

Anders Rosen: Hello and welcome to the Manage-A-Bull Podcast, where extraordinary is our ordinary. I'm your host, Anders Timothy Rosen. How does a program designed originally for travel and experiences outside of the classroom survive a pandemic? That question became a reality for the UB School of Management's Global Programs Office last Spring. The answer came through hard work, adaptation, and creative design thinking from the team at Global Programs. On the latest episode of the Manage-A-Bull podcast, I speak with Professor Dorothy Siaw-Asamoah, faculty director of Global Programs, current graduate assistant, Janelle Fore, and incoming graduate assistant, Andrew Hoke. Their conversation touched upon Global Programs' ability to pivot in the face of the pandemic, the myriad opportunities for students to develop a global mindset, and why the future is only getting brighter for this program that has already impacted more than 450 students in only three years. So without further ado, let's get started with the latest episode of Manage-A-Bull: An introduction to Global Programs

Anders Rosen: Today, we have a conversation with the Global Programs Office from the University of Buffalo School of Management, I am joined by three outstanding guests, to talk about global programs a couple of my MBA classmates as well as the Faculty director of the program, but I should just jump right in and start introducing these folks so. Let's do that, first and foremost she's been on the podcast before she was a guest last fall to help talk about kind of responses to virtual learning and that environment. She's a graduate assistant for global programs participated in multiple ones, including Costa Rica, Ghana, Europe and India, virtually. She loves to learn about different cultures and broaden her perspectives. Recently she founded a startup with a couple of friends called RealTalk, which is a platform designed to encourage the discussion of social issues in the educational curriculum, it is Janelle Fore. Janelle, welcome to the podcast! How you managing?

Janelle Fore (She/Her): Wow! Thank you so much for that introduction you literally give me my whole bio. Thank you so much. Yeah, I'm doing good Thank you again for having me looking forward to the conversation today.

Anders Rosen: Yeah, I'm sorry I didn't mean to supersede the whole bio there. You got more to say you got last to say don't we're gonna have plenty of conversation don't worry. Next I'd like to introduce he is a first year MBA focusing on health care management and is the incoming graduate assistant for global programs prior to joining the MBA program he completed his undergraduate degree in biomedical engineering at the University at Buffalo worked as a paraprofessional for four years, say that's four times fast with campus living and spent a year with the army and is now a reserve in the reserves as a radiology specialist. It's Andrew Hoke. Andrew, welcome to the Manage-A-Bull podcast how you managing.

Andrew Hoke (he/him/his): Doing just fine on to thank you for that side introduction and thanks for having me on.

Anders Rosen: I can also share Andrew was on a team that helped mentor last semester team m&t bank, who for listeners out there that have heard about corporate champions in the past, Andrew Hoke was on the team that won Corporate Champions in fall of 2020. Hey oh, there you go!

Andrew Hoke (he/him/his): Nice little flex! All for your help Anders.

Anders Rosen: With that right back at me that's nice. That's nice. And finally, she is the Faculty director of the Global Programs Office. Clinical associate professor and organization and human resources department at the University at Buffalo's School of Management. She identifies designs and implements high impact programs that developed students global and diversity mindset. Additionally, she engages partners and alumni in Africa, Asia, Latin America, Europe and the US, fulfilling the school's commitment to training global citizens with diverse perspectives and experiences. Additionally, this Professor also teaches the school's featured undergraduate honors program. It's Professor Dorothy Siaw-Asamoah, Professor Siaw-Asamoah, Dorothy, how you doing how you're managing.

Dorothy M. Siaw-Asamoah: Thank you so much, and as for such a warm introduction. I was making sure I don't start you know misbehaving, because it will be recorded, but I appreciate it all. That was, thank you for having me.

Anders Rosen: Misbehaving is what we're about.

Dorothy M. Siaw-Asamoah: Okay, great.

