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For Today's Black College Students
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Number 4
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Hard Work And Tenacity Resulted In Cameron Sigur Earning An HBCU Football Opportunity.

By Dr. James B. Ewers Jr.



You, like me, have heard different iterations of the time-honored expression, “if your mind can conceive it and your heart can believe it, then you will achieve it”.

All of us at some point in our lifetime have actualized this statement. We have done something that started off as a thought in our head.

The thought gained some momentum and you started to believe in what some might call possibility thinking. Your heart is telling you, yes you can.

When the spirit of belief grabs you, you are then called to act upon it.

It's the fire inside that makes you want to do it. Your motivation and enthusiasm are high. Each day you are getting closer to your goal.



Cameron Sigur captured this thinking at an early age. He wanted to be a football player.

Like most young boys, sports appealed to him. He competed in them and had fun with all of them.

The difference with football was that he became serious about it. He wanted to be on the field and be a part of the action.

Cam, as he is called by family and friends began playing flag football when he was 4 years old.

Eventually, he started to attend football camps where he was among the best and the brightest. He was a part of 2 state championship teams while attending Eagles Landing Christian Academy in McDonough, Georgia.

While in high school, he played both offense and defense as a running back and as a safety. His favorite players are Saquon Barkley (New York Giants) and Alvin Kamara (New Orleans Saints).

When asked about what lessons he has learned from playing football, he said, “Football has taught me about communicating with others and having self-discipline.”

He added, “I have made a lot of friends through football and those friendships will last a lifetime.”

Cam Sigur has received an opportunity to play football at Florida A&M University. It is one of the premier HBCUs in the United States of America.

His reporting date will be June 14th. I asked him about how he will feel. He said, “I’m excited and I am ready for this next chapter in my life.”

Cam Sigur is young, gifted and Black and that is a fact.

The years of staying the course and staying determined have paid off. New chances and openings are here for him. The doors of success are beckoning for him to enter and take on the challenges.

As I talked with him, he beamed with pride and thanksgiving about his parents and brothers. They have meant a lot to him on his road to success.

He said, “My parents have provided me with the love and support that I have needed along the way. I could not have done this without their guidance and blessings.

His parents, Bryan and Vanessa along with his brothers, Jayden and Mason have provided an undeniable and unbreakable bond of love, patience, spirituality and understanding.

Cameron Sigur has been given a firm foundation and a pathway to follow. He knows he is blessed to be able to attend college. His voice and his look punctuated this fact.

He will major in Biology and wants to become a dentist. I suspect his role model has been his mother who is a dentist.

While his feet are firmly planted on the football field, he knows the importance of education. Time management like clock management in football will be important in his academic pursuits.

This is an exciting time for Cam Sigur. The sands in the hourglass have only just begun to move.

Cam Sigur will go to Florida A&M University in the coming days and will become a Rattler for life. That's good news indeed!

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H.E.R.



Three letters that need no explanation. Over the course of five years, singer/songwriter/multi-instrumentalist H.E.R. has had an incredible journey, punctuated with inspiring projects and accolades that have quickly ascended her to superstar status. But with any journey comes moments of reflection and absorbing everything that has transpired—from celebration to moments of uncertainty. With H.E.R.'s highly anticipated album *Back of My Mind*, she provides all of that and more, further solidifying her place as one of R&B's young icons.

Born and raised in the San Francisco Bay Area, H.E.R. honed her craft at a very young age. From hitting the legendary Apollo Theater stage to early TV stardom all before the age of 13, H.E.R. had both the music and the star power within her and was a force from the start. At 14, she signed her first record deal with MBK Entertainment/RCA Records, though it was in 2016 when she emerged in H.E.R. full form. "It's been a long, long journey," H.E.R. expresses, "with many, many ups."

H.E.R.'s 2016 debut EP, *H.E.R. Volume 1* was met with critical acclaim, as the world was just beginning to learn about this teenage wunderkind. *H.E.R. Volume 2* arrived a year later, which reached the Top 10 Billboard R&B charts, with *The B-Sides* arriving shortly thereafter. "The first projects were very much like, 'What are we doing? And where are we going? And who am I? What is this? What does this mean?'" H.E.R. explains. "And now it's very much like, 'Oh, this is exactly what I want. This is who I am. This is what it is.'" That growth became evident with every project, as each one propelled H.E.R. to new heights,

evolving along the way both on record and on stage. H.E.R.'s eponymous compilation project in 2017 marked a whole new era for the artist in a short amount of time. The Grammy Award winning, certified Platinum work topped the Billboard R&B charts, armed with hit singles like the Platinum "Focus" and the four times Platinum "Best Part" with Daniel Caesar.

Over the course of two more years, H.E.R. continued her steady ascent, releasing projects like the prolific *I Used To Know Her: The Prelude* and *I Used To Know Her: Part 2*, both in 2018, along with 2019's full compilation, *I Used To Know Her*. To date, H.E.R. has won four Grammys (including 2021 Song Of The Year for "I Can't Breathe" and Best R&B Song for "Better Than I Imagine"), five Soul Train Music Awards, one Academy Award (for Best Original Song – "Fight For You"), along with countless others. H.E.R. is regarded as one of music's most admired and respected musicians at only 24 years old. She has performed on massive stages from The Super Bowl to the Grammys, the Emmy's, Global Citizen Festival, and Rock In Rio. *Back of My Mind* is a culmination of her journey thus far.

"I've learned a lot about myself," H.E.R. says. "A lot has gone into this, these past few years—with myself, but of course the accolades, the big stages and all of these things that have happened. It feels surreal. I've been taking it in and enjoying every single moment." *Back of My Mind* contains pieces of various time periods throughout H.E.R.'s career, as songs were created over the course of a few years. "When I put together this album with my team, it was really like showing different perspectives and realizing that I've experienced a lot in the past

four or five years," H.E.R. adds. "It's pieces of Volume 1, pieces of *I Used To Know Her*, but elevated. It's my perspective now."

Tracks like "Find A Way" (featuring Lil Baby) tackle self-doubt and the doubt of others, while "Bloody Waters" with Thundercat displays H.E.R.'s take on the world at large, with revolutionary lyrics that still show emotion. "Mean It" is full of feeling, as "Lucky" and "My Own" channel the spirit of Volume 1, while "For Anyone" and "Don't" show a sonic shift to live instrumentation. The previously released singles "Slide" (with YG) and "Damage" bring a familiarity to the 22-track offering, which includes more cameos from the likes of Ty Dolla Sign, Cordae, Chris Brown, Yung Bleu, DJ Khaled, and Bryson Tiller. It's an amalgam of everything H.E.R. is: bright, dark, dynamic, vulnerable, and strong.

