Pop quiz: What is the most important asset to any organization? Hint: It will make or break your business, but it isn’t products, patents or properties. The answer is people.

Human resources professionals are responsible for this important asset, for managing human capital and helping companies identify and meet strategic goals. Human resource management encompasses benefits, compensation, career development, occupational health and safety, employee relations, dispute resolution, adherence to employment laws and a host of other worker-related issues. Simply put, without human resources, business would grind to a halt.

Strayer University offers many options for students looking to launch a dynamic human resources career. Bachelor of Science degree candidates can minor in human resource management. Master of Business Administration students can choose a concentration in the discipline. Mid- or senior-level managers who already hold a degree can earn an Executive Graduate Certificate in Business Administration in Human Resources.

In addition to earning a Strayer University degree or certificate, the single most important way for an individual to distinguish him- or herself in the field is by becoming a certified Professional of Human Resources (PHR) or Senior Professional of Human Resources (SPHR). This certification demonstrates extensive knowledge of human resources issues. To learn more about these exams, visit www.hrci.org.

As in any profession, prospective employers will want you to have experience in the field. This is the classic catch-22 for most recent college graduates: You need work experience to get hired, but how can you get it if no one will hire you? When it comes to human resources, adult students have a major advantage. Most adults have worked in other fields and already have much of the knowledge, skills and abilities that are required for an entry- or mid-level human resources position. For example, you may have held a job as a customer service specialist that required excellent customer relations, attention to detail and listening skills—all qualities that are highly sought in a human resources job applicant. If you are a novice to the profession you may want to format your resume to highlight your competencies more prominently than your job titles. With your redesigned resume in hand and a Strayer University degree and PHR certification in your back pocket, you are just an interview away from managing a company’s most valuable assets.
FEATURES | 4 Raising the Silver Ceiling Older workers rethink retirement. 5 Planning for Tomorrow’s Leaders Succession planning leads companies in the right direction. 11 IBM Continuing Education Goes Public Information technology courses are now accessible to individuals.

ON THE COVER | In recent years, human resources has changed from a recruitment and retention-focused discipline to a profession that encompasses all aspects of personnel management. In two decades on the job, Reggie Stewart (MBA ’05) has evolved along with his chosen field. Stewart recently spoke with Scholar about the ever-changing business of human resource management. Photographed by John T. Consoli.

UNIVERSITY NEWS

12 Class of 2005: A Year to Remember
13 Luminaries Honor Strayer Graduates
14 Strayer Grads Gear Up for the Future
15 On the Move
Human Resources

Raising the Silver Ceiling

By Dr. William Kraus, Adjunct Faculty, Nashville Campus

The old cliché of retiring to Florida at age 65 is no longer the goal for today’s energetic older workers. Increased life expectancy and healthier old age are causing many employees to stay on the job longer. In a recent survey, nearly half of workers aged 50–70 said they plan to continue working into their 70s or later. Organizations and human resources professionals must be prepared for this major demographic shift and its impact on every aspect of employer-employee relations.

Promotional Bottleneck. As older workers choose to remain in top positions longer, promotional opportunities may slow for younger employees. Human resources managers will have to adjust the advancement expectations of less experienced employees accordingly, and may have to find new ways to help young workers feel that the organization is committed to their development.

Senior Education. This term used to mean successful retirement planning and education. Not any more. Human resources and training departments should be prepared to help older employees keep current on the latest technology and information.

Phasing in Retirement. If Florida is the old model for retirement, the new paradigm seems to be keeping one foot in the office and the other on the golf course. The majority of older employees hope to log part-time hours for years before retiring. Unfortunately, outmoded federal regulations and tax rules often restrain companies from offering such arrangements without cutting retirement benefits. Pension experts are currently examining ways to revise the rules to allow this. For workers facing “semi-retirement” in the next decade, the changes cannot come soon enough.

Dr. Kraus is city manager of Oak Hill, Tenn., and has taught human resource management courses for 30 years.
Have you ever wondered how executives become executives? The answer for savvy organizations is succession planning—the identification, development and grooming of employees with leadership potential.

As baby boomers begin retiring, many government and private organizations are realizing they will soon face a serious leadership shortage if they do not plan for successors. By 2008, an estimated 40–50 percent of managers nationwide will be eligible to retire. Organizations such as General Electric, Johnson & Johnson and the U.S. Postal Service are implementing succession planning to ensure there is continuity of leadership when a manager leaves the workplace.

