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Spectrum, March/April 1986
EDITOR’S NOTE

Some of the graduating students may consider the question, “What do you plan to do after you leave KSU?” an easy one to answer. But to others, it is one to be avoided.

The question is sometimes answered in vague terms: “I’ll visit Washington and see what’s in store for me.” Or, “I’ll find out.” Or, “I don’t know; maybe look for a job.”

But the student answering the question is inwardly thinking, I wish I could say, “I have a public relations job waiting for me at Sohio in Cleveland,” or, “I’ve been admitted for further studies.” I wish I were as lucky as other students are.

Well, it takes more than just luck to be able to respond to the question with a definite answer. It calls for a good deal of insight, planning, dedication, and discipline on the part of the student at a fairly early stage of his or her academic life.

The trouble is, some students go to school “just to study.” To them, studying is an end and not a means. “Why do you go to school?” a student may be asked. “To get a degree,” comes the response. What kind of degree? What will that degree help him to achieve? Well, he or she does not concern himself with these kinds of questions yet.

And so the student comes to his final semester at KSU without having the slightest idea what he or she wants to do with his education. But he knows how to say, “Maybe look for a job,” or, “I’ll find out.”

Fortunately, few students fall in this category. The Spectrum has noticed many fine students who, having set concrete, measurable objectives, have fought hard to achieve those objectives.

The point here is that the smart student knows where he or she is going, sets a strategy that will enable him or her to get there, and then works hard to achieve that objective. As the graduation day draws near, that student has something to look forward to. It is this kind of student that is now saying, “I’ve made it!”

It is also this kind of student that may say, “I have been offered five white-collar jobs, but I’ll not take any of them because none of them fits into my career plan.”

A Word to the Graduates

By Edward Crosby

The end of your institutionalized struggle for an education has finally come. And a real struggle it has been, since many of those who entered the struggle with you have not survived the ordeal.

It must not be assumed, however, that all of those who failed to survive did so because of their own intellectual inadequacies.

The fact is, KSU has not yet come to grips with its own need to provide a learning climate conducive to the life and learning styles of the African American student, and a well planned and structured educational support program to compensate for the racist practices that continue to pervade all aspects of the entire educational system.

Despite the many obstacles, you have personally demonstrated the historical resilience of black people in this nation for at least four centuries, as well as the black people’s persistent strivings to acquire a meaningful education.

The faculty and staff of the Department of Pan-African Studies and, indeed, the black faculty and staff of KSU in general, sincerely hope that you will now be equally successful in fulfilling your professional and career objectives.

Remember, however, that the purpose of your education is far more than just gaining for yourself access to a career.

As Edward Blyden, the Liberian scholar and diplomat, said in 1878, “You do not educate a man when you merely fill his mind; but you do educate him when you lead out his powers. You do not educate a man when you tell him what he knew not, but you educate him when you make him feel what he ought to feel; the one is mental, the other affectional. The one teaches him to lean upon others, the other teaches him to ‘retire upon himself.’”

The real intent of our education is to make life more liveable for African Americans, to enable ourselves to analyse those issues that negatively condition the quality of black people’s lives, to challenge all those forces that obstruct our progress, and to create workable solutions to the problems that confront us as a people.

Your accomplishments may induce you to believe in “the illusion of black progress.” A true analysis of the situation will reveal, however, that the masses of our people are worse off now than they were just ten years ago.

A few of us have prospered, but the rest have not.

Do not, therefore, let the acquisition of an undergraduate degree, or of a soft job, be the end of your struggle; rather, let this be just the first of several stages in your lifelong educational odyssey. And whatever you do, do not let money or status be the sole justification for the time, effort, prayers, and money you and your parents spent to educate you at KSU.

An education, as Blyden reminded us, is to help us to retire upon ourselves. That is, an education should enable us to help ourselves overcome the barriers that hinder the general progress of our people.

No one is better suited for this work than you are. My staff and I are proud that we have known you and have been able to contribute to your educational success. We will continue to assist your continuing education.

Good luck now and forever.
That Crucial Job Interview

How to get through successfully

By Gwen Tyus and Victoria Edwards

It's a time of caps and gowns, of diplomas and congratulations, of putting down school books and pursuing a professional career. The first step then is making it through that job interview. It can be intimidating. What should you wear? What should you say? What should you do if you panic?

Sandy Moersdorf, recruiting manager in Procter & Gamble's advertising division, and James Loehr, executive director of the Peak Performance Training Institute in Florida, provided tips on how to prepare for a successful interview.

Moersdorf regularly interviews undergraduate and graduate students for entry-level management positions. Personal appearance makes an all-important first impression, she said.

A general rule: dress conservatively. "Men should wear a conservative suit, even those who consider themselves 'arty,'" Moersdorf said. "But the traditional white shirt and striped shirt aren't mandatory. If you look better in a blue shirt, by all means wear one."

Women should consider the type of company with which they are interviewing when selecting an outfit she said.

"If you are being interviewed for a job with a bank, dress in a conservative suit with a nice silk blouse," she said. "If the company is less formal, you could wear a silk dress and jacket."

In addition to clothing, personal grooming habits play an important role in overall appearance.

An important tip to remember in looking well-groomed is to wear your hair in a neatly trimmed simple style.

Arrive at the interview at least five minutes early. Go to the interview alone, and do not chew gum or smoke unless the interviewer offers a cigarette.

The way you talk and think will affect the way the interviewer evaluates you.

According to Loehr, "Another very important ingredient that might make the difference between getting or not getting that one-in-a-lifetime job is self-confidence. "Self-confidence is a feeling, an attitude that triggers powerful emotions, causing biochemical changes in the body," he continued. "Self-confidence is learned. You can acquire it like any other skill."

There are many things you can do to build self-confidence for an interview.

"Recent graduates should train and rehearse for job interviews. One way to rehearse is to imagine all the questions that could be asked of you, and to make sure you are prepared with strong answers. "You can also practice the way you walk, the way you sit," he went on. "Project the most confident image of you. There is a direct link between what you feel inside and the way you look outside."

Other confidence builders, he said, are more subtle, but can make a big difference in how you feel about yourself.

Maintaining a balanced diet and exercising will help you feel good about how you look. Establishing routines, such as going to bed and waking up around the same time each day, will also help you feel in control of stressful situations, including interviews.

Once you're in the interview, stress your positive points, but do not apologize for your weaknesses. Remember that in the interview you literally have to sell yourself. Be energetic and enthusiastic.

Moersdorf said, "Companies like employees who are well-rounded. Assess the company's needs and try to inform them that you are able to handle such responsibilities."

"Above all, do not stretch the truth. Any information listed on your resume is fair game for the recruiter to investigate."

The resume should be accurate and to the point. It should include your name, address, telephone number, and the type of position you want.

List your work experience, education, honors, references, and whether you are willing to relocate. If you have room, you may include hobbies and interests.

Consult a reference book for the proper resume format. Preferably, it should be one page or no longer than two pages. Include three references who can make an accurate judgement of your performance.

Also, include a one-page cover letter stating why you want to work for the company and what assets you can bring to the company.

The typed resume and cover letter should be error-free. Photocopy these materials neatly, or have them professionally printed.

Write a separate cover letter for each interviewer.

Sometimes, it is difficult to know what to ask a recruiter. "Don't ask questions that you know answers to," Moersdorf advised. Go to the library to learn more about the company. Talk to friends and relatives to see if they know anyone who has once worked for the company. If possible, request for literature.

"Sound informed," Moersdorf said. Ask how you will be evaluated. Stay away from questions about vacations and salary."

"It's O.K. to be nervous," Moersdorf said. "Interviewers take into consideration that younger applicants are not experienced. If the applicant seems totally relaxed, it may give the interviewer the impression he is disinterested in the position."

Be aware that when you are in stressful situations, physical changes can occur. "Your breathing pattern changes," Loehr explains. "It's difficult to think and speak clearly. Everything seems to speed up."

"Therefore if you find yourself panicky while interviewing, take deep breaths and let the breaths extend themselves. Speak slowly and in short sentences," Loehr said.
How Do You Fare?

After the interview, analyze your performance. Review the questions and answers. Work on improving weak and vague responses.

If you do not get the job, call the interviewer and ask how he evaluated your responses. Ask for suggestions that could help you succeed in future interviews.

Send the interviewer a thank-you note after the interview. Also, call him or her frequently so he or she may remember you when a position is open.

To begin preparing for job interviews, assess your present level of self-confidence. Take the following quiz designed specifically for recent graduates.

Answer each question as honestly as you can by circling the appropriate responses. Then follow the scoring instructions to calculate your rating and learn how your score can be improved.

1. How often do you go for a job interview, feeling optimistic that you will seriously be considered for the position?
   A) always
   B) sometimes
   C) rarely
   D) never

2. How often have you been successful during your school years?
   A) always
   B) sometimes
   C) rarely
   D) never

3. How often do you take risks?
   A) always
   B) sometimes
   C) rarely
   D) never

4. How often do you feel you are in control of your future career?
   A) always
   B) sometimes
   C) rarely
   D) never

5. How often do you feel prepared with the right answers?
   A) always
   B) sometimes
   C) rarely
   D) never

6. How often do you approach interviews as a challenge and an opportunity?
   A) always
   B) sometimes
   C) rarely
   D) never

7. How often do you build yourself up (rather than tear yourself down)?
   A) always
   B) sometimes
   C) rarely
   D) never

8. How often do you select companies to apply to, feeling that you have thoroughly researched all your options?
   A) always
   B) sometimes
   C) rarely
   D) never

9. How often do you come out of a particularly tough interview, feeling positive and accomplished rather than negative and defeated?
   A) always
   B) sometimes
   C) rarely
   D) never

10. How often is it hard for others to make you feel bad about yourself?
    A) always
    B) sometimes
    C) rarely
    D) never

Score:

Where you have circled A, give yourself three points. If your answer is B, give yourself 2 points, if C, 1 point, and if D, 0 points. Total your points and assess your confidence level.

22-30 points: You have a high self-confidence level and feel in control of your career plans. When faced with failure, you view it as an isolated event, not an overall indicator of your personal worth. You are comfortable with the way you look and with the way you present your accomplishments while being interviewed.

But there is always room for improvement, so make sure you are eating healthy foods, and if you do not have a regular exercise program, start one. The better you feel about yourself, the more confident you will be.

12-21 points: You are moderately self-confident and not always optimistic that interviews will turn out in your favor. When faced with failure, you get discouraged, allowing the possibility of a confidence crisis to occur in which you lose all self-confidence. Begin to emphasize the good things about yourself. Start by looking critically at your personal appearance. Practice the way you present yourself, the way you walk.

Rehearse possible questions and answers until you feel confident that you can project the best of yourself. Learn to approach interviews with a positive challenge.

0-11 points: You have a relatively low self-confidence level and probably feel that other people control your career path. But you are wrong. You can take charge of how successful you are. Start by looking at life with a critical eye. Are you eating well? Are you sleeping regular hours? Do you exercise regularly?

Look at the way you present yourself in an interview. Do you look well groomed? How is your posture? Adopt a positive attitude and approach interviews as an opportunity. Ask a friend or relative to help you rehearse. Be diligent in researching all of your job options. Prove to yourself that you are in control of where your career future.
Why They Drop Out
A close look at black attrition

By April Sutton

It does not seem as if Emanuel Sheppard, freshman business administration major, will become statistic in KSU's rising black attrition rate.

"I haven't seen the problems," he said. "I've a first semester freshman, and I can't imagine dropping out of college. I'm paying for this. I had to work for it, so I haven't even thought about dropping out," he continued.

Rodney Ferguson, a senior criminal justice major, came to KSU on a football scholarship. He said he had no problem adjusting to college life. A wide smile probably helped him make that adjustment. "I haven't experienced any racism, but maybe I didn't notice it," Ferguson said.

According to the black student enrollment analysis prepared by the Academic and Student Affairs department, 50 percent of blacks enrolled in 1983 dropped out after their freshman year. By the end of the sophomore year, 65 percent of them had dropped out.

These numbers reflect a national trend where roughly 7 out of 10 blacks drop out of colleges that are predominantly white. The University's overall dropout rate is 31 percent in the freshman year and 44 percent in the sophomore year.

According to the report, KSU black student population peaked at 7.4 percent of the total student body in 1977, but has now dropped to 5.4 percent.

A 1985 study by Harold Nichols shows that blacks at KSU are slightly less satisfied with the academic atmosphere, living conditions, social life, the quality of education, and level of recognition.

Terry Roark, provost and vice-president for academic and student affairs, said the most frequent answers given for not returning are: "I can't afford to continue," "I want to change my major and you don't have what I want," and "I don't like Kent."

A small percentage leaves because of low grades.

Edward Crosby, chairman of the Department of Pan-African Studies, agrees that blacks do not leave for academic reasons. "They are being pushed off campus by financial problems, family problems, and racism," he said.

At one time, Crosby said, his department was the only place on campus where "students felt they were given a fair share."

Now there are more support groups available, such as The Black Spectrum, March/April 1986

Illustration by Richard Mukisa


Crosby said every Pan-African Studies instructor spends many hours talking to students about family, love life, academics, and financial problems. They spend hours on the phone trying to keep students in college.

All students have problems, but black students have an additional problem: cultural misunderstanding.

Teachers and resident advisers, fearing the appearance of playing favorites, may not give the help and understanding needed. This problem is clearly present in the dormitories where there may be only one black student on an entire floor.

To combat problems, Professor E. Timothy Moore, of the same department, holds dorm meetings to educate students.

"These meetings should be conducted by resident services rather than teachers," Crosby stressed. "But we find it difficult to find a human need and not meet it."

Roark said the University offers many services to students who have not prepared themselves in high school, including tutoring, reading, study skills, remedial writing, and math courses.

"It is unrealistic to expect the university to correct four or more years of poor preparation," Roark added. "Some minority students need more nurturing. Pan-African Studies provides them an emotional home."

But according to Crosby, "We're an emotional home for white students as well."

A two-year-old Pan-African Studies survey shows that 16 percent of KSU students earn hours for a major or minor in Pan-African studies. "Even though students have become more conservative; we have not failed to attract them," Crosby said. "Our doors are open. We can relate to people in a more human exchange."

Crosby's department is the only one which does not measure its success by the number of its majors. Fearing students would isolate themselves, the department does not do any recruiting. There is a greater need for minority represent-
Today, black students are calling for instructors in other academic areas. Roark said the university has had few opportunities to hire blacks in the past few years. “The University mirrors the larger society, which is white,” he said.

The number of black students has declined due to economic pressures which are expected to worsen due to the Gramm-Rudman bill that requires the federal government to have a balanced budget by 1997.

“I do not see things getting better if we have to depend upon primarily white institutions to do it for us,” Crosby said.

And blacks are not waiting for whites to do it for them. B.U.S. is calling for unity as well as counseling, tutoring and helping in dealing with administrative problems.

The Black Alumni Association is increasing its efforts to provide scholarships.

Hiring more black instructors is not the only way to encourage a sense of belonging among black students. Crosby said greater visibility of black faculty and administrators, along with the promotion of his department, would increase the feeling of belonging.

Black students do not want favoritism, but education. Brian Roseboro, a senior telecommunications major, knew KSU was serious about education when he saw the size of the library.

He said he enjoys taking classes in Oscar Ritchie Hall because people gather after class to talk. Being the only black on a dorm floor or in a class is something he tries to ignore.

“You get tired if you concentrate on it,” he said.

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Spectrum, March/April 1986

Wine in the Wilderness
Raising black consciousness

The African Community Theatre Arts Program presented Alice Childress’ “Wine in the Wilderness.” The comedy-drama dealt with an artist’s attempt to complete a triptych. A triptych is a picture in three parts, side by side.

Bill, the artist, played by Richard Morris, completed two parts of the triptych. One was an innocent girl and the other was an African queen. He had not yet found a model for the last picture of “a messed up chick who has been kicked in the butt too many times,” Bill said. “If I had to sum her up, it would be nothing.” Bill was introduced to the “messed up chick” and the play focused on his attempts to paint her.

Morris said “Wine in the Wilderness” deals with superficiality. “One person (Bill) sees the outside, and one person (the messed up chick) sees the inside,” he said. “The proof of the pudding is under the crust,” Morris said.

Tommy, the “messed up chick,” played by Monica Kirkpatrick, said, “The real thing is taking place on the inside.”
By Jimmie Hicks

I was elected to the position of vice-president of Black United Students in the spring of 1984. I immediately assumed my role as second-in-command, intending to do the best job I could.

The job of a vice-president is to take care of the internal operations of the organization. This job description includes being an unofficial member of each of the organization’s existing committees.

Therefore I had the authority to implement some rules for the office. The rules: no eating or sitting on desks; no loitering in the office; desks must be kept clean.

The president, Kevin McIntyre, and I felt that these rules would give the office a professional atmosphere and in turn inspire the board to be professional. After a short period, the office did begin to seem more professional.

Next, I required all committee chairmen to keep daily logs of their work. This worked out well because I was able to ensure that assignments were carried out.

These innovations set the structure for our administration. We had the ideas and the people to implement these ideas; what we still lacked was the respect of our constituents. McIntyre and I felt that the organization had lost its power and prestige.

In order to emphasize that students were our main concern, we became involved in the Fall 1984’s Freshman Week.

We assisted this program with schedules, and had a forum to introduce ourselves and state our purpose. We also had a picnic to help the students get to know each other.

Our strong image and open-door policy assured us that the freshmen would respect and follow our guidance.

The upperclassmen also began to show interest in BUS.

Our first mass meeting drew more than 200 students. Before then, a meeting was considered successful if 20 people attended it. This, therefore, was the first time ever that a mass meeting had this type of attendance at a time when there was no major concern on campus.

---

By Bertilla Pereira

It was an indescribable emotional experience for Yvette Gregory on the day she was initiated into Alpha Kappa Alpha. "I was elated. Well... because many are called but few are chosen," she said.

Indeed many are called to join the Greek-letter societies but the small numbers, only 45, that make up black fraternities and sororities at KSU are due mainly to the few students that respond to this call.

This comes at a time when nationwide fraternity and sorority membership is booming. It has risen from 230,000 in 1980 to 400,000 in 1986. At KSU, the number has risen making total membership 507. Yet the number of members in the three black fraternities and four sororities here has been falling said O.J. Smith, former president of Alpha Phi Alpha fraternity.

Unfortunately for the Greeks, a large part of the problem seems to be a negative impression that has not abated since the wave of bad publicity about fraternities and sororities in the late ‘70s and ‘80s.

Alcohol and sexual abuse were the leading items publicized, along with hazing. Hazing has been forbidden by law in 18 states, including Ohio.

"People think we still have hazing," Smith said. "In fact, some of the things we do are misinterpreted by those who don't really understand what the ceremonies and rituals mean. I think this tends to give people a bad impression."

Smith explained that this comes from the sheer visibility of the black societies which don’t have their own houses unlike the white Greeks.

