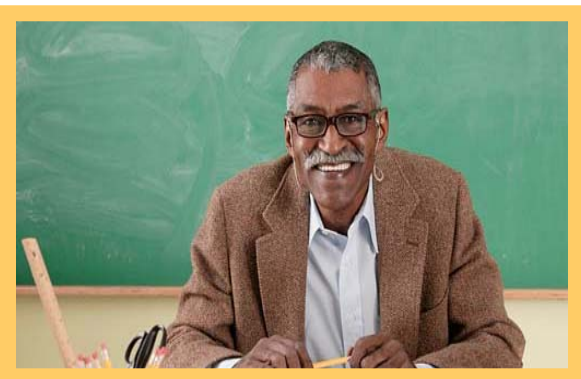


STUDENT, FACULTY, AND CORPORATE/INDUSTRY RELATIONSHIP DEVELOPMENT SERIES



**A PROPRIETARY PROGRAM THAT
ASSISTS COLLEGES AND
UNIVERSITIES IN ACHIEVING
FACULTY & STUDENT
DEVELOPMENT OBJECTIVES**



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PROGRAM OVERVIEW

Antone & Associates is a business consulting and training and development company. We provide our clients with a full array of business management and marketing services. These services include: business process design and workflow analysis; marketing and business capture strategy development & execution; small business program development; project management; and website design, development, and utilization strategy support.

With respect to professional training & development, we assist our clients in cultivating the talents of their most valuable resource – their people. We offer custom solutions to address specific training needs. Areas of focus include leadership, professional development, relationship development, team building, disaster planning, domestic violence, communications, conflict resolution, and work place and supplier diversity training.

The program referenced herein is proprietary and was developed by Antone & Associates to focus on student, faculty, and corporate/ industry relationship development at Historically Black Colleges and Universities (HBCU). However, the model has applicability to a broad range of academic environments seeking to develop stronger research programs, faculty and students. A series of workshops are conducted over an academic year that targets faculty development and students who are interested in careers in science, technology, engineering, and mathematics (STEM). The program also welcomes participation from college staff members. The sessions are held on-site at a facility designated by the college.

Workshop Series Descriptions:

- ◆ **Student Development Series**
Designed to provide guidelines for professional success to students interested in pursuing a career in STEM. After completing this series, students will be better prepared to handle both the technical and non-technical job requirements expected of STEM career professionals. The expected outcome will be increased scholarships, internships and co-op opportunities for student participants.
- ◆ **Faculty Development Series**
Designed to provide staff members an understanding of the tenure and promotion process, research funding, and the process for developing and submitting a publication. The expected outcome is to increase opportunities for HBCU faculty members to collaborate with research partnerships.
- ◆ **Corporate/Industry Relationship Development Series**
Designed to develop formal relationships with international and national collaborators, research institutions, major corporations and government agencies. Program facilitates research opportunities and collaborations for faculty as well as graduate study opportunities.

STUDENT DEVELOPMENT SERIES

Today's engineers are not only expected to have strong technical skills, they are also expected to have solid business and leadership skills. This series is designed to prepare STEM students for employment in major corporations and research labs, and guidance for success in graduate school.

Workshop content includes the following:

Module 1

Foundation Principles

1. Scheduling for Academic Excellence
2. Study Skills Enhancement
3. Building Your Portfolio to Secure Your Ideal Position
4. Essentials of Communicating with Diplomacy and Professionalism
5. Establishing a Professional Image and Presence
6. Resume & Interviewing: It's a Sales Pitch
7. A Guide to Helping Recruiters Find You
8. Making the Most of Your Mentoring Relationships
9. Black, Bold, and Beautiful: Creating Your Own Path to Success



Module 2

Leadership Principles

1. Leadership Traits and Styles
2. How Well Do You Play the Game? -Principles of Critical Thinking
3. Principles of holistic Problem Solving
4. Where Creativity and Technology Meet
5. Principles of Communication
6. Principles of Organizational Behavior
7. Key Items for Success & Effective Leadership
8. Ethics in the workplace, what does it really mean?
9. Emotional Intelligence: A Strategic Approach to Diversity and Inclusion
10. Keys to Becoming an Executive from an Entry Level Position

