



Bakari Sellers

Dr. Leonard Haynes

Aggie Pride

and All the Queen's Horses

HBCU Homecomings:
More Than A Football Game

PRESIDENT ARTIS:
IN MY FEELINGS

Plenty of Good
ROOM

Dr. Crystal Degregory

NASA by Day /
Master BBQ Chef by Night

Howard University:
#1 in Sending Black Students to
U.S. Medical Schools



LANGSTON UNIVERSITY

Post-doctoral Opportunity: Advanced Rehabilitation Research Training (ARRT) Program at the LU-RRTC on Research and Capacity Building for Minority Entities

PROJECT OVERVIEW:

The Advanced Rehabilitation Research Training (ARRT) Project at the Langston University (historically Black college/university [HBCU]) Rehabilitation Research and Training Center (LU-RRTC) on Research and Capacity Building represents a collaborative effort between the Institute for Community Inclusion at the University of Massachusetts Boston ([ICI] Asian American and Native American Pacific Islander-serving institution), North Carolina Agricultural and Technical State University ([NCA&T] HBCU), South Carolina State University ([SCSU] HBCU), and Jackson State University ([JSU] HBCU). The Project implements a Peer-to-Peer Multiple Mentor Model to help post-doctoral fellows navigate institutional context and cross-fertilize their independent research project and research grant proposal through exchanges with a primary mentor and a scientific panel of mentors comprised of content experts, multicultural specialists, methodologists, and statisticians.

The ARRT Program works in concert with the LU-RRTC drawing upon the center's extensive minority-serving institution research capacity building expertise, collaborative networks, resources, and interventions (e.g., methodology and grant writing web-based trainings, communities of practice, strategic planning, sponsored programs office and institutional review board technical assistance and consultation), offer courses, webinars, and implement peer mentoring as an innovative strategy to holistically address the fellows' research skill building needs.

INVITATION TO APPLY:

We invite individuals who have earned a doctorate from a minority-serving institution (i.e., HBCU, Hispanic serving institution, or American Indian tribal college) or traditionally White institution (TWI) and current doctoral candidates (must graduate before beginning fellowship) at minority-serving institutions or TWIs interested in employment research to apply to participate in the post-doctoral fellowship. Minority-serving institution based faculty members who have earned doctorates are also eligible to apply (i.e., 80% research supplements through subcontract for such faculty in residence at their employing minority-serving institution are optional). We strongly encourage individuals with disabilities to apply. We are particularly interested in recruiting candidates who have a strong desire to obtain an academic faculty position or research position at a minority-serving institution upon completion of the fellowship program.

PARTICIPATION INCENTIVES:

- Salary and benefits package- Annual salary with full health benefits
- Peer-to-Peer multiple research mentorship opportunity with scientific panel mentors
- Financial research agenda start-up package- i.e., study participant honorariums/fellow research travel
- Peer reviewed publications
- Present research findings at national and/or international rehabilitation related conferences

If you have any questions regarding the Langston University Advanced Rehabilitation Research Training Program (LU-ARRT), please contact Dr. Corey L. Moore, Principal Investigator/Training Director at (405) 530-7531 or email: capacitybuildingrrtc@langston.edu.

Rehabilitation Research and Training Center (LU-RRTC) on Research and Capacity Building for Minority Entities

The MISSION of the Langston University RRTC is to improve minority entities' (e.g., historically Black colleges/universities [HBCUs], Hispanic-serving institutions [HSIs], and American Indian tribal colleges/universities [AITCUs]) disability and rehabilitation research capacity and infrastructure by conducting a programmatic line of research examining experiences and outcomes of persons with disabilities from traditionally underserved racial and ethnic populations and communities and capacity-building efforts.

LU-RRTC TECHNICAL ASSISTANCE

The LU-RRTC serves as a national resource center for minority entities (MEs) seeking to develop their research infrastructure (RI), and to enhance their capacity to engage in disability and rehabilitation research. To this end, the RRTC initiates dissemination, training and technical assistance (TA) activities to develop strong RIs within MEs for the conduct of research, preparation, submission, and management of NIDILRR funded research grant projects. TA services are provided as a part of LU-RRTC interventions for research project participants and to ME and SVRA requestors around the country. The quality, intensity, and duration of TA vary by system (i.e., ME or SVRA) and the readiness of TA recipients.

Minority Entity TA Areas- • Faculty Scholar Role & Function Balance Consultation (e.g., teaching/service/research balance) • Sponsored Programs Office Operations Consultation • Research Infrastructure Strategic Planning • Institutional Review Board (IRB) Operation Consultation • NIDILRR Research Proposal Development Mentorship • NIDILRR Research Project Management Consultation • Manuscript for Peer Reviewed Publication Development Mentorship • NIDILRR Request for Comment (RFC) or Request for Proposal (RFP) Interpretation Consultation • NIDILRR Expert Panel Application Development Consultation • Data Management and Analysis Software and Related Technology Support Consultation

State Vocational Rehabilitation Agency (SVRA) TA Areas- • SVRA Policy Consultation to Improve Outcomes for Persons from Traditionally Underserved Communities • SVRA Rehabilitation Practitioner Consultation or Training to Improve Outcomes for Persons from Traditionally Underserved Communities

LU-RRTC PEER-TO-PEER MENTOR RESEARCH TEAM ACADEMY

The LU-RRTC Peer-to-Peer Mentor Research Team Academy represents a collaborative effort between Langston University and the Institute for Community Inclusion (ICI) at the University of Massachusetts Boston. The Academy mentors Fellows to conduct research that addresses the rehabilitation needs of persons with disabilities from traditionally underserved backgrounds and communities. Ultimately, the program builds Fellows' scholarly self-efficacy and research skills by providing them with state-of-the-science knowledge of scientifically valid measurement strategies and methodologies, and direct hands-on experience in the conduct of research and grant proposal development.



Kyle Reiss 2017 Dillard University, Walton-UNCF K-12 Fellow

IT'S NEVER TOO EARLY TO INVEST IN EDUCATION.

UNCF and HBCUs are building a pipeline of African American leaders in K-12 education across the United States. [Learn more at UNCF.ORG/K-12](https://www.uncf.org/k-12)

A WORD FROM THE EDITOR



Welcome to the Special November issue of the illustrious HBCU Times Magazine!

The theme for this issue is “HBCUs: Culture, Legacy and Politics”. HBCUs have a unique culture that has been often imitated, but never successfully duplicated all over the world. The historic legacies of these institutions have left an indelible impression on the world. HBCUs have been, and continue to be at the forefront of the production of exceptional leaders in every field imaginable.

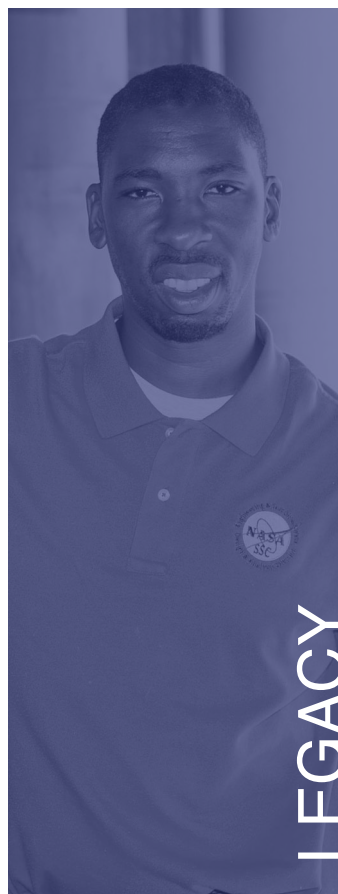
This Special issue of the HBCU Times is filled with exceptional content and updates about HBCUs, with feature stories on visionary and transcendent leaders, alumni, and supporters of the HBCU community. Along with the groundbreaking article, “Plenty of Good Room,” about HBCUs as models of access and inclusion, we had the great honor of interviewing Bakari Sellers (Morehouse College), Dr. Leonard Haynes (Southern University), Dr. Kelly Richmond Pope (NCAT) and Dr. Howard J. Conyers (NCAT).

Published author, TEDx Talks speaker, and filmmaker, Dr. Kelly Richmond Pope expresses her belief in the HBCU environment cultivating excellence, while also embedding within her the ability to never give up in “Aggie Pride and All the Queen’s Horses.” As a very delicious treat, we have an article, “NASA by Day and Master Barbecue Chef by Night,” about Dr. Howard J. Conyers; an incredible engineer who combined his love for farming and heritage, to maintain black culture through barbecuing techniques. This issue also includes a special feature on Dr. Leonard L. Haynes III, who committed his life to helping others have access to education, while specifically advocating for HBCUs in the U.S. Department of Education. Finally, we had the great pleasure of interviewing activist, lawyer, and CNN Political Analyst, Bakari Sellers, who shares details about his experience at Morehouse College and how HBCU presidents and graduates can align themselves with politics to address specific needs of the community.

Along with the stories of these amazing HBCU alumni and leaders, this issue is filled with all things acknowledging and celebrating the consistent success of HBCUs. Culture, legacy, and politics are topics which hold great power and influence in society. Therefore, HBCUs cannot be left out of the conversation.

Sincerely,

David Stater



- 8 Howard University: #1 in Sending Black Students to U.S. Medical Schools
- 11 In My Feelings
- 14 The Story of 10:40am Break at North Carolina Central University
- 18 Cover Story: Bakari Sellers
- 22 Dr. Leonard Haynes
- 25 Aggie Pride and All the Queen's Horses
- 28 HBCU Homecomings: More Than a Football Game
- 30 Thurgood Marshall Feature

- 33 Plenty of Good Room
- 37 NASA by Day, Master Barbeque Chef by Night
- 41 Power Alumni
 - Alonda Thomas
 - Derrek Pugh
 - Aline K. Newton
- 44 Student Spotlight: The Blacker the College, The Deeper the Knowledge
- 46 HBCU Life: An All Inclusive Experience
 - Morgan Ashley Poole
- 47 Paved by a Process: The Road to Campus
- 48 Culture Transformation



CLINTON
COLLEGE | EST. 1894

Congratulations to

DR. LESTER A. McCORN

on being named as the thirteenth President of
Clinton College!

Join us for the inauguration

Investiture Service | 11:00 a.m.

Kenneth Monroe Transformation Center

745 Saluda Street, Rock Hill, SC 29730

www.clintoncollege.edu/inauguration

"Clinton College is prepared to educate,
equip and empower the next generation of
extraordinary Golden Bears."

DR. LESTER A. McCORN



WWW.CLINTONCOLLEGE.EDU

**Editor and Co-CEO**

Dr. David Staten

Co-CEO

Dr. Bridget Hollis Staten

Art Director

Mia Salley

Associate Editors

Dr. Regina Bush

Octavia Robinson

Adrienne Jorgensen

Editorial Consultants

Willese N. Williams

Amori Robinson

Contributing Writers

Amori Washington

Dr. Rosyl Artis

Natasha Parker

Ashley Elliott

Will Anyu

Kimberlei Davis

Dr. Janelle L. Williams

Dr. Harry L. Williams

Dr. Crystal A. Degregory

Kayla C. Elliott

Asia Hall

Avis Howell-Gathers

Alonda Thomas

Derrek Pugh

Aline K. Newton

Jamilia Jacobs

Morgan Ashley Poole

Dr. Roderick L. Smothers, Sr.

Creative Consultants

G.Kenneth Gary

Ebony Hillsman

Lynita Mitchell-Blackwell

Dr. Demarcus Bush

Dr. Corey Phillips

Dr. Carlton Watson

Contributing Photographers

Cover-Staff Photographer

Rodney Gary-One Moment One Shot
Photography

Thurgood Marshall

Howard University

Philander Smith College

Benedict College-Kymm Hunter

Malet Photo

Olanma Mang

Rolando Davis

Cecil Williams

Tyrus Riley

Delaware State University

All other photos provided
by the Authors

Logo Designer

Lionel T. Angevine

Advertisement Consultant

Melvin Hart

Publisher

Georgetown Times

Models

Kierra Carter

HBCU Times Inc, LLC

FOLLOW US ON  @HBCU Times

 hbcu_times  @HBCU_Times

www.hbcutimes.com

HBCU Times inspired by Ethel Staten and Jordan Staten



HOWARD
UNIVERSITY

Howard University: #1 in Sending Black Students to U.S. Medical Schools

by **STAFF WRITER**

Howard University is America's No. 1 institution for producing Black applicants to U.S. medical schools, according to data from the Association of American Medical Colleges. In the 2017-18 academic year, 118 Howard undergraduates applied to U.S. medical schools, ahead of all other colleges and universities. This year, Howard will celebrate the 150th Anniversary of the College of Medicine, which began with eight students and a mission to educate and train doctors of color. Today, the institution enrolls more than 300 African American students annually, more than double the number of Black students in the leading predominantly White medical school.

"Howard University prepares more African American pre-med students to apply to medical school and enrolls the most African American students in our own esteemed medical school because we are committed to our mission to diversify the workforce with an infusion of talented, well-prepared scholars," says President Dr. Wayne A. I. Frederick, a three-time graduate of Howard University. "Despite these strides, there is still a significant underrepresentation of Black and Hispanic medical students enrolling in school. The number of Black male applicants nationwide is down from 1976, but we are encouraged and honored to contribute as the institution of choice for many students pursuing careers in medicine."

Howard University's success can be attributed to the creation of several programs that seek to develop qualified Black medical

school applicants. One example is the Pre-Freshman Summer Enhancement Program for incoming undergraduate freshmen. This

summer, Maxwell and 24 other incoming Howard freshmen lived on campus for six weeks to participate in intensive classes in biology, chemistry, English, and math.

"Howard University has long had a range of initiatives designed to develop a pool of qualified applicants for the nation's medical schools," says Dr. Hugh E. Mighty, dean of Howard University College of Medicine and vice president of clinical affairs. "We start by nurturing promising students in high school and by guiding pre-med students on campus with proper academic support, mentorship, and tutoring. Our efforts have delivered hundreds of deserving students to the doors of America's medical schools."

Incoming freshman Quincy Maxwell, from Somerset, N.J., has long nurtured a dream of becoming a doctor. Choosing Howard University for his undergraduate education may be the best decision he has made so far to realize his ambitions. Maxwell has set his sights on one day becoming a cardiologist after experiencing his mother battle for her health.

"My mom is a two-term brain tumor survivor. I want to help people who are dealing with the same things she is," says Maxwell, who anticipates that his Howard education will give him an added lift on the competitive path to medical school.

The students also took seminars designed to expose them to different professional medical career fields, such as mental illness, and to broader topics such as social justice and international service. Group visits included the American Psychiatric Association, the Association of American Medical Schools, and health professional programs at Temple University, The University of Maryland, as well as the Howard University College of Medicine.

"The visits were important to me because I had an opportunity to network with a lot of people," says Samaria Campbell, a participant in the pre-freshman program. "Now I have people I can call for internships, general advice, and networking."



FOR THE CULTURE

Additionally, the pre-freshman program includes a mentorship component with current Howard medical students and pre-med seniors, many of whom also matriculated through Howard's pre-freshmen program. Says Fareed Balugon, a student in the program, "Based on what I learned, I am definitely more confident now, especially after the advice from the students."

Howard's College of Medicine also offers a similar summer program to undergraduate students from other historically black colleges and universities (HBCU), which serves as a pipeline into Howard's College of Medicine. The Fall class of 2022 includes students from 11 HBCUs, including Xavier University, Morehouse College, Spelman College, Hampton University, Howard University, Texas Southern University, Prairie View A&M University, University of District of Columbia, Tuskegee University, Meharry Medical College, and Miles College.

Although students have the option to attend medical school anywhere, those who continue into Howard's renowned medical program are welcomed in a traditional White Coat Ceremony. This year, 123 new medical students crossed the stage to receive their short white coats. For the next four years, they will study various fields ranging from emergency medicine to radiation oncology. Upon graduation, they will exchange their short coats for the full-length version, indicating that they have achieved the rank of M.D.

One such recent graduate is Dr. Misan Pessu, who completed Howard's College of Medicine in 2014. With a passion for several areas of medicine, he decided to pursue his residency in internal medicine at a hospital in Pennsylvania and now serves as an attending physician at a hospital in Annapolis, Maryland. Pessu credits his medical school experience at Howard for providing him with a nurturing environment to learn and giving him confidence in his ability to become a doctor. He says he also greatly benefited from the fact that Howard operates its own Level 1 Trauma Center at Howard University Hospital.

"I went to The University of Maryland [for undergrad] which was mostly a white population, so I really wanted the HBCU experience at some point and Howard was a good place to get that," says Dr. Pessu. "Most of our rotations were at [Howard University Hospital], so it was nice to be able to have the faculty that taught us the first couple of years also be the doctors that we shadowed during our third and fourth years."

Dr. Pessu believes that all students in medical school will agree that becoming a doctor is challenging. However, he believes attending Howard University gave him an extra advantage because seeing doctors that look like him every day reminded him that he belonged.



“Being at Howard and having a lot of minority, African American mentors as my attendings really helped me,” says Dr. Pessu. “It motivated me to do better and to thrive because seeing my mentors helped me know that it was achievable and that I belonged there and I belong in the profession.”

President Frederick agrees, and he believes there is room for many more capable students of color to pursue a career in medicine.

“Over the past 150 years, Howard University has perfected a winning formula to develop talented students into skilled surgeons,” says President Frederick. “Pursuing a career in medicine is a calling that I want more young people of color to realize can become their reality.”

“Being at Howard and having a lot of minority, African American mentors as my attendings really helped me.” - Dr. Pessu



About Howard University

Founded in 1867, Howard University is a private, research university that is comprised of 13 schools and colleges. Students pursue studies in more than 120 areas leading to undergraduate, graduate and professional degrees. The University operates with a commitment to Excellence in Truth and Service and has produced four Rhodes Scholars, 11 Truman Scholars, two Marshall Scholars, one Schwarzman Scholar, over 70 Fulbright Scholars and 22 Pickering Fellows. Howard also produces more on-campus African-American Ph.D. recipients than any other university in the United States. For more information on Howard University, visit www.howard.edu.

IN MY FEELINGS

by DR. ROSYLN ARTIS

Drawing on one of the most popular songs of the summer by hip hop icon Drake, I have to say that I am “in my feelings” about Historically Black Colleges - especially Benedict College. After all, Benedict put the BC in HBCU! However, unlike Drake, I am not concerned about KeKe - unless she happens to be a student at BC. Rather, I use the song as a metaphor for all of my HBCU students.

As I greeted freshman and the returning students, I cued up the music and asked emphatically, “BC are you with me? Are you riding? Say you’ll never ever leave ‘cause I want ya’, and I need ya’ to GET THOSE DEGREES!” Now, one might be tempted to chalk this up as a weak attempt by a middle aged President, to “relate” to her students. Admittedly, that’s partially true. However, as the President of this historic, though intensely relevant institution, it was much more. The questions were posed in a language and in a context that is culturally relevant to our students, but their importance cannot be understated. With a sincere heart, I was asking my students whether they are with me, and more specifically, with their HBCU - Benedict College, because no matter what, we are with them! I was asking if they are prepared to “ride out” the ups and downs and the challenges that college will inevitably bring. Are they prepared to keep studying when it feels like they are physically out of gas and cannot go another mile? Are they prepared to push themselves beyond the inevitable break downs? I wanted them to understand that if they are going to ride, they have to sacrifice and invest in the car - gas, oil, and maintenance. In this context, that means tuition, fees, room and board - it’s an investment! After all, if students aren’t willing to invest in themselves by investing in their education, the ride will be bumpy and likely end before the student reaches his/her destination - the commencement stage.

I asked my students if ultimately they were more concerned with the network than their long term net worth. Both are critical to their success and it isn’t too early to begin thinking about each and developing a plan to increase each.

Ultimately, I told my students that we want them and need them to earn their degrees and to never ever leave their beloved alma mater behind. You see, HBCU bonds are lifelong. These are special places, built on hallowed ground with proud histories, traditions, cultures, and norms. These are places where friendships are built that last a lifetime, where faculty teach in and out of the classroom, where staff go the extra mile, and where the President rocks with Drake. At least BC’s President does!

Yes, I am in my feelings, and you should be too. HBCUs like Benedict have nurtured generations of scientists, lawyers, doctors, teachers, engineers, politicians, athletes, and entertainers. They have always been “down for” the education and uplift of our communities. Despite tremendous challenges,

FOR THE CULTURE



HBCU Times 11 | November Issue

limited resources, neglect, indifference and still worse, the criticisms of those duped into believing the ice is colder elsewhere. Actually, that may be true. Ice machines cost money and few HBCUs have any extra. However, regardless of how cold the ice is, there is one thing I know for sure: the hearts of the staff, faculty, administrators, alumni, and students are warm and beat with the spirit of our ancestors on the campuses of our nation's HBCUs. They are places of love, learning, laughter, discovery, and culture. I'll take the warmth of that love and the freedom it brings to achieve and excel over ice cubes any day!

Since the music of our people has always been a metaphor for our struggles and our triumphs, I offer our HBCU Freshmen a few lyrics from my personal playlist to motivate them as they begin their academic careers on HBCU campuses across the country:

HBCU students, I am in my feelings about you and your choice to attend an HBCU. Your presence here is "God's Plan" for your life, and "life is amazing - it is what it should be" - each of you is amazing - HBCUs are where you should be. "That's a real one in your reflection, without a follow, without a mention - you are

really pipin' up" on these HBCU campuses and you are enough without anyone's approval or permission. When I look at you, I see KINGS and QUEENS.

Our HBCU campuses, we "care for you, care for you," HBCU care for you. We are "there for you, there for you" - HBCUs are there for you.. "Give to you, give to you," HBCUs live for you! "Cry for you, cry for you," no need to cry for you - because you are winners! You are "living your best life" - smile scholars, you are on campuses that love and appreciate you for who you are!

"Y'all think Small - we think Biggie" - 'I am clear why I'm here - how about you" I see nothing but your full potential when I look at you!

Yes, I am "in my feelings" about HBCUs. As young students of color, our music, hip hop music, often defines our experience. It is our theme song, our playlist. I have shared a few of my favorites, but it is up to you to create yours! Whatever songs you rock to, please know that those of us who have committed ourselves to HBCUs cannot wait to see you dance to the music as you cross the graduation stage in four (4) short years!

ROSLYN ARTIS

Dr. Roslyn Clark Artis has earned for the second time in history, the distinct honor of serving as the first-female President of a collegiate institution in the United States.

On June 30, 2017, Dr. Artis was unanimously appointed by the Board of Trustees as the 14th President of Benedict College. She is the first-female President in the 148-year history of the college which was founded by a woman, Mrs. Bathsheba Benedict in 1870.

Intentional, professional and thoroughly committed to the proliferation and transformation of colleges and universities that serve underrepresented men and women of color, Dr. Artis brings to Benedict College a depth of knowledge in higher education and an enthusiasm for students' success that is unmatched in today's higher education arena. On June, 22, 2018, HBCU Digest selected Dr. Artis as the 2018 Female President of the Year and on August 9, 2018, she was recognized as one of the 2018 Women of Influence by the Columbia Regional Business Report.

Dr. Artis comes to Benedict College from Florida Memorial University in Miami where she served for four years as the 13th President and the first female President in that University's 138-year history. Dr. Artis provided immeasurable leadership and direction to the University family during her tenure. Among her many achievements were the significant technology enhancements on campus, new facility construction, innovative partnerships, as well as increased national exposure and resource development for the institution in the areas of STEM, Cybersecurity, and Social Justice.

Dr. Artis is a graduate of Vanderbilt University, where she earned a Doctorate in Higher Education Leadership and Policy. She also holds a Juris Doctorate from West Virginia University College of Law, and her Bachelor of Arts degree in Political Science from

sister HBCU, West Virginia State University. The consummate professional, Dr. Artis also holds a Certificate of Fundraising Management from Indiana University and a Certificate of Mastery in Prior Learning Assessment from DePaul University.

Prior to embarking on a career in academia, Dr. Artis enjoyed a robust civil litigation practice. A strong community activist, Dr. Artis is past Chair of the West Virginia Board of Law Examiners and a past president of the Mountain State Bar Association - the oldest minority bar association in the country. Currently, Dr. Artis is a member of the National Board of Directors for the United Negro College Fund, an educational advisor to the U.S. Secretary of Homeland Security, and a member of the Presidents' Advisory Board for Title III Administrators and the Educational Testing Service Presidents' Advisory Council. Locally, she is a member of Board of Directors for the Council of Independent Colleges, the United Way of the Midlands, and Junior Achievement of Greater South Carolina. She recently became a member South Carolina Higher Education Tuition Grants Commission, and the Advisory Council for the South Carolina Philharmonic Board of Directors.

A prolific speaker, critical thinker and fierce advocate for educational access, Dr. Artis has been recognized for her work locally and nationally and is frequently engaged as a mentor, lecturer, and catalyst for strategic transformation. Her passion for education, youth development, and service to the community is manifested through her work with numerous organizations including Delta Sigma Theta Sorority, Inc., the Links, Inc. and Jack & Jill of America.

In her short time at the helm of Benedict College, Dr. Artis has made a tremendous impact, coining the phrase #TheBESTofBC!



#TheBESTofBC



THANK YOU ALUMNI for

YOUR CONTINUED SUPPORT

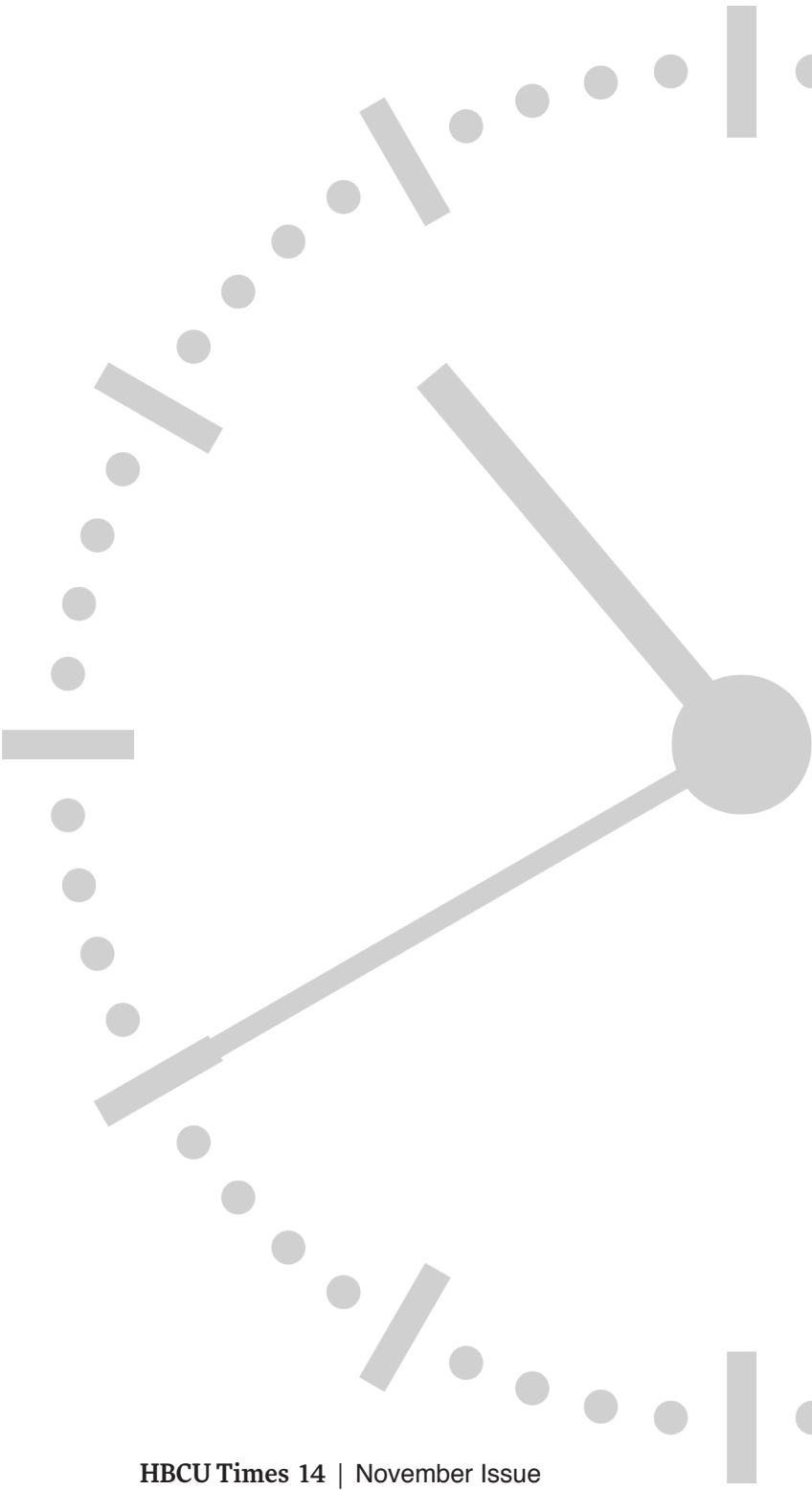


BENEDICT COLLEGE

1600 HARDEN STREET
COLUMBIA, SOUTH CAROLINA 29204
www.benedict.edu | 803.705.4910

The Story of 10:40am Break at North Carolina Central U

by WILL ANYU



Historically Black Colleges and Universities (HBCUs) were built for the educational attainment of freed slaves and their children. As a result of being denied admission to majority institutions, HBCUs stood as the only source of post-secondary attainment for African Americans. Even after the landmark Brown vs. The Board of Education, which desegregated public schools; HBCUs have stood the test of time. Over the nearly 200-year history of HBCUs, many traditions have become synonymous within these schools. Since 1947 one tradition has stood the test of time on the campus of North Carolina Central University (NCCU), 10:40 Break.

Every Tuesday and Thursday during the academic year, all activity on campus ceases. On these days from 10:40am to 11:35am students, faculty, staff, and administrators gather together to celebrate a tradition known as 10:40 break. Legend has it that the founder of the university, James E. Shepard passed away during this period over seven decades ago. In memory of his life and legacy, the entire campus community comes together to celebrate Shepard's vision of an institution, which was built on the premise of truth and service.

At these celebrations, it's common to hear a DJ playing the latest musical hits. Members of various Greek affiliated organizations often use this time to congregate with one another while celebrating the traditions of their diverse organizations. During this event, it's common to witness the faculty and administrators alike engaging with one another about topics that range from personal life to popular culture. Student vendors often use this time to exhibit their new creations. Dance and model troops are known to showcase their newest ensembles at this event. In fact, every once in a while, the chancellor of the university and his or her cabinet joins the celebration. Food and giveaways are also synonymous at these celebrations, as it offers the space for numerous student organizations to recruit new members, while engaging the overall campus community.

When asked why students attend this event, it is common to hear responses such as "it's like coming to a family celebration every week" or "I love 10:40 break, it gives me the opportunity to relax and let go before taking on my day." Moreover, administrators and faculty have begun using this event as a way to reach large numbers of students at a single period. As previously mentioned, 10:40 break is synonymous with the culture of NCCU. During Homecoming celebrations, it's common to hear alumni from various decades relive their 10:40 experiences. This celebration

break

University



allows people from all walks of life, who at some point have called NCCU home, a time to relive great memories. Over time, it has been used as a mechanism to welcome incoming freshman and transfer students to the institution.

Over the years, 10:40 break has been such a success that a similar celebration has been created called “10:40 at night.” Though not as common as the traditional 10:40 break, this event occurs a few times a semester. Because it happens after normal business hours, various student organizations have capitalized on this time by putting on large scale shows and events. Fraternities and sororities have used this occasion to present their new members to the campus communities. The Student Activities Board (SAB) has utilized this period to put on events such as talent shows, concerts, and movie nights. Various sports teams have used the event as a means of opening up their seasons. Furthermore, organizations such as the Student Government Association (SGA) have been known to use 10:40 as a way to engage with their various constituents.

The 10:40 break is a place where all are welcomed. It’s a place where despite your race, gender, political affiliation, or sexual orientation, everyone is treated like family. As I relive some of my most cherished moments at NCCU, I often remember the step shows that took place at 10:40 break. I remember Chancellor Charlie Nelms rallying up the student body as the football team took on our arch rivals, North Carolina A&T. I remember administrators and students laughing and enjoying each other’s company while singing along to the musical hit of the day. As long as I recall, 10:40 break has been an important part of NCCU history and culture. Every institution has something that makes it special, and at NCCU we regard that 55-minute block every Tuesday and Thursday as our time to congregate with our campus family.

FOR THE CULTURE

WILL ANYU



Will Anyu serves as the Assistant Director of Operations and Programs at the Penn Center for Minority Serving Institutions. He is currently an Ed.D. student in Higher Education program at the University of Pennsylvania’s Graduate School of Education. Will is a native of Cameroon where he resided until the age of six, before moving to Minneapolis.

Will is proud alumnus of North Carolina Central University (NCCU). He graduated in 2013 with a B.A. in Mass Communication and furthered his education with a Master’s of Public Administration in 2016. Will’s commitment to education is evident in his work with the Children’s Defense Fund Freedom Schools (CDF). During his time at CDF, he played a vital role in spearheading the Valour Academy site in Raleigh, North Carolina. Through his diligence and dedication, he was granted the opportunity to intern with the White House Initiative on Educational Excellence for African Americans in Washington, DC during the Obama Administration.

Will believes everyone deserves the opportunity to receive an exceptional education despite his or her race, gender, sexual orientation, or socio-economic status. He knows that through education all things are possible and he aspires to one day help other pursue their dreams and aspirations as past and current mentors did for him.

FROM NATURE TO YOUR CUP.

Each Blend Has It's Story


PRO SPIRIT
COLLECTION

TRADITIONAL
COLLECTION



OSO *Glam*
GRIND

LUXURY TEAS | CANDLES | NATURAL OILS | BODY ESSENTIALS

FOLLOW US |   @osoglamgrindllc

www.osoglamgrind.com

"Our company's goal is to create a blissful comfort in the sanctuaries we construct for ourselves by covering your wellness needs. We are dedicated to improving the lives of the communities we serve with compassion and care."

-T. Washington



DESIGNS BY MIA LC
WHERE YOUR THOUGHTS CREATE AN IDENTITY

GRAPHIC DESIGN SERVICES

MAGAZINE LAYOUT

LOGOS

WEBSITES

FLYERS

ALBUM COVERS

BUSINESS CARDS

PACKAGE DESIGN

ENVIRONMENTAL (SIGNAGE)

BRAND IDENTITY CREATION

WWW.DESIGNSBYMIA.NET



DBM.DESIGNSBYMIA



DESIGNSBYMIA

DBMCREATED@GMAIL.COM



A full-page portrait of a smiling Black man, Bakari, wearing a light grey suit, a light pink shirt, and a blue patterned tie. He is standing outdoors with his hands clasped in front of him. The background shows a modern building with large glass windows and greenery. A vertical maroon bar is on the right edge of the page.

Bakari

Sellers

by NATASHA CARTER

In this generation, it is far from uncommon for anyone not to know the name Bakari Sellers. This lawyer, activist, and CNN Political Analyst, has not only established himself as the voice for many, advocating for social justice, but also encourages others to remember where they came from when considering who they are and where they plan to go. Having attended Orangeburg-Wilkinson High School in Orangeburg, South Carolina, home of HBCU's, Claflin University and South Carolina State University, Sellers grew up with the HBCU culture surrounding him. It was no surprise, he chose to attend the illustrious Morehouse College, earning his undergraduate degree in African American Studies and later earning his Juris Doctorate from the University of South Carolina Law School. Along with becoming a successful lawyer, Sellers became a political powerhouse, serving as the

youngest member of the South Carolina state legislature in 2006, as well as the youngest African American official in the nation. In 2007, he delivered the opening keynote address to the AIPAC Policy Conference in Washington, DC. In 2008, Sellers had the incredible opportunity to serve on the South Carolina steering committee for President Barack Obama during the election and was a featured speaker at the Democratic National Convention. Acknowledging his notable accomplishments, Sellers was featured in TIME Magazine's 40 under 40 list in 2010, as well as "The Root 100" list of the nation's most influential African Americans in both 2014 and 2015. He is happily married to Ellen Rucker Sellers, has one daughter and is expecting twins. Bakari Sellers continues to trailblaze, ensuring his voice and opinions are heard and has no plans of slowing down!



HBCU Times: How did you get to Morehouse College?

Bakari Sellers: I was a local of Orangeburg, South Carolina. I grew up around South Carolina State and Claflin of course. I'm a graduate of Orangeburg Wilkinson High School. So, most HBCU grads know the locals in their particular city. I used to break into Voorhees College's gym all the time to play basketball during the summer. There were a lot of options and opportunities right here in South Carolina, but I felt that was too close to home. I went down to Atlanta on a summer day to visit and it was nothing like it. I fell in love with several colleges; Spelman, Clark, and Morehouse.

HBCU Times: What made you and your siblings choose the HBCU path?

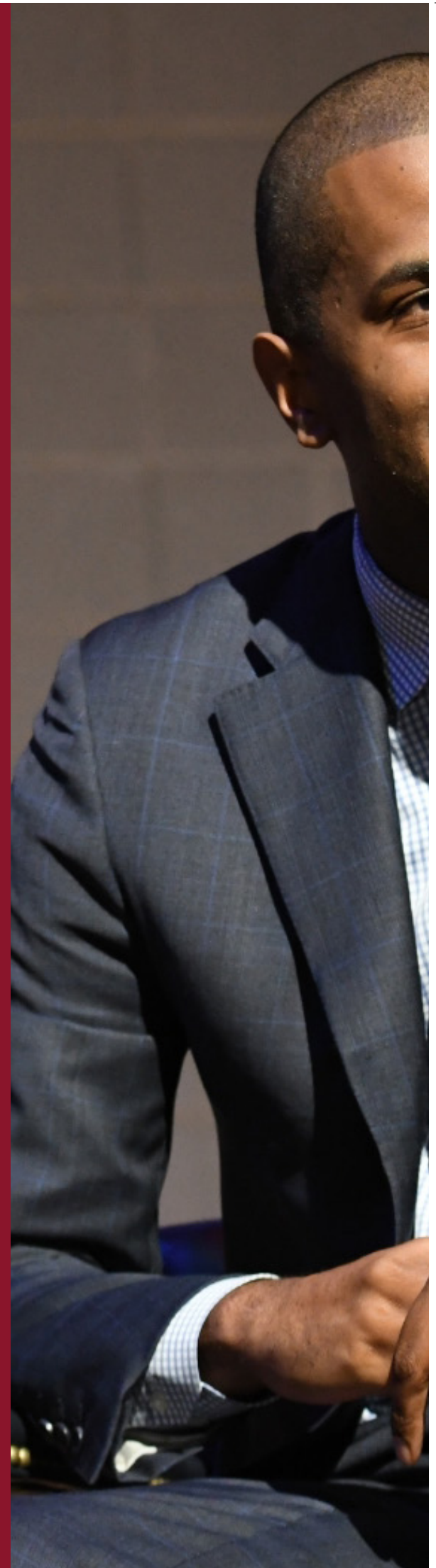
Bakari Sellers: My Mom and Dad said that we could attend any college in the country and they would pay for it, however; it just had to be an HBCU. It was just a rule in our household. My sister graduated from Xavier of New Orleans. After we graduated, my sister went to the Medical University of South Carolina and I went to USC for Law School. Honestly, there is nothing like the HBCU experience. For example, getting your refund check late, having no air conditioning in your dorm. You know, having your band actually know how to do something on the field...Those HBCU experiences afforded me the opportunity to succeed.

HBCU Times: What is something you took away from Morehouse that you believe you would not have been able to get anywhere else?

Bakari Sellers: The diversity of "our" culture. When I tell people that Morehouse is a Historically Black College and all male, they're like that monolithic or this or that, but it was extremely diverse. We had individuals from all 50 states and 100 countries. You learn about various cultures and backgrounds. More importantly, you're in classes, dorms, and you're even on teams with other people that are going to have a place in society and upward mobility. Iron sharpens iron so you learn to be very competitive. I think one of the things you are taught, not just at Morehouse but all HBCUs, is that when you leave that school you can compete anywhere and against anyone. Morehouse reinforces that for sure.

HBCU Times: Why and how did you get an interest at such a young age in politics?

Bakari Sellers: Well, my Mom and Dad would always say that 'You can do anything in this world that you want to do, but you have to make sure you're a change agent.' And so, I knew I wanted to be a change agent but didn't know quite how.





COVER STORY

HBCU Times: How do you feel so comfortable giving your opinion the way that you do on CNN?

Bakari Sellers: Well, preparation is key. One of the things I pride myself on is being articulate about the things that go on around us and understand from whence we've come. I attempt to have some grounding and understanding in history and who we are. You envelop that in being able to understand the political dynamics of where we are today. And hopefully, you're able to come up with an argument that is persuasive. Not necessarily to the person who is beside you because you can't change their mind, but to the viewer. Take the viewer somewhere and educate the viewer a little bit. So, that's that.

Angela, myself, Symone, and Mark have a difficult task. It's not to act as if we have no humility, but the task is difficult because it's not many of us. And, individuals draw their opinions about our entire culture based on what we do and say in front of the world on TV. So, we don't get a chance to have a bad day. There's no such thing as showing up to work and being off your game. Because that is reflected upon you and it's reflected upon every HBCU graduate. It's very cyclical. I'm very cognizant of that.

HBCU Times: How did you get into being a political commentator?

Bakari Sellers: People always ask me how did I get into this. People just think we show up on TV and they don't necessarily understand the work that was put in. I think the best examples of that are, Symone was the youngest Press Secretary in the history of the country for a presidential campaign. Angela was the Executive Director of the Congressional Black Caucus. I was the youngest Black elected official in the country at one point. But, it also takes some irony. CNN actually called me off the street in July of 2015. So, that kind of goes to the mantra of always be prepared for your opportunity. I was mourning and grieving the loss of one of my good friends, Clementa C. Pinckney and the Charleston Massacre. I ended up getting a bunch of offers and people had been watching for a long time because I'd been doing TV hits while I was in the legislature and while I was running for Lt. Governor. They said we want to hire you. It's just an awesome experience. I've been there for 3 years now. You make the most of your platform. My job is to tell the truth, and I get a chance to tell my truth.

HBCU Times: While you were at Morehouse and even now, who are and have been some of your mentors?

Bakari Sellers: Julian Bond without a doubt was my guy. Uncle Julian is how we affectionately referred to him. He and my father had a relationship that dated back to SNCC, Student Nonviolent Coordinating Committee. He was the Chairman of the Board at Morehouse and he's one of the greatest civil rights heroes that I've ever known in my life. He was the person I leaned on to get through college. And up until his passing, he was still that person that helped me navigate the politics of this country. It's very important that I lift up this voice now and carry on his legacy.

HBCU Times: How important do you think it is for individuals to find mentors?

Bakari Sellers: It's always good to have people you can talk to. You chart your own path. You live your own life, but it's sometimes pretty cool to learn from others so you don't make their mistakes.

HBCU Times: What can we expect to see from Bakari Sellers in the near future?

Bakari Sellers: I have a podcast called Viewpoint with Bakari Sellers, which is pretty cool. My first three guests last year were Hillary Clinton, Charlamagne tha God, and Mark Cuban. I have a book that will be coming out in 2020. We're hopeful and crossing our fingers on that. It takes a lot of work to get through that process. We've got a documentary that is coming out about my race for Lt. Governor and a few other things. It's debuting at the New Orleans Film Festival in October. I've got twins coming in January of next year, and we're starting a foundation called the Opportunity Project; we'll be dropping that soon.

HBCU Times: If you could encourage any student to attend an HBCU or Morehouse, what would you tell them?

Bakari Sellers: There's no culture like ours. There's no experience like an HBCU experience, but at the end of the day, there's no better network to be a part of for your growth and development, and to be able to reach back and help people of color than that HBCU experience.

