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C O N T

34 **Cover Story:**
by Angela M. Cranon, M.A.
BREAKING ALL BARRIERS
Kamala Harris



Angela M. Cranon, M.A.
Associate Publisher

6 **Publisher's Page**
by Calvin Lovick, Sr.
LIVING WAGE:
Good For The Economy
And For Families.

8 **HBCU News**
Named Sole Finalist For 12th
President of Texas Southern

10 **Company Directory**

12 **Editorial Page**
by Angela M. Cranon, M.A.
Choices, Hatred, and Much
Much Controversies

14 **Commentary Page**
by Laurie D. Willis
Gender Pay Inequity



Laurie D. Willis
Contributing Writer



E N T S

Features

- 16 American Employers Striving For Healthier Workers
- 18 5 Words And Phrases Women Should Use To Get Ahead In Their Career
- 20 The Resume Entry Key
- 22 Salary Negotiations - Be Prepared
- 24 A Career In Politics Is Not So Far Fetched
- 26 U.S. BANK
Darrell Brown
- 28 JOIN THE LONG BEACH POLICE DEPART
Chief Robert Luna
- 30 LOS ANGELES COUNTY SHERIFF'S DEPARTMENT
James McDonnell



Stacey A. Gordon, MBA
Contributing Writer

Publisher's Page

LIVING WAGE: **GOOD FOR THE ECONOMY AND FOR FAMILIES**

It is probably safe to assume that most heads of household desire to provide for the welfare of their families, at least in America. That requires gainful employment that provides a living wage --- sustainable income based on an hourly pay rate that enables the family breadwinner to provide food, clothing, medical care, and recreational inducements from time to time that make for a happy lifestyle without undue strain.

Thus, the living wage must be substantially higher than a poverty wage that prohibits a head of household, the sole provider working full time, to support their family. The California minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. In Los Angeles County the current minimum wage is \$9 per hour, up from \$8 an hour in 2008. The next scheduled rate of increase for the minimum wage will occur effective January 1, 2016, elevating the wage to \$10.



Every sole provider should be able to provide adequately for their families. Everyone deserves to enjoy the basic necessities of living --- food, clothing, shelter, and medical care. The majority of lawmakers at all levels of government oppose a living wage higher than the current \$9.00, soon-to-be \$10.00. They argue it is nothing more than an entitlement for the low-income among us that will only increase taxes. That, to me, is a very insensitive position. Empathy should be the guiding principle as it relates to low-income families struggling to make ends meet. Families should not have to sacrifice basic human necessities like health insurance, for instance, or food on the table.

According to report, Poverty in America, a study prepared by the Massachusetts Institute of Technology, for the sake of comparison,

continued on page 36

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Lovick Career Journal (LCJ) is a quarterly publication designed to give unique access to the professional job seeker and those who wish to explore current and available employment opportunities in these high-leveled positions that are often missed in other advertising circulars. This quarterly publication of 40,000 is uniquely targeted to increase awareness to diversity concerns and exposing opportunities to the best qualified. Its distribution to colleges, universities, employment office centers and other pertinent demographics, maximizes our ability to reach the right individual.

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THE COMPLETE GUIDE TO JOB HUNTING

By: Calvin Lovick

Dr. Austin Lane Named Sole Finalist For 12th President of Texas Southern

***Lane to take the helm of TSU in its 89th year as a premier HBCU
His plan will focus on student recruitment, enrollment and retention
at Texas Southern***

H OUSTON (May 16, 2016) – Dr. Austin A. Lane has been named the sole finalist to become the 12th president of Texas Southern University (TSU) by its Board of Regents. Lane assumed leadership of Texas Southern on June 7, 2016, after a Board vote. He replaces Dr. John M. Rudley, who has served as president since 2008.

Derrick Mitchell, chair of Texas Southern’s Board of Regents, said that Lane “embodies the skills necessary to position the University as a destination institution for those seeking an innovative learning process through a stellar curriculum.”

“The Board of Regents engaged in a dedicated and thorough search of outstanding candidates and Dr. Lane was clearly the right man at the perfect time in Texas Southern’s existence,” Mitchell said. “We look forward to receiving

the benefit of his strong and progressive leadership to move TSU to the next level in higher education.”



Dr. Lane said, “I want to extend thanks to Regent Mitchell and the entire board for giving me the opportunity to serve Texas

Southern University. I believe that we are positioned to take TSU to new heights.”

Dr. Lane said recruitment and enrollment are among his top priorities. He shared a 30-, 60- and 90-day plan with the board that addressed a detailed enrollment strategy. Dr. Lane also celebrated his 45th birthday on the day he was named to the top job at Texas Southern University.

Dr. Lane was managing seven campuses in the Lone Star system, with the smallest location educating 10,000 students. His plan for TSU includes strengthening student recruitment and enrollment, and focusing on retaining students through a four-year graduation plan. Another major priority is keeping TSU strong and independent, and maintaining its stature as a premier HBCU. Dr. Lane plans to maintain his passion for student academic productivity and growth, and wants to produce

continued on page 38

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COMPANY	PAGE NUMBER
TESSIE CLEVELAND COMMUNITY SERVICES CORP.	2
CITY OF LONG BEACH FIRE DEPARTMENT	3
THE COMPLETE GUIDE TO JOB HUNTING	7
TEXAS SOUTHERN UNIVERSITY (TSU).	9
KAISER PERMANENTE	11
LOS ANGELES COUNTY FIRE DEPARTMENT RECRUITING	13
U.S. DEPARTMENT OF HOMELAND SECURITY	15
ASSISTANT DIRECTORS TRAINING PROGRAM	17
THE GORDON GROUP	19
U.S. DEPARTMENT OF HOMELAND SECURITY	21
SHERATON GATEWAY LOS ANGELES	23
McDONALD'S.	25
US BANK	27
CITY OF LONG BEACH POLICE DEPARTMENT.	29
LOS ANGELES COUNTY SHERIFF'S DEPARTMENT	31
RIVERSIDE COUNTY SHERIFF'S DEPARTMENT	33
NATIONAL COLLEGE RESOURCES FOUNDATION	37
DRUG ENFORCEMENT ADMINISTRATION (DEA).	39
MINORITY CAREER	40
CITY NATIONAL BANK	41
HAMPTON UNIVERSITY	43
CEDARS-SINAI	45
VERIZON.	47
TOYOTA FINANCIAL SERVICES	48

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Editorial Page

Choices, Hatred, and Much Controversies

by *Angela M. Cranon, M.A.*
Associate Publisher

Well...well... The final two have been nominated and only one will take the seat as President of the United States. The two candidates, Former United States Secretary of State Hillary Rodham Clinton (Democrat)



and Billionaire Donald J. Trump (Republican) are two very different people who see America's future just as differently as their personalities.

