

Excellence in leadership

Kent State announces new appointments to top posts

Kent State University President Lester A. Lefton welcomed new talent to his executive cabinet in recent months: Iris E. Harvey as vice president for university relations; Gregg Floyd as vice president for finance and administration; and Willis Walker as vice president for human resources.

IRIS E. HARVEY

In announcing her appointment, Lefton said, "Iris Harvey brings a strong track record of success in marketing and branding from both the corporate world and academia. With her exceptional skills, entrepreneurial spirit and get-it-done work ethic, she will help advance Kent State's standing as a leading national public research university and a magnet for high-achieving students."

Harvey, who started her new position in November, now oversees Kent State's offices of Government Relations, University Communications and Marketing and WKSU-FM. Previously, Harvey had been associate vice president for marketing and communications at Wright State University; worldwide director of faculty recruitment for the University of Maryland University College; and founder and chief executive of Market Strategies and Solutions Inc., serving large multinational organizations and emerging enterprises from locations in Tokyo and Washington, D.C. She also spent nine years with Citigroup Global Consumer Bank Group in Chicago, culminating in her role as vice president-senior director of marketing for Citibank's National Marketing Division.

Harvey earned her bachelor's degree in marketing and Master of Business Administration in international marketing from the University of Southern California, as well as an education specialist degree from George Washington University.

GREGG S. FLOYD

Gregg S. Floyd became Kent State University's vice president for finance and administration in September. He had previously served as vice president for business affairs and finance, as well as university treasurer, at Indiana State University, and assistant vice chancellor and director of business affairs at Indiana University.



Gregg S. Floyd

"Gregg Floyd brings a range of expertise, experience and intellect to this important position, as well as a solid understanding of the sensitivity and complexity of our budgeting strategy," Lefton said. "His role goes beyond budgeting as it is vital to ensuring we are using our resources to the highest efficiency in our academic and research pursuits."

As the university's chief financial officer, Floyd is responsible for all financial and operational functions, including university budgeting, auditing, financial affairs, facilities planning, public safety, campus operations and transportation.

Floyd earned his Juris Doctorate, Master in Business Administration and bachelor's degree in business from Indiana University. He is a member of the National Association of College and University Business Officers, American Institute of Certified Public Accountants and Indiana Bar Association.

WILLIS WALKER

Willis Walker became Kent State's vice president for human resources in September, after serving in an interim capacity for nine months.

"Clearly we face a very competitive market for developing, recruiting and retaining the best talent," Lefton said. "Under Willis Walker's leadership, the division's customer service and technological capabilities have improved significantly."

Since 1999, Walker has been the university's chief counsel, a position he will continue to hold. This dual appointment also supports the university's expense management goals by eliminating a cabinet-level vacancy.

Before joining Kent State, Walker served as vice president/general counsel/corporate secretary for Lockheed Martin Idaho Technologies Inc. and was the assistant chief counsel for Lockheed Martin Energy Systems Inc.; special counsel in the Ohio Office of the Attorney General; assistant law director for the City of Chillicothe; and attorney in private practice.

Walker earned a bachelor's degree in political science from the University of Akron and his Juris Doctorate from the University of Akron School of Law. He also holds a Master of Law degree in banking from the Boston University School of Law.



Iris E. Harvey



Willis Walker

Open for Business

Kent State's Supplier Diversity initiative strengthens economy

Kent State University in 2008 spent more than \$9 million with minority- /women-owned and economically disadvantaged businesses, thanks to the success of its Supplier Diversity program. Started in 2005, this remains the only such initiative at a state university in Ohio.

In 2003, after Dr. Steve O. Michael, vice provost for diversity and academic initiatives, learned that Kent State didn't spend significant amounts with minority- and women-owned businesses, he set about developing a university wide task force to create a supplier diversity program.

Michael and Dr. David Creamer, the former senior vice president for administration, led the task force in creating the program by reviewing business plans and literature and studying the already-existing supplier diversity program at Case Western Reserve University.

In 2005 the plan was implemented under then-President Carol A. Cartwright. A year later, when Dr. Lester A. Lefton replaced Cartwright as Kent State president, it was a program he fully supported.