The project is not only intensely personal, but embodies H.E.R.'s ability to capture the sound of R&B like none other. "It was really like, 'How can I take people on an R&B musical journey?'" H.E.R. reflects. "To me, it's all the different moods of R&B, but also a celebration of how far I've come." The album has already topped the Billboard R&B charts and reached Number 6 on the Billboard 200, as well as Number 4 on the Billboard R&B/Hip-Hop Albums chart. It's a testament to H.E.R.'s knack for being a bona fide hitmaker, while still remaining authentic to H.E.R. self. And there is so much more in store, with more music on the way, as well as H.E.R.'s long-awaited return to the live stage.

"In the beginning, it was just seeing what happens when I put my music out," H.E.R. humbly advises. "I was figuring out who I was becoming, and as I've changed my goals have changed. Now I've got to dream bigger."

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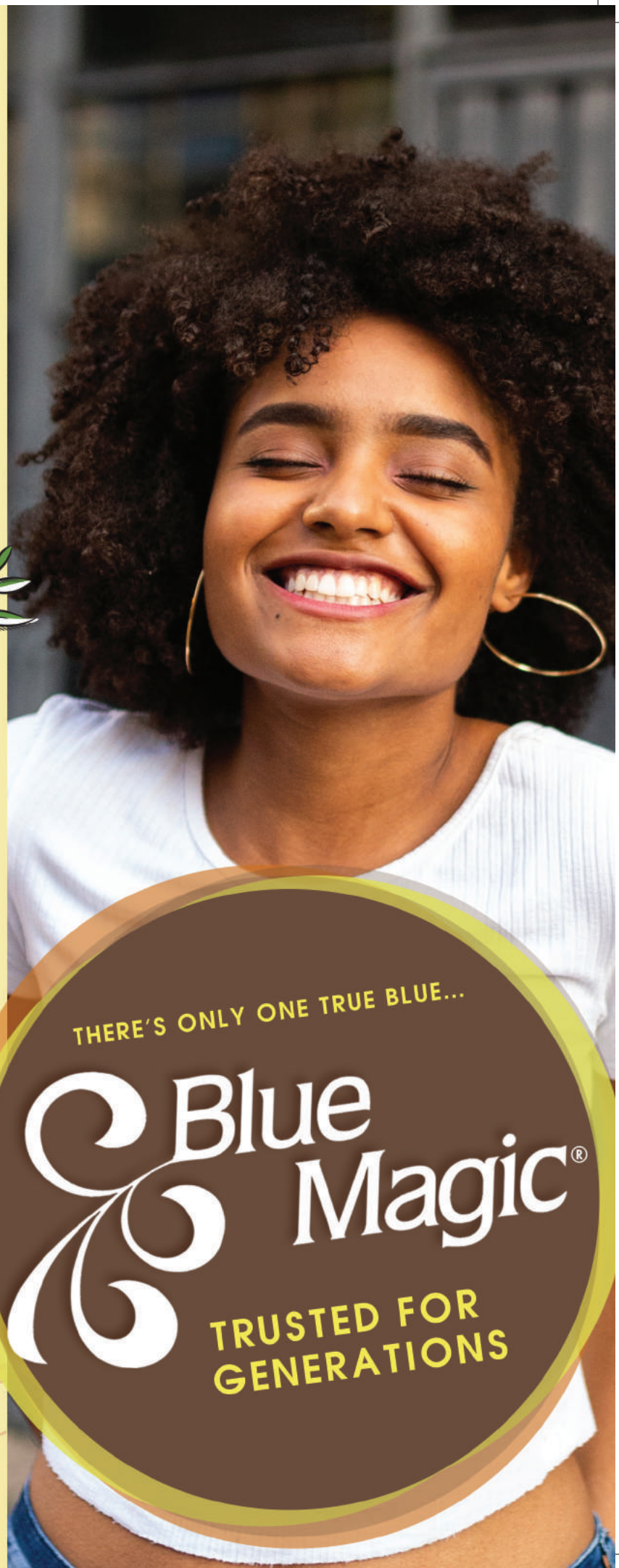
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Why Use a Training Consultant Instead of Doing It Yourself

PART 1

By Robin Kegler



Training and development focus on assisting employees within an organization to acquire or maintain the knowledge, skills, and behaviors necessary to do their jobs efficiently daily. As employees make a positive contribution to the business goals and objectives by completing their assignments, it positions the company in the marketplace with a competitive advantage. One business strategy to increase competitive advantage is to improve an employee's performance through training. The progression of training is constantly changing with new technological advances and generations entering the workforce. These changes cause organizations to shift the focus of training and development from skills to continuous or on-going learning. As companies examine alternatives of whether to proceed using in house trainers, or outsource it to training consultants, this article looks at the advantage of using consultants to train company employees instead of doing it yourself.

The Problem with Doing It Yourself

To maintain its competitive advantage in the marketplace, organizations should be able to capitalize on its human capital. Inadequate training, poor curriculum design and knowledge management negatively impact employee performance as well as recruitment and retention efforts. Although informal learning is initiated by employees, and that up to 75 percent of learning within organizations occur informally, it is not easily transferred from person to person, prepares employees for future opportunities, or encourage continuous learning. An organization's desire to control the training process may bring them face-to-face with three challenges that can be avoided with the assistance of a training consultant. These challenges include cost, time, and the environment. In Part

1, we will look at the background and solutions of cost. Background

Cost

According to survey results, instruction is outsourced by over half of all companies. However, the development of training content is only outsourced by less than half of the organizations. In 2019, companies invested \$1286 in training on average per employee. This is a three hundred dollar increase from 2018 (\$986). The breakdown is as follows: (1) Nonprofits spent \$1889; (2) Manufacturers/Distributors spent \$1781; (3) Large companies spent \$1544; (4) Small companies spent \$1511; and (5) Midsize companies spent \$829.

Although companies invested more per employee for training, 2019 shows a reduction in the number of hours companies allocated for training. The average of 42.1 hours is less than the 46.7 hours for training in 2018. Small companies allocated the most training hours (49.8), while small nonprofits averaged the most hours in all (89.8).

Investment for outside trainers and consultants also decrease in 2019 (7 percent) compared to 2018 (21 percent). This pattern continues with outsource training. Training outsourcing is \$378,490 in 2019 compared to \$422,321 in 2018. The total training budget for 2019 is 8 percent, and 14 percent in 2018. A large amount of the administration and learner support of the Learning Management System (LMS) is handled in house (78 percent) by companies, while 28 percent of the LMS operations and hosting is completely outsourced (28 percent). Most companies balance in house

instruction (47 percent) with outsourcing (53 percent). It is noted that larger companies outsource custom content development and learner support more than other company types.

Company budgets dictate the investment in outsource training. Staffing is a major component. When additional staff is needed to balance workflow, managers look for ways to increase the budget. Companies use money allotted for contractors.

SOLUTIONS

Cost

Many organizations identify staff proficient in certain skill sets and tap them as facilitators for in-house training to reduce costs. In-house training is not always effective. For instance, Singapore Airlines (SIA) took time to explore outsourcing training when the costs to do it in-house threatened to shut the flying school down (Kaur, 2015). It costs SIA five hundred thousand dollars per student to attain their wings.

