



# THE CATALYST

OFFICIAL NEWSLETTER OF THE HARVARD EXTENSION SCHOOL  
MANAGEMENT & FINANCE STUDENT CLUB

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Photo by Stories

The Harvard Extension School Management & Finance Student Club (HESMFSC) is a dynamic community committed to expanding the boundaries of learning and leadership. Our mission is to cultivate a network of current and future professionals, scholars, and leaders in management and finance. Through a rich tapestry of in-person and virtual events, we offer networking, career development, and advisory support tailored to a variety of interests—from global economics to societal impact. Whether you're an aspiring entrepreneur, a researcher, or a changemaker in the political arena, HESMFSC is your platform for success. We pledge to provide invaluable resources and a supportive community to help our members achieve their highest potential.

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Photo by Andrew Neel



# President's Corner

by **Alex Ponce**

Happy New Year to our vibrant community of learners and leaders! As we embrace the start of 2024 with this special double issue of The Catalyst, I extend my warmest wishes to all of you, hoping your winter break has been a refreshing blend of relaxation, family time, and personal growth.

The new year brings a sense of renewal, an opportunity to purge the old and welcome the new. It's a time for reflection and rejuvenation, whether that means embarking on a new fitness journey, decluttering your space, or refining your goals and aspirations. This period of introspection is crucial, especially for those who are on the cusp of graduation - a significant milestone marking the culmination of a rigorous, enriching educational journey. As you stand on the threshold of this new chapter, remember to realign your plans with your evolving values and aspirations. It's equally important for those just beginning their journey at Harvard Extension School, whether online or on campus. Each step you take is a stride towards self-enrichment and personal growth.

Here at the Management & Finance Club, we've been reflecting on our achievements over the past term and are thrilled to gear up for what lies ahead. We are excited to announce the addition of Travis C. Mallett to our board as the Director of Management Theory Advancement. Travis brings a wealth of knowledge and a fresh perspective that will undoubtedly enrich our discussions and initiatives.

One of our proudest achievements has been the transformation of our live leadership interview series into an on-demand podcast, broadening our reach and accessibility. To complement this, we're introducing a new podcast focused on deep dives into technical and academic theories, catering to those who seek a more profound understanding of the intricacies of management and finance.

Our commitment to in-person engagement remains steadfast, and we eagerly anticipate the upcoming term's events and gatherings. We believe that each face-to-face interaction strengthens our bond and enhances our collective learning experience.

As we embark on this new year, I want to express my heartfelt gratitude to each of you. Your unwavering support and active participation have been the cornerstone of our club's success. It's your enthusiasm and commitment that fuel our efforts to make every new year brighter and more rewarding than the last.

Here's to a year filled with learning, growth, and meaningful connections. Let's continue to support and inspire one another, making the most of every opportunity that comes our way.

Wishing you all a spectacular start to 2024!



Photo by Yiran Yang





# PODCASTS

New episodes every Wednesday!



## *The Pulse* with Alex Ponce

Welcome to club president Alex Ponce's podcast, The Pulse!

Listen as he invites industry experts to open up and share their insights on leadership and success.

What began as a quest to understand the secrets of effective management and financial success has evolved into a captivating journey, uncovering the personal stories, challenges, and triumphs of those at the forefront of their fields. In each episode, we go beyond the numbers and strategies, exploring what truly makes these professionals tick. From their career highs to the lessons learned along the way, these conversations shed light on the human side of the corporate world. We invite you to join us as we take a look at these fascinating individuals.

Created as a series of live-performance interviews, the last five have now been packaged for on-demand consumption as a podcast available on YouTube, Spotify, Apple Podcasts, Amazon Music, iHeartRadio, and various other platforms.

New episodes begin in February!



### **Video Podcast**

<http://www.youtube.com/ePulseStudioPodcast>



### **Audio Podcast**

<https://pulsestudiopodcast.buzzsprout.com>



## **The Management Theory Toolbox** with Travis Mallett

Imagine boldly navigating the complex world of management with a broad range of management theories at your disposal. The Management Theory Toolbox promises you a mind-expanding experience. Prepare to think, rethink, and discover the theory that underlies management practices.

This isn't your typical management podcast. Yes, there are plenty of resources out there that will give you the ABCs of how to run a meeting, hire someone, or even how to fake a sick day without getting caught, but here we like to talk about the behind-the-scenes topics, those concepts and ideas which transcend specific management practices, the ideas which give birth to good management and business practices, rather than simply restate them. We aren't going to give you specific tips and tricks for becoming an effective manager.

Here at The Management Theory Toolbox, we're interested in the why behind it all, the discoveries of behavioral science, psychology, business, and economics that will open our eyes to what's happening behind the scenes. If you're a manager, team leader, aspiring entrepreneur, business student or simply someone toying around with the idea of starting a business and you're interested in a scientifically rooted discussion of management and business, one which systematically discusses the ideas behind the specific practices you've probably already heard a lot about, then this podcast is for you.

One thing you'll be able to count on in this podcast is that every statement is supported by research, and you'll be able to download the show notes for each episode to find links and references to the source material for everything taught in each episode.



### **Website**

<https://www.themanagementtheorytoolbox.com>



## Strategic Workforce Planning

In a period characterized by swift technological progress and fluctuating market conditions, the importance of strategic workforce planning cannot be emphasized enough. In the onset of a fresh year, organizational executives encounter the critical obligation of harmonizing their personnel strategy with the progressive business goals of the organization. Getting this right goes beyond typical talent handling; it's about keenly predicting, tweaking on the fly, and rolling out plans effectively.

A discerning eye is required for talent procurement in the coming year, encompassing not only currently sought-after skills but also those that will be indispensable in the future. The labor market is akin to a kaleidoscope, undergoing perpetual change as a result of technological advancements and worldwide economic currents. Progressive companies are not just mining the usual channels; they're exploring uncharted territories to unearth talent that's been overlooked. To stay ahead, we need to proactively spot skill gaps and bring on board folks who can not just fill current roles but also drive growth down the line.

So, when we talk about honing skills, it's all about staying on your toes and adapting—because the game keeps changing. As job demands evolve, the conventional approach to training is being replaced by a more dynamic and continuous process of skill development. As the half-life of knowledge shrinks, staying on top of your game means constantly updating your skill set. With everything changing so fast, companies need to pour resources into training platforms and fostering a culture that's all about ongoing learning through the seamless weaving into the everyday grind.

As opposed to being relegated to the margins of workforce strategy, succession planning must be elevated to the forefront. When a top leader unexpectedly jumps ship, it throws a wrench in the works—messing with ongoing projects and big-picture plans. A comprehensive succession plan is thus an absolute necessity and not a luxury. To ensure leadership continuity, succession planning proactively develops talent.

To stay on top of the game with how work's changing, you've got to get the big picture of what's going down in the economy. More people are working gig jobs from home nowadays. We're all striving for that ideal mix where professional satisfaction and personal freedom walk hand in hand. Organizations that are able to modify their workforce strategies in response to these changing preferences will not only be able to attract but also retain exceptional personnel.

Getting the right people on board at just the right time can seriously level up a company's game in this fast-moving work world. Implementing strategic talent placement at the optimal moment and location guarantees that the organization is adequately prepared to confront forthcoming challenges and capitalize on opportunities.



Photo by Tristan Colangelo

## Innovative Productivity

Modern administrators are seriously leveling up, seizing innovative methods to sharpen their teams' performance. Smart tech and savvy leadership are revamping business operations.

Small companies must strategically allocate every marketing dollar. Automation has grown from just handling the dull stuff to playing a key part in complex decision-making. By streamlining routine tasks, firms not only enhance efficiency but also unlock the potential for their teams to tackle more innovative and high-level projects. In the interim, the utilization of AI to decipher enormous volumes of data is furnishing organizations with hitherto unattainable insights, which in turn enable more informed decision-making and real-time predictive analytics.

Nevertheless, the incorporation of these technologies into operational procedures is not devoid of obstacles. It's crucial we revamp our training, ensuring employees are not only tech-savvy but also adept at collaborating with these advanced tools. Fusing sharp human insight with top-notch technology is essential for creating a work environment that's both agile and prepared for the future.

However, good time management is key. Particularly in remote and hybrid work models, where the boundary between work and personal life is becoming increasingly blurred, time management expertise is critical. Increasingly utilized methods include the Pomodoro Technique, time gating, and prioritization matrices. With digital tools in the mix, teams are getting savvy at task tracking—sharpening their daily grind and seriously ramping up efficiency.

Developing a culture that prioritizes productivity is arguably the most intricate yet crucial element of this undertaking. Establishing an atmosphere that prioritizes efficiency without compromising the welfare of employees is the objective. To keep this culture thriving, we've got to cheer on self-guidance, nail that sweet spot between work and play, give a thumbs up to those nailing their tasks, and boost all these aspects big time. It is a culture that recognizes that productivity comes from doing the right things in the right manner, as opposed to simply accomplishing more in less time.

Small companies must carefully plan their limited marketing budgets, balancing ambitious goals with financial realities through shrewd yet creative strategies. Small companies must carefully balance ambitious marketing goals with limited budgets.

## Employee Well-being

The correlation between employee well-being and organizational success has grown substantially in the modern business environment. The perception of employee well-being as an HR-related matter has evolved significantly; it is now acknowledged as a pivotal factor influencing employee engagement, retention, and productivity. We've hit a point where building a workplace that's both welcoming and empowering isn't just the right thing to do—it's smart strategy, too.

Recognizing that employee engagement is a dynamic process rather than a static state is the first step in increasing it. Keeping your team driven and in sync with the company's vision takes real work. To really give your team a boost, make it a point to cheer on their personal growth, celebrate the wins together, and get them in on the big choices we're making. Employee engagement thrives in an environment where members of staff feel valued and heard.

Initiatives for mental health have evolved from a taboo to a necessity. In an age where burnout and stress are on the rise, it is the obligation of organizations to prioritize the mental health of their employees. To really show they've got their employees' backs, companies are stepping up by simplifying access to mental health support, launching well-being initiatives, and nurturing an environment where chatting about mental health is the norm. When companies step up and focus on these essentials, they build a team that's not just resilient but also switched on about their well-being.

Solid work-life balance policies are key—they keep the team not just going, but thriving. Paid time off, flexible work hours, and the ability to work remotely are not merely conveniences but integral elements of the contemporary workplace. Embracing the shift to remote work and flexible schedules shows a company gets what its team craves, ramping up loyalty and job happiness in a major way.

Crafting a workplace culture that's as inviting as it is empowering can dramatically lift the spirits and health of every team member. Creating such a workplace means building an environment where everyone's different backgrounds are valued, and every voice is heard with respect. Building a professional space means creating an environment where diversity is celebrated, every voice matters, and everyone has the same shot at success. In such an environment, employees are members of a community that uplifts and supports them; they are not merely earning a wage.

It's clear that when employees thrive, the company's profits often follow suit. When companies champion team morale, prioritize mental well-being, strive for work-life harmony, and nurture a welcoming workplace, they're not just doing right by their employees—they're also banking on a healthier profit margin.

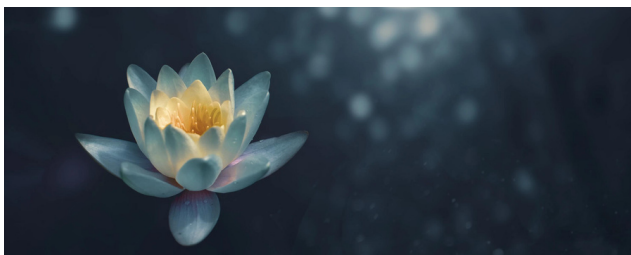


Photo by Zoltan Tasi

## Hybrid Work Models

As a result of the worldwide pandemic, there has been a significant transition towards remote and hybrid work models. Bosses are now forced to get creative with team management, thanks to the pandemic scattering employees far and wide. With remote work becoming the norm, it's a real challenge for bosses to keep their teams close and running smoothly without dropping the ball on security or getting stuff done.

Sustaining team cohesion amidst geographical dispersion presents a complex and multifaceted obstacle. Incorporating team-building strategies that account for the dynamics of a conventional office environment and the lack of physical interaction are necessary. To keep their teams tight-knit and in sync, bosses are leaning into online bonding activities, regular virtual meet-ups, and tech that boosts joint work efforts. Organizations are endeavoring to sustain a unified and invested workforce by developing virtual environments that emulate the amicable atmosphere and casual exchanges found in a physical work setting.

In the shift to remote and hybrid setups, clear communication becomes even more vital as a management cornerstone to ensure that dispersed teams are aligned and connected. Shifting norms in management are all about being clear, consistent, and making sure everyone's included. Consistent video conferences, open channels of communication, and explicit protocols for proper communication conduct are increasingly being adopted as norms. To keep the team connected yet secure, remote work policies are tightening up on data protection.

Safeguarding company data has turned into a top priority, especially as teams tap into work systems from the coffee shop or their couch. As a result of personnel utilizing personal devices to access company networks from a variety of locations, the risk of data intrusions has increased. Faced with the growing risk of data hacks, firms are getting strict by setting up VPNs, pushing for layered identity checks, and constantly schooling their staff on cyber safety. Locking down these security measures is key to protecting our trade secrets and ensuring personal details don't fall into the wrong hands.

Effectively measuring and sustaining productivity within a decentralized work environment necessitates the implementation of a deliberate and strategic approach. Conventional measurements of productivity, which frequently revolve around physical presence in the workplace, are being replaced by metrics that are more focused on specific outcomes. Once leaders set clear goals and equip their team with what they need, they're counting on them to deliver the goods. Adopting this strategy necessitates a transition from excessive oversight to a results-oriented mentality, acknowledging that efficiency in a hybrid or remote environment is determined more by the caliber and significance of the completed tasks rather than the quantity of hours worked.

Shifting to remote and hybrid setups means crafting a solid plan that tackles not just how much we get done but also keeps our data safe, our team tight-knit, and our chats clear. Business leaders who tackle these challenges directly can build teams that are adaptable, effective, and incredibly resilient in a remote or hybrid environment.

## Emerging HR Technology

A collection of emergent technological trends are propelling a significant paradigm shift within the Human Resources (HR) domain. To really upgrade their team's work experience, companies should be strategic with their AI investments.

AI-powered human resources tools are leading the way in this paradigm shift. Artificial Intelligence is flipping the script on how we hire, onboard, and gather employee insights. Thousands of applications can be screened by recruitment tools powered by artificial intelligence, which then identifies the most qualified candidates based on their skills and cultural compatibility. This method not only quickens the recruitment process but also levels the playing field by eliminating bias - a solid score for both speed and equality. Onboarding just got a boost, too—AI chatbots and virtual helpers are stepping in to smooth out the start for new hires, offering personalized help that sinks them into the team without missing a beat.

Revolutionizing Human Resources is advanced analytics. Predictive analytics can spot where we're lacking skills, guess who might leave the job next, and even pinpoint our future hiring needs. Leveraging data analytics, HR pros can stay one step ahead, crafting decisions that sync with the company's trajectory for immediate and future success. Diving into the data, companies can fine-tune their crew's development plans and tweak training on-the-fly to match the quicksilver nature of market trends.

Employees can upgrade their abilities through online learning tools. Nowadays, staying ahead in the game means always learning, and thanks to digital platforms, employees can learn on their own terms—anytime, anywhere. Digital learning tools aren't just digital libraries; they bring the spark to learning with engaging, interactive features that make sure you're not just watching or reading—you're part of the action. In addition, even in remote and hybrid work environments, digital tools for employee engagement—including collaboration and wellness platforms as well as feedback applications—are nurturing a more connected and supportive workplace.