Dr. Leonard Haynes



LEGENDARY. TRANSFORMATIVE. INSPIRING.

These are the words that describe Dr. Leonard L. Haynes' III remarkable service to higher education that spans several decades. His life-long commitment to helping others get a good education has fueled his charge for change and ignited the creation of extraordinary scholastic opportunities.

A native of Boston, Massachusetts, Dr. Haynes grew up in a household where education was at the centerpiece of everything he did. His budding thirst for knowledge could be attributed to being surrounded by a family full of educators. Not only did Dr. Haynes carry the birth name of his father and grandfather, but followed closely in their footsteps, becoming a third-generation graduate of Southern University, an HBCU in Baton Rouge, Louisiana. His dad had an extensive career in education, having served as chair of the philosophy department at Southern University, dean at Claflin University in Orangeburg, S.C., and later becoming the president of Morris Junior College in Morristown, Tennessee. His mother, grandmother, and aunts were all teachers in the educational system, which undoubtedly prepared him for his long stint in education. "Intellectual curiosity was instilled in me early on as a young boy, as well as

all of my brothers and sisters, so we had that benefit," recalled Dr. Haynes. "There was no other option; you were going to go to college," he stressed.

Dr. Haynes' educational journey was quite unique from the very beginning. At the age of five, when most children his age were in kindergarten, he was attending first grade at the University of Arkansas - Pine Bluff Laboratory School. While there, he was met with a challenge unique for someone his age but would stay with him through his final year of college. "Every school I attended growing up was segregated," he recalled. "I'll never forget we had to erase the writing in textbooks that were used by white kids the year prior before we could start our own lessons. Something about that stayed with me," he said with a pause. "I remember all of my teachers would say you have to be twice as good when you get out there in the world; you have to be driven to be the best and committed to doing things the right way." These messages were vivid and continuously echoed by his dad, granddad, mentors, and community activists and leaders like Supreme Court Justice Thurgood Marshall, Dr. Benjamin E. Mays, and Dr. Martin Luther King Jr., who shared close ties with his family having attended high school with his mom, and college with his dad. "My dad was the first student in the psychology Ph.D. program at Boston University. [Dr.] King came a year after him, which was the same time my uncle Dr. Roland Haynes began the theology Ph.D. program. They knew each other very well and even studied together," noted Dr. Haynes. He further explained how his uncle dedicated his life to educating others by becoming a professor at Benedict College and the University of South Carolina. "Blacks needed a lot of help at the time. The way out

was through education to better yourself. My dad would always say, no matter how successful you become, if black people are not successful, you aren't either so you have to work hard."

Dr. Haynes took his father's words to heart and defied the odds he once experienced in a society that regularly suggested he wasn't good enough and wouldn't advance because of the color of his skin. After obtaining his bachelor's degree in history from Southern University, Dr. Haynes attended Carnegie Mellon University, earning a master's degree also in history and his Ph.D. from Ohio State University in higher education administration. Like those in his family, he was committed to the classroom and served as a professor at several institutions to include his alma mater, Southern University, Howard University, The University of Maryland, The Brookings Institution, and George Washington University. Throughout his career, he served in leadership capacities; he held the positions of Executive Vice President at Southern University, Assistant Superintendent of academic programs for Louisiana's State Department of Education, Senior Assistant to the President of American University, and Acting President at Grambling State University. In 1989, he made history by becoming the first African-American appointed to the position of U.S. Assistant Secretary of Postsecondary Education and Director of Academic programs for the United States Information Agency under

former president George H.W. Bush's administration. In 2001, former president George W. Bush appointed Dr. Haynes as the Special Assistant to the Secretary of Education and two years later he was appointed as the Director of the Fund for the Improvement of Postsecondary Education. After advocating for resources that would improve instruction and learning outcomes for college students, Dr. Haynes shifted his focus to a more specific area of higher education and became the Executive Director of the White House Initiative on HBCUs for the U.S. Department of Education. Prior to retiring, he oversaw more than a billion dollars in discretionary grant programs for the Office of Postsecondary Education. "I've had some real prominent positions, which I have been able to make a difference in trying to lift people up and encourage those in particular who have to view society from the bottom up, that we can be better than what people say we can, only if we work at it and devote ourselves to getting a good education and demand to be taught. I deeply believe that everyone is capable of getting a good education no matter where they come from. I've always taken that approach. You can get an education in different ways and once you get knowledge, no one can take it away from you."

Last year, Dr. Haynes was called back to service and accepted a position as the Senior Advisor to the Secretary at the U.S. Department of Education. He says after much prayer and



recognizing his passion and position to help, he accepted the challenge. “I was dedicated to returning when they said we need you to help make a difference for HBCUs.” Within his first two weeks, Dr. Haynes was instrumental in preventing close to \$80 million of Title III funds designated for HBCUs from going back to the U.S. Treasurer’s Office. He also helped secure \$10 million to assist with deferments for HBCUs that had financial challenges, while helping to refine financial aid policies. Most recently, he’s collaborated with Dr. Johnathan Holifield, Executive Director of the White House Initiative on HBCUs to focus on heightening competitiveness. A former college football player who was an outside linebacker for Southern University, Dr. Haynes used a sports analogy to describe the main goal for the project. “We have to make our schools more competitive,” he encouraged. “As a former athlete, I know that no one starts the season wanting to play for last-place. That’s not why you practice. You got to step up,” he illustrates. “We want to create programs for students so that when they go into the world, they are prepared. We want to compete and we don’t want HBCUs to be behind. They have to get in the game too.”

Earlier this year, Dr. Haynes aided in having a congressional budget deal signed that forgave more than \$322 million worth of debt owed by Xavier University, Dillard University, Southern University, and Tougaloo College for loans borrowed to rebuild after the devastation from Hurricane Katrina in 2007. Efforts to repay were made in short progress as the institutions sought to fund critical educational programs while boosting enrollment. “Our schools are important crucibles where ideas can be discussed and argued. If Black colleges didn’t exist today, they would have to be created. That’s because they are meeting unmet needs.

Sometimes, as a society, we often forget the power of these institutions. Keeping their legacy alive is what motivates me to help them.”

It’s not hard to tell that Dr. Haynes has a special affinity for HBCUs. He’s been advocating for them all of his life. He proudly dotes being a product of one. It’s where he met his wife of more than 50 years, who is also a prestigious educator. Together, they’ve raised their four children, instilling in them many of the principles he learned from his dad and the experiences he had growing up during the Civil Rights Movement. Like him and his wife, all of his children graduated from HBCUs and are still making contributions to their alma maters today. “Keep your eyes on the prize. You only have one life to live so do your best,” he would often tell them. “Make a positive contribution and help someone along the way. “If you can do that, you’ve achieved a lot of things.”

Looking ahead to the future, when asked what’s next for him, Dr. Haynes referenced one of his favorite scriptures, 1 Corinthians 14:8, “If the trumpet makes an uncertain sound, who will be prepared for the battle?” Dr. Haynes says, “the trumpet is still making a lot of uncertain noises and yours truly is prepared for the battle. That’s why I’m back on the battlefield. God has granted me the opportunity through my physical well-being to be alert and as long as the master says I can do it, that’s what I’m going to do – Make a difference!



ASHLEY ELLIOTT

Ashley Elliott is a Marketing and Public Relations professional who has spent more than 12 years developing Integrated Marketing Communications campaigns for three institutions of higher learning across the state of South Carolina. She currently serves as the Assistant Director of

Marketing and Information Technology for the University of South Carolina Career Center, as well as a University 101 instructor.

Ashley is a member of Andrew Chapel Baptist Church in Orangeburg, S.C., where she has helped organize the Community Church Growth Conference for more than 10 years. She also serves on the Board of Directors for the Northeastern Corridor of Orangeburg Community Development Commission and is a member of the American Marketing Association, the National Association of Colleges and Employers (NACE), the Council for Advancement and Support of Education (CASE) and South Carolina Women in Higher Education.

A native of Orangeburg, S.C., Ashley earned her Bachelor’s degree in Mass Communications from Claflin University and a Master’s degree in Integrated Marketing Communications from Eastern Michigan University. She is a graduate of Leadership Orangeburg and is a Licensed Realtor with Keller Williams Realty Columbia.

Aggie Pride

and All the Queen's Horses

by KIMBERLEI DAVIS

here are those who pitch an idea, get the dreaded “no” or #ByeFelicia and then retreat never to be heard from again.

And then there are those like Dr. Kelly Richmond Pope who choose to hang in there with the belief that what they have in their possession is truly special and, with relentless determination, prove the naysayers wrong.

If one or a dozen no's is too much for you to handle, try 20.

Already a published author, highly sought after TEDx Talks speaker, and veteran Certified Public Accountant, Pope's love for all things numbers intersected with filmmaking to birth the crime documentary, *All The Queen's Horses*.

Over the span of nearly six years, potential investors said ‘nah,’ critics said ‘good luck’ and even Netflix said ‘no.’

Today, the 2017 independent film that delves into how a city comptroller was able to steal upwards of \$37,000 a day directed, produced, and narrated by Pope, has one of the digital entertainment streaming service's fastest growing viewership numbers by an HBCU graduate.

The film, which uniquely explores the riveting story of embezzlement and horse-breeding in the hometown of President Ronald Reagan, won the HBO Documentaries Spotlight Award for Best Documentary at its world premiere in August of 2017 at the Run & Shoot Filmworks Martha's Vineyard African-American Film Festival. It made its debut on Netflix on July 10, 2018.

The feature also won the Golden Laurels Award at the 2018 Beloit International Film Festival.



The film chronicles the downfall of Rita Crundwell, treasurer for Dixon, Illinois and how she funneled more than \$55 million in public funds into a personal account to live lavishly, all while building a horse-breeding empire at the same time many of the town's laid off employees relied on government assistance.

To date, the film has been screened in over 20 independent theaters throughout the United States.

Pope's feature debut, set records when it became the #1 most-viewed documentary on iTunes, Amazon Video, and Google Play when released on those platforms in April 2018.

It was only after the executives at the digital powerhouse saw the buzz about the film on those platforms that they agreed to pick up the NC A&T Aggie's project.

While working on any type of project that requires grit, resilience, and putting in long hours, soon to follow will be moments and days of introspection.

For Pope, during the process not only did she set out to create content that her accounting students could glean from, but she says she also solidified that “I just won't give up.”

“A lot of people start a film and they never finish it, but it's like when you start a Ph.D program, there's a dissertation you have to complete in order to get to the end result.”

- Kelley Pope

Sifting through “levels of rejection, research and finding the money for the film” took Pope on an emotional rollercoaster that the educational experience from an HBCU afforded her the tenacity to be able to handle.

When trying to capture the visual elements for the largest municipal fraud case in the nation's history, Pope said she wanted to convey that this 2012 case is “Anytown USA.”

“Everyone has been through a town like Dixon...you’re either from it, your grandmother’s or your cousin’s from it or you’ve driven through it on your way to some other town,” Pope said.

She wanted the viewing audience to “feel and see the familiarity in Dixon.”

“I know a place like that, I’ve been to a place like that...how could that happen there?”

Pope had to use some investigative journalism when interviewing former co-workers of Crundwell and residents of Dixon, but she’s happy that she choose accounting and not journalism as a college major.

Everything always comes back to the numbers she said.

“No matter what field or industry you’re in, it always comes back to that.”

“I had to own that space and I knew that accounting would also be valuable to me at some point,” Pope said.

What Pope lacked in terms of numbers for Oscars won, credits given, or film schools attended, the DePaul University School of Accounting and MIS Associate Professor said she had in immeasurable faith.

“I knew the story was good and the film was good, but now “you’re” listening.”

Pope now has the eyes and ears of several thousand and her reach is widening, but she remembers what helped her start.

“The training and the foundation that you get from an HBCU is knowing that you have to be better than the best,” Pope said. “You’re projection shouldn’t stop you. An HBCU environment

helps to cultivate excellence.”

It reads: ‘Education Innovation Evangelist,’

But don’t read too much into what the Twitter bio caption means - simply put, Pope is striving to be a better storyteller and communicator for herself, her students and her family.

If you’ve watched any of Pope’s lectures and TEDx Talks, you’ll notice her perk up at the mention of her students and her instruction in the lab on white-collar crime.

“...that’s where change happens. People come to college to learn and I’m exposed to many different ways to change people for the good and I always want to bring it back to the lab.”

The “lab” is where people can be vulnerable and explore.

“It’s vital to give students the opportunity to learn who they are before the stakes are too high and they make a mistake.”

Author, speaker, professor, filmmaker, jet-setter and don’t forget mom to Evan, 13, and Vivian, 9.

With a chuckle, Pope says she’s “thankful to survive another day.”

Finding a balance between her roles and growing resume isn’t easy and can be a struggle and sacrifice, but she says it’s rewarding in the end.

Like the fictional fixer on ABC’s hit political thriller, Pope told the story of a scandal that rocked a small midwest town, left FBI agents scratching their head and landed the perpetrator in jail for 20 years.

For Richmond Pope, it took more time and a few detours before her script would come to fruition, but it’s handled.

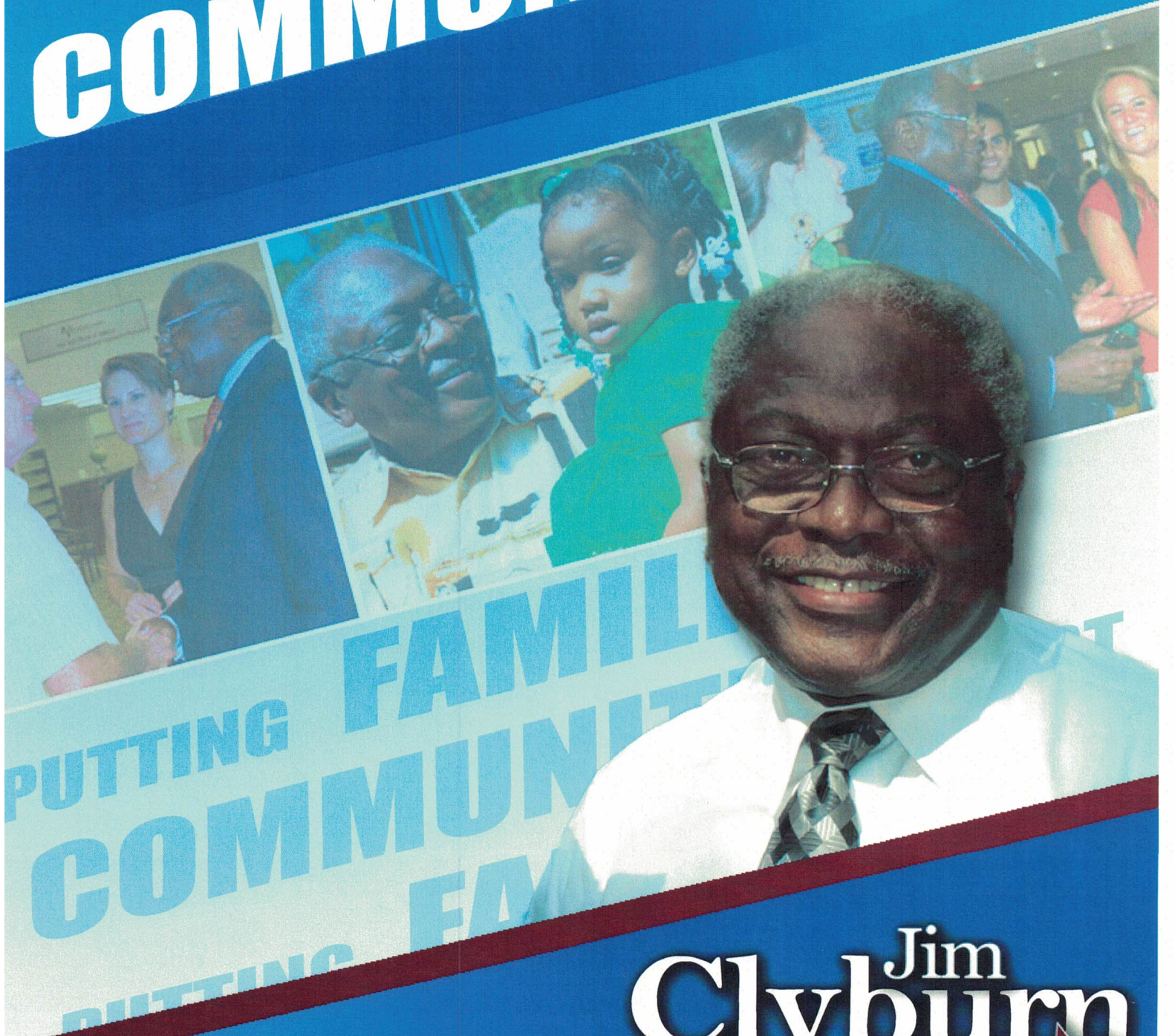


KIMBERLEI DAVIS

Kimberlei Davis is a published author, brand strategist, empowerment speaker, and an accomplished journalist currently working in print, digital and broadcast media. She is a graduate of Johnson C. Smith University and is the founder of The LEAP Foundation, a non-profit organization aimed at assisting with the academic outcome of foster children. Kimberlei is the mother of one son, Benjamin.

Connect with the writer @KimberleiDavis

PUTTING FAMILIES & COMMUNITIES FIRST



Jim
Clyburn ★

Paid for by Friends of Jim Clyburn

HBCU Homecomings

More Than a Football Game

by DR. JANELLE L. WILLIAMS

By the time you read this, HBCU homecoming season will be in full swing, complete with football games, marching bands, drumlines, concerts, and cookouts. HBCU alumni — young and old — in the masses will make the voyage to return to their alma maters to relive their college experience, catch up with old friends, and create new memories. Of all the HBCUs, North Carolina A&T University has the reputation of having the “greatest homecoming on earth”, or #GHOE as it has been affectionately labeled by alumni and students alike. GHOE crowds attract up to 50,000 people annually including friends, family, and spectators — five times the institutions total undergraduate enrollment. It is estimated that during the week of homecoming, GHOE attendees will spend a total of \$40-\$50 million in food and beverage, lodging, transportation, and related activities including concerts, parties, tailgating and, of course, the highly anticipated football game. Yet, the revenue generated will largely benefit the town of Greensboro, NC and, in small part, the university.

The university, despite being the main attraction for this influx of revenue, does not retain the financial benefits of an event it sponsors. That does not make sense. What if for one year, instead of spending money on homecoming, alumni sent those funds to the university towards a general scholarship fund? As an HBCU alumna, I know how important homecoming is to HBCU culture and the overall experience, so it may be a long shot to cancel homecoming (on purpose). However, what if all HBCU homecoming attendees committed to giving at least \$100 directly to the institution during homecoming weekend? It is no secret that HBCUs tend to have the smallest endowments and struggle with securing financial contributions. The top 10 HBCUs with the highest endowments have a combined total of \$1.9 billion, whereas the top 10 predominately-White institutions (PWIs) with the highest endowments have a combined total of \$198.4 billion. Howard University has the highest HBCU endowment, last reporting \$685,775 falling just under the national average endowment of \$704,527 as stated by the National Association of College & University Business Officers.

In 2017, U.S News & World Report reported that HBCU alumni giving was only 11.2 percent. According to HBCU Game Day, HBCU homecoming football games average about 10,000

attendees per game. With an average of 47 homecoming games a year, that is nearly 500,000 attendees. There is a need to consider more creative and active ways to engage HBCU alumni as well as friends and family in the HBCU community. Homecoming is the perfect stage to do so. In addition, we need to establish an ongoing culture of giving and philanthropy. Marybeth Gasman, professor and HBCU researcher stated, “HBCU alumni do give back when asked, however, they have to be educated about philanthropy.” I charge my fellow HBCU alumni to give back, even if we are not asked, with an understanding that our HBCUs have smaller fundraising infrastructures with less staff. As alumni, we are the gatekeepers who hold responsibility for the financial upkeep, sustainability, and the survival of our former homes. We need to ensure these institutions will exist for the next generation so we can pass on the torch to the next generation of HBCU graduates.

Cheyney University of Pennsylvania recently instituted a new giving campaign called “Change for Cheyney.” The idea is that current students and alumni give their leftover pocket change to the university once a month with an expected minimum





of \$10 per month or \$120 per year. If Cheyney were able to engage students and get just 50 percent of the student body to participate, that would be \$40,000 a year. If during homecoming, Cheyney had 1500 attendees (twice the undergraduate enrollment) and each person committed to the yearly minimum that would be \$180,000 per homecoming. Grassroots efforts like “Change for Cheyney,” while small, could catch the eye of corporations, celebrities, philanthropists, and/or outside donors who might be willing to match the funds, which could result in greater contributions. For example, when Beyoncé turned Coachella into an HBCU homecoming and then donated a total of \$200,000 to 8 HBCUs (Texas Southern University, Fisk University, Grambling State University, Morehouse College, Xavier University of Louisiana, Wilberforce University, Tuskegee University, and Bethune-Cookman University), Google matched her donation with an additional \$100,000. Four months later, comedian Kevin Hart also felt compelled to support HBCUs and with the help of UNCF donated \$300,000 to provide scholarships for college going students from KIPP Public Schools. KIPP matched his donation and donated \$300,000 more, ensuring scholarships for 18 students matriculating into HBCUs in the fall.

Understandably, you may not have an extra \$200,000 laying around to donate (I do not), but as alumni, we could and should also donate time. Spend a day bringing student in your family or community back to campus to whet their appetites for college life, more importantly, HBCU college life. Take them on a tour, walk across the quad, eat lunch in the café and end the day with a stop in the admissions office to complete an application. People Design, a strategic design consulting firm, has a mission to support alumni as institution ambassadors, stating ambassadors “can produce more for the institution than a \$50 donation” by showcasing the institution with personal and familial approaches. Helping one student enroll could help change the trajectory of the student’s life while simultaneously

benefiting the institution, so it is a win-win situation. If you are so compelled, why not bring a car full of high school students?

As you make your preparations for homecoming next year, be sure to set aside \$100 to donate to your alma mater and bring a high school student with you to live the HBCU homecoming experience. If you did not attend an HBCU (but attend HBCU homecomings) and you are unsure of where to donate, consider the United Negro College Fund (UNCF), the Thurgood Marshall College Fund (TMCf) or the institution’s website. Roland Martin, the former host of TV One’s NewsOne Now, said: “Many folks will go back for [HBCU] homecoming...but will not send a dollar.” Let us not be those folks; change starts with us.



DR. JANELLE L. WILLIAMS

Dr. Janelle L. Williams is a visiting scholar at the Penn Center for Minority Serving Institutions at the University of Pennsylvania.

You can follow her on Twitter @SincerelyDrJae

Thurgood Marshall Feature

by DR. HARRY L WILLIAMS



The Thurgood Marshall College Fund (TMCf) will host the 18th Annual Leadership Institute (LI) October 26-30, 2018, welcoming over 400 Historically Black College and University (HBCU) students from our 47 publicly-supported member-schools. TMCf received nearly 2,000 applications from HBCU students for this highly competitive conference. The selected students earned a spot after completing a rigorous application and screening process. During the conference, the scholars will network with prospective employers while receiving critical professional development, exposure, and guidance on potential careers and strategies that lead to long-term career success.

LI has earned a reputation as one of the leading conferences for job seekers looking for talent from HCBUs. While it is not unheard of for students to receive “on the spot” job offers, LI offers much more than an opportunity to land an offer for a full-time job or internship. TMCf recognizes that landing a job is only step one of developing a successful career. Students need to be armed with practical tools to help them identify the right career path and retention strategies to enjoy long-lasting careers with top companies and government agencies. Some of the major themes for this year’s conference include understanding the unwritten rules of Corporate America, career planning strategies, principles of effective leadership, 21st-century skills, personal branding, and financial literacy.

Teaming up with companies like our presenting partner, Wells Fargo, we work with the scholars to help them understand areas of borrowing, repayment management, saving, and investing to help them make wise money management decisions that can positively impact their personal portfolio and that of their families.

Financial literacy is a building block of personal success for several reasons. First, many of our students will be faced with the reality of student loan debt once they reach their goals of college graduation. While LI does an exceptional job of educating students on the nuances and strategies with approaching student loan debt (100 percent of HBCUs are below the federal government’s threshold for students defaulting on loans), debt can be a significant challenge in starting a business, buying a home, and building wealth.

We also work to help them understand the importance of cultivating 21st-century skills to help them be successful in diverse and dynamic work environments. Employers are looking for workforce-ready talent to add value from the start. HBCU students attending LI will learn about the critically important soft skills that are not always taught in the classroom. We prepare our scholars to become expert communicators, problem solvers, and innovators. We also share strategies to help them become better team members and think creatively.

Access to industry is about who you know and presenting yourself in a marketable fashion. Having a well thought out and professional personal brand is essential to standing out in a positive way for new employers seeking diverse talent. At LI, scholars learn the value of elevator pitching, attending networking events and job fairs, interviewing techniques and expanding their professional knowledge bases to better present themselves as worthy of investment, and not just as students or recent graduates, eager to make the most out of a chance at a new job.



DR. HARRY L. WILLIAMS

Finally, LI scholars are encouraged to seek all opportunities to be leaders on campus, in their communities, and within their future organizations. We strive to expose LI scholars to training in areas like collaborative learning, group dynamics, diversity and inclusion, and long-term business planning to help them realize the power of shared governance and corporate development.

When all of these areas come together, HBCU students and graduates are not only well positioned to enter the workforce, they do so as leaders. We encourage students to think of the ways they can become assets to their employers working in a field which captures their passions, but we also want them to turn those passions into their own companies that can make a difference in communities in need, provide jobs, and resources back to organizations like TMCF to help create opportunities for even more deserving students.

Leadership Institute is an amazing four days for our students. We are proud that partners like Walmart, John Deere, Booz Allen Hamilton, Microsoft, and KPMG come to LI every year to find the best talent for their companies. This year is particularly special for me as it will be my first LI as the new president & CEO of this great organization. There is no doubt this cohort of scholars attending LI will be ready to take on the world with the essential tools needed for 21st-century leadership.

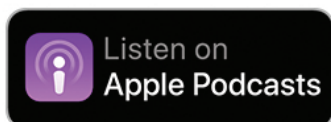


Dr. Harry L. Williams is the president & CEO of the Thurgood Marshall College Fund, the largest organization exclusively representing the Black College Community. Before joining TMCF, he spent eight years as president of Delaware State University. Follow him on Twitter at @DrHLWilliams.

THE HBCU PODCAST

SUBSCRIBE NOW!

Listen to episodes of
The HBCU Podcast on Apple
Podcasts, Google Play or any
podcasting platform.



WHAT LISTENERS ARE SAYING

“Great Podcast” by Nupe1949



“It is refreshing to hear what is
going on in higher education in
regards to HBCUs. I also love
hearing about other people's
professional experiences!”

VISIT US @ THEHBCUPODCAST.COM

   @THEHBCUPODCAST



Plenty of Good Room

by CRYSTAL A. DEGREGORY, PH.D.
AND KAYLA C. ELLIOTT

The first day of new student orientation at the nation's less than handful of historically-black medical schools is always a momentous one. Even without yet having earned the signature white coats associated with professionals in their fields, the enthusiasm from and for them were palpable.

This fall was no different. The smiling faces of incoming students at Meharry Medical College's School of Medicine and School of Dentistry, for example, shone brightly with the promise of possibility in a photo the college posted on social media.

It stands in stark contrast to the now-viral 1959 letter Emory University's medical school sent to Marion Gerald Hood of Griffin, Georgia:

"I am sorry I must write you that we are not authorized to consider for admission a member of the Negro race."

Hood, who had attended Atlanta's black Clark College—now Clark Atlanta University—on a music scholarship, graduated in the spring of the same year with a bachelor's degree in biology and minor in chemistry.

Segregation—either de facto or de jure—we know was the rule, rather than the exception, in the American experience at the time.

Yet, in 2018, seeing a concrete example of segregation in higher education typed out so explicitly, in black and white, is still painfully jarring. This level of unabashed institutional racism not only serves as a reminder of the importance of HBCUs' common educational access mission; it also reminds us anew of the false logic that some use to label HBCUs as segregationist, grouped along with traditionally-white institutions (TWIs), like Emory.

A closer look at history, however, reveals that these attempts are worse than merely painting the past with too broad a brushstroke; in fact, this is a case of the wrong brush, altogether. For context, in November 1958, the year prior to Hood's bid to enter the school, 250 Emory faculty members signed a

statement of principle supporting the open schools movement. It was arguably mere tokenism, but even symbolic gestures were important wins in the fight against massive resistance to racial desegregation following the 1954 Brown vs. The Board of Education Supreme Court decision.

In fact, despite the repeal of laws prohibiting integrated public education, the Georgia Legislature left untouched measures intended to preserve the racial exclusion of the state's private institutions. Specifically, private colleges risked possible forfeiture of tax-exempt status if they admitted both black and white students.

Emory eventually brought the matter before the Georgia Supreme Court, which ruled in the school's favor. The university's tax-exempt status was upheld and the school admitted its first black undergraduate in the fall of 1963.

Today, on a webpage under "Life at Emory," the university touts its racial, national, and socioeconomic diversity. A separate page describing the demographics of first-year medical students in 2017 details the number of women, men, nontraditional students, and undergraduate institutions represented in the incoming

class, as well as the average age, average undergraduate GPA, and median MCAT score. The institution strikingly, but unsurprisingly, omits the racial composition of the class. So, although racial diversity and inclusion are present in some measure at any TWI, their commitment to those ideals is often questionable, almost laughable even.

Black America has asked—no, demanded—that these institutions evidence a stronger commitment to racial diversity and inclusion; and, in many ways, we have tried to force them to do so. We required that they be better, but what we got are institutions that often only look better. Perhaps this is, in part, because we have not and do not require them to do better at listening to and actually fulfilling our needs. But, even if their best efforts are flawless, TWIs' institutional character cannot be forcibly made to reflect anti-racist culture, especially if their very history is racist.

On its face, many TWIs appear diverse and/or inclusive, but at heart, most still harbor white supremacist ideas— notions that, to be clear, almost always only tolerate black presence in white spaces, as long as it is on white terms. Whether enslaved, sharecropped, or Jim Crowed, blacks were still forced to be submissive in white spaces on white terms.

Whiteness is generally only comfortable with the presence of blacks so long as that space remains mostly white and/or is ruled and ran on white terms. Black presence that challenges white supremacy in white spaces, however, is never welcomed and is almost always vehemently opposed, sometimes violently.

Emory, like most institutions of higher education, includes lofty statements about valuing diversity, considering applicants as individuals, and assessing candidates without discrimination. They proudly list their various student services and academic centers for marginalized groups. Which parts of these efforts were made in a spirit of genuine earnestness? Which were only calculated to the exclusion of anything besides money? The best-case scenario we can hope for, we believe, involved a mix of both. Though all institutions endeavor to balance accessibility and exclusivity—or at least the appearance of both—that struggle is vastly different for TWIs versus for HBCUs.

In an age where colleges boast about the exclusivity of their admissions process, the burden of choosiness has been the bane of HBCUs' historical mission. Because, while HBCUs are willing, ready, and able to educate students from all walks of life, including those with the most challenges to student success, the higher education landscape places a premium on the rate at which institutions do not accept students as a measure of institutional value and rank.

US News and World Report's annual rankings are anxiously awaited by prospective students, current students, alumni, and other vested members of respective institutional communities. For their part, students and parents alike value exclusivity, as evidenced by the heavy influence of annual rankings and other qualifiers on college choice. Generation Z has grown up with unprecedented internet access and social media which promote material culture and celebrities who extol the finer things. Indeed, this has shaped their desires and expectations around where and how they receive higher education.

Contemporary HBCUs are tethered to their historical missions to provide educational access and opportunities to those who otherwise would not have them, which makes it difficult for HBCUs to choose to be choosy. Detractors, on one hand, challenge our relevance and question our rigor; while on the other, they demand that we meet and/or beat the challenges faced by all institutions in the sector while serving the most challenged students, and doing so with fewer resources.

HBCUs don't tell this part of their stories often or well. Perhaps it is because they might find it very difficult to offer the necessary context of institutional racism in a 140-character tweet, a flyer, or on a web banner.

Meanwhile, TWIs often have the resources, the privilege, to boast exceptionalism in a single word: "best" or "greatest." Today, Dr. Marion Gerald Hood has practiced medicine for nearly 50 of the 60 years since he received that admission denial letter from Emory because he is black.

Dr. Hood went on to earn a medical degree from Loyola University Chicago Stritch School of Medicine and is an obstetrician-gynecologist practicing in Atlanta, Georgia. There, he has served as a physician in student health at his alma mater Clark Atlanta University, as well as community faculty at Morehouse School of Medicine, two private HBCUs.

While Dr. Hood's story has come full-circle, HBCUs still fight to contextualize a "segregationist" history in which they are still the victim and have never been the villain. We've got room, plenty of good room to offer the life-changing educational opportunities that have been our trademark for well over a century and a half.

As HBCU supporters, our greatest responsibility is to never allow the telling of the single story that ignores context. Context that is necessary and critical because it almost always drives the history that almost always correctly predicts the outcomes.



CRYSTAL A. DEGREGORY

Crystal A. deGregory serves as the inaugural director of the Atwood Institute for Race, Education, and the Democratic Ideal on the campus of Kentucky State University, where she is also an associate professor of history.

&



KAYLA C. ELLIOTT

Kayla C. Elliott is Fisk University alumna and doctoral candidate at Florida Atlantic University, where she studies higher education leadership and works a research and teaching assistant.



Transformation Through Collaboration



DID YOU KNOW...

SC State University is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). In addition, several of its programs are accredited by 14 national accrediting agencies.

SC State University's School of Business is accredited by the Association to Advance Collegiate Schools of Business, a distinction held by only 5% of business schools worldwide.

SC State University offers stellar academic programs that prepare students for rewarding careers, and for the rigors of graduate and professional schools.

SC State University transforms lives and prepares global leaders in the areas of biology, education, speech pathology, engineering, business, communications, the arts, sciences and humanities.

SC State University offers engineering programs including the only undergraduate nuclear engineering program in the state of South Carolina.

SC State University's signature programs include: speech pathology & audiology, nuclear engineering, education, business, biology, criminal justice, industrial engineering, music industry and communications.

SC State University's world renowned ROTC "Bulldog Battalion" has produced 21 general officers, second only to West Point.

Follow SC State University

ENROLL TODAY!

(803) 536-7000

www.scsu.edu



Facebook
SC State University



Twitter, Instagram, YouTube
@SCSTATE1896



Vice President for Institutional Advancement and External Affairs

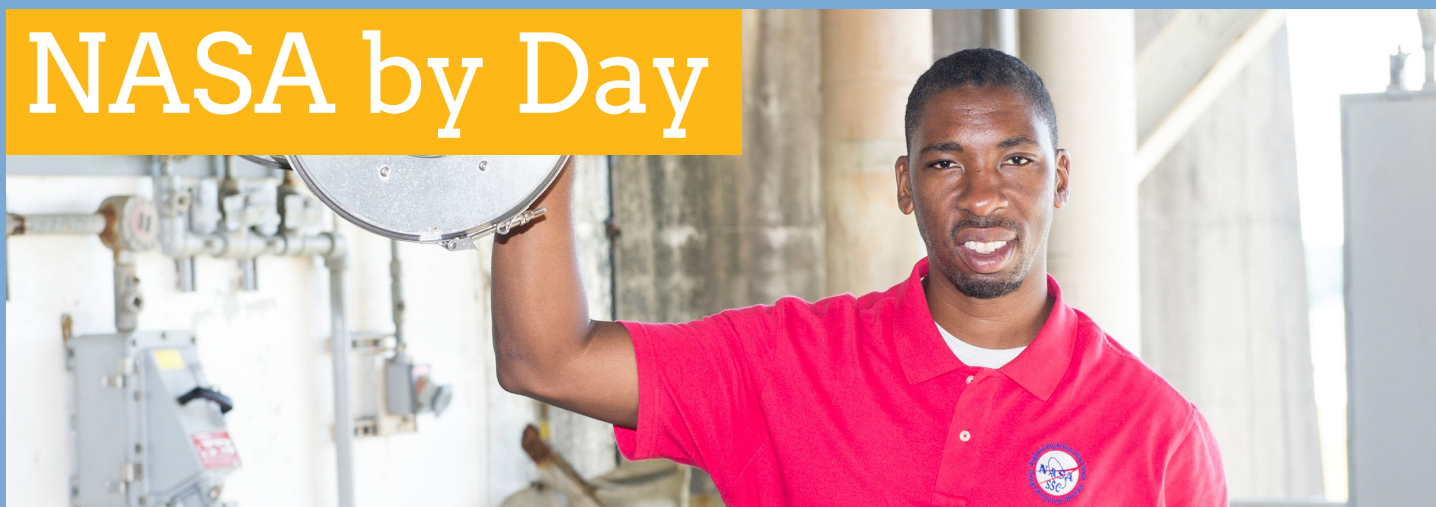
South Carolina State University is currently seeking an experienced leader to join the President's Cabinet as the Vice President for Institutional Advancement and External Relations. The Vice President for Institutional Advancement and External Relations is the chief marketing officer and the chief development officer for the University. This individual will provide leadership for the implementation of a strategic branding campaign that supports the University's mission and vision. The Vice President represents and promotes the University by increasing its visibility and supporting the institution's mission, vision, and goals. The Vice President leads the development and implementation of the University's brand vision, strategy, and public relations campaigns to attract the best students, motivate alumni and donors, and recruit high quality faculty and staff. The Vice President oversees the strategic direction, vision and management of the University's tactical and strategic marketing campaigns and executes a comprehensive branding and initiative. This individual also manages all marketing campaigns, fund-raising endeavors, and actively collaborates with the President, the University Foundation, the National Alumni Association, and the Board of Trustees to define and implement an overarching advancement strategy. In addition to leading the University's central team of marketing and communications professionals, the Vice President provides strategic direction and coordinates marketing and communications produced by other academic and administrative units.

The Vice President for Institutional Advancement and External Affairs oversees and ensures that SC State's message, agenda, and image are effectively and creatively projected to both external and internal audiences. This position ensures that assistance is provided to the academic and operating units of the University in dealing with the media; publication's needs, both online and print; planning major events; develop and fundraising and outreach to the community. The Vice President serves at-will and at the discretion of the President.

Visit our website at:

<http://www.scsu.edu/facultystaff/humanresources>
to view the complete job description.

NASA by Day



Master Barbeque Chef by Night

by REGINA LEMMON BUSH, PH.D

Dr. Howard J. Conyers was reared in Clarendon County, a South Carolina community that valued home cooked food, family, and fellowship. In his rural community of Paxville, outside of Manning, South Carolina, Conyers spent an inordinate amount of time with his family, cultivating sweet potatoes and corn on the family farm and cooking whole hog barbeque under the tutelage of his father, Harrison Conyers, Sr. Conyers also baked homemade cakes with his mom, Hallie Vereen Conyers, a graduate of an HBCU (Voorhees College). As you can tell, Conyers' first role models were his parents, who instilled in Conyers and his brother Harrison Conyers, Jr (a Voorhees College graduate and high school principal) the value of education. In fact, his community understood the value of sacrifice in the name of equal educational rights as Clarendon County was the site of the legal petition Briggs vs. Elliot. This petition was later folded into the landmark court case Brown vs. Board of Education of Topeka, Kansas, which changed the landscape of the American education system and greatly impacted the quality of education that Conyers was able to obtain in the rural South.

As a youngster, Conyers was a student who excelled in science as well as math classes and actively engaged in the local chapter of Future Farmers of America (FFA) at Manning High School. His FFA advisor (Michael Haynes) encouraged Conyers to merge his love of math, science, and agriculture. Haynes, a graduate of Fort Valley State University, urged Conyers to apply for a US Department of Agriculture 1890 scholarship and continue higher education at North Carolina Agricultural & Technical University, a premier HBCU for engineering. Conyers shared that, "my childhood interest in science, technology, engineering, and math was strongly influenced by my experiencing on the family farm." In addition, his Mt. Zero Missionary Baptist Church Family and one family in particular, Howard and Vermell Green (Voorhees grad & SC State Math Professor) always provided

a monetary award at the end of the school year for academic excellence. Conyers stated, "When I think about the \$50 stipend today and the selfless nature of this family who gave stipends to upwards of 20 youth annually, this reinforces the role of the village in providing support and encouragement to any young person, beyond their own children." Other examples of community support in STEM came from his Ear, Nose, and Throat Doctor, Charles Dawkins, a physician, who wanted Conyers to pursue medicine along with Mr. Marvin Boykin (husband of his mom's college classmate) who regaled Conyers with scientific information about his environmental career. This love of STEM would lead to a world of opportunities that Conyers describes as, "being his ancestors' wildest dreams while holding on to valuable cultural traditions!"

At NC A&T, Conyers was motivated by his brothers of the Beta Epsilon Chapter of Alpha Phi Alpha Fraternity Inc., many of whom were engineering majors in McNair Hall. The impetus of the chapter brothers' motivation was that they had classes and studied in McNair Hall, which was named after the late Astronaut Dr. Ronald McNair. Conyers explained that, "Dr. Ronald McNair was my only link to NASA. Dr. McNair grew up 45 minutes from my hometown. I was inspired by everything that McNair accomplished during his short lifetime." As a result, Conyers applied himself and graduated with a perfect 4.0 grade point average in Bioenvironmental Engineering. He continued his matriculation at Duke University, earning both a Master's and Doctoral degrees in Mechanical Engineering with a specialty in Aeroelasticity (fluid-structure interaction) for aircraft wing design. While at Duke University, Conyers was advised by Dr. Earl Dowell and mentored by the premier nineteenth-century educator of American History, Dr. John Hope Franklin a graduate of Fisk University (an HBCU). Conyers connected with supportive mentors who encouraged various aspects of

his personal and professional development, which helped to catapult his career and shaped his viewpoint on the quality of life. Conyers stated that, “The majority of the influential people who influenced my life had ties to HBCUs. The impact of HBCUs, through the institutions and the people whose lives have been touched by them, have had an impact on my life and [that’s] why I find [it] is important to give back to the HBCU that you graduated, but one that may be in a community in which you live or grew up. The work we do in this world is bigger than us.”

After employment at John C. Stennis Space Center, a NASA facility, Conyers spent his spare time researching the history of barbecuing from an African American cultural perspective and southern food culture. He perfected his whole hog barbecuing, honing pit-cooked barbeque in the ground and using this gift as a mechanism to give back to the New Orleans community and share a taste of South Carolina. This has led to various opportunities to cook barbeque, including pit-cooked barbecuing for various causes. For instance, Conyers serves on the board of “Grow Dat Youth Farm” and as an advisory board member for the Dillard University’s “Ray Charles African American Material Culture Program.” These experiences motivated Howard to create the initiative “From the Low Country to the Bayou” to educate people about the food and culture of the South, with an emphasis on African American farmers and cooks. On October 20, 2018, Dr. Conyers is organized an event to cook a whole cow with some of the country’s top black chefs and pitmasters to illuminate the Diaspora influence on Louisiana cuisine as New Orleans celebrates its Tricentennial.

A highlight of Conyers’ media spotlight included being featured on an entire episode of Man Fire Food on the Cooking Channel, which is a rarity, as the show normally highlights two chefs. Now Conyers is hosting and co-producing a new show on PBS Digital Studios entitled NOURISH. Conyers stated that NOURISH is a show that, “discusses the food, culture, and science of the people of the American South.” The show is currently available online now, but Conyers said, “I am excited to debut this content on this medium, as online streaming is the way the world is going and to be a part of the PBS family, almost every person can relate to the network in a positive way.” Some of NOURISH episodes have been filmed in the low country region of South Carolina to explore the connections that Gullah-Geechee culture has on the food of the area and Louisiana to explore the Creole and Cajun cultures along with its influence on food. Conyers also hopes to show, “the connection between the farmer raising the food, and how quality food contributes to a healthy lifestyle that nourishes viewer’s bodies and souls.” Ten episodes of NOURISH will be aired on every other week this summer on PBS Digital Studios channel on YouTube.

Dr. Conyers enjoys spending quality time with his lovely wife, Kathryn, (his NC A&T sweetheart) and their dog “Aggie” who is their “pride!” He is also eager to share with audiences about African American culture, agriculture, food, and land’s intersection with his heritage. Dr. Conyers may be reached at www.howardconyers.com.

REGINA LEMMON BUSH



Regina Lemmon Bush is a graduate of Columbia College (B.A.) and the University of South Carolina (M.S.P and Ph.D.). She is the Program Director and Associate Professor of the Speech Language Pathology Program at Columbia College. Dr. Lemmon has worked in a variety of settings as a speech-language pathologist. Her research interests are language & literacy, health literacy, and cultural competency. Dr. Lemmon has garnered millions of dollars in grant funding. She is a past President of the South Carolina Speech-Language Hearing Association (SCSHA) and past Advisory Council member of the American Speech-Language Hearing Association (ASHA). She is also a member of ASHA’s Ad Hoc Committee on Governance Review. Dr. Lemmon received the inaugural USC’s Communication Science & Disorders Department’s Distinguished Alumni Award, Columbia College’s Lifetime Achievement award, and she was named Columbia’s Top 40 under 40. She is a member of the Delta Omega Society, Delta Sigma Theta Sorority, Inc who strives to “pay it forward” in life and always make time for loved ones!

Charleston > excellence is our standard
County SCHOOL DISTRICT

Celebrating Diversity in Education



Charleston County School District, the second largest school district in South Carolina, serves approximately 50,000 students. CCSD includes 86 urban, suburban, and rural schools along the coast. The district features a diverse, expanding portfolio of options including neighborhood, charter programs, and magnet schools. With a staff of over 5,000, CCSD is Charleston County's fourth largest employer.

www.ccsdschools.com

denmark

technical college



The South Carolina Area Trade School (SCATS) was established in 1947. It is the oldest functioning Trade School in the Technical College System. The South Carolina General Assembly created it as the "Negro College" to assist Veterans of World War II in developing marketable skills. When the doors opened on March 1, 1948, it had only 42 students, 6 faculty members and 6 trades on a campus composed of mostly mud with two meager buildings. The school filled a much needed void to improve the lives and fortunes of those who previously had little chance of furthering their education and the community flocked to the school.

As the college grew, buildings were added, and in 1979 the institution was accredited by the Southern Association of Colleges and Schools and assumed its present designation as Denmark Technical College (DTC), but the college retains its distinction as a historically black college.

DTC's success stems from putting the needs of its students and community first. DTC offers a broad range of programs and services from two-year associate degrees to diploma and certificate programs that enable students to find employment quickly.

This open-door institution provides an affordable education to citizens from diverse educational and socioeconomic backgrounds, growing significantly without losing its small campus feel.

According to Interim President Chris Hall, the college's success can be credited to "a curriculum that's designed to meet the needs of local businesses, allowing graduating students to work right here in the community." For those seeking professional skills, DTC offers occupational programs ranging from nursing to computer technology. With 30 different programs available including cybersecurity, welding, entrepreneurship/small business management, welding, and electromechanical engineering technology, there is truly something for everyone while still keeping that personal touch.

Students can also pursue a transferable associate degree in arts or science as a stepping-stone to a

four-year institution.

Students in the STEM programs have gone on to four-year colleges to pursue engineering degrees, landed internships with NASA, spent summers learning cybersecurity at Norfolk State University in Virginia and the Lawrence Livermore National Laboratory (LLNL) in California.

While career preparation and community outreach are natural for a school like DTC, it has some other, more surprising points of pride as well. One of Denmark's best-kept secrets is the school's choir. Under the direction of Dr. Yvette McDaniel, the singers perform annually to local, state and national acclaim. The choir has toured the Southeast, Washington, DC, and Jamaica, performing for notable leaders such as former S.C. governor Nikki

Haley, Jesse Jackston and President Bill Clinton.

The college also boasts winning basketball teams. As a member of the National Junior College Athletic Association (NJCAA), the Panthers and the Lady Panthers compete against 36 regional schools. Both teams have performed outstandingly well in their divisions, the Lady Panthers recently winning back to back Conference Championships.

It all goes to show that size isn't everything. At Denmark Technical College, success means helping individuals achieve their goals inside and outside of the classroom.

Located approximately 85 miles northeast of Charleston and 50 miles south of Columbia in rural Denmark, S.C., DTC strives to keep that small town atmosphere emphasizing its motto of "Denmark Truly Cares." Its student services include daily transportation in the surrounding three-county area, assistance with childcare and access to local healthcare and service providers. The fact that it has on-campus residential dormitories sets it apart from other technical colleges.

As we celebrate our 70th anniversary, DTC continues to grow with thousands of graduates. Great things continue to happen at DTC and our service areas: Barnwell, Bamberg and Allendale counties. DTC is constantly expanding and developing its curriculum to meet the needs of the community.

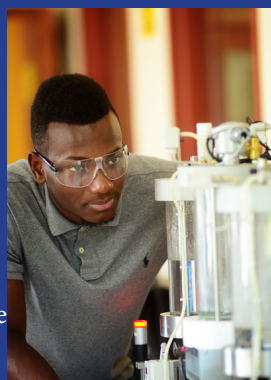
The year was 1947, the President was Harry S. Truman, the cost of a first class stamp was .03, the microwave oven was invented, Roswell was awash in little green men, Ferrari began production of sports cars, the transistor was invented, the Sound Barrier was broken and the South Carolina Area Trade School for Negroes was established.

Recently, the College has begun exploring the possibility of opening a flight school. Its rural location, close proximity to an airport and support of the local community has put it in the forefront of exploring aviation possibilities.

The grand experiment of the South Carolina Area Trade School that started out "as a soy bean and corn field near Denmark" story is still being written and the next chapter is guaranteed to be a page turner. 🐾

Denmark Technical College
P.O. Box 327, Denmark, SC 29042-0327
803.793.5172 - www.denmarktech.edu

Clockwise below: Panther game; engineering lab; biology lab; new computer study lab; campus tour for upward bound students; choir in Washington, DC.



Alonda Thomas

Alonda Thomas serves as director of public relations at Howard University. Recently named one of the “Top 25 African American PR Millennials to Watch” in the Huffington Post, Thomas is responsible for the development and management of the communications and media relations strategies designed to enhance the university’s reputation and visibility internationally.

Thomas recently served as senior public relations manager at TV One. She was responsible for developing the publicity strategy for unscripted and scripted programming, including “Rickey Smiley For Real,” the award-winning docu-series “Unsung” and original movies such as “Downsized,” “Bobbi Kristina” and “When Love Kills: The Falicia Blakely Story,” which became the network’s #1 premiere of all time. Her efforts resulted in an increased level of visibility and earned media for TV One in key outlets such as Entertainment Tonight, E! News, Extra, Billboard, New York Times, TV Guide, CNN, Essence, and Ebony, to name a few.

In 2016, Thomas served as a publicity consultant for Liquid Soul, an entertainment and sports marketing company in Atlanta, Ga., where she led the public relations strategy for a variety of clients, including ABC Network, CNN, Walt Disney Studios and Fox Searchlight. She executed national urban press outreach for the highly acclaimed Spike Lee film, “Chi-Raq,” and CNN’s award-winning docu-series “The United Shades of America.” She also developed the PR campaign strategy and crisis management for season 2 of ABC’s hit sitcom, “Black-ish,” which increased the show’s viewership among its target demographic and led to multiple award nominations.

In 2013, Thomas served as director of media relations and interim chief communications officer at Florida Agricultural and Mechanical University (FAMU) where she was responsible for the overall direction of the university’s media relations program, including managing the return of the Marching “100”. She managed the department’s \$1 million budget and led the Office of Communications through the university’s reaccreditation process; the presidential search and hiring of FAMU’s 11th president; and development of advertising/marketing strategies and collateral. She fostered positive relationships with the media which yielded national coverage in the New York Times, Diverse Issues in Higher Education, the Chronicle of Higher Education, and MSNBC, among others. Additionally, she produced the award-winning A&M Magazine, which was honored with the 2014 HBCU Award for “Best Alumni Publication” and a Golden Image Award from the Florida Public Relations Association.



Prior to joining FAMU, Thomas worked in Los Angeles as a media relations practitioner specializing in the entertainment industry. In addition to representing her own clients, she often collaborated with boutique PR agencies for television, film, and celebrity executive campaigns; including Roland S. Martin, Kevin Frazier, Bishop T.D. Jakes, Jumping the Broom, Sparkle, OWN’s “Welcome To Sweetie Pie’s,” and TV One’s “LisaRaye: The Real McCoy.”

Hailing from Miami, Fla., Thomas attended the prestigious New World School of the Arts where she studied musical theater. She received her bachelor’s degree in public relations from FAMU and a master’s degree in integrated marketing communications from Florida State University where she was a university fellow and taught public speaking. She resides in Silver Spring, Maryland.



On July 3, 2018, Derrek Pugh, a native of Dillon, S.C., became the youngest Deputy Director in the history of the South Carolina Youth Challenge Academy (SCYCA), an entity of the South Carolina National Guard. Derrek Pugh is 1998 graduate of Dillon High School and currently resides in Blythewood, SC.

Derrek Pugh is a leader in program development for children in the Greater Columbia and surrounding areas. Derrek previously served as the Programming Supervisor for the Richland County Recreation Commission where he designed, implemented, and supervised summer camp and after-school programs for over 2,000 children annually.

In April 2018, Derrek shifted his focus towards running his non-profit organization, Evolution SC, LLC in addition to preparing for his new role with SCYCA. Founded in 2017 with his wife, Evolution SC provides independent living skills and leadership essentials to youth in the Columbia area. Through

Evolution SC, Derrek impacts lives daily through mentoring, advocacy, and speaking engagements. He also serves as the Executive Director for Rural Life Resources in Orangeburg, SC. In that role, Derrek has created community development resources including tutoring local children and senior programs for individuals 65 and older.

Derrek is extremely involved in his local county government, serving as Vice Chairman of the Board of Zoning and Appeals for the Town of Blythewood, SC. Derrek enjoys mapping out strategies for the town with other community leaders. Derrek serves as a board member for the Ray of Hope USDA feeding program, the Carolina Legacy Council and the Capital City Club Membership Committee in Columbia. Derrek also serves as a visiting professor at Benedict College, in the Recreation and Sports Management program. He is also a proud member of Omega Psi Phi Fraternity, Incorporated.

Derrek's experience has prepared him to be a forceful change agent, as SCYCA revamps and updates current policies and practices. Derrek's role will be vital in creating and implementing the strategic plan and he will oversee most of the daily operations of the organization.

Derrek has been recognized as one of South Carolina's rising stars, as a member of the SC Black Pages 2018 Top 20 under 40 professionals in business class.

Derrek earned a Bachelor's degree from Benedict College and a Master's from Webster University. In his free time, he enjoys spending time traveling and experiencing new cultures with his wife, Teshieka Cirtis-Pugh. Derrek credits his achievements to his upbringing in Dillon, SC, under the care, direction, and support of his loving father, Jerome Hargrove. Derrek also credits his time spent at his beloved HBCU Benedict College as a key factor in his success. The family atmosphere on campus helped him adjust to being away from home. Derrek is a strong community advocate for HBCUs he believes that HBCUs are the cornerstone to our community.

#The Best of BC

Aline K. Newton

Aline K. Newton, a native of Estill, SC and a graduate of South Carolina State University (SCSU) received her degree in English Education and is employed at Hunter-Kinard-Tyler High School (Orangeburg Consolidated School District 4) as an English teacher. Aline has always had the support of a loving family who has always encouraged her to do her best. Three of her biggest inspirations are her mom, Aline Newton, an SCSU alumna; sister, Martha K. Newton and grandma, the late Aline J. Newton, the kindest and most loving person you could ever meet. Being a member of such a loving and caring family, Aline has always been interested in helping people. Her interest attached itself to a specific career path during her involvement in the teacher cadet program in high school. Therefore, in her senior year, she had no doubt about two things, attending South Carolina State University and majoring in secondary English Education. She is a Gates Millennium Scholar; one of 1,000 students from across the United States to receive this honor in 2010. The Gates Millennium Scholarship is the brainchild of Bill and Melinda Gates. The Scholarship is a full-ride scholarship that finances the scholar's education from undergraduate through the doctoral program at any university of their choosing. Receiving this scholarship alleviated the financial burden that she faced in furthering her education. Receiving the scholarship heightened the reality of beating the odds for her. Her belief is "Just because odds may not be in your favor does not mean that you rule out obtaining your goal of accessing an opportunity." She is a firm believer that when resources are slim and opportunity seems sparse, you have to remain consistent, positive, and determined to take everything in stride and continue to believe in yourself.

This year, Aline had the honor of being nominated for the Rack Room Shoes Real Teacher of the Year Award by one of her students. The contest consisted of nominees from all over the nation competing for five \$10,000 technology grants for their schools. The top 5 nominees with the highest number of votes would win the grant for their schools. The contest lasted from August 18, 2018, to September 6, 2018. Newton was touched by the heartfelt nomination her student made and the encouragement and support she received from the students, staff, parents, community, friends, and family. She was blessed to be one of the top five and has been named Rack Room Shoes Real Teacher of the Year; it proved that faith, hard work, consistency and the support of everyone coming together for the common good made this grant opportunity a reality.



In addition to teaching, Aline is very involved in the community. She is the founder of P.U.L.S.E (Project Unify, Lead, Succeed, and Encourage), a nonprofit that assists in preparing high school seniors for college. She decided to establish the organization after realizing the need among students for direction. The organization helps students apply to colleges and for scholarships, complete FAFSA, attend college fairs and promote college preparedness and success. It also instills the values of hard work, consistency, and determination.

Aline is currently in the M.Ed. Counselor Education Program at South Carolina State University. She plans to continue to further her education and obtain her Ph.D. in Administration. Her career goal is to one day have her own scholarship foundation. She wants to serve in underserved and underprivileged areas by teaching the art of being your biggest resource, accessing and creating your own opportunities, and weathering any storm to walk in your purpose and realize the success you have always possessed.

#Loyal Daughter

The Blacker the College, The Deeper the Knowledge

There is no doubt our ancestors, who fought long and hard for our right to educational equality, would be more than proud of what HBCUs have become. Like all precious secrets, HBCUs are undeniably pure gold. Beyond the vast amount of knowledge within the historical buildings, some of the nation's top professionals and most notable people have graced through the doors of HBCUs. HBCU culture is so unique, defined by such unmatched characteristics; even Beyoncé had to show the world how we do it!