In return, students are bonded to the airline for seven years. In addition to cost, the pilot training environment in Singapore is changing and SIA's competitive advantage is being challenged by other pilot training schools offering similar services at a lower rate. To increase profits, SIA outsources all pilot training and puts most of their attention on its core business (Kaur, 2015). SIA is using training consultants to customize the training so that SIA values are maintained and emphasized with all pilots and employees. Training consultants can also reduce company costs by offering free trials of developmental training tools. Giving employee access to online, on demand tools and training also allows training consultants to reduce costs and establish on going relationships with companies.

Singapore Airlines is one example of many companies who have addressed the cost of using training consultants to increase employee proficiency, employee retention and company profits. Part 2 will take a closer look at time and the environment.



Two Xavier Students Announced as 2022 HBCU Scholars by White House Initiative on Historically Black Colleges and Universities

The White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity through Historically Black Colleges and Universities announced its ninth cohort of HBCU Scholars, recognizing 86 undergraduate, graduate, and professional students for their accomplishments in academics, leadership, civic engagement, and much more.

The scholars were selected from a competitive pool of over 350 students. Applications also required the signature of their HBCU president or designated HBCU faculty, adding a level of prestige to this application process.

Atlanta native & 87th Miss Xavier University of Louisiana, Nina Giddens, and Chicago native, Diamond Williams were selected as 2022 HBCU Scholars.

Over the course of an academic school year, HBCU Scholars will serve as ambassadors of the White House Initiative on HBCUs. They will be offered training and cross-university networking opportunities. Scholars will also have an opportunity to work on issues specifically related to the HBCU community and participate in national and regional events with professionals from a wide range of disciplines.

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"Think like a parent!"

Just in case you're wondering, it's not unique or uncommon for it to feel like your parents are being over-the-top about your college life--from just the thought of your first day on campus, to what classes you decide to take each semester, to social events you choose to attend, to who you decide to date, to why you might decide to change your major. Yep...empty nesting is a real thing for parents, just like getting adjusted to being an adult is real for you! Sooo...I say, *lighten up a bit, give 'em a break, have a little empathy by trying to understand what it might feel like if you were wearing your parents' shoes right now, and they were wearing yours :)*

Step ahead...

A few things you can do to jump ahead of any parental anxiety you might be sensing from them:

At least for the first college semester, add a google calendar reminder to call and check on your parents...at least once or twice a week (beat them to it! lol:)

Show them that you're super responsible by creating a budget for extra monthly expenses, then have a conversation with them about it. They will appreciate your consideration of letting them

know ahead of time how much extra money you may need. Who knows..your thoughtfulness may prompt them to throw in a few extra dollars.. #Goals!

College life is great, but it can also come with obstacles and challenges. Talk with your parents about how they handled similar challenges. You'll do yourself a favor by equipping yourself with added wisdom and knowledge which, in turn, will help shorten your learning curve *if* you apply their *positive* advice. And..they will appreciate your level of maturity in asking important life questions...plus this will help settle their nerves a bit too :)

These techniques, along with other ideas you may think of, should help lower the bar on your parents' anxiety meter..and as a result, you should feel less hovered, less annoyed and more confident in make good, sound, adult decisions for yourself..with a little intermittent help from your parents when needed of course :)

Have fun, learn at the highest level possible and stay safe!

Until the next time,
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As you think about preparing to go back to school for the fall semester, there are several things you can do to make sure your semester gets off to a good start. This month I will share five tips you can use to make this semester stress free and productive. I hope that you can find a few that will work for you.

Tip #1: Your Schedule Matters:

As you are registering for classes for the fall semester, be sure to take time to meet with your academic advisor to ensure you are taking the right courses needed to fulfill all your graduation requirements. This is something that some students forget to do and end up having to take humanities courses or another foreign language courses that they failed to take and end up graduating later or having to take summer courses to fulfill the requirements.

Tip #2: Inquire About Potential Professors:

Check with other students about their experiences with future professors. We all have different learning styles and so do our professors. I am a visual learner and learn best from professors who use real-world examples and allow me to work in teams. I tended to struggle in classes that were more lecture-based. Some of my friends cringed at the thought of working in groups and they fared better in the more traditional courses. Know what works best for you, and try to get into courses with professors that meet your learning style. You may not be able to always get into a professor's class that meets your learning style exactly, but taking the time to inquire about potential professors is an excellent way to find out what to expect so you can plan accordingly.

Tip #3 Take A Tour and Walk the Campus

If you are new to the campus, take advantage of campus tours, so you know where all the essential places are on campus. I did not do this, and for a year, I did not realize I was missing out on a beautiful space to eat lunch that was filled with trees and shade. This is also important, so you are not lost in finding your classes on the first day of class. When my son was in college, I advised him to take time before the semester started to walk to his classes and determine

how much time it would take to get from one class to another. This helps to ensure you get to your courses on time and that you are not lost on the first day of classes. I have shared this tip with many college students, and they have all found it to be beneficial. The first day of class is already stressful, so any prep work is valuable.

As you embark on this school year, remember to keep the focus and stay positive.

Tip #4 Stock Up on Supplies:

Take advantage of the back-to-school

sales and stock up on supplies for the year. Be sure you have the notebooks, index cards, pens, pencils, and the like that you will need to be set for your courses. Some math courses require specific calculators and you can also find them at discount prices during the summer back to school sales. You can often request an advance copy of the syllabus or find it online, so you know what supplies will be needed for your courses. Another place to look for deals on school supplies is Amazon and your local dollar store. I have found excellent pens in the dollar store from closeouts

at Staples and other big office chain stores.

Tip #5 Finalize Financial Aid:

Before the semester starts, be sure to check in with the financial office to make sure your finances are in order. They can determine if any further information is needed to process your payments. They can also help you finalize your financial plan. This is the time you can let them know of any incoming scholarships and you can accept or deny any federal financial aid. Have a successful school year!



Dr. Felicia Durden is an accomplished Educator with over twenty years of experience in Education. She holds her Doctorate of Education degree in Educational Leadership, Master's Degree in Curriculum & Instruction and a Bachelor of Arts Degree in English Literature. Dr. Durden has taught grades K-12, served as an Assistant Director of Reading and Writing and currently serves as Principal in a large Urban School District in Arizona. She has taught English Composition at the College level as an adjunct instructor for over 5 years. Dr. Durden has a passion for assisting student growth in reading and writing.



