

J. Austin Baker III MILE Program

THE UNIVERSITY OF
MEMPHIS
Fogelman College of
Business & Economics



THE UNIVERSITY OF MEMPHIS
ALUMNI
ASSOCIATION

FOGELMAN COLLEGE OF
BUSINESS & ECONOMICS
CHAPTER

Director's Message

September/October 2013



Welcome everyone to the seventh annual Memphis Institute for Leadership Education MILE Mentoring Year. And what a year this promises to be. My first order of business is to make a correction to the name of our program. In honor of one of the co-founders of the MILE Program, it has been renamed the J. Austin Baker, III Memphis Institute for Leadership Education. Austin and Dr. Bob started the program in 2007 with 25 mentor-protégé pairs, and Austin has helped oversee a significant growth in the program to where this year we will have 110 functioning mentor-protégé pairs, the most ever participating in the program. Austin's dad, Jim Baker, made a very significant donation to the program in Austin's honor, and with the expressed goal of maintaining the program's viability well into the future. His donation - and that of others we hope to generate over the coming months - will start an endowment that will help provide operating funds for the program going forward. Thanks so much to Jim and Austin for the fine work they have done in behalf of our MILE student protégés.

Although we are joyful at the start of this year's MILE Mentoring Program, our joy is tempered with the passing of one of our most enthusiastic MILE Student Protégés, Ms. Patricia Guerrero. Patricia was killed shortly after attending the MILE Orientation Program in September. Please see the article below in tribute to this fine young lady. Her passing was noted at the September meeting with a fund raising drive in her name. Over \$750 was collected at the meeting with other donations subsequently going by mail to her memorial fund at First South Credit Union. Thanks to you all for your generous support for Patricia and her family in this most trying time.

Please see other articles below honoring one of our most involved MILE Mentors, Cherry Blanton, and overviewing our orientation program and first monthly meeting in September. What great learning opportunities we were afforded with the training exercises of David Kabakoff and the engaging keynote address of Mr. Andre Fowlkes. Looking forward to our October 25th meeting, you will not want to miss one of our most exciting activities when we help our mentors and protégés alike develop their professional networks through our Speed Mentoring Exercise. We are also fortunate to have with us as our keynote speaker, Mr. Steve Dunavant, Senior Partner at CBIZ MHM, LLC. I hope to see you all there for a fun time and great learning experience.

"Dr. Bob" Taylor

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Orientation Meeting:



The 2013-2014 MILE program kicked off another fruitful year of mentorship with the September orientation. Thanks to the efforts of all participating mentors and protégés, this year's orientation program was a huge success; one of the biggest turnouts to date the program has ever seen. Held in the University Center Ballroom at the University of Memphis, there was certainly no time wasted during the day-long event. With the help of his wonderful staff of MILE coordinators, led by Tarranda Silas, Program Director Dr. Bob Taylor personally oversaw every aspect of this year's orientation proceedings.

After checking in, mentors and their protégés were able to spend some time getting to know each other as well as their other team members. During this initial meet and greet, pairs set goals and objectives and talked about possible plans and activities for the upcoming year. Other topics of discussion included program values and expectations of both mentors and protégés, determining a set of operating principles with which the MILE teams and pairs would function over the next 7 months, and networking opportunities made possible through upcoming MILE functions and events.

Following a quick lunch, mentors and protégés were split up into two teams to discuss the ways in which each could help the other learn from this experience as well as the expectations mentors had for their protégés and vice versa. In addition to those individuals who presented these ideas to the group, Kathy Tuberville also presented her suggestions for a successful year to the current batch of MILers.

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Orientation Meeting: Photos



Waiting for MILers to arrive.



2013 MILers.



MILE mentors and protégés engage with one another on activities.



Dr. Bob speaking to mentors and protégés.

Orientation Meeting(Continued)

As with recent years-past, MILE participants have graciously provided the Fogelman College of Business with much-needed data regarding the process and outcomes of this terrific program. This anonymously collected information does a great deal by not only attracting grant money for the college but also by extending and contributing to the collective, empirical research regarding the mentor/protégé relationship, which in turn benefits other similar programs across the country. To show their appreciation for the awesome response from participants, researchers from Fogelman decided to give away two \$50 Target gift cards to a random mentor and protégé pair following each survey administration. An additional pair of \$100 Target gift cards are also scheduled to be given at the end of the survey collection periods as well. Pair 117 got lucky during orientation but you could be next, so be sure to attend each MILE event for your chance to win.



As always, thanks to everyone for their time and participation at the orientation and we all look forward to another awesome year of MILE mentoring and networking fun!

