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For Today's Black College Students

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THE CHANGING FACE OF TENNIS IS MORE DIVERSE AND HAS MORE ROLE MODELS.

By Dr. James B. Ewers Jr. Ed.D.

The term, role model has been around for a long time. We hear or use it almost daily. We have it as a permanent part of our lexicon.

It begs the question, how do we become what we want to be? How are we influenced by the people we see or hear about what they do. While there is great merit in hearing about it, I would suggest that seeing someone doing it is a stronger influencer.

Each of us took a different route to the game of tennis. The common denominator is that we love the game. It has allowed us to make new friends and to renew old friendships. Tennis wasn't popular in my neighborhood as most boys were playing basketball and football. I began playing tennis because it was a different sport and required a different type of athleticism and thinking.

I started playing tennis with my dear friend, William Earl in Winston-Salem NC. We had no formal instruction. Our goal was simply to get the ball over the net. That was a fun time for us.

Over time, I played high school tennis and was able to receive a tennis scholarship to Johnson C. Smith University, an HBCU in Charlotte NC. We played teams like Hampton Institute, now University, Howard University, Tuskegee University Northwestern University and Purdue University.

We are now seeing more young people of color playing tennis at an early age and thus gaining scholarships to play college tennis. Early exposure and coaching will be the keys to their success.

Arthur Ashe who I would later meet was the only role model that I had as an African American male tennis player. During those early years, I was able to meet one of his tennis supporters, Dr. Robert Walter Johnson from Lynchburg VA. Dr. Johnson

was inducted into the International Tennis Hall of Fame.

Opportunities were limited for African Americans playing tennis back in the day. Resources, instruction and the social climate of the day were all factors in our not gaining access to the game of tennis.

That was yesteryear and opportunities for African Americans have increased greatly. Coaching and sponsorships have increased dramatically, and the results have been outstanding. We know there have been tennis champions of color in our recent history and there will be more.

I watched with pride and joy as Coco Gauff won the women's singles title at this year's Western and Southern Open. What was also joyous for me was that two African American women, Taylor Townsend and Alycia Parks won the women's doubles title as well. This comes shortly after Clervie Ngounou, a young African American girl from Washington DC winning the Jr. Wimbledon girls' singles title.

Opportunities only come through exposure. The tennis landscape is changing and becoming more inclusive. I have been around tennis for a long time and to see how the sport has evolved is gratifying.

Diversity, equity and inclusion are working within the USTA community. The programs and initiatives are more intentional and will become more sustainable. Partnerships and alliances with organizations like the ATA and HBCUs (Historically Black Colleges and Universities) will pay dividends in years to come. Additional partnerships with city recreation centers and public parks have the potential of identifying players who can gain access to training and resources.

Increasing the diverse pool of talent is a goal for all of us interested in diversity, equity and inclusion. Community tennis



From left to right: Mrs. Deborah Ewers, Dillard University graduate, Coco Gauff, US Open champion, Dr. James Ewers, former tennis player at Johnson C. Smith University and member of the Black Tennis Hall of Fame.

organizations and NJTLs (National Junior Tennis League) can serve as vehicles for this realistic and attainable goal.

As important is the opportunity to increase the number of diverse volunteers within our sport. As our memberships in state associations continue to grow, we must recruit, train and retain tennis ambassadors and officials. Umpires and linespersons will be needed.

Having different voices at the leadership table will enhance the collective voice of the United States Tennis Association. DEI (Diversity, Equity and Inclusion) efforts by that organization will create an environment that will change the tennis landscape.

Our signature US Open which ended recently was one for the history books. Coco Gauff won the women's singles championship. At 19 years of age, she is the youngest American to win the title since Serena Williams. The diversity of players, coaches and volunteers was exciting to see. We have come a long way and the future is bright.

Tennis for life is more than just an expression as it takes us on a journey filled with hope and opportunity.

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Unveiling the Dynamics of Employee Motivation: Balancing Intrinsic and Extrinsic Needs

By Robin Kegler



Employee motivation stands as a paramount concern for organizations dedicated to achieving their objectives and enhancing overall performance. In today's competitive landscape, employees represent the most vital asset for any enterprise. The ability to comprehend the inner workings of intrinsic and extrinsic motivators in the lives of employees is essential for crafting effective strategies that can inspire and invigorate the workforce. This article delves into the intricate interplay of intrinsic and extrinsic motivation while shedding light on their pivotal role in optimizing performance and fostering innovation.

Understanding Intrinsic and Extrinsic Motivation

Intrinsic motivation, often described as the fuel of personal enjoyment, is the drive that comes from within. It's that innate passion for a task, the sheer pleasure one gets from it, and the sense of accomplishment that follows. On the other hand, extrinsic motivation originates externally. It's the type of motivation that propels an individual to work diligently in anticipation of external rewards, such as a promotion or monetary incentives. Researchers across the board concur that intrinsic motivation factors play a pivotal role in shaping employee performance and fueling innovative thinking.

Influence of Employee Behavior

The factors that drive employee motivation have a profound influence on their behavior and commitment to organizational goals. It's been

established that individual motivators, such as intrinsic and extrinsic needs, provide employees with a sense of autonomy, empowering them to take ownership of their work. However, contrary to the conventional belief that factors like age, educational qualifications, and income are strong indicators of rewards in organizations, studies have revealed that a multitude of motivational factors significantly contribute to employee performance, satisfaction, and the overall success of an organization. These encompass leadership, organizational culture, and the work environment.

The Power of Meaningful Work

One vital facet that significantly impacts employee performance is the presence of meaningful work. Meaningful work is intrinsically tied to employee well-being. Research demonstrates that the absence of meaningful work can lead to disengagement and a sense of alienation in the workplace. However, when employees have the opportunity to leverage their personal strengths, intrinsic motivation experiences an upswing, leading to enhanced employee engagement and superior performance. Researchers concur that aligning an organization's goals with the individual goals of the employees can further enhance this process.

Influence of Intrinsic and Extrinsic Factors

The attitudes and behaviors of employees are undoubtedly shaped by both intrinsic and extrinsic factors. Organizations can further enhance

this influence by ensuring that their goals align with the aspirations of their workforce. Research has underlined that age-related differences, job satisfaction, and employee performance are all positively impacted by the presence of meaningful work that incorporates both intrinsic and extrinsic elements.

Navigating Commonalities and Differences

While research underscores the critical importance of considering intrinsic and extrinsic motivations in tandem, differences in focus and methodology suggest that further exploration is required to fully comprehend the intrinsic interplay between motivation and individual employee needs. The modern workplace demands a nuanced approach that delves deeper into the intricacies of motivation. Organizations willing to explore and implement non-traditional management strategies are poised to reap the rewards of a more motivated and engaged workforce, potentially leading to greater success.

In the realm of employee motivation, the dynamic interplay between intrinsic and extrinsic needs is undeniable. As organizations strive to harness the full potential of their most valuable asset—employees—understanding and catering to others' motivations become paramount. By nurturing a work environment that values both intrinsic and extrinsic factors, organizations can unlock new levels of performance, engagement, and innovation, ultimately leading to their own success in today's competitive business landscape.

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MORGAN SCHOLARS RECOGNIZED NATIONALLY RECEIVING ESTEEMED FELLOWSHIPS AND SCHOLARSHIP AWARDS

AWARDING ORGANIZATIONS INCLUDE

*White House HBCU Initiative, Obama Foundation,
Kirchner Foundation and the
William & Lanaea C. Featherstone Foundation*

Several exceptional Morgan State University students have earned national recognition distinctions to mark the beginning of the fall 2023 academic year. These scholars are shining examples of Morgan's commitment to fostering excellence, as they embark on prestigious fellowships that promise to enrich their academic journey, receive invaluable experiences, and benefit from scholarships supporting their matriculation here at the National Treasure. This collection of scholars will represent Morgan on a grand stage underscoring the ambition, intellectual curiosity, and academic achievement of Morgan's diverse student body.

"We are immensely proud of these scholars and their remarkable achievements," said Hongtao Yu, provost and senior vice president of Academic Affairs at Morgan. "Their selection for these esteemed fellowships is a testament to the caliber of students we cultivate here at Morgan."

Micheline Sonkro Awarded the Obama Foundation Voyager Scholarship

Fostering leaders who are committed to addressing the needs and solving the challenges of an increasingly globalized and modern world is at the heart of the Voyager Scholarship for Public Service initiative. Created by President

Barack Obama and his wife, Michelle, along with Brian Chesky, co-founder and CEO of Airbnb, the Voyager Scholarship recognizes young leaders who demonstrate the ability to bridge divides and address significant challenges through public service. Morgan's campus is teeming with young leaders, so there's no surprise a Morgan scholar would be among the 100 college juniors earning this highly coveted distinction.