Anders Rosen: We have fun, here we have fun on the podcast. Yeah, I'm so glad the three of you could join me today. And I think I'd like to actually start with you, Dorothy. Can you just give listeners of the Manage-A-Bull podcast an overview. What is global programs?

Dorothy M. Siaw-Asamoah: Well, I want to how much time you have, but I will try to keep it as condensed as possible. The School of Management's global program unit is very new. In fact, it became official from 2018 and so it's one of the babies of a school, it was established by the caring Dean Paul Tesluk and gave me the honor and the privilege to to lead it and so given that I'm somebody who likes who enjoys the developing people and systems, it was wonderful for me to just have that space to think imagine and run with it. The first two and a half years, everything was going as a global experience would look like, so we would literally, actually plan and then go. And then, as we all know, a year ago life happened and we had to pivot, but I am one of those people that seize opportunities in all of this and I will, I know we will get to that, but this has given us opportunities as a team to dream outside the box and to actually become more intentional in expanding and utilizing all the resources that we have both far and near. So global programs has three major arms, we have the experience the 195 which is experienced the globe, which means we experience the world. And then we have experience the 50 which is experiencing 50 states in the US, and then there is this that we don't often talk about which is CLOE global and the CLOE global we work with our partner institutions around the globe who are currently that we currently have students from four partner institutions participation in a year-long virtual leadership program where students from our UB LeaderCORE program act as mentors. And, and that is one part of that. In addition we provide workshop and training development sessions for our partners around the world virtually. We've done that, by doing a workshop for traditional workers in Ghana. And we have other things lined up for the coming year, so that is in summary. So this giant unit is managed by my phenomenal student team, I am of the opinion that, if you are providing something for students, you work with students and they have not disappointed me. And so my student team are diverse in many ways and it's, not just those who are under payroll as students, we also have

ambassadors. Others that we call upon, and they are always willing and ready to join us. So, for example, we have two ambassadors who are LeaderCORE students who actually are the lead mentors for our mentors from UB who are currently mentoring students from across the globe in our virtual leadership program. So, as I said. I could go on all day, but I will keep it short and sweet so that is a School of Management program global programs Office, thank you.

Anders Rosen: I think that is a brilliant just encompassing of the many things that are going on in this one office. And you mentioned a couple, you mentioned that you know you've got a team, I see in the chat it's a village as Janelle says it's a village that's helping out, but that village, there's some people on there that are doing a whole bunch of work in that village and a couple of them are here today, Andrew and Janelle and I guess first Janelle can you share with me a little bit about your experience working in global programs.

Janelle Fore (She/Her): Well, taking it back to two years ago, I think, I joined global programs and the Costa Rica Program. And afterwards I reflected on my experience as an undergrad and I was like this. was a life changing experience, and I want to continue doing things like this, not just to travel to be a tourist but travel, reflect and immerse myself in a culture. So I remember after the Costa Rica program I reached out to Professor Asamoah, and I was like, 'I remember something you said about making a difference in the world and being the change we want to see,' so I had this idea how about we combine forces with international students and make a home, so we can be more inclusive as a UB community. And just talking about it feels like ages ago that I sent that email, and probably could find it somewhere. That kind of started my journey with the global programs unit and afterwards I did some volunteering and then eventually the graduate assistant position. And it's been amazing to be in the background, as well as participate in the programs, because I get both sides what actually goes into building, designing, implementing these programs. And just seeing the powerful impact it's had and continues to have on students that are in the United States, outside the United States. And it's just been an amazing experience so far. And just to put some numbers to it, global programs has given opportunities to over 450 students, since its birth. So, lots of great opportunities that this wonderful person has brought to the School of Management.

Anders Rosen: That's 450 students since 2018?

Janelle Fore (She/Her): Right correct so that's amazing.

Anders Rosen: And you know, bringing Andrew into this conversation as well, I think. You entered into the MBA program at a time when it was a virtual program that was fall 2020. It was right in the thick of the pandemic the COVID 19 pandemic and you know now you're. Working with the global programs team, but I wonder what it's like for you joining this team, especially in the midst of a time where we're all so virtual.

Andrew Hoke (he/him/his): Yeah I mean, I think the first thing that really struck me before I get into this and Janelle talked about it a little bit was. From the outside looking in you don't really realize how much goes on in the back side and now like i'm slowly getting my toes in the water and there's big shoes to fill. There is a lot of work that gets done so it's really been great so far to. To be able to see the inner

workings of this but I mean looking back to August, when I first was doing the MBA advantage, we had a presentation from global programs, and I remember like sitting there, I think it was tired. MBA advantage was rough there was a long virtual session for a couple weeks, but this this program like I was like tired and then this this presentation came on I was like okay 'This seems different. This seems like a great opportunity.' So, I immediately went to the website and I started looking more into it and, while it's virtual I thought this would be a perfect experience, though, to still learn about the industry, learn about the areas that we'd be able to visit, so I think being virtually. or being on a virtual format really allowed you to make so many connections with with more people than you might be able to meet if you actually were able to travel. I mean it's really easy for someone to just log on for an hour long zoom session, rather than if you have to like go visit them or something it's harder to jam in a bunch of different experiences into one trip, so I really think that between the Austin and the Chicago trips, I took the amount of the sheer number of experiences and alumni and professionals, we were able to connect with was really outstanding.

Anders Rosen: And I'm glad you kind of you brought up part of the benefits as well, of actually being in a virtual environment. Which you might not think about that at first one, you know as somebody who's first engaging with global programs. Well, you know isn't this about visiting places and going physically and sure that can be part of it, but I've had the opportunity, as well to be in both a virtual trip, and one that was pre-pandemic. Both of them experience the 50 trips. One of them in Silicon Valley, where, I visited in person, and the other one Chicago like Andrew said as well, a virtual trip and, for me, it was very interesting to be able to compare and contrast the experiences, where, I really enjoyed the opportunity to get to meet people in the virtual environment that we might not have had the opportunity to meet in person, because some of them didn't have the chance to kind of have students come to their office, it might not have been in a place that was accessible for folks that were visiting in person. I want to kind of come back in as well to discuss a little bit about the kind of vertical integration of all the different parts of creating this program and it's been talked about already in our short conversation so far. But I wonder Dorothy if you can share a little bit more about just you know what it's like building a program that starts with identifying places, moves on to designing what the program will work like, and then actually implementing it so that it works. Do you have any examples you can share what about that?

Dorothy M. Siaw-Asamoah: Yes, I do and I, I invite Janelle and Andrew to fill in the gap if I leave some out. So i'm thinking about all these things but let me just pause and focus on Africa. Before this unit was established, we are known for going to China. It was started before I was born, so that was our brand right and so venturing into Africa was, you know, new. But I picked Africa and, specifically, Ghana, because I knew that I would have the right network on the ground. But, more importantly, even be a place that will be different for our students. Now I cannot expect everyone to have Africa on the top list when they're thinking about going to a place for vacation, perhaps South Africa. But it is a huge continent with many countries, and so I thought let's start with the place that I know what to do, first of all, it's a British colony so English should be spoken. So that helps with language. I have a ton of network on the ground that will help us get started so once that was established, I had the honor of having a colleague in the university. Who reached out to me and asked if we could go on an exploratory trip