To support organizational goals, HR technology trends focus on elevating the employee experience while making sure work smoothly flows. This then allows for more customization of support for key employees. By boosting the office morale, companies are setting themselves up to draw in and keep top-notch pros—key players for winning in today's cutthroat arena.

Embracing these cutting-edge HR tech trends is like hitting the refresh button on our work lives, totally revamping everything from routine tasks to big-picture strategies. Firms that get on board with these tech trends are not just boosting their HR game—they're also shaping a workforce that's all in and geared up for future challenges.

## Navigating Uncertainty

Navigating a world where markets swing wildly, leaders in business need to be sharp at steering through the chaos and keeping a tight rein on financial risks. As we commence a fresh year, there has never been a greater need to formulate resilient strategies capable of withstanding market volatility, geopolitical instability, and worldwide economic patterns. Laying the foundation for future growth starts with keeping finances in order and assets protected.

Market swings pack a punch, carrying the weight of both potential gains and steep pitfalls. Despite the fact that volatility is frequently viewed negatively, it can also present opportunities and hazards. To succeed, a business must not only predict market shifts but also pivot with agility. Staying ahead in business means really getting the big picture—how global politics and economic trends play a huge role. Businesses can establish themselves in a position to react proactively to market changes rather than reactively by remaining informed and adaptable.

Spreading your investments across various industries and countries acts like a safety net when some markets dip. Spreading your bets across various sectors can soften the blow if one tanks, because gains in another might pick up the slack. But spreading your bets across different markets means you've got to really get the risks each one brings to the table.

Crafting a solid game plan for when things go south financially isn't just smart; it's non-negotiable for keeping your money safe. Developed in more stable economic climates, these plans are our go-to for steering through the unpredictability of financial storms. Crafting a contingency plan lets businesses brace for trouble, keeping the wheels turning even when rough patches hit by prepping for various what-ifs.

Managing your cash reserves well is crucial for steering through the rough seas of economic uncertainty. Keeping enough cash on hand is key, so a company can meet its bills right away and get through tough times without having to sell off assets at a loss. Managing your cash wisely and really knowing how your assets can be turned into cash are key to keeping the business stable, especially when things get tight.

The economic climate must also be factored into investment strategy formulation. When faced with uncertainty, it may be advisable to adopt a more cautious strategy that prioritizes capital preservation over the pursuit of high-risk, high-reward opportunities. But even when the economic future feels like a maze, we can't shut our eyes to smart investments that could set us up for wins down the road.

Effectively navigating economic uncertainty and managing financial risk is a multifaceted yet critical undertaking. Through the examination of market volatility, implementation of diversification strategies, development of crisis management plans, efficient management of liquidity, and adjustment of investment strategies, organizations have the ability to fortify their resistance to unforeseen market fluctuations and economic downturns. Adopting these measures shields businesses in the present; it also paves the way for their continued growth and resilience in the future.

## Spotlight: Ku'au, Hawaii



Photo taken on January 11, 2024, by HES student and resident surfer Glenn White (IG @ontologicallykaimuki)

### January

by Henry Wadsworth Longfellow

Janus am I; oldest of potentates;  
Forward I look, and backward, and below  
I count, as god of avenues and gates,  
The years that through my portals come and go.

I block the roads, and drift the fields with snow;  
I chase the wild-fowl from the frozen fen;  
My frosts congeal the rivers in their flow,  
My fires light up the hearths and hearts of men.



## Chat Directory

HESMFSC has various WhatsApp chats for interacting with fellow club members.

**Main Room** - A big space to discuss professor experience & feedback, course related subjects, registrations, deadlines, curriculum/degree requirements, graduation, events organized by the committee or related to HES, etc., all through the lens of the club.

<https://chat.whatsapp.com/JbrRnWoSmS42GIC7GXL15u>

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**Chat Space** - A more intimate space for informal conversations, networking, social postings, and other purposes through the lens of the club.

