

For At-Risk Students

Dole Challenges Business To Involve Employees In Mentoring Program

WASHINGTON — Secretary of Labor Elizabeth Dole has urged business leaders to get involved in helping troubled youth in our society by setting up mentoring programs in their businesses.

"I am issuing a challenge to each business in America to involve at least 10 percent of their employees in some type of mentoring program with at-risk youth...nothing can match the benefits that come from a one-on-one relationship between a troubled youth and a caring role model," Secretary Dole said in a speech before the National Association of Manufacturers (NAM). "American business has a duty to help the most economically disadvantaged and least skilled among us our at-risk youth receive the skills and education to make their dreams a reality."

"Many students simply don't understand the connection between staying in school and jobs between good school work and good jobs. Many youth don't have a successful role model who can help point out pitfalls and potholes on the road of life," Dole said.

Secretary Dole cited the positive results of a Proctor and Gamble mentoring program at Cincinnati's Woodward High School "Just 1 percent of the students with mentors dropped out, compared to 12 percent of those without mentors. On average, participating students earn one whole letter grade higher than non-participants...98 percent of the participants are promoted to the next grade level, compared to 42 percent of non-participants...Imagine the difference if all the 13,500 member companies of NAM involved themselves with mentoring programs," Dole said.

Dole served as the Honorary Chairman of the National Mentoring Conference. "At that time, we will continue the organization of a network of mentoring coordinators in cities across America. These coordinators will serve as a 'mentoring clearinghouse' in their areas, providing information to interested parties on the schools and programs that need mentors," Dole said.

Secretary Dole also commented on the current workforce skills crisis and its impact on the future competitiveness of America; "the basic skills of our workforce are eroding at a disturbing pace. The continued success of American business of your business rests on the quality and skills of your present and future employees."

Speaking of her initiative to raise the skills level of America's workforce, Secretary Dole said, "I will soon appoint a blue-ribbon commission of business, labor, and education leaders, and will charge them with the mission of

hammering out national competency guidelines that reflect work readiness..." and, "...a working definition of what skills employers require and workers need on the job..."

Secretary Dole said the Commission's report will be sent to business men and women across the country and urged NAM members to involve local educators, "Take it in to your school system's administrator...take it to your local school board...put it on their desk and ask 'Are we here? Have we met these guidelines? And if not, why not?'"

Minority Students Organize To Become Hospitality Industry Mangers

ITHACA, N.Y. — Opportunities for minorities to become managers in the hospitality industry will increase tremendously in the 1990s, according to participants in the industry's first minority network.

"Our population is changing rapidly, and minorities will become major consumers in the 1990s," said Alfred Watts, 21, of New Haven, Conn. A junior in the School of Hotel Administration at Cornell University, Watts is president of the Society of Minority Hoteliers. "There will be tremendous managerial opportunities for minorities in hotels, restaurants and other hospitality businesses through the 1990s," he said.

Watts said that between 80 to 90 percent of minorities now employed in the hospitality industry occupy jobs in the back of the house with very few out front. "That ratio is going to change dramatically," he said.

Dave Sampson, vice president for human resources in the Marriott Corp., Washington, D.C., told the society's first national conference that minorities and women may account for as much as 80 percent of hospitality industry employees by the next century.

Founded as a local organization

at Cornell in 1985, the Society of Minority Hoteliers was reorganized into a national group at a March conference at Cornell attended by 46 hospitality industry students from 16 universities and by 18 industry professionals, 16 of them minorities. They came to the Ivy League campus in Ithaca from as far away as the University of Nevada.

The society, which will hold its second conference at Cornell next year and then move to other universities, was organized to enable African-Americans, Asians, Hispanics and native Americans in hospitality education to meet and communicate with minority executives so as to improve their job opportunities.

Three students worked with Watts in developing the society's national publication and network system. Michael Burkeen, 20, of Allentown, Pa. was co-expansion coordinator along with Evan Frazier, 19, of Pittsburgh, Pa., who also was co-conference director. Penelope Wint, 19, of Wheatley Heights, Long Island, was the other conference director. The students, all African-Americans, commented:

* Frazier: "We want to encourage people of color to pursue higher



IN APPRECIATION — George R. Lewis, vice president and treasurer, Philip Morris Companies Inc., accepts an Appreciation Award from the Black MBA Association, University of Chicago's Graduate School of Business. The presentation followed his recent keynote speech to the DuSable Business Conference's dinner at the Marriott Hotel. Making the presentation are, from left, Karen Mitchell, conference vice chairman and Leslie Brown-Franklin, conference chairman. Speaking on the topic, "CORPORATE AMERICA AND THE BLACK COMMUNITY: An Agenda for the Future," Lewis told the business students that talented, hard-working minority junior executives would do well in major business corporations in the future. He based his remarks on a combination of actions by some corporations, the large numbers of minorities scheduled to go into the workforce and the increasing importance of the black community's purchasing power.

levels of employment by establishing networks of students with industry leaders."

* Wint: "We the students will set the standards for our society and the goals that we wish to achieve. We will help to establish society chapters in other universities to enable their students to make their own direct contacts with industry executives."

* Burkeen: "The contacts that we make will be the underpinning for opportunities and success of minorities in the hospitality industry now and in the future."

"This is a dream come true," Watts said. "The students are very excited about their prospects. Many of them who attended our March conference are seniors or graduates who will take our society immediately into the industry. Until now, we students of color did not have a system through which we could meet and talk with people of color who are working in the industry."

First Wachovia Notes Increase

First Wachovia Corporation's net income per share fully diluted for the first quarter of 1990 was \$1.01, up 5.4 percent from \$96 in the same period of last year, according to John G. Medlin Jr., chief executive officer.

Net income totaled \$71.3 million compared with \$67.3 million in the initial quarter of 1989, a rise of 6 percent. On an annualized basis for the first three months of 1990, the return on average shareholders' equity was 16.3 percent, and the return on average assets was 1.22 percent.

The earnings increase for the quarter was due primarily to Sood growth in loans and other service revenues and was moderated by a narrower net interest rate yield than experienced a year earlier, Medlin said.

Average interest-earning assets rose \$1.707 billion or 9.2 percent compared with the prior year. Average loans grew \$1.401 billion

or 10.2 percent. Average interest-bearing liabilities increased \$1.337 billion or 9.8 percent.

Taxable equivalent net interest income was up \$4.6 million or 2.1 percent over the first quarter of 1989, reflecting the margin compression. Excluding securities transactions, other service revenues grew \$9.7 million or 12.5 percent while noninterest expense rose only \$7.8 million or 4.5 percent.

The provision for loan losses was \$17.6 million compared with \$14.5 million for the first three months of 1989. Net credit charge-offs were \$12.4 million for the quarter or .33 percent of total loans versus \$11.4 million or .33 percent.

At March 31, nonperforming assets totaled \$89.6 million or .58 percent of losses and foreclosed real estate. On the same date, the allowance for loan losses was \$172 million or 1.11 percent of loans and 1.92 times nonperforming assets.

AT ISSUE

Grant Statehood to the District of Columbia?

The Rev. Jesse Jackson is president of the National Rainbow Coalition, Inc., a human rights organization. He is also national president of Operation PUSH (People United to Serve Humanity).



YES

Should Congress grant statehood to the District of Columbia?

Yes. The American Revolution began when people said "taxation without representation is tyranny." District residents pay more than \$1 billion annually in federal taxes—more than nine states. Of 115 nations with elected national legislatures, only the United States denies representation to the citizens of its capital. District statehood is morally right, rationally sound, legally possible and constitutionally permitted. All that's needed is a simple majority vote in the U.S. House and Senate and the President's signature. Historically, statehood has been granted when three criteria have been met: (1) the people publicly have expressed their desire to become a state; (2) the people agree with the democratic form of government practiced in America; and (3) there are sufficient people and economic wealth to support a state government. The district meets all these criteria.

What effect would statehood have on the rest of the country?

District of Columbia statehood is not for the district only! Quite likely it would mean an integrated Senate where two progressive senators and a congressman would fight for a national health plan, for affordable housing, for increased funding for education, for strengthened laws that provide equal protection under the law for all, for a cleaner and safer environment, for a more just and peaceful world through development of the Third World, for the rights of workers (e.g., for raising the minimum wage and against so-called "right-to-work" laws), for fair farm prices and for fairer and more progressive tax laws.

How else could we provide district residents with full representation?

We could grant partial representation through various annexation schemes. But democracy demands full self-determination, not just some representation. The Soviets granted representation to the Baltics, but they voted for self-determination instead. District residents deserve full self-determination. **lll**

U.S. Rep. Ralph Regula (R-Ohio) was first elected to Congress in 1972. He serves on the House Appropriations Committee as well as the House Select Committee on Aging.



NO

Should Congress grant statehood to the District of Columbia?

No. Numerous constitutional lawyers have advised that Congress does not have the right to "grant" statehood to the district. They believe a constitutional amendment would have to be passed by Congress and ratified by the states. I do not support district statehood because the constitutional questions are serious, the added bureaucracy could be unmanageable for the district, and there are other means for district residents to achieve full voting representation.

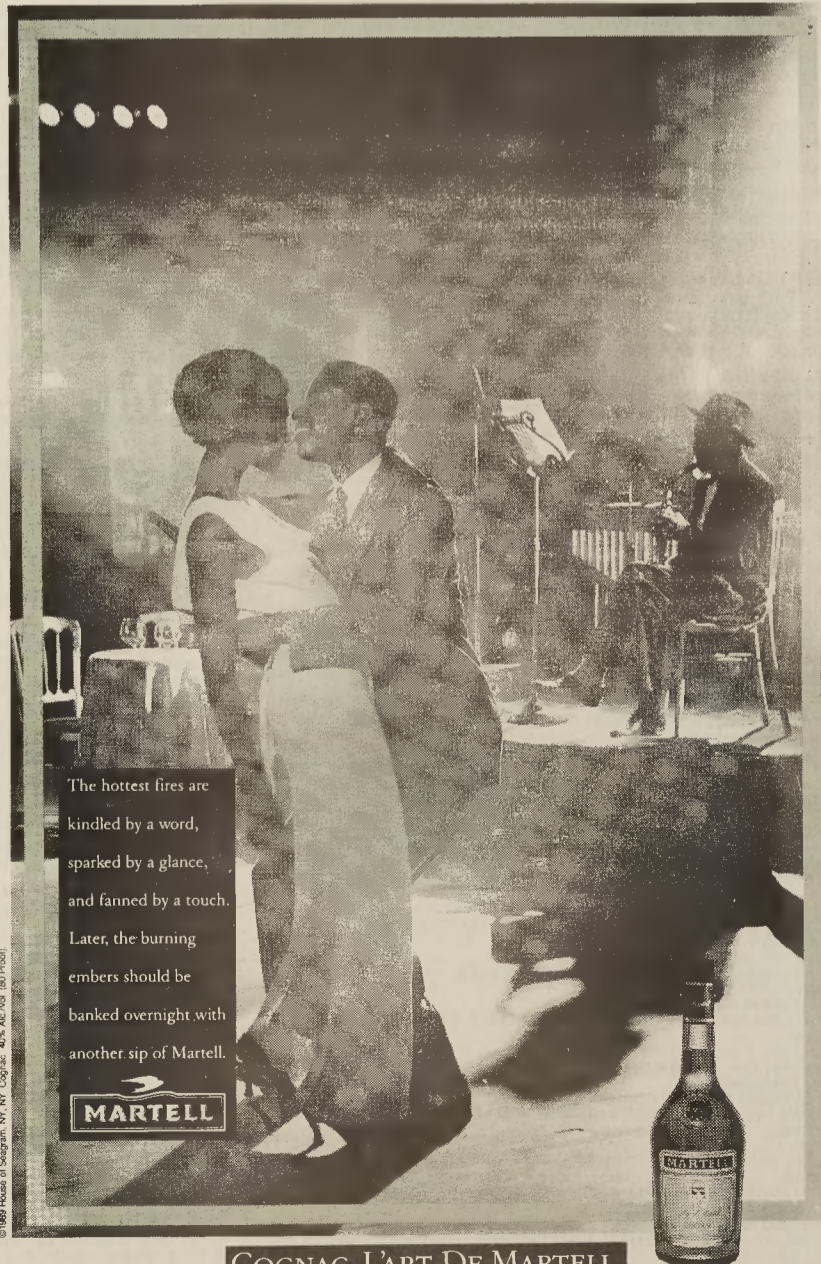
What effect would statehood have on the rest of the country?

I do not think district statehood would have a profound effect. Politically, some conservative states are concerned that the traditionally liberal district would vote for liberal representatives. This is not such a big issue in the House with 435 members, but would have a greater impact in the Senate. I often hear a question like, "Why should that city be made a state when other cities, like New York, have millions of citizens living in them?" There are valid arguments against this question, but it seems to represent some of the country's sentiment.

How else could we provide district residents with full representation?

It is not necessary to create a whole new state to give district residents voting representation in Congress. The land now comprising the district once belonged to Maryland, and it makes sense to turn it back to that state—minus a reduced enclave of federal buildings administered by Congress—just as the western portion of the district was returned to Virginia in 1846. Current district residents would become citizens of Maryland, with full voting representation. And retrocession would preserve Maryland's intent that the land it gave be the seat of government. The question of voter representation for district residents is an involved, serious one, but we do a disservice to the people of the district if we limit the debate to only one option.

THE ART OF FIRE STARTING.



COGNAC. L'ART DE MARTELL.

SINCE 1765.