



M·O·C·H·A

2018 MOCHA CONFERENCE

Friday, April 27

University of Missouri-Columbia

Bond Life Sciences Center
1201 Rollins Street
Columbia, MO 65201

Developing the leaders of tomorrow, today



University of Missouri System

COLUMBIA | KANSAS CITY | ROLLA | ST. LOUIS

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses and income. The text explains that proper record-keeping is essential for identifying trends, managing cash flow, and preparing for tax obligations. It also notes that clear records can help in resolving any disputes or discrepancies that may arise.

The second section focuses on the classification of expenses. It provides a detailed breakdown of various cost categories, such as direct materials, labor, and overheads. The document explains how these costs are allocated to different products or services, which is crucial for determining their true cost and profitability. It also discusses the importance of distinguishing between fixed and variable costs, as this helps in understanding how costs change with the level of production.

The third part of the document addresses the issue of budgeting and financial forecasting. It describes how a well-defined budget can serve as a roadmap for the organization's financial future. By setting realistic targets and monitoring actual performance against these targets, management can identify areas where adjustments are needed. The text also touches upon the use of financial ratios and indicators to assess the company's overall financial health and to make informed decisions about investments and financing.

In conclusion, the document stresses that a systematic and disciplined approach to financial management is key to the long-term success of any business. It encourages the adoption of best practices in accounting and finance, and highlights the role of technology in streamlining these processes. The final message is that with careful planning and diligent execution, a business can achieve its financial goals and sustain its growth over time.

Welcome to the University of Missouri System MOCHA Conference!



Developing successful leaders of tomorrow, today.

Welcome to the 2018 Men of Color, Honor and Ambition (MOCHA) Conference. In serving as the host for this event, the UM System's Office of Diversity, Equity and Inclusion hopes to provide you with helpful tools as you strive for personal, professional and academic success and work toward developing yourself as a leader and role model in your community.

The Mission of MOCHA

MOCHA exists to provide personal, academic, cultural, social, professional and leadership development to high school and undergraduate males, in an effort to positively impact academic success, increase retention and develop successful leaders of tomorrow, today.

Contact Us

If you have any questions regarding the conference, please feel free to reach out to these representatives for further guidance and support:

- Peyton Flewelling (pefg38@mail.missouri.edu)
- Emily Love (loveee@umsystem.edu)
- Morgan McAboy-Young (mcaboyyoungm@missouri.edu)

