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HONORS CONVOCATION SPEECH BY DR. CONSTANCE BERRY NEWMAN APRIL 25, 1990

Vicia MINOL

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

WASHINGTON, D.C. 20415

OFFICE OF THE DIRECTOR

May 14, 1990

The Honorable Julius W. Becton, Jr. President Prairie View A & M University P.O. Box 188 Prairie View, Texas 77446-0188

Dear Julius:

I truly enjoyed visiting Prairie View A & M University and was honored to be the keynote lecturer at your Annual Honors Convocation. Prairie View is quite an impressive learning institution and I am sure that under your leadership it will continue to produce the quality, public-spirited Americans we need in the public service.

As you requested, I have enclosed a copy of my remarks for use in your library.

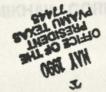
Thanks again for inviting me to Prairie View. Please send my regards to Louise.

Sincerely,

Constance Berry Newman

Enclosure





REMARKS BY CONSTANCE B. NEWMAN PRAIRIE VIEW A & M UNIVERSITY PRAIRIE VIEW, TEXAS HONORS CONVOCATION APRIL 25, 1990

WHEN GENERAL BECTON WROTE TO ME AND INVITED ME HERE, MY FIRST REACTION WAS FULL OF PRIDE AND PLEASURE AT THE THOUGHT OF SPEAKING BEFORE SUCH A FINE BODY OF STUDENTS AND AT SUCH A TOP-NOTCH LEARNING INSTITUTION. BUT MY FIRST REACTION WAS QUICKLY OVERTAKEN WITH A LITTLE WORRY. WHAT MEANINGFUL THING COULD I SAY TO A GROUP OF STUDENTS POISED TO CHANGE THE WORLD? WHAT COULD I SAY TO A GROUP THAT IS RISING TO THE TOP AND READY TO LEAD?

I <u>COULD</u> TELL YOU ABOUT THE EXCITING WORLD YOU ARE BLESSED WITH. A WORLD WHICH IN THE MOST RECENT PAST HAS SEEN FREE ELECTIONS IN POLAND. A WORLD WHERE THE WALL CAME DOWN IN BERLIN, A SOVIET DISSIDENT OPENLY CRITICIZED MIKHAIL GORBACHEV, AND WHERE THE U.S. IS MOVING TOWARD A UNILATERAL REDUCTION OF CONVENTIONAL WEAPONS, AND WHERE THERE IS THE FINAL RELEASE OF NELSON MANDELA - AN EXCITING PLACE WHERE EVENTS HAVE BEEN MORE STARTLING AND MEANINGFUL THAN ANYONE COULD IMAGINE.

YES, THERE IS PROMISE BUT THERE ARE ALSO PROBLEMS.

I <u>COULD</u> TELL YOU ABOUT THE PROBLEMS THAT TODAY'S LEADERS MUST ADDRESS. PROBLEMS LIKE HOMELESSNESS, AIDS, TEENAGE PREGNANCY, DRUG ADDICTION, BORDER BABIES, ILLITERACY, SCHOOL DROPOUTS, HOMICIDE IN OUR INNER CITIES, CONCERNS FOR OUR ENVIRONMENT, THE RISING COSTS OF HEALTH CARE, THE LIST GOES ON AND ON.

BUT THEN I COULD RETURN TO AN OPTIMISTIC MESSAGE.

I <u>COULD</u> TELL YOU ABOUT THE ENDLESS OPPORTUNITIES YOUR EDUCATION CAN OFFER YOU, AND ABOUT THE IMPORTANCE OF HOW YOU USE THIS EDUCATION. I COULD LIST THE ENDLESS ARRAY OF REMARKABLE ACHIEVEMENTS GRADUATES OF PRAIRIE VIEW A & M UNIVERSITY HAVE GIVEN TO THE NATION. AND I COULD TELL YOU ABOUT THE EXCITING BREAKTHROUGHS IN ENGINEERING AND SCIENCE THAT THE MODERN WORLD MIGHT OFFER.

BUT CONVOCATION ADDRESSES ARE SUPPOSED TO OFFER SAGE WORDS OF WISDOM OR INSPIRATION TO YOUNG PEOPLE AS THEY CONTINUE ON WITH LIFE. YOU ARE NOW PASSING THROUGH AN IMPORTANT PART OF THE LEARNING PROCESS AT PRAIRIE VIEW A & M. IF THIS EDUCATION IS COMPLETELY SUCCESSFUL, THE MAIN THING IT WILL TEACH YOU IS HOW MUCH MORE THERE IS TO LEARN.