2017. So I tapped one of my mentors and senior staff members in the school of management, who accompanied me in a very small team of us went for about 10 days, so I got a chance to design the agenda for those 10 days, which gave us a chance to visit different locations. Now keep in mind the objective for most of our global programs is focusing on social innovation and entrepreneurial leadership, it is a mouthful but its strategically designed in that way, so that we can be able to give students a holistic experience. Because, like Janelle said earlier, 'We don't go on a tour, we go to make an impact.' And the impact is two ways. We receive that impact to transform us with a goal of becoming the change that we want to see that's one. The other thing is that other back of my mind, is what can we do to be mission centered? Okay, and to be growth minded, and so, if we have these three things in our in our radar than whatever we do, however, we do small medium large. will have that impact so that's the dreaming and thinking and then I tap into the network I have. Keep in mind is social innovation so we work with non for profit organizations on the ground. We work with rural schools you work in rural hospitals, we go to the places that you don't go for vacation you go to serve and to learn and then out of that sit down and tap into what resources do we have in the school of management, we have brilliant students who are creative, so we have medical physician attending physicians we have alumni we have faculty members, we have students and not only students of school of management, but students from around the university medical students pharmacy public health nursing education and filling that gap. And the idea here is to bring students with different backgrounds different perspectives together on a team and have them go and solve the real-world problems, so we did it. It worked beyond my imagination, we came back, tighten where we needed to tighten and then it kept going so now, I can see with confidence, we have a model that works. And anytime that we can travel again we just put this dust off a few things tighten up and off we go then COVID hit. But here, is why relationship matters. Because we have built a very strong relationship on the ground. We were able to reach out to I met, we can see here we are, we are not coming where we are still going to be there, how we do that, I don't know. So I put together a working team, those who, when the last trip, we started talking since March. And I said what are some things that have worked last time when we just got back in January. It was still fresh in your mind, so we just wrote things down and started playing with it. Work with our provider on the ground who provided four main models that we wanted to include and you know, will help me if I miss anything language dance food tradition and culture, and so, even though we didn't go. We go to provide these experiences in a very unique way, something that cannot be found on YouTube because I require that of the vendors. That is unique to us only for us, the students will be able to be exposed to have a tour of the slave castle. We had somebody who actually went there to give us a virtual tour. We had colleagues from the University of Ghana join us in class to teach us the language we had a language lesson. We're able to have are traditionally this chief the Queen mother's dress in the office to join us in zoom to talk to us about tradition and culture, which is very important to to us as a country. We got to find somebody who cooks our food in a unique way back in Delaware. And she was able to provide meals Emily to us, however, we have two guys, who are starting their own business in a truck show us how to make our traditional food. I've given you both the in person and the virtual and then along the. This has been successful because students have been open, they have been open to new ways of learning new ways of doing things in new ways of making an impact, so the last thing i'll say during our last trip. We were able to provide health care. To rural inner city shanty town. Members of that community 750 people, adults, children everywhere in between were able to get medical care, that is

for the medical portion. We took over 10 bags of medical supplies and school supplies this way fundraising that the students from UB did. On the non-medical portion of students were able to provide workshop classes for a high school with thousand girls. In the village school with over 400 students, so the impact is immense and it is not enough to open a textbook to read it is life changing, and I would do it again, if I have to, so I am blessed to have the honor to see it in action. And like I said I can go all day, but Janelle, Andrew if I left anything out please fill in the gap.

Janelle Fore (She/Her): Well!

Anders Rosen: I've seen Janelle nodding like 'I've been gone through that.' Andrew doing the same yeah and it makes me think. You both had some work cut out for you as well, working on these programs and providing assistance and support in building them out. And I think you know from a student perspective, maybe even aside from your work as graduate assistants for global programs, can you share, starting with you Janelle and then Andrew. Janelle, can you share a little bit about one of the programs what it was like for you on the ground as a student and then Andrew, of course, what it was like for you, virtually experiencing. You know, one of the programs and how it felt what were the things the lessons that you took away from it, but we'll start with Janelle first.

Janelle Fore (She/Her): yeah so I can talk about my experience when I went to Ghana, and I was on the non-medical portion and our project was called the Flow project where. Our goal was to have a conversation and teach young girls about the menstrual cycle, and this was a new opportunity for me that I never thought I would be able to do and the experience was very rewarding the ability to work with different students at ub to work on a common goal to go to Africa and talk to these young girls. And it when we got to the village, it was just. overwhelming feeling of welcome and happiness and when we got into the actual rooms to. Talk about our projects, the girls very receptive and it wasn't so much as a lecture it was actual discussion and they were telling us about their lives, their experiences, and it was just so rewarding. To have that kind of conversation because, being in the US, you know you don't really get that outside experience so having the ability to go. Out of the country and actually talk with people who live there, even if it was young girls was amazing and when we actually showed the students, the school supplies that we were donating I don't think I will ever ever forget that experience, because there was just. The students were clapping and cheering at the site of school supplies and It made me realize how privileged we are. To not give school supplies, a second thought we could just go to staples or go to walmart so that was a big takeaway for me like we are very privileged and not to take things for granted and just to be open to new experiences, because for me that was just an amazing experience.

Anders Rosen: That reminds me i'll just say briefly, you know my my wife and I spent a little bit of time down in Columbia, South America teaching English and she did a fundraiser raised about \$2,000 for for her school for. classroom supplies, and it was you know, it was a really big deal for the students being. Just bring in whiteboards for them to work. You know, new new technology resources for them to use in the classroom. So I I, I think it is you make an excellent point talking about just the privilege that we have up here and then being able to. You know witness bear witness to what it means to provide support, and you know, be a service to you know these areas that we get to visit Andrew can you share a little bit about one of the you know programs as a student that you worked on virtually.

Dorothy M. Siaw-Asamoah: Anders, can I just add to something else, so of course, and in fact what under say that when when students are going there are aware of that which they are teaching with them. But something that Janelle said, which I don't want to lose sight of is the what you learned and you give those gifts out. What you receive from them. And the students were just so grateful. And the expression of their gratitude it's a lesson that most students that I take abroad, at least in to Ghana and in the project that we do in Ghana. can see it and it speaks to them this happened to my own children when they were in high school and I did a similar thing with. them and their high school friends to go to a village school like that, where they are still using blackboard and as you're talking about whiteboard this is blackboard that a teacher has been kind enough to save some money to create a whiteboard in the corner of that blackboard. And yet they don't have the correct Marcus to write on it and to see the joy and the gratitude. That these kids show, I think this back to our students more than they would ever have carried in the backpacks to to them, so I wanted to add that absolutely, thank you for that Thank you.

Andrew Hoke (he/him/his): yeah it's a kind of hard to follow up that does incredible I mean for someone who hasn't done one of those trips yet i'm certainly excited to get that opportunity next year. But speaking of the trip that I have done i'd like to talk about the D Austin Texas chapter, we did it was a virtual trip and we are there to really. components that i'd like to talk about one was the case that we worked on, and this was earlier back in the fall, so we were looking at a company's response to the pandemic and how to kind of help help them like rollout testing and really. Think of from a student point of view, like, how can we help this this company respond to this this pandemic. And I worked with a bunch of students, that I wouldn't have normally had the opportunity to work with we work with some really great undergraduate students and some other mbas and being able to work through that was was really a. Very different experience than you would normally get in a in a typical classroom you're not looking at a. Really, responding to the kind of some more real world issues so that that was really great and then while we were actually on the trip, we got to hear from really some some fantastic alumni and professionals in the Austin area which gave really. A it allowed us to network on it on a really close close relationship, because we were a small group and we were able to freely ask questions and pick these these. minds of really industry leaders, and it was. Great to be able to to get that insight from them as a student it helps you prepare and kind of shape what you want to be when you see these these very successful people. And they're they're willing to just share and pass on their knowledge to you so. Really, that was amazing and like I said earlier, we were able to meet so many of them that, if you were an interested in maybe one of them, there were two others that you would definitely be interested there was such a great selection that we're able to actually talk to.

Anders Rosen: So, and I think to follow up on that a little bit you know we've talked about global programs as service as service abroad to communities. But I think what you also bring up here is the lessons learned in business and how you know global programs at is at the school of management and so in this case we're also getting lessons on, you know how to how to run a business, how to network, how to. How to respond to crises and what are the you know business decisions that have to be made. In that regards and so i'll start actually in this case i'll come back to you, Andrew first and this case, if you

can share a little bit about you know what do you see as the importance of having a global mindset when it comes to being successful in business.

