

SUMMER 2018

ISSUE 4

# PAYNE FELLOWSHIP

Official Newsletter of USAID Donald M. Payne International Development  
Fellowship Program



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# WELCOME 2018 FELLOWS!

MEET THE SIXTH COHORT OF DONALD M. PAYNE INTERNATIONAL  
DEVELOPMENT FELLOWSHIP PROGRAM!

Ashley Hamilton, Tenzin Namdol, Debbie Alfred, Michelle Olakkengil, Mai Yer Xiong, Isabella (Bella)  
Genta, Vivian Olabamiji, Caroline Carrasco  
(Not Pictured: Anna Ghnouly, Prathibha Juturu )

USAID Donald M. Payne International Development Fellowship  
Program

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# 2018 FELLOWS DC SUMMER PROGRAM - FIRST IMPRESSIONS



## 2018 FELLOWS DC SUMMER PROGRAM - FIRST IMPRESSIONS



As a Congressional Fellow, I attended and learned from briefings on some of the most pressing national issues of our generation: family separation, immigration reform, and opioid addiction. Beyond the experience on the Hill, I got to know and spend time with the incredible Payne ladies--an experience I'll cherish because I know we'll be friends for life.

- Caroline Carrasco, Johns Hopkins University, Rep. Marcia L. Fudge.



The best part of the summer has been meeting the other fellows and learning how their various experiences have brought them here. I am truly inspired by their experiences and their aspirations to help make this world a better place.

- Tenzin Namdol, University of Virginia, Rep. José E Serrano.



My first internship can be summed up in three words: network, knowledge, and impact. As a Payne fellow, you not only get to network with Congressional and USAID staff but also professionals in the international development field. One of my favorite experiences this summer was meeting with Oxfam's International's refugee campaign lead, Isra Chaker, at an event called 'Refugee Road'. Hearing how her story as a refugee propelled her to become an advocate for others was inspiring. As my network grew, my knowledge increased in areas such as the USAID foreign service, moving Congress

to support public health issues, and the work USAID is currently doing in Bangladesh. My first summer in DC has impacted me by increasing my drive and passion for the USAID foreign service. I am extremely grateful to God for blessing me with a wonderful mentor, Zema Zemunegus (shown in the picture above), fellow cohort, and excellent program staff.

- Vivian Olabamiji, Duke Kunshan University, Rep. Karen Bass.

# 2018 FELLOWS DC SUMMER PROGRAM - FIRST IMPRESSIONS



The best part of my first summer as a Payne Fellow was the opportunity to get to know my co-fellows; accomplished women with big hearts. They inspire me to continue to challenge myself and serve others. From my experience as a Fellow in Congressman Tim Walz's office this summer, I am most proud of my work that resulted in the Congressman condemning and taking legislative action against the separation of immigrant families at the US border. While working in the congressional office, I was able to observe not only how Congress shapes US foreign policy, but how USAID influences and interacts with Congress. I attended hearings,

briefings and receptions on the Hill where USAID guest speakers discussed programs focused on women's empowerment, poverty alleviation and food security. I attended a Senate Foreign Affairs Hearing where Administrator Green testified about USAID's programs, funding and structure.

- Mai Yer Xiong, Johns Hopkins University, Rep. Tim Waltz.



My first summer as a Payne Fellow has been a whirlwind of adventure and new experiences. I am already so fond of living in Washington, D.C.. There is always a briefing or a conference to attend, museums, festivals, and fairs. But of all of the things I have done this summer, my time as a Congressional intern was the most transformative. I had the opportunity to intern in the Office of Congresswoman Barbara Lee, where I gained experience handling constituent correspondence, learning the ins and outs of the appropriations process, and even drafting floor speeches and legislation! I would absolutely do it all again if I had the chance.

- Ashley Hamilton, Georgetown University, Rep. Barbara Lee.

## 2018 FELLOWS DC SUMMER PROGRAM - FIRST IMPRESSIONS



My first summer as a Payne Fellow has been a truly rewarding experience. Working with the Foreign Affairs Advisor in my office, I was able to prepare documents and questions for House Committee on Foreign Affairs hearings, a committee on which my representative (Congressman Suozzi, NY-03) serves, and in the process, came to understand the geopolitical context in which legislation is built. I also appreciated learning more about the impact of the policy landscape on foreign assistance as well as the work of USAID through meetings with USAID officials and hearings/briefings on both the House and Senate side. In addition to my experience on the Hill, I have enjoyed bonding with the incredibly intelligent, passionate and driven women of color who make up this year's cohort. It gives me a

sense of pride to know that we will represent the diversity of the American people.

- Michelle Olakkengil, Harvard University, Rep. Tom Suozzi.



Coming from a STEM background with no previous coursework or internships in government, I had an eye-opening experience working on the Hill in Congressman Payne Jr.'s office. The office was incredibly welcoming and supported me in furthering my understanding of the day to day functions of Congress through the intern assignments. Along with attending briefings and hearings on the Hill on various topics in both domestic and foreign policy, I was guided in drafting a bill for the office. Using my engineering

background, I drafted a bill on an EPA grants program for funding universities and businesses in storm water research and implementation to combat local level effects of climate change. I also had the opportunity to send a letter to Governor Phil Murphy informing him on the ways that New Jersey will be affected by climate change.

- Prathibha Juturu, Johns Hopkins University, Rep. Donald M. Payne, Jr.

## 2018 FELLOWS DC SUMMER PROGRAM - FIRST IMPRESSIONS



I thoroughly enjoyed my time working in the office of Donald M. Payne Jr. this summer. Not only was the opportunity to delve deeper into the legislative process extremely informative, but the staff I met while working in this office became amazing mentors and colleagues. The opportunity to explore D.C. and meet with development practitioners outside of my internship

on the hill was eye opening and really helped me feel even more confident in my decision to pursue a career with USAID's foreign service as well. Another highlight was the chance to bond with the other women in this fellowship cohort. They are all so intelligent and are extremely passionate about international development and their respective fields -- it truly makes me feel so fortunate to be experiencing everything this fellowship offers alongside them.

- Isabella (Bella) Genta, American University, Rep. Donald M. Payne, Jr.



Anna spent the summer working as the Director of Program Operations at Waking the Village (WTV), a nonprofit that provides support and transitional housing for Sacramento's youth experiencing homelessness. Having spent the previous summer as a Youth Development Coach with WTV's residents, Anna enjoyed her new role managing WTV's five programs through administrative oversight, data collection, fundraising, documentation, and impact evaluation. Outside of work, Anna explored Northern California and co-hosted Speak Out! Sacramento, an inclusive open-mic that brings

together the Sacramento community through creative expression.

- Anna Ghnouly, Columbia University.

## 2018 FELLOWS DC SUMMER PROGRAM - FIRST IMPRESSIONS



The most valuable aspect of my internship was having the opportunity to witness how congressional members and staff react to the abrupt changes in the political process. It was eye-opening to see how these changes were absorbed by the people responsible for the legislative decisions that impact the lives of millions of people. Additionally, I was thankful to have spent meaningful time with the other fellows and to learn about where their passions lie and how they planned on incorporating them into the USAID mission.

- Debbie Alfred, Harvard University, Rep. Al Lawson.



# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



My favorite part of the International Training and Education Program at American University is the ability for students to diversify their courses. In my first year, I took courses such as: qualitative/quantitative analysis, youth and conflict and transitional justice and reconciliation. The chance to have an expanded view of the international education field supported me this summer as a Democracy and Governance at USAID's Guatemala City mission. My newly acquired analytical skills allowed me the opportunity to assist in conducting multiple monitoring and evaluation assessments for projects with implementing partners. Additionally, my other courses provided me great insight into the background of Guatemala following their 36-year civil war.

After my summer experience, I recognize that much of my role as a future FSO will be project design and overseeing implementing partners. As such, this semester I will be taking both Training Design and Program Management to help me effectively start my career. I believe these courses will help jumpstart my understanding of designing new and innovative projects for prospective partners to implement, in addition to ensuring their effective execution!

- La'Nita Johnson, American University, USAID Guatemala.



I worked in USAID's Mission to Ukraine and Belarus, developing a strategy to better communicate Democracy, Rights, and Governance program outcomes to audiences in the region and in Washington. I learned how to support journalists and activists in a highly sensitive and turbulent political environment. At the Fletcher School at Tufts, I'm studying legal protections and empowerment strategies for vulnerable communities, knowledge that helped me to quickly

understand what tools are available to support individuals facing political aggression. I'm excited to return to The Fletcher School to further study protections for chronically vulnerable communities facing conflict.

- Charles Bentley, Tufts University, USAID Belarus.

# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



My time in graduate school continues to teach me the importance of thinking critically and asking questions. I found the latter lesson especially useful during my time at USAID/Nepal this summer. As a fellow tasked with various responsibilities, asking the right questions ensured that I was able to successfully complete the tasks assigned to me. In searching for the answers to these questions, I engaged with various individuals in the different offices at USAID/Nepal who contributed significantly to enhancing my understanding of the agency and the work we do.

- Rashida Hawa Kabba, Columbia University, USAID Nepal.



My first year in Georgetown's Global Human Development program has been foundational in growing and refining my development practitioner skills. With an interest in evaluating programs and projects, I prioritized developing my quantitative analysis and econometrics skills. These skills were valuable during a field visit with colleagues to conduct Data Quality Assessments where we reviewed the strengths and weaknesses of data being collected for a USAID-funded health activity. My coursework in development planning and management was also critical for my work with the USAID/Ghana Program Office. I felt prepared to complete tasks like drafting scopes of work,

contributing to concept notes, developing facts sheets and infographics and providing operational support to technical offices. As I enter my second year of graduate school, I look forward to learning about development finance, budgeting and spending strategies, which will enhance my ability to design and manage development programs and projects with USAID.

- Jacqueline Rojas, Georgetown University, USAID Ghana.

# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



I left my internship with USAID Guatemala with hope and excitement about the future. I truly enjoyed the projects I collaborated on and the people I met along the way. My graduate program at Georgetown University enriched my experience overseas because it provided me with a quantitative skill set in which I often referenced during my internship. In meetings, I found myself being more attentive to the types of indicators and instruments being discussed, as well as their frequency of measurement. Additionally, having a political economy background unveiled the historical context and underlying factors driving Guatemala's stark inequality.

As an aspiring Program/Project Development Officer, this internship experience taught me the importance of being versatile when it comes to covering different technical areas. Next year I plan to take classes on global health and education policy. I look forward to making the most out of my last year of graduate school.

- Susana Rojas Quico, Georgetown University, USAID Guatemala.



Among what I have learned in graduate school that has been particularly helpful is teamwork and collaboration. I've been able to create great relationships at the Embassy. Foreign service officers have to be great leaders, and I would like to take additional courses on leadership and team management before graduating.

- Hung Vo, Harvard University, USAID Albania.

# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



The coursework I have taken at Johns Hopkins SAIS directly related to my assigned tasks during my Summer 2018 internship in India. For example, I took a monitoring and evaluation course, international trade course, and private sector development course which provided me with the academic knowledge I needed to conduct my work. Additionally, I worked on evaluating a crop-insurance loan for small holder farmers located in remote areas. During my Fall semester in graduate school, I took a class on financial inclusion and learned about the challenges and disadvantages in crop-insurance. This knowledge helped me to understand the project better and anticipate future pitfalls which aided to provide recommendations for improvement. For my 2018 Fall semester, I plan to take a research methods course to build upon my research and writing skills.

- Phelisha Midy, Johns Hopkins University, USAID India.



As a Masters of Public Policy (MPP) student, some key components of the curriculum are being able to analyze data, write clearly and succinctly, and communicate information to people from diverse backgrounds—all of which helped me during my time with USAID/Indonesia. At the Mission, I worked with both the Health and the Program Offices, which are two backstops that I did not have much familiarity with. My MPP experience gave me the skills needed to successfully work in new environments. Working for these two backstops also helped me realize that I needed to improve my statistical analysis and my project management skills. When I enroll in classes next semester, I am specifically taking classes that will help me address the gaps in my knowledge and skill-base.

- Jesse Okwu, University of Michigan, USAID Indonesia.

# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



As a Payne Fellow with the USAID/Ethiopia Education and Youth Office this summer, I contributed to the development of the Mission's Country Development Cooperation Strategy and our office's communication tools including fact sheets, success stories, and presentations. This allowed me to quickly understand our projects and how gender and youth are cross-cutting issues that the entire Mission seeks to address. Equipped with this understanding and the quantitative training I received through University Chicago's Master of Public Policy data analytics coursework, I was able to provide critical feedback on evaluation reports of our activities. I also tapped into my previous experience as an education consultant to lead team-building activities for our office retreat and provide feedback for the Mission's Collaboration, Learning, and

Adapting (CLA) initiative. In my free time, I partnered with the Embassy's Public Affairs Section (PAS) to lead self-awareness, writing, and resume workshops for Ethiopian high school students, while also seeking opportunities for resource-sharing between our youth workforce development project and the five American Centers across Ethiopia. Overall, my experience has solidified my passion to continue developing platforms that enable individuals to achieve their fullest potential. In the next year, I look forward to continuing coursework on international education and strategic management.

- Elaine Li, University of Chicago, USAID Ethiopia.



Working at the USAID West Africa Regional Mission in Ghana, I had the opportunity to apply a number of skills developed in my graduate courses. As an intern in the Program Office I was exposed to multi-sectoral work across technical offices and further enhanced my skills in program cycle planning, activity design, budgeting, and reporting while developing a stronger understanding of transboundary issues in the West Africa region. In my final year of graduate school I hope to advance my broader development knowledge in courses like program evaluation and through my policy

thesis, while expanding my technical environmental background through coursework such as water pathogens and development engineering. My advice for Payne Fellows interning this summer is to take an opportunity to see a project implemented in the field, explore the different backstops, and ask many questions!

- Kathleen Kirsch, University of California, Berkeley, USAID West Africa Regional Mission in Ghana.

## 2016 FELLOWS - PAYNE PROGRAM GRADUATES



# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



Being a Payne fellow during graduate school meant I had a network of support to navigate the experience. From current and retired Foreign Service Officers to previous classes of Payne fellows, I benefited from their guidance while choosing classes and preparing for my FSO career. As a Payne fellow, I also had access to incredible events at Fletcher such as meetings with ambassadors and the Dean which enriched my graduate experience.

- Maria Medina Castellanos, Tufts University, Environment Officer.



The Payne fellowship has given me many opportunities to put my passions and knowledge into experience. A few of my favorite experiences include working on Capitol Hill and getting a front row seat to see our country at work. I was also able to gain amazing professional and personal experience working in the Democracy and Governance office for USAID/ Rwanda. The programs I worked on and being an observer for the Presidential elections allowed me to glimpse into my future as a Foreign Service Officer. Lastly, I found so much support and friendship through my cohort. We are about to start

a new part of our USAID journey and I am excited to see our new adventure start as we become USAID Officers.

- Ellexis Chapman, John Hopkins, Crisis/Stabilization/Governance Officer.



# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



It has been an honor to be part of the 2016 Payne Fellowship cohort. I grew immensely from my graduate studies at the Yale School of Forestry & Environmental Studies. The best part of my experience was completing my summer internship at the USAID Mission of the Dominican Republic last summer. Speaking with career FSOs, meeting families, and visiting different communities throughout the country offered insight into life as an FSO and made me excited for this next stage of my Payne Fellow journey!

- Brittany Thomas, Yale University, Environment Officer.



The Payne Fellowship contributed to a pivotal moment in my professional career by providing me with an opportunity to serve as a global health leader. One of the best memories of my fellowship experience was during my placement in USAID/Haiti where I worked with a supervisor whom I genuinely admire for her passion and leadership. She carved time out of a busy schedule to mentor and connect me to the resources and people that

will help me reach my goals during the ten-week internship. Understanding that I will soon enter the Agency, she assigned me to create the first draft of an RFP for a significant health service delivery M&E activity, and this project was immensely valuable in introducing me to my future role as a global health FSO. I am incredibly grateful for the Fellowship and am ecstatic to continue working abroad on behalf of the American people.

- Hoang Bui, Harvard University, Global Health Officer.

# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



My most cherished memory of Payne experience is undoubtedly our first summer together in DC. I am still in awe of my cohort and how seven extraordinary individuals were able to grow into a family. That first summer laid a great foundation and I am grateful for my Payne Family.

- Jolissa Brooks, Yale University, Environment Officer.



The Payne Fellowship has been filled with fond memories on the journey towards a career in the USAID Foreign Service. From the excitement of serving on Capitol Hill and the daily hustle of staffing a congressperson and learning the USAID budget process from the inside, to meeting the admirable professionals that work in the Guatemala Mission, I have many precious memories of the Payne fellowship. But what stands out the most for me as the most memorable part of the fellowship is the support network that my co-fellows

provided. Navigating our entry way into the Foreign Service and graduate school itself was challenging at times, but it all was better with the multicultural excellence of the other Payne Fellows.

- Stephanie Ullrich, Columbia University, Crisis/Stabilization/Governance Officer.

# 2017 FELLOWS' OVERSEAS INTERNSHIPS - FROM THEORY TO PRACTICE



My fondest moments of the Payne Fellowship program are the internship opportunities on Capitol Hill and at USAID Mission overseas. Both experiences were incredibly exceptional in learning about the role of U.S service domestically and abroad. It really solidified what it means to serve as a development specialist and to represent the U.S. Additionally, the strong support network between the Payne cohorts has been very instrumental in preparing for entry into USAID - I don't know what I would have done without the guidance of the former cohorts and my USAID mentor.

- Suegatha Kai-Rennie, Boston University, Global Health Officer.



Payne

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News  
and  
Closing  
Remarks  
From  
Program  
Managers



# Warm Welcome to the new Director of the Payne Fellowship



Maria Elena Vivas-House is the Director of the USAID Donald M. Payne Fellowship Program at Howard University. With extensive experience in the US and international public and nonprofit sectors, Maria Elena has a long record of addressing the under-representation of historically disadvantaged groups and providing equal access to opportunities for all. She led two of the nation's premier programs for minority students in higher education, including: the Hispanic Association of Colleges and Universities National Internship Program (HNIP) and the Institute for International Public Policy (IIPP) at the United Negro College Fund Special Programs Corp.

Maria Elena has also dedicated many years to international development, most recently at the US Department of Agriculture (USDA) Foreign Agricultural Service, where she collaborated with USAID in the areas of education and economic growth, and with the USAID Mission in Jordan in human and institutional capacity building. In Nicaragua, she coordinated the Hurricane Mitch reconstruction project for USDA and as a Nicaraguan government official, managed activities related to the national foreign debt and bilateral and multilateral aid. She has additionally led nonprofit organizations and programs in the areas of legal aid and labor rights.

Maria Elena holds a bachelor's degree magna cum laude in International Relations from Boston University and a master's degree in Foreign Service from Georgetown University. She is passionate about art and nature and volunteers for several organizations, including as a docent at the National Gallery of Art. She is a founding board member of the Friends of the Theodore Roosevelt Island, Inc.

# Warm Welcome to the new Financial Manager to the Payne Fellowship

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Myra Tyler serves as the Financial Manager for the Donald M. Payne International Development Fellowship Program. Prior to this position, she was in charge of financial operations and systems for a DC-based office supply company. She has held various positions in both the public and non-profit sector in the areas of auditing, financial systems and accounting. While employed in the Federal Government, Myra completed the Graduate School USA's Executive Potential Program. She is a Certified Government Financial Manager (CGFM).

Myra served as a group leader for a 27-month study program on ancient African history with the African Genesis Institute and traveled with her family to Egypt in 2005 and 2010. She enjoys music, art, gardening and outdoor activities. Myra holds a Bachelor of Business Administration in Accounting from Howard University. She resides in Maryland with her husband and 3 children.

# CLOSING REMARKS



IT IS INDEED MY PLEASURE TO EXPRESS GRATITUDE TO MY COLLEAGUES WHO MADE THIS PAYNE SUMMER OF ACTIVITIES IN WASHINGTON DC AND ABROAD A COMPLETE SUCCESS! YOUR TIME AND EFFORT CONTRIBUTED TO THE CONTINUED SUCCESS OF THIS PROGRAM. SINCE ITS ESTABLISHMENT IN 2012, THE DONALD M. PAYNE FELLOWSHIP INTERNATIONAL DEVELOPMENT FELLOWSHIP PROGRAM HAS GROWN FROM THREE 2013 PAYNE FELLOWS TO THE TWENTY-TWO PAYNE FELLOWS WHO ARE CURRENTLY IN OUR PROGRAM. I AM PLEASED TO ANNOUNCE THAT AS OF THIS SUMMER, SIX OF THE PAYNE FELLOWS HAVE SUCCESSFULLY COMPLETED THE PROGRAM AND HAVE BEEN SWORN INTO THE UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT'S FOREIGN SERVICE AS FOREIGN SERVICE OFFICERS. IT HAS BEEN SUCH A PLEASURE TO WORK WITH USAID IN PREPARING OUR OUTSTANDING FELLOWS TO BECOME FOREIGN SERVICE OFFICERS. THE CONTINUED SUPPORT HAS MADE THIS PAST YEAR A COMPLETE SUCCESS!

- CYNTHIA VALENTINE, PROGRAM MANAGER



A BIG THANK YOU TO ALL WHO HELPED MAKE THE 2018 DONALD M. PAYNE FELLOWSHIP PROGRAM POSSIBLE!

**SPEAKERS & WORKSHOP FACILITATORS:** MEGAN HILL, CARL RAHMAAN, CONSTANCE HOPE, RONALD CARLSON, MARIA CARLAND, ALFRED NAKATSUMA, DENISE ROLLINS, NICHOLAS BASSEY, YOUSHEA BERRY, TYRELL KAHAN, PAUL TANGER, LINDA D. WHITLOCK BROWN, TIFFANY ADAMS, SHARMON THORNTON, PATRICK COLLINS, SYLVIA CABUS, PALAK SHAH, KIMBERLY BALL, CHUKA ASIKE, AND MICHAEL BURKLY.

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**PAYNE SELECTION COMMITTEE:** PAM FOSTER, MARIA CARLAND, DENISE ROLLINS, AMBASSADOR SILVIA STANFIELD, AND CONSTANCE MORRIS HOPE.  
**SPECIAL THANKS:** USAID ALUMNI ASSOCIATION, USAID ICAP ALUMI.

*Thank you*

# PUBLICATIONS



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## DONALD M. PAYNE

### INTERNATIONAL DEVELOPMENT FELLOWSHIP

paynefellows.org    



The U.S. Agency for International Development, in cooperation with Howard University, invites outstanding individuals interested in international development and careers in the USAID Foreign Service to apply for the **2019 Donald M. Payne International Development Graduate Fellowship**. Candidates can be graduating seniors or college graduates with strong academic records and a desire to promote positive change in the world. The Payne program encourages the application of members of minority groups historically underrepresented in the Foreign Service and those with financial need. Selected fellows will receive support for graduate school and gain employment with USAID in an exciting and rewarding career in the Foreign Service.



#### ELIGIBILITY

- Must be a U.S. Citizen.
- Must be seeking admission to enter a two-year graduate program in the Fall at a U.S. University.
- Must have a cumulative GPA of 3.2 or higher on a 4.0 scale at the time of application.

Note: This Fellowship is open to any student regardless of the university he/she is attending and will be attending for graduate school.

#### PROGRAM BENEFITS

- An orientation to the Program and the USAID Foreign Service at Howard University in Washington D.C.
- Two fully funded summer internships, on Capitol Hill and overseas at a USAID Mission.
- Up to \$48,000 annually toward tuition, fees, and living expenses for a two-year master's degree in international development, international affairs, public administration, environmental sciences, public health, agriculture, or other relevant area of study.
- Mentorship from a USAID Foreign Service Officer throughout the duration of the fellowship.
- Employment in the USAID Foreign Service.

**Apply: September 3, 2018 – December 21, 2018**

Additional information and online application available at [www.PayneFellows.org](http://www.PayneFellows.org)

Contact: [paynefellows@howard.edu](mailto:paynefellows@howard.edu)