**Don't forget to check your email for
MILE Monday Messages!!**

Mentor Spotlight: Cherry Blanton



This month's featured MILE mentor is Cherry Blanton. Hailing from Adamsville, Tennessee, Cherry is currently a Senior Manager at the top ten national financial services firm of CBIZ MHM. Upon her graduation from Faulkner University in Montgomery, Alabama, Ms. Blanton moved to the Memphis-area seeking a career in the accounting field. She got her start in public accounting with Thompson Dunavant PLC; which, prior to being acquired by CBIZ MHM in 2011, was the largest local firm in Memphis at the time. She later joined Aero Electronics, Inc. and climbed the ladder from Accounting Manager to Assistant Controller of The Memphis Group, Aero's parent company. Right out of the gate, Ms. Blanton had ambitions to become CFO of the company; however, she was told she lacked the required CPA certification and would need more public accounting experience. Undeterred, at 29, Cherry decided to sit for the CPA exam. She promptly enrolled in the master's program at the University of Memphis in order to reach the 150-hours required to sit for the CPA exam. At the same time, she ventured out and left The Memphis

Group to gain public experience with Thompson Dunavant. Although Cherry intended to return to corporate accounting, she so enjoyed serving her clients, working with her peers, and being challenged every day by a complex environment, that now she has been with the firm for 13 years!

Cherry credits the wonderful clients she has had the privilege to serve, the leaders of her firm who acted as her mentors, and...

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Cherry Blanton(Continued)

...the culture of the firm which inspires and empowers her every day.

Cherry received her first exposure to the MILE program three years ago, through Patsy Jones, a former MILE Advisory Board member. Patsy asked Ms. Blanton to have lunch with one of her protégés, who wanted to become an accountant. Cherry soon realized the MILE program would be a great venue not only for recruitment purposes but also for personal development through networking opportunities with other professionals. Cherry describes her introduction into the program as a “leap of faith” brought about through Patsy’s belief in her as well as her own desire to offer students the type of guidance she as a young, career-minded woman never had.

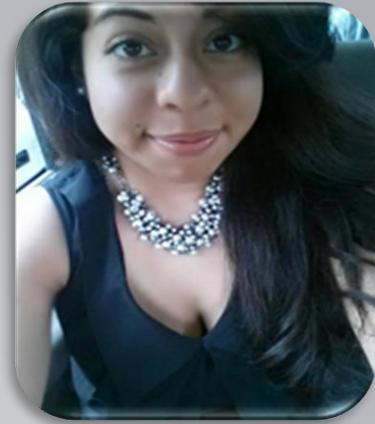
As Ms. Blanton embarks on her third year with the program, she speaks of the many wonderful moments she has experienced with her protégés and team members. She asserts that her involvement with MILE has helped her in the following ways: it has led her to reflect on the leaders that she follows, to see herself as a leader and a mentor, to allow her to nurture incoming students desperate to learn from her experiences and the satisfaction derived from their achievements, and to cultivate relationships with friends and acquaintances who teach her and show her all of the inner workings of this great academic community as well as the business climate of our city. Cherry feels the greatest thing MILE has given her is the confidence to seek new relationships and grow alongside her protégé and peers. She feels inspired at each meeting by both the combined years of experience that surrounds her as well as the youthful enthusiasm she finds so contagious to learning.

Cherry also expressed how fortunate she is to have a career with a firm that believes in supporting the development of their professionals in many unique ways. In addition to the ways she benefits personally from MILE, she also mentioned that her company benefits in several ways from her involvement with the program. In addition to the MILE program meetings, which provide leadership exercises and exposure to quality speakers that expand her professional development, her company benefits from her first-hand interactions with protégés, i.e. potential recruits. Additionally, CBIZ MHM benefits from the relationships she builds with fellow mentors who are business leaders in the community as well as the brand recognition they receive when she represents her firm at each event.

Honoring Patricia Guerrero

Patricia Guerrero, a University of Memphis sophomore, was killed in a car accident September 21, 2013. She was 20 years old.

Patricia was a MIS major, with a minor in Project Management. She was involved in various campus organizations including Fogelman Feed and the Trio Club.



Patricia was also an active member of the Hispanic Student Association. In addition to this, she was a protégé in the MILE Program.

Her goal in joining the MILE Program was to further her networking and social skills, which she recognized as vital to a successful career. Her career aspirations were to work as an Information Security Manager or IT Specialist. Patricia was one of eight children in a Catholic family. According to her sister, Maira Guerrero, her greatest goal had been to graduate high school. She worked hard to do so, and after graduation enrolled in the University of Memphis. An active member of the community, she was full of plans for the future.

Members of Patricia’s MILE Group recounted her energy and enthusiasm:

“She had so many plans. She wanted to get married and have a big family. She talked about her brothers and sisters, said she wanted to take them all to Spain,” said Lisa Wong.

“She was diligent, a hard worker. I wish I’d known her better.” recalled Barnes Chism.

According to Patricia’s sister Maira, “The Cathedral of the Immaculate Conception, where the funeral was held, had room for five hundred people. There was that much room, but it overflowed.”

Envelopes were placed on the tables at the recent MILE Program Dinner for donations to Patricia’s family, and a moment of silence was held to honor her memory.



