

Profile of
Dr. Howard Spearman
Director, Multicultural Mentoring Program
Lubar School of Business
University of Wisconsin-Milwaukee
2011 Regents Diversity Award Recipient—Individual Category

Background and Experience

- Ph.D., Leadership for the Advancement of Learning and Service, Cardinal Stritch University; Master of Science in Education degree, Student Affairs/College Counseling, UW-Oshkosh; Bachelor's of Science degree, Human Services, UW-Oshkosh
- Joined UW-Milwaukee as Senior Academic Advisor/Multicultural Student Coordinator in 2004. Among his responsibilities:
 - Advises a caseload of 750 undergraduate business students regarding registration, program choice, graduation, life goals, and career goals.
 - Develops and monitors an academic plan for Dennis Kuester Scholars, supported through a scholarship fund for central city students at UW-Milwaukee.
 - Serves as liaison to a business-focused precollege program called the Future Success Program. In 2009, he secured a \$16,000 grant from the Greater Milwaukee Foundation to support the program.
 - Supervises the Multicultural Tutoring Center, which offers academic assistance in courses critical for admission to UW-Milwaukee's business major. In each of the last three years, the Center served close to 60 students – 80% of whom were subsequently admitted to the major.
- Director of the Multicultural Mentoring Program (MMP):
 - Under Dr. Spearman's leadership, the growing program fosters high-quality, year-long mentoring relationships between primarily multicultural business students and business professionals. The professional mentors assist students with developing academic and career goals, as well as networking skills.
 - The program has grown from 17 matches in 2005 to 50 mentoring matches in 2009.
 - MMP includes three major components: 1) one-on-one mentoring for student participants by a business professional; 2) program orientation/training for mentors; and 3) networking forums in fall and spring semesters with keynote speakers and roundtable discussions facilitated by the professional mentors.
 - An end-of-the-program survey is conducted. In 2009, nine of 17 student respondents stated their mentor helped them receive an internship. Twelve of the 17 respondents planned to return to UWM in 2010 and requested continuance in the program.
 - In 2009, the average undergraduate student grade point average for the 50 student participants was 2.95.
 - Participants during the 2009 academic year consisted of 29 females and 21 males (31 seniors, 17 juniors, and 2 graduate students); ethnic breakdown: 1 African, 17 African American, 12 Asian, 14 Hispanic, 7 White, and 3 other. Those with multiple ethnicities were counted multiple times.
 - Area professional organizations and corporations have partnered with the program to provide sponsorships.

Awards/Honors (selected)

- UW-Oshkosh Outstanding Young Alumni Award, 2009
- Employee Development Award for Leadership and Inclusion of UW-Milwaukee Employees, 2007
- Outstanding Service Award, Oshkosh Big Brothers and Big Sisters, 2003

Professional Affiliations, University Service, and Community Engagement

- International Ombudsman Association (IOA), 2007 – present
- National Academic Advising Association (NACADA), 2006 - present
- Wisconsin Academic Advising Association member (WACADA), 2005 – present
 - Conference presentation: “The Role of Spirituality in Academic Advising,” 2008
- Ombuds Council Member, UW-Milwaukee, 2007-present
- Tutoring Initiatives Committee, UW-Milwaukee, 2006 – present
- Advisors and Counselors Network, UW-Milwaukee, 2004-present
- Safe Space/LGBT Training, UW-Milwaukee, 2009
- Medical College of Wisconsin/Branch Out Youth Leadership Conference, Presenter, Milwaukee, 2009
- Co-organizer of the Seeds of the Future March4Freedom event, Milwaukee, 2009

In Dr. Howard Spearman’s own words:

- “The purpose of the Multicultural Mentoring Program (MMP) is to create connections between Lubar School of Business Multicultural students and Milwaukee’s business community...The program provides sustainable institutional impact in the area of diversity by helping the individual student and providing a venue for professional organizations and corporations to participate in a meaningful program. As one student stated on the spring program evaluation following the networking forum, ‘Mr. Cory Nettles has changed my life!’”

In the words of his colleagues:

- “There is no question that the quality and lasting impact of the MMP has escalated since Howard’s involvement. Student testimonials...have shown their respect and admiration for Howard and recognition that MMP has helped them better prepare for their future careers. Mentors ask to continue in the program because they know they are making a difference in the professional success of a multicultural college-level business student.” – *Jill G. Pelisek, Lawrence G. Regner Executive-in-Residence, Adjunct Professor, UW-Milwaukee*
- “Working closely with the external community and a board of advisors, Howard works hard to ensure that productive and meaningful mentoring matches are made, with the ultimate goal of helping minority students transition from university to career. The success of this program goes far beyond the increased number of student and mentor participants. It is best reflected in the outcomes of those mentoring relationships – more confident, prepared, and connected students. – *Timothy L. Smunt, Dean, Sheldon B. Lubar School of Business, UW-Milwaukee*