Succession planning leads to a positive work environment for employees. An employee whose manager shows interest in his or her career advancement is more likely to remain productive and loyal to the organization. Managers can prepare employees for executive positions by encouraging them to take on highly visible projects or lead high-profile meetings. Such opportunities enhance employees’ abilities to communicate, lead, negotiate and be diplomatic, all necessary qualities in a successful executive.

The career of Lynn Malcolm (AAELS ’74, BSBA ’81 and MBA ’04), vice president and controller for the U.S. Postal Service (USPS), is a perfect example of succession planning gone right. Malcolm started working at USPS 31 years ago after earning her associate degree from Strayer.

“My supervisor encouraged me to return to Strayer to obtain a bachelor’s degree and, upon graduating, I was immediately given opportunities for advancement into the management career track,” Malcolm recalls. The Strayer University alumnus worked in various executive positions in finance over a nine-year period and was eventually appointed manager of compensation in 2000.

“As we collaborated on my individual development plan, the vice president of employee resource management told me I would have to go back to school to obtain my master’s degree to be competitive for officer positions,” Malcolm says. She returned to Strayer University for a graduate degree and was put on the succession plan for

Planning for Tomorrow’s Leaders

By Dr. Yvonne A. Athanasaw, Adjunct Faculty, Alexandria, Va., Campus, and Dr. Grace Endres, Adjunct Faculty, Washington, D.C., Campus
Diversifying Diversity

Today’s human resources professionals place as much emphasis on diversity as their counterparts a decade ago, but the term now encompasses more than just gender and race, according to the Society for Human Resource Management in Alexandria, Va. The phrase covers many differences among workers, including age, ethnicity, nationality, religion, sexual orientation, physical abilities and marital and parental status, to name a few. Diversity creates a dynamic work environment that attracts employees who are better at reaching out to customers in varying demographics, increasing sales and profitability. Companies can establish and maintain a heterogeneous workplace through family-friendly leave policies, equitable health benefits that do not place undue burdens on childless employees, recruitment and retention of diverse leaders and implementation of measurable diversity goals. Organizations that acknowledge the different needs of varying groups will enjoy greater worker satisfaction and loyalty, creating a win-win situation for all.

Upon graduating, I was immediately given opportunities for advancement into the management career track.” —Lynn Malcolm (AAELS ’74, BSBA ’81, MBA ’04)

three officer positions. The month after graduating with a Master of Business Administration degree, Malcolm was asked to go on a development assignment as the vice president, controller. She was promoted to the position in early 2005.

Malcolm believes succession planning and following through on her individual development plan activities were the keys to her success. “My developmental assignments afforded me the opportunity to grow and be prepared to excel in my career,” she says. “My advice is for supervisors and human resources managers to work with employees to develop a plan for professional growth.”

Drs. Athanasaw and Endres are both program managers at the U.S. Postal Service and teach human resource management courses at Strayer University. Their paper, “Succession Management: A Case Study in Diversity and Change,” won the Organization Development Institute’s 2005 Silver Bowl Award.

Scholar Gets a Makeover

Strayer University is growing and its flagship publication is, too. Scholar has a sleek new look just in student profiles, career articles, alumni news and corporate spotlights. We welcome your feedback.
Learning Curve
Employers Value an Educated Work Force

Jeff Coppage loves the great outdoors. As a young boy, he dreamed of a career that would surround him with fresh air and sunshine. Today, he can often be found solving technical problems in mid-air—from the base of a cell tower 100 feet above Maryland. So what does this 36-year-old cell site technician for Verizon Wireless need with an MBA?

“Complex problems require complex solutions, and I am better at what I do because I kept pursuing my education,” Coppage says. Like many of the 7,000 Verizon Wireless employees who take advantage of the company’s education benefit each year, Coppage received up to $8,000 annually to earn his degree.

Since the late 1990s, a soft economy and escalating health care costs have forced companies to look hard at the level of tuition assistance provided to workers. But with employers facing a shrinking work force in future years due to the aging Baby Boomer population, many companies are recommitting themselves to education benefits in order to maintain a stable work force.

“With a predicted labor shortage in the years ahead, retention efforts will be crucial to hiring and retaining qualified workers,” says Rebecca Hastings, manager of the Information Center for the Society for Human Resource Management (SHRM).

According to SHRM, nearly 80 percent of employers are currently providing tuition assistance. “Education benefits are critical for organizations that wish to maintain an environment of continuous learning,” Hastings says.