Founded on the purpose of providing Black students with a higher education and an opportunity to advance and succeed, HBCUs have always been important to the Black community and to society as a whole. These colleges and universities not only mold men and women into educated beings but also powerful leaders.

I transferred to an HBCU in the fall of 2016 from a predominantly white institution (PWI) in my home state of Illinois. Attending the illustrious Savannah State University taught me about the complexity of my own identity. I no longer just saw myself as a young undergraduate student but as a woman, specifically a professional Black woman in America. Because of my HBCU experience, I have a clear understanding of my purpose and the unimaginable things I am capable of. Just as other HBCU students, I was taught the valuable lesson to “lift as you climb.” Even if you are facing an uphill battle and struggling to reach the top, you must continue to push forward and uplift those alongside you on the journey.

I have been taught to shatter every glass ceiling because I know that the sky is the limit. The visual of successful people that look like me inspires and motivates me to do better as well as to never give up. HBCUs create an environment in which professors, advisors, faculty, and staff become family and are always looking out for the best interest of each and every student. Genuine relationships are established, no matter the circumstances, greatly contributing to the diversity of HBCUs.

I am more than excited to soon be a proud alumnus of an HBCU, demonstrating my academic excellence and unique self-confidence. The secret of HBCUs is embedded in the ground, buried within soil and memorialized on the backs of our ancestors. There is no denying, from church basements and old schoolhouses to longstanding historical institutions of higher learning, the legacy of HBCUs continues; because of them, we can!



ASIA HALL

Asia Hall is a senior from Chicago, Illinois. She will be graduating in December 2018. She is a journalism and mass communications major at the illustrious Savannah State University. Her desire is to be a multimedia journalist in entertainment, and she is taking the proper steps to obtain that goal. She attended school in central Illinois before deciding to step out on faith and transfer to an HBCU in the fall of 2016. Asia is 23 years old. She loves journalism and anything media-related whether it's in front of the camera, writing, or behind the scenes. She is an honors student and is the Vice-President of the National Association of Black Journalists (NABJ) Collegiate chapter at Savannah State University. Asia is also a lead anchor on Savannah State Now newscast. She believes, like the first President of her beloved institution Richard R. Wright, Sr. said, "Tell them we are rising" which in her opinion means that no matter what circumstances or struggle you may face, rise up against adversity.

HBCU life:

An all inclusive EXPERIENCE

by JAMILA JACOBS

Three years ago, if you had asked me to define an HBCU, or worse yet name a couple, I would have struck you with a pensive pause, followed by a quick search to generate the correct answer. I would admit, I aspire to never be wrong in many aspects. That mindset is both an asset and a flaw; it pushes me to do my best but it also makes me neglect reality and the fact that life is a learning experience. Being wrong is inevitable and one cannot know everything. Ever.

When I was accepted into Lincoln University, I read on my acceptance package that it was the first degree-granting Historically Black College and University. "Interesting," I thought. I imagined that attending an institution where the population is around 98 percent African American would have been quite a 'culturally strange' experience for me. Indeed, it was so in the August of 2015 and for most of my freshman year; Black Greek life, Fried Chicken Wednesday, Lift Every Voice for every choir performance (the Roland Carter version), playful rivalries among those from the Tri-state and the DMV, and hearing colloquialisms like "kill mo" and "jawn" which definitely took me some time to decode.

As an 'outsider', my exposure to African American society went nowhere past mainstream media platforms. My years at Lincoln thus far have granted me access to an immersive experience that filled knowledge gaps, satisfied curiosities, and even erased some stereotypes.

However, the immersive experience in a 'little Black America' comes with a bonus; it leads you to discover that while the cultures of HBCUs are primarily based on that of African Americans, there is room for every other African diaspora as well. As an Afro-Caribbean woman, I did not lose my West Indian identity (or my Trinidadian accent which is still thick as ever). In fact, my first two friends at Lincoln were both West Indian, from the Bahamas, and during the semesters I have encountered many others who share a similar background to mine. My suitemates from last semester played Soca and Reggae music

(and even some Reggaeton) more than they even played Trap and Hip Hop. Then two doors down the hall, you would hear the blast of Afrobeats with an overlay of thick Nigerian or Ghanaian accents, and sometimes even Yoruba or other African mother tongues. Prior to my attendance at Lincoln, I never knew about the historical connection between African countries and my HBCU. Thus, their strong presence on campus struck me as yet another surprise. Afro-Latinos have their place on our campus as well. In fact, I am pretty sure that more than 90 percent of the baseball team is constituted by those of Dominican and Puerto Rican backgrounds.

While everyone has their own place, I believe the beauty of this multi-diasporic environment is that all the cultures integrate at some point. The HBCU experience is like eating from a big melting pot of blackness; a rich Sancocho of every type of dish from every member of the African diaspora. The HBCU environment has become my safe space to appreciate, to learn, and even to err. Indisputable beauty lies in our cultural and ideological differences, but sound perfection is created by how we are synchronized by one rhythmic drum.

Three years ago, I could not picture life at an HBCU by merely reading the lines on my acceptance package. I would have never imagined the HBCU experience to be a host of a rich mélange of black cultures and perspectives; one which promotes self-love and community empowerment-yet another thing of which I knew nothing. Since my matriculation, however, I have found dignity in my ignorance and an awakening in my newly acquired knowledge.

P.S. Non-black students still attend, and are welcome by, HBCUs.



JAMILA JACOBS

Jamila Jacob is a 23 old senior at Lincoln University of Pennsylvania. She currently pursues 3 majors, Mass Communications, Spanish and French. Jamila, who is originally from Trinidad and Tobago the West Indies, stands proudly in her Caribbean heritage but holds even more pride for herself as a member of her global community. She has a great passion for culture and dreams of a life of travel. Jamila currently serves as her school newspaper's senior editor, president of their

NABJ chapter. She aims to hone her strategic communication and planning skills to serve her global society and contribute to achieving sustainable development. Jamila hopes to continue her studies in foreign languages and pursue a Master's degree in Public Policy.



Morgan Ashley Poole

Morgan Ashley Poole is a current college senior pursuing her Bachelor's in Mass Communications with a concentration in Television, Radio and Film at Delaware State University. Her passion for content creation and production was discovered at the age of seven in a local after school program in her hometown of Niagara Falls, N.Y. In 2016, she created her very own YouTube channel to exhibit her witty and engaging editing style, as well as her bubbly persona. Within one year, her channel surpassed 1 million views and 10,000 subscribers. Today, she uses her platform to inspire other creatives to be fearless in expressing themselves. While simultaneously maintaining a 4.0 GPA, Morgan continues to develop her skill set within various media platforms by serving as a senior producer and news-reporter for her University's television station, WDSU-TV. Some of her highlights include reporting for the NASCAR Xfinity Series, Lieutenant Governor of Delaware Forum, the 2017-2018 DSU Coronation, and the Color Run. In addition to reporting for the station, Morgan serves as an on-camera host for, "Around Campus", a pre-recorded talk show in which she interviews students, staff, and organizational leaders to discuss informative topics, and upcoming events on campus. Some of her memorable moments include interviews with the NAACP, Student Government Association (SGA), and Women's Senate Presidents of the University. Lastly, as a social media marketing strategist for the University, Morgan is responsible for co-managing and creating social posts for over 16,000 DSU followers. This summer, Morgan was selected to participate in the Entertainment Industry College Outreach Program (EICOP) out of 2,000 applicants. This program aims to bring African American students from all HBCUs in the U.S to Los Angeles to intern with notable companies within the entertainment industry. Morgan secured internships with Entertainment Tonight and CBS Interactive where she was responsible for creating content for multiple digital and pop-culture brands, co-managing social media profiles, and preparing interview questions for notable influencers and celebrities. Her previous internship included serving as a media relations intern for Fortune-500 Company, Barclaycard U.S, where she was able to pitch ideas for company marketing campaigns and produce a media report for the company's most successful PR campaign during Super Bowl 51.

PAVED BY A PROCESS:

The Road to Campus Culture Transformation

by DR. RODERICK L. SMOTHERS, SR.

Never more in any other time in history is the culture and narrative of Historically Black Colleges and Universities (HBCUs) as critical for our success as it is today. Perhaps only during the initial creation and proliferation of the HBCU system was it more important to manage our story and build cultures to sustain us. Now, with well over 100 years of existence for most HBCUs, these venerable institutions are faced with building cultures and legacies, utilizing and leveraging all the tools that the 21st Century has to offer, that will endure for the next 100 years and beyond.

Since my arrival as the 14th President of Philander Smith College (PSC) in 2014, I have focused on building a new forward vision and a sustainable plan for PSC's longevity. In 2016-17, the College unveiled its new strategic plan. One of its key parallel attributes is transforming our campus culture. Metamorphosis is never easy; it involves painstaking evaluation, analysis, work, and change. Indeed, for us, it has been eye-opening. As we are confident in our vision for a stronger, more dynamic Philander Smith College that will lead to national prominence and international acclaim, we also understand that the wrong culture could derail even our best-defined strategic efforts. In short, toxicity left unchallenged at any level of an organization has the power to disrupt, distract, and destroy progress.

Over the past year, we have been using our assessment data to assist us in reflecting on our journey toward culture-turnaround. Our goal is to widen the dialogue on the importance of being intentional in managing campus culture at our institutions (HBCUs). We start by asking our peers to see this for what it is - a journey and not a destination. There is no arrival; but rather, it is a process of continuous improvement which requires a declaration of war on toxic behaviors and cogent strategies to dismantle them.

We want to emphasize the importance of focusing on a commitment to the goal and associated outcomes of campus culture transformation. Commitment is key; it consists of first building a cross-functional team to plan and implement a vision. At Philander Smith College, our Campus Chaplain and Dean of Religious Life, Rev. Ronnie Miller-Yow, spearheaded the dynamic campus culture transformation team—a group comprised of representatives from across the campus by functions and roles, which included: student leaders, faculty, staff, alumni, and local

community members. While this schematic worked well, future iterations will explore broadening student influence so that we are as true to our goal of being student-focused as we are mission-centered.

While there were many positive outcomes from the group's work, one of its greatest achievements was the development of a set of core values that would undergird the culture transformation process and become a central guidepost for Philander Smith College. We titled these attributes the PSC Timeless Human Values: Principles and Expectations for Philanderians; they are as follows: Respect for Self, Respect for Others, Respect for PSC, Leadership, Scholarship, Spirituality, and Service. These values are the expression of how we want our culture to move forward, buttressed by a key set of standards which drive high expectations from within our campus community.

The PSC Timeless Human Values are prominently displayed on campus (see the pdf). They are also interwoven into various institutional practices, events, and activities, including the onboarding of students, faculty, and staff. They are a living manifestation of what it means to be committed to Philander Smith College.

While reflecting on the assessment data, we paid particularly close attention to data which will drive the improvement of our campus culture transformation process. Working with a consultant partner, the experiences people were having across our campus were captured through quantitative and qualitative data. This institutional culture data informed our actions and led to a deeper commitment to our processes of leadership. Prominent among these were shared governance across the stakeholder groups, and a willingness to have the courageous conversations about what it would take to rid ourselves of toxic behaviors in order to move Philander Smith College forward. Our assessment data led us to bring in world-class training and support. We depended on these experts to design and implement a series of training workshops for the entire faculty and staff to assist us in making our vision of campus culture transformation a reality.

Furthermore, and not to be taken lightly, we made the decision to own the cultural transformation process from the highest



level of Philander Smith College's Administration—the President's Executive Cabinet. Since late 2017, efforts have been directed toward equipping these senior leaders. We have done so by dedicating time at our planning retreats for in-depth skills-building sessions that have, at their nucleus, been aimed at holding and unpacking critical conversations that will truly drive change at our campus. Partnering with a dynamic consultant who specializes in organizational and leadership development with a brand marketing twist, we are also enhancing the President's Executive Cabinet Members' individual leadership skills as well as crystallizing their personal narratives and weaving those into the greater Philander Smith College story. We are resolute that cultural change and effective communication must be demonstrated at the top levels of the organization in order to help inspire the overall transformation we seek as a campus community.

From our experience, which is yet unfolding, we know there will be times when the uncomfortable truths and their accompanying results will cause an organization to want to abandon the tough process. However, we have learned to not be deterred; it is best to lean in and embrace the change. None of these steps will lead to the desired outcomes if the Philander Smith College's leadership and the community-at-large do not stay the course. This is, perhaps, the most crucial challenge of all.

Our assessment data provided us with reliable evidence that campus culture transformation is by no means neither a "one and done" nor "silver bullet" proposition. Rather, it is a long and winding path of continuous improvement that must ultimately become the lifestyle of the College. We are proud of our initial work. It has set the stage for our ongoing development in campus culture transformation. We are confident that our vision for a healthy, thriving campus culture will help us remain steadfast to our mission: to graduate academically accomplished students, grounded as advocates for social justice, determined to change the world for the better. Also, the manifestation of this vision will help us move forward to a desired new plane of existence which will fortify our standing as a vibrant Historically Black College for the next 100 years.



DR. RODERICK L. SMOTHERS, SR.

THIS HOMECOMING WE'RE ON YOUR TEAM

LOWER POWER BILLS

BETTER HOSPITAL ACCESS

AFFORDABLE HEALTHCARE



**JAMES SMITH &
MANDY POWERS NORRELL**

GOVERNOR & LIEUTENANT GOVERNOR



MEMBER, DELTA SIGMA THETA

ROSALYN GLENN

TREASURER



MEMBER, ALPHA PHI ALPHA

MELVIN WHITTENBURG

SECRETARY OF STATE



**CONSTANCE
ANASTOPOULO**

ATTORNEY GENERAL

SC-1 **JOE CUNNINGHAM**

SC-2 **SEAN CARRIGAN**

SC-3 **MARY GEREN**

SC-4 **BRANDON BROWN**

SC-5 **ARCHIE PARNELL**

SC-6 **JIM CLYBURN**

SC-7 **ROBERT WILLIAMS**

**On November 6th, we hope you'll be
on ours. Vote DEMOCRAT!**

PAID FOR BY THE SOUTH CAROLINA DEMOCRATIC PARTY



HBCU
HBCU
Times
Connect, Motivate, And Inspire

Subscribe Now!

To subscribe please visit www.hbcutimes.com
or mail in the subscription slip in this issue!

Want to advertise with the HBCU Times?
Just email us at hbcutimes@gmail.com.





JUMPstart Your Career With Us!

Let TMCF help you LAND a paid internship and/or GOOD job. The Thurgood Marshall College Fund has been supporting and developing students at Historically Black Colleges and Universities (HBCUs) for over 30 years and dedicated to connecting HBCU students to top employers.

To learn more, visit: tmcf.org

