

BLACK COLLEGE TODAY

For Today's Black College Students
Volume XXII
Number 2
\$2.00

www.blackcollegetoday.com
www.blackcollegetoday.blogspot.com
March/April
2023



2022-2023 CAMPUS KINGS



2022 - 2023 BLACK COLLEGE CAMPUS KINGS

U.S. SECRET SERVICE IS HIRING

"NEW BEGINNINGS!"

**FAMU RECEIVES \$1.3M FROM BP TO INVEST
IN FUTURE TALENT WITH HBCU FELLOWSHIP
PROGRAM**

**NEW PROGRAMS AT MORGAN ADDRESS THE
WORK OF THE FUTURE AND THE FUTURE OF
WORK**

**scholarshipladyus@outlook.com
HAS SCHOLARSHIPS FOR YOU!**

B.S.O. IS LOOKING TO HIRE



MAXIMUM MOISTURE

EDEN™
BodyWorks



We developed Coconut Shea to address thicker, kinkier coils that need more moisture and definition for styling.

FRONT COVER



BLACK COLLEGE TODAY

www.blackcollegetoday.com | www.blackcollegetoday.blogspot.com

FOR TODAY'S BLACK COLLEGE STUDENT

MARCH/APRIL 2023 | VOL. XXII NO. 2



facebook.com/
blackcollegetoday



@BCTMAGAZINE



@blackcollegetoday



BlackCollegeMag

4 DID YOU KNOW

Creating Bowl\Post-Season Opportunities For HBCUs And Why We Should Do It
by *James B. Ewers Jr. Ed.D.*

10 SCHOLARSHIPS

Scholarships 101
by *Dr. Felicia Durden*

12 UNIVERSITIES

New Programs at Morgan Address The Work Of The Future And The Future Of Work

18 SUCCESS

Person-Organization Fit
Congruence - Part 1
by *Robin Kegler*

20 UNIVERSITIES

Black College Today Proudly Presents Black College 2022-2023 Campus Kings

34 SCHOLARSHIPS

"Hot Scholarships For The Month"
by *Carla M. Dickerson*

36 INSPIRATIONAL

New Beginnings
by *Crystal Styles*

38 UNIVERSITIES

Black College Today Proudly Presents Black College Queens 2022-2023

38 UNIVERSITIES

WU Sophomore Is Selected As A JP Morgan Chase HBCU Scholar

40 HEALTH

Herbs Of The African Diaspora: Okra
by *Jessica Miller*

42 UNIVERSITIES

FAMU Receives \$1.3M From BP To Invest In Future Talent With HBCU Fellowship Program

43 UNIVERSITIES

20 Year-old Steals Show with ASL Performance

44 UNIVERSITIES

White House Press Briefing With FMU Student Representative Jaylin Clinch

46 UNIVERSITIES

OceanX Launches Historic Partnership With Spelman College

48 UNIVERSITIES

Tasia Clark ('23) Is 3rd Place Winner In Biztech Competition

50 UNIVERSITIES

Shaw Students Suit Up With JCP

51 UNIVERSITIES

Inspired Day Of Service Distributes For The Food Bank

52 UNIVERSITIES

'It Was A Transformative Experience' Business Administration Major Kristian Francis Places First At HBCU-Start Program

54 ENTERTAINMENT

What's Hot On The Net!
by *Steven M. Mootry,*

Contributing Writers:

Carla M. Dickerson

Dr. Felicia Durden

James B. Ewers Jr. Ed. D.

William Jackson

Larry Jones

Robin Kegler

Jessica Miller

Steven M. Mootry, II

Crystal Styles

Social Media Coordinators:

Neshaszda Brown Wright

Steven M. Mootry II



CREATING BOWL\POST-SEASON OPPORTUNITIES For HBCUs

And Why We Should Do It

By Dr. James B. Ewers Jr.

College football season is over as conference championships and post-season opportunities have all been decided. When you look over the season, HBCU football teams were in the news and a part of everyone's conversation a regular basis.

Fayetteville State University, Tuskegee University, Florida A&M University had stellar seasons. Jackson State University defeated Southern University 43-24 to win the SWAC championship.

North Carolina Central University, champions of the MEAC defeated Jackson State University in the Cricket Celebration Bowl. The final score in overtime was 41-34. It was held at the Mercedes-Benz Stadium in Atlanta Georgia on December 17, 2022.

Deion Sanders is now the head football coach at the University of Colorado. Jackson State University has named T.C. Taylor as its new head football coach. Let's congratulate both men on their new positions.

Regarding the Celebration Bowl, the fans were in a frenzy and tailgating was happening non-stop. Ribs and chicken wings on the grill were fan favorites. It was not a stretch to say that a good time was had by all.

Upcoming on February 25, 2023 at Yulman Stadium in New Orleans Louisiana will be the 2nd Annual HBCU Legacy Bowl. That game will showcase talent from most of the Historically Black Colleges and Universities.

Last year's inaugural event was a success on and off the field as it included a career fair and a list of dynamic speakers.

I anticipate the crowds will be larger and more HBCUs will be participating.

Employers will be there to offer students positions. Professional football scouts and agents will be in attendance ready to have players align with their organizations.

When the tickets go on sale, get yours because they won't last long. My prediction is that this will become a signature event within the HBCU landscape. Personally, I hope that Yulman stadium on the campus of Tulane University will become the permanent location of the HBCU Legacy Bowl.

Bowl games and play-off spots are the rewards for teams that have achieved a level of success. That's the way it's been and that's the way it will stay.

As you know at the Division I level, teams need 6 wins to become "bowl eligible". So, a team can finish with a 6-6 record and become bowl eligible.

Meanwhile, HBCU teams can finish the season at 8-3 or 9-2 and have no post-season play. They are left watching other teams play while they wait on spring practice to begin.

Is that equitable? You can answer that question.

The proposal that I am putting forward keeps HBCU teams with good records on the field for post-season play. Let's create two bowl games for four HBCU teams. They would be named by the sponsors or benefactors. How about the Jake Gaither Bowl or the Marino Casem Bowl?

There would be a selection committee composed of people who know football. The bowl sites would be agreed upon by the sponsors and benefactors.

HBCUs that have the stadium capacity could be used. Further, let's have the bowl games two to three weeks apart like the current holiday format. There would be



Dr. James Ewers left is pictured with NFL Hall of Famer Mel Blount at the 2022 HBCU Legacy Bowl in New Orleans. He played cornerback for the Pittsburgh Steelers.

two to three days of pre-bowl activities such as career fairs and workshops.

All of us know prominent men and women who have been great ambassadors for HBCUs. As you are reading this column, I hope that you will become energized by it and think that the idea has merit.

If you have been blessed with financial resources, please consider becoming a voice for this proposal. Yes, it does need tweaking and you could be a part of the tweaking.

We cannot continue to allow our young men to play on teams with winning records and not be considered for post-season play. If you are a student-athlete enrolled at an HBCU and had a winning record, I hope that you think this is a good idea.

On a personal note, I played a sport at an HBCU and won championships and participated in post-season play. I know what that feels like, and we should give our current student-athletes the same opportunity.

Sometimes in life, you must create another path to reach your goal. Now is the time to create another path.

BLUE MAGIC OLIVE OIL

HELPS SEAL IN MOISTURE

PRESS AND STYLE

SMOOTHES AND CONTROLS CURLS

ENRICHED WITH ALOE VERA



BLUE MAGIC SHEA BUTTER

BEAUTIFUL SHINE

FOR ALL HAIR TYPES

WITH COCONUT FRUIT EXTRACT

ENRICHED WITH VITAMIN E



THERE'S ONLY ONE TRUE BLUE...

Blue Magic®

TRUSTED FOR
GENERATIONS

BLACK COLLEGE TODAY MAGAZINE

(954) 344-4469

E-MAIL

BLACK1990@AOL.COM

PUBLISHER AND EDITOR

STEVEN MOOTRY

TRAFFIC MANAGER

MARK JACKSON

VICE PRESIDENT OF ADVERTISING

FRED STIMAGE

ROSLYN P. WILLIAMS

FOR ADVERTISING

INFORMATION CALL

(954) 344-4469

Black College Today is published bimonthly by Black College Today, Inc., P.O. Box 25425, Fort Lauderdale, Florida 33320. Third Class postage paid at Fort Lauderdale, Florida. Postmaster: Send change of address to BCT, P.O. Box 25425, Fort Lauderdale, Florida 33320. Annual subscriptions \$12.00 plus postage and handling of \$2.00 in the United States only. Foreign subscriptions are not yet available. Back issues \$2.95 plus postage and handling.

All material in this magazine is copyrighted 2023 by Black College Today, Inc. All rights reserved. Reproduction of any portion or portions of this publication is specifically prohibited without written permission from the publisher. Throughout this issue, trademarked names are used. Rather than put a trademark symbol in every occurrence of a trademarked name, we state that we are using the names only in an editorial fashion and to the benefit of the trademark owner, with no intention of infringement. Printed in the U.S.A.

SUBSCRIBE!! IT'S SIMPLE

NAME _____

PHONE _____ E-MAIL _____

ADDRESS _____ APT/SUITE _____

CITY _____ STATE _____ ZIP _____

COLLEGE ATTENDING _____

\$14.00* One-year subscription (6 issues)

\$26.00* Two-year subscription (12 issues)

\$36.00* Three-year subscription (18 issues)

* Add \$2.00 for shipping and handling in the USA

* Add \$15.00 outside the USA

Enclose payment (no cash please) to:

BLACK COLLEGE TODAY

P.O. Box 25425 • Fort Lauderdale, Florida 33320

(954) 344-4469

or e-mail us at: black1990@aol.com

Discover the Hype...



New

Biotin Infused

**Ultimate
Solution
for hard to
comb curly or
natural hair!**

*Frees hair of
tangles and
knots.*

*Alleviates
damage...
prevents
breakage.*

*Leaves hair
shiny with
Maximum Curl
Definition.*

Vegan

Follow us: [f](#) [t](#) [i](#) [v](#) [d](#) [p](#)

THE FLORIDA LOTTERY IS

FUNDING FUTURES

HELPING SCHOOLS & STUDENTS WIN

Since the Florida Lottery's establishment in 1988, we have remained committed to enhancing public education in Florida. Over the past 35 years, we have provided life-changing opportunities to both our players and students statewide.

Our steadfast commitment to education has allowed us to contribute more than \$43 billion to K-12 schools, state colleges and universities, and to students through the Bright Futures Scholarship Program.

Created in 1997 by the Florida Legislature, the Bright Futures Scholarship Program assists students in pursuing postsecondary educational career goals. Since the program's inception, we have contributed more than \$7.4 billion to send more than 950,000 students to college.

The Florida Lottery is proud to be a dedicated and dependable funding source for public education, contributing more than \$1 billion annually for the past 21 consecutive years while remaining one of the most efficient lotteries in the country. From community learning to graduate studies, we're helping Florida's students turn their dreams into futures.

We thank you for helping us reach these incredible milestones, as a portion of every ticket purchased goes towards education. We hope that the benefits of our contributions continue to be felt in communities across the entire state.



flalottery.com/brightfutures

HELPING STUDENTS TURN DREAMS INTO FUTURES



The Florida Lottery proudly supports education by contributing over \$43 billion to local schools and awarding more than 917,000 Bright Futures Scholarships. So Florida students can do more than just dream of a brighter future, they can create one.

Learn more at flalottery.com/education

SCHOLARSHIPS 101

By Dr. Felicia Durden



The cost of college has risen in the past years. My local University has raised their prices by 5% in the last year for out-of-state residents. This is a substantial increase as the average increase is 1.5 % . With the tuition increase, many students find that they need to look for ways to finance their education without going into debt with student loans. On average, college students will owe over \$28,000 in loans. However, there are ways to offset this debt by looking for and applying for college scholarships.

On average, over \$100 million in scholarship dollars go unclaimed yearly due to lacking applicants. By not applying for these scholarships, you are leaving money on the table that could substantially help you accomplish your college educational goals and degree completion. The number one reason students state they are not applying for scholarships is that they need to know where the scholarships are. Academic scholarships are certainly the most popular type of scholarship, but they are not the only scholarship type. This is good news for students who do not have a high GPA

Unfortunately, many students think that they need to have a high GPA or are just entering college to be able to apply for and obtain scholarships. This is not true; there are scholarships that students can receive throughout their college years and to use to obtain their graduate-level degrees. This month I will be sharing the different types of available scholarships.

1. Academic:

Most of us have heard of academic scholarships. These scholarships are based on GPA and academic achievement. Most high school students feel that they can only obtain a scholarship by having a high GPA. Academic scholarships often offer a lot of money. Some academic scholarships provide a “full ride” or pay for a student’s entire college tuition. These scholarships often require that the student keep those grades up when in college, or they are at jeopardy of losing the money. I have a close friend that earned an academic scholarship, and she found it very stressful to keep her grade’s up to keep that scholarship. I remember her going to tutoring and being in study groups to ensure she maintained her academic scholarship.

2: Athletic:

Another prevalent type of scholarship is the athletic scholarship. These scholarships go to our top athletes. We often think of football and basketball scholarships, but students can also earn athletic scholarships for sports like bull riding, bass fishing, golf and hockey. The point is that if you enjoy a sport and have a talent in, you just might be able to find a scholarship in that field. The key to finding these scholarships is to do an online search. You will be surprised at how many scholarships you find. Your talent in powerlifting just might earn you some big bucks for college.

3 Career Focused

A very lucrative scholarship type is those that are career focused. These scholarships

are used to attract students to career fields that have a shortage. For example, I recently heard about a scholarship that would pay for a Master’s degree in Cyber Security for 1st generation college students. There are also many scholarships for nursing, teaching and engineering to name of a few of the high interest fields. If you are interested in a particular career field, look for scholarships related to that field. You might be surprised to find some scholarships that will fit your needs.

4. Diversity and Gender

Many scholarships attract students of color or other diversity factors. For example, the above-mentioned Cyber Security scholarship was targeted to African American men. However, that scholarship was worth \$40,000 and they needed help finding men to apply. We found this because African American males needed to be made aware that the scholarship was available.

There are also thousands of scholarships for women and mothers. I know of several young mothers who have earned scholarships based on their gender. Keep your eyes open for scholarships that are geared toward gender and diversity. There are millions of dollars out there.

Our hope is that scholarship types we have highlighted will help you get your piece of those unclaimed \$100 million in scholarship dollars that are unclaimed each year. Happy scholarship hunting.

GOT BREAKAGE? RESTORE YOUR HAIR'S
SHINE *and* **STRENGTH**



FOR HAIR AND SCALP

Repair dry, damaged hair with our oils made with 100% pure jamaican black castor oil. Our three formulas give hair a natural sheen and make it softer, shinier, and more manageable.

You will love the
JBCO difference!

NEW PROGRAMS AT MORGAN ADDRESS THE WORK OF THE FUTURE AND THE FUTURE OF WORK

MORE THAN 30 NEW HIGH-DEMAND ACADEMIC DEGREE PROGRAMS SINCE 2020 DRIVE STUDENT INTEREST AND SPIKE ENROLLMENT



The past two years have marked an era of historic highs for Morgan State University, in categories ranging from student enrollment to financial investment in the institution to the dollar value of new, planned or under-construction campus facilities. But, more quietly, the University has also logged record numbers in another critical area: the establishment of new academic programs.

Since 2020, Morgan has introduced more than 30 new programs increasing its total degree offering to more than 140. In the past year alone, the University has launched nine programs, many of which began as ideas birthed and developed by MSU faculty, underwent multiple layers of internal review by administrative units at the University before being final approved by Morgan's Board of Regents and the Maryland Higher Education Commission (MHEC). Many of these academic offerings are not only innovative — aligning with Morgan's strategic plan — they are also unique among the programs offered by higher education institutions in Maryland, **Black College Today** 12 March/April 2023

emphasizes Hongtao Yu, Ph.D., provost and senior vice president for Academic Affairs at Morgan. Included among the latest program offerings are a Bachelor of Fine Arts in Musical Theatre, a Master of Science in Neuroscience, a Bachelor of Science in Coastal Science and Policy and a Doctor of Social Work.

With an unprecedented number of recent programs off the ground, Morgan has shifted its focus to maintaining their excellence and sustainability — their long-term success, Dr. Yu says. “We just need to make sure that all the programs we’ve launched will do well and distinguish themselves nationally.”

Academic ‘Building Boom’

Toward that goal, generally, the new programs are doing quite well. The Master of Science in Advanced Computing program, for example, launched in Fall 2021, already has 34 students on board, studying software engineering; data science and artificial intelligence; machine learning; or cybersecurity and is

tracking toward an enrollment of more than 60 students by Fall 2023, reports Computer Science Assistant Professor Monir Sharker, Ph.D., the program's director. The Bachelor of Science in Interior Design came earlier, in 2018, at the initiative of Professor Suzanne Frasier, and has seen explosive growth lately, with 62 students now enrolled, says Betty Torrell, associate professor of Undergraduate Design and the program's new director. Morgan also began offering the Bachelor of Science in Mechatronics Engineering in Fall 2021. That program, led by Getachew Befekadu, Ph.D., assistant professor of Electrical and Computer Engineering, is now educating 47 students in the high-demand, multidisciplinary field that supports today's advanced manufacturing industry. Morgan is the only university in Maryland to offer each of the three programs.

Morgan's academic ‘building boom’ has also helped place the University near the front of a trend: enrollment of nontraditional and traditional students in interdisciplinary degree programs, Provost Yu reports. In Fall 2022,



MORGAN
STATE UNIVERSITY

140+

DEGREE
Programs

The Next Stop
In Your Journey
MORGAN.EDU



College of Interdisciplinary & Continuing Studies
College of Liberal Arts • School of Architecture & Planning
School of Business & Management • School of Community Health &
Policy • School of Computer, Mathematical & Natural Sciences
School of Education & Urban Studies • School of Engineering
School of Global Journalism & Communication
School of Graduate Studies • School of Social Work

Apply Today!

the University reported an historic enrollment high of more than 9,100 students. Some of the students choosing Morgan are doing so in part as a result of the programs being offered.

“We have paid special attention to transdisciplinary skills that are needed for the new workforce,” Dr. Yu says. “This effort started with my predecessor in the Office of the Provost, but the addition of transdisciplinary programs has been an ongoing priority for the University administration.”

Yu cites the recent establishment of the Morgan Completes You program as a prime example of the University’s focus.

“In 2021, Morgan received approval from MHEC to launch 18 interdisciplinary degree programs. We call it Morgan Completes You. These 18 programs are used to train students who went to college, who have some credits already but were not able to complete their college degree,” he explains. “We put them into these interdisciplinary degree programs where they can earn their degrees and gain skills for their employment.”

Morgan Completes You (MCY) is offered by the University’s new College of Interdisciplinary and Continuing Studies (CICS), which was also launched in 2021. The college’s inaugural dean, Nicole M. Westrick, Ph.D., was selected this past May, after a national search.

Personal and Institutional Impact

A quick check-in with several directors, students and recent graduates of Morgan’s recently added programs reveals the beneficial impact of the new academic offerings on the University’s strategic goal to increase innovation in instruction and research, and on Morgan’s mission to offer the opportunities of higher education to a broader, more diverse segment of the student population.



Clara Bejarano already had a wealth of academic and life experience when she arrived at Morgan last year to pursue a bachelor’s in Interior Design. Born in Mexico, she moved with her family to El Paso, Texas, when she was 13 and later earned a bachelor’s degree in civil engineering. After moving to Maryland, she decided to follow her lifelong passion for interior design, as a student at Anne Arundel Community College. Transferring to Morgan to enroll in the state’s only four-year program in that field, she says, she felt “at home” in the HBCU culture.

“It was really nice to feel like an HBCU is very similar to the college I went to as an engineer,” Bejarano says. The coursework, she adds, has helped her refine her sense of responsibility, her discipline and her time management skills.

Morgan’s Interior Design program is well tailored to its home in Baltimore City, says professor Torrell, the program director.

“Interior design has always kept aesthetics as an important aspect of the design of interiors, but we’re moving toward the occupants’ well-being,” she says. “...This is a new trend both globally and nationally, and it’s also my particular focus area.”

Providing students with a holistic experience is also a hallmark of Morgan’s bachelor’s of Mechatronics Engineering program, says the director, Dr. Befekadu.

“I usually tell our students that this laboratory is your workplace and your playground,” he reports. “We aim to provide our students with whatever they need in terms of mathematical problem solving skills, computer programming, theoretical background and concepts of control and system theory.”



Students such as junior Ethan Joyner are making the most of that support. Joyner, Baltimore-born and a product of the city’s public schools, exudes passion for the subject matter and MSU. He sought to transfer from the computer engineering program at the Community College of Baltimore County the moment he heard Morgan was offering the mechatronics instruction he had long been craving. Joyner has thrived in the well-equipped and growing mechatronics laboratory as one of the program’s best students, Befekadu reports, and he has come to see his career opportunities as limitless. Among his long-term ambitions are to earn a master’s in mechatronics and one day start a free, community-based STEM education program in Baltimore to provide workforce skills training to all comers.

One current mechatronics project has students developing a data predictive control program and math solutions



THE UNITED STATES
SECRET SERVICE

**PROTECTING WHAT
MATTERS MOST**

Are you ready for a challenge? Does investigative work excite you? Travel and service to the Nation? Right now the United States Secret Service has exciting career opportunities open for those who qualify.

Find out more at
www.secretservice.gov
or call us at **888-813-USSS**

TTY: 202-406-5370 | EOE



for NASA, says Befekadu, who projects that Morgan will produce its first graduates in Mechatronics Engineering by Spring 2026. This past fall, MHEC approved Morgan to begin offering its Mechatronics Engineering program at the Laurel College Center, one of the state's Regional Higher Education Centers.

Successful by Design

Like Joyner, MSU Advanced Computing student Funbi Ogunwale is seeking to make a bold mark on the world. A food engineering major in his home country of Nigeria, he came to Maryland with his bachelor's degree hoping to build a career on his passion for computer technology. Disappointed that Morgan wasn't offering an advanced computer science degree then, he decided to enroll in MSU as a master's student anyway, in mathematics, in Spring 2021. When the Advanced Computing program began that fall, he leaped at the opportunity.

Ogunwale, who has completed his master's thesis in machine learning and cybersecurity, says the program is giving him the skills to achieve his goal of using technology to solve problems on a large scale.

"Especially for those coming from a nontechnical background, as I did, the learning curve might be a little steep, but I think you get as much as you decide to put into the program," he says. "And the professors are very, very helpful."

Ogunwale's good experience didn't happen by accident. Dr. Sharker, the director, points out that the Advanced Computing program was designed to accommodate students from diverse backgrounds, with in-person and online learning/instruction.

"We wanted to keep it available and affordable for different groups," he explains, so three degree tracks are offered: a course-only track that doesn't require students to complete a project or thesis, for professionals who need a master's to further their careers; a project track, for students who want to demonstrate their ability to solve real-world problems to their employers or prospective employers; and a thesis track geared toward students aspiring for a doctorate.

Recent Advanced Computing graduate Taofeek Babatunde leveraged the course-only track to help him gain employment with one of the technology sector's best-known companies, Microsoft, where he is working remotely from Baltimore as part of the Redmond, Washington, team that ties customers' various Microsoft products and services together.

Babatunde was attracted to computer science by science fiction shows such as "The Matrix" when he was a child in Nigeria. He decided to attend Morgan while visiting his older brother, who

was pursuing his bachelor's degree in industrial engineering at MSU, in 2015. Babatunde says his real-life experience with computer science and as a student at Morgan have exceeded his high expectations.

"Being a full-time student at Morgan State University was just miles better than I expected it to be," he says. "The professors were always happy to help. The organizations were always welcoming and supportive and encouraging you to be the best version of yourself."

Babatunde says he picked up knowledge from all the areas of specialization of the Advanced Computing program and also learned and wrote a research paper about the futuristic field of quantum computing, as part of a group of IBM scholarship recipients.

"Morgan State is doing a great job of exposing students to what the future will require," he says.





Sunny Isle

NATURAL HAIR & SKIN CARE



Problems with hair and skin?
Sunny Isle is in!



For all Hair & Skin types

- Improves Hair, Beard, Eyebrow & Eyelash growth
- Relieves symptoms of Eczema and Psoriasis
- Soothes Dry, Itchy Scalp
- Helps with Thinning Edges and Bald Spots

A Black Owned Family Business

 Available worldwide!

JamaicanBlackCastorOil.com

Visit our website for full range of products.

 /SunnyIsleJBCO

PERSON-ORGANIZATION FIT CONGRUENCE

PART 1

By Robin Kegler



There are 5 employee types. I call these 5 types, Primary Area Gifts Streams®, or PAGS. Every employee type and work position falls under one of the PAGS streams©. Every person, including you, has a unique employee type, aka, PAGS combination. There are 5 categories. So regardless of what work position you are looking to fill, or do, it falls under one of the 5 employee types. When you know which of the 5 employee types you are looking to fill, it helps you identify the right candidate. While it's important to know which of the 5 employee types is right for you and your business, what is even more important is having what is known as Person and Organization Fit Congruence that works for your entire business.

Previous studies have shown that damage occurs because of multidimensional incongruence. For example, value incongruence between employees and organizations were identified as negative working conditions. Value incongruence gives rise to negative attitudes toward the organization. This leads to low performance.

The Ego Depletion Theory suggests that value incongruence consumes two of an individual's regulatory resources. The first is behavioral- how your employee responds to situations and acts in harmony with their long-term goals and deepest values. For example, a customer is publicly critical of your employee, but your employee keeps calm and does not react in a stressful situation. The second

is emotional self-regulation. It is the control of emotions which can impact interpersonal relationships at work and is reflected in reliability and consideration of others at work.

It is important to recruit people who fit the organization. The fit is based on what I call your candidate's I. W. B., or Internal Work Blueprint©. There can be challenges assessing candidates who are the right fit for your organization.

Challenge Number 1: Not asking the right questions. An important question: Is this person and our business or organization compatible in their way of working? This goes beyond having the same interests or lifestyle, which have their place.

Challenge Number 2: Organization misfit. If after hiring and 3 months into the job an employee seems unmotivated, arrives late, leaves early, and takes a lot of coffee breaks, there is an organization misfit. As a result, the employee leaves the company, and you are forced to start the recruiting process all over again.

Extensive research supports the proposition that individuals are satisfied with and adjust most easily to jobs that are congruent with their own careers. There is better success according to recent studies with multi-dimensional congruence. In addition to Person Job Fit and Person Organization Fit, which work jointly, one attribute difficult to assess for some recruiters is Culture Fit. Additionally, recent Gallup studies

note that 85 percent of employees are disengaged in their work. What is worse is the Quit Stay Phenomenon. It is when your employee has checked out of a job mentally but continues to come to work daily. It has a major impact on productivity, profitability, and employee engagement. There are some practical and achievable steps you can take to avoid those outcomes and create a thriving and productive work environment throughout your business or organization.

Here is what you can do almost immediately to start having Person Organization Fit Congruence. It all begins with having an integrated Person Organization Fit Congruence Plan.

Using your Congruence Plan, you can create the right Person Organization Fit that focuses on both Job Fit, how a person is suited for a specific role and Organization Fit, when one entity provides what the other needs and vice versa. The result can be a lower turnover rate.

Now you might be wondering, how do you incorporate all the parts of the Congruence Plan into your work environment without it taking time away from your already busy schedule? In Part 2, I will share excerpts from a step-by-step training I do on this very topic. We will cover how to create a multi-dimensional Integrated Congruence Plan that can be used with the 5 employee types.



BE THE STAR YOU'VE ALWAYS DREAMED OF BECOMING

**The Broward Sheriff's Office
Department of Detention
is looking for passionate
men and women seeking to
make a difference in their
communities.**

**Apply online at
jobs.sheriff.org**

**Detention Deputy
Salary Range:
\$53,082.70 to
\$86,539.21**

- At BSO, you'll also
enjoy the following:**
- Career versatility
 - Excellent benefits
 - Outstanding work environment
 - And so much more!



Sheriff Gregory Tony
sheriff.org

"Discover your calling
and join our team today!"

- Sheriff Gregory Tony
Service Equals Reward





KINGS

BLACK COLLEGE TODAY

PROUDLY PRESENTS

BLACK COLLEGE 2022-2023 CAMPUS KINGS



JONATHAN B. HOLLOWAY
Major: Visual & Performing Arts
ALBANY STATE UNIVERSITY



MILES ANTONIO ELLISS
Major: Mass Communications
BENEDICT COLLEGE



JACORIE POLLOCK
Major: Education
BETHUNE-COOKMAN UNIVERSITY



KASHIF ALSTON
Major: Mechanical Engineering
BLUEFIELD STATE UNIVERSITY
Black College Today **20** March/April 2023



KEYON S. WOODWARD
Communications/Journalism
BOWIE STATE UNIVERSITY



KEITH HARRIS JR.
Major: Business Administration
CENTRAL STATE UNIVERSITY

RED

BY KISS®

DAILY STYLE,
MOISTURE
AND SHINE
FOR NATURAL
CURLS, COILS
AND TWISTS



TWIST KING &
TWIST CURL GEL
VALUE SET

Twist
Curl Gel
X BOW WOW

GET YOURS TODAY!

www.ivyusa.com Use code: SPRING15

  @redbykiss



KINGS



PRINCE KIIRU
Major: Business Administration
 CHEYNEY UNIVERSITY OF PA



LARRY WELLS JR.
Major: Mass Media Arts
 CLARK ATLANTA UNIVERSITY



CALVIN BANKS
Major: Business Administration
 COAHOMA COMMUNITY COLLEGE



STEPHAN WASHINGTON
Major: Insurance & Real Estate
 COAHOMA COMMUNITY COLLEGE



TRE'QUAN HAYES
Major: Elementary Education
 COPPIN STATE UNIVERSITY



JONTE SIMMONS
Major: Accounting-Economics
 DELAWARE STATE UNIVERSITY



ANDRE PAYNE
Major: Business Administration
 DENMARK TECHNICAL COLLEGE



SPENCER MILES JONES
Urban Studies & Public Policy
 DILLARD UNIVERSITY



AMARI LEATH
Major: Communications
 EDWARD WATERS UNIVERSITY

BONFI NATURAL





KINGS



REECE WILLIAMS
Data Science & Art/Graphic Design
 FISK UNIVERSITY



ARMANI D. JONES
Major: Healthcare Management
 FLORIDA A&M UNIVERSITY



AKIN LIVERPOOL
Major: Business Administration
 FLORIDA MEMORIAL UNIVERSITY



JALIL LEE
Major: Aviation Management
 FLORIDA MEMORIAL UNIVERSITY



DRAKE TUCKER
Major: Computer Engineering
 HAMPTON UNIVERSITY



RASHAN SCHOFFNER
TV Media-Film Production
 HOWARD UNIVERSITY



JOSHUA E. EDWARDS
Journalism & Media Studies
 JACKSON STATE UNIVERSITY
 Black College Today **24** March/April 2023



CALEB S. DAVIS
Major: Communications Arts
 JOHNSON C. SMITH UNIVERSITY



O'RIYAN MCFARREN-GAUSE
Major: Business Management
 LANGSTON UNIVERSITY

Shine 'n Jam®



RAINBOW EDGES

ShineJam.com



KINGS



JURRIYAN JOHNSON
Major: Education
 LEMOYNE-OWEN COLLEGE



TYREE A. STOVALL
Major: Journalism
 LINCOLN UNIVERSITY (MO)



TRAQUEL ARTIS
Major: Finance/Political Science
 LINCOLN UNIVERSITY (PA)



CHARLIE COLLINS
Major: Business Management
 LIVINGSTONE COLLEGE



JULIAN JONES
Major: Dental Surgery
 MEHARRY MEDICAL COLLEGE



KONNER WESLEY PRICE
Major: Business Administration
 MILES COLLEGE



EMMANUEL ASUQUO
Computer Science/Mathematics
 MISSISSIPPI VALLEY STATE UNIVERSITY
 Black College Today **26** March/April 2023



EHIDIAME AKOJIE
Major: Business Administration
 MORGAN STATE UNIVERSITY



TY'SHAWN DEONDRE TAYLOR
Major: Criminal Justice
 MORRIS COLLEGE

Africa's
BEST®

**BRINGING OUT THE BEST
IN YOU AND YOUR HAIR**





KINGS



TYREESE DAVIS
Major: Elementary Education
 NORFOLK STATE UNIVERSITY



CURTIS SHANNON, JR.
Major: Liberal Studies/Pre Law
 NORTH CAROLINA A&T UNIVERSITY



H. JOSIAH RUSSELL
Major: Mass Communications
 NORTH CAROLINA CENTRAL UNIVERSITY



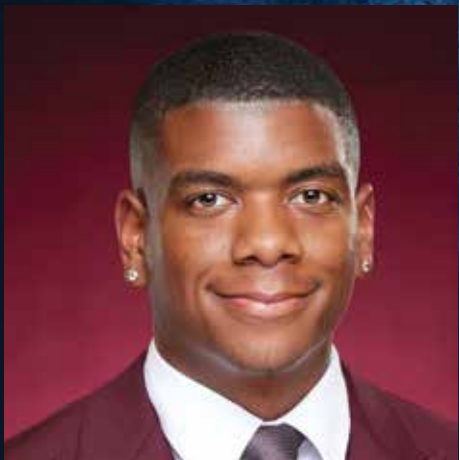
ROBERT PEACHER
Major: Elementary Education
 PHILANDER SMITH COLLEGE



CALEB M. LEEPER
Major: Nursing
 PRAIRIE VIEW A&M UNIVERSITY



DJANGMAH NARHMARTEY
Computer Information Systems
 SAVANNAH STATE UNIVERSITY



IZEAH LORENZO LEE PARKER
Major: Business Administration
 SHAW UNIVERSITY



JUSTUS XAVIER BALDWIN
Major: Recreation Administration
 SHAW UNIVERSITY



ARICK EVANS
Major: Criminal Justice
 STILLMAN COLLEGE

DAX[®] FOR NATURALS



Designed specifically for men and women to embrace their natural hair! Conditioning Mango, Monoi Oil and Shea Butter keep your natural tresses moisturized while our use of Broccoli Seed Oil, a natural alternative to silicone, gives your hair the perfect hold. DAX for Naturals are one-of-a-kind products that aim to protect, condition, define, and restore your hair's natural state.



www.daxhaircare.com

@daxhaircare



High Life



The High Life line is comprised of high-end pomade and quality facial products that offer a range of purposes, holds, shines, and scents.



www.highlifepomade.com

@highlifepomade

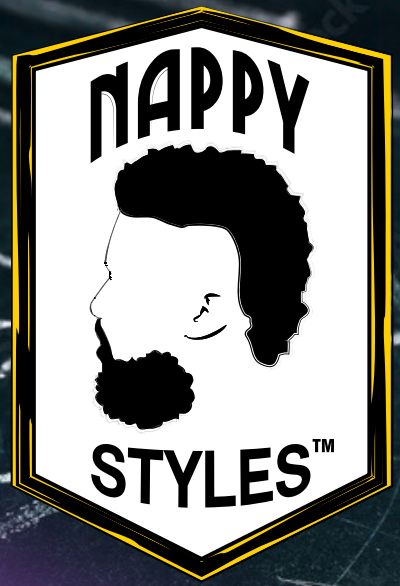


Braids

Keep your braids *slayed*...
and your edges *laid*!

