



**NORTHERN
KENTUCKY
UNIVERSITY**

Black Faculty and Staff Association

The Anchor

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1993-94
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AND STAFF
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Efforts to Increase the African-American Enrollment

The 1994-95 objective, under the Kentucky Plan, is to increase the number of African-American students who are Kentucky residents to 1%. With the opening of the new residence halls, there is now room for 995 students for on campus living. Therefore, outreach efforts for the upcoming year has extended further into the Commonwealth.

Louisville, Kentucky is the focal point of this year's recruitment efforts to increase African-American enrollment.

The goal is to develop more visibility and awareness of Northern Kentucky University within the African-American community. The plan includes conducting high school visits to all Louisville public schools and maintaining open lines of communication with each guidance counselor.

In addition to high school visits, recruitment efforts will involve various African-American organizations in Louisville. NKU will continue to coordinate events with the Lincoln Foundation, the Urban League, and the Kentuckiana Metroversity Education Opportunity Program. Also, the plan includes coordinating workshops with the African-American churches and providing community service when needed.

Other outreach efforts to increase African-American enrollment include phone-a-thons, campus visits for individual high schools, and high school visits to all Cincinnati and Northern Kentucky schools with significant enrollments.



*Tasha L. Morris
Admissions Counselor*

Commentary on the Kentucky Plan

What does the Kentucky Plan mean to Northern Kentucky University? It means the University has made a commitment to hire more African-American faculty and staff at ALL levels of the institution. It means that the University has taken a stand to not only increase the numbers of African American students, faculty, and staff but to retain them as well. The Kentucky Plan is giving ALL faculty the opportunity to make a commitment of time and effort to recruiting, retaining and ultimately graduating African-American students. It means that the atmosphere of this campus should reflect and welcome diversity of thought and culture.



*Harriette W. Richard,
PhD
Assistant Professor
of Psychology*

The University has been given funds specifically designated to assist in making the Kentucky Plan a reality. Currently, the initial efforts are underway. However, this institution must continue to make institutional and financial commitments to implement the Kentucky Plan. To insure that the changes the institution makes are permanent, Northern Kentucky University's commitment must go beyond the funds that it has been given. We must continue to strive for a more diverse community, continue to create dialogue to destroy all the "isms" that plague our campus and work together to put this University on the forefront of diverse college campuses in Kentucky.

What did we learn from the Committee on Equal Opportunities and from the Council on Higher Education on our efforts to implement the Kentucky Plan? We learned of Northern Kentucky's level of Commitment to the Kentucky Plan. We learned what we had accomplished within the past five years. We learned that Northern Kentucky University needed work in implementing the Kentucky Plan. We learned that using the "trickle down" method of sharing information is almost as effective as "trickle down economics". We learned that the entire campus community must be in this effort for the good of the student, the institution and the surrounding communities. We learned that our actions speak louder than words.

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The 1993-94 Academic Year in Review

Service Project



Tony Hall
Chair of
Service Project

The BFSA's September 13-17 food and clothing drive was a successful community service project. Northern Kentucky University faculty, staff and students contributed to this project. Over 1,000 items of clothing, food, cleaning supplies, and diapers were collected as well as a monetary donation. The majority of the items were given to Welcome House women's shelter and the men's clothing was donated to the Covington Community Center. The service project was chaired by Tony Hall and committee members included Yolanda Denson, Rose Robinson, Mike Mimms, Delores Anderson, and Gregory Stewart.

The following note was sent to drive chair Tony Hall from Welcome House executive director Michelle Budzek:

"How blessed we are to have friends like you! Your recent drive which included clothes, assorted food, and diapers on behalf of Welcome House has been a true blessing to our shelves and to those we serve. The generosity of all those who participated in this generous outpouring of caring will mean so much to our families who turn to us for help. On behalf of all the many who will benefit from your caring and sharing, and on behalf of all of us here at Welcome House, please accept our heartfelt gratitude and best wishes for you all."