Micheline Sonkro, a Psychology major representing the James H. Gilliam, Jr. College of Liberal Arts (CLA), was recently named to the second cohort of Voyager Scholarship recipients. Passionate about spreading awareness regarding mental health disorders and ensuring equitable access to mental health care, Sonkro will participate in the two-year program that will offer a transformational combination of barrier-reducing financial aid, an immersive work-travel experience, and access to a robust network of Obama Foundation leaders and mentors.

"Michelle and I can't wait to work with these talented young people over the next few years as they pursue careers in public service," said President Obama. "Their dedication to public service and their determination to solve global challenges inspire hope for a brighter future. We know that this scholarship will not only change their lives, but the world."



The Voyager Scholarship will provide Sonkro with up to \$50,000 in financial aid, a summer work-travel experience, and access to professional resources that will collectively inspire, empower, and catapult her journey toward meaningful public service.

Zaire Dartez Named 2023-2024 Kirchner HBCU Fellow

Zaire Dartez, an advanced degree candidate in the Graves School of Business and Management MBA program, has been selected as one of the 2023-2024 Kirchner HBCU Fellows, a prestigious program designed to promote diversity within the venture capital industry and empower HBCU students to become agriculture technology



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venture capitalists. Dartez, a former Stanford University Innovations Fellow, brings her passion for impact investing, edtech, and regenerative agriculture to this year's cohort.

Dartez has already demonstrated her commitment to shaping a better future through her participation in renowned programs such as the Turner MIINT Competition and the HBCUvc Fellowship. Her selection as a Kirchner HBCU Fellow reflects her dedication to making a lasting impact on global food challenges.

Hattie Brown, co-manager of the Kirchner Impact Foundation, commented, "The third year of our program introduces an incredibly talented group of fellows attending HBCUs across the country. These new collaborations allow us to expand our reach and engage with a diversity of institutions, underscoring the significance of HBCUs in addressing diversity, equity, and inclusion in higher education."

Designed to strengthen impact investing and venture capital in underserved capital market communities, the Kirchner HBCU Fellowship program trains and empowers a diverse next generation of investors to allocate equity investments into early-stage companies. Marking its third year of successfully

seeding newly-formed investment teams, the Kirchner Impact Foundation and the Foundation for Food & Agriculture Research (FFAR), the chief architects of the HBCU fellowship program, employ a "real world, real-time, real money" model to transform fellows into effective capital allocators in a matter of months. Dartez is Morgan's second Kirchner HBCU Fellow following Martin Adu-Boahene, a fellow within the inaugural cohort and Morgan Spring 2023 graduate in Information Systems.

Dariyah Pennix Recognized as a 2023 White House HBCU Scholar

The White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity through Historically Black Colleges and Universities recently announced its ninth cohort of HBCU Scholars, recognizing 102 undergraduate, graduate, and professional students from 29 different states and countries for their accomplishments in academics, leadership, civic engagement and much more. This highly coveted cohort of HBCU scholars brings together representatives from that nation's top institutions—Morgan included.

Dariyah Pennix, a Louisville, Kentucky native majoring in Construction Management with a minor in Business Administration, will be representing the National Treasure as a member of the 2023 HBCU Scholars cohort. Selected from a competitive pool of more than 300 applicants, Pennix's designation reflects her dedication to excellence and inclusion, embodying the values championed by Morgan.

U.S. Secretary of Education Miguel Cardona commended Pennix and her fellow scholars while sharing the following, "Our 2023 HBCU Scholars are talented students who embody the culture of excellence and inclusion championed by our nation's Historically Black Colleges and Universities."

"On behalf of the U.S. Department of Education and everyone across the

Biden-Harris Administration, I congratulate each of our 2023 HBCU scholars on this prestigious recognition and thank them for their commitment to serving their communities. I'm thrilled to see the HBCU Scholars program continue to expand its reach and provide such exciting professional development, networking, and educational opportunities to some of our nation's brightest and most promising young leaders," Cardona said



Over the course of an academic school year, HBCU Scholars will serve as ambassadors of the White House Initiative on HBCUs, the U.S. Department of Education, and their respective HBCU. Furthering the mission to Raise the Bar, students in this program are encouraged to lift their communities, unite others around student success, work to strengthen our democracy and grow our economy. HBCU Scholars will be offered professional and personal development, and cross-university networking opportunities with an opportunity to explore, discuss, and improve issues specifically related to the HBCU community.