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Gateways to US Government Grants-www.students.gov

[Inroads Internships-inroads.org](http://InroadsInternships-inroads.org)

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[The Foundation for Excellence in Education Arts for Life-excelined.org](http://TheFoundationforExcellenceinEducationArtsforLife-excelined.org)

[National Commission of Coop Education-co-op.edu](http://NationalCommissionofCoopEducation-co-op.edu)

[USA Funds Scholarship-usafunds.org](http://USAFundsScholarship-usafunds.org)

[Military Family Support Trust Scholarship-mobconline.org](http://MilitaryFamilySupportTrustScholarship-mobconline.org)

Internationalscholarships.com

hbcuconnect.com

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[UNCF Scholarships-uncf.org](http://UNCFScholarships-uncf.org)

[The Development Fund for Black Students In Science and Technology-dfsbstscholarship.org](http://TheDevelopmentFundforBlackStudentsInScienceandTechnology-dfsbstscholarship.org)

[AWG Minority Scholarship Program For Women-awg.org/awards](http://AWGMinorityScholarshipProgramForWomen-awg.org/awards)

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[Congressional Black Caucus Spouse Heineken USA Performing Arts Scholarship-cbcfinc.org/scholarships](http://CongressionalBlackCaucusSpouseHeinekenUSAPerformingArtsScholarship-cbcfinc.org/scholarships)

[Questbridge College Prep Scholarships questbridge.org](http://QuestbridgeCollegePrepScholarshipsquestbridge.org)

[Black College Dollars-blackcollegedollars.org](http://BlackCollegeDollars-blackcollegedollars.org)

[Ameri-Corps Education Award-ameri-corps.org](http://Ameri-CorpsEducationAward-ameri-corps.org)

[United States Peace Corp-peacecorp.org](http://UnitedStatesPeaceCorp-peacecorp.org)

[Baptist Scholarships-free-4u.com](http://BaptistScholarships-free-4u.com)

[Jay-Z Scholarship-seancarterf.com](http://Jay-ZScholarship-seancarterf.com)

[Google Scholarships-google.com](http://GoogleScholarships-google.com)

[American Academy of Chefs Scholarship](http://AmericanAcademyofChefsScholarship)

[Presidential Freedom Scholarships-scholarships4students](http://PresidentialFreedomScholarships-scholarships4students)

[NFIB Young Entrepreneur Foundation Scholarship-www.NFIB.com/YEA](http://NFIBYoungEntrepreneurFoundationScholarship-www.NFIB.com/YEA)
(students running their own business)

[Anne Ford Scholarship-www.ncld\(students with disabilities\)](http://AnneFordScholarship-www.ncld(studentswithdisabilities))

Internationalscholarships.com

[College Internships](http://CollegeInternships)

hbcuconnect.com

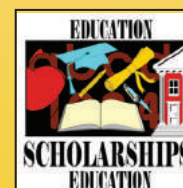
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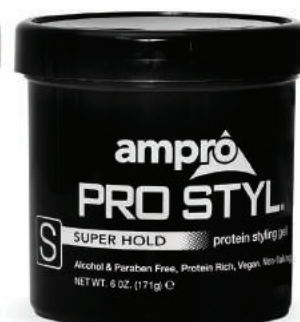
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TWO COPPIN STATE UNIVERSITY STUDENTS NAMED 2022 WHITE HOUSE HBCU SCHOLARS

Two Coppin State University students are among the 2022 cohort of HBCU Scholars selected by the White House Initiative on Educational Equity, Excellence and Economic Development through Historically Black Colleges and Universities. Jamie Reed ('23) and Stephanie Leggette ('23) are among the 86 undergraduate, graduate, and professional students representing 56 HBCUs across the country, recognized for their excellence in academic achievement, civic and campus engagement, as well as their willingness to pursue new opportunities. The current cohort was selected from a competitive pool of over 350 students.

Jamie Reed ('23) | Brandywine, MD
Jamie Reed ('23) with Coppin State University President Anthony L. Jenkins, Ph.D.

Jamie Reed is an elementary education major from Prince George's County, MD. Jamie was inspired to become a teacher by her mother, who is also an educator. Jamie is very involved on campus at Coppin State University, with several roles on campus.

Jamie is grateful to be selected for the HBCU Scholars initiative and the opportunities to networking and learning from others in her cohort.

"There are so many HBCU students from so many places that have different experiences that I can learn from and that they can learn from me," said Jamie. "I'm hoping that, in networking with these people, I can get a better

understanding of what I need to do as a teacher to help my students."

Jamie is also looking forward to taking what she learns from this new experience, including working with NASA, and translating that into meaningful lessons and experiences for her students, and positively impacting their lives.

"The students really are the future. What happens in every school, is pivotal to how the nation ends up," Jamie shared. If I'm able to touch these students and help them learn and be prepared for life, I feel the world will be better off."

Stephanie Leggette ('23) | Baltimore, MD
Stephanie Leggette Stephanie Leggette ('23) with Coppin State University President Anthony L. Jenkins, Ph.D.

Stephanie Leggette is an early childhood education major from Baltimore City. Stephanie was encouraged to apply for the HBCU Scholars initiative by her mentor and professor, Dr. Wanda McCoy, who believed that Stephanie would do well, and had much to offer the program.

Stephanie credits the support of her husband, encouragement of her family, and confidence she found as a student at Coppin State University for her ability to balance pursuing her education full-time, family responsibilities, and homeschooling her two children, ages 11 and 15.

"I was overjoyed. It's a humbling circumstance because I don't always feel like I deserve this," Stephanie shared. "Coppin has given me an excellent opportunity to be able to voice my opinion and show the world that as small as Coppin is, we are very mighty."

Stephanie is excited for the opportunity to represent Coppin State University and to work with other top students from HBCUs around the country. Stephanie says she is also excited think creatively about what she can bring to the HBCU Scholar experience, and how she can incorporate what she learns into her work in the classroom. After graduation, Stephanie looks forward to teaching young children, and pursuing a master's degree. Stephanie shares that her long-term goal is to open an education center.

"I gravitate more to the younger age groups because that's the area where we need to focus on a lot because if they don't have that foundational knowledge, they're not going to be able to build upon it," said Stephanie. "If someone is not dedicated enough to take that and be able to give them that foundation, that strong foundation, those students won't be able to go anywhere."

Reed and Leggette will represent Coppin State University, and the HBCU Scholar initiative while networking with other scholars from across the country to showcase the talent fostered by HBCUs, as well as the positive impact of these institutions.

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Morgan State University Pilots New Under Armour Career Development Initiative, Students Earn \$50,000 in Total Scholarships

A team of four Morgan State University (MSU) students won \$40,000 in scholarships from the Under Armour (UA) Career Combine, after applying what they learned from UA-led professional education sessions in a case study competition, pitting them against fellow MSU student teams to earn a scholarship award from the Baltimore-based global sports footwear and active apparel manufacturer.

Nearly 50 students collaborated in groups to develop a real-world solution in the inaugural UA Combine's case study competition. The winning team, Team Inspire, comprised first-year student Lerone Joyner (Computer Science) and juniors Nia Cowling (Marketing), Dimitri Watat (Finance) and Lenae Wharton (Psychology), each of whom earned \$10,000 after developing a campaign to amplify mental health awareness.

The knowledge used to create the team's "Be Your Best You" concept was a direct result of the professional insight learned from sessions with top UA talent. "We took some inspiration from UA's pride campaign... to introduce mental health education to UA's grassroots leagues," said Watat. Team Inspire's campaign presentation included an athletic

Team 'Inspire' Creates a Campaign to Amplify Mental Health Awareness to Win Inaugural UA Career Combine Competition

apparel line that featured customizable positive messaging and identified top influencing athletes to promote their mental health platform.