Ed Cohen, director of the Center for Performance Excellence at Booz Allen Hamilton, says investing in employee education has reduced turnover at the international management and technology consulting firm to almost zero. “At Booz Allen, we see a return on our investment in the form of increased employee skills, employees qualified for promotions and a stable work force,” he says.

More than 16,000 international employees participate in Booz Allen’s tuition reimbursement program. One of those is Laura Colomb, training program coordinator, who graduated from Strayer University with an associate degree and is now pursing her Bachelor of Business Administration degree. Colomb calls the education reimbursement “the single greatest benefit of working for Booz Allen. I feel like we are partners in my education and training for life.”

Please write to scholar@strayer.edu and tell us what you think of Scholar.
In recent years, human resources has changed from a recruitment and retention-focused discipline to a profession that encompasses all aspects of personnel management. In two decades on the job, Reggie Stewart (MBA ’05) has evolved along with his chosen field.
The woman with the ice pick in her hand walked up the steps of People’s Drug Store’s Employment and Training Center on the corner of 10th and F St. NW. She passed the front desk employees without a glance, strode down the hallway to Reggie Stewart’s office and put the ice pick to his throat. “Hire me or else,” she threatened.

Stewart, an employment manager, immediately recognized the woman as a job applicant he had interviewed but chosen not to hire. Realizing the situation called for extreme diplomacy, he invited the woman to have a seat and talk things over. To his relief, she agreed. Stewart explained the qualities an employer looks for in an applicant, and coached her on ways to improve her job search. After a lengthy discussion, the woman left the store, ice pick in hand.

The experience reinforced Stewart’s conviction that he had chosen the right field to suit his strengths. He continued to work for the drug store’s Washington, D.C., location after it was renamed CVS Pharmacy, eventually achieving the position of employee relations manager. Stewart left the pharmacy chain after 16 years to become regional human resources manager for The Wood Company, which was ultimately acquired by Sodexho, an international food and facilities management firm.

“When I first graduated from college, my goal was to work in human resources for a few years and go back to school to become a labor attorney,” Stewart explains from his home office in Oxon Hill, Md., a suburb of the nation’s capital. “I wanted to help workers get fair treatment in the workplace. But once I got involved in the field I realized that being a human resources manager gave me all the opportunity I needed to make a difference in employees’ work experiences.”
The recent Strayer University graduate has been promoted to human resources director at Sodexho and is now responsible for 4,000 employees in the Mid-Atlantic region. Stewart can usually be found resolving issues for workers at one of his 60 regional accounts, representing the company at dispute resolution sessions or conducting conference calls from his mobile office (his car).

“The key to providing quality human resource management is building rapport with employees,” Stewart emphasizes. “Although my primary function is working with managers to help them resolve employee relations issues, I always hand out my business card to workers in the field and let them know they can contact me any time with questions or complaints.”

This proactive approach helps identify issues before they have escalated. “One of the most important roles of a human resources professional,” Stewart explains, “is minimizing risk to the organization by resolving problems before they get out of hand.”

Stewart cites diplomacy and tact as two of the most essential personality traits for someone who wants to work in human resources. Knowledge of employment laws and business acumen are equally important. “Today, HR professionals have to be able to take a seat at the table as business partners,” he notes. “A company relies on its human resources department to help identify strategies for meeting organizational goals and overcoming challenges.”

No stranger to challenges, a typical day for the single father includes waking at 6:00 a.m. to get his 14-year-old daughter off to high school, traveling to Sodexho accounts throughout Maryland, Virginia, Washington, D.C., Delaware and Pennsylvania, and returning home in time to cook dinner for two. After the evening meal, father and daughter work side-by-side on their homework. Now that Stewart has completed his graduate degree he will have a little more free time to help daughter Regina with her course load.

“Watching me get an advanced degree has definitely had a positive influence on my daughter,” Stewart says. “There is no doubt in her mind that she will follow in my footsteps to attend college.”

Earning a graduate degree has paid off for Stewart—literally. “I received a significant increase in pay the day after graduation,” he says with satisfaction. Equally satisfying are the on-the-job applications of his graduate school knowledge. “I have been able to immediately apply a lot of my in-class learning in the workplace,” Stewart notes. “My boss says he has really noticed the impact of my Strayer University education on my performance and on employees in my region.”

After taking a few months off from academics, Stewart plans to pursue his Senior Professional in Human Resources certification and someday return to school for a doctoral degree. So would he encourage his coworkers at Sodexho to go back to college?

“Definitely,” he says. “In addition to all of the other advantages it brings, having an advanced degree just feels good.”

“The key to providing quality human resource management is building rapport with employees.”
—Reggie Stewart (MBA ’05)
IBM is a learning organization. Investing more than $750 million per year to train its 300,000-plus employees, IBM stays on the cutting edge of learning technology, training paradigms and continuing education offerings. The organization has been passing along its educational acumen to corporate customers for years, helping human resources managers across the country keep employees current on the information technology (IT) industry’s most in-demand skills.

Now IBM has reinforced its commitment to learning by expanding the scope and focus of its award-winning continuing technology education program. For the first time, IT professionals can directly access IBM’s high-tech educational offerings with off-site courses designed for individuals in the field.

“While corporations have long turned to IBM to keep their employees’ skills up-to-date, now individuals can take charge of their IT careers by acquiring the industry’s most sought-after skills,” says Marcelo Roman, director, IBM IT Education Services, Americas.

IBM has also expanded the number of cities served by the program, enabling IT professionals in 67 municipalities nationwide to go directly to the source to learn the latest IT skills. “Thousands of IT professionals can now receive proven, effective, hands-on technology and management training from IBM closer to where they live and work,” Roman says.

Remaining marketable and competitive is a challenge faced by many workers, yet in the next decade the demand for highly skilled IT professionals will be greater than ever. Research firm Forrester predicts that in the next few years, “we will [likely] once again be in an environment where demand outstrips supply, especially in highly sought-after skill areas like Java programming, Web Services and security, to name a few.”

IBM’s one- to five-day public courses give professionals hands-on experience in Linux, wireless integration, security, Cisco networking, enterprise databases, Java, Web Services/XML and other areas. The courses incorporate traditional learning, classroom training and blended learning—a combination of classroom, e-learning and mentoring.

The expansion of IBM’s public education offerings follows on the heels of its Academic Initiative, the company’s program for college students. IBM collaborates with educators to teach the open standards skills necessary to compete and keep pace with changes in the unfolding information technology workplace. The IBM Academic Initiative helps prepare college students for the jobs of tomorrow before they have entered the workplace.

Human resources managers may want to make their current and prospective IT employees aware of IBM’s individual continuing education opportunities. In today’s technology-dependent business world, highly skilled IT professionals are a vital part of every organization. o
When he founded a modest business college in Baltimore in 1892, Dr. S. Irving Strayer never could have imagined his namesake university would someday graduate thousands of students each year. This year, the 4,000-student strong Class of 2005 made history as the largest graduating class in the University’s 113 years.

Whether attending the grand exercises at the Patriot Center in Northern Virginia or one of the smaller ceremonies at the Baltimore or Richmond Convention Centers, graduates expressed excitement, exhilaration and relief at finally achieving their lifelong goals.

“There are not many times in life when you can say: I have dreamed of this day, I have worked hard for this day, and it is finally here,” said Adedotun Aderoju, who graduated with a master of business administration degree. A recipient of the 2005 Outstanding Graduate Student Award, Aderoju said the day marked a new beginning for himself and his fellow graduates. “It is time to set our sights on the next great dream, to decide how we will live our lives and contribute to the world around us,” he said.

Strayer University President Dr. J. Chris Toe said he hopes to see many members of the Class of 2005 back at Strayer University next year to continue their educations. “In these times of rapid economic and technological change, lifelong learning benefits individuals and society as a whole,” he said in an address to graduates. “You should always be a knowledge seeker as you travel through life. There is always more to learn from the world around you.”

With four ceremonies in three regional locations and online registration of graduates, this year’s commencement exercises offered better service and more convenience to graduates and guests. Strayer University faculty and administrators were proud to award degrees for the first time in some of the University’s newest programs, including the Master of Health Services Administration, Master of Public Administration and Master of Education degree programs.
Earning an MBA is becoming a hot trend outside of the business world. Meet Dr. William Reha (MBA ’98), a board-certified urologic surgeon who practices at Potomac Hospital in Woodbridge, Va., and is a member of the Strayer University Alumni NetWorks Advisory Council. The recipient of a 2005 Strayer University Outstanding Alumni Award, Reha decided to return to school years after earning his medical degree in order to gain the finance, human resource management and business skills necessary to operate his own clinical practice.

“Lifelong learning is important in all professions,” Reha says. “Technology and information are advancing quickly and professionals must constantly educate themselves in order to stay current.”

The Outstanding Alumni Award recognizes graduates’ personal and professional accomplishments since earning a degree from Strayer University. Reha was honored for his commitment to education, involvement in his community and successful career. During his acceptance speech, the physician entrepreneur said he believes professional success is defined by personal fulfillment.

“Success,” Reha said, “Means that we enjoy our profession, that our clients and associates appreciate our services and that we add value in what we do in our professional lives.”

Luminaries Honor Strayer Graduates

Strayer University faculty, staff, graduates and guests were delighted to welcome Richmond Mayor L. Douglas Wilder as the keynote speaker at the Richmond Commencement Ceremony on Oct. 8. The grandson of slaves, Wilder became the first African-American governor in the U.S. when he was elected to lead the Commonwealth of Virginia in 1990. The decorated Korean War veteran, popular politician, professor, newspaper columnist and former state senator took time out of his busy schedule to pay tribute to the hard work and dedication of the Strayer University Class of 2005.

Dr. Fran Szabo, senior director and provost of Sodexo University, addressed Strayer graduates at the Baltimore Commencement Ceremony on Aug. 13. The veteran human resources professionals encouraged graduates to continue their career development and lifelong learning after leaving Strayer University.

Outstanding Physician, Outstanding Alumnus

Earning an MBA is becoming a hot trend outside of the business world. Meet Dr. William Reha (MBA ‘98), a board-certified urologic surgeon who practices at Potomac Hospital in Woodbridge, Va., and is a member of the Strayer University Alumni NetWorks Advisory Council. The recipient of a 2005 Strayer University Outstanding Alumni Award, Reha decided to return to school years after earning his medical degree in order to gain the finance, human resource management and business skills necessary to operate his own clinical practice.

“Lifelong learning is important in all professions,” Reha says. “Technology and information are advancing quickly and professionals must constantly educate themselves in order to stay current.”

The Outstanding Alumni Award recognizes graduates’ personal and professional accomplishments since earning a degree from Strayer University. Reha was honored for his commitment to education, involvement in his community and successful career. During his acceptance speech, the physician entrepreneur said he believes professional success is defined by personal fulfillment.

“Success,” Reha said, “Means that we enjoy our profession, that our clients and associates appreciate our services and that we add value in what we do in our professional lives.”

Virtual Frontier

Strayer University’s ground-breaking online commencement ceremony pioneers a new frontier in graduation experiences with its blend of mixed media and cutting-edge technology. The online classroom is more sophisticated and interactive than ever, and the same technology is used to create a dynamic virtual commencement experience for the Strayer University Online Class of 2005. Graduates and guests can log on to hear addresses from University officials and a keynote speech from technology industry entrepreneur Michael Daniels. The online commencement ceremony also features student biographies, photos of online classmates and virtual degree presentations. The global community becomes a reality when students from across the United States and around the world join together to celebrate the accomplishment of a college degree. Visit www.strayer.edu to experience the 2005 Virtual Graduation Ceremony.
Strayer University’s commencement would not be commencement without offering the graduating class a chance to voice their opinions about the University’s effectiveness at meeting their professional goals. The results of this year’s Graduating Student Survey indicate that students believe Strayer University is doing an outstanding job of providing high-quality education.

This year’s 474 respondents represented all academic degree programs and majors, as well as all of the University’s campus regions and online. Graduates were asked to rate their satisfaction with key quality measurements. Almost 90% of respondents were positive about the overall quality of their educational experience. More than four out of five students rated the general education courses and courses in their academic major as good or excellent. Slightly more than 80% of respondents felt that Strayer University had prepared them to advance in their careers and a similar number said their Strayer experience had prepared them to pursue further education in their field of study.

Results from the Graduating Student Survey indicate that the University is helping students meet their career and professional goals. The data show that more than nine out of 10 graduating students are employed full- or part-time, and three out of five are working in positions that are directly related to their field of study. Strayer University will continue to build on its high-quality educational offerings to provide the best educational experience available.

Yale Associate Dean Joins Strayer Board of Trustees

Daniel R. Abbasi, associate dean of the Yale University School of Forestry and Environmental Studies, joined Strayer University’s Board of Trustees this spring. “I attended Strayer University’s June commencement ceremonies and it was an honor to be part of such an important day in the students’ lives,” Abbasi says. “I am pleased to contribute to a University that is helping equip our nation’s working adults with the skills, perspective and confidence needed to lead a fulfilling life and make meaningful contributions to their employers and our society at large.” Abbasi holds a master’s degree in business administration from Harvard University, a master’s degree in political science from Stanford University and a bachelor’s degree in government from Harvard College. He resides in Riverside, Conn.
Alumni, Student and Campus News

Are you ON THE MOVE?

Have you recently received a promotion, earned a certification or started a business? Share your professional and personal achievements with the Strayer University community. Please email scholar@strayer.edu and tell us what you have accomplished lately. Thank you for contributing. Strayer University reserves the right to edit all materials used in Scholar.

FLORIDA

Tampa East
Catherine Datte, former adjunct faculty at the campus, was appointed campus dean.

Tampa East and Tampa Westshore
Mike Camden, former campus director at the Chesapeake, Va., Campus, was named campus director for the Tampa area.

MARYLAND

Montgomery Campus
Ronald Kaczmarek (MBA ’05) is an industrial engineer who works as a lean six sigma master black belt for the U.S. Army at Letterkenny Army Depot in Chambersburg, Penn.

Tia M. Shorts (AAMR candidate) was named Miss Maryland.

Owings Mills Campus
Jeffrey Keith, former admissions manager at the campus, was promoted to campus director.

White Marsh Campus
Richard Eberwein (AACS ’04) was promoted from the Help Desk to the Software Services Division at Estimation Inc. in Linthicum Heights, Md. Eberwein develops integration programs linking the company’s estimating software with various accounting programs.

NORTH CAROLINA

Cary Campus
Camelia A. Alston (MBA ’05) is part of the Medicaid Team at Value Options Inc. in Research Triangle Park, N.C. She is responsible for North Carolina Medicaid patients’ clinical admissions, reviews and discharges for clinical care managers. Alston also volunteers weekly as a crisis line counselor.

PENNSYLVANIA

Lower Bucks County Campus
Dennis Jah (BSCN candidate), a learning resource specialist at Strayer University, coauthored a novel that was recently published by AuthorHouse. Notebook of a Warrior tells the fictional story of a Liberian man who conspires to destroy his country and his people in exchange for a high post in the future government.

STRAYER UNIVERSITY ONLINE

Larry Collier (BBA ’05) is an operations manager for FedEx Express. He is a 19-year employee of the company.

Lisa H. Holley (MBA ’05) earned her Doctor of Education degree from Nova Southeastern University in Fort Lauderdale-Davie, Fla.

Mark Schurtman (MBA ’05) was promoted from interactive marketing specialist to interactive marketing lead at Websourced Inc. in Morrisville, N.C. Schurtman leads a team of eight marketing and Web development professionals. Senior management at Websourced are currently incorporating elements of Schurtman’s Strayer University Directed Research Project into their company’s processes.

Gregory Weishaar (MBA ’05) is a contractor for Harris RF Communications in Rochester, N.Y.

VIRGINIA

Alexandria Campus
Shirley Brown (AACS ’02, BSCIS ’03 and MSMIS ’05) has been promoted to the position of configuration manager at Pragmatics in McLean, Va. Brown works with customers to maximize database capacity, accuracy and usability.

Beth Slagle (MBA ’02) joined the staff at Nova Southeastern University as assistant director for program development at the university’s SW Florida Educational Center.

Manassas Campus
Ophelia Fair (BSBA ’04) was promoted to chief of budget and logistics, Operations Division, for the Department of Defense Inspector General. Fair oversees the development of branch products, ensures compliance with command policies and develops the annual congressional budget for the agency.

Peter Zielenski (MSMIS ‘95) retired from Titan Corp. in Reston, Va., after 15 years. Zielenski is a retired Lieutenant Colonel of the U.S. Army.

WASHINGTON, D.C.

Washington Campus
Dr. Michael Brizek was named campus dean. Dr. Brizek is an expert in tourism and hospitality management and has published numerous academic articles on this topic.
With eight areas of concentration, the new Bachelor of Business Administration (BBA) prepares you for a wide range of managerial positions in business, government, and non-profit organizations. You’ll gain fundamental as well as practical and professional skills in all phases of business including decision-making and problem-solving capabilities. For more information about the new BBA, contact an Admissions Officer today. Find out what’s possible in your life.

Specializations are available in:
- Acquisition and Contract Management
- Banking
- E-Business
- Finance
- Human Resource Management
- Legal Studies
- Management
- Marketing

Also available:
- Master of Business Administration
- Executive Graduate Certificate in Business Administration
- Undergraduate Certificate in Business Administration

Strayer University is regionally accredited by Middle States Commission on Higher Education.