Both of their first days at the Republican and Democratic National Conventions started off

rocky, but it appears that the internal conflicts have calmed, for the most part.

However, these candidates still sit on the edge since some Americans believe that choosing Clinton will be the same old politics and not much change. Others believe that Trump will make too much of a dramatic change. Which does America want? Aside from the email accusations of Clinton, and the loose tongue of Trump, Americans need to make a decision on the direction of the country. Although some believe that Trump is widely hated, his nomination proves otherwise and gives a clear picture that people are supporting him and want him in the Presidential seat. This is a reality.

On the other hand, the country is scratching its head and wondering if it is really ready for a female President, especially after an African-American served in the White House for two terms. Too many "minorities" back to back is still being pondered. However, voters have spoken that they want



Photo Credit: Jeremiah Charles

a female President by putting her in the top seat to run for this office.

Citizens thought eight years ago the presidential race was intriguing and exhilarating with Hillary Clinton, a woman, and Barack Obama, an African-American running side by side, both to be the first of their "kind" to serve as the Commander in Chief. That may not necessarily be so since the 2016 Presidential election has outdone itself on the entertainment richter scale. Still, however, there are so many unanswered questions. Will women vote for Clinton because she is a female? Will men "not" vote for Clinton because she is a woman? Will women and people of color vote for Trump? Can Trump tame his tongue?

Aside from the controversies that
continued on page 40



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by **Laurie D. Willis**

The inequity between men's and women's salaries has been discussed for years, though little has been done in America to eradicate the problem.

Democratic presidential hopeful Hillary Clinton has vowed to do something about it if she makes it to The White House. And Republican presidential nominee Donald Trump claims to pay female executives as much, and in some cases more, than male executives.

But even if Trump pays his female employees well, most women don't work for billionaires who can bestow hefty salaries, and women's pay still lags woefully behind men's.

"This country has a long history of mistreating women when it comes to salaries," said Carmen,

Gender Pay Inequity



a social worker in Greensboro, North Carolina. "It's no secret women can perform the same jobs as men, oftentimes better, yet men are still paid considerably more than women on average. Many politicians talk about the problem, but nothing much seems to be done about it."

Indeed. The Equal Pay Act of 1963 required that "men and women in the same workplace be given equal pay for equal work." But in the five decades since its passing, United States wages have not lived up to that.

When President Barack Obama took office in 2009, the first bill he signed was the Lilly Ledbetter Fair Pay Act, which extended the time period in which claimants can bring pay discrimination claims, enabling countless victims of pay discrimination to seek redress where they otherwise could not. Undoubtedly the country's first African-American president was well-intentioned, but women are

still paid less than men in 2016.

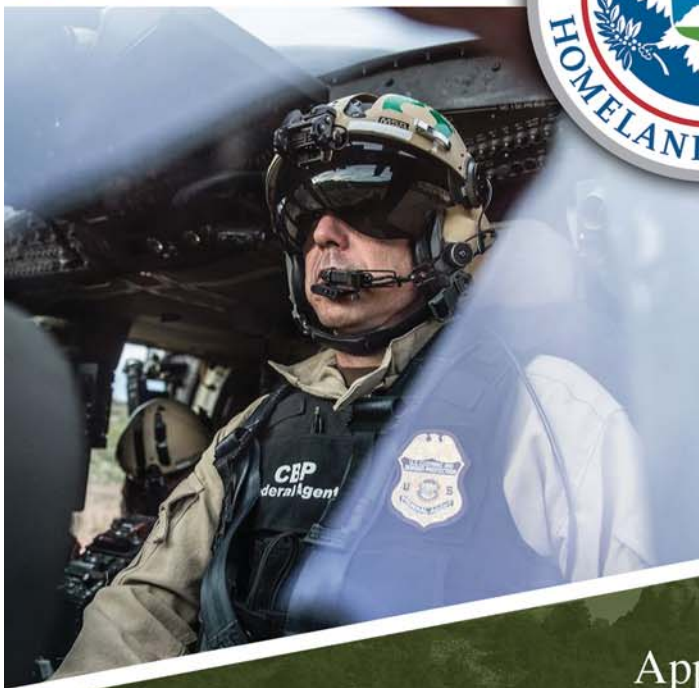
The American Association of University Women, or AAUW, was founded in 1881 to advance equity for women and girls through advocacy, education, philanthropy and research. According to AAUW, in 2013 among full-time, year-round workers, women were paid 78 percent of what men were paid. The pay gap exists in every state, AAUW says, but is more profound in some areas of the country than others.

For example, information on AAUW's website says the best place in the United States for pay equity is the nation's capital, where women were paid 91 percent of what men were paid in 2013. By contrast, the website lists the worst state in the country for pay equity as Louisiana, where women were paid only 66 percent of what men were paid.

Hopefully the next president will be successful in narrowing the gender pay gap. ■

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American Employers Striving For Healthier Workers

By Laurie D. Willis

As the market continues improving, those seeking employment may find it a tad easier to land a job. But once employed, they may also notice subtle hints that their supervisors are just as concerned about their health as they are about their job performance.

That's because nowadays employers are making a big push to encourage their employees to get healthy and stay that way. Some employers are even offering monetary incentives or other prizes for employees who improve their health – particularly those who quit smoking or lose significant amounts of weight.

"It's always good when employees improve their health," said Mark Sanders, director of human resources for Livingstone College, a historically black school in North Carolina. "It's good because improving your health can mean longevity and a better quality of life. Simultaneously, when employees are healthier that improves productivity and their attitudes, which directly affects morale and increases team building. Likewise, when employees are healthier, it positions employers to offer better insurance packages at reduced rates."

Sanders said it's imperative for a fundamental shift to occur "in how we approach employee healthy

living alternatives," adding that at Livingstone College several initiatives are underway. For example, in 2014 the institution partnered with Novant Health to complete an assessment of the school's overall health plan to design an appropriate wellness program, he said.

"Our wellness initiative is now focused on three areas – healthy eating, exercise and stress management," Sanders said. "We already sponsor employee walks, and in the fall we will begin providing free healthy snacks for



employees. We also routinely send our employees emails containing healthy eating tips and other health-related information, but one of the most significant steps we made was switching our healthcare provider to Blue Cross Blue Shield, which gave us a plethora of support and health choice options for all employees online."

As medical costs continue sky-

rocketing, companies will increasingly devise ways to encourage their employees to improve their health. And with good reason.

According to the National Institutes of Health, more than two-thirds of Americans are overweight or obese. And many serious illnesses have been linked to obesity, including heart disease and stroke, high blood pressure and diabetes.

Sanders knows having a significant number of employees with chronic illnesses can saddle a company with hefty insurance costs. To that end, his department has created a health and wellness committee that meets periodically to devise innovative ways to engage employees in adopting healthier lifestyles.