Diversity Symposium

The Black Faculty and Staff Association served as one of the co-sponsors of a Symposium in recognition of Northern Kentucky University's Twenty-fifth Anniversary and the Salmon P. Chase College of Law's Centennial. Radio commentator, author, and columnist Roger Wilkins spoke on diversity in higher education at the September 16 event. Wilkins is the Clarence J. Robinson Professor of History and American Culture at George Mason University.



Roger Wilkins

NORTHEAST REGIONAL MEETING KAHBE

BFSA hosted the Northeast regional meeting of the Kentucky Association of Blacks in Higher Education on Friday, September 24, 1993. The meeting was well attended with 47 registrants, including the state president, Dr. Cleo Charles (Berea College) and the regional representative, Marla Carter (University of Kentucky). The meeting was coordinated by Delores Anderson, Director of the Office of Affirmative Action and Multicultural Affairs. The following institutions were represented: Lexington Community College, Northern Kentucky University, University of Kentucky, Maysville Community College, Ashland Community College, and Thomas More College.

The highlight of the regional meeting was a panel presentation on "How to Survive in Higher Education" followed by group discussions on successful survival mechanisms. The panelists included Virgil Davis, Associate Professor in Psychology at Ashland Community College; Pamela Hill, Assistant Dean for African-American Student Affairs and Ethnic Services, NKU; and Rose Robinson, Counselor, Educational Talent Search, NKU. Davis stated that the constant negativism associated with the color black combined with no positive connotations can subconsciously affect Black people. To combat this he encouraged the participants to focus on self-image and self-esteem. Davis further stated that it is important that African-Americans understand and meet or exceed expectations, understand and know thy self and do not be afraid to pat yourself on the back.



Delores Anderson
Coordinator

Hill stated that the survival of African-Americans in higher education depends largely on the concept of "collective survival." She further stated that too often African-Americans are expected to assimilate into the mainstream of society, yet be the authority on the perception of all African-Americans on all issues. She provided several survival tips including finding a mentor, seeking allies in African-American administrators and knowing your "stuff."

Robinson stated that each institution has its own set of rules and/or survival criterion that determine success or failure. Although faculty members are very clear about what is expected of them, staff members are not sure. She stated that staff members must take steps to understand the unwritten expectations that lead to advancement. Robinson closed by discussing pride without arrogance.

Meeting participants discussed successful survival mechanism in small groups and came together in one large group to share ideas. Successful survival mechanisms include forming Black faculty and staff associations, identifying a mentor, learning to be strategic, making your presence known and develop-

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The 1993-94 Academic Year in Review

BFSA Hosts 3rd Annual Fall Lecture Featuring:

Dr. Harriette W. Richard

Afrocentricity, What is it to you? What is it to me? was the topic of the fall lecture hosted by NKU's Black Faculty and Staff Association, featuring Dr. Harriette Richard, Assistant Professor of Psychology at Northern Kentucky University. The event held October 7, 1993 was well attended by over 80 students, faculty, staff, students and administrators.



Harriette W. Richards

Dr. Richard defined Afrocentricity as "Situating African ideals and values at the nucleus of any analysis of African culture and behavior." She stated throughout her lecture that the basis of Afrocentricity deals with having a connection. She went on to explain how Blacks identify with the I, me and we. She quotes a strong passage from Dr. Wade Nobles, that captures the idea of Afrocentricity "I am because we are and because we are therefore I am." Dr. Richard went on to illustrate her points by using such works as Dr. Linda James Meyers, Anthony Fichue and Joseph Baldwin.

Dr. Richard has been a member of the Northern Kentucky University staff since 1991. Dr. Richard received her bachelor's degree in Psychology from Hampton University in 1973, master's degree in Psychology from the University of Arkansas in 1975 and her doctorate in Psychology from the University of Arkansas in 1982.

Among Dr. Richard's many accomplishments she serves as an Environmental specialist for Briggs, Thomas & Associates in Houston Texas where she reviews grants and projects with environmental assessments as a part of the preliminary engineering stage. Dr. Richard also taught for 3 years at Columbia College in Chicago from 1988-91. Before Dr. Richard became fulltime faculty, she served as a visiting professor from 1991-93. She also serves as chair of the membership committee for the Association of Black Psychologists and serves on the board of the Hamilton County Mental Health Board. Along with all her other involvements, Dr. Richard also finds time to serve as an active member in the Northern Kentucky University Black Faculty and Staff Association.

Dr. Richard was presented with a handmade African print dress and crown on behalf of the BFSA for a job well done.

African-American Art Fair

BFSA presented an African-American Art Fair on October 5. Between 11 a.m. and 2 p.m., over 200 people viewed art displays located on the University Center mezzanine area and ballroom. Vendors included Mrs. Mary K. Allison who displayed cards, paper dolls, figurines, coloring books, and wrapping paper; Sarah Cain and Mattie Robinson exhibited Afrocentric clothes, dolls and jewelry; NKU faculty member Kevin Harris exhibited African-American art. In addition, BFSA members Clinton Hewan (Political Science), Delores Anderson (Affirmative Action and Multicultural Affairs), Prince Brown (Sociology), Pamela Hill (African-American Student Affairs), and Gregory Stewart (Admissions) exhibited personal collection items.

An educational program was conducted as part of the Fair. Charles Jackson (Education) served as master of ceremony, student Harry Burgess Douglas introduced speakers Kyne Franks, founder of the Queen City Dance Theatre and Ernest Britton, executive assistant to the president at NKU. Their topic was "The development of Black cultural institutions."



Ernest Britton
Executive Assistant
to President



Kyne Franks

Kevin Harris (Department of Art) is Chair of the 1994 BFSA African-American Art Fair scheduled for October 29-31, 1994.

Efforts to Increase the African-American Enrollment continued from page 1

As the Admissions Counselor for Minority Recruitment, my goal is to implement a personal contact strategy as a recruitment tool. This strategy involves building relationships with all prospective African-American students and guiding them through the admissions process individually.

The participation of enrolled African-American students, as well as other staff and faculty members is important in the recruitment process. Increasing the enrollment of African-American students is not solely the responsibility of the Admissions staff. It will take everyone's commitment to make the African-American enrollment continue to rise.

Black Faculty and Staff Honors Dr. Addison W. Reed

The Black Faculty and Staff Association will pay tribute to Dr. Addison W. Reed, past chairman of the Department of Music. Reed, who died in 1991, served as chairman of NKU's Music Department from 1987-1991. In memory of Dr. Reed's outstanding contribution to NKU, the Black Faculty and Staff Association sponsors the 1994 Dr. Addison W. Reed Outstanding Service award.



Dr. Addison W. Reed

The 1992 award recipient was Gregory Stewart, Director of Admissions; and the 1993 recipients were Michael Prioleau, Assistant Professor of Military Science and Teretha Prioleau, Assistant Dean of Students for African American Students Affairs.

The recipient of this award: (1) must have been employed at Northern Kentucky University for a minimum of two years, (2) must be a member of BFSA during the year of receiving this award and (3) must have made a leadership contribution to the BFSA and the University community that improved the welfare of the black community or academic field of study related to acknowledging the achievements of blacks. Nominations should be submitted to Delores Anderson, chairman of the committee at X-6590.

KABHE Conference

The Kentucky Association of Blacks in Higher Education will hold its eleventh annual state conference April 20-22, 1994 in Lexington, Kentucky. The conference host is the University of Kentucky and Lexington Community College. Conference co-chairpersons are Anna N. Bolling and Marla Carter. This year's theme is "3-D: Discernment, Decision, Directions" and is designed to examine our roles in higher education and recognize the strength African-Americans bring and contribute to the academic community. Through this recognition, the conference will explore ways to expand our influence, make decisions and chart new directions.

Conference plans include workshops focusing on critical issues and concerns, general sessions with keynote addresses, fellowship with colleagues and the banquet.

A number of BFSA members are making plans to attend. If you are interested in attending, please contact Rose Robinson at X-5185.

Northeast Regional Meeting of the KABHE

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ing long term goals and priorities.

Thank you to BFSA members Delores Anderson, Rose Robinson and Pamela Hill for your outstanding contributions to this event. Thanks to Lilla Losey, Mike Mimms, Sgt. Thomas, Mary Harris, and Tracy Harris for completing some of the tasks necessary for this event to be a success.

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Black Faculty and Staff Association
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