CAN TELL YOU THAT WHEN YOU GRADUATE. YOU GO INTO A

3

AS A MATTER OF FACT, HUMAN BEINGS, IF THEY ARE LUCKY, KEEP LEARNING UNTIL THE DAY THEY DIE. THEY LEARN FROM WHAT THEY READ AND WHAT THEY SEE AND WHAT THEY HEAR AND WHAT THEY DO. BAYARD TAYLOR, AN AMERICAN WRITER OF THE NINETEENTH CENTURY, SAID SOMETHING VERY WISE ABOUT THIS WHOLE SUBJECT. HE SAID: "LEARN TO LIVE, AND LIVE TO LEARN."

I CAN TELL YOU THAT WHEN YOU GRADUATE, YOU GO INTO A LARGER WORLD THAN YOU HAVE HERE IN THE PROTECTIVE ENVIRONMENT OF PRAIRIE VIEW. YOU WILL GO TO A WORLD WHERE THERE ARE MORE PEOPLE TO KNOW, MORE DIFFICULT JOBS TO DO, MORE EXPERIENCES, SOME GOOD, SOME CHALLENGING, TO YOUR BEING.

SO, WHERE DO YOU GO FROM HERE? HOW WILL YOU USE THIS EDUCATION YOU ARE RECEIVING AT PRAIRIE VIEW? MANY OF YOU HAVE

4

PROBABLY MADE UP YOUR MINDS ALREADY WHAT CAREER YOU WOULD LIKE TO PURSUE, OR WHAT FURTHER DEGREE YOU WILL BE SEEKING. AS DIRECTOR OF THE OFFICE OF PERSONNEL MANAGEMENT IN WASHINGTON, AND AS A MEMBER OF PRESIDENT BUSH'S TEAM OF PEOPLE DEDICATED TO THE JOB OF GOVERNING, I AM HERE TO TALK TO YOU TODAY ABOUT THE PUBLIC SERVICE, AND ABOUT COMMUNITY SERVICE, AND HOW WORKING FOR YOUR NATION CAN BE ACCOMPLISHED THROUGH A NUMBER OF DIFFERENT MEANS.

THE EMERGING PUBLIC SERVICE CAREER

IN JANUARY 1989, THE PRESIDENT OF THE UNITED STATES SAID, "YOU'RE ONE OF THE MOST IMPORTANT GROUPS I WILL EVER SPEAK TO." WHO WAS HE TALKING TO? HE WAS TALKING TO PUBLIC OFFICIALS WHO HAD SERVED THE GOVERNMENT WITH EXCELLENCE. "AND FURTHER," HE SAID, "IT'S AN EXCITING TIME TO BE SERVING AMERICA." AND THAT IS WHAT I AM HERE TO TALK ABOUT TODAY. SERVING AMERICA. I AM HERE TODAY TO CONVINCE MORE AMERICANS THAT PUBLIC SERVICE IS AN HONORABLE -- EXCITING PROFESSION. IT IS HONORABLE AND EXCITING BECAUSE:

- 0 IT PROVIDES AN OPPORTUNITY TO MAKE A DIFFERENCE, GENERALLY FOR MILLIONS OF PEOPLE.
- 0 IT PROVIDES FOR A CAREER THAT MOVES FAST, AND ONE THAT CAN OPEN MANY DOORS THAT PREVIOUSLY WERE CLOSED.
- 0 IT PROVIDES DEVELOPMENT OPPORTUNITIES SO THAT SKILLS CAN BE TRANSFERRED FROM ONE CHALLENGING AREA TO ANOTHER.

TODAY IS A GOOD TIME TO JOIN THE FEDERAL SERVICE BECAUSE WE HAVE A PRESIDENT WHO CONSIDERS HIMSELF TO BE A PUBLIC SERVANT. HE HAS SPENT A LARGE PART OF HIS CAREER IN VARIOUS GOVERNMENT POSITIONS. HE KNOWS WHAT IT TAKES TO MAKE OUR GOVERNMENT A GOVERNMENT OF EXCELLENCE. SO HE IS <u>VERY</u> NTERESTED IN ATTRACTING THE "BEST AND THE BRIGHTEST" TO GOVERNMENT -- STUDENTS LIKE THOSE WHO GRADUATE FROM PRAIRIE VIEW A & M UNIVERSITY.