Schedule for Friday, April 27

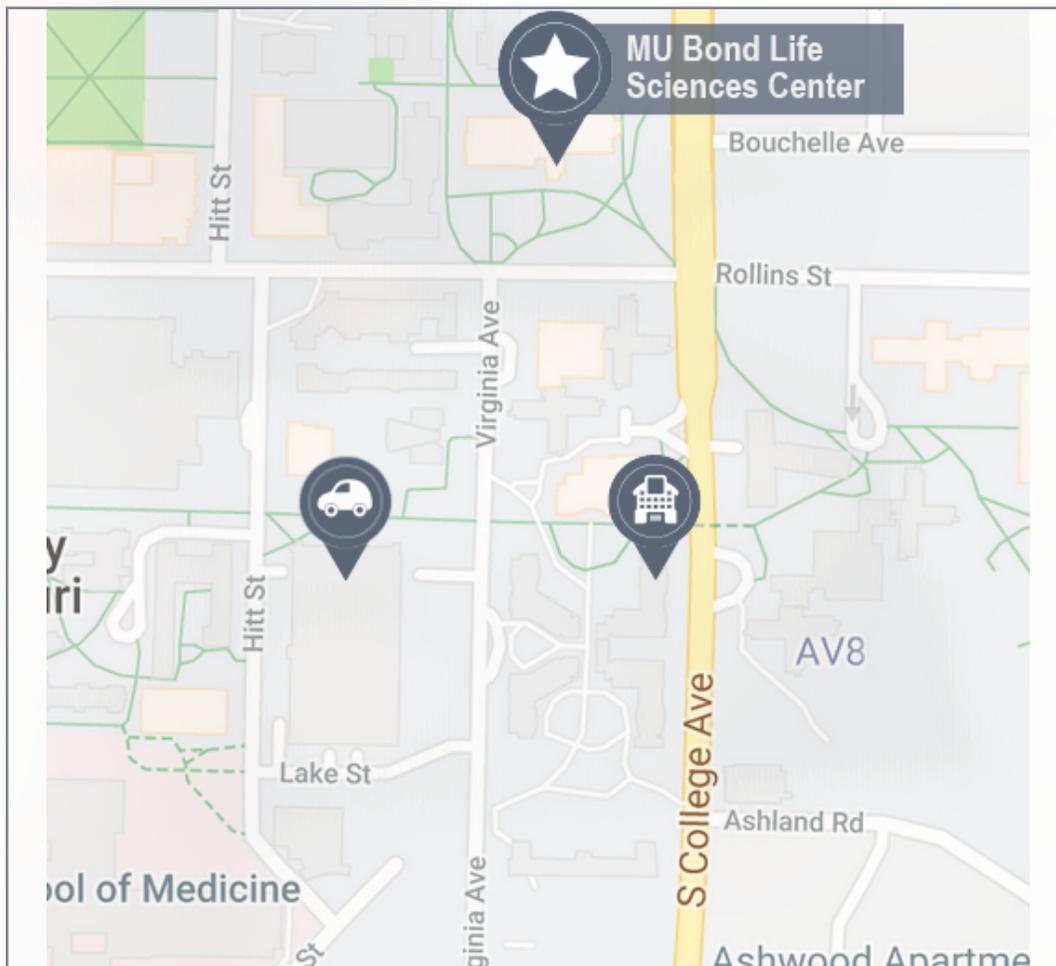
Time	Event	Presenter	Room
9:00 a.m.	Registration		TBA
9:45 a.m.	Welcome	Dr. Kevin McDonald	TBA
10:00 a.m.	Opening Keynote	Dr. Terrell Strayhorn	TBA
11:15 a.m.	Breakout Session One		
	<i>Developing a Personal Brand</i>	Kenya Dunn	TBA
	<i>Do You Have the "X-Factor"?</i>	Ercell Charles, Herb Escher and James Sheppard	TBA
	<i>Having Cou-Rage and Create Belonging Spaces in College</i>	David Aguayo and Dr. Gabrielle Malfatti	TBA
	<i>Identity Expression: Self-Perception vs. Other's Projection</i>	Dr. Terrell Morton	TBA
	<i>Job Searching As a Person of Color</i>	Orvil Savery and Loreli Wilson	TBA
	<i>Safety Awareness and Self-Defense</i>	Stephanie Curry and Brian Jones	TBA
12:30 p.m.	Lunch Keynote: <i>Cooperate with Greatness</i>	Ercell Charles	TBA
1:45 p.m.	Breakout Session Two		
	<i>Are We Good?: Affirmative Consent and the New Classic Man</i>	Dr. Ashley Woodson	TBA
	<i>Effective Dreaming: How to Follow Your Passion While Making an Impact and an Income</i>	Tony Thompson	TBA
	<i>Leadership Panel Discussion that Explores Success, Trials and Triumphs</i>	David Aguayo, Herb Escher, Allan George, Joel Gerbino, Brian Jones and Naquan King Moderator: Dr. Kevin McDonald	TBA
	<i>What Am I?: The Power of (Re)Knowing Thy Self!</i>	Reuben Faloughi	TBA
	<i>Why We Code-Switch</i>	Nikki McGruder	TBA
	<i>You and Police: Confrontation-Free Interactions</i>	Officer Kendrick Tucker	TBA
3:00 p.m.	Afternoon Keynote: <i>If You Can See It, You Can Be It</i>	Jeff Henderson	TBA
4:00 p.m.	Closing Remarks	Dr. Kevin McDonald	TBA
4:15 p.m.	Reception		TBA
6:00 p.m.	Adjourn		

Getting to the Bond Life Sciences Center

The MOCHA Conference will be held at the Bond Life Sciences Center on the University of Missouri-Columbia (MU) campus. Free parking for the conference is available in the Virginia Avenue Parking Structure. On-campus housing in the Excellence and Discovery residence halls, pictured below, is being offered at a nominal fee to non-MOCHA Program participants. To obtain additional information about parking, visit: bit.ly/LSCParking.