<https://chat.whatsapp.com/44TyDqS7JZs9brtHuQ1skS>

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**Regional Rooms** - Spaces created for club members in particular regions.

Joining these rooms is possible once admitted into the main rooms.

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Please note you may be asked for documentation before admission into rooms.



## Guidelines

To maintain a respectful and informative environment for all members, we kindly ask you to adhere to the following chat guidelines:

**Relevance:** All posts should be relevant to the HES Management & Finance Student Club and its membership. This can be direct (e.g., club announcements, upcoming events, finance queries) or indirect (e.g., general industry news, recommended reads).

**Appropriateness:** Before posting, please ask yourself, "Is this appropriate here?" If there's doubt, it's probably best to refrain.

**Respectful Dialogue:** Ensure your messages are respectful and considerate. This is a professional group, and all interactions should reflect that.

**No Offensive Content:** Posting content that is offensive, pornographic, or in poor taste is strictly prohibited.

**Avoid Political or Inflammatory Topics:** To maintain a harmonious environment, avoid topics that are politically charged, inflammatory, or could be considered divisive.

**Stay On-Topic:** While it's natural for conversations to veer occasionally, let's try to keep discussions focused on the club and its related subjects.

**Report Concerns:** If you find any content troubling or against these guidelines, please report it immediately to the group admins.

**Accountability:** Please be mindful that posts that violate, or could potentially violate, any of these guidelines may result in the content being removed. Continuous disregard for these guidelines may lead to the individual being kindly asked to leave the group or removed. Finally, whether a post or individual is removed is at the sole discretion of the group admins.

Adhering to these guidelines ensures that this WhatsApp group remains a productive, informative, and respectful community for all members. Thank you for your understanding and cooperation!"

**Editor's Note:** We're trying to thread a needle: post relevant topics and avoid irrelevant or unnecessary activity. All we ask is that we keep it civil, professional, and on point - as in, related to the club and those things of immediate effect, such as related events and such.





## Welcome, Travis!

Welcome to the Club, Travis Mallett!

It is with great pleasure and enthusiasm that we introduce Travis C. Mallett as the new Director of Management Theory Advancement in our club. Travis brings a wealth of experience and knowledge that is sure to enrich our community.

Travis recently completed a Master of Liberal Arts in Management and is pursuing a graduate certificate. His academic prowess is further highlighted by his professional graduate certificates in Organizational Behavior and Strategic Management. He also holds a graduate certificate in Business Communications, showcasing his well-rounded educational background.

Before joining our club, Travis made significant strides in the field of electrical engineering. He earned undergraduate degrees in Electrical Engineering, General Mathematics, and Music from Washington State University. His remarkable academic journey was marked by consistent excellence, as reflected in his impressive GPA records across his studies.

His professional journey is equally impressive. Travis served as an Engineering Manager at Schweitzer Engineering Laboratories (SEL). In this role, he led a team of 25 hardware engineers and technicians, managing SEL's highest-selling product line which generated over \$150 million in annual revenue. His leadership skills were crucial in fostering an environment of innovation and creativity, ensuring product development compliance with various safety and EMC standards.

Travis is not just a leader but also a visionary in engineering. He holds numerous patents and has authored multiple papers and books on a range of subjects. His work in engineering is not just about creating products but also about pushing the boundaries of what is possible.

Outside of his professional accomplishments, Travis is a devoted family man who enjoys hiking and exploring the outdoors with his wife and two children. His love for music is evident in his achievement as a contemporary art music composer with 73 tracks to his name.

As a club, we are excited to have Travis on board. His expertise in management theory, combined with his practical experience in engineering and leadership, makes him an invaluable asset to our community. We look forward to the insights and advancements he will bring to the field of management theory, including as host of the podcast *The Management Theory Toolbox with Travis Mallett*.

Welcome, Travis! Your journey inspires us, and we are thrilled to have you as part of our team.

## Chicago

by Carl Sandburg

Hog Butcher for the World,  
Tool maker, Stacker of Wheat,  
Player with Railroads and the Nation's Freight Handler;  
Stormy, husky, brawling,  
City of the Big Shoulders:

They tell me you are wicked and I believe them, for I have seen your  
painted women under the gas lamps luring the farm boys.

And they tell me you are crooked and I answer: yes, it is true I have  
seen the gunman kill and go free to kill again.

And they tell me you are brutal and my reply is: On the faces of  
women and children I have seen the marks of wanton hunger.

And having answered so I turn once more to those who sneer at  
this my city, and I give them back the sneer and say to them:

Come and show me another city with lifted head singing so proud  
to be alive and coarse and strong and cunning.

Flinging magnetic curses amid the toil of piling job on job, here is a  
tall bold slugger set vivid against the little soft cities;

Fierce as a dog with tongue lapping for action, cunning as a savage  
pitted against the wilderness,

Bareheaded,  
Shoveling,  
Wrecking,  
Planning,  
Building, breaking, rebuilding,

Under the smoke, dust all over his mouth, laughing with white teeth,  
Under the terrible burden of destiny laughing as a young man laughs,  
Laughing even as an ignorant fighter laughs who has never lost a battle,  
Bragging and laughing that under his wrist is the pulse, and under his  
ribs the heart of the people,

Laughing!

Laughing the stormy, husky, brawling laughter of Youth, half-naked,  
sweating, proud to be Hog Butcher, Tool Maker, Stacker of Wheat,  
Player with Railroads and Freight Handler to the Nation.

**Editor's Note:** If ever there was a poem encapsulating our collective identity as extension students, especially during these turbulent times, it is this one by Carl Sandburg. Although created with my birth city in mind, he could well have been referring to the indelible spirit of resilience within each of us at HES, past and present - a spirit that cannot be washed away or dismissed by the choice of words on a piece of parchment, a thoughtless comment on social media, or a heated debate in a non-descript backroom, virtual or otherwise.

## Upcoming Webinars & Other Resources

CARC - <https://carc.extension.harvard.edu/upcoming-webinars/>

iLab - <https://innovationlabs.harvard.edu/events/>



### HBR Webinars

<https://hbr.org/webinars>



<https://careerservices.fas.harvard.edu>

## Commencement Regalia

The portal is now open for ordering your commencement regalia.

Have your graduation year, student ID number, height, weight, and chest and head measurements ready before ordering.

**Rentals** - The deadline to order is Sunday, April 7, 2024.

Regalia pick up Tuesday, May 14, 2024, to Thursday, May 23, 2024. Times and locations to be determined.

Cost is approximately \$57 to \$195, depending on options selected.

<https://harvardextension.shopoakhalli.com/purchasewizard>

**Custom** - The deadline to order is Tuesday, March 12, 2024.

Custom Orders processing time is 8 weeks, plus transit time (within the U.S.) For international deliveries, add 2 weeks.

Your shipment will also include a garment bag, free of charge.

Cost is approximately \$351 to \$518, depending on options selected.

<https://harvardfgext.shopoakhalli.com/purchasewizard>

## Alpha Sigma Lambda Regalia

A representative from the Phi Beta chapter of Alpha Sigma Lambda Honor Society kindly advised as follows:

As inductees are selected from the top 10% of a graduating class, we must wait for the Spring 2024 grades before the society can determine the GPA cutoff for the given year.

Students are expected to be notified sometime during the week of May 13, 2024.

Further, the Phi Beta chapter provides the additional regalia items for Alpha Sigma Lambda inductees the week of Commencement.

## Upcoming Course Deadlines

**January 18, 2024** Course Registration Deadline

**January 22, 2024** \*\*\* Classes Begin \*\*\*

**January 28, 2024** Last Day to Drop (100% Refund)

**February 4, 2024** Last Day to Drop (50% Refund)



Photo by Micheile Henderson

## Tips? Ideas? Suggestions?

If you have an idea for a newsletter story or guest speaker, or you heard something that needs to be shared or looked into, please drop us a line at [hesmfc@hesa.dce.harvard.edu](mailto:hesmfc@hesa.dce.harvard.edu).