VERY WORKING DAY, DEAN ROWLEY, A NATIONAL PARK SERVICE

AFTER ALL, THE FOOD WE EAT, OUR ROADS AND AIRPORTS, OUR HEALTH CARE, OUR WELFARE, OUR HOUSING, OUR FARMS, OUR NATIONAL PARKS AND RECREATION AREAS, THE AIR WE BREATHE AND THE WATER WE DRINK, OUR SAFE PASSAGE IN THE WORLD, THE STABILITY OF OUR ECONOMY, AND SO MUCH MORE IS TIED TO WHAT THE MEMBERS OF THE PUBLIC SERVICE DO DAY IN AND DAY OUT.

GOVERNMENT IS IMPORTANT WORK. IT IS WORK THAT AFFECTS PEOPLE'S LIVES IN EVERY CITY AND COMMUNITY ACROSS THE NATION. IT IS WORK THAT REACHES INTO EVERY HOME, TOUCHES EVERY FAMILY. IT IS WORK THAT THE NATION CANNOT AFFORD TO HAVE DONE POORLY.

WITH OVER THREE MILLION MEMBERS OF THE PUBLIC SERVICE, IT IS EASY TO LOSE SIGHT OF THE "HUMAN" SIDE OF GOVERNMENT. YET EVERY WORKING DAY, DEAN ROWLEY, A NATIONAL PARK SERVICE HISTORIAN IN ATLANTA WELCOMES VISITORS TO THE BIRTHPLACE OF DR. MARTIN LUTHER KING, JR. AND VELTICHKO VELEZ, A REFUGEE FROM COMMUNISM, ALONG WITH COUNTLESS OTHERS, WORKS VIRTUALLY AROUND THE CLOCK IN KANSAS TO GUARANTEE THE SAFETY OF THE MEAT AND POULTRY WE EAT AT THE AGRICULTURE DEPARTMENT'S FOOD SAFETY AND INSPECTION SERVICE. IN BETHESDA, MARYLAND, JUST OUTSIDE OF WASHINGTON, CHRISTINE NELSON TESTS TOYS FOR SAFETY BEFORE THEY REACH THE STORES. IN BOSTON, BERNARD PONT TRIES TO LOCATE HOMELESS PEOPLE ELIGIBLE FOR SOCIAL SECURITY. AND AT

THE NATIONAL INSTITUTES OF HEALTH, RESEARCH BIOLOGIST SARAH McCARTHY WORKS ON OVERCOMING AIDS. THERE IS, IN FACT, A HUMAN SIDE OF THE FEDERAL GOVERNMENT WHICH MANY TIMES IS OVERLOOKED. IT IS PEOPLE LIKE ROWLEY, LIKE VELEZ, LIKE NELSON, LIKE PONT AND LIKE MCCARTHY WHO MAKE UP THE ARMY OF WORKERS WE CALL THE PUBLIC SERVICE. THEY ARE REAL PEOPLE, PERFORMING THEIR JOBS FOR THE BENEFIT OF THE NATION. WE <u>DEPEND</u> UPON THESE PEOPLE.

AND, DESPITE SOME CRITICISMS BY THOSE OUTSIDE OF GOVERNMENT, THE PRIVATE SECTOR DEPENDS UPON GOVERNMENT TO DO ITS JOB AS WELL. THE GOVERNMENT PROVIDES MANY FUNCTIONS THAT PRIVATE ENTERPRISE AND THE COMMUNITIES WITHIN WHICH THEY EXIST DEPEND UPON. FROM GUIDING AIR COMMERCE THROUGH THE SKIES, TO INSURING A COMPLEX SYSTEM OF CURRENCY, TO RESEARCHING AND DEVELOPING BREAKTHROUGHS IN ALMOST EVERY FIELD, TO OPERATING CRITICAL ECONOMIC INDICATORS THAT GAUGE OUR ENTIRE ECONOMY, DEDICATED CIVIL SERVANTS INTERFACE WITH THE PRIVATE SECTOR IN MANY AREAS OF AMERICAN BUSINESS. THIS TELLS US, THEN, THAT IF WE <u>DO NOT</u> HAVE QUALIFIED PEOPLE PERFORMING THE TASKS IN GOVERNMENT, WE RISK HAVING POOR SERVICES THAT EACH MEMBER OF THE PUBLIC DEPENDS UPON, WE JEOPARDIZE MANY VALUABLE AND SUSTAINING FUNCTIONS IN SOCIETY.