Patricia and her team during the MILE Orientation Program

First MILE Monthly Program

This year's first program featured multiple speakers, among them David Kabakoff and Andre Fowlkes. The program kicked off with some comments by Dr. Bob Taylor, followed by some words on Leadership Development by David Kabakoff, President of Wesley Senior Ministries Foundation and consultant at Dale Carnegie Training. His talk focused on various team building exercises and tricks for better memory.

The program put the spotlight on a featured mentor/protégé pair, Cherry Blanton and Victoria Nguyen. They spoke briefly on the importance of being proactive and committed.

Brad Allen represented the MILE Program's featured corporate partner, Fedex internal Audit, and David Kabakoff represented the Program's featured community partner, the Wesley Senior Ministries Foundation.

A surprise announcement was then made, honoring J. Austin Baker III, President of the Society for Human Resource Management in Memphis. The co-founder of the MILE Program, Mr. Baker was instrumental in its success, providing invaluable support at the Program's inception. It was announced that in future the MILE Program should be renamed the Austin Baker MILE Program.

A moment of silence was held for the late Patricia Guerrero, a sophomore protégé killed in a car accident September 21, 2013.

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Meeting Photos



Andre Fowlkes addresses crowd.



Celebrating a successful meeting.



J. Austin Baker III receives plaque.



David Kabakoff gives speech.

First MILE Monthly Program(Continued)

The program's keynote speaker was Andre Fowlkes, Co-President of Start Co., a non-profit that focuses on the growth of early stage entrepreneurs. He addressed such issues as community involvement, noting that "too many people in Memphis just drive East and West, and don't go North and South." He compared Memphis to San Francisco, saying that he preferred Memphis because it was a city where one may feel more part of a community.

Mr. Fowlkes also related a story from his first job in New York, where on his first day on the job he was required to take the place of a sick co-worker. At the end of the day, his employer said, "Andre, you cost me \$15,000.00. Let's go get a steak." Mr. Fowlkes concluded that you shouldn't draw back from a challenge.

For more information, check out
MILE-PROGRAM.COM

Upcoming MILE Events

October 25: MILE Monthly Meeting at 3:30 pm at the University Center – Speed mentoring and keynote speaker Steve Dunavant CBIZ MHM, LLC (see Steve's picture and bio below)

Collections being taken for the Wesley Senior Foundation residents

October 26: Fogelman Feeds voluntary food bagging activity for the MidSouth Food Bank. Contact Kathy Tuberville at ktbrvllle@memphis.edu

October 26: Bridging the Gap program benefitting the Wesley Senior Foundation. 8 am – 12 noon
Set-up volunteers needed 8 – 10 and program volunteers needed 10 – noon.
Contact Jeremy Calhoun to sign up to help. Jclhoun1@gmail.com (901) 378-2223.

November 3: Ronald McDonald Dinner preparation sponsored by 2nd MILE Students

November 15: MILE Monthly Meeting at 3:30 pm at-the Wilson Holiday Inn – Leadership development
Training my Mr. Bill Catlette and keynote address by Bathsheba Sams.

December 3: Food and donation collection for MidSouth Food Bank Holiday Drive

Time: 6am-6pm 1-2 hour shifts will be offered (we expect more volunteers in the early morning and then late afternoon/evening)

Location: Kroger - 7735 Farmington Blvd Germantown TN

Wear: Clothes that fit the weather. Don't be fooled, it was cold last year so bundle up. You will be outside the ENTIRE time.

Bring: Gloves, hat, hot drinks for yourself if you need to warm up.



Speaker for Next Program



STEVE DUNAVANT

Senior Managing Director, CBIZ MHM, LLC

Shareholder, Mayer Hoffman McCann P.C.

Memphis, Tennessee

Steve has over 25 years of public accounting experience with both local and international accounting firms. He specializes in the areas of pass-through entity taxation, entity structuring for privately-held businesses, and mergers and acquisitions for privately-held businesses. He serves clients who operate in a wide variety of industries and have diverse types of owners ranging from private equity firms to family groups. Steve works with a number of attorneys and private equity groups to structure agreements and transactions to suit the needs of the client and its investors. He has also designed compensation planning strategies for tiered partnerships.

His most recent line of work has been in the area of healthcare reform, particularly Affordable Care Act Consulting. Since the Act's implementation, Steve has presented to a large number of companies and individuals alike, illustrating its affects and calculating employer penalties with a specialized model available only to CBIZ.

The Affordable Care Act (ACA) sets in motion the largest change in employer-provided health benefits most of us have seen in our lifetime. Employers should be aware of the penalties in this new reform, including a nondeductible excise tax. The uncertainty around the Affordable Care Act does not mean it should be taken lightly. Knowing the key elements is a plus, but relying on general knowledge of the reform will only get you so far. We understand the underlying details of the Act, and we are uniquely positioned for its structure.