Each team of students learned from UA career veterans in fashion, design, retail and business.

"I found the business part of the sessions most interesting. My biggest takeaway from the combine is that everyone needs to be open to change. [The UA team members] went through different career changes...now I have a better understanding of the ever-changing nature of the professional world," said Joyner, who also shared that he has already begun applying what he has learned in the classroom.

The Career Combine is the result of the growing partnership announced

earlier this year between Under Armour and Morgan.

For its part in playing a greater role in fostering a more diverse talent pipeline, Under Armour piloted an Historically Black College and University (HBCU) initiative designed to cultivate opportunities for student success in the classroom and beyond. Through scholarships and beneficial workforce readiness programs—like the Career Combine implemented at Morgan, Under Armour aims to address longstanding diversity, equity and inclusion (DEI) deficiencies within the athletic footwear and apparel industry.

"We look forward to expanding our relationship with Under Armour and creating new opportunities that will elevate performance and achievement on the field, in the classroom and professionally in the workplace," said David K. Wilson, president of Morgan State University.

MSU is the first HBCU to team up with Under Armour to provide this level of opportunity for its scholars, making it the blueprint. And given the success of the inaugural activation at Morgan, Under Armour plans to advance the effort and forge comparable

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MORGAN STATE UNIVERSITY

CAREER COMBINE



partnerships with other HBCUs and HSIs (Hispanic-serving institutions) to bolster the talent pipeline exponentially.

“This partnership will be the template we use to unlock opportunities for even more partnerships HBCUs across the United States, to support students and their ambitions on and off the field. It’s a reflection of one of our core values at Under Armour, ‘Stand for Equality,’ and it’s driven by not just the HBCU grads at Under Armour, but our commitment to diversity, equity and inclusion across our workforce,” said

Tchernavia Rocker, chief people and culture officer at Under Armour.

Given the high number of participating students and the quality of case study submissions, UA organizers expanded the scholarships awarded in the competition from \$40,000 (covering one winning group) to \$50,00 (to include a second). Morgan Excellence and Innovation proved to be a real difference-maker as Team Two Forward earned a second-place nod for their impressive submission. Members, including Austin Thomas (junior majoring in Fashion Merchandising);

Emmanuel Durojaiye (first year student majoring in Industrial Systems Engineering); Gabrielle Timpson (junior majoring in Multiplatform Production); Kobie Johnson (junior majoring in Finance) and Taylor Jackson (first year student majoring in Business Administration), each received \$2,000 scholarships for their efforts.

Congratulations to all of the scholarship award winners from the first-ever UA Career Combine at Morgan! Learn more about the University’s multi-year agreement with Under Armour, announced in 2020.

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ASU ALUMNA & LEVI WATKINS LEARNING CENTER STAFFER SELECTED FOR INAUGURAL NATIONAL PROGRAM!

By Kenneth Mullinax/ASU



ALABAMA STATE UNIVERSITY

Alabama State University alumna, Ashley Eaton, has been selected to participate in an inaugural nationwide 12-month program sponsored by the HBCU Library Alliance, which promotes professional excellence in the library sciences. Eaton, who also is the acquisitions librarian in the Levi Watkins Learning Center (LWLC), will be a member of the first cohort of the “Stronger Together, Excellence in Library Leadership” program, which also is supported by Brown University. Eaton will attend a workshop and training program at Fisk University and will be involved in a year-long program of activities and meetings.

“I am humbled and honored to have been selected to be a member of the

inaugural cohort of the Stronger Together, Excellence in Library Leadership program,” Eaton said. “The first cohort ever - that I am blessed to be a member - will focus on the library leader’s role in promoting organizational healing from the disruption caused by the ongoing COVID-19 pandemic. We will also be taught to ensure that libraries, in addition to their traditional roles, will serve as sites of intentional social justice work,” stated Eaton, who earned her Bachelor of Arts in History from ASU in 2015.

Eaton explained that in the year ahead, her cohort will gain the tools, skills, and knowledge to develop leadership plans to help ASU’s students and those

at other HBCUs across the country. Her appointment takes place from June 2022 - May 2023 and is fully funded from outside sources. She also thanked ASU’s LWLC Dean, Dr. Janice Franklin, for her support and inspiration.

“Through workshops, discussions, activities, and site visits, this hybrid program will allow our cohort to gather virtually and in-person with a goal of graduating from the program with stronger skills to support the core mission of the HBCU Library Alliance, which is to strengthen HBCU libraries and enlighten their students and staff, which will help us all serve a unique and indispensable role as cultural stewards of the African-American experience,” said the Birmingham native.



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BLUEFIELD STATE COLLEGE STUDENT *Patrice Sterling* SELECTED FOR PRESTIGIOUS INNOVATION ACADEMY INTERNSHIP



Patrice Sterling, a Bluefield State College student from Jamaica, is participating in the 2022 New Technologists innovation academy, sponsored by Microsoft and Cyborg Mobile, this summer.

Bluefield State College student Patrice Sterling has been selected to participate in the New Technologists innovation academy. The virtual academy was developed for first- and second-year college students interested in pursuing degrees in technology. Sterling is one of 100 students chosen from the 2000 plus applicants for this year's paid internship program, created through a partnership between Microsoft and Cyborg Mobile, a technology solutions company.

Sterling, a Kingston, Jamaica resident and a freshman at BSC, is Computer Science major. A Passport to College Scholar and BSC Honors Scholar, she is excited about the experience provided by the seven-week academy.

"This opportunity will provide me with hands-

on experience in the tech world and that is what motivated me to apply for this internship," she said. "We will be creating a mobile app from the ground up. I will be working with professional Product Managers and Software Engineers from Microsoft and Cyborg, who will be our mentors for the duration of the program."

"We will learn to use different tools, software, and program languages. We'll be placed into student teams to design and develop a mobile app and will be exposed to more advanced technological tools and software that we aren't exposed to in the classroom."

Sterling observed that the internship would develop her innovation potential and appreciation for the multi-layered benefits of team building. "The experience will also add to my understanding of the project management and software engineering fields," she summarized.

The seven-week paid internship began on June 21.

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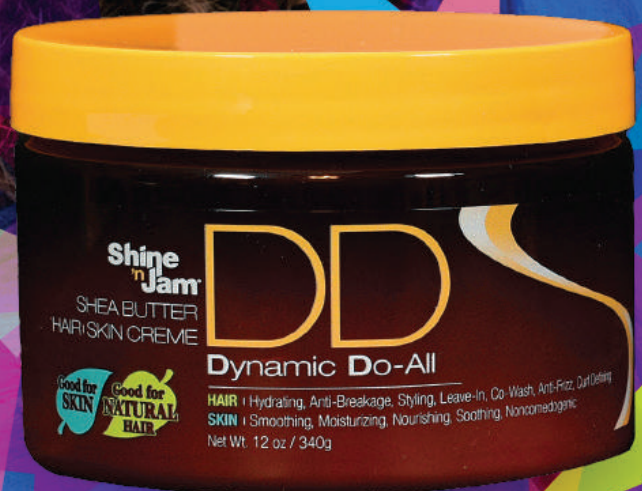


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UNIVERSITY STUDENTS VISIT *Alumna Sirius Radio Show*



As Delaware State University alumna Jamila Mustafa sees it, you don't have to wait until you've "arrived" to reach back and help those coming up from behind.