"This isn't just a fad that's going to dissipate in a matter of months," said Sanders, who works out several times a week. "Under the leadership of our president Dr. Jimmy R. Jenkins, Sr., we'll continue encouraging employees to get healthier. Likewise, we're also contemplating ways we may be able to partner with the community on some health initiatives in the future." ■

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Directors Guild-Producer Training Plan

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for its 2017 Training Program. The application period for the 2017 Directors Guild-Producer Training Plan Los Angeles program is fast approaching. Applications must be postmarked by no later than November 2, 2016.

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5 WORDS AND PHRASES WOMEN SHOULD USE TO GET AHEAD IN THEIR CAREER

YES!

NO APOLOGIES

LET ME RESEARCH IT

THERE IS NO TRY

I RECOMMEND

By Stacey A. Gordon, MBA

You finally make the decision to make a change in your career so you start looking for a job. You check all the usual job boards and come across a job title that sounds intriguing. As you read more of the job description, your excitement builds because you think you are perfect for the job. Then it happens. You see a requirement for a skill you don't have and the job calls for expertise in a software program you have only used occasionally. Your excitement now turns to disappointment and you move on to the next job posting.

Sound familiar?

I recall interviewing a woman for a human resources job who was

extremely qualified with excellent skills. While discussing where she would like to take her career, she mentioned that a friend asked her if she would consider a job with his company as Vice President. She said she didn't think she was ready for the job. As she continued talking about her career direction, I stopped listening. I was stuck on the magnitude of what she had just done.

Too often the words women use devalue their worth and can immediately categorize them as inferior, weak, unqualified and unworthy. Ask a guy if he can do a specific job and he will eagerly say yes. Ask a woman, and she'll give any number of qualifying answers. So let's figure out how we can remove those qualifiers from our communication and substitute them

with words and phrases that will help us to get ahead in our careers.

YES!

The first and most important word women use to get ahead in their career is "Yes". The woman in the example above should have said "Yes, I would love to discuss how I could partner with you in human resources in your company." Yes, I will apply for the job for which I am 95% qualified. Yes, I believe I can do the job. Yes! Yes! Yes!

Unless a huge case of nepotism is in play, most people do not offer opportunities to unqualified people. Therefore, when singled out to be a team leader, to be a considered for a project, promotion or a raise, anything other than an emphatic

“yes” is unacceptable. Obviously, if you really don’t want what is being offered, decline politely, but don’t let the reason you say no be related to a lack of confidence in your abilities.

By not saying yes, you are automatically saying, “I am unqualified, I am unsure of myself, I am not confident in my abilities, and I am not the person for this job now (and probably not ever).”

No Apologies

How many times do you tell yourself,

“I’m sorry” throughout the day?

“I’m sorry I wasn’t able to get back to you sooner.”

“I’m sorry, but we don’t have the information you need.”

“I’m sorry, but we had to change the meeting time.”

“I’m sorry, but x wasn’t available so we had to substitute y.”

“I’m going to need you to stop apologizing?” Things happen, work goes on, and most of what you find yourself apologizing for isn’t even your fault. Stop being apologetic because apologizing is a sign of weakness. Save the “I’m sorry” for your family members who will actually appreciate it.

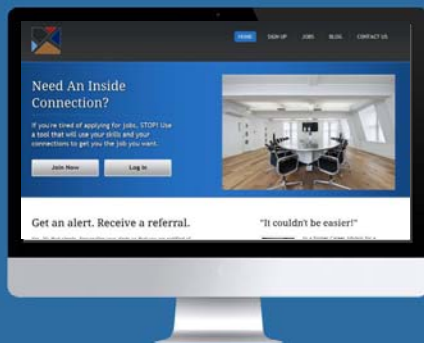
The sentence doesn’t change when you remove those three little words. What you are really trying to do is show a little empathy, so provide a reason rather than an apology.

Let me research it

Too often, we say “I don’t know” or “I can’t” as a quick way to extricate ourselves from a situation. However, these phrases close the door to future opportunity. They paint you as a person who not only is unable to do the task that was asked, but are unwilling to attempt to help. If you really don’t know,

continued on page 36

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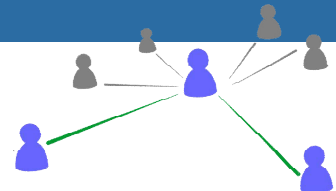


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The Resume Entry Key



College graduates seeking to begin professional careers in their chosen pursuits, should understand that the “dream job” will not materialize out of thin air, nor will they likely have a chance to encounter with an employer who will hire them on the spot with a lucrative starting salary.

In reality, the job hunting process may take some time as the job seeker follows certain methodical steps toward getting hired by a company, like researching a specific company to learn as much as possible about it, and then calling to inquire of the Human Resources Department about job openings, the interview process, and/or whom to send a resume .

The resume is the key to a formal interview. Interviews are rarely conducted by telephone, or by an exchange of emails, but are generally personal face-to-face meetings. Perspective employers don't have the time to waste with job seekers who don't match their criteria, so the resume process helps them to screen prospective candidates.

The resume is a document that provides a prospective employer a capsulized view of who you are -- your qualifications, profile, objective, skills, education, and professional experience. It tells the perspective employer how you can contribute to their company and what you can bring to the table. Your resume is a

unique representation of your personal work experience and nurtured skill set.

A good resume will get you in the door for the interview, but your resume must be specific to who you are and what you represent because not all resumes are the same.

Your resume should be specific to the position you expect to interview for. Your resume should also be limited to one to two pages as the person charged with the hiring doesn't have the time to read like the resumes. Of course, the more experience needed for a job, the longer the resume will be. Longer resumes tend to cater to executive positions.

There maybe 50 to 200 resumes submitted for just one job opening. The prospective employer is not going to let one resume bog them down. They will likely scan resumes very quickly looking for specific details that will tell them to set a resume for future review. If your resume is too long, or too shallow, it may get tossed in the wastebasket. The information contained in the resume should be job specific. If you are applying for an accounting job, for instance, your experience and a previous job as a fast food worker may not be germane, but your experience as the tax consultant during tax season may get a perspective employer's eye. In other words,

focus on the position you are applying for and list relevant work experience and relevant achievements.



Think about what message you want to deliver to your prospective employer. Think about how you can make a quick impression. One way is to focus on making a resume your personal marketing tool. Use creative objectives to describe your professional experience and make your achievement stand out. With intense competition for jobs, especially in a recession, or when the economy is weak, you may only get one shot to make a great first impression and earn an interview. Remember, others are competing for the same job.

Include an objective statement at the top of your resume. This tells the prospective employer that you are focused and have a specific goal. A job history going back at

continued on page 42



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Salary Negotiations - Be Prepared

By Angela M. Cranon, M.A.