Andrew Hoke (he/him/his): I think you be is a perfect example we have such a diverse faculty and diverse student body that being able to work with people coming from wide backgrounds by cultural backgrounds is is really a very. Vital skill moving forward, especially as our world is becoming more interconnected, and we are. Really interacting with people from across the world in different cultures on an everyday basis. Being able to recognize understand and appreciate our differences and then also being able to work through them and use them to create a more a more perfect solution is really something that the more people we have involved, I think it leads to a much better and well rounded outcome.

Anders Rosen: And Janelle for you, you know you're graduating in May you're entering into the business world after this and what are the lessons from global programs that you hope to take into you know your future career endeavors.

Janelle Fore (She/Her): Yes, well, I just want to add a little side note I may be graduating I don't know global programs is my forever home I don't know if i'll make it the graduation. But yeah So what do you think about the world and the history of it well, the United States specifically everyone is from everywhere. And having a global mindset for future business leaders allows them to really pause and see situations in a different light and reflect. and understand that things aren't always black and white and having that global mindset will help shape you into a successful leader and especially for me participating in a variety of different programs, whether it be in person or virtual. The experience has taught me that everyone is unique in their own way and it gives you the ability to communicate with a different types of people different perspectives and just allows you to enter every situation with a different mindset so participating in these programs that you don't just. Go and come back this is something that stays with you forever, even as I was talking about my experience, I was reliving it rethinking it because it'll always be ingrained in me and the lessons that i've taken away from it.

Anders Rosen: and actually it could you talk a little bit as well about kind of maybe how some of these lessons have helped inspire you to find your own company with some of your. Some of your classmates.

Janelle Fore: Yes, so. The company is called real talk and it really stemmed from all of the injustices in the United States United States specifically with police brutality And I am fortunate enough to have my three friends, who I can talk about the situation. But I wanted to feel as though I could talk to everyone, about how i'm feeling as a black woman in the United States, I didn't just want to feel like i'm limited to three people I just I wanted more people to talk about it, because this issue is important and affects people. in their daily lives, so how that relates to global programs is because we are from everywhere people. have different ways of doing things and just my participation in the global programs allowed me to see in a different light and be able to communicate with other people, and I think it really developed. My understanding of what I want to do, which is make an impact in this world and someone's life and that's that's pretty much it.



Anders Rosen: One thing that's kind of great about doing these interviews over zoom is that we get to see each other, a little bit sure chats and one thing that was shared in the chat over this is that there's probably a new motto coming up for global programs. Everyone is from everywhere That courtesy of Andrew Hoke, in that case, but I think what Janelle just spoke to kind of emphasize is that as well. I think you know Dorothy you started global programs in 2018 out of the school of management and you had you were. Already, a professor there in that school and engaged with other programs like leader core, but I think what, in your mind kind of establish the connection between this idea of you know, having a global programs office and also connecting it with business and management.