Bond Life Sciences Center
1201 Rollins Street
Columbia, MO, 65201

Map:



Keynote Speakers

Dr. Terrell Strayhorn

Professor and Founding CEO, Do Good Work Educational Consulting LLC

Presentation Topic: Male Empowerment, Purpose/Passion, Identity



Dr. Terrell Strayhorn is a professor and the founding CEO of Do Good Work Educational Consulting LLC, a research consulting firm dedicated to conducting high-quality, rigorous research that can be effectively translated into improving practices, informing decisions, strengthening communities, and ensuring success.

Most recently, Strayhorn was a faculty member at The Ohio State University, where he also served as director of the Center for Higher Education Enterprise and Founding director of the Center for IDEAS within the College of Education and Human Ecology.

An internationally-recognized student success scholar, highly acclaimed public speaker, and award-winning writer, Strayhorn has authored 10 books and over 200 book chapters, journal articles and other scholarly publications. His most popular book, “College Students’ Sense of Belonging: A Key to Educational Success,” won a book award and sold record copies nationwide. He has given hundreds of keynote

lectures at more than 500 universities and conferences across the globe. Strayhorn maintains an active and highly visible research agenda, focusing on major policy issues in education. He has had a lifelong commitment to equity, diversity and social justice. Longtime civil rights leader and activist, Marian Wright Edelman, president and founder of the Children’s Defense Fund, wrote in 2014: “Strayhorn [is] a brilliant, Black professor. . .the new Benjamin Mays of our day.”

Known for using the hashtag #DoGoodWork on social media, Strayhorn was named one of the top diversity scholars in the United States by *Diverse: Issues in Higher Education* in 2011, one of *Business First’s* “Top 40 under 40,” one of the “Top 20 to Know in Education,” and became the youngest full professor in Ohio State University’s history in 2014. He has been quoted by major news outlets including the *Chronicle of Higher Education*, *Inside HigherEd*, *Huffington Post*, and newspapers across the nation. Strayhorn received a bachelor’s degree from the University of Virginia (UVA), a master’s degree in educational policy from the Curry School of Education at UVA and A doctorate in higher education from Virginia Tech. He is a member of Alpha Phi Alpha Fraternity, Incorporated and a native of Virginia Beach, Virginia.

Ercell Charles

Vice President of Training, Dale Carnegie & Associates

Presentation Title: Cooperate with Greatness

Ercell Charles is the vice president of training for Dale Carnegie & Associates, where his responsibilities include developing and coordinating trainer development and certification systems that allow trainers not only to meet, but exceed client expectations. The purpose of his role is to ensure for trainer quality and delivery to assist franchise networks in driving profitable business while serving clients’ human capital training needs. By using Dale Carnegie’s timeless methodology, Charles is able to impact trainers delivering Dale Carnegie® programs in over 90 countries and 40 different languages.

Charles has been a trainer for Dale Carnegie® since 1994. He was certified to deliver Dale Carnegie® core programs on such topics as sales, presentations, interpersonal communication and leadership development. Charles achieved the designation of Master Trainer in 2005 and then Carnegie Master in 2014. Prior to joining Dale Carnegie®, Ercell worked with Cap Gemini America as a manager of professional staff. In his role, Charles directed consulting activities for 45-plus consultants serving in developing information systems and programs for top Fortune 500 companies.



Charles has been regarded as a rapport builder, someone who is able to break down barriers and build bridges with messages and insights that transcend cultural and organizational differences.

Jeff Henderson

Chef and Author

Presentation Title: If You Can See It, You Can Be It



Jeff Henderson inspires with his emotional journey of redemption from the streets to the stove, sharing real-life strategies to help you achieve your dreams, no matter your stage of life.

From humble beginnings in South Central Los Angeles, to life as an imprisoned drug dealer, and then as an award-winning celebrity chef and best-selling author, Henderson is a role model for anyone who needs the encouragement to reinvent their life. Since he discovered his passion and gift for cooking in the unlikeliest of places – prison – Henderson has completely turned his life around, and today serves as a popular and powerful voice for self-transformation.