Great for Braids, Locs,
Twists, & MORE!





GAME CHANGER!

For All Hair & Beard Types

Infused with Coconut Oil & Black Castor Oil

Promotes Hair & Beard Growth

Hydrates & Moisturizes

Barber Tested

Consumer Approved



OMT, LLC
NAPPYSTYLES.COM





KINGS



TRE'VEON HAYES
Major: Elementary Education
 TENNESSEE STATE UNIVERSITY



ISADORE STEWART III
Major: Criminal Justice
 TEXAS COLLEGE



TAYLOR LAWRENCE GETWOOD
Major: Radio, TV and Film
 TEXAS SOUTHERN UNIVERSITY



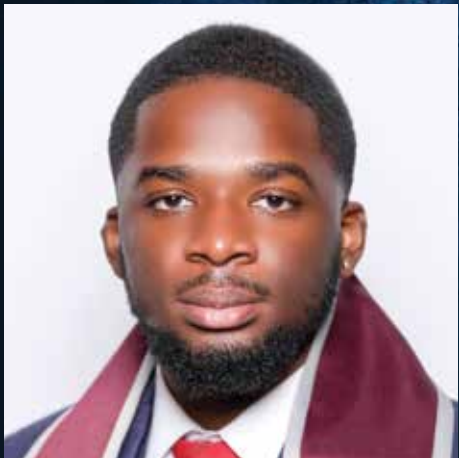
TYLER HICKMAN
Major: Mathematics
 TOUGALOO COLLEGE



ERNEST DAISEAN DuBOSE
Major: Occupational Therapy
 TUSKEGEE UNIVERSITY



CHARLES HARRIS, III
Major: Industrial Technology
 UNIVERSITY OF ARKANSAS AT PINE BLUFF



KAMAHRI ELIJAH VALCOURT
Major: Kinesiology
 UNIVERSITY OF MARYLAND EASTERN SHORE
 Black College Today **32** March/April 2023



JAMIL MIAN
Major: Urban Sustainability
 UNIVERSITY OF THE DISTRICT OF COLUMBIA



JYMEEN MCGRIER
Major: Graphic Design
 UNIVERSITY OF THE DISTRICT OF COLUMBIA

KINGS



LEROY ELLIS
Major: Administration of Justice
UNIVERSITY OF THE DISTRICT OF COLUMBIA



MEKHI MCKINNEY
Sociology/Mass Communications
VIRGINIA STATE UNIVERSITY



KRYSTOPHER FRAZIER
Major: Mass Communications
VIRGINIA UNION UNIVERSITY



MARIO SUMPTER
Major: Sports Management
VOORHEES UNIVERSITY



XAVIER WILCOX
Major: Business Administration
VOORHEES UNIVERSITY



ZION JUSTICE
Major: Business Management
WILBERFORCE UNIVERSITY



ZION ROUEGE
Major: Biology
XAVIER UNIVERSITY OF LOUISIANA

The Scholarship Lady's "HOT SCHOLARSHIPS FOR THE MONTH"

[Nintendo Scholarships-scholarshpsshop.com](https://nintendo-scholarships-scholarshpsshop.com)

[Shell Incentive Fund Scholarship-shell.us/scholarships](https://shell.us/scholarships)

[Horatio Alger Targeted Scholarships-scholarships360.org](https://scholarships360.org)

[National Press Club Scholarship for Journalism Diversity
press.org/about/scholarships](https://press.org/about/scholarships)

[Adobe Youth Voices Scholarship
Youthvoices.adobe.com/scholarships](https://youthvoices.adobe.com/scholarships)

[Blacks at Microsoft \(BAM\) Scholarships
microsoft.com/en-us/diversity/programs/blacks-scholarships](https://microsoft.com/en-us/diversity/programs/blacks-scholarships)

[The Ed Bradley Scholarship
rtdna.org/contented/Bradley_scholarships](https://rtdna.org/contented/Bradley_scholarships)

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

[Dr. Arnita Young Boswell Scholarship-\(College Students\)
nhbwinc.com/scholarship.html](https://nhbwinc.com/scholarship.html)

[The Earl Woods Scholarship Program
\(Tiger Woods Foundation\)
Tigerwoodsfoundation.org](https://tigerwoodsfoundation.org)

[Daring Yond Artists to Dream Scholarship
Scholarships.worldstudioinc.com](https://scholarships.worldstudioinc.com)

[Jerry Malloy Negro Baseball League Scholarship-sabr.org/
malloy](https://sabr.org/malloy)

[NAACP Scholarship-Contact: Rhonda Boozer by written request
410-580-5760-www.naacp.org/programs/youth-college](https://naacp.org/programs/youth-college)

[SAMMY \(Scholar Athlete Milk Mustache of the Year Award\)
www.bodybymilk.com](https://www.bodybymilk.com)

[BET Emerge Foundations Scholarship-301-589-3200](https://bet-emerge.com)

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

[Benjamin Gilman International Scholarship-713-621-6300
Email: gilman@iie.org](https://gilman@iie.org)

[Military ROTC Scholarships-military.com](https://military-rotc-scholarships-military.com)

[Federal Employee & Assistance Scholarships-scholarships360.org](https://scholarships360.org)

[Target Scholarships-target.com](https://target.com)

[Islamic Scholarship Media Foundation Scholarship-
scholarships360.org](https://scholarships360.org)

[American Chemical Society Scholarship-asc.org](https://asc.org)

[Tylenol Scholarship-tylenol.com](https://tylenol.com)

[Presidential Freedom Scholarships
Scholarships4students.com](https://scholarships4students.com)

[NIH Scholarships-nih.org](https://nih.gov)

[Central Intelligence Agency Undergraduate
Scholarship Program-cia.gov/employment/student](https://cia.gov/employment/student)

[National Health Service Corp-nhsc.bhprhsa.gov](https://nhsc.bhprhsa.gov)

[Prudential Spirit of Community Awards-prudential.com](https://prudential.com)

[U.S. Office of Personal Management\(OPM\)-sfs.opm.gov](https://sfs.opm.gov)

[Elks National Foundation Most Valuable Student Contest
Contact: BPO Elks of the USA
773-755-4732](https://elks.org)

[Hewlett Packard Scholarship-www.hp.com-800-331-2244](https://www.hp.com-800-331-2244)

[AmeriCorps Education Award-www.americorps.org](https://americorps.org)

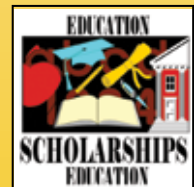
[United States Peace Corp-www.peacecorp.org](https://www.peacecorp.org)

[Student The-View Scholarship-www.student-view.com](https://student-view.com)

[Lincoln University Academic Scholarships-www.lincoln.edu](https://www.lincoln.edu)

For More Info:

[Thescholarshipladydc.com](https://thescholarshipladydc.com)
scholarshipladyus@outlook.com



DO YOU NEED A **SCHOLARSHIP?**

"Come Talk to the Scholarship Lady"



Specializing in:

Scholarships & Grants

College Readiness

Academic Prep Camps

SAT/ACT Master Study Classes

The Scholarship Lady DC

www.thescholarshipladydc.com • [thescholarshipladydc@facebook.com](https://www.facebook.com/thescholarshipladydc)

[scholarshipladydc@twitter.com](https://twitter.com/scholarshipladydc) • thescholarshipladydc@yahoo.com



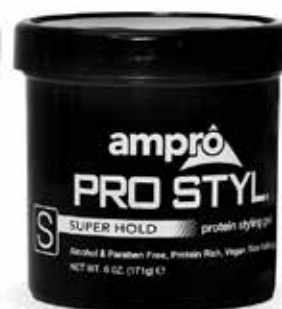
Carla M. Dickerson
College/Scholarship Consultant

"It's Not How You Start It's How You Finish"



ampro
PRO STYL

Unapologetically
#Black



AmproProStyl.com



“New Beginnings!”

hey!

Check out
BeautifyPlus.com

or

@CrystalKnowsBeauty



Be inspired to Level Up! And Live Out Your Life’s Purpose!

Crystal wants to motivate you to be the BEST YOU!

Global Speaker / Columnist / Educator / Your Motivator



It’s that time of year —Springtime!

An array of *new* blooming flowers, soft, subtle winds blowing with the sun glistening brightly—the season of new beginnings! *What are you starting anew?*

New things to think about:

This is a really good time of the year to hit the reset/refresh button on your goals that haven’t quite panned out the way you originally expected they would by now. Many people wait until the beginning of a new year to *#refresh*, but I think it’s a pretty cool idea to do so in the *Springtime* when you can sit outside in a park and brainstorm on newer innovative ways to accomplish what’s most important to you! There is something unique and freeing about brainstorming while sitting amongst the flowers, trees, birds and all of nature :)

So write it down!

I enjoy handwriting my goals for an immediate reference or guide to help me stay on task during those busier days. Try using this simple line-list to write down (5) of your most important priorities...things that you would like to either start, change, enhance, replace, refresh and/or update:

1. _____
2. _____
3. _____
4. _____
5. _____

After you log at least five priorities you would like to enhance in your life, transfer this information and take notes in greater details about the steps you will take to accomplish each task. Logging the steps will help hold you accountable to self!

Tip: Along with writing down your “*get it done now*” list, don’t forget to enhance your thought process too! Starting thinking more positively about the possibilities of accomplishing greatness!

Yes You Can! The time is Now! Start!

Until the next time,
@CrystalKnowsBeauty
@BeautifyPlus_CKB



www.ABetterMeClothing.com



FOLLOW US
@ABetterMeCG
@IFLYDELTA



BLACK COLLEGE TODAY
PROUDLY PRESENTS
Black College Queens
2022-2023



ROWESHAWNA NEWTON
Major: Biology
EDWARD WATERS UNIVERSITY



TEANNA HOWARD
Major: Physical Education
HINDS COMMUNITY COLLEGE



CHANIAYA MCKENZIE
Major: Accounting
TALLADEGA COLLEGE

WU Sophomore is Selected as a JP Morgan Chase HBCU Scholar



WU's Sianna Carr heads to the Big Apple with JP Morgan Chase

A WU sophomore will spend two days in New York City to participate in a seminar sponsored by JP Morgan Chase. The multi-national financial institution designed this experiential event specifically for students from historically Black colleges and universities (HBCUs). Sianna Carr, a Wilberforce University President's Scholar (4.0 GPA), will engage with the institution's senior leaders and recruiters. Not only will Sianna have the hands-on experience on August 18th and 19th, but this will also give JP Morgan Chase officials a chance to appreciate her skills.

The Ft. Wayne, Indiana business management major says, "I will be networking with a lot of other HBCU students, and I will be focused on experiencing different perspectives in business and seeing African Americans in powerful positions, learning directly from them."

The two-day seminar will cover a range of topics that the company says will help the students visualize a future with JP Morgan Chase.

All the best to this WU Bulldog!!

Aunt Jackie's
CURLS & COILS



New
**ALOE AND MINT
COLLECTION**

that hydrates hair and nourishes skin



LOCAL
BEAUTY SUPPLY
STORES



Herbs of the African Diaspora:

OKRA

"HERB IS THE UNIFICATION OF MANKIND."

-BOB MARLEY

WHAT IS OKRA?

Okra (*Abelmoschus esculentus*) is a hairy plant that belongs to the mallow family (*Malvaceae*). It is native to Africa and is related to hibiscus and cotton.

The plant is a vine and can grow up to six feet in height. The leaves of the plant are lobed and the flowers are white or yellow. The fruit of the plant is a green, fleshy pod that contains seeds. The seeds are used to make okra oil, which is used in cooking.

SYMBOLISM OF OKRA?

Okra is a plant that has a lot of symbolism in Africa. The plant is considered to be a symbol of fertility and abundance. Okra is also a symbol of hope and change. The plant is associated with new beginnings and is often planted in the spring. Okra is also a symbol of strength and resilience. The plant is known for its ability to survive in difficult conditions and is often used as a metaphor for people who are able to overcome adversity.

BENEFITS OF OKRA

1. Source of Calcium and Magnesium
2. Supports Heart Health and Normal Cholesterol Levels
3. Promotes Healthy Eyesight
4. Stabilize Blood Sugar
5. High in Fiber and Supports Gut Health/ Digestion

WHAT'S NEXT?

Okra is safe for the most part. Be sure to get organic okra from the local farmers market or grocery store. Remember local is always better because you will have a better chance to know exactly where it's coming from. People on blood thinners should be cautious and consult with a doctor before incorporating okra in your diet.



Peace and blessings,
I am RoyaltyByRoots.
I cater to all natural skin
and body products that
are naturally made and
handcrafted for all
desires and needs.
RoyaltyByRoots purpose
is to advocate a healthy
lifestyle opening the mind
and uplifting kings and
queens. Having a healthy
lifestyle is the key!



Check out my website at
www.royaltybyroots.com
stay up to date with
my social media @
royaltybyroots

2022_23 BLACK COLLEGE EXPO™ TOUR DATES



GET CONNECTED



Changing Lives Across America!

BCE has awarded over
1 million dollars in
Scholarships



GET ACCEPTED

GET SCHOLARSHIPS



FIND OUT ABOUT JOBS,
INTERNSHIPS AND CAREERS



JOIN US IN YOUR CITY

September 24, 2022
Detroit, Michigan

October 1, 2022
Brooklyn, New York

October 8, 2022
Houston, TX

October 15, 2022
Dallas, TX

November 5, 2022
Seattle, WA

November 12, 2022
Sacramento, CA

January 26, 2023
San Diego, CA

January 28, 2023
Los Angeles, CA

February 4, 2023
Oakland, CA

February 11, 2023
Miami, FL

March 4, 2023
Atlanta, GA

March 18, 2023
DC/Maryland

April 1, 2023
Chicago, IL



VISIT US at:

NCRFOUNDATION.org/events
for more information 877-427-4100

Produced by National College Resources Foundation,
a 501(c)3 nonprofit organization, that connects students to College, Careers & Beyond!



FAMU Receives \$1.3M from bp to Invest in Future Talent with HBCU Fellowship Program

- Donation of \$4.05 million to three Historically Black Colleges and Universities
- Provides 45 full scholarships to students interested in the energy sector
- Builds on bp's aim for greater diversity, equity and inclusion for its workforce and customers

Florida A&M University is one of three Historically Black Colleges and Universities (HBCUs) that each received \$1.35 million from bp to provide students with scholarship funding, exposure to the energy industry, and career development experience.

As part of bp's new HBCU Fellowship Program, FAMU, North Carolina A&T University, and Prairie View A&M University will each receive \$1.35 million, covering five full scholarships per year at each school for three years – a total of 45 full scholarships during that period. Students who successfully complete the program will be provided with opportunities for additional development, including internships.

“I want to commend bp for crafting a program that complements our goal to prepare the next generation of scientists, engineers, and business executives for this key industry,” said FAMU President Larry Robinson, Ph.D. “This partnership will provide Florida A&M University students with internships, scholarships and, ultimately career opportunities allowing them to prosper while addressing important challenges that we face as a society.”

The donation builds on bp's aim for greater diversity, equity and inclusion for its workforce and customers. The company has taken steps in recent years to develop a global framework for action to guide its efforts in the areas of talent, accountability, and transparency. As a result, it has launched gender and minority ambitions and designed programs supporting the development of ethnic minority talent.

“Our commitment to diversity, equity and inclusion goes beyond just words,” said Dave Lawler, bp America chairman

and president. “It's our actions that define us, and this program will help us develop a consistent pipeline of talent for the future. This is another example of how we're driving change across bp and building a culture that gives everyone an opportunity to succeed.”

The three universities are part of bp's talent acquisition portfolio, and the company has successfully recruited talent from each school.

“We need the best and the brightest talent as we transform our company,” said Mark Crawford, bp's senior vice president, Global Diversity, Equity and Inclusion. “We are thrilled to work with these great universities and provide students with an opportunity to earn a degree while giving them real-world experience in the exciting and evolving energy sector.”

Specific, consistent criteria for student selection was created and agreed upon by bp and the selected universities. Scholarships will be open to all U.S. students on each campus who have an interest in the energy sector, a minimum grade point average of 3.0, and are in good standing.

Applications for the program will open in the first quarter of 2023, with students notified in April of a final decision. A committee consisting of university faculty will select the final recipients with input from bp.

Vice President for University Advancement Shawnta Friday-Stroud, Ph.D., and President Robinson were among those who hosted a bp delegation to the FAMU Tallahassee campus in January. She said the initiative reflects the strong ongoing relationship between bp, FAMU and other HBCUs.

“The HBCU Fellowship Program reflects what a constructive partnership between a university and corporate America should look like,” said Friday-Stroud, who is also dean of the School of Business and Industry and executive director of the FAMU Foundation. “This shows bp understands the needs, talents and aspirations of our students and graduates. We are very excited for our students.”

20 Year-old Steals Show with ASL Performance



Bowie State University's Justina Miles is credited with stealing the Super Bowl halftime show away from super star Rihanna. Miles is a 20 year old deaf American Sign Language (ASL) Performer and pre-nursing major at Bowie State. Her performance at the Super Bowl went viral on social media. Miles also accompanied and signed during Sheryl Lee Ralph's rendition of "Lift Every Voice and Sing" during the game's pre-game show. She is the first Black female deaf performer to appear on a Super Bowl halftime show.