As part of this recognition, Pennix will also be invited to the 2023 HBCU Week National Annual Conference on September 24–28, 2023, where she will have the opportunity to engage in professional development, networking, and educational sessions.

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7 Habits of Highly Successful People

What Successful People Do

by Dr. Felicia Durden

“If you apply even on the 7 Habits today, you can see immediate results; but it’s a lifetime adventure- a life promise.” — Steven Covey

Being successful in life is not hard to accomplish. In fact, the formula to success is not very hard to follow. It simply requires that you follow a few steps that we will lay out this month. We will be looking at Steven Covey’s 7 Habits of Successful People. I will break down each habit and provide examples.

Habit 1: Be Proactive

The habit of taking personal responsibility will go a long way you in success. This means that you are willing to look at yourself and not place the blame on others when things do not go well.

This habit requires that you stop wasting time and energy on things that are out of your control. I find that once you master this practice more than 50% of your problems will fade away.

Habit 2: Begin with the end in mind

The habit of personal vision is another key practice to help you on your journey to being successful.

This habit This requires that you have a clear idea of where you want to go before you start. One way to determine where you want to go is to think about setting up a personal vision statement. This will help you clarify your what is most important to you and will help you determine your deepest values.

Habit 3: Put First Things First

The habit of personal management is the third habit we will look at.

This habit will allow you to spend time on what is most important and stop wasting time on futile tasks that send you down the rabbit hole. How many times have you

looked up and found that you were on social media doom scrolling for hours? We have all fallen into this trap, but when you focus on putting first things first or prioritizing your time you will be on the road to success. This also means that you know what you can and cannot do. You cannot do it all, but you can do what is most significant and do it well.

Step 4: Think Win-Win

The habit of mutual benefit is our fourth area of focus. This habit requires that we remember that there is plenty out there for everyone and more to spare. This takes you away from the negative competitive attitude that is all about you and not helping others. Those who are successful acknowledge others wins as well as their own. This habit is one of my favorites because it helps you realize the importance of celebrating and collaborating with others. It can be lonely on the top, but if you take the time to uplift and support others they will be there for you also.

Step 5: Seek fist to understand, Then to be understood

The habit of empathetic communication is our fifth habit. This is a shift from having a need to ensure that people understand your point of view. This habit shifts us to listen to understand. This requires that listen and then reflect before responding. This is sometimes hard because we often listen with the intent of solving others problems of making a point. This habit support simply listen and not talk or do. I challenge you to practice this with someone this week. Just listen to them and not think about what you are going to reply simply listen and be there for them.

Step 6: Synergize

The habit of creative cooperation is our sixth habit. This habit requires that we work with others to come up with creative solutions. You know that you have synergy if you end up with an idea that is better than what either of you came up with at first. This requires that you compromise and clarify. Highly successful people are skilled at this. They understand that two heads are better than one and that innovation is key.

Step 7: Sharpen the Saw

The habit of daily self-renewal is our final habit to explore. This habit requires that we take time for ourselves daily. This can involve a daily meditation practice or physical exercise. The key is to make sure that you are taking time each day to refresh yourself. You are your most important asset and burning yourself out is not going to equate to success. I again challenge you to put into practice a daily self-help routine that energizes and refreshes you.

Final Thoughts:

I hope that you are able to look at the 7 Habits and begin to incorporate them into your daily life. Some may resonate more than others, but the key is to think about them and how you can apply them in your daily routine. These are the things that our highly effective practice and stand by.

Reference:

Covey S. R. (2016). The 7 habits of highly effective people snapshots edition. Mango Media. Retrieved October 23 2023 from <https://is041.skillport.com/skillportfe/main.action?path=summary/BOOKS/125491>.

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Are you staying put on campus or around campus for Thanksgiving..and maybe even Christmas? Maybe you’ve settled in to a new job while in school, or you got a new place and want to host friends, or you’ve decided to get ahead in coursework while everyone else is taking a break. For a number of reasons you and some of your friends are going to chill’ out and not head to the house for the holidays. So what will y’all do? Well..what about a FriendsGiving get together!