"So everything we do, out in the open— in the fields, or in the dorms or wherever— can be seen by everybody," Smith said. "And they think only black fraternities do this sort of thing. Nobody sees what goes on among the white fraternities. And who knows what exactly goes on in the houses."

Charles Green, member and adviser of Alpha Phi Alpha, also said he felt this was a problem. "The other students see them doing their running exercises with all their pledging gear on and they get turned off," he said.

Another factor which fraternity members themselves say has contributed to the negative impression is the lack of unity among members. "Black fraternities always seem to be going at each other," he continued. "I think that gives us a bad image. And that sort of thing is always picked up in the grapevine. There is too much competition."

Green called it a "competition over things that are not very important— like which group has the most girls or the best-looking girls or who can party harder.

Although perhaps it is not as bad as the alleged booze-ups and sex orgies of the early days, Green said he thinks Greek society priorities are still not quite right.

"I don't know what they're interested in these days," he said. "They're too socially-oriented. When I was in college, members had to have about 3.0 GPA. But now the average fraternity member’s GPA is lower than that of the general population. In those days it was higher."

The figures certainly don't look too good.

Compared to the average 2.69 GPA of the overall female population, the overall sorority population has a GPA of 2.52 while the GPA of black sorority students is only 1.97.

For men, the university average is 2.48, the overall fraternity average is 2.36 while the black fraternity number is 2.18.

Do black fraternities and sororities then only seem able to attract the weaker students or, worse, do members get poor grades because of their society activities? Student Life staff member, Sandy
Freeman through her contact with members and past teaching experience, thinks that fraternity sorority work is eating into the study time of students.

"I've seen people who come to me with 4.0 grades and after joining the fraternity, by the end of the semester they have 1.0 or 2.0 grades," Freeman said. "I don't know what they do to them there. There are some very bright students among them. So what happens too often is that students get membership into a fraternity or sorority and get kicked out of school."

Charles Green thinks that it is mainly pledging that scares some of the better students from joining fraternities.

This is unfortunate, he said, because Greek letter societies do not seem to be taking advantage of the current conservative trend which is responsible for the Greek revival on campuses. This is a swing away from the anti-establishment attitude of the 60s when it was almost an embarrassment to be a fraternity or sorority member.

"Students these days are very career-oriented. They think about what kind of organization would help when they leave college to get a job," said Green.

In his view, the first fraternity that cleans up its act would make the most headway. "I am increasingly moving to the position of thinking that perhaps the University should look into the matter," said Green. "I think administrative coordinators and the Greek organizations should work together to achieve a balance of social and service functions within the organizations so that they can understand the principal reasons for being in this university."

He said the university should perhaps consider regulation such as restricting pledging to those who have completed their freshman year. Another way of controlling the problem would be to set a GPA a student would have to attain before he or she could be allowed to pledge.

Whatever action is decided to take care of the problem, it looks like the battle to increase membership in black fraternities and sororities will not be an easy one.

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 Ebony Awards

Dreams and fear of failure are the motivators for achieving success and excellence, said Lee Trotter at the sixth annual B.U.S. Ebony Achievement Awards.

Trotter is a KSU, Harvard University, and Northwestern University alumnus, and a senior vice-president for the First Bank in Cleveland.

Trotter said when he was a boy he not only dreamed, but put himself on "Front Street by announcing to the world what I was going to do (attend college)."

He said he succeeded because he was afraid to lose the faith of the people in his home town.

"Fear makes you brilliant, makes you not need sleep, not want to eat," he said. "If you have the right stuff, you will succeed."

The Total Grace Gospel Choir performed three songs at the B.U.S. event.

The theme of this year's ceremony was "Power Through Achievement."

According to the awards committee, the recipients were chosen for their contributions to the community and academic achievement.

Michael Smith, academic affairs chairman, said, "I feel that during the last two years, we've tried to upgrade the awards to mean something, and we're very selective. You have to turn in an application and or be nominated, with the exception of three categories: academic excellence, special service, or special committee service."

Three committees selected this year's winners. Gary Stevens, sophomore, headed the hospitality committee. Warren Lincoln III, sophomore, telecommunications, was in charge of the continuity committee, and Janice Taylor, B.U.S. grievance officer, was in charge of the screening committee. Taylor shared her committee responsibilities with a Student Life representative, a B.U.S. graduate assistant, a student at large, and the vice-president and president of B.U.S.

For academic achievement, the winners were freshman Antonio Wright, sophomore Michael Sheridan, junior Tricia Coleman, and senior Kevin Phillips. These students had the highest GPA for their class standing.

The four outstanding athletes, all sophomores, were Sandra Glover, Robert Graham, Cheryl Lackey, and Roy Ware.

Edward Crosby, chairman of the Department of Pan-African Studies, was chosen as the outstanding faculty member, while Francis Dorsey, professor in the same department, was chosen as the outstanding advisor.

The award for outstanding fraternity and sorority went to Alpha Phi Alpha, and Alpha Kappa Alpha, respectively.

Apha Phi Omega was awarded as Outstanding Service Organization. Lisa Cook, a senior telecommunications major, and Yvette Gregory, a junior, were honored for black leadership. Otis Smith, senior communications major, was chosen as student of the year.

B.U.S. president Kevin McIntyre presented service awards to O.C.
Rapping to the Big Time

MC Chill releases new hit LP

By Stephanie Mason

It's likely that senior criminal justice major Kevin Heard will be climbing the charts again with his new album, "M.C. Story" on Fever records.

His 12-inch rap tune, "Bust This Rhyme," climbed to 70 on Billboard's Hot 100 soul singles chart earlier this year.

The rap album contains "Prophecy," "Open Your Eyes," "M.C. Story," "Jealousy," and "Downbeat".

"M.C. Story" which tells about the life of a rapper, features Melle Mel from Grand Master Flash and the Furious Five, and Downbeat features a human percussionist.

"Open Your Eyes" explores the problems of apartheid. At its face value, "Prophecy" predicts the end of rap music. "If you understand the song's riddle, 'Prophecy' has theological connotations," Heard said.

Heard, better known as "M.C. Chill," has a production crew that is largely made of students. Sharon Collier, a junior in sociology, sings background vocals. She said, "Chill is a good person to work with. He writes excellent lyrics and he lets everyone give their opinions (on how the group should perform)."