Negotiating a salary is probably one of the most difficult parts of a job interview. It could also be one of your worse moments if you are not satisfied after accepting the offer. It's not always easy to talk about the salary at an interview, even though the employer knows that you are eager to get to that point. Somehow asking about the salary has become a major taboo, as though you want the salary not necessary the job that comes along with it. But let's face it, salaries attract job seekers, even if the job doesn't become a long-term career. Sometimes you just want to get into the door of a company and make a good salary to start.

A mistake job seekers, who become very desperate for employment, end up doing is asking for a salary that is just too low. Big mistake, especially when you find out, after accepting the position, that the last person was making much more. Ouch!!! That really hurts and you begin to regret accepting the job, and even promising to do all of the tasks that come along with the job. On the other side of the coin, the regret can also be asking for a salary that is too high and you've just excluded yourself from a potential hire.

To prepare for that big question, "What kind of salary are you looking for?", do your homework and be smart about it before negotiating



with a company. Be prepared and don't talk about a salary too soon. Let them ask the question. However, keep in mind that the employer will usually negotiate down and never up the salary chart. Here are other tips on getting the salary you deserve.

- Research the job title and match it up with your experience to see what salaries are being paid at other companies. Use these companies as an example when negotiating salary and experience.
- If there is a salary range, and you have very "limited" experience, avoid taking the top salary, instead, work with the employer and go mid-way, but never at the bottom. If you are right out of college, throw in your other skills, such as good character, well-organized, prompt, deadline

oriented and so forth. Just because a person has experience does not mean that they have all of the other skills that a company desires in a candidate.

- If you want the highest salary on the chart, point out your expertise, quality of work, dedication, and longevity with past employers.
- Never settle or avoid negotiating, which gives the power to the employer. Always have a bottom-line figure in mind before walking into salary negotiations. Never try to make that decision on the spot. If they make you an offer, and you have not thought about it, tell them you will consider the package they are offering and let them know by the end of the day or the next day, what would work for both of you.

continued on page 42



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A Career In Politics Is Not So Far Fetched

Preparing, Building and Grooming

By Angela M. Cranon, M.A.

Ever think about a career in politics? If so, this is the best time to begin your campaign for such a job. The political environment is uncertain because two very different candidates are

running to become the President of the United States, but what is clear is that there will be new jobs to fill as the Obama Administration exits and a new group of followers become appointed by the incoming President to serve at least for the next four years.

There are so many opportunities to work in politics that go beyond being a political official. In addition to openings that will eventually be filled in the Presidential Cabinet and administration, check out this list of political job opportunities that are more reachable.

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Delegate Hunter	Internet Strategist	
Press Secretary	Policy Researcher	
Targeting	Issue Analyst	
Social Network Coordinator	Blogger	

Source: <https://gspm.gwu.edu/sites/gspm.gwu.edu/files/downloads/careersebook.pdf>

Several different degrees qualify a person to work for the government. Some of the most popular four to six year degrees include Political Science, Public

Relations, Public Administration, International Relations, Business Administration, Public Health, and Public Policy. A master's degree for most of these positions is desirable,

but not always necessary. However, the more education one acquires, the potential for a higher salary is greater.

Profession	Starting Salary	Desirable Degree
Public Administration	\$58,000	Master's
International Relations	\$49,000	Master's
Business Administration	\$68,000	MBA
Economics	\$66,000	Master's
Political Science	\$60,000	Master's
Public Health	\$59,000	Bachelor's
Public Policy	\$53,000	Bachelor's
Stenographer	\$115,000	Bachelor's +
Press Secretary	\$150,000	Bachelor's +
Calligrapher	\$86,000	Bachelor's +
Foreign Policy	\$68,000	Master's
President of the United States	\$400,000	Bachelor's or Law

Sources: <https://www.govloop.com/community/blog/7-best-degrees-to-help-get-into-government/>
<http://www.usnews.com/news/blogs/washington-whispers/2014/07/01/white-house-jobs-and-what-they-pay>

continued on page 44



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Anjelica
General Manager

U.S. BANK

Darrell Brown

**Senior Vice President in the U.S. Bank Consumer Banking Group,
and leads the Great Los Angeles Market.**

As a Los Angeles native, and a graduate of Dorsey High School and the University of California, Los Angeles, Darrell Brown was surrounded by leaders, both in his family and his community. Early on, he developed a skill for servant leadership -- for bringing people together, united under a common passion.

Now, more than 40 years later, as a senior vice president in the U.S. Bank Consumer Banking group, and a Greater Los Angeles market leader, he is in a position where he can carry out that philosophy on a major scale. "I'm proud of the work I do in my community, and in the market I lead for U.S. Bank. I feel fortunate that I work for a company that understands that serving your community is an expectation."

Darrell actively serves on several boards in the Los Angeles market, including the University of California, Santa Cruz, Valley Industrial Commerce Association, Bet Tzedek, Latino Business Chamber of Commerce, and the California Asian Pacific Chamber of Commerce. He also has served on the board of Junior Achievement and the Urban League of Los Angeles. Darrell is recognized as a change agent with expertise in revitalizing organizations,



building brand equity and affecting positive growth. "I witnessed the power of a strong advocacy for change when my mother walked alongside Cesar Chavez. This gave me a deep-rooted passion for organizations who strive for the betterment of the underprivileged in our communities."

Right now, Darrell is most excited by the change happening within his workplace. "U.S. Bank has always valued diversity and inclusion – and

the fact that U.S. Bank makes serving communities a priority is one of the biggest reasons I chose to work here, and the reason I've stayed here for more than 10 years. But serving communities isn't strictly about numbers. "What U.S. Bank does for our communities is important, no doubt. I mean, our own employees donated more than \$2 million dollars and reported 260,000 hours of volunteer service in 2013. That blows my mind! It's incredible to see the impact our donations and volunteer hours make. But it's about more than what we do. It's about who we become, as employees, as leaders, and as U.S. Bank."

"I strongly believe that to thrive as a bank, we must embrace diversity and inclusion. U.S. Bank is an enormous network; we have more than 3,100 bank branches and 17.9 million customers across the country. Think about the diversity of the backgrounds and perspectives represented there. Our global employee population – 67,000 strong – needs to reflect that same diverse population."

As an executive sponsor for the U.S. Bank Diversity and Inclusion Council, Darrell partners with other senior leaders and the Board of

continued on page 46



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“We are looking for dedicated men and women to join our ranks and be part of a diverse progressive organization,” says Chief Robert Luna, “We want individuals who have the integrity and moral courage to lead and adjust with the ever changing landscape of our profession.”

Long Beach is a vibrant city covering over 52.3 square miles and featuring eight miles of shoreline, beaches and scenic marinas. Long Beach blends the urban sophistication of a big city with the relaxed atmosphere of a beach resort. It has a diverse community with a population of over 487,000, making it the 7th largest city in the State of California.