White House Press Briefing with FMU Student Representative Jaylin Clinch



Jaylin Clinch was selected to represent Florida Memorial University at this year's White House Press Briefing with HBCU student journalists in Washington, D.C., on Thursday, February 23, 2023.

Clinch, 24, a Communications Major and native Miamian, will meet with Keisha Lance Bottoms, Senior Advisor to the President for Public Engagement, featuring a visit from Vice President Kamala Harris.

This will be the first in-person HBCU student journalists briefing since COVID.

Clinch, who is one of six siblings, said he's sincerely honored to represent his family, the Lion community, and his Gamma Beta Chi Fraternity, Inc.

"Not too many people can say that they've met the Vice President of the United States," said Clinch. "For me to have this opportunity to meet VP Harris, to shake her hand, to ask her a question as a representative of Florida Memorial University will be a moment I'll never forget. I am so thankful; I am blessed beyond words."

The SAN JOSE POLICE DEPARTMENT is Hiring Entry Level & Lateral Police Officers.

Annual base pay range \$105,726 to \$164,150 (NEGOTIABLE)

Four day work week, ten-hour shifts

2.5% Bilingual & 5.0% specialized unit pay

Health, wellness & peer support programs

Tuition reimbursement & uniform allowance

Over 50 specialized units & excellent promotional opportunities

Medical, dental & domestic partnership benefits

Overtime & secondary employment assignments

EXPEDITED HIRING FOR LATERALS



For more information visit

SJPDYou.com

408-277-4951

sjpdrecruiting@sanjoseca.gov



OCEANX Launches Historic Partnership With Spelman College



Global ocean exploration nonprofit, OceanX, has announced a historic partnership with Spelman College to offer students an in-depth experience with ocean exploration and marine science and operations. The partnership underlines OceanX's efforts to increase diversity in STEM education and serves to bridge existing gaps in the marine sciences by equipping Spelman students and faculty with resources and opportunities across four core areas: OceanX's Young

Explorers program, employment opportunities, research and curriculum development, and partnership building.

"Spelman College is a hallmark of education, and we're excited to partner with this iconic institution to further ocean research and understanding while increasing diversity and representation in the marine sciences and STEM education at large," said Vincent Pieribone, Co-CEO and Chief Science Officer at OceanX. "At OceanX,



we strive to cultivate a deep connection to our planet's oceans, and we're honored to bring the wonders of ocean exploration and marine science to the students and faculty of Spelman. We hope this is the first of many meaningful partnerships with the College that expands access to these exciting fields to more students who bring different perspectives to this work."

Through its signature Young Explorers program, OceanX selects students to embark on an educational journey aboard OceanXplorer, its one-of-a-kind scientific research, media production, and exploration vessel, during which they learn about the convergence of captivating media and ocean exploration, research and operations. The OceanX-Spelman partnership ensures that at least one Spelman student and, space permitting, one professor, will participate in Young Explorers in 2023.

"Our collaboration with OceanX's Young Explorers has opened up once-in-a-lifetime opportunities for Spelman College students to combine scientific exploration of our oceans with cutting-edge media techniques to bring discoveries back to humanity for greater understanding," said Jerry Volcy, Ph.D., Co-Director of the Spelman Innovation Lab. "This formal partnership will ensure our students benefit from the experience – both on the ship and in our classrooms – for years to come."

The OceanX-Spelman partnership will extend beyond academia, creating employment opportunities at OceanX for Spelman students, along with an ongoing exploration of other opportunities for collaborations.

Faculty members will also have opportunities to participate in the OceanX-Spelman partnership, with curriculum development being a key component of the planned work. Live classroom opportunities will be incorporated into biology courses, and professors will be invited to join the OceanXplorer, working with other professionals to help guide their curriculum. Similarly, professors and students alike will have opportunities to participate in ocean research projects. Extending into OceanX's esteemed partner network, students and faculty at Spelman will be able to engage and work with leaders from organizations such as Black in Marine Science, Coral Vita, Gloucester Marine Genomics Institute, NOAA, and others.

For more information about OceanX's Young Explorers program, visit the OceanX website.

About OceanX

OceanX is a mission to support scientists to explore the ocean and to bring it back to the world through captivating media. Uniting leading media, science, and philanthropy partners, OceanX utilizes next-gen technology, fearless science, compelling storytelling, and immersive experiences to educate, inspire, and connect the world with the ocean and build a global community deeply engaged with understanding, enjoying, and protecting our oceans. OceanX is an initiative of Dalio Philanthropies, which furthers the diverse philanthropic interests of Dalio family members. For more information, visit www.oceanx.org and follow OceanX on Facebook, Instagram, Twitter, TikTok, and LinkedIn.

Congratulations , TASIA!

TASIA CLARK ('23) IS 3RD PLACE WINNER IN BIZTECH COMPETITION



Xavierite Tasia Clark, a senior biology premed major at Xavier University of LA, is taking a stance and making an impact in innovative technology. Congratulations are in order to Clark, who placed third in the statewide BizTech Challenge. As a BizTech finalist, Clark pitched All for Me, an app she’s developing to meet the needs of African American, Latina and Asian American women regarding mental health and self-care.

In preparation for the competition, Clark, who also juggles a double minor in entrepreneurship and chemistry, spoke with women and healthcare professionals to acquire a good understanding of the needs of minority women. She then developed her business model and rehearsed her pitch in preparation for the competition.

“I entered the competition because I thought it could be fun and something to do for my entrepreneurship class. I was surprised to learn that I advanced in the competition, becoming a finalist,” said Clark. She continued, “It just goes to show that sometimes you just have to be in it to win it!”

The BizTech Challenge is an annual pitch competition hosted by NexusLA and is open to HBCU students in Louisiana. Clark was composed of a team with just herself while competing against teams of three to five people. She competed against seven teams and won third place.

Clark’s passion for mental health and eloquence in pushing her product-convinced the judges to take an interest in her app.

“I see this app being a safe space that can travel with you no matter where you are. This app was designed to allow you to take a moment to heal and sit with your emotions no matter where you are.” stated Clark.

The importance of mental health has begun to be recognized, in part due to the work of people like Clark. Approximately 26% of Americans ages 18 and older, or about one in four adults, suffers from a diagnosable mental disorder each year. According to research, women are twice as likely to experience depression than men. In the Black community, further research suggests that emerging adults aged 18-25 experience higher rates of mental health problems, but lower rates of mental health service utilization as compared to white adults of the same age and older Black adults. As shared by the Chair and Medical Director of the Department of Psychiatry and Behavioral Health at Sibley Memorial Hospital, Dr. Erica Richards, Ph.D. and M.D., women of color too often try to “muscle” their way through anxiety and depression all by themselves. Considering that research also reveals that the adult Black community is 20% more likely to experience mental

health problems, those like Clark who seek to remove the stigma in the community are invaluable in the path to a better, more equitable future. For Clark, the Biztech competition gave her an opportunity to fight against that stigma. As shared by the Chair and Medical Director of the Department of Psychiatry and Behavioral Health at Sibley Memorial Hospital, Dr. Erica Richards, Ph.D. and M.D., women of color too often try to “muscle” their way through anxiety and depression all by themselves. Considering that research also reveals that the adult Black community is 20% more likely to experience mental health problems, those like Clark who seek to remove the stigma in the community are invaluable in the path to a better, more equitable future. For Clark, the Biztech competition was an opportunity to fight against that stigma.

“The program was great. I learned and experienced a lot. There were a lot of hands-on experiences that I really enjoyed for better or worse,” stated Clark. “But beyond that, it was a great experience. Our mentors were available when needed and always gave hands on experience!” Clark is in the process of developing the app to be usable by Xavier Students and by individuals across the nation. The application will be available on every app platform soon; Tashia Clark is beyond excited to share her dream with her Xavier Family



FANTASIA®

#1 HEAT PROTECTOR SYSTEM!

PROTECT YOUR HAIR FROM THE **EVIL HEAT!**



NEW!

Styling Foam

Protects hair from dry & dullness caused by hot tools

Locks in Moisture
Separates & Defines Curls



Shaw Students Suit Up with JCP

The JCP Suit Up program allows for students, faculty, and staff to receive discounts on professional attire and accessories via in-store shopping events or online, with special coupon codes for each university that participants.

The Experiential Learning and Career Development Center hosted its first Suit Up event; An event in collaboration with JCPenney's and their national Suit Up program.

The JCP Suit Up program allows for students, faculty, and staff to receive discounts on professional attire and accessories via in-store shopping events or online, with special coupon codes for each university that participants.

"This was a really great event. I got some great stuff, and the discounts made it as if I got a suit jacket for free with the gift card," said Blaise Dampier, a junior, business administration major.

"I really had a great time. Events like this are cool and help students like us that need business attire so that we can get the jobs and internships that Ms. Morgan is helping us with," said Nakya Carter, a junior, business administration and mass communications major.