What’s a FriendsGiving?

Yep...a FriendsGiving gathering is a great idea for students who stay close to campus during the holiday weeks. It’s similar to family Thanksgiving dinner or Christmas dinner except you’re getting together with friends instead.

Friendship goes along way!

Here are a few highlights and manners :) to remember when attending a FriendsGiving at a friend’s home or dorm room.

time if there is a dish you can bring.

- Show up on time so all of the food is present when other guests arrive.
- If you can, bring something extra like aluminum foil, plastic wrap, to-go plates, or even a Thank you card or gift for the host-friend. That would be great!
- Help clean off the table, or wash the dishes, or gather the trash and remove it.
- Offer to set up games if the group plans to play.
- Be nice not to gossip the next day about the host unless it’s something positive.
- Be the first to say what you are Thankful for..
- Encourage everyone to Facetime their family members just to say *I love you..*

Until the Next Time,

CKB



- Ask the host friend(s) ahead of





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[National Black Law Student Association\(NBLSA\) Nblsa.org/education-career/scholarship-opportunities](https://nblsa.org/education-career/scholarship-opportunities)

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

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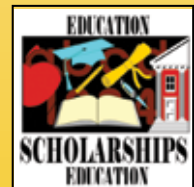
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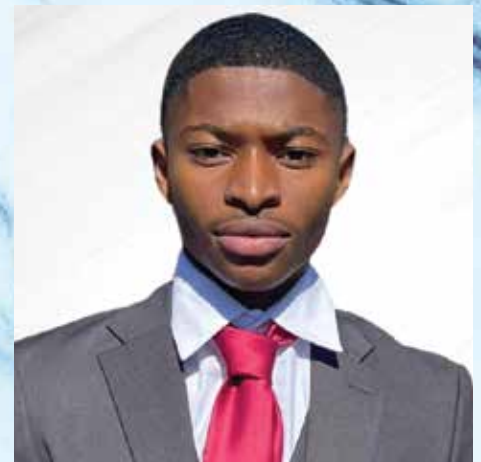
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Spoken 'N Heard

DON'T GIVE UP

by Bernice Ramey

Bowie State University - Communications & Journalism - B. S.

*Don't give up. Don't give in. Don't let defeat win.
Keep pushing, keep fighting on the path to victory.
Don't succumb to misery. Failure is not an option.*

*If you fall down, pick yourself up again. Everytime you fall,
pick yourself up till you cross the finish line.
Don't walk blind. Keep your goal in sight. Soar on your flight.*

*Keep your eyes on the prize.
How sweet it is when you realize your dreams come true.
It's your truth, it's your story. You're on the road to glory.*

*Keep pushing, keep fighting, don't give in.
As you seek success, settle for nothing less.
Keep your eyes on the prize and you will realize
you set the foundation for an awesome revelation.*

HEALTH CONSCIOUS 101: LEMON BALM

by Jessica Miller



What is Lemon Balm?

Lemon balm (*Melissa officinalis*), a member of the mint family, is considered a calming herb. It has been commonly used to reduce stress and anxiety, promote sleep, improve appetite, and ease pain and discomfort from indigestion (including gas and bloating, as well as colic). Its native home is in the more southern parts of Europe and various part of the Middle East and Central Asia, but it's now grown regularly in the Americas and various other locations around the world. The most useful parts of the plant (and the way it found its name) are the leaves. You can use the lemon-scented leaves to make tea, flavor dishes, create perfume oil and to repel insects.

So grateful that I had the pleasure to come across this plant at my apartment to get an abundance of it for harvest to make my own tea, tincture, oils, etc. I would say if you plan on experimenting with growing this herb, lemon balm, is one of the easiest herbs to grow in a container. Just a heads up, lemon balm, like mint spreads rapidly (becomes weedy like).

Benefits of Lemon Balm

- Protects Against Heart and Liver Problems
- Functions as a Natural Antibacterial Agent
- Aid in Digestion
- Relieve stress

- Reduce anxiety
- Reduce anxiety
- Boost cognitive function
- Assist with insomnia and other sleep disorders
- Reduce cold sores
- Naturally Soothes Pain (headache pain, menstrual cramps, toothache pain)
- Regulate Overactive Thyroid
- Powerful Antioxidant and Anti-Inflammatory

What's Next?