Both Michael and Gregg S. Floyd, vice president for finance and administration, provide leadership for the supplier diversity initiative at Kent State. The Supplier Diversity Advisory Board, composed of community business leaders and entrepreneurs, provides oversight for the program.

Michael says that the university retains the services of Rachel Daniel, the president of Synergy International Ltd. Inc., to provide consulting services and the management of the advisory board. The board, which meets about four times a year, reviews quarterly spending and the progress of minority- and women-owned businesses' participation.

According to Michael, minority- and women-owned and economically disadvantaged businesses face numerous challenges. Michael



Vendor JT Thomas at a recent Supplier Diversity "matchmaking" event at Kent State University.

can be difficult to find a viable diverse supplier with the qualifications and experience to meet the university's needs. Secondly, the university's purchasing system can also pose a challenge. Flasco says that Kent State uses a decentralized purchasing system, in which each department makes its own purchases using suppliers of its choice.

"With a decentralized purchasing system we need to keep our message in front of the staff," Flasco says. "As part of our Supplier Diversity initiative we are often asked to speak with different departments to discuss the program."

The Office of the University Architect is one Kent State department highly involved in the initiative. Tom Euclide, executive director of facilities planning and operation, says approximately 7 percent of the university's construction contracts were issued to minority- and women-owned businesses in 2007. For 2008, the number has increased to 32 percent.

Overall the dollars spent with minority vendors have grown since 2005. The first year of the initiative saw \$2 million spent.

Supplier Diversity Mission Statement

Kent State University is committed to a proactive and a comprehensive supplier diversity program that ensures an active and full participation of historically disadvantaged, economically and socially underutilized businesses located within the university's geographic region and beyond with specific attention to include Minority Business Enterprises (MBE) and Women-Owned Business Enterprises (WBE).

says it can be difficult for minority businesses to compete with a well-established business, respond quickly to requests from potential buyers and adapt to working in an academic setting.

Kent State also faces challenges in recruiting and using minority vendors, John Flasco, director of procurement, says. First, it

By Lindsay Kuntzman for Kent State University

Supplier Diversity Spending				
<i>Vendor Classification</i>	<i>FY 2005</i>	<i>FY 2006</i>	<i>FY 2007</i>	<i>FY 2008</i>
Certified MBE, WBE, EDGE	\$1,570,601	\$2,786,084	\$2,518,418	\$3,972,197
Self-Certified MBE or WBE	\$1,060,680	\$1,339,098	\$2,261,103	\$1,345,780
Indirect MBE, WBE or EDGE	\$223,506	\$559,170	\$1,338,476	\$1,580,171
P-Card Purchases				\$2,383,370
TOTAL	\$2,854,787	\$4,684,352	\$6,117,997	\$9,281,518

Advisory Board Members

Chris Bloomer, Purchasing and Property Manager,
InfoCision Mgt. Corp

Hortense Bobbit, McDonald's Owner

Gregg S. Floyd, Kent State Vice President for Finance and
Administration, *Co-Chair*

Lonnie Coleman, President, Coleman Spohn

John Flasco, Kent State Director of Procurement

Victor Gianconia, General Manager, Bariatric Resources,
dba Building Blocks

Dr. Steve O. Michael, Kent State Vice Provost, *Co-Chair*

Poppie Parish, Vice President for Supplier Diversity,
Key Bank

Darrin M. Redus Sr., Chief Economic Inclusion Officer,
JumpStart Inc.

Rafael Rodriguez, Stark Co. Town Hall, Race Relations

James Talton, President, ARM Inc.

Brad Tobin, Vice President, Supply Chain, First Energy Corp.

Margaret Wong, President, Margaret Wong & Associates

Consultant: Rachel Daniel, President,
Synergy International Ltd. Inc.

Besides spending more with minority vendors, the university has also increased its outreach efforts. Janet Vacula, senior purchasing agent and Supplier Diversity champion, says the outreach programs, such as sponsoring workshops and participating in trade shows, help to foster relationships between the university and diverse suppliers.

Another form of outreach, Partners First, is sponsored by the Northern Ohio Minority Business Council (NOMBC). In Partners First, an organization mentors a start-up minority business for two years. The mentoring organization provides the business with advice and resources. Flasco says Kent State has mentored a Hispanic-owned business for the last two years.

Vacula explains that the initiative recruits potential suppliers in different ways. While trade shows are one method, interested suppliers can also fill out a registration form on the Web site.

As the initiative continues to grow and develop, its impact on the community will also grow. Flasco says the program has a positive impact on the Akron, Canton and Cleveland communities.

"The initiative helps advance the economic well-being of the area," he says. "It also helps the community through its outreach and development."

The Supplier Diversity program not only impacts the community, but also sets a positive example for other universities. Flasco explains that Kent State has been asked for advice from other universities.

"When you're being asked for advice, it's a sign you're doing something right," Flasco says. "We're really proud of this program."

Michael says credit for the program's success should go to the buyers, the leaders of the initiative, the advisory board and Rachel Daniel.

"I'm very proud," Michael says. "To go from zero to \$9 million is a success story."

For more information, visit www.kent.edu/procurement/welcome_supplier_diversity.cfm.

Kent State Honors Howard University Dean and Cleveland News Anchor for Diversity in Media

By Lindsay Kuntzman for Kent State University

Kent State University recently honored two champions for “diversity in media” at its annual Robert G. McGruder Diversity Award program.

Dates was honored at the awards luncheon in November, where she delivered the keynote address. The event recognizes the professional accomplishments of the late Robert G. McGruder, the first black editor at the *Daily Kent Stater*, Kent State’s student newspaper, and the first black reporter at the *Cleveland Plain Dealer*.

“A diverse mindset in the newsroom is important,” Gene Shelton, associate professor and academic diversity advisor for Kent State’s School of Journalism and Mass Communication (JMC), says. “We need someone who can speak up and tell us when a story is offensive. The goal of diversity is to dispel stereotypes and biases.”

The McGruder Award started in 2003 to advocate the need for diversity within journalism and mass communication, Shelton says. Award recipients are nominated by a committee composed of Kent State faculty members and former award recipients. Dr. James L. Gaudino, dean of the College of Communication and Information, nominated Dates.

“Dean Dates is an outstanding academic leader. When I talk about ways of promoting and achieving diversity in media organizations, she is the example I reference,” Gaudino says. “She has

studied diversity, written about the subject and, most importantly, created programs to achieve it. I’m delighted that she is our McGruder award winner and lecturer.”

In addition, Romona Robinson, Emmy Award-winning anchor at WKYC-TV in Cleveland, received the Diversity and Media Distinguished Leadership Award. One of Cleveland’s best known and most admired television personalities, she was selected for the honor because of her high standards of excellence in broadcast journalism, community service and diversity.

Students receiving awards for encouraging diversity in the media included the editorial board of the *Daily Kent Stater* for an article titled “You are the answer,” and magazine journalism major Tyra D. Flowers for “Fruition of the Dream: The Prophecy Foretold,” which was published in *Uburnu*, a publication of the Black United Students at Kent State.

Past recipients of the Robert G. McGruder Award are Greg Moore, editor of the *Denver Post* (2003); David Lawrence Jr., retired Knight Ridder executive and *The Miami Herald* publisher (2004); Albert Fitzpatrick, retired Knight Ridder executive and *Akron Beacon Journal* editor (2005); Leonard Pitts Jr. a Pulitzer Prize-winner and columnist for *The Miami Herald* (2006); and Michele Singletary, *Washington Post* columnist (2007).

“Please know that I stand for diversity,” Robert McGruder once said. “I represent the African-Americans, Latinos, Arab-Americans, Asians, Native Americans, gays and lesbians, women and all the others we must see represented in our business offices, newsrooms and our newspapers.”

Left - Jannette Dates, 2008 recipient of the Robert G. McGruder Award. Right - Kent State President Lester A. Lefton with Romona Robinson, 2008 recipient of the Diversity in Media Distinguished Leadership Award.

