Lawyers' Leadership Award; the ABA Business Section's Award for contributions to women and proficiency in law; Howard University School of Law's "Distinguished Alumnus Award;" Altrusa International's Public Service Award; Dallas Bar Association's MLK, Jr. Award for Justice; Dallas Women Lawyers' Louise Raggio Award; J.L. Turner Legal Association's Distinguished Jurist Award; the American Jewish Congress's "Woman of Spirit" Award; the Iota Phi Lambda Sorority's Woman of the Year Award; the Committee on Race and Religion's Community Service Award—North Texas United Methodist Conference; the Business Opportunity Symposium's "Woman of Distinction Award"; the SMU Alpha Phi Alpha Fraternity's Metroplex Woman of the Year Award; the NAACP's Juanita Craft Award in Law; the Legal Services' Pro Bono Legal Service

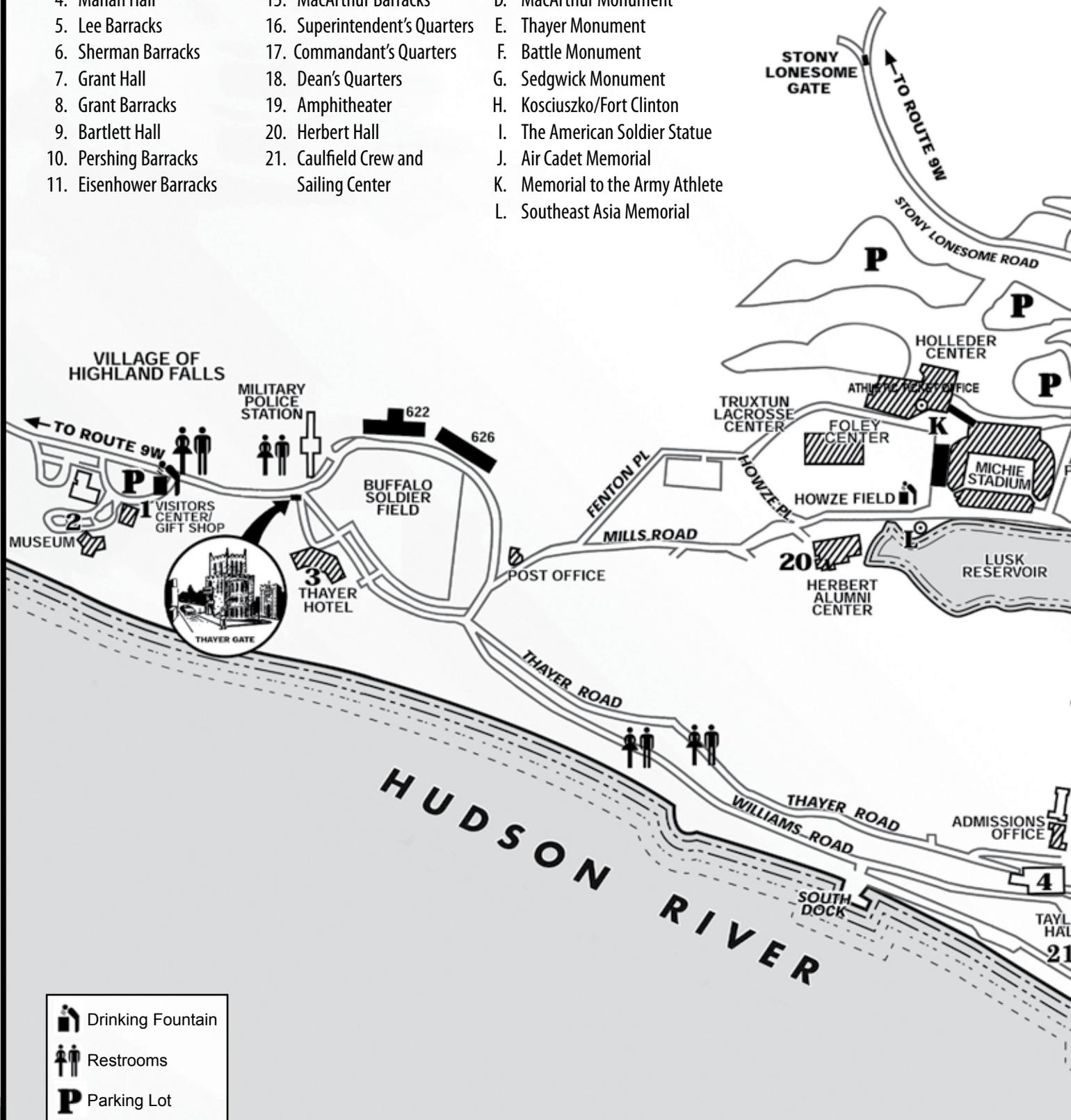
Awards; and Outstanding Performance Awards as a Federal Civil Servant. Honorably Mentioned—Autobiography of U.S. Supreme Court Justice Clarence Thomas.

Chief Justice Carolyn Wright is a fourth generation Texan, born in Houston, Texas. She was reared in the multi-cultural environment of a career military family. She attended primary and secondary schools located at military installations throughout the United States and the Far East. She returned to the United States from Yamato High School in Japan and graduated from Dover Air Force Base High School in Delaware, where she was editor of the year book, a member of the National Honor Society, volunteered in military hospitals as a Red Cross Candy Striper, lettered in five sports, selected as a representative to Girl's State and elected by the general body as Girl State's Attorney General for the State of Delaware. Her family includes: husband, James (Jim) Sanders, President of Sanders Construction and Real Estate Investments, Inc.; retired military parents in Camden, Delaware; a sister and brother in the Washington, D. C. area; and youngest sister, a judge, in Philadelphia, PA. In her spare time she enjoys her church activities, international travel, reading, attending spectator sports events and blues, jazz, spiritual and classical music concerts, live theater, and numerous charitable events.

# Notes

# LEGEND

- |                              |                                       |                                 |
|------------------------------|---------------------------------------|---------------------------------|
| 1. Visitors Center/Gift Shop | 12. Bradley Barracks                  | A. Jefferson Hall Library       |
| 2. Museum/Gift Shop          | 13. Washington Hall                   | B. Eisenhower Monument          |
| 3. Hotel Thayer              | 14. Scott Barracks                    | C. Washington Monument          |
| 4. Mahan Hall                | 15. MacArthur Barracks                | D. MacArthur Monument           |
| 5. Lee Barracks              | 16. Superintendent's Quarters         | E. Thayer Monument              |
| 6. Sherman Barracks          | 17. Commandant's Quarters             | F. Battle Monument              |
| 7. Grant Hall                | 18. Dean's Quarters                   | G. Sedgwick Monument            |
| 8. Grant Barracks            | 19. Amphitheater                      | H. Kosciuszko/Fort Clinton      |
| 9. Bartlett Hall             | 20. Herbert Hall                      | I. The American Soldier Statue  |
| 10. Pershing Barracks        | 21. Caulfield Crew and Sailing Center | J. Air Cadet Memorial           |
| 11. Eisenhower Barracks      |                                       | K. Memorial to the Army Athlete |
|                              |                                       | L. Southeast Asia Memorial      |



To:  
WASHINGTON GATE  
Class of '48 Ski Lodge  
Route 218  
Route 9W



KELLER ARMY  
COMMUNITY  
HOSPITAL