The creator of Food Network's reality series, "The Chef Jeff Project," host of "Family Style with Chef Jeff," and the star of the nationally syndicated series, "Flip My Food with Chef Jeff," he is also the best-selling author of two books.

From overcoming hardship to identifying one's personal talents, Henderson reveals his hard-knock yet transformative life lessons and the secrets to rising above and realizing your potential. His dynamic and engaging presentations help audiences discover their hidden business aptitudes, make life-changing decisions, and gain a new foothold on the ladder to success.

Breakout Session One

Developing a Personal Brand

Kenya Dunn | Vice President - North Central Region, T-Mobile

Kenya Dunn is the vice president for T-Mobile USA's North Central Region, leading a team of 5,000 retail and direct sales associates across 14 Midwest states. She is responsible for growing company revenue, ensuring T-Mobile provides the best customer experience in its retail locations, and building the company's presence in key markets.

Dunn joined T-Mobile in 2007 as a learning and development manager in Augusta, Georgia, and became the associate director of its Customer Care Center in Charleston, South Carolina in 2009. She was named the director in 2011. She joined T-Mobile's sales leadership team in 2016. Prior to joining T-Mobile, Dunn held training positions with Knology, Inc. and ING Atlanta. She chairs the board for Connections and You, Inc., a nonprofit organization focused on engaging youth through mentoring, and is an executive advisor for the Network of Executive Women. Dunn received a bachelor's in business administration and management from the University of Phoenix. She is currently pursuing her master's degree in business administration.



Having Cou-Rage and Create Belonging Spaces in College

Dr. Gabrielle Malfatti | Director of Global Engagement and Ancillary Associate Teaching Professor, MU College of Education

David Aguayo | Doctoral Candidate, MU College of Education



Dr. Gabrielle Malfatti serves as director of global engagement and ancillary associate teaching professor of educational leadership for MU's College of Education. Malfatti holds a bachelor's degree in education, a master's in Spanish literature and a doctorate in educational leadership and policy analysis from MU. In her role as director, Malfatti leads efforts toward the internationalization of educator preparation. In 2013, she established Mizzou Ed Teach Abroad, a program designed to give preservice teachers an opportunity to internationalize their preparation with co-teaching experiences and cross-cultural mentoring abroad. In 2014, Mizzou Ed Teach Abroad received the "Most Innovative International Initiative Award." Malfatti's research interests include international education, organizational analysis of higher education, immigrant issues and intercultural communication and adaptation.

David Aguayo is a doctoral candidate in MU's Educational Leadership and Policy Analysis Department, with research interests in community-school-university collaboration, local educational policy-making and leadership. Aguayo serves as cofounder and assistant director of Worley Street Roundtable (www.worleystreeroundtable.org), an initiative aimed at creating educational collaboration across families, schools, communities and universities for the betterment of underserved children in Columbia. Aguayo coauthored "Assessing Spanish-Speaking Immigrant Parents' Perceptions of Climate at a New Language Immersion School: A Critical Analysis Using 'Thinking with Theory'" (2017, with Lisa Dorner) and "Counselors as Leaders Who Advocate for Undocumented Students' Education" (2017, with Emily Crawford and Fernando Valle). Aguayo has received multiple leadership awards while at MU, including the College of Education's Graduate Student of the Year Award (2017).



Identity Expression: Self Perception vs. Others' Projection

Dr. Terrell Morton | Postdoctoral Fellow, MU

Terrell Morton is part of the inaugural cohort of Preparing Future Faculty for Faculty Diversity Postdoctoral Fellows at the University of Missouri-Columbia. He holds a doctorate in learning sciences and psychological studies from the University of North Carolina at Chapel-Hill, a master's in neurobiology from the University of Miami and a bachelor's in chemistry from North Carolina Agricultural and Technical State University.



Morton's research focuses primarily on student retention and matriculation in postsecondary education, including foci on the retention and matriculation of black women in STEM, as well as the retention of black students and underrepresented populations (i.e., transfer students, first-generation college students, students from rural communities and student-athletes). His work involves investigating the influence of identity development and expression (e.g., racial identity, gender identity and intersectionality) on students' perceptions, experiences and engagement. Morton is trained in qualitative methodology and takes a critical perspective – informed by critical race theory – with all of his work.

Morton is the cofounder of the Christine Avery Learning Center, Inc. (CWA). CWA is an educational nonprofit based in Asheville, North Carolina that strives to enhance the state of marginalized communities by equipping, empowering and energizing the next generation of socially-conscious leaders through afterschool and summer enrichment programs.

Job Searching as a Person of Color

Orvil Savery | Diversity Recruiter, Veterans United Home Loans

Loreli Wilson | Manager of Diversity and Inclusion Programs, Veterans United Home Loans

Orvil Savery is a first-year Crosby MBA student pursuing an emphasis in management. He serves as a diversity recruiter at Veterans United Home Loans, dedicating the last five years of his professional career to recruiting and cultivating an inclusive and diverse workforce in which every employee can deliver results in their own unique ways.



Savery is committed to providing opportunities to others and lends much of his time to various organizations: Vasey Academy, a scholarship program for minority students to explore business and enhance their success; MBA Student Association, as the 1-year policy representative; and the Diversity Awareness Partnership – Columbia, as a member of the advisory board. When not working, you can find Savery dancing awkwardly at an

EDM festival or trying to figure out which documentary he should add to his Netflix queue (and never watch).



Loreli Wilson is a Columbia native and University of Missouri graduate. She serves as the manager of Diversity & Inclusion Programs at Veterans United Home Loans, directing the diversity and inclusion initiative, including diversity recruitment, programming and college relations. She is dedicated to promoting an inclusive workforce conducive to Veterans United's unique culture, and ultimately strives for each employee to feel comfortable in their own skin. Veterans United's diversity

Breakout Session One

Job Searching as a Person of Color, continued

initiative was recognized nationally as the 2017 Corporate Leader of Inclusion + Innovation, awarded by the Society of Diversity, and locally with the 2018 Columbia Values Diversity award. Wilson currently serves on several community boards with Big Brothers Big Sisters of Central Missouri, the Diversity Awareness Partnership, and Boone County Historical Society. She also serves as the Director of Diversity for the Society of Human Resource Management (SHRM) MO.

Safety Awareness and Self-Defense

Brian Jones | Manager of Diversity and Inclusion, Shelter Insurance

Stephanie Curry | E-learning Specialist, Veterans United Home Loans and Certified Krav Maga Instructor, Hockman's ATA



Brian Jones currently serves as the manager of Diversity and Inclusion at Shelter Insurance, leading their D&I efforts corporatewide, as well as in the communities they serve. He serves on the City of Columbia's Commission on Human Rights and sits on the Advisory Council for the Diversity Awareness Partnership - Columbia. Jones studies Krav Maga under Stephanie Curry, his partner for this presentation, and is currently receiving Level Two training.

Stephanie Curry is an elearning specialist at Veterans United, as well as a certified Krav Maga instructor at Hockman's ATA. Stephanie has been recommended to receive a first-degree black belt in Taekwondo.

Morning Workshop: Do You Have the "X" Factor?

Ercell Charles and Herb Escher

Herb Escher | Dale Carnegie Training, Rochester, NY



Herb Escher started his career with Dale Carnegie in 2003. He quickly moved up the ladder from sales coordinator to vice president. He is currently serving as the president of Dale Carnegie - Rochester.

Escher's career has earned national and international recognition: Rookie of the Year, 300,000 Club honors in 2005 and 2006, top 10 for Dale Carnegie Sales Consultants and second-leading sales manager. Escher helped Dale Carnegie Training of Rochester, New York, grow 110 percent from 2012 to 2013. Under Escher's leadership, Dale Carnegie - Chicago experienced a 55 percent growth in corporate business and was later awarded the "Millennium Franchise" award.

Escher has worked with reputable companies such as Xerox, Motorola Solutions, Transunion, Hendrickson International, Rochester Institute of Technology, ConServe-ARM and many more. Escher serves on many boards, and committees within the Rochester area, including the Latino Leadership Development Program through the United Way, American Heart Association board, Leadership Rochester Board and the National Society of Hispanic MBAs.

Breakout Session Two

Are We Good?: Affirmative Consent and the New Classic Man

Dr. Ashley Woodson | Assistant Professor, MU College of Education; Affiliate Faculty, MU Black Studies Department; and Faculty Fellow, MU Division of Inclusion, Diversity & Equity

Ashley N. Woodson is a mother, sister, daughter and counterstoryteller. Inspired by principles of critical race theory, she researches the possibilities of and constraints on black adolescents' civic imaginations. She is also interested in sexual identities, health education and policies for sexual safety in urban communities. Woodson is an assistant professor of Education, an affiliate faculty in Black Studies and a faculty fellow for community engagement in the Division of Inclusion, Equity & Diversity.



Effective Dreaming: How to Follow Your Passion While Making an Impact and an Income

Tony Thompson | Author and Entrepreneur



Motivating others is something that comes naturally to Tony Thompson, award-winning author, speaker and entrepreneur. His high energy and contagious passion captivates audiences, and they are enlightened and empowered by the knowledge and clarity in all of his speeches. To date, Thompson has spoken to tens of thousands of individuals across the U.S., which include high schools, colleges, Fortune 500 companies and non-profit organizations (religious and non-religious). As a passionate speaker and purposeful entrepreneur, he has partnered with banks and corporations to provide youth, young adults, and businesses with the tools they need to improve themselves and the communities around them. Tony is a well-trusted resource for all races, ages, and socioeconomic classes, and remains "A Passionate Voice for the People." Visit www.tonythompsonstl.com.

What Am I?: The Power of (Re)Knowing Thyself

Reuben Faloughi | Doctoral Candidate, MU Department of Psychological Sciences

Reuben Faloughi is a fifth-year doctoral candidate studying psychology at the University of Missouri-Columbia. A former-student athlete, he received a bachelor's in psychology at the University of Georgia. Faloughi continued his educational pursuits at MU, where he obtained a master's degree in counseling psychology.

As a graduate student, Faloughi achieved several professional and academic goals. He published an article in *The Counseling Psychologist*, served as a plenary speaker at the American Psychological Association and was 'tapped' for membership in MU's Rollins Society, a group that recognizes graduate students who have significantly advanced the well-being of the community beyond the scope of their academic work. He currently teaches an intergroup-based



Breakout Session Two

What Am I?: The Power of (Re)Knowing Thyself, continued

diversity and social justice course in the College of Education, which he developed after participating in the historic 2015 student protests at MU. Faloughi travels to engage audiences on his experiences around the student movement, diversity, social justice, personal and organizational transformation and more.

Faloughi will complete his predoctoral internship at the University of Florida. He is scheduled to receive his doctorate degree in 2019. For more, visit: www.ReubenFaloughi.com.

Why We Code-Switch

Nikki McGruder | Regional Manager, Diversity Awareness Partnership



Since its inception in March of 2015, McGruder has served in the capacity of regional manager for the Columbia Branch of the Diversity Awareness Partnership (DAP). As a catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion, the Columbia location is the organization's first regional expansion. Based in St. Louis, DAP coordinates training, engagement, awareness and networking opportunities in an effort to bring people of different cultures and perspectives together.

Under McGruder's leadership, DAP - Columbia has touched more than 10,000 community members as well as several businesses and organizations through inclusive events, training and community dialogues.

Prior to joining DAP, McGruder worked with the leading recruitment process outsourcing firm, Cielo, in the recruiting and hiring of top candidates for technology, pharmaceutical and finance positions. The bulk of McGruder's professional experience had been with Edward Jones Investments, where she served in various capacities for a period of 10 years.

You and Police: Confrontation Free Interactions

Officer Kendrick Tucker | Police Officer and Detective, MU Police Department

Officer Tucker was born and raised in Columbia, Missouri and is a graduate of Hickman High School. Tucker has been a law enforcement officer for 12 years. He spent the past six years as a detective for the University of Missouri-Columbia Police Department. Tucker served in several units over his career, including patrol, community policing and investigations. Tucker is a member of the Mid-Missouri Crisis Intervention Team and the Mid-Missouri Major Crimes Taskforce.

Leadership Panel Discussion: Exploring Success, Trials and Triumphs

David Aguayo, Herb Escher, Allan George, Joel Gerbino, Brian Jones and Naquan King, with moderator Dr. Kevin McDonald

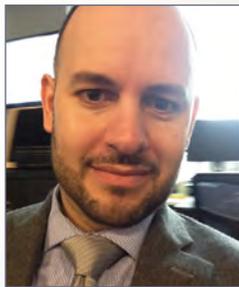
Panel participants will facilitate a dialogue focusing on their journey to success while exploring the trials and triumphs that have shaped them along the way.

Naquan King | Project Manager, JP Morgan Chase

Naquan King works as a project manager for JP Morgan Chase. King was born and raised in Brooklyn, New York, and received a bachelor's degree in information technology from the Rochester Institute of Technology. While attending RIT, King served as the chapter president of the National Society of Black Engineers and was an avid supporter of STEM recruitment and retention. During his senior year, King was initiated into Phi Beta Sigma Fraternity, Inc. He is an active member of this organization. King not only participated in RIT's first MOCHA cohort, but he also received the MOCHA Man of the Year award. While King's love for technology has been a key proponent of his success, his true passion is tied to leadership and youth development.



Joel Gerbino | Software Quality Assurance Manager, Veterans United Home Loans



Joel Gerbino is employed as a software quality assurance manager for Veterans United Home Loans (VU) in Columbia, Missouri, where he lives with his wife, Amalia, and their 11-year-old son, Luciano. Gerbino relocated to Columbia with his family from Rochester, New York, in 2014. He currently volunteers as a Big Brother for Big Brothers Big Sisters, facilitates the Cancer Sucks Support Group at VU and is an active participant in VU's Diversity Dialogue Group. When Gerbino is not working or volunteering, he loves to fish, travel and spend time with his family.

Allan George | Project Manager, Gilbane Building Company

Allan George is a native of St. Kitts, but spent most of his childhood in St. Thomas, U.S. Virgin Islands. He received a bachelor's in civil engineering technology at Rochester Institute of Technology. As an undergraduate student, George served in various positions as a member of the Caribbean Student Association, Academic Excellence chair for the National Society of Black Engineers and president of the Iota Phi Chapter of Phi Beta Sigma Fraternity, Inc. He is currently employed as a project manager with Gilbane Building Company, a top 10 construction management firm in New York City. George also works part-time as a real estate agent. When he's not working, George spends his time trying to enhance the minority community through various volunteer opportunities.



Breakout Session Two

Dr. Kevin McDonald | Vice Chancellor for Inclusion, Diversity & Equity, MU and Chief Diversity, Equity and Inclusion Officer, UM System

Dr. Kevin McDonald is the chief diversity, equity and inclusion officer for the University of Missouri System and the vice chancellor for inclusion, diversity and equity for the University of Missouri-Columbia.

As a diversity and inclusion professional, McDonald has developed a significant track record of transformational contributions toward organizational equity, diversity, and inclusion goals. From access and success, to education and scholarship and institutional infrastructures, McDonald has worked collaboratively to create initiatives that positively impact policies, practices, processes, and people.



Prior to coming to the University, McDonald was vice president and associate provost for Diversity and Inclusion at Rochester Institute of Technology (RIT). He has also served as vice president for Equity and Inclusion at Virginia Tech from 2005 until 2010, as associate director of Compliance and Conflict Resolution for Johns Hopkins University from 2001-2005, and as campus compliance officer at the University of Maryland, College Park. Prior to his work in higher education, McDonald worked for the U.S. Department of Justice and for Network Solutions, Inc.

McDonald received a doctorate in higher education leadership from the University of Rochester, and holds a juris doctorate from The Ohio State University as well as a bachelor's degree in psychology from Andrews University in Berrien Springs, Michigan. McDonald holds certifications with the Cornell Diversity & Inclusion Studies Program and is a certified mediator in three primary mediation models.

Thank you to the 2018 MOCHA Conference sponsors!



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