Tammy Tarelton, a freshman telecommunications major, also sings background vocals. When asked how she felt about working with Heard, she said, "I love it. It's what I've been waiting for. It's the beginning of my career. I want a career in singing."

Kelly Chapman, who sings background vocals on "M.C. Story," attends Spelman College in Atlanta. Ga. Joy Goalden is a freshman at Central State University in Wilberforce, Ohio. She is featured on "Open Your Eyes."

Tyronne Walker, better known as Beat Master T, is a Cleveland high school student. He is known as a human percussionist. He is featured in "Downbeat" and "Bust This Rhyme." "He's a cool guy," he said about Heard. "He's my competition."

Teddy Watson, of Cleveland, dances during the group's performances. "He's (Heard) helping my dancing career out a lot. We're like a big family," Watson said.

This year, Heard who is from Cleveland, performed in Atlanta, Cleveland, Columbus, New York City, and Youngstown, to name a few. He has been the opening artist for Dana Dane and the Force MD's.

According to Heard, there are three types of raps. The first type, party rap, is used for enjoyment and excitement. The second type, message rap, is used to teach and inform. The third, Heard's favorite, is concept rap.

Concept rap is entertaining and contains a message. Heard said it allows the listener to derive his own message.

Rap is the purest form of inner-city expression, according to Heard. He is therefore disappointed when he hears someone say rap is a fad.

Heard said rap has always existed in forms such as African drum beats, the blues, and scatting. Other forms of black music have been called fads, he said, such as jazz, and rhythm and blues.

Heard said rap got a boost in the 60's from civil rights activists such as Malcolm X and Stokely Carmichael who used colorful melodic words to draw emotion.

When asked what he would like to do being 20 years from now, Heard said he will pursue a career in the legal system. "Unless something major comes along, I will do what I came to college for," he said. "I try to set an example for the younger members in my crew. I try to influence them to look past this and think about their futures."

Amos Turner III, Heard's manager, and former KSU student, predicts that the album will be a success. In a November 1985 Daily Kent Stater article, he said, "Through my study of music and entertainment law I could vision much success for this young man."

Although Heard is always looking up, he keeps his feet firmly planted on the ground. He said, "No matter where you go, or how much you achieve, you've got to go back home."

Spectrum, March/April 1986
Zapp !!!

Electrifies crowds

By Kent Wise

From "More Bounce to the Ounce," to "Computer Love," Roger Troutman, Zapp's lead singer delighted his April Fool's day audience in the KSU ballroom.

But there is more to Troutman than his stage antics and his famous human-voice box. "I believe in being independent and controlling my own destiny," Troutman said in an interview before the concert.

Zapp is from Dayton, Ohio, a city that has turned out artists such as the Ohio Players, Lakeside, Slave, and Heatwave. Zapp started recording on the Warner Brothers label in 1979. The group's top hits include: "Dance Floor," "So Ruff So Tuff," and "I Heard It Through The Grapevine."

Troutman is the president of Troutman enterprises which includes a production company, a limousine service, and a construction company.

Troutman said he would like to see Zapp become a supergroup with consumer appeal, "like Earth, Wind and Fire or Kool and the Gang."
Congratulations! You Made It

Name: MARTRICE ANCAR
Hometown: East Cleveland
Major: Speech Communications
Years spent at KSU: five
Degree expected: B.A.
I chose to study at KSU because: A friend recommended KSU’s fine colleges to me.
What I appreciate about KSU most is that: the student body is very heterogeneous. It gave me a chance to realize that people are not alike.
My main concern has been: the black attrition rate.
On the whole, my experience at KSU has been: great! I’ve made new friends that I will probably keep the rest of my life.
My professional goal is: to begin in sales and eventually work my way into public relations.
The student I have appreciated most is: Dean Seavers. He is an extremely bright student who helped me in my economics classes.

Spectrum, March/April 1986

Name: MARK BATSON
Hometown: East Cleveland
Major: Real Estate/Finance
Years spent at Kent: 5 1/2
Degree expected: B.A.
I chose to study at Kent because: it was close to home and relatively inexpensive. I also liked that Kent when I came to visit.
What I appreciate about KSU most is: the liberal nature of the students.
My main concern at KSU has been: graduating, and ensuring a positive academic, social, and political environment here at KSU for minorities. On the whole, I have experienced one end of the spectrum to the other. I feel I will be a well-rounded individual that will be able to handle the outside world.
My professional goal is: to become a business owner.

Spectrum, March/April 1986

Name: STEPHANIE MASON
Hometown: Cleveland
Major: Telecommunications
Minor: Journalism
Years spent at KSU: four
Degree expected: B.A.
I chose to study at Kent because: It has two outstanding media departments, and it was not far from my home.
What I appreciate about KSU most is that: I have not had a roommate throughout my stay.
My main concern at KSU has been: that the School of Journalism has not actively sought to recruit black students.
My professional goal is: to become a reporter on a small-to-medium daily newspaper.

Spectrum, March/April 1986

Name: TANYA CLEVELAND
Major: Rhetoric and Communication

Name: JIMMIE HICKS JR.
Hometown: Cleveland Heights
Major: General Studies with emphasis on community leadership and development
Years spent at Kent: five
Degree expected: B.G.S.
I chose to study at KSU because: the university was familiar to me. My sister attended school here.
What I appreciate about KSU most is: that it gave me the chance to be a student leader. That leadership experience will be more helpful to me than anything else I have learned in my classes put together.
My main concern at KSU has been: to get the best, well-rounded education I could find.
On the whole, my experience at KSU has been: very rewarding because I have learned how to deal with different types of people.
My professional goals are: to complete law school and to advance as an officer in the U.S. Army.
Soon after I graduate I will: take the officer’s basic training course.

Spectrum, March/April 1986

Name: LISA JETER
Hometown: Lorain
Major: Psychology
Degree expected: B.A.
I chose to study at KSU because: this university is a reputable, liberal institution, with much credibility for its School of Psychology.
What I appreciate most about KSU is that, as a liberal university, it has given me a well-rounded enlightened education.
My main concern at KSU has been: to let the Lord guide me in all I say and do.
On the whole my experience at KSU has been: very good. I have gained knowledge in all aspects of life.
My professional goal is: to ultimately have my own private practice.