The LBPD is the second largest municipal police agency in Los Angeles County, with over 800 sworn officers and a total staffing of more than 1,100 personnel. The Department is committed to professional, proactive, and innovative policing and strives to build and maintain positive relationships with our diverse



Robert Luna
Chief of Police

community. With an annual operating budget of over \$190 million, the Department also provides contracted law enforcement services to the Port of Long Beach, Long Beach Airport, Long Beach Transit, and Long Beach City College.

The LBPD includes an accredited police academy that trains new recruits in the latest legal and tactical advances in law enforcement. After graduating from the academy officers are assigned to one of three patrol divisions, affording them an opportunity to

work with the community we serve while participating in the Field Training Program. Upon successful completion of probation, patrol officers will have the opportunity to work in a variety of assignments, including the Bike Detail, Directed Enforcement Team, Motor Patrol, and Police K-9. In addition, The Long Beach Police Department operates its own Special Weapons and Tactics Team (SWAT) and Air Support Unit.

The LBPD also provides investigative police services. The Investigations Bureau is comprised of 18 separate detective details, including Burglary, Domestic Violence, Robbery, Narcotics, Gangs, Career Criminal Apprehension Team, and Homicide.

Our Department offers the perfect balance between a large and small law enforcement agency. In addition to a variety of assignments and promotional opportunities, the Long Beach Police Department offers competitive pay and great benefits. If you're ready for a rewarding career with a progressive, and dynamic department that is well respected in the law enforcement community, call the City of Long Beach Civil Service Department at

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James McDonnell

Pushes Recruitment for Deputies and Non-Traditional Jobs in Law Enforcement

by Angela M. Cranon, M.A.

There is a new sheriff in town and it is James "Jim" McDonnell of Los Angeles County at the Monterey Park, California location, making him the 32nd sheriff to hold that title. Celebrating his first year in office on December 1, 2015, McDonnell comes to the county with previous experience as the Chief of Police for Long Beach, California for five years, and moving up the ranks as Assistant Chief for the Los Angeles Police Department where he served in different capacities for 29 years. It was these years where he learned of the many opportunities that are still available today, but about three percent who apply actually graduate from the academy and make it into this elite law enforcement organization.

Originally from Boston, Massachusetts, it was in high school when the sheriff decided to take this law enforcement career path. He studied Criminal Justice in college, but eventually seized the opportunity to apply to become a Los Angeles Police Officer.

His father was a laborer. Sheriff McDonnell had no family history in law enforcement, but he chose this



career because, "I looked at something that would be new and challenging everyday. I could interact with the people and at the end of the day, I might be able to look back on it and think that I helped somebody," he expresses.

The 56-year young sheriff em-

braces his new leadership position and encourages others to join careers in law enforcement because of the rewards. "Being able to deal with someone in a crisis and hopefully make their day a little bit better than it would have been is rewarding. Half of the time, we deal with people on the worst day of their life, so if we are able to make that day just a little bit better and put them on the right path, then that's a good day for all of us," he says.

He reflects on one of his worst days as an officer, which he recalls was the Los Angeles Riots in 1992. "Watching so much destruction that was so unnecessary, is something I never want to see happen again," McDonnell remembers.

Today is still a very troubling time in policing, he recalls. "We always try to do better and you are only as weak as your weakest link. So when something happens, it reflects on everybody. We try to put order into chaos and help people as best

continued on page 32



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Continued from page 30

LA COUNTY SHERIFF

James McDonnell

we can. When we make a mistake, we need to be able to figure out how we are going to fix it. And then we need to be in a position where we are constantly establishing relationships with the community and to be in a position where if something does go wrong, that we are not standing by ourselves. We have an investment in the community and we want to work with the community, not during just a crisis, but before one.”

Any time there is national attention on any issue or career, he admits it will either help or hinder the department and its efforts to recruit.

“Everything that happens has an impact on the ability to recruit, which has been impacted by national attention that is being seen in the media. The good things are not talked about. I’ve been exposed to so much good by police that is never reported. We need to do a better job at telling our story and the community telling our story as well. This is one of the more honorable professions that a person can get into,” the sheriff states.

“For someone who is looking for a career,” he notes, “a way to give back to the community; a way to help protect people who can’t protect themselves, I can’t think of a better job than being a police officer.”

McDonnell points out that, “People need to realize that there

is no profession where everything goes right every day. We can look at doctors, lawyers, or just pick a profession, there are always things going wrong. It happens everywhere, but it is what we do with it when it happens, that’s important. That is where we will step up and be accountable and work hard to ensure that certain things do not happen again. We’re not hiding anything, we’re trying to be as good as we can under difficult circumstances.”

Today, the profile is not much different than what law enforcement has always recruited. They are looking for people from the community to serve who are in good physical condition, who can pass a background investigation and are medically sound, and have the ability to do the job. They recruit people who can be trained and are open minded, sincere in what they do, are serious about the job, who want the job for the right reasons, and have the ability to be able to deal with conflict in a way where they can de-escalate it.

Concerned about the different cultures and languages in the community, the sheriff insists that recruits need to be sensitive to the fact that not everyone grew up in the same way. Therefore, potential officers need to be able to adapt and to be respectful of whatever conflict they may deal with professionally.

Besides being a sheriff or police officer, the Los Angeles County is looking for those who want to work in the jails, security services, search and rescue, and with the off shore boat patrols.

Since Los Angeles County runs one of the largest crime labs in the country, there are jobs available in those areas as well. From scientists (blood work and ballistics), to crime scene investigators, to IT specialists and computer support technicians, there are a host of job opportunities to seek. As deputy, one could serve in a correctional facility, a jail, as a recruit, property and evidence supervisor, or a patrol officer, to name a few. Some salaries start at \$40,000 and can range as high or higher than \$80,000. There are nearly 18,000 employees working for the county of Los Angeles, with half of them being civilian jobs, which are not sworn peace officers.

According to McDonnell, hiring is on-going due to retirements or people moving to other organizations. However, the competition is stiff and the Sheriff Department can receive over 3,000 applications in one month. Of the applicants chosen to become deputies, for example, only about four percent of them actually make it to the academy. The requirement is a high school diploma, but higher education is encouraged. “The value of an education is a tremendous skill to have to work on the complexities that we deal with in every situation. It is good to have the education behind you to have the insight to be able to understand people from all over the world. It is also good to have life experiences, spending time in the military, for example. I’m a big advocate for education, but there are great opportunities with only a high school diploma,” he confirms. ■

Riverside County Sheriff's Department



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BREAKING ALL BARRIERS

Kamala Harris

**As a Woman, African-America, and South Asian,
Kamala Harris Runs Against 33 Contenders for One
U.S. Senate Seat of California and wins the Primary Election**
A look at her employment strategy.

By Angela M. Cranon, M.A.

Born in Oakland, California, Democrat Kamala Harris, 51, wins the recent California primary election for the United States Senate seat of the state. Her name will now appear on the November ballot in the general election. She ran against 33 candidates determined to capture the seat being vacated by retiring Democrat Barbara Boxer, 74, who has served as Junior Senator since 1993. Seven democrats, 12 Republicans and 15 third party candidates fought for this one vacancy. If Harris wins in the general election, she will be the first black California Senator, the first Asian-American female Senator, and the second black woman elected to the Senate.

This will not be her first time breaking barriers. In 2011, Harris was elected as California's 32nd Attorney General, where she broke barriers by becoming the first woman, the first African-American and the first South Asian ever in California state's history to serve in this position.

The graduate of Howard University

received a law degree from the University of California, Hastings College of the Law. Not long after college, she served as a prosecutor in Alameda County District Attorney's office. The idea of becoming a prosecutor was to help the "most vulnerable and voiceless," she says about one of her first government positions. It did not take her long before she moved up the ranks, and in 2003, she beat an eight-year incumbent for the position as District Attorney of San Francisco, and again breaking gender barriers.

Book author was eventually added to her portfolio after writing *Smart on Crime*, which reveals a detailed account of innovations in criminal justice, and specific information on how to implement reforms on the justice system in San Francisco, where she held office.

Currently in her position as California Attorney General, she notes that her missions of conquering civil rights justices, foreign policy, immigration, education, the criminal system, environment issues, and unemploy-



ment rely heavily on her professional experience, observation, and determination to improve the quality of life for Californians. Employment and raising the minimum wage bar are particular areas where she plans to tackle some of the most prominent lingering issues, pointing to income inequality as the most severe culprit of the state. She suggests, tying, "it (minimum wage) to inflation so "Washington can't keep playing politics with our economic security", she comments.

“For far too many California families, the ladder of opportunity is broken. Incomes aren’t keeping up with increases in the cost of living, and the gap between the wealthy and the middle class is larger than at any time since the Great Depression,” she comments.

Minimum wage, early education, and employment opportunities are the central points of concern that put families at a disadvantage in a competitive environment. Harris also contends that arming citizens and residents with the tools to become educated is a direct link to future employment.



“To that end, we must invest more in education – from early childhood through college and technical school – to ensure we spur entrepreneurship, fuel small businesses, and develop a workforce that meets the demands

of employers in the 21st century,” Harris confirms.

Fighting for income equality will be one of her biggest challenges, even with California being the world’s eighth largest economy.

Determined for this to be achieved, Harris, proposes that, “Washington needs to finally approve critical investments to our transportation infrastructure and support policies – like clean energy investments and passing comprehensive immigration reform – that allow entrepreneurs, creators, and small businesses to innovate, expand, and thrive”.

In addition, she aims to prevent wage theft and protection of immigrant workers. Harris is a strong advocate for, “The protection of workers’ rights for all Californians, regardless of immigration status.” More specifically, she states that

minimum wage, workers compensation and other workplace protections should be available to all individuals.

As California’s Attorney General, she has been successful at establishing what is known as the “Underground Economy Unit,” set up with her Civil Rights Enforcement section to implement protection laws of state workers. While she has displayed many on-the-job successes herself, she admits that “small businesses are the lifeblood of our economy and job creation.” For this reason, Harris is determined to open the doors to more capital and with less red tape to provide a solid foundation for entrepreneurs, and overall companies that become what she terms as “job creators”. Currently, Boxer is the Junior Senator and Dianne Feinstein, who has served since 1992, is the Democratic California Senior Senator. California has two Congresspersons that serve in the U.S. Senate, and 53 representatives in the U.S. House of Representatives. Senators serve six year terms, while House of Representatives serve two year terms. There are no term limits for either political offices.

Harris’ primary contender is Democrat Laura Sanchez, an Orange County Representative, who would be the first Latina to ever serve in the United States if she wins. Their final journey to the U.S. Senate seat will be determined in the upcoming general election on Tuesday, November 8, 2016. ■

Continued from page 6

PUBLISHER'S PAGE

GOOD FOR THE ECONOMY

the following calculations represent the living wage and poverty rate converted to an hourly wage for the average family of two adults and two children. Based on reasonable monthly expense projections, these figures exclude privileged "extras" like childcare, dining out, attending concerts/sporting events/theme parks, vacations, and weekend

getaways requiring extra gas for the car, and lodging.

For two adults and two children, it is reasonable to expect expenditures of \$713 for food; \$394, medical; \$1,420, housing; \$686, transportation; \$238, ancillary. Based on these figures, a sole bread winner would need to earn a salary of \$47,744 per year before taxes of \$6,332, which would bring his/her yearly take-home pay to \$41,412. Hardly the rich.

Based on the minimum wage hourly increase to \$10.00, beginning on January 1, 2016, for

a full-time sole bread winner working 40 hours per week, the weekly earnings is \$400.00, or \$1,600 per month. That's just \$19,200 per year, slightly above the poverty level. A family of four would need to earn a living wage of \$22.95 an hour --- double the minimum wage of January 16, still more than a year away.

A true living wage for full-time wage earners would, in the long run, be good for the economy, and for all Americans willing to get out of the bed each day to go to work to provide for their families. ■

Continued from page 19

5 Words and Phrases

offer a solution. Upon further research, you may find someone else who is better suited for the task or you may find there is a really easy solution. If you can't because of a scheduling conflict, time out of the office or some other reason, again, offer a solution. "I'm unavailable to attend that meeting, but Sally is up to speed on this issue and can assist in my absence."

There is no try

Yoda said, "Do or do not. There is no try." There's a reason we tell our children not to use the word "try". It undermines what you are saying and it leaves room for the possibility that you won't accomplish the task at all. It's an easy out.

Stop saying things like "I'll take a stab at it" or "I'll give it a go", which raises doubt in the mind of the person asking. Instead, be confident and say, "I will have the project completed by this date." Then DO IT!

I recommend . . .

Women are already stereotyped as being the softer sex. Therefore, starting a sentence with "I feel", "I believe" or "I think" is really not the best way to go. It qualifies what you are saying and devalues the worth of anything that comes afterwards.

"I feel"

is an emotion, not a fact.

"I think we should take this course of action"

is weak.

Back it up with something.

"Based upon the market research, we should take this course of action."

Or simply remove the qualifying words.

If you find your suggestions are being ignored in meetings, you are not being considered for special projects or you are sabotaging yourself by not stepping up, think about the way you speak, the words you use and how you are perceived in business. You may find a few small changes can begin to make a big difference in your career. ■

Stacey is the author of *The Successful Interview: 99 Questions to Ask and Answer (and Some You Shouldn't)*. Her writing has appeared in *Forbes* and she has contributed to articles in *Essence* and *Black MBA Magazine*.

She has also appeared on FoxBusiness.com.

Connect with Stacey at www.myCareerIncubator.com.

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Continued from page 8

HBCU News

Dr. Austin Lane

graduates who will be prepared for the global workplace at the point of graduation.

Lane will bring a strong academic and personal HBCU experience to his presidency at Texas Southern, including an undergraduate degree from Langston University, the only HBCU in Oklahoma. His father- and late mother-in-law both attended Texas Southern. Larry Williams, Lane's father-in-law, was a TSU student alongside Mickey Leland, the esteemed late Texas congressman. Williams served as best man in Leland's wedding.

Lane and his wife, Loren, have three children, ages 19, 15 and 9. They are members of Wheeler Avenue Baptist Church in Houston.

Dr. Lane was appointed Executive Vice Chancellor of Lone Star College in January 2015. He was the lead administrator for Academic Affairs, Student Services, Workforce Education, Corporate College, Honors College, International Programs, Strategic Planning and Assessment, and University Centers in The Woodlands and University Park, among a host of responsibilities. He served as the third president of Lone Star College-Montgomery for six years, leading an institution that experienced the fastest growth in Texas and the nation.

A native of New Jersey, Dr. Lane graduated from Hackensack High School and attended Odessa Junior College in West Texas on a basketball scholarship. He holds a B.A. in psychology from Langston University, M.A. in human relations from The University of Oklahoma, and Ed.D. in higher education administration from The University of Alabama.

Dr. Lane has been lauded as an innovator and visionary leader, and his career in higher education is marked by a variety of successive leadership roles and professional achievements. Before joining Lone Star College-Montgomery, Dr. Lane served as vice president for student affairs at Tyler Junior College and was responsible for directing a college-wide strategic enrollment management team that posted the largest enrollment in the school's history. He developed strategies to enhance the academic and student service reputation of the college. Prior to joining Tyler, he served as the dean of students at The University of Texas at Arlington and was instrumental in planning and overseeing several student success initiatives that were designed to increase enrollment and retention.

Dr. Lane was an adjunct professor in the higher education program at Sam Houston State University and served on the Masters in Higher Education advisory board for the College of Education at SHSU and doctoral advisory board for Southern Methodist University's College of

Education. He was as an adjunct professor in the College of Education at The University of Texas at Arlington, in the Behavioral and Social Sciences department at Tarrant County College-Southeast Campus and in the higher education program at Sam Houston State University. He served as an on-site reviewer for the Southern Association of Colleges and Schools (SACS). He has conducted extensive research on traditional-age, low-income, African-American and Hispanic students in Texas that focuses on access to higher education, affordability, need-based vs. merit-based aid, college persistence, and student success.

His community work includes serving on the Amegy Bank Advisory Board, Montgomery County Women's Center Board of Directors, Rotary Club of The Woodlands and the Texas Diversity Council Board of Directors. He has previously served on the Montgomery County United Way Board as Campaign Chair 2011-12, The Woodlands Area Chamber of Commerce, Greater Conroe/Lake Conroe Area Chamber of Commerce, Greater Conroe Economic Development Council, and Education for Tomorrow Alliance Board of Directors. He has been recognized as recipient of the 2015 Drum Major Award, 2014 Interfaith of The Woodlands Hometown Hero Honoree, and 2012 Pacesetter of the Year for the National Council for Marketing and Public Relations.

continued on page 46

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Continued from page 12

Editorial Page Choices

surround these two candidates, what is most disturbing is that Trump supporters endure so much violence upon them. In a free country, as America is supposed to be, as indicated in the Bill of Rights, the first 10 Amendments of the Constitution, citizens have freedom of speech and freedom of expression. But, putting a Trump sign on a lawn in some neighborhoods would entice possible violence, vandalism, and scrutiny. When freedom of speech is hindered by violence, what kind of country are we before either one of these candidates get into office? Not liking someone's words or political position should not create

scenes of violence to show disagreement. The power of disagreement is in the VOTE.

Do you realize that, according to the PewResearch Center, in 2012 the highest voter turnout in the United States was 53 percent, compared to other countries like Belgium (87.2 percent), Turkey (86.4 percent) and Sweden (82.6 percent). President Obama raised the voter turnout rate to 64 percent in 2008. If the turnout rate was an essay paper or an exam in 2012, the country would receive an F, and in 2008, a D-. What is wrong with this picture? No matter which candidate is liked the least, voting is the power within our own voice. Don't complain if you don't vote. How far has violence taken America and its citizens in the past?

If citizens stay home because

they don't like either candidate, they have just forfeited their rights to complain, disagree, and to hate. The solution is not to sit this one out, but to choose a candidate, because voting or not, someone will be elected on November 8th.

Watch, listen, and vote:

Sept. 26 — Presidential debate at Wright State University in Dayton, Ohio;

Oct. 4 — Vice presidential debate at Longwood University in Farmville, Virginia;

Oct. 9 — Presidential debate at Washington University in St. Louis;

Oct. 19 — Presidential debate at University of Nevada-Las Vegas;

and Nov. 8 — Election Day.

Now go make it a great day. ■



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Continued from page 20

Resume Entry Key

least five years is helpful, too. It shows the prospective employer that you have been an employee (and didn't remain at home too long doing nothing if you are a recent college graduate).

Depending on your job experience, you may want to consider one of the following types of resumes:

Chronological Resume:

The chronological resume: current to the most recent employer is listed first.

Functional Resume:

Functional resumes discuss work experience according to your functional strength. This type of resume works well when you want to show employers what you have done and not who you have worked for.

Hybrid Resume:

The hybrid resume combines the approach of the chronological and functional resumes.

Executive Resume:

Candidates or managers with extensive work experience have an

advantage over candidates with shorter work experience. To increase their chances of hearing from a potential employer, candidates with extensive work experience should create a resume which targets each opportunity.

Plain Text Resume:

Many corporate email systems are sensitive to attached documents for fear of downloading a virus. Avoid the very real possibility of a prospective employers' reluctance to gamble opening your attachment, you should paste your resume into the body of your email message. ■

Continued from page 22

SALARY NEGOTIATIONS

- Never let them know your bottom-line of what you will accept. Let them know that you will consider a figure, after you look at the entire package deal you were being offered.
- Don't compare your lower salary with the new job offer. Employers like to compare your past salaries, especially if they were much lower to their salary scale, by pointing out that their lowest salary is much more than if you stayed at your previous job. Your past salaries have nothing to do with new negotiations. When leaving a job, most people want to make a higher salary, substantially, so your past salary should not be a guideline point

for you or the employer. Base your salary request on your new tasks, experiences, and what you have to offer to the company.

- When negotiating, you should have already made a list of what it takes for you to survive and to live comfortably. Figure out your lowest salary that will give you the comfort you deserve for working 40 plus hours per week.
- If the employer offers you a salary and you really do not like it, wait at least 24 to 48 hours before declining or accepting it. Your first thought would be to decline it because you can't believe they are offering something so low. However, factor in the company benefits, healthcare plans, and convenience before turning this opportunity down. If you are not satisfied with the lower salary, ask how often raises are given.

It might not be long before you actually are making the salary you desire.

- Don't negotiate a salary to death. Employers don't have time to go back and forth too many times, unless it is a high powered executive position where negotiations could take days and even weeks. Be reasonable, but stick to your guns. You must determine, however, how badly you want the job and is negotiating a salary back and forth and risking the employer's decline worth it? Decide this before negotiations begin.

The bottom-line is whatever you end up accepting, live with it and with no regrets. Do the best you can to move up the ladder, and equally important, be even smarter at negotiating a salary at the next job interview. ■

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Continued from page 24

A CAREER IN POLITICS

These salaries can lead to six to seven figures per year, depending on work experience and length of time in the business. Many of these degrees could land a government job with the United States Foreign Service, the Treasury Department, The White House's Office of Management and Budget, the Commissioned Corps of the United States Public Health Service, and with the public sector. High profile political jobs can be secured in the White House, Capitol Hill, as well as, with a state or local government entity.

Simple Google searches using key words like government jobs, federal government jobs, jobs in the White House, jobs on Capitol Hill, city government jobs, and other similar words will lead to employment opportunities, job information, and applications. Here are some of

the more popular websites to obtain information for political and government jobs¹.

The key is to be ready when the door to that perfect political career opens. Aside from earning a college degree(s), it is highly recommended to intern at these same locations to network, make contacts and connections. As with most employment, it is who you know. However, what you know will be a major plus as well. Age is not a factor because both the young vibrant college graduate has a place in politics just as much as the more matured experienced adult because the range of requirements is unlimited.

If there is an interest in politics early on in a career, the resume should be consumed with public service and volunteer work. During elections, working on a campaign, directly with a local politician, or even at the voting polls is encouraged to enhance a resume. Being active on a college campus is also a great start. For those who

want to change careers and go into politics, run for a city office or a political position within a local government². Some of these jobs go unchallenged and the incumbent wins time after time because there are no opponents. The top city positions include the Mayor, city council, council committees, city attorney, city controller, and a variety of commissioner positions from the Commission on Disability, the Fire Commission, to the Human Relations Commission and the Innovation and Performance Commission³. Each one of these has a Board, lead by civilians and, in some cases, a director who has term limits⁴.

The list to have a career in politics is limitless, but the key is to prepare, build, and to be well groomed for the many opportunities by being educated and degreed. Almost all degrees fit directly into some aspect of government. Search for specific qualifications to match that dream job in politics. ■

¹ USAJOBS.com (The White House)

<http://abag.ca.gov/jobs.html>

<http://www.yppfp.org/jobs>

<https://www.governmentjobs.com/>

<http://www.federaljobs.net/employe.htm>


<http://www.opajobs.com/capitol-hill-jobs.html> (Capitol Hill)

<http://www.cityjobinfo.com/>

² (<http://www.cityjobinfo.com/>)

³ (<https://www.lacity.org/city-government/boards-and-commissions>)

⁴ (http://clerk.lacity.org/stellent/groups/departments/@clerk_cps_contributor/documents/contributor_web_content/lacityp_025458.pdf).



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Continued from page 26

U.S. BANK

Darrell Brown

Directors to define what diversity and inclusion means to the bank, and how they can promote that message internally and within the communities they serve. "Diversity and inclusion isn't a new concept – businesses have long understood that to recruit the best employees, it's essential that employees are engaged and feel like they belong. But we're going beyond that. Diversity and inclusion is a part of our business plan; it's ingrained in our culture."

How does a corporation the size and scope of U.S. Bank ensure that they're fostering a culture that is diverse and inclusive? Darrell says, "Something we do here at U.S. Bank is that we ask our employees to help us shape that culture. That message is coming from the top down." The U.S. Bank Board of Directors is one of the most diverse of any Fortune 500 company in the United States. Below the Board is an Executive Diversity and Inclusion Steering Committee – a group of senior

leaders, of which Darrell is a part – who creates U.S. Bank's Diversity and Inclusion strategic plan, ensures it aligns with the overall business plan, and sets targets for how the bank will measure success.

There is also a Corporate Diversity and Inclusion Council, made up of employees from across the bank. The council is responsible for executing on the strategic plan, championing inclusion initiatives within their lines of business, and making sure that the strategic plan aligns with U.S. Bank best practices.

One of the best examples of how U.S. Bank embraces diversity and inclusion is the U.S. Bank Development Network, which boasts 60 chapters across the United States and Europe. It's run by employees, and offers personal and professional development opportunities through more than 1,800 events each year. "The variety of opportunities the Development Network offers is amazing. It's anything from saving for college, to how to train for a marathon, to panels featuring our CEO and other managing committee members. Whatever our employees

want to know about, there's probably an event."

One of the newest initiatives, launching in 2015, is the rollout of business resource groups. Like the Development Network, these groups are managed by employees, centered around topics that they're passionate about, and impact the business. Darrell says, "When people talk about diversity and inclusion, often they mean ethnicity, gender, age or sexual orientation. But we need to open our minds and think beyond that to include our diverse perspectives, work experiences, lifestyles and cultures. We need to respect and value all those differences. And I think the business resource groups are a great way to bring together every aspect of diversity."

"I truly believe that I work for the best bank in the United States. We're committed to our employees, we're committed to our communities, and we're committed to our customers. I'm thrilled with what we've achieved in the 10 years I've been with the bank, and I can't wait to see where we can take us in the next 10 years." ■

Continued from page 38

HBCU News

Dr. Austin Lane

The board named Dr. Rudley as president emeritus and said he will serve as an adviser as long as Dr. Lane agrees.

Texas Southern University (TSU) is a comprehensive, metropolitan institution providing academic and research programs that address

critical urban issues, and prepares its increasingly diverse student population to become a force for positive change in a global society. TSU offers more than 100 undergraduate and graduate programs and concentrations – bachelor's, master's, doctoral and professional degrees – organized into 10 colleges and schools on a 150-acre campus nestled in the heart of Houston's historic Third Ward. The University's enrollment

has a population of 8,000 undergraduate and graduate-school academic candidates. Texas Southern has been a distinguished educational pioneer since 1927, and the University has become one of the most diverse and respected institutions in Texas. TSU has positioned itself as a proactive leader in educating underserved students and many who are the first in their family to attend college. ■



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At Toyota Financial Services (TFS), our commitment to diversity is rooted in the Toyota Way values: respect for people and continuous improvement. We believe that Diversity and Inclusion is imperative to our success. We want to leverage the power of diversity and inclusion across every facet of our business to drive results.