

# Professor works to increase Native American business majors

Native Americans are largely absent from corporate boardrooms, executive positions in major corporations as well as many small and medium-sized businesses, but Amy Klemm Verbos, Ph.D., J.D., an assistant professor of management at the University of South Dakota, is working to change that.

Verbos and educators from institutions across the United States, including Deanna Kennedy, assistant professor of operations management at

the University of Washington Bothell; Joseph Gladstone, assistant professor of public health management at New Mexico State University; and Dan Stewart, associate professor of management at Gonzaga University; are developing strategies to attract Native American students to business majors as part of The PhD Project.

Founded in 1994, The PhD Project is a program that supports African American, Latino American and Native American students into Ph.D.

programs with the goal of putting more professors of color in front of business students. Last year, according to The PhD Project, only 12 Native Americans were enrolled in business doctoral programs.

"The great news is that we've been enormously successful as our graduation rate for students in the program is better than 90 percent," said Verbos, who is a member of the Pokagon band of the Potawatomi Indians. "The problem is improving

those numbers for Native American students, who have been largely overlooked when it comes to doctoral programs."

Verbos and her colleagues' work was highlighted nationally in the publication "Diverse Issues in Higher Education" (<http://diverseeducation.com/article/49678/>) outlining their mission of increasing Native American students majoring in business and directing graduates toward doctoral programs. For the last five

years, Verbos, Kennedy, Gladstone and Stewart have traveled the country presenting at conferences and publishing papers on the importance of Native American values and the impact those principles have in encouraging Native America students interested in business as a major.

"At USD, we present to First-Year Experience students and talk about why they may wish to consider business as a major," added Verbos, who has taught at USD since 2009. "We

show them what they can accomplish with business degrees and that there's a tremendous need for people with business degrees.

"Business, as a major, has been a little less important in the tribal community generally," Verbos continued, "but the importance of those degrees is becoming greater in South Dakota and across the nation."

For more information about the PhD Project, please visit <https://www.phdproject.org>.

## ■ BOMB

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last January. A "bomb squad" vehicle was parked outside Coyote Village during the search of the room, and about 20 students were evacuated from the building as a safety precaution. Investigators left the campus shortly after midnight, Feb. 8, 2012, and students were able to return to their rooms.

### Results of search

According to the criminal complaint filed against Gallo Dec. 5, law enforcement officers observed several items when they entered his room last February, including:

- A modified ballpoint pen housing that contained "strike anywhere matches" and a substance later determined to be possibly a form of improvised thermite mixture, with steel balls embedded in the end of the housing, and wrapped in blue painter's tape. Improvised thermite is typically a mixture of iron oxide powder and aluminum powder and in an incendiary mixture. The combination of the mixture, and the "strike-anywhere matches" that could be used to ignite the mixture, could propel the steel balls as a form of shrapnel.

- A pyramid-shaped item approximately the size of a tennis ball made of gray duct tape with a fuse protruding through the opening at the top of the item. Law enforcement in

South Dakota ultimately determined that the item contained approximately 500 match heads.

- A clear plastic bag containing ash remains that are visually consistent with burned improvised thermite mixture.

- A modified cigarette box that contained a 9-volt battery to which red and white wires were attached, gray duct tape, black electrical tape, and a small piece of cardboard encapsulating silver foil object.

- A wall poster appearing to be a hand-drawn image of, among other things, an arrow pointing down to the initials of University 1 on a platform, and cigarette package with word "DEAD," moving toward the platform.

- A five-pound bag of red iron oxide. While red iron oxide powder has industrial uses, it is also one of the ingredients of thermite, which can be used in destructive devices.

- A plastic bag containing powder of a color consistent with the color of the powder in the bag marked "Red Iron Oxide." This bag, however, was labeled to indicate it contained aluminum powder. Aluminum powder and red iron oxide are the only two ingredients necessary to create thermite.

- Match sticks with the heads removed.

Law enforcement spoke with numerous individuals after the room search, including a childhood friend of Gallo's, identified only as "Individual 1." This individual stated that he had seen Gallo approximately two weeks earlier, and had exchanged e-mails with Gallo about making

bombs, fireworks, or other explosive materials.

### Facebook activity

A court-authorized search of Gallo's Facebook account was also conducted, revealing Gallo's obsession with explosives. At approximately 5:27 a.m. on Jan. 8, 2012, Gallo wrote, "about to drive to Pistorvania (sic) to blow up some sick s\*\*t." Another individual ("Individual 2") responded, "whatcha gonna doo (sic)?"

Gallo responded at approximately 5:31 a.m., "400 ml kclo3+mg (potassium chlorate and magnesium)." Kclo3+mg represents the formula for potassium chlorate and magnesium, chemicals that when combined, can produce an explosion.

At approximately 5:32 a.m., Individual 2 wrote: "oh my."

Gallo wrote, at approximately 5:34 a.m., "yea in a pvc pipe." A minute later, he wrote, "its sickkk (sic) lol we gotta drive to like the middle of f\*\*cking nowhere." Individual 2 thereafter immediately responded, "hahah (sic) is it worth it though?"

Gallo responded at 5:45 a.m., "yea this s\*\*t will blow ur arm off." At 5:47 a.m., Gallo wrote, "I (sic) gotts (sic) goo (sic) tho (sic) im (sic) pistorvania (sic) bound!"

Later, at approximately 5:02 p.m., Gallo wrote, "... yoo (sic) that s\*\*t we set off in pistorvania (sic) was NUTS." At approximately 5:09 p.m., Gallo elaborated, in response to Individual 2's inquiry, "my friend took a video ill (sic) show u wen (sic) he sends it to me. it (sic) def (sic) had more

explosive power than a mark II fragmentation grenade it was soooooooooo loud."

At 7:30 p.m. Jan. 8, Gallo posted that he had driven over 200 miles in three states.

According to the complaint, Gallo was admitted on Jan. 19, 2012 to the emergency room of a hospital in New Jersey for burn injuries from a potassium chlorate explosion.

On Jan. 24, Gallo engaged in an exchange on Facebook with another individual (Individual 3). In response to the comment by Gallo that his "face was half burned off," Individual 3 asked, "what did yu (sic) do?" Gallo responded, "potassium chlorate explosion ... KClO3 (potassium chlorate) is a common oxidizer that they used to use in grenades back in wwdeuce (sic)."

### Another student arrested earlier

Gallo is the second former USD student arrested with an alleged connection to the January 2012 bomb scare at Coyote Village.

Elan Haba, 19, a sophomore on the Rutgers-Newark campus in Newark, NJ, was arrested Feb. 7, 2012, and faces charges including theft, and possession of fireworks and a prohibited weapon.

A resident of North Caldwell, NJ, Haba was brought to the attention of authorities by officials from USD following the search of Gallo's room at Coyote Village.

According to the Associated Press, the USD authorities said that Haba had an alleged connection to the "student in question."

## ■ CENTER

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reestablishment of the USD Veterans Club in 2004, which helped veterans to increase their on-campus visibility.

Further advances were made when Dean was installed in his current position less than two years ago.

"In my office, students come in, and if they're eligible for benefits I help them along to file applications, to fill out the necessary paperwork, to get the information that they need in order to get their GI Bill benefits rolling," he said. "I'm the first person they need to see if they have any military affiliation, and I'll point them where they need to go, or figure

out how many of their services I can offer."

Justin Smith, project director for the Fides Grant, said Dean's role is a big one.

"Before, there would be just somebody in the registrar's office would handle veterans' benefits, and every year or two, whoever did it would change. So there was very little consistency," Smith said. "When we got (Dean) into that job ... that was a huge success on campus."

"We didn't even realize what a big deal it was at the time. But once that happened, the campus as a whole now had somebody to go to with veterans' things," he said. "Before, sometimes a veteran's issue would end up at the dean's office, the registrar's office or ROTC, or in the veterans club's hands."

Dean agreed, adding, "There

were some procedures in place when soldiers were being deployed, making sure that they were able to drop their classes without penalty, or have the option of getting a refund. ... "They might have been on the books, but nobody knew about them or how to use them, so it was a learning process," he said.

USD's Soldiers, Veterans and Dependents Committee is another way the school has kept a tab on the student veterans' needs.

"All the movers and shakers on campus have a role in the committee," Dean said. "When we talk about veterans issues, we want to know how it relates to your particular part of campus, so if we're talking about rolling out a program for benefits, we want to see how that affects academic services,

we want to see how it affects financial aid in the business office.

"So, those people are all part of the committee to make sure that there's not just one office trying to implement new programs without seeing every possible scenario," he said.

The committee has been "a huge success," Smith said.

"Veterans' issues can be brought up in an open forum among people who can make changes," he said. "Before, an issue might be brought up to a different department ... but they can only handle certain things to a certain degree.

"I don't think we ever had an opposition to do what we wanted to do. Nobody was against veterans," Smith said. "People just didn't know, and there weren't procedures in place to make things happen."

To help other schools through their own issues relating to student veterans, Smith, Gage and Dean, along with Dr. Bruce Kelley, Ernesta Fox and Holly Wheeler, have collaborated on the book, "Preparing Your Campus for Student Veterans' Success," which is due out next year.

"We're really proud of being able to document some of the process and help other campuses move forward and overcome some of the challenges with (fewer) speed bumps," Smith said. "Any time you do something the first time, you're feeling your way through it because you're doing a brand new thing."

With the opening of the resource center, it should be even easier to coordinate the various programs and investigate potential issues.

"It's meant to be a one-stop shop," Dean said.

"Our program serves as a bridge between cultural understanding about the military culture and campus culture," Smith added. "They're very different. The military culture is very hierarchical, people know where everything is and can find it very easily, and on campus it's more diffuse."

"Sometimes troops just want to have that military structure on a campus, as well," Dean said.

For more information about the USD Student Veterans Resource Center, contact the Veterans Services Office at (605) 677-8833 or [veterans@usd.edu](mailto:veterans@usd.edu) or visit [www.usd.edu/veterans](http://www.usd.edu/veterans).

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