Spectrum, March/April 1986

Name: BONNIE WEST
Major: General Studies
Years spent at KSU: five

Name: TANYA CLEVELAND
Major: Rhetoric and Communication

Years spent at KSU: five
Degree expected: B.A.
I chose to study at KSU because: A friend recommend KSU’s fine colleges to me.
What I appreciate about KSU most is that: the student body is very heterogeneous. It gave me a chance to realize that people are not alike.
My main concern has been: the black attrition rate.
On the whole, my experience at KSU has been: great! I’ve made new friends that I will probably keep the rest of my life.
My professional goal is: to begin in sales and eventually work my way into public relations.
The student I have appreciated most is: Dean Seavers. He is an extremely bright student who helped me in my economics classes.

Spectrum, March/April 1986

Name: BONNIE WEST
Major: General Studies
Years spent at KSU: five

Name: DANA GALLA
Hometown: Strongsville
Major: Telecommunications
Minor: Advertising
Years spent at KSU: four
Degree expected: B.A.
I chose to study at KSU because: the university was in a college town and not in a big city. It also has a very good telecommunications program.
What I appreciate about KSU most is: there is always a place to study, to relax, or to let loose.
My main concern at KSU has been: for me to keep a balance between classes, work, and other activities.
On the whole, my experience at KSU has been: challenging. College is not easy. But when everything

Spectrum, March/April 1986
My professional goal is: to start working in news production in a smaller television market. That way, I'd do a little bit of everything and gain experience.
I will: move into larger television markets as the years go by. I will also get married and eventually have children.

Name: LILLIAN LETTON
Hometown: Cincinnati
Major: Computer Science
Years spent at Kent: 1 1/2
Degree expected: B.S.
What I appreciate about KSU most is: the student-teacher relationship. The individualized attention that I received helped me to understand my classwork.
My professional goal is: to become a mechanic and designer of microprocessors for space exploration.
Soon after I graduate I will: look for a job. Then I will: go to law school.
The students I have appreciated most are: Bryant Lover and Patrice Miller. Bryant has opened doors for me that I did not realize were closed. Patrice has been there to say all the right things, share all the experiences, and just be a friend.
The professor I have appreciated most is: Wilbert Hixson of the physics department. I have greatly benefited from his knowledge.
I would like to tell my fellow graduating students that: I wish them luck in job hunting. It's a tough market.
I advise students who are not yet graduating to: explore, seek, and be aggressive in deciding what they really want. They should time to discover many interests so as to have a real choice. They should not limit themselves to only a few areas just because they are not familiar.

Name: LOUISE JOHNSON
Hometown: Cleveland
Major: Rhetoric and Communications
Degree expected: Communications degree
I chose to study at KSU because: the university has a very good communications school.
On the whole my experience at KSU has been: good. I have made many friends and I learned more about myself.
My professional goal is: to become a spokesperson for a company.
Soon after I graduate I will: begin looking for a job.
I would like to tell my fellow graduating students that: I hope we meet in the future.
I advise the students who are not yet graduating to: study hard and enjoy their college years. College is really what you make it.
KSU administration should: work along with students to make their stay here more comfortable. If this happened, I think more students would complete their education.

Name: KENNETH ROSS
Major: Speech Communication
Minor: English
Years spent at KSU: four
Degree expected: B.A.
I chose to study at Kent because: I preferred it to all other nearby universities.
What I appreciate about KSU most is that: It has taught me to relate to other people better.
My main concern at KSU has been: how to balance work and school effectively. I have been working since my sophomore year.
On the whole, my experience at KSU has been: pretty good. I have met a lot of people, both black and white, who will always be part of my college memories.
My professional goal is: to work as an anchor in a large television market.
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YOUR COMMUTER & RENTAL CONCERNS ARE OUR CONCERNS!
Go For It
Student of the year on motivation

By Bertilla Pereira

You have seen him as Homecoming and Renaissance King. You may see him as RSA for Beall, giving advice in his unshakeable calm manner. And if you do not see him, it is because he is at one of about 10 meetings he has to attend in the course of a week, as a leader in various organizations.

He is O. J. Smith, better known to his peers as just “O.J.”. You will never catch this guy sitting still. His motto may just as well be “Get Involved.”

Smith is chairman of the Leadership Development Board, treasurer of the Orientation Honors Board, president of Alpha Phi Alpha until last month, member of the Student Ambassador Association, and Chief Justice of the Interfraternity Judicial Council. Small wonder he was awarded the Outstanding Student of the Year, an award of the Black United Students.

He said, “I’m the type of person who believes that I can do anything the next guy can do. And the reward that I get out of it is my motivation to do more. I want to prove that you can take a mind from anywhere no matter what race, creed or social background, and can reach whatever heights the person aspires for.”

Smith said his need to prove this fact comes from his own inner city background.

“Where I come from, students don’t go to college,” Smith said. “Or if they do, they don’t graduate.

“If they remain, they never take up leadership roles. I think there are five of us from that neighborhood who are in college. The rest of them just don’t even believe they can get this far,” he continued.

Smith said he believes that this is because many blacks get trapped in their own beliefs of inferiority. “A lot of times we get so caught up in beliefs that we have certain limitations, but that’s what the system wants us to believe,” he said.

He said he hears black students complain too often that they have not been given equal opportunity. “I agree, the system does not accommodate us as best it could,” he said. “But no matter where we go it’s going to be the same. The university is just a smaller replica of the real world out there. Nobody’s going to hand anything to you on a platter.

“Blacks have been so far behind in so many ways socially, economically getting so little recognition with the weakest environmental support, that they have not been highly motivated,” he said. “It shouldn’t have to be that way.”

The way Smith said he sees it, the solution is a collective self-motivation.

“We have to motivate ourselves because it’s not going to come from outside. We have to quit being lazy and get up and do things. We have to be more assertive and just go for it rather than say, ‘I’ll never get it because I’m black,’” he said.

Several of the projects that Smith gets involved in are not even related to the organizations he is part of. They are projects which he initiated because he felt he wanted to, and needed to. He then looks for the organization that would fit the project and bring it to realization.

Examples of these are visits to prisons and other institutions which he organized as an RSA “so that we may realize how fortunate we are.” Another is a Cultural Showcase which he organized with RSA Russell Brown III under the banner of black greeks.

“I’d like to be a positive role model for others. That’s why I have a positive attitude toward everything I do,” Smith said. “The most rewarding thing for me is to hear someone come up to me and say, “Hey, I really like that thing that you did. I want to do the same.”

Smith will be graduating with a degree in Communications this May. He already has a few job offers in sales. But he said he hopes to begin his own projects in community development.