Dorothy M. Siaw-Asamoah: Thank you for that question i'll see i'll give you the best simplification of my my thinking, so I am I always tell those who know me well enough that I am an accidental MBA right, I am one of those mbas who never wanted to work in the corporate world. I always knew I wanted to be in this piece, where I can continue to. engage with people from all walks of life that is not to say you do not find that in the corporate world but that wasn't just my Right so even after I finished my MBA I went into school as a professional staff for a few years, where I learned a lot then that's when I decided to write just hop across the street and go get my doctorate degree and and my I had no plans or returning to the school but life happens. And so, when I returned to the school I I continue to do what I do and to to your point I was the assistant faculty director for leto for five years, while I remained engaged in teaching my undergraduate courses and all that, but my my second job was always mission. And so my family and I already had a mission trip that we would always undertake every year back home to serve communities so other back of my mind, I always looked for that kind of space. That will allow me to bring my talents to play because I knew that is when I can say, I found my calling so when this opportunity was presented to me this. I couldn't make it happen at that skill, without the insight and the desire by the Dean, the current Dean of the Business School. So when I was asked to lead it, for me it was just an extension of what I already doing my private life, to be able to bring it to my. My work, work, because I am grateful enough to be able to have the confidence to see I do see my role as. A university professor for for for what it is, I see us my my calling I love to teach and I learned by teaching. And so, if i'm able to be able to do what I love to do and enjoy doing it, I believe that I have been able to find a space that allows me to be able to tap into all that makes me who I am. So so timing back to your question, this has really been an adventure, for me, I had no template. But I knew that I knew what I could see what where I wanted us to go, but I didn't have the step by step instructions in front of me, but those are spaces, that I thrive. I do not do well with micromanaging I do better, when I know I have a clean sheet of paper, and I can dream and don't don't be don't be deceived I don't do this by myself. I have a few very trusted colleagues that I bounce off ideas and then I I test it then I try it and then I keep trying it. And if you give me five more years I will hope to be able to come back and see our students have the opportunity to be able to visit every continent. and also be able to visit every state right and so far and I hope Janelle and Andrew make sure you fill in the gap. I am humbled and yet proud to say we have we go to Africa, we go to Asia East and all the other side we go to Latin America we go to Europe. And you know we just have a couple more continents to visit and because of virtual we are now beginning to make Africa not only Ghana, but to visit visually. to wander in South Africa, this fall, but if we have to then travel, we will still go to one country, so the idea is to take advantage of what life has dealt. As with see the opportunities during make the best of it, but the whole purpose is to convert my

accidental MBA-ish. into a way that will be able to bring business and society together, because what what is the what is our wealth, if we only business, for the sake of business. Without having an impact in society, and that is how I see global programs and it's true as business, I mean if we're going to make an impact, we should be able to bring our gifts to society absolutely absolutely.

Anders Rosen: You know that leads that leads into kind of my final question for the group here, which is what's the future of global programs have on the table, I think it's. you've demonstrated over the past year, that you can pivot when you need to pivot into an environment where you know suddenly there's opportunities now online, and you know as if and when things open up more there will be opportunities on the ground again. But I wonder, you know, starting with Janelle and Andrew. Where do you see global programs going, and you know how, how do you want to be involved with it moving forward.

Janelle Fore: Absolutely, so I mentioned earlier that over 450 students have participated and all of those experiences, everyone has been impacted by global programs, even just speaking from my personal experience This unit has shaped my college career and it's something i'll never forget, even in virtual program students have said that. Without this program their college experience wouldn't have been the same and imagine if a whole school participated in a global program just to have the experience that I had. And the ability to share with others and develop the global competency, I think that would be a major goal in the future that'd be amazing if everyone would get a piece of the global programs pie.

Andrew Hoke (he/him/his): And I think, to add on to I think something that really excites me moving forward is. A lot of work was done transitioning this to a virtual experience, so we want to be able to make sure that that doesn't go to waste. So even once we're able to travel there so going to be a virtual component which, I think. Not only like allows you to have both the best or the best of both worlds, but it also makes it a lot more accessible to to other students who might not be able to travel or. For any other reasons, they would still be able to come and experience the virtual part of things and and take as much as I have just from the virtual. experiences and then for those students who can travel like then they it's amazing for them as well, so i'm really excited that we are keeping the virtual aspect in play, and we can really make sure that we're use what utilizing both to their full potential.

Anders Rosen: Of course, Dorothy, please.