Ready to elevate your health? Here's a simple herbal lemon balm tea recipe to try: Steep the fresh leaves for 15 minutes or so in very hot water, remove leaves and (optional) add raw honey as a natural sweetener.

Another option is making a "cold infusion" by placing the leaves in a glass jar with cold water (one tablespoon per cup of water) and letting the jar infuse overnight before drinking in the morning. Be sure to check your local health store or vitamin store for legitimate sources of Lemon balm plant, tea, extract, oil, & etc. For any additional questions or concerns pertaining to herbal knowledge or holistic health. Feel free to email royaltybyroots@gmail.com



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NOV. 18 | ORLANDO

Florida Classic

More Than Just a Football Game

By Sierra Clark



Tony Jenkins
Market President
for Central Florida

The Florida Classic is not your typical football game; it's a vibrant and dynamic event that brings together alumni, students, and the broader community for a day of celebration.

This experience includes a grand luncheon, an exhilarating Battle of the Bands, and a thrilling football game.

The event injects an estimated \$30 million into the local economy, supporting numerous businesses. Attending the Florida Classic means you're contributing to the local economy. Being a part of this experience is not just about ticket sales; it's about embracing a legacy, being part of a positive change, and uniting as a community.

A significant portion of the event's proceeds goes towards scholarships for deserving students at Florida A&M University and Bethune-Cookman University, expanding access to higher education for underserved individuals.

The Florida Classic fosters a profound sense of community and tradition, uniting alumni and students in celebration. It's a day dedicated to scholarships, community support, and holistic well-being.

Join us on Nov 18, 2023, in Orlando, FL, at 3:30 PM. Be a part of this exceptional experience at FloridaClassic.Org you're welcomed you to enjoy make a lasting impact with us.

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WHAT'S HOT ON THE NET!

Diddy surprised **Howard University** students during their annual homecoming weekend celebration where he kept his promise by presenting the university with a **\$1 million** donation. The 54-year-old music mogul performed some of his hit songs, including **“It’s All About the Benjamins,” “I Need a Girl (Pt. 1),”** and **“Act Bad.”** Diddy previously donated to **Jackson State University** in August 2023.

Diddy expressed the importance of **HBCUs**, emphasizing the need to protect and uphold their legacy. He highlighted that his donation to Howard is not merely a financial contribution but a commitment to a cultural institution that has a profound impact on countless lives. Diddy was actively engaged on social media, sharing photos and expressing his love and support for **HBCUs**. He encouraged others to invest in and protect HBCUs that have played a significant role in fostering black excellence and connecting people worldwide.

Rakim, the legendary MC known for his iconic album “Paid In Full,”

and **Scarface**, known for his group the Geto Boys and several solo albums were recognized and as the inaugural recipients of a substantial grant from the **Paid In Full Foundation**. The two rappers were honored at the **Hip Hop Grandmaster Awards** in Las Vegas on November 17, an event organized by **Nas**, venture capitalist **Ben Horowitz**, and his wife, **Felicia**.

The Grandmaster Awards aim to acknowledge individuals who have made significant cultural contributions but have not received commensurate financial rewards. The foundation will provide a substantial sum, potentially \$500,000, along with healthcare benefits to these deserving contributors. While it is unclear whether this sum will be split between **Rakim and Scarface** or awarded to multiple recipients over time, the move underscores a commitment to supporting those who have not received their due recognition. This is a major step in the right direction for our hip-hop pioneers!

Drake has achieved a remarkable milestone by matching the legendary **Michael Jackson’s** record for the most No. 1 hits on the Billboard Hot 100 chart. With the release of his album **“For All the Dogs”** in early October, his collaboration with J. Cole, titled “First Person Shooter,” entered the singles chart at No. 1. This feat has secured Drake’s position with 13 No. 1 singles on the Hot 100, putting him on par with the King of Pop, Michael Jackson. Only a select few artists, including **The Beatles (20), Mariah Carey (19), and Rihanna (14)**, have more chart-topping hits.

As far as new music goes, here’s what we’re listening to:

Drake – For All The Dogs

Jamila Woods – Water Made Us

Lil Wayne & 2 Chainz – Collegrove 2

Pink Patheress – Heaven Knows

Offset – Set It Off

Sampha - Only

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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