Module 3

Research and Technical Development Principles

1. Developing Technical Publications
2. Developing Technical Presentations
3. Understanding Technical Conferences
4. Career options for the technical professional
5. What it means to be on a research team
6. Career Guidance for the African American Technical Professional
7. The benefits and challenges of earning an advanced degree
8. Undergraduate Students in Technical Research
9. Bridging the Gap from Engineering to Entrepreneurship
10. Making the Leap: Engineering to Management
11. Survival of the Fittest: Essential Skills for a Successful Technical experience



FACULTY DEVELOPMENT SERIES

The level of success realized by an educational institution is directly related to its level of commitment to faculty development. As an institution transitions it is essential to offer developmental support to faculty. Providing faculty with the latest information on research program development, teaching and learning strategies enhances the delivery of quality instruction and research results.

This series is designed to provide faculty members with guidance in developing and conducting a research program, obtaining and retain research funding, and guidelines on developing and submitting publications.



Workshop content includes the following:

Module 1

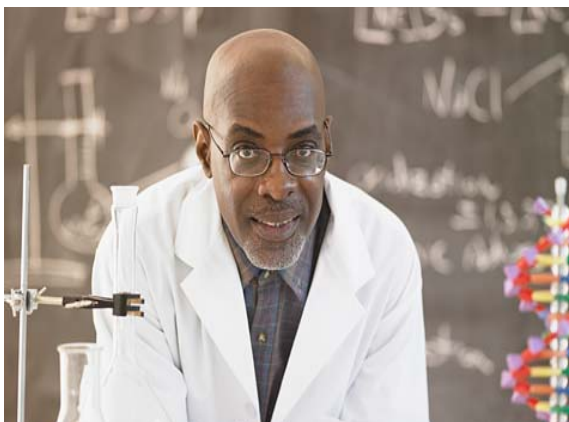
Faculty Development

1. Becoming a Researcher
2. Research Program Development
3. Finding Research Funding
4. Successful Proposal Writing
5. Managing a Research Project
6. Producing Publications for Journals and Conferences
7. Understanding and Effectively Navigating the Tenure/Promotion System
8. Building Effective Collaborations/Establishing External Reputation
9. Successful Instructional Strategies for the Classroom
10. Balancing Teaching, Research and Service
11. Establishing Mentoring Relationships

Module 2

New Faculty Development

1. Planning for a Successful Career in Academia
2. Adjusting to a New Academic Environment
3. Teaching Pitfalls to Avoid
4. Research Pitfalls to Avoid



INTERNATIONAL, NATIONAL & CORPORATE RELATIONSHIP DEVELOPMENT SERIES

In academic environments, it is essential to provide students and faculty with “real world” opportunities to put theory into practice.

Based on our observations, the organizations that have the most successful intern and co-op programs share three characteristics; 1) they all have solid relationships with major corporations; 2) they all have reciprocal relationships with other academic institutions; and 3) they all have faculty/executive exchange programs.

This series is designed to establish internship opportunities and scholarship programs, through formal relationships with international partners, national laboratories, major corporations and institutions.



Workshop content includes the following:

1. International and National Opportunities
 - a. Summer Internships for Students
 - b. Scholarships for Students
 - c. Grants for Faculty to Support Research Projects
 - d. Research and Teaching Exchange Programs for Faculty
2. Private Corporations
 - a. Summer Internships for Students
 - b. Scholarships for Students
 - c. Opportunities for Faculty to be on Federal Research Proposals that they Submit
3. Academic Institution Relationship Development
 - a. Establish Formal Agreements for Student Transfers & Admission to Graduate Programs (i.e. Ph.D. programs or articulation agreements)
 - b. Summer Research Experiences for Undergraduates (REU)
 - c. Research or Teaching Collaborations for Faculty Development: