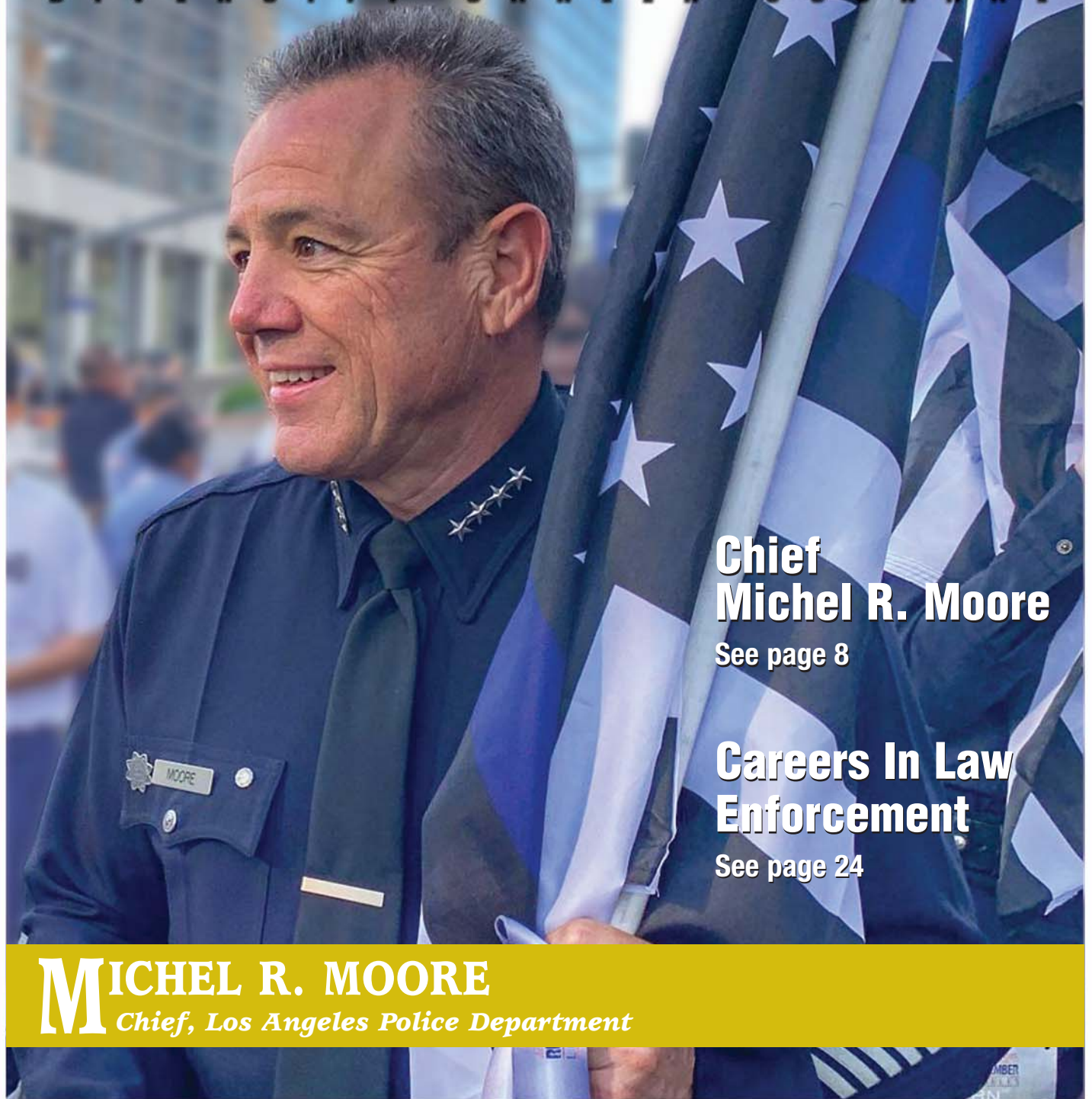


# LOVICK

DIVERSITY CAREER JOURNAL



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Michel R. Moore**

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**MICHEL R. MOORE**  
*Chief, Los Angeles Police Department*

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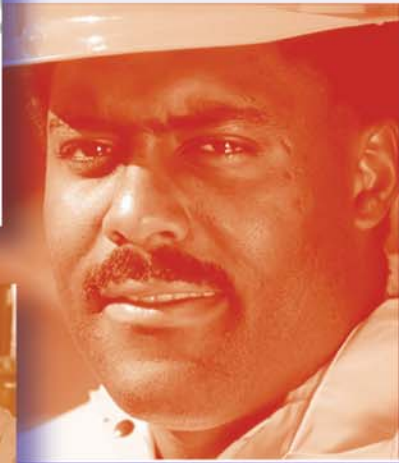
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*Laurie D. Willis  
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## College Students Should Get PAID

**O**n the issue of whether college student-athletes should get paid, I admit I've been a tad wishy washy. On the one hand, I think their athletic scholarships should be payment enough. But, then, when I think of coaches like Mike Krzyzewski of the Duke Blue Devils, who reportedly made almost \$9 million last year, and Nick Saban of the Alabama Crimson Tide, who reportedly made \$7.5 million last year, I'm inclined to rather quickly change my position.

To be clear, both are legendary coaches, arguably the best to ever coach their respective sports at the collegiate level. And it may be a long time before anybody bests Krzyzewski for the winningest basketball coach — men's or women's — of all time. Given the amount of money their programs bring to Duke and Alabama, respectively, I understand why they're paid so handsomely. But Krzyzewski wouldn't have five national championships under his belt, and Saban wouldn't have six under his, were it not for the players on their teams. And it's no secret that many of the players who've helped Krzyzewski and Saban collect hardware for their institutions and rings for their fingers have been African-American.



Now I won't go as far as some and liken not paying the players to modern day slavery. After all, they are given full rides to attend some top-notch schools, and the exposure many of them get by playing on national TV night after night helps lead to some of them getting drafted. But when I think of the money some of the coaches make, it seems to me the only fair thing to do is to pay the athletes something. Of course, as is evident by the recent NCAA announcement about paying student-athletes, no one is quite sure exactly what that means or how it will look.

To be clear, I'm not sure either. I just think with the obscene amount of money that's floating around at some of these elite programs like Duke and Alabama, it seems the athletes ought to be able to get at least a sliver of the pie. ■

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# LAPD Chief Michel R. Moore Aims to Diversify the Force

*Higher Education Open Doors to Endless Law  
Enforcement Careers in Los Angeles*

**By Angela M. Cranon, M.A.**  
**Editor-In-Chief**

**C**areer opportunities in the Los Angeles Police Department (LAPD) are endless, especially with a higher education.

According to worldatlas.com, next to New York and Chicago, the LAPD is the third-largest police force in the country, with 3,000 administrative and executive staff, and nearly 10,000 sworn officers. With a goal to mirror the community it serves, the force is represented by nine percent African Americans, 19 percent women, eight percent Asian and Pacific Islanders and, 49 percent Hispanics. The LAPD geographical jurisdiction covers 465 square miles of territory, and a population of four million residents.

Heading the force is LAPD Chief Michel Rey Moore, 59, who just completed his first year in the top position. Born in Porterville, California, he later moved to Arkansas where he attended high school. Moore found his way back to California in 1978 and at 21-year-old, in 1981, he joined the LAPD. With just a two-

year college degree, when only a high school diploma was required, it allowed Moore to start at a higher salary.

"Growing up poor, I was committed



to working my way out of that," said the chief. Not only did the academy prepared me, but my education prepared me for additional opportunities too."

In the early 90's he returned to college and completed his Bachelor of Science degree in Business and Management at the University of Redlands. Eventually, he earned a Master of Business Administration degree, and today considers himself to be a lifelong learner, which he contends aided in his climb to a command rank.

"To have a formal education helps (a police candidate) to understand that it is much more than responding to calls for service, but, he admits, that this is a job that requires a broader range of tools."

Although police officers dominate the field, Moore's journey is an example of the many possibilities of career opportunities, the city's law enforcement has to offer.

Thirty-seven years of service, Moore has practically worked in almost every key position. Moore has moved up the ranks from AV police officer to a detective, sergeant, lieutenant, captain, commander, deputy chief, assistant chief, and today the Chief of Police. He has worked in a variety of areas within these careers.

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## HOWARD UNIVERSITY

# Howard's Top-Rated Executive Education Program Launches Diversity Coaching Certification

**W**ASHINGTON — The Howard University School of Business is responding to the demands of the 21st century workforce with the launch of an **Executive Certification in Diversity Coaching (ECDC)** program. The ECDC is an exclusive program designed for executives and professionals who want to develop successful coaching competencies, diversity and inclusion integration, and leadership skills for use with individuals, teams, or an entire organization. The inaugural session was held on Howard's campus November 4 – 8, 2019.

"The School of Business is excited to share in this partnership with CoachDiversity Institute," says **Dean Barron H. Harvey**. "It is a perfect fit for Howard University to add this diversity coaching program and we welcome executives and professionals across industries to participate."

Howard's business school offers a robust executive education program which includes a top rated online Executive MBA degree and several certificate programs for

leaders across a range of industries. The new certification program is being offered in partnership with the award-winning CoachDiversity Institute, spearheaded by expert executive coach and Howard alumna, **Towanna Burrous, Ph.D.** This new coaching certification is a direct response to feedback from students pursuing executive education who stressed the need for more conversations that boldly address issues around diversity and inclusion in the workplace.

"We have been working closely with Dr. Burrous and her team to establish a program that will harness the collective strengths of the School of Business and CDI. Without a doubt, the program will be a game changer in supporting diversity, equity and inclusion for professionals of color and other underrepresented groups," says **Kim Wells**, executive director of executive education, Howard School of Business and certified master coach. "Coaches that complete the ECDC program will be prepared to be 'co-creators' in empowering the careers and aspirations of individual profes-

sionals, as well as be equipped to lead cultural transformation in within organizations."

The ECDC is a four-month program that combines five days of in-person instruction on Howard's campus with self-study, peer coaching and time with a mentor for a total of 60 hours. The program is fully-accredited by the International Coaching Federation (ICF) and ECDC participants will receive a designation of Associate Diversity Coach from CDI. This designation prepares participants to qualify for the ICF's membership and apply for ICF's certification and credentialing through the ACC ACSTH Path.

A global leader in business education and one of the country's business schools serving the most minority students, Howard University's School of Business has graduated some of the top executive diversity coaches around the country.

For more information about the ECDC, including registration, visit: <https://executive.coachdiversity.com/>.

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# Editorial Page

## Wake-Up America! The “College Admissions Cheating Scandal” Is A Clear Sign Of A Defective Primitive American Education System

*By Angela M. Cranon, M.A.  
Editor-In-Chief*

In early 2019, the “college admissions cheating scandal” triggered diverse opinions and much controversy. So far, a total of 51 parents, collegiate coaches, and athletic administrators have been indicted who took part in the admissions scheme, historically, one of the largest college criminal conspiracies that involved eight prestigious universities. In fact, William Rick Singer, the crime ringleader, raked in \$200,000 to \$6.5 million from parents to falsify information to secure spots for their children at these universities. Many may compare this to a white-collar ‘rich’ crime, and some may even believe these parents, labeled, “the wealthy and privileged,” should go to prison and get what they deserve. I, on the other hand, challenge all of you to wake up to a much deeper concern that Americans need to pay attention to before the country loses generations of learners.

Cheating is not at the root of this problem; instead, it is the flawed American education system. From

Kindergarten to college, it literally forces parents, who otherwise can afford the high-cost tuition, to take drastic measures for their children to attend a college of choice. It’s not just the wealthy, but many parents have felt that the only way to beat the education system that was not working for their child was to use other alternatives. This is not just happening at the college level, but also in high school. The difference is -- being caught.

Therefore, the finger of shame should be pointed directly at the United States government. Every parent, educator, and government official should be alarmed and view these scandalous acts as a local, state, and national emergency of the American education system that needs immediate attention from the United States Department of Education.

In a little over two months, the University of Southern California has reported nine student deaths, three of which were admitted



Photo Credit: Jeremiah Charles

being suicides. According to the American College Health Association (ACHA), “The suicide rate among young adults ages 15-24 has tripled since the 1950s, and suicide is currently the second most common cause of death among college students”.

College-bound students struggle to meet ‘un-human’ expectations to obtain the American Dream of a college degree.

American government officials and presidential candidates all echo that they want a more educated society, but what is really being done to achieve this goal, and at what cost?

Parents, and not just wealthy ones, desire a college education for their

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## About SCHARP:

Southern California Health & Rehabilitation Program (SCHARP) was founded February 1994 as a non-profit entity for the purpose of providing mental health and rehabilitation services to vulnerable ethnic minority populations in Southern California Los Angeles. Founded by two African American psychiatrists who were disillusioned with the traditional services provided to severely and persistently mentally ill individuals who are members of minority groups, they targeted this population, along with homeless mentally ill and homeless dually diagnosed.



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# Commentary Page

## Bias Toward Black Women Make Inclusion A Slow Process

By *Veronica Mackey*

**A**ccording to a study by LeanIn.Org and McKinsey & Co., 40% of black women have had their judgment questioned in their area of expertise.

The Women in The Workplace 2018 survey revealed women of color are less likely than others to be promoted to managers, more likely to face discrimination and less likely to receive support.

Pay inequity aside (Black women earn 67 cents to every dollar a man makes), most black women in the workplace feel isolated, ignored and disrespected.

There is also an unconscious bias between black women, their employers and managers. There are unspoken ideas about who is or isn't valuable. Black women have to fight for their value as employees--even human beings.

In another study published in the Harvard Law Review (August 29, 2019), a black woman complained to a co-worker that her manager minimized her feelings by equating them with everyone else's (like the tendency of white folks who say "all lives--not just black lives--matter.")

### "Only-ness"

Being excluded from lunch to important meetings causes black women to feel isolated. The Harvard study found, however, that having an inclusive workplace is not enough. Black women still feel they don't belong, even after 10 or more years at the company.

As a result, they mistrust their co-workers and are less likely to risk being emotionally vulnerable to other women. Lacking a supportive sisterhood, black women end up alone, and still vulnerable within the

confidants to other black women who are climbing up the corporate ranks.

If you're a black woman, you're gonna stand out anyway, so make it pay off for you! Increase your visibility by publishing articles about your work on social media or giving a talk on a subject matter in which you are an expert.

Like it or not, men still carry more influence than women in the corporate world, so networking with men can lead to promotion.



often dog-eat-dog realities of corporate life.

### Solutions

Hiring more black women at every level, and providing inclusion training for top managers is vital to reversing biases. Also, black women can serve as mentors and

McKinsey & Co. recommends forming an affinity group at work.

Such a group could push for a study that measures how the company ranks in terms of inclusivity. It's something that any company serious about inclusion would welcome. ■

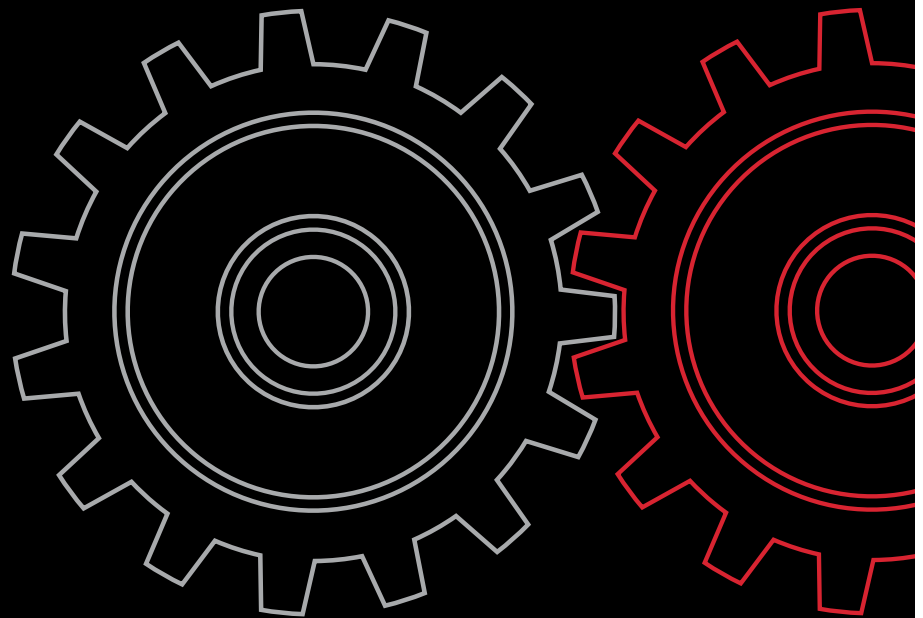


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## Diversity Is More Than A Catch-Phrase At LAXPD

By **Veronica Mackey**

**L**os Angeles International Airport (LAX) is leading the way with a \$14 billion modernization program to improve the LAX passenger experience, relieve traffic congestion, and make

traffic and security needs at the airport, which will result in the need for more staff.

Officer Jay Kim is leading recruitment efforts for LAXPD, and says diversity is the cornerstone of the department's hiring focus.

As the doorway to the world, diversity is especially important when dealing with travelers from all over the world.

LAXPD recruits attend the same academy as the LA police officers, and abide by the same hiring standards. "We are experiencing increased numbers of applicants who want to be airport police officers," said Tiffany West, who is in charge of the hiring and background process.

Qualifications include a minimum age of 18 for security guards and 20.5 for airport police officers. Airport police officer candidates are required to pass written, physical, interview, polygraph, psychological, and medical tests, as well as background checks. The entire process to become an airport police officer can take anywhere from 4 to 16 months.

Airport police officers earn attractive salaries that can help them afford to live in Los Angeles—not an easy thing. Salaries range from \$64,000 to over \$100,000, depending on experience.

For more information, contact Officer Jay Kim (Police) at 424-646-5575 or Security Officer Rosa San Martin (Security Guard) at 424-646-6625, or visit Facebook and Instagram@LAXPDrecruitment.

Apply online at:  
[www.joinLAXPD.com](http://www.joinLAXPD.com).



LAX the world-class airport travelers expect and deserve. In fact, the new modernization program is one of the largest public works projects in the City of Los Angeles' history.

LAX is preparing for a huge influx of travelers between 2020 and 2028, attending major sporting events like the Super Bowl, World Cup, Olympics, and the Special Olympics.

The push is on now for the Los Angeles Airport Police (LAXPD) to recruit enough personnel to handle

"Diversity is our strength," Kim said, adding that LAXPD is looking specifically at residents of racially diverse areas of the city to join the force.

Officers at LAXPD consist of a majority-minority and they pride themselves in hiring from diverse talent pools. Ethnic minorities make up 76% of demographics of LAXPD. Currently, there are more than 120 officers with foreign-language skills and female officers represent 22 percent of the force—double the average for California.

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# Book Review

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## HIRE ME! JOB SEEKERS GUIDE OFFERS INTERVIEWING, RESUME TIPS

*Veteran publishers  
Calvin Lovick, Angela Cranon-Charles  
offer 'Hire Me!' a Complete Guide to Job Hunting*

**By Jarrette Fellows, Jr.**

**L**ongtime publishers and employment consultants Calvin L. Lovick, senior managing partner of C. L. Lovick & Associates; and Angela M. Cranon-Charles, co-editor, and editor of Lovick Minority Career Journal, have introduced "Hire Me!" to the marketplace, the optimum guide to job hunting.

A person is considered unemployed if they have no job and are currently looking for a job and available to work. The unemployment rate in the U.S. varies across states.

In California, the current overall jobless rate is 4.2 percent. The jobless rate among persons between 16 and 24 years stood at 8.4 percent in April 2018. For millennials, a demographic in the state that may be searching for employment in greater numbers now that school is out for the summer that will need helpful hints to gain the advantage over the

competition, the appearance of *Hire Me!* on the book sales rack is perfect timing.

What makes *Hire Me!* any more effective than the next employment guide? The advantage is presented in three key areas – *information, preparation, and presentation.*

A job seeker needs the right information. As the introduction states, *Hire Me!* arms job seekers with the necessary tools to navigate the highly competitive job market. Every advantage is strategic. Look at it like this; each graduation cycle, millions pour into the job market seeking employment from high school, college, business, and trade schools.

That's furious competition and stress. The strategies offered by *Hire Me!* can and will alleviate much of the stress and make finding a job a reality, if followed to the letter.

Job seekers gaining the advantage over others who may be competing for the same job should have superior preparation. Employers are forever searching for the best talent on the market. If that is you, it should be reflected in your resume to unlock the opportunity for a job interview. *Hire Me!* covers this very critical area in Part I underscoring what key information the resume should contain, and how to write and format the resume correctly.

Finally, the superior candidate will make the optimum presentation because the maxim, "First Impressions are everything," still rings true.

It is one thing to get into the door with a sparkling resume, but successful candidates must also follow through with the proper appearance – grooming and dressing to impress – confidence,

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# HIRE ME



## SUCCESSFUL INTERVIEWING TECHNIQUES

*The Complete Guide to **Job Hunting***

Published by  
Calvin Lovick

&

Angela M. Cranon-Charles, M.A.

Continued from page 8

## LAPD Chief Michel R. Moore

"I enjoyed coming along in the '80s, and every two to three years, it was kind of a combination of opportunities with the growth of the department, and what I viewed clearly as who within this rank would merit promotions. It would be those who had the experience and represented the values of this organization. Also, those who would continue to invest in their tradecraft," noted the Chief.

Aside from career qualifications to lead a police force, he admits that personal experiences arm him with an apparent sensitivity to community concerns.

In fact, Moore's birth name is Michel Sanchotena. Living in the South would promote this change, and as such, his personal experiences created an awareness that he has brought to the police force.

After his two younger brothers were born, at 14 (years old), his stepfather and mother asked if he wanted to change his last name to Moore (stepfather). At that age, he indicates that he never saw the difference between stepbrothers because he loved his family.

However, he claims that, "It has helped me in a sense to understand that this had something to do about nothing. What I mean is that it was unfortunate as something as shallow as one's last name would be used by any element of society to define you. I was committed to never letting this be part of my life.



Also, as a police officer, I recognize that, as much as it is ridiculous, and embarrassing in today's day and time, those prejudices and biases still exist... I'm not naive to those existences," he contends.

With this goal, Moore takes immediate action as Chief of Police.

"What was important to me in my first year was to demonstrate the importance of my relationship and this department's relationship with the African American community. I'm proud of the work this last year in reaching out to churches and prominent business leaders and those that are involved and are stakeholders in the community (so that we can) understand, listen, hear, gain perspective and ensure that our efforts and strategies in policing Los Angeles, and partnering with our community, that we find ways of understanding each other and improving the trust amongst ourselves."

He notes that in his first year, more

African Americans have been hired into the academy than in the three previous years. Moore states that he is committed to hiring 100 more African American men and women into the academy, and just under 200 of women in general.

"Some say that these are dark times to be a police officer, but I believe the opposite that there is never a better time to be a police officer than today," he says. "The public needs to trust that police officers are going out there to serve them. This is a department that in the 21st Century leads law enforcement in the manner in which goes out and partners with our communities".

While a staller resume may get the attention of the force, according to the chief, qualifications go beyond what can be put in writing.

"I can teach someone to drive a car, use a firearm, understand the

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## **LAPD Chief Michel R. Moore**

laws, how to write good reports, but what I can't teach is character. I can't teach the value of integrity and that their word is their bond. I can't teach them empathy, compassion, or a desire to serve. Those are things that are individual-based, and I don't have a magic bullet for that, other than to find, men and women who, as they go through their early years of life, have a desire inside to be something more than just themselves."

Although every sworn officer starts as a uniform patrol police officer, he calls the "backbone of the organization; the chief explains that the department is a full-service organization. There are literally hundreds of other careers and assignments. One of the unique features of the LAPD department is that it runs one of the largest municipal air (police) force departments in the world. Seventeen helicopters are flown 20 hours per day, every day of the week, operated by police officers to help support law enforcement on the ground. Opportunities are endless, which also include, working in various areas and departments such as anti-gang, antiterrorism and canine units, arson and bomb squads, SWAT teams, and careers as detectives, watch commanders, polygraph examiners, sketch artists, community relations officer, and crime scene investigators. This is just a small sample of occupations and professions offered at LAPD.

"It is never the same," he comments. From Venice beach, to Chatsworth, Hollywood to Downtown Los Angeles, police officers can encounter a variety of challenges.

For every 100 applicants, only five may get hired. However, he admits that it has always been a challenge to hire people of color. Financial, prior criminal activity, gang affiliations, and violent backgrounds have played major factors in the ability to hire people of color, particularly African Americans. These factors eliminate a candidate based on the ability to demonstrate responsibility, self-restraint, responsible actions, meeting obligations, and, he echoed again, "...their word is their bond," says Moore.

"We look for responsibility. We recognize that we're hiring from a community that may have obstacles that will eliminate people. What is important today is that even if you had these challenges and get hired that you're going to live up to your responsibilities, live within your means and that those means are going to be substantial," he states.

He has recognized that some people of color have been a victim of their past, and the chief believes that it is unfair not to qualify someone if their lives have changed and they have become productive citizens.

What's important to me is how people have learned from their lives, made wiser decisions when those decisions have had unfavorable outcomes. He wants to know if they have improved their lives and

taken progressive steps to show the community that they are worthy of the community's trust.

"At the end of the day, we're placing a lot of faith and confidence in a police officer. We give them a gun, a badge, and a lot of responsibility and authority, and it is important that at 3 o'clock in the morning when there is no one around that the officer is making the right decision. He adds, I'm proud to say that I believe today that we continue to look at those standards and ensure that while we have high standards to be a police officer that we give everyone a fair opportunity".



"It is not just LAPD trying to identify those young men and women that they believe are capable of. This is a profession that from time to time, has its critics and challenges in our community. This is a partnership with the community," Chief Moore concludes.

For a list of job opportunities and detailed information, go to:  
[http://lapdonline.org/join\\_the\\_team/content\\_basic\\_view/9127](http://lapdonline.org/join_the_team/content_basic_view/9127)



# CAREERS IN LAW ENFORCEMENT

**By Laurie D. Willis**

When people think of careers in law enforcement, it's not uncommon for positions including police officer, bailiff or judge to come to mind. But the law enforcement profession affords a variety of opportunities for those wishing to enter the field.

Moreover, it can be very rewarding for African Americans, as evidenced by former U.S. Attorney General Eric Holder, who under President Barack Obama became the first African American to serve in that position.



**STEPHANIE MARDIS**  
Greensboro Police Captain

"I'd encourage any person of color who may have a negative outlook on law enforcement to be the change they want to see," said Stephanie Mardis, a captain

in the Greensboro Police Department in Greensboro, North Carolina. "African Americans can truly make a difference from inside their respective organizations."

No need to tell Keenon M. James, deputy director of the National Organization of Black Law Enforcement Executives, or NOBLE. James has been in law enforcement since graduating from North Carolina Central University in Durham, North Carolina, where exposure to the policy side of law enforcement led him to the U.S. Department of Justice's Office of Community Oriented Policing Service, or COPS office.

"I focused on implementing community policing programs like Drug Abuse Resistance Education, or DARE, and Gang Resistance Education and Training, or GREAT," James said. "I went on to serve in various positions at the North Carolina Sheriff's Association, including director of special projects and eventually deputy director. I worked on a wide variety of law enforcement topics, including courthouse security, immigration, sex offender registration, professional development training programs and state legislation..."

During his second stint with the COPS office, while leading the President's Task Force on 21st Century Policing's Collaborative Reform Initiative for Technical

Assistance, or CRITA, James worked with Department of Justice teams on the ground in Ferguson, Missouri, San Francisco, North Charleston, South Carolina, and Falcon Heights, Minnesota, after officer-involved shootings.

"I bring to NOBLE a deep understanding of the issues facing police, sheriff's deputies, the courts



**KEENON M. JAMES**  
Deputy Director NOBLE

and the corrections system," he said. "I also bring the ability to lead the organization on its mission to serve as the conscience of law enforcement and to bring about justice by action."

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## Editorial

### Wake-Up America

children. Still, the American education system, starting at Kindergarten, as it is, blocks many qualified students from earning a higher education, it gives up on students who are labeled "at-risk," and as witnessed, it pushes parents to the brink of doing something, out of character, immorally, and even criminally.

How can the government force states to follow a curriculum, (Common Core, for example), that teachers can't understand and do not believe to be best practice to teach a child core subjects? How can a president decide for the school system that no child should be left behind, even if that student is not prepared to be promoted to the next grade? Consequently, students fall between the cracks of the education system, not because they are unable to learn, but the system in place sets pupils up to fail. The lives of numerous college-bound students change when it is not enough to earn a 3.0 or higher, participate in community service, and submit stellar recommendation letters, only to be rejected by colleges because of convoluted and unreachable entrance standards.

Additionally, excessive college expenses, falsely measured standardized college testing (A.C.T. and S.A.T.), overcrowded and unmanaged public schools, uncaring and unqualified 'tenure' teachers, inexperienced principals, disparities between the low-

income neighborhood schools and more affluent area schools, insufficient technology, stale, and most important, a primitive traditional education system of all levels are crippling students, and driving parents over the edge to look for alternatives.

Wake up Americans, it is time to demand Congress, governors, mayors, city council, and Board of Education members to recreate an education system where students enjoy learning, and teachers enjoy



teaching. Establish local committees in all districts staffed with paid educators and professionals to monitor school progress, not government officials. Eliminate standardized testing as a measure of one's intelligence; instead, update tests and use them to take a pulse of what's working and what's not.

The word "tenure" should be taken out of the vocabulary of the education structure, which makes it difficult for school leaders to fire long-term teachers who no longer should be in a classroom.

Repair the inadequacies of public schools that are diseased with school violence, non-removable teachers, poor leadership, and no funding for programs, technology, music and the arts, and textbooks. Fix these problems by increasing school budgets. Re-evaluate college admission qualifications, and the weight of a G.P.A. Changing the system will change the success of students wanting to go to college, and maybe even prevent student suicides and desperate acts of crime.

Change primitive traditional teaching. Incorporate true-to-real-life curriculum and hands-on learning, in addition to critical thinking and finance courses. Take the government out of the classroom and put real educators and child psychologists in charge to build a curriculum for a diverse generation of learners, hungry to learn and to thrive in a nurturing 'unboxed' environment.

Look at it this way; every American deserves a college education. Still, when Americans feel desperate enough to commit a crime to get one, that crime in itself should not be blamed on the people, but of the American government that needs to learn that the education system of yesterday, is not working today.

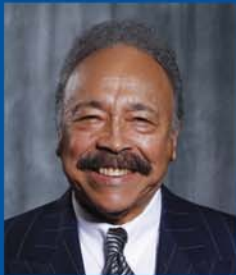
Think about it...Now Make It A Great Day!

#### **Angela Cranon, M.A.**

*Angela Cranon, Lovick Career Journal's editor-in-chief, is a 22-year-political science professor, 33-year-journalist, and parent of a 26 and 17-year-old. ■*

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## Book Review

a crisp interview, and being prepared for surprises like salary expectations and what you can bring to the position.

*Hire Me!* covers these areas and much more for the serious individual looking to start a career. This very effective job hunter/employment guide also dispenses important information on how to remain gainfully employed, increasing your value and stock, developing a path to advancement, the admiration, and confidence of superiors.

As the news media has reported on increasing workplace indiscretion of late with high-profile personalities, *Hire Me!* addresses

what is proper job etiquette, for instance, inappropriate behavior among employees, disagreements with the boss, being punctual and dressing a professionally.

*Hire Me!* is a rich resource for college or high school graduates entering the job market for the first time, and a treasure for those returning to work after long layoffs, as well.

Whether it's creating a winning resume, mastering interviews or navigating the unwritten rules of the workplace, you will find out how to land a job in *Hire Me!*


Calvin Lovick and Angela Cranon-Charles, who have more than 50 years of combined experience in the employment industry and as

publishers, help you stand out from the crowd for all the right reasons.

*Hire Me!* is 149 pages in length, softcover, printed in the USA by iUniverse Books, and retails for \$13.99. For ordering information, including bulk orders, contact Lovick Diversity Career Journal at (310) 412-7220. Books can also be ordered through Barnes & Noble or by contacting:

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Jarrette Fellows, Jr. is a veteran journalist and editor living in Los Angeles. ■



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## Careers In Law Enforcement

James considers connecting with youth through programs and mentorship, educating the community on crime prevention and safety and providing first responder medical attention to save lives among the best aspects of law enforcement careers.

Mardis said service to community is the top reason she thinks people should consider law enforcement careers. Her father was one of the first African American police officers on the Tampa Police Department in Tampa, Florida, and her oldest sister is an officer there.

Working in law enforcement has exceeded her expectations.

“Growing up with police officers around me, I thought I had a good grasp of what it entailed, but experiencing everything that’s come along in my nearly 18 years has opened my eyes,” said Mardis, a graduate of Bennett College in Greensboro, North Carolina. “I’ve met and shared experiences with many amazing people, some of whom had a lasting impact on what motivates me to do what I do.”

Mardis said those who enter law enforcement are to be commended.

“We run towards danger rather than away from it, and we stand up to protect the most vulnerable

of people,” she said. “We’ll never be adequately monetarily compensated for the danger we willingly put ourselves in, but to have the opportunity to make a difference in someone’s life in his or her darkest hour is truly life-altering and extremely rewarding.”

James said one of the beauties of law enforcement is the range of positions it offers, including postal inspectors, fish and wildlife officers, customs agents, correctional officers, forensic scientists, crime scene investigators, re-entry specialists, arson investigators and court-appointed advocates.

“The field and ability to make an impact in law enforcement are wide open,” he said.

Unfortunately, James said, negativity grabs headlines while the positive and great things that happen 99.9% of the time in law enforcement go unreported.

“Police professionals often go above and beyond their duties every day,” he said. “From roadside assistance to holiday toy donation drives, law enforcement officers make a great impact on their communities and build relationships to earn community trust.”

Mardis agrees and offers this piece of advice for those considering careers in law enforcement: “Live your life with honesty and great character and make the right decisions for the right reasons because what happens in high

school will be revisited during the background investigation.”

College degrees aren’t required for a majority of law enforcement jobs; however, degrees are typically needed for those wishing to rise in the ranks.

“Look at all of the law enforcement possibilities and find the professional path that best fits you,” Mardis said. “You may have a passion for youth, re-entry, cyber crimes or policy. Find what fits you and make an impact.” ■

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*Continued from page 12*

## HUBC News

### About Howard University

*Founded in 1867, Howard University is a private, research university that is comprised of 13 schools and colleges. Students pursue studies in more than 120 areas leading to undergraduate, graduate and professional degrees. The University operates with a commitment to Excellence in Truth and Service and has produced four Rhodes Scholars, 11 Truman Scholars, two Marshall Scholars, one Schwarzman Scholar, over 70 Fulbright Scholars and 22 Pickering Fellows.*

*Howard also produces more on-campus African-American Ph.D. recipients than any other university in the United States. For more information on Howard University, visit [www.howard.edu](http://www.howard.edu).*

**Media Contact:** Misha Cornelius, [misha.cornelius@howard.edu](mailto:misha.cornelius@howard.edu) ■



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