"It has been a goal of mine to host a Suit Up event for quite some time," said Morgan Ray, Director of Experiential



Learning and Career Development. "It has been immensely helpful to assist students in obtaining business attire, so they are prepared for networking events, interviews, career fairs and other events that allows them to connect with career and professional development opportunities. JCP's corporate office and in-store team at Southpoint Mall in Durham were awesome to collaborate with in planning this event."

JCPenney's offered students 30% off coupons in addition to reducing prices of business attire ranging from men's and women's clothing, shoes, accessories, undergarments and more. The in-store team also assisted students in making selections, fitting room help, sizing and measurements and more.

In addition to the discounts offered by

JCPenney's, each student that attended this event was given a store gift card loaded with \$75 dollars to spend. The Experiential Learning and Career Development Center purchased the store gift cards thanks to the funding received from the Center for Financial Advancement, an organization that sponsored the career center and career development activities this year.

"I hope to host in-store Suit Up events each academic year and online events to allow students to shop and to stock a new and improved campus clothing closet. My next goal to support this effort is to hopefully involve our employer partners and alumni that wish to donate new clothing or gift cards to the experiential learning and career development center," Ms. Ray said.

INSPIRED DAY OF SERVICE DISTRIBUTES FOR THE FOOD BANK



In this photo: Delaware State University student help the Food Bank of Delaware as part of the Feb. 24 Inspired Day of Service event on campus.

About 35 Delaware State University students took advantage an opportunity take part in an Inspired Day of Service event by helping the Food Bank of Delaware distribute food to local area residents.

The distribution was held on campus in the parking lot behind the Bank of America Building. There, about 35 students met a continuous line of community members in their cars, where the Hornet community service volunteers put whole turkeys and other foodstuff in their vehicle trunks.

According to Dr. Travis Sudler, the Director Strategic Enrollment, Academic Services and Compliance, about 120 families took advantage of the Food Bank Distribution Day between 8:30-11:30 a.m.

“This provides our Inspired Scholarship students and other scholarship recipients with the opportunity to fulfill some of their community service requirement,” said Dr. Sudler, who coordinated that event.

For one student, it was about more than just working off some community service hours.

“It’s about helping people, that’s the overall thing,” said Derrick Denn, a freshman psychology major from New Castle, Del. “Helping people is what brings me happiness.”

Michelle Markland, a sophomore nursing major from Felton, Del., said in helping people, it was also a way for to address her shyness. “I am kind of introverted, so it is nice for me to get out and meet some people.”

'It was a transformative experience'

Business administration major Kristian Francis places first at HBCU-Start program



UMES student Kristian Francis poses with the first-place award she received during the 2023 HBCU-Start competition held at the University of Miami Herbert School of Business.

Kristian Francis has always had a passion for anything business related.

As a high-schooler, she would attend summer accounting camps, which furthered her interest in the field. Ultimately, her path would lead her to the University of Maryland Eastern Shore where she is not only pursuing a major in business administration but is also a member of the campus chapter of the National Association of Black Accountants.

So, when the opportunity to put her business acumen to the test by participating in the HBCU-Start Competition arose, the junior jumped at that chance.

That initiative would ultimately pay off as she and her team placed first in the residential program for aspiring entrepreneurs from underrepresented groups sponsored by the University of Miami Herbert Business School.

Francis attributed finding out about the competition to her professor, Dr. Leesa Thomas-Banks, who is also the chair of the Department of Business Management and Accounting.

“She sent me the opportunity, and so when I saw it, I was immediately intrigued by the opportunity,” Francis said. “So, I applied for it not knowing whether I would be accepted because it seemed like it was a prestigious program. Luckily, I was accepted.”

Francis said the program, which took place over six days in early January, was set up in a boot camp format that included seminars from speakers in the fields of accounting, law, and other disciplines, culminating with the pitching of individual business plan projects, before ultimately teaming up with other members of the cohort to pitch a developed business plan.

The winning pitch that she was a part of was the idea for a “beauty vending machine” stocked with grooming essentials for women that would be distributed across all 106 HBCUs nationwide.

“There are beauty stores within proximity of different HBCU campuses, but a lot of them don’t have a reasonable price, and it lacks accessibility as well,” Francis said. “Also, a lot of incoming freshmen are not allowed to have vehicles on campus, so it was just a great segue for us to figure out what people need and that’s kind of how we determined what exactly we were going to pitch.”

Francis said the decision to go with the winning idea instead of possibly going with something else showed how important finding the most successful pitch was.

“I didn’t come in there wanting to overly do my idea,” she said. “When you get into a program like that, you have to be realistic about it. You can’t let your ego get in the way. I was in there to leave out of there with something.”

As a result, Francis was able to earn a share of the \$5,000 prize with her teammates.

In addition to bringing home first place, Francis added that the experience awakened something dormant since her days of being a high school student.

“It was really a transformative experience,” she said. “I haven’t networked in a while so it just helped me get back out of my shell and really put myself out there.

“It also helps you figure out how to conduct yourself in a professional setting. So, regardless of what your major is, it would be helpful no matter what.”



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!!!

The remake to the 90s classic **White Men Can't Jump** is going to Hulu and will premiere on May 19th! **Sinqua Walls and Jack Harlow** star in the film which is directed by **Charles Kid II** and produced by **Khalabo Ink Society!** We are looking forward to seeing how this one compares to the original with **Woody Harrelson and Wesley Snipes!**

Congrats to **Jaafar Jackson** for landing the role of **Michael Jackson** in the upcoming biopic, **Michael!** Jaafar is the nephew of the late Michael Jackson as he is the son of **Jermaine Jackson.** Directed by **Antoine Fuqua,** Michael will begin filming later this year!

Doors continue to be knocked down and glass ceilings continue to be shattered! **Nicole Lynn** recently made history as the first black female sports agent to represent a quarterback in the **Super Bowl!** Nicole is the agent for **Philadelphia Eagles' quarterback Jalen Hurts!** Nicole climbed through the ranks and became one of the youngest female sports agents when she

started a few years ago. She is now the **President of Football Operations for Klutch Sports!**

50 Cent continues to expand his brand!!! He recently signed a non-exclusive broadcast direct deal with **FOX!** Under the new deal, 50 will develop all kinds of content from comedies to dramas. We've seen what 50 has been able to do with **BMF and Power** so we are ready to see what's next for him through FOX!

In other TV news, **Queens Court** is the new show to watch! **Evelyn Lozada, Tamar Braxton and Nivea** are single and looking for love in the new series on **Peacock!** Produced by **Will Packer,** Queens Court will show the celebrity ladies searching for a new man! Hosted by **Holly Robinson Peete and Rodney Peete,** we are here to see if these men are up for the challenge and everything that comes with dating successful and high profile women!

Congrats to music and fashion icon **Pharrell Williams** for recently being

named the new creative director at **Louis Vuitton!** Pharrell will now hold the title that was vacated by the late **Virgil Abloh.** In June, Pharrell will debut his first collection for Louis Vuitton at Men's Fashion Week in Paris. We can't wait to see it!!!

Congrats to **SZA!** She recently became the first female R&B artist to have her album spend its first four weeks at number one!!! She continues to maintain a top 5 spot even after holding the #1 spot for a record-setting seven weeks! You truly can't say enough great things about this album! SZA was recently named **Billboard's Woman of the Year for 2023!** Be sure to check out the **S.O.S.** Tour and watch SZA live!

As far as new music goes, this is what we're listening to

Ella Mai - Heart On My Sleeve (Deluxe)

Logic - College Park

Tink - Thanks 4 Nothing

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!!!

BLACK COLLEGE TODAY, INC.

P.O. Box 25425 | Fort Lauderdale, FL 33320
(954) 344-4469 | E-mail: BLACK1990@AOL.COM



OUR CD-ROM/THUMB DRIVE HAS A LIST OF PUBLIC AND PRIVATE-SECTOR SCHOLARSHIPS AND GRANTS FOR ONLY \$29.99

Black College Today Magazine presents millions of dollars in scholarships and grants! For over ten years Black College Today has helped thousands of college students find the financial money needed by promoting scholarships and grant information in our bi-monthly magazine. Now you can have this valuable tool with you on a permanent basis. Our CD-ROM has a list of public and private-sector scholarships and grants that will give you the financial help that you have been looking for. For only \$29.99 you will be able to have a resource that provides you the assistance needed to further your education.

Why worry about how you will pay for tuition when you can have the answer with this easy to use CD-ROM? Click your way to financial success now! Feel out the bottom half of this form and pay for your future today!

Name _____

Address _____ Apt./Suite# _____

City _____ State _____ Zip _____

Phone No. _____ College Attending _____

Cut out order coupon, fill it up and include with your order.

Please send me _____ of CD-ROM THUMB DRIVE at \$29.99 each one.

Make check payable to Black College Today, Inc.

Check

Money Order



Miss Jessie's®

ORIGINAL



THE LEADERS IN CURLS, COILS & WAVES, PERIOD!

MISSJESSIES.COM



@MISSJESSIES



@MISS_JESSIES



@MISSJESSIES