So, when the Communications major participated in a Women's History Month discussion about women in media on campus in March, she invited the participating students to visit her at SiriusXM in New York City.

Last week, she delivered on the promise when seven students spent the day with her at the studios and had the opportunity to join her on air!

Anonda Speaks was one of students who did some airtime on Jamila's show. Anonda Speaks was one of students who did some airtime on Jamila's show.

"I don't believe in waiting until you reach all of your goals until you help someone achieve theirs," said the

former Miss Delaware State University and founder of college speaking tour "HBCU 2 Hollywood," which highlights the importance of education, health and purpose. "Some believe you can't help others until you reach your goals. I'm still climbing, but it makes the journey more worthwhile when you reach back and bring someone else along."

Mustafa was invited to Del State by Dr. Dawn Mosley, Sr. Vice President of Marketing and Communications. "We appreciate alumna like Jamila Mustafa, who returned to share meaningful and encouraging moments with our students," said Dr. Mosley. "We initially asked her to be a part of a powerful discussion with some of our Mass Comm students. She took the initiative to invite them to her show on SIRIUS XM - an experience they will never forget!"

A vanguard journalist, TV personality, and speaker, Mustafa is one of the most prominent voices shaping the millennial generation! She was named one of the Most Influential People of African Descent Under 40 by the United Nations.

Mustafa has produced and hosted various shows for iHeart Radio, BET Networks, MTV Networks, and ESPN. In 2021, Jamila became the youngest African American woman to have her own radio show on SiriusXM Volume.

The international HBCU advocate made history as Bennett College's youngest commencement speaker. In a letter of recognition, President Joseph R. Biden Jr. wrote Mustafa, "What gives me hope is the optimism, ingenuity, and determination of Leaders like you (Jamila) who use their voice and talent to inspire future generations"!



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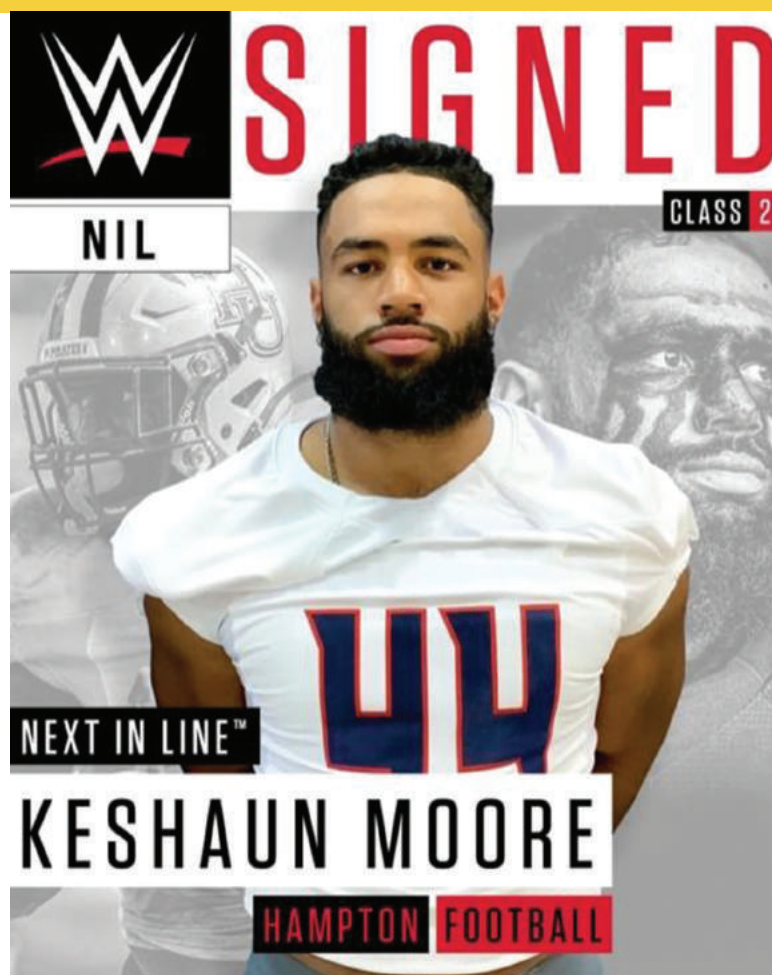
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HAMPTON LINEBACKER *Keshaun Moore* BECOMES FIRST HBCU STUDENT- ATHLETE SIGNED TO WWE'S NIL PROGRAM

Hampton University senior linebacker KeShaun Moore (Suffolk, VA) was announced as 1 of 15 collegiate athletes to be signed to the WWE's NIL (Name, Image & Likeness) program – “Next In Line™.”

Today the WWE unveiled 15 college athletes who will join the company's NIL (Name, Image & Likeness) program – “Next In Line™” – that provides a clear pathway from collegiate athletics to WWE.

“WWE is a nationally renowned brand, and this opportunity can lead to other opportunities that support my future dreams of gaining exposure for the NFL and pursuing my goals for life after collegiate athletics,” said Moore.

The second “Next In Line” class includes athletes from 14 universities, seven NCAA conferences, and seven sports, including the program's first athletes from cheer & dance, gymnastics, volleyball, men's basketball, and representation from an HBCU program.

“These are the opportunities that elevate our student-athletes experiences, education, network, and net worth,” said

football head coach Robert Prunty. “Keshaun is an extraordinary young man on and off the field. I'm excited for him because he is continuously leading by example and raising the standards of excellence for Hampton football. He is the only HBCU student-athlete in this program, which speaks volumes about the doors he has opened for himself and wants to open for others to excel around him.”

Moore has evolved on and off the field since transferring to Hampton University; he graduated this May with a B.A in Liberal Studies. He has been named to Dean's List and Honors Society.

The Linebacker earned Big South All-Conference honors for the 2021 season and looks forward to continuing to be a catalyst for the Pirates defensive unit as Hampton enters the CAA.

The WWE's NIL opportunity aligns with Moore's current goals to add a Business Marketing degree to his list of accomplishments. The Suffolk, VA native sees this as an opportunity to merge his love for sports with his career aspirations while still getting to play the game he loves.

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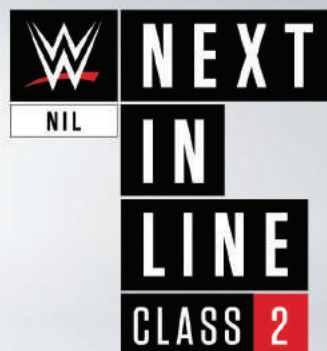
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The following 15 athletes will be unveiled later this evening at the inaugural NIL Summit at the College Football Hall of Fame in Atlanta:

- Ali Mattox of Ole Miss, a 5-foot-7 cheer & dance athlete from Little Rock, Ark.
- Case Hatch of Arizona State, a 6-foot-1, 230-pound football player from Gilbert, Ariz.
- Chandler Hayden of Tennessee, a 5-foot-11 track & field athlete from Pittsfield, Ill.
- Cohlton Schultz of Arizona State, a 6-foot-2, 285-pound wrestler from Parker, Colo.
- Derrian Gobourne of Auburn, a 5-foot-4 gymnast from Sarasota, Fla.
- Erica Link of Elon, a 5-foot-6 volleyball player from Hedgesville, W.Va.
- Keshaun Moore of Hampton, a 6-foot-3, 270-pound football player from Suffolk, Va.
- Luke Ford of Illinois, a 6-foot-6, 260-pound football player from Carterville, Ill.
- Maliq Carr of Michigan State, a 6-foot-5, 245-pound football and basketball player from Inkster, Mich.
- Mikala Hall of Central Michigan, a 5-foot-5 basketball player from Danville, Ill.
- Rachel Glenn of South Carolina, a 6-foot track & field athlete from Long Beach, Calif.
- Ruben Banks of Arkansas, a 6-foot-4, 270-pound track & field athlete from Binfield, England
- Thunder Keck of Stanford, a 6-foot-3, 245-pound football player from Northfield, N.H.
- Tyanna Omazic of Miami, a 6-foot-2 volleyball player from Kansas City, Mo.
- Zachary Knighton-Ward of Hofstra, a 6-foot-2, 285-pound wrestler from Rosedale, N.Y.

WWE's comprehensive NIL program launched in December and serves to recruit and develop potential future Superstars, and further enhances WWE's talent development process through collaborative partnerships with college athletes from diverse athletic backgrounds.

"Next In Line" has signed 31 full-time college athletes since its inception and currently has 25 active athletes following the graduation of six inaugural members from the program.

All athlete partnerships will feature access to the state-of-the-art WWE Performance Center in Orlando, Fla., in addition to resources across the organization including brand building, media training, communications, live event promotion, creative writing and community relations.

Upon completion of the NIL program, select athletes may earn an exclusive opportunity to be offered a WWE contract. All six athletes who graduated from the first class have either signed or are in discussion to join WWE on a full-time basis.

Four of the 16 initial members of WWE's "Next In Line" program are nominated for awards at the NIL Summit including Olympic gold medalist Gable Steveson (University of Minnesota) for Male Athlete of the Year, Haley & Hanna Cavinder (University of Miami) for Female Athlete of the Year and Jon Seaton (Elon University) for the Hustle Award. Additionally, WWE is a finalist for Brand of the Year.

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HEALTH 101:

THE BENEFITS OF TAKING HERBAL SUPPLEMENTS

*“Heal thy self with
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by Jessica Miller

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- Readily Available Herbal supplements are available as over-the-counter medicines that do not require a prescription. Supplements made of peppermint, chamomile, basil, turmeric, honey, garlic, ginseng, amla, and licorice are quite popular fast-moving supplements that can treat cough, cold, flu, inflammation, pain, etc.
- Treats Chronic Conditions Do you know herbal supplements can assist with chronic conditions? Herbal supplements made of Shatavari are widely recommended in helping infertility issues, while pepper, and fenugreek tablets keep blood sugar under check. Take lotus stem for good cardiovascular health and go for Garcinia Cambogia to beat obesity.

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1. RESEARCH. Consult with your doctor or practitioner, especially if you are currently on medication(s)
2. Look up local health stores in your area that carries herbal supplements.
3. After finding your location, be sure to READ labels from front to back on each brand. Stay away from additives, preservatives, and fillers. Remember the less the better when reading ingredients.
4. Follow the directions on herbal supplements. When in doubt, remember to ask questions.

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Students Awarded \$48K in 13D Entrepreneurship Business Launch Competition



Mitchell Turnbull and Walter Morris pose for photo after winning Entrepreneurship Competition

Three University of the Virgin Islands (UVI) student entrepreneurs were awarded \$48,000 at the annual 13D Entrepreneurship Business Launch Competition held virtually on May 6, providing them with valuable start-up funds to pursue their business ventures. Christopher McDonald earned \$24,000 for his MappIt! Geographic Information System (GIS) business start-up, and an additional \$24,000 was awarded to Mitchell Turnbull and his teammate Walter Morris for their Cash N'Crypto ATM business idea. The

13D Competition is designed to eliminate the obstacle of financing for UVI student entrepreneurs who have great ideas for potentially profitable businesses but no access to start-up capital.

“The two teams that pitched this year were absolutely fantastic,” said Dr. Tim Faley, the Kiril Sokoloff Distinguished Professor of Entrepreneurship at UVI. “I especially want to thank 13D Research & Strategy (www.13D.com) and Viya (www.viya.vi) for the funding that makes this program possible.”

UVI Professor of Management and Entrepreneurship Glenn Metts commented, “During a pandemic and amid the storm of instability that it caused, the students rose up and did something extremely unusual – they built a viable small start-up over just a six-month period. We often forget just how daunting the 13D Business Launch Competition is for students, to build a real business at

their age, prior to graduation, is a difficult and ultimately challenging task. The two finalist teams are students we should be proud of at UVI and in our community.”

In the competition, students present a “Shark Tank”-like pitch for start-up funds before a panel of judges. McDonald’s MappIt! GIS services company will use ArcGIS mapping software and aerial photography to provide environmental data analysis for planning and management decisions. In his presentation, McDonald demonstrated how his services could aid multiple local government agencies in mapping their resources and other environmental data across the Territory. McDonald, who graduated this month with a master’s degree in Public Administration, first conceived of the idea after participating in a NASA internship that introduced him to the field of GIS and led him to take a GIS course at UVI.



Christopher McDonald

“Being a part of this competition has enhanced my ability to believe in myself and pushed me to turn my ideas into reality,” said McDonald. “I’m grateful to Dr. Faley and Dr. Metts who met with me weekly to help me organize and develop a strong presentation. They believe in the students and our dreams, and I’m grateful for this opportunity and for people like them at UVI.”

Drs. Faley and Metts also mentored the Turnbull and Morris team. “They set the table for us and set us on the right path,” said Morris, a UVI sophomore studying Computer Science. “They were so responsive and receptive of our work and gave us confidence,” added Turnbull, a sophomore double majoring in Business and Business Management. With strategically located ATM machines in the Virgin Islands and a website to educate customers about the value of crypto currency, Cash N’Crypto ATM aims to be the first of its kind in the VI to allow easy access to purchasing or converting crypto currency to cash. The enterprising duo will use the funds to navigate the regulatory

and legal aspects of launching the business and for equipment and marketing.