THAT'S WHY WE NEED PEOPLE LIKE <u>YOU</u>, THE STUDENTS OF PRAIRIE VIEW A & M UNIVERSITY. AND I MIGHT ADD, THE STUDENTS WHO ARE PARTICIPATING IN THE BENJAMIN BANNEKER HONORS COLLEGE. YOU COULD BE VALUABLE PARTICIPANTS IN PUBLIC SERVICE. IT IS PEOPLE LIKE YOURSELVES – THOSE WHO HAVE <u>EXCELLED</u> AND ARE <u>LEADERS</u> IN SOCIETY – THAT OUR GOVERNMENT NEEDS IN POSITIONS AROUND THE LET ME NOW TALK ABOUT A PERSON YOU KNOW SOMETHING

ABOUT. A VERY EXTRAORDINARY PERFORMANCE, CONSIDERING THE

BENJAMIN BANNEKER

BENJAMIN BANNEKER WAS PROBABLY ONE OF THE FIRST CIVILIAN BLACK CIVIL SERVANT OF THE FEDERAL GOVERNMENT. WHAT WE KNOW ABOUT THIS FAMOUS PUBLIC SERVANT WAS THAT HE WAS "MILD-MANNERED" AND SEEMED TO FIT THE PERFECT IMAGE OF THE 18TH CENTURY RATIONALIST. HE WAS TRULY DEDICATED TO NATURAL LAW AND ITS APPLICATIONS FOR BETTERING MANKIND. BUT AS A BLACK RATIONALIST, HE WAS BREAKING NEW GROUND AND WAS NOT SO QUICKLY ACCEPTED BY THE MAINSTREAM SCIENTIFIC ELITE.

11

BANNEKER BECAME WIDELY-KNOWN FOR HIS VERY ACCURATE YEARLY ALMANACS THAT THOMAS JEFFERSON ONCE DESCRIBED AS "INSTANCES OF MORAL EMINENCE" AND DAVID RITTENHOUSE CALLED THEM "A VERY EXTRAORDINARY PERFORMANCE, CONSIDERING THE COLOR OF THE AUTHOR."

ATTACKED THE NOTIONS OF NEGRO INFERIORITY IN A FAMOUS

BUT THE PUBLIC SIDE OF HIS CAREER CAME IN 1790 WHEN HE SERVED AS A MEMBER OF THE DISTRICT OF COLUMBIA SURVEY COMMISSION AND HELPED TO LAY OUT THE BLUEPRINT FOR WASHINGTON, D.C. AFTER MAJOR L'ENFANT, THE CHAIRMAN OF THE COMMISSION, ABRUPTLY RESIGNED AND RETURNED TO FRANCE WITH THE

PLANS FOR THE CITY, BANNEKER REPRODUCED THE PLANS ENTIRELY FROM HIS MEMORY SO WORK FOR THE CITY COULD CONTINUE. OTHER REMARKABLE ACHIEVEMENTS BY BANNEKER INCLUDED THE CONSTRUCTION OF A CLOCK ENTIRELY OF WOOD WITHOUT EVER HAVING EXAMINED ONE.

IN PRIVATE LIFE, HE WAS A VIGOROUS OPPONENT OF SLAVERY, AND ATTACKED THE NOTIONS OF NEGRO INFERIORITY IN A FAMOUS LETTER TO SECRETARY OF STATE THOMAS JEFFERSON. BANNEKER ALSO SUPPORTED VARIOUS PEACE MOVEMENTS, AND ADVOCATED THE APPOINTMENT OF A SECRETARY OF PEACE AND COMPARED "UNIVERSAL AND PERPETUAL PEACE" TO "UNIVERSAL AND EQUAL LIBERTY." HE ALSO ADVOCATED THE APPOINTMENT OF A SECRETARY OF WAR TO THE PRESIDENT'S CABINET.

SO, BENJAMIN BANNEKER, THE NAMESAKE OF THE SCHOOL AT PRAIRIE VIEW WHICH REPRESENTS THE TOP-LEVEL OF ENGINEERING, SCIENCE AND BUSINESS, WAS A DEDICATED AND SENSITIVE CIVIL SERVANT AND PRIVATE CITIZEN -- JUST THE TYPE AND QUALITY OF PEOPLE WE NEED IN THE CIVIL SERVICE TODAY.

THE PRESENT DEMANDS THE BEST AND THE BRIGHTEST

TODAