Faculty Award
The Social Justice Award recognizes outstanding accomplishments and general impact in the areas of teaching, research or creative work, and service/outreach.

The 2009 recipient of the faculty award utilizes his creative work and research to challenge and teach about issues of race, social justice, and equality.

The first recipient of the faculty award, Dr. Thorne Hugh Compton, is a faculty member and professor in the Department of English Language and Literature.

Staff Award
The 2009 recipient of the staff award advocates on behalf of the poor and the oppressed through countless hours of volunteering with agencies and organizations that serve battered and abused women and children.

The first recipient of the staff award, Cheryl Soehl, is an Administrative Coordinator in the Department of Student Life.

Student Award
The recipient of the student award is Jelani Kerr, a graduate assistant and candidate for the PhD in the Department of Health Promotion, Education & Behavior.

Restructuring Creates Student Services Resource
The Office of Equal Opportunity Programs has restructured its internal operations and established a position which serves students. Dr. Carl R. Wells now handles all student complaints of alleged discrimination.

A native of South Carolina, Dr. Wells has been with the Office of Equal Opportunity since June 2004 and with the University since June 2000. He has spent the past 15 years working within higher education. Prior to coming to USC, Dr. Wells was employed as the Director of Multicultural Students Affairs and Assistant Dean of Students at Lander University in Greenwood, South Carolina. Students, faculty or staff dealing with student discriminatory issues should be referred to Dr. Wells for consultation or when alternative dispute resolution is deemed appropriate.

UNIVERSITY AFFILIATES RECEIVE SOCIAL JUSTICE AWARD
Martin and Malcolm:  
* A Comparative Analysis

Source: Martin and Malcolm, by James Cone, with permission granted

No one has communicated the idea of the American dream with greater moral and oratorical fervor, with greater political and religious imagination than Martin Luther King Jr. He not only made popular the notion of the American dream, to a great extent, he lived the American dream. He was the first son and second child born to the prominent Baptist preacher, the Reverend Martin Luther King, Sr., and his wife Alberta Williams King. He was raised in a stable middle class family. His grandfather and father were both pastors of the influential Ebenezer Baptist Church, in Atlanta, Georgia and both were actively involved in the fight for equality and justice.

Martin King, Sr., the son of a sharecropper was a classic example of a person who pulled himself up by his own bootstraps. As a youth with his only pair of shoes slung over his shoulders, he left rural Stockbridge, Georgia, for Atlanta. There, against enormous odds he worked and studied hard to fulfill a promise he made to himself after being denied entrance through the front door of his white friend's house. "Someday," he said, shaking his fist at the white banker's house, "I'm going to have a brick house as big as that - bigger. Someday I'm going to be a director of a bank like that man." Daddy King, as King, Sr., came to be known, more than fulfilled that promise by becoming a businessman and a great community activist.

The combination of a strong religious community and a stable family environment gave Martin the inner strength and motivation to succeed at virtually everything he attempted. Given the best education money could buy, Martin excelled in the academic environment. King was a scholar, he skipped both the ninth and twelfth grades. He attended Morehouse College and eventually he received his Ph.D. from Boston University.

Martin Luther King Jr. not only lived the American Dream, as he would become a great preacher, and a greater civil rights leader. In contrast to Martin, who lived the American dream, Malcolm lived the American nightmare. In contrast to Martin King's southern middle class upbringing, Malcolm X was a product of the northern poor black masses. Born Malcolm Little in Omaha, Nebraska, May 19, 1925, he was the fourth of eight children. Like Martin, Malcolm was the son of a Georgia Baptist Preacher.

When the family moved to Lansing Michigan, they received death threats and were harassed because of Malcolm's father's involvement in the civil rights movement. Earl Little, Malcolm's father, was beaten and ran over by a train after being left on a railroad track. Shortly after his mother suffered a nervous breakdown and the children were separated each being placed in a foster homes and orphanages. Malcolm was the only black in the home and the only black in his school. Like Martin, he was an excellent student - he was the top student in all of his classes. He set for himself the goal of becoming a Lawyer; however, an eighth grade teacher told him that he should consider something more practical like carpentry. Shortly afterwards, Malcolm dropped out of school. Stormy and rebellious during this period, Malcolm ran away to Boston and later Harlem and drifted through a series of menial jobs and a life of street hustling. Malcolm began dealing drugs, running numbers, burglarizing homes, and sticking up stores.

This lifestyle landed him in Charlestown and then Concord State prison in Massachusetts. It was in prison that his rapid redemption began. Exposures through family members to Elijah Muhammad's street tough theological and ethical teachings prompt a major turning in Malcolm's life. In 1948, Malcolm was converted to the Muslim faith, the same year that Martin was ordained and entered seminary. While in jail, Malcolm began a rigorous self-imposed education process. He read everything he could get his hand on and copied the entire dictionary in longhand. It was upon his release from prison that Malcolm won the respect of Elijah Muhammad and was elevated to the position of national representative for the nation of Islam. Thus, Malcolm took his rightful place in the struggle against injustice.
THROUGH THE YEARS
Previous Program Participants
USC MLK Celebration

Jesse Washington
Executive Director
Human Affairs Commission

Dr. Cleveland Sellers
Former Chair
African-American Studies

Rev. Dr. Robert Howell,
Former Pastor
Bethany United Methodist Church

Bishop Frederick C. James
AME Church

Rev. Jamey Graham
Pastor
St. John Baptist Church

Dr. Christopher Leevy
Johnson
Adjunct Professor, USC

Cynthia Pryor Hardy
Columbia Urban League

Rev. Ed McDowell
Former Pastor Trenholm Rd.
United Methodist Church

The Honorable
James E. Clyburn, House Majority Whip

Rev. Charles B. Jackson, Jr.
Pastor
New Laurel Street Baptist Church

Catherine Fleming Bruce
Modjeska Monteith Simkins
In conjunction with its annual MLK Celebration, the University of South Carolina invites students in grades 5 through 12 to participate in our efforts to keep Dr. King's legacy alive by entering the 2010 essay contest. The deadline for submission is Tuesday, December 1, 2010. Contest winners and their families are encouraged to attend the King Day celebration, where winners will be recognized for their achievements and awarded a prize.

ESSAY THEME & GUIDELINES:
Each student is invited to submit one original essay, no more than 500 words, focused on the contest theme. The essay should include the student's interpretation of the theme and describe how community service has made an impact in their community. Students are also asked to describe what they can do, or what they are currently doing, in their own lives to help others and to fulfill Dr. King's commitment to promoting community and service for the betterment of all.

Essays may be typed or handwritten, but any essay that is illegible and/or unduly long will be disqualified.
- Essays may NOT include photographs, images, illustrations, etc.
- Do NOT send binders, portfolios, or report covers.
- Pages must be single-sided and numbered, with the student's name appearing on the top left hand corner of each page.
- Each student may submit only one entry that is his/her original work.
- Each entry must be accompanied by an official contest entry form.
- Essays may be electronically submitted (along with an entry form to wellscr@mailbox.sc.edu)
- Entries that are deemed by the Office of Equal Opportunity Programs to infringe upon copyright protected material will be disqualified.
- All entries submitted after the deadline will not be entered into the competition. ALL submitted entries shall become property of EOP and will not be returned.

Winners will be selected according to the following criteria:
- Originality – 20%
- Grammar – 30%
- Relevancy to theme – 30%
- Effective expression – 20%

As always, winning entries will be judged on a variety of factors including message, creativity, originality, accuracy and inclusion of Dr. King and/or the messages for which he stood. Students may not use copyrighted material without proper permission. Submissions may not be returned unless self-addressed/stamped envelopes are included with requests for returned materials. An entry form must accompany all submission forms. Winners will be announced during the MLK Celebration at the University of South Carolina. All winners will be required to attend.
University of South Carolina Martin Luther King Day

Essay Contest Entry Form

(Grades 5 -12 only)

Name: ___________________________ Grade: ___________________________

School: ___________________________

*Use full name, not abbreviations*

Home address

Street address: ___________________________ Town: ___________________________ Zip code: ___________________________

Phone: (______)______

Area Code: __________ Number: __________

E-mail: ___________________________

Parent(s) or guardian(s)

Name: ___________________________

Phone: (______)______

*If different from yours*

E-mail: ___________________________

*If different from yours*

Teacher or adult who alerted you of this contest (not required)

Name: ___________________________

Phone: (______)______

Area Code: __________ Number: __________

E-mail: ___________________________

The information submitted on this form will be used solely for the purposes of awarding and announcing prizes and inviting participants to the University's MLK Day celebration. This information will not be distributed in any manner to parties external to the University.

Signature of entrant (student) Name: ___________________________

Date: ___________________________

Signature of parent, guardian or teacher (optional) Name: ___________________________

Date: ___________________________
All applications are due by close of business on December 1, 2009. See the attached guidelines for requirements.

Please contact Carl R. Wells if you have any questions about the application process. Phone him at 803-777-9560 or e-mail him at wellscr@mailbox.sc.edu.

Submit application to:
Office of Equal Opportunity Programs, 1600 Hampton Street, Suite 805, Columbia, South Carolina 29208

Nominee: ________________________________

Position or title: ________________________________________________________________

Person making the nomination: _____________________________________________________

This is for the: Faculty Award Nomination ________ Staff Award Nomination ________
Student Award Nomination ________

The Nominee

Department: _________________________________________________________________

Telephone: ________________________________ Telephone: ________________________________

______________________________________________________________________________

Campus Address: _____________________________________________________________

______________________________________________________________________________

Supervisor: ________________________________

Information on person making the nomination:

Name: ________________________________

Title: ________________________________

E-mail address: ________________________________

Signature: ________________________________ Date: ________________________________
Objective:
To recognize individuals who have exemplified the philosophies of Dr. King through random or ongoing acts of community service, social justice or racial reconciliation. Social justice is thought of as a world which affords individuals and groups fair treatment and an impartial share of the benefits of society. It also can refer to the distribution of advantages and disadvantages within a society.

Faculty Criteria:
The faculty award will recognize outstanding accomplishments and general impact in any or all of the following areas:

  - Teaching: development and implementation of effective strategies for teaching that advance understanding of underrepresented groups in the field of instruction and/or for advancing the education of students from underrepresented groups in the nominee’s field of instruction, to include activities such as classroom instruction; direction of independent study, thesis and dissertation; and mentoring.
  - Research or Creative Work: new knowledge or creative work that advances understanding of underrepresented groups in the nominee’s field of study and/or has the potential to improve the quality of life among underrepresented groups in the nominee’s field of study.
  - Service/Outreach: activities that promote the professional and/or academic advancement of underrepresented groups in the nominee’s field of study; contributions to diversity and equal opportunity in the university through activities such as recruitment and mentoring of faculty and students; activities which promote the well-being of underrepresented communities in the nominee’s field of study.

Staff Criteria:
The staff award will recognize outstanding accomplishments and general impact in any or all of the following areas:

  - Community Service: efforts to provide service to underrepresented persons or communities; this service should be beyond the scope of the individual’s job-related or University-assigned duties and responsibility.
  - Racial Reconciliation: efforts to bridge the gap that often exist between differing groups; these acts range from personal examples to community outreach, to promoting education and understanding of differences.
  - Social Justice Outreach: efforts to ensure the fair treatment of oppressed, abused, or underprivileged groups or individuals; these efforts should be beyond the scope of the individual’s job-related or University-assigned duties and responsibilities.

Student Criteria:
The student award will recognize outstanding accomplishments and general impact in any or all of the following areas:

  - Community Service: efforts to provide service to underrepresented persons or communities; this service can be through a student organization or through the student’s own personal community involvements.
  - Racial Reconciliation: efforts to bridge the gap that often exist between differing groups on campus; these acts range from personal examples to community outreach, to promoting education and understanding of differences.
  - Social Justice Outreach: efforts to ensure the fair treatment of oppressed, abused, or underprivileged groups or individual on campus or in the community.

Eligibility:
Faculty nominees must be full-time/permanent junior or senior faculty who is either currently tenured or in a tenured track. Staff nominees must be full-time, permanent employees. Student nominees must be full-time students who are actively involved in campus life and in good academic and social standing.
THE ROLE OF THE OFFICE OF EQUAL OPPORTUNITY PROGRAMS

WHAT IS THE ROLE OF THE OFFICE OF EQUAL OPPORTUNITY PROGRAMS?
The Office of Equal Opportunity Programs was created to ensure that applicants for employment, employees, and prospective and enrolled students of the University of South Carolina are protected against discrimination. Qualified individuals are provided with equal opportunity in both employment and academic instruction.

WHAT ROLE DOES THE OFFICE OF EQUAL OPPORTUNITY PROGRAMS PLAY IN AFFIRMATIVE ACTION?
Affirmative action consists of efforts to identify and eliminate barriers at USC to equal employment opportunity. The University of South Carolina takes positive steps to ensure that its policies and procedures provide employment opportunities for qualified minorities, women, persons with disabilities, disabled veterans and Vietnam era veterans. The affirmative action program at USC is administered under the Office of Equal Opportunity Programs.

The USC System Affirmative Action Policy is stated in the USC Policies and Procedures Manual. This manual is available in all departments, the Library, the Division of Human Resources, and the Office of Equal Opportunity Programs. Steps for the implementation of the affirmative action policy are described in the institution's Affirmative Action Plan which is available for review in the Office of Equal Opportunity Programs and Thomas Cooper Library. The Executive Assistant to the President for Equal Opportunity Programs is appointed by the President of the University to develop and manage the affirmative action/equal opportunity plan and program.

WHAT MEASURES ENSURE EQUAL EMPLOYMENT OPPORTUNITY AT USC?
Vacancies for non-academic positions are listed on Dial-A-Job. By dialing 777-JOBS (777-5627), the general public can obtain information about current vacancies. Job openings are also posted on campus in the Employment and Division of Human Resources Offices and may also be advertised in the local press. Faculty and administrative staff openings are advertised in professional journals and other national publications. Every effort is made to acquire a broadly representative applicant pool before the search for candidates is ended.