“Maybe just little things first, like coaching little league baseball,” he said. “Going to the city schools to just encourage them to keep going, not to drop out, not to get a family at a young age.

“I want people to know it’s not impossible. If I can do it, anybody can.”
Out Into the Real World

By Paris Wolfe

K S.U. has been such a pleasant refuge from the so-called "real world." But now I must go forth from the warm bed of intellectual activity and theoretical stimulation to encounter the world of experience.

And I am scared.

I am scared because I know what is out there. It is not the idealistic land of sexual and racial equality many strive to make at the University.

In fact, the “real world” can be quite the opposite. It can be a cold, cruel, competitive world where some people use sex and race to hold other people on the bottom of the hierarchy.

O.K. Go ahead and laugh. Call me paranoid. Tell me I’m a latecomer to the equal rights movement. Tell me times have changed and women are now equal.

And I’ll tell you, “You are wrong. Things started to change, but equal rights still has a long way to go. And you need to help.”

Last summer I worked for a magazine in the up-to-date, trend-setting city of New York. As part of my job, I attended a business writers’ breakfast in mid-Manhattan.

About 30 writers from publications such as Business Week, the Wall Street Journal, and New York Times were there, but only four of them were women.

I turned to my editor who was eating the free scrambled eggs, toast and bacon, and asked him if this ratio of men to women was common.

In my youthful naivete and college-sheltered innocence, I had assumed that the numbers of men and women would not differ so greatly.

A writer at the other end of the table heard my question and decided to explain the imbalance to me. Adjusting his yellow paisley tie under his pinstripe suit, he said, “It’s a tough business, Baby.”

Then he mumbled something about women not being able to “cut it.”

I guess he thinks women cannot handle a tough world, when actually they have to handle a tougher one, since they have to bear the added burden of sexism like him.

I know its tough out there. But I refuse to let people like that man intimidate me. I refuse to let him cut the competition by discouraging me.

I know that hormones and physiological make-up have nothing to do with my ability to handle a “tough business.”

After four years at KSU, I am ready to go out and face “tough business” and people like Mr. Pinstripe Suit.

I Never...

By Stephanie Mason

I’m graduating. Big deal. But if I had to do it all over again, I would never:
- Ask for collard greens in the cafeteria.
- Attempt to walk to Eastway or Tri-Towers without getting my shoes muddy.
- Try to escape worms on the sidewalk after a rainstorm.
- Expect to find an empty washing machine when I need one.
- Expect to pick up a copy of the Stater without finding a letter about abortion or May 4.
- Try to get through drop and add in fewer than three hours.
- Go anywhere without my I.D.
- Expect classes to be cancelled after a blizzard.
- Expect to get out of class early.
- Expect to escape the campus run-around.
- Expect the library to be quiet during finals week.
- Expect to find a campus loop when I need one.
- Expect University policies to make sense.
- Expect to find a short line at the bookstore the first week of classes.
- Expect to be assignment-free over Spring Break.
- Expect the mail to be in before 5 p.m.
- Ask why people are trying to tan when its 70 degrees.
- Expect the football team to win.
- Expect not to get a parking ticket.
- Expect to understand hazing.

And finally, I would never expect to receive a thank-you card from the University in appreciation for the thousands of dollars I have spent here.

Pulling Together

Aim to inspire

By April McNeal

What is the ABC’s of Salvation? It is a campus prayer and Bible study group which was started in October 1979 to meet the needs of Christian students.

According to Cecil Shorts, Jr., the organization’s president, ABC is the acronym for “Acknowledging that you are a sinner (and repenting); Believing in Jesus’ life, death, resurrection and inevitable return; and Confessing Jesus as Lord and Savior of your life.”

“We’re open to anyone, but our first priority is to reach black students,” Shorts said. “There is no Christian organization here that satisfies our needs. There are some very good organizations, but they worship in a different way.”

The group’s Monday night Bible study meetings have an average attendance of 22. Shorts said one of the group’s goals is to have 100 people attend the weekly Bible studies, but the group’s primary purpose is the worship of Jesus Christ.

The group is affiliated with the non-denominational The House of the Lord in Akron, which was founded by the Rev. William Jacobs.

Shorts, the group’s leader, is a 24-year-old physical education major. He gave his first sermon in November, 1983. He now preaches on Sundays at Akron’s Trinity Missionary Baptist Church. Shorts said he plans to attend a seminary after he graduates from KSU. He wants to become an ordained minister of a non-denominational church.

According to him, the group’s goals are to provide quality sermons, fellowship, and a testimonial atmosphere for all members through inspiration by God. We also want to provide social activities from a Christian perspective.”

Shorts said the group enjoys Bible trivia, bowling, and House of the Lord plays. “We try to hang around other Christians. The ABC’s of Salvation is the spiritual home for the black community at Kent State.

“We have a deep concern for the problems that individual people may have,” Shorts said.

Spectrum, March/April 1986
The Golden Tree

By Cynthia Robinson

Once upon a time, there was a little town by the name of Camelot which stood next to the town of Winston. In the middle of these two towns stood a tree which bore beautiful golden apples.

Both towns wanted to claim the tree as their own, but since it stood in the middle, it was hard to establish ownership.

The towns had several bloody wars over the beautiful tree.

There was also a giant who lived beyond the forest, and who was just awakening from a 100-year sleep. When the giant saw the beautiful tree, he gave it one mighty yank and ran off into the forest.

The townspeople were very angry. They blamed each other for the theft of the tree.

A young girl who was standing on the side called out, "Instead of blaming each other, why not work together to get our beautiful tree back so that both towns may share its beauty."

Hesitantly, the towns agreed, since neither one could get the tree from the giant single-handedly.

They met day and night, trying to come up with a solution. Finally, they decided on a plan of attack. They quietly crept through the forest and to the giant's cave. While the Camelots got the giant's attention, the Winstons climbed to the top of the cave. When the giant came out, spears were thrown at his back, causing him to fall.

The Camelots ran to the cave to recover the tree. Then they joined the Winstons, and the two groups ran back to the tree's former home. Together, they placed the tree in the spot, leaving it there to grow beautiful golden apples.

Whenever the townspeople look at the tree, it reminds them of coming together as one people.

Passions of Despair

Do you feel the excruciating pain Gnawing at my being?
'Cause I cannot fulfill the promise I made to you,
Way back when the future looked starry and sweet scented.

Do you feel the agonizing pain, that gnaws at my heart,
'Cause I see disappointment in your eyes
For this nightmare,
Is not what we planned for.
Do you feel my inward cries
'Cause I see self-pity,
slowing turning those gleeful eyes of yours
Into weary balls of despair.

Do you feel my fears a bitterness,
'Cause I feel that I am loosing you.
But I feel powerless,
To turn our love around.
Do feel what I feel
And our mutual feelings,
Will fill our unfilled feelings.

By Ofosu Amponsah
Barbeque Roaches

The chief surgeon announced
a new breakthrough in science, that a
plate of Roaches could prevent Cancer.

The media spread the news throughout
the land.

The FDA passed a law, banning all
pesticides harmful to roaches.

Pesticide industries produced chemicals,
enabling roaches
to multiply by the second.

Advertising agencies put
wits to work, to change
The negative image of roaches.

Suddenly, on billboards,
one could read,
"Roaches are beautiful."
"We love roaches."

Roach-hunting professionals
sought house to house,
and a bonanza it was
for the poor in the cities.

Big business sprouted. Officials wore
roach broaches
as awards for outstanding work,
done in the roach industry.

The Feds funded big farming
to stimulate roach rearing.
Licensing became mandatory,
and infractions of this law
meant 10 years behind bars.
Many a poor folk were jailed.

Chains of roach restaurants
Were formed countrywide.
Menus showed crunchy roaches broiled
in white wine, or
fileted in hot sauce, or
buttered with exotic spices;
but most delicious were
the barbeque roaches.

Great professors came on TV
to discuss the bio-mechanics
of roach metamorphosis;
Many a book were written.

For lunch, people sought
the fresh-tasting roaches.
Prices sky-rocketed,
the poor couldn’t afford
so favored a delicacy.

Love Denied

Love denied is love unacceptable
When you were full of yourself,
And I was destitute and haggard
I clamored for your love.
You saw nothing in me
But a destitute creature
With a dim future.
I beseeched thee not
To dwell in the present
But to focus on the future.
You turned me away,
You rejected the battered box,
Full of diamonds.
And took off with the gold-plated box
Full of human carcass.

You fell for the shiny
and the glamorous
You were taken by the pretty face
and the nice figure.
Which soothed your anxious ears.
You glued to ready made stuff
Which required no human labor.
You fell for the nice car,
Which made ones limbs lazy.
You fell for the nice house,
Full of modern electronic gadgetry,
But empty of human affections.

Now that I am happy and prosperous,
And you are alone and lonely.
You desire my love.
Dear. I am addicted to another soul
Whose absence throws me into delirium
of love withdrawal syndrome.
Dear. Another soul who toiled beside me
Has complete possession of my Soul.

Dear. You could have been
The one beside me,
Sucking the nectar from our hard toils.

Dear. You could have been
The me in you, and the you in me.
And soaked up all the wealth
of affection.
That comes only thro’
Sacrifice, hard work, and dedication.
Love denied in Poverty is Love,
Unacceptable in prosperity.
Unacceptable in prosperity.

By Ofosu Amponsah
An organization of residence hall students serving residence hall students

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run all day, in line, and in step,
singing dirty songs,
shooting at imaginary enemies.
A mad dog with hair bristling,
hollering in your face,
a shower of spit and filthy words,
“What do you want to be boy?”
Heads straight, back rigid,
eyes unmoving, “A soldier sir!!”

By Jonathan Akuamoah

Black Child

Dark as a black onyx,
a precious gem,
smooth brown skin,
the color of sweet toffee,
yet even lighter in brown,
the color of creamy coffee
Rich is the color of gold,
pleasing to the sight,
skin to of the same color,
a hue of shimmering brilliance,
so light in color as to resemble wheat flour,
another addition of the many shades.
All in unison,
all with something in common
this is the black child.

By Jonathan Akuamoah

Monica

Skin the color of honey
eyes, hypnotizing in its gaze,
the picture of perfection,
a symbol of black delicacy,
ruler of men’s heart,
a modern day Cleopatra.

Tantalizing, almost in reach,
yet untouchable in her betrothment.
Hearts ablaze, internal bleeding,
still will we be together,
for I know I must sleep,
and in sleep can I dream.

By Jonathan Akuamoah
Office of Affirmative Action

"We intend to pursue vigorous recruiting of students, professors and staff, and we will use University resources to augment and assist all of the University's departments and divisions in their searches for qualified candidates. This is especially important for faculty and administration positions. Models of intellectual success by minorities, the handicapped and women must be available to all of our students as motivation to succeed."

Dr. Michael Schwartz, President
State of the University
Address
October 24, 1985

STATEMENT OF POLICY

Kent State University is committed to affirmative action in equal employment and educational opportunity. This commitment is reflected in our Affirmative Action Plan, which outlines our strategies to implement a viable Affirmative Action Program. The University realizes the inherent benefits in the full participation and utilization of minorities and women within the institution. Thus, Kent State University endorses the concept that affirmative action is everybody's responsibility.

Affirmative action is a positive and powerful management tool for ensuring effective and successful human resource management and serves as the genesis and guiding doctrine of equal opportunity. Equal opportunity and personnel management are not separate opposing issues, but rather, mutually supportive and integrated approaches to accomplishing organizational missions through the use of human resources. The essence of affirmative action is a full utilization of a pluralistic workforce.

FUNCTION AND RESPONSIBILITIES OF THE OFFICE OF AFFIRMATIVE ACTION

The Office of Affirmative Action functions as an administrative body under the University president and the Vice President for Human Resources. It develops the University's policy and procedure with regard to affirmative action in employment and educational opportunity, provides assistance to departments in conducting targeted recruitment, distributes generalized and specialized resource information, and provides counseling and advisory services to faculty, staff and students regarding human resource and personnel management matters. Also, the office investigates alleged complaints of discrimination and perceived discriminatory practices which may have an adverse impact on the implementation of the University's Affirmative Action Program and seeks to adjudicate complaints of discrimination in the areas of sex, race, age, color, religion, national origin, mental or physical handicap, and veteran status. The office is structured to coordinate the concerted efforts of the institution to actualize equal employment and educational opportunity for every individual.
APPLICATIONS

STAFF POSITIONS
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Advertising Manager*
Production Manager*
Artist/Graphic Designer*
Photo Editor*
Secretary/Receptionist*
Staff Writers*

(*Initial training available)

Application Deadline May 16, 1986

FOR APPLICATION FORMS
OR ADDITIONAL INFORMATION
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