Dorothy M. Siaw-Asamoah: So if I could just type what both of them. I take a look articulated more clearly than I could have our objective is to put into practice what it means to be a school that is diverse inclusive and equitable. If we in fact claim to be diverse inclusive and equitable, then it should be consistent in what we do so future of global programs, and to the point that Andrew mentioned. When I was an MBA student the China program was here, I could not go because I had three young children at home and you all know how rigorous first year MBA is. And so during wintertime I want to be home and be the mother, that I want to be now if there was a virtual experience I could have participated and opted to not make the physical trip. There are colleagues and students who for medical reasons or have to take care of parents or children cannot make this trip. And so, if we want to actually be diverse inclusive, this is an area that we can tap into so that tells you where the future of global programs is going as Andrew said. Another thing is about being inclusive right being inclusive ties back into the

example I just gave it we want to be inclusive, in action, then it should be opportunities that will allow. Young moms old bombs everything that's, not forgetting the dance everyone in between disabled medical reasons cannot take this vaccination whatever still be exposed to this experience and then equity. We haven't yet arrived at the point where we can make it free for all. I frankly think there should be some contribution for for you to value it so until we get there, some people cannot just afford it. But she that deny them of having that global and diverse experience experience, I know you don't have to hop on a plane before you get that. That globally global diverse experience but being able to to be part of something outside your comfort zone is what the Supervisor, so the future of global programs is to be more diverse, it is to be more inclusive and to make it equitable.

Anders Rosen: Everyone is from everywhere.

Dorothy M. Siaw-Asamoah: Our motto is going to be.

Anders Rosen: All right, you don't have to i'm not gonna hold you to it, but I like it.

Dorothy M. Siaw-Asamoah: I like it too.

Anders Rosen: Before I let all three of you go I always want to make sure that listeners know where to find you, you know what you're going to be working on next so Janelle where can where can listeners find you.

Janelle Fore (She/Her): Yes, so i'm available on linkedin i'm available on the global programs website, and if you want to email me feel free to reach out at J Fo R e@buffalo.edu honors I don't know if you're also going to link it but that's where anyone could find me if they wanted to chat awesome Thank you.

Anders Rosen: Andrew What about you anything you need to plug any anywhere users can listeners can find you.

Andrew Hoke (he/him/his): I am also available on on linkedin and I will be on the global programs website once or if Janelle actually graduates.

Andrew Hoke (he/him/his): So that's that's up and coming, and then you can also reach out by email at AJ H O ke@buffalo.edu awesome awesome.

Anders Rosen: And, of course, Professor Dorothy Siaw-Asamoah, where can listeners find you?

Dorothy M. Siaw-Asamoah: same linkedin global programs website.

That will be my preference, because once you send it there, we will all get it in one of us will respond to.

Anders Rosen: And what is the direct link to the global programs website.

Janelle Fore (She/Her): [mgt.buffalo.edu/globalprograms](http://mgt.buffalo.edu/globalprograms)

Anders Rosen: [mgt.buffalo.edu/globalprograms](http://mgt.buffalo.edu/globalprograms) -- Everybody check it out. As you can tell from this conversation, there is a lot to learn through the global programs office a lot of opportunities to get a

global mindset to. To engage with folks from around the country and around the world, I want to just share a big thank you with today's guests on the manageable podcasts I think this was such just. Really eye-opening conversation to the ways that you know, there are incredible opportunities of global programs today and moving forward.

Anders Rosen: An immense thank you to Professor Dorothy Siaw-Asamoah, Janelle Fore, and Andrew Hoke for joining me on this episode of Manage-A-Bull. If you're interested in applying to the UB School of Management or learning more about the programs here including the full-time MBA program, just visit the website [mgt.buffalo.edu](http://mgt.buffalo.edu)! The Manage-A-Bull podcast is produced by me, Anders T. Rosen, in partnership with the UB School of Management. Special thanks to Dean Paul Tesluk, Assistant Dean Erin O'Brien, Assistant Director of Recruitment Aaron Shaw, and Assistant Director of Marketing Harrison Cheung. Fans of the Manage-A-Bull podcast can find us on Stitcher, Apple Podcasts, Google, as well as a number of other listening platforms. Don't forget to leave a review of Manage-A-Bull in your favorite podcast app and to subscribe.