Mitchell Turnbull

Morris encouraged other students to “expand your horizons and don’t let anyone stop you!” The participants agreed that the competition was a great opportunity to hone their research and presentation skills as well as improve their understanding of business.

Competition judges included Jennifer Matarangas-King, vice president of public relations and governmental affairs at Viya; Leon Hughes, founder and CEO of NEARiX, a software service company on St. Croix, and Dr. Thomas Lombardi, UVI assistant professor and Department Chair of computer information systems.

Walter Morris

“Viya is proud to support the 13D Entrepreneurship Business Launch Competition by providing \$50,000 in prize money that is utilized to fund business ventures that will enhance the Virgin Islands. On behalf of Viya, I extend congratulations to these young, dynamic, local entrepreneurs, who created in-demand tech companies that will enhance the commercial landscape. It is truly admirable that amid a pandemic, these UVI students were able to bring their business dreams to fruition



and Viya is excited about having a role in the process,” said Matarangas-King, who has served as a judge since the inception of the program.

The 13D Entrepreneurship Competition was established in 2012 through a gift to UVI from investment strategist and entrepreneur Kiril Sokoloff, the founder of 13D Research (USVI) LLC. The competition is open to all eligible students within the University. As part of the program, student entrepreneurs pitch their financially sustainable businesses and the funds necessary to get them launched. Utilizing the enormous expertise of the companies associated with the Research and Technology Park, as well as local, regional, and national business leaders, students receive very practical guidance, insights, and expertise from experienced entrepreneurs. The competition is expected to return to an in-person event next year at the newly unveiled 13D Research & Strategy Innovation Center on the Orville E. Kean campus on St. Thomas. For more information, visit www.uvi.edu.

TEXAS SOUTHERN
UNIVERSITY student
Joseph Washington,
Executive Master of
Public Administration
receives
prestigious
grant



Joseph Washington becomes first TSU EMPA student to be awarded \$15,000 grant by the Texas Business Hall of Fame Foundation

Texas Southern University Executive Master of Public Administration Program student, Joseph Washington, has been awarded a \$15,000 by the Texas Business Hall of Fame Foundation.

For over 40 years, the Texas Business Hall of Fame Foundation has helped to recognize business leaders in the private sector who are making significant contributions in their respective field and through their humanitarian efforts.

Joseph Washington presented to a panel of business leaders from the Foundation. He was selected from the group of three finalists, which include graduate students from TSU's Jesse H. Jones School of Business. His presentation and work in the community won him the prestigious award. Washington operates a nonprofit organization in Houston's Lakewood community that uses the performing arts as a conduit to mentor young people and another to support veterans.

"First and foremost, I'd like to thank God and Dr. Michael Adams for suggesting I apply for the award and helping write a successful application," Washington said. "I look forward to the work this grant will allow me to do in my community. The EMPA Program has been a blessing to me and instrumental in my ongoing success. Beyond the fundamentals in the classroom, this program has continued to place me in the flow of opportunity and has offered me the support to see so many victories through. I am just grateful."

For over 40 years, the Texas Business Hall of Fame Foundation has helped to recognize business leaders in the private sector who are making significant contributions in their respective field and through their humanitarian efforts.

Washington is the first TSU EMPA student to be awarded this grant.

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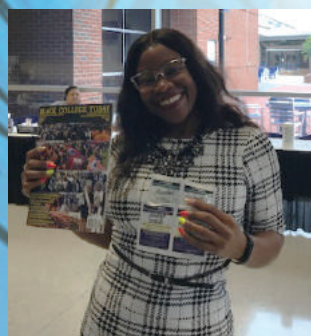
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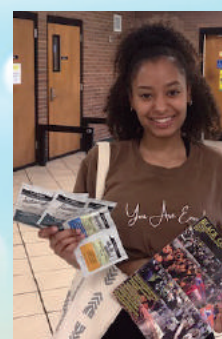
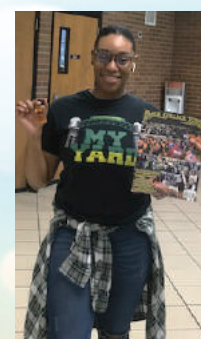
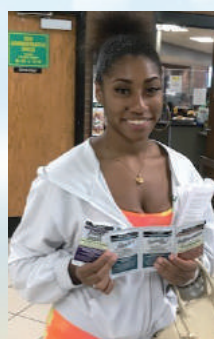
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WHAT'S HOT ON THE NET!

**HAPPY NEW YEAR!!! WELCOME BACK TO BCT'S WHAT'S HOT
ON THE NET!!! WE'RE BRINGING YOU THE LATEST NEWS ON
CELEBRITIES ACROSS THE WORLD SO LET'S GET INTO IT!!!**

Queen Bey shut the internet down with her out of now where announcement that her new album, **Renaissance**, is coming out later this month!!! It's been nearly 6 years since **Beyonce** dropped her **Lemonade** album. With **Homecoming** and **The Lion King: The Gift** in between, everyone has been waiting for new Beyonce music! This is going to be epic and keep us vibing throughout the rest of the summer! We are definitely here for it!!!

Dreams do come true!!! Writer, actor and producer **Tyler Perry** is redefining luxury! The celebrity mogul is currently building a 40,000 square foot, \$100 million dollar mansion in Georgia. The residence will be right outside of Atlanta. Not stopping there and continuing to give back, Tyler Perry also recently donated \$500,000 to the famous **Apollo Theater** in Harlem, New York! You love to see it!!!

As the king gears up for another season, he recently joined the billionaire's club!!! Congrats to **Lebron James** for this huge accomplishment! He becomes only the second billionaire **NBA** player and the first to reach this status while actively playing. **Michael Jordan** is the only other billionaire player in **NBA** history.

Mary J. Blige, Ella Mai and Queen Naija are coming to an arena near you on the **Good Morning Gorgeous** Tour! The tour begins in September and ends in October. Get your tickets now!!!

Congrats to **Frank Ocean**! Although he has been out of the news recently, Frank is going to headline **Coachella** in 2023! Could this also mean that new music is on the way??? We will see!

Salute to **Cordae** for his recent **TED Talk**! Cordae used the opportunity and platform to discuss his childhood

and how discipline and goals helped him become successful. It was an amazing TED Talk. Check it out if you haven't already listened to it!

Be on the lookout for **Lil Baby's** documentary titled **Untrapped**. **Untrapped** will begin streaming on **Amazon Prime** video in late August. The documentary shows Lil Baby's start from his time growing up in Atlanta to the release of his 2020 album, **My Turn**. This is going to be a good one!!!

As far as new music goes, here's what we're listening to!

Chris Brown – Breezy

Erica Banks – Diary of the Flow Queen

Kevin Gates – Khaza

Lizzo – Special

NoCap – Mr. Crawford

YoungBoy Never Broke Again – The Last Slimento

**THAT'S IT FOR THIS EDITION OF WHAT'S HOT ON THE NET!!! BE ON
THE LOOKOUT FOR MORE CELEBRITY NEWS NEXT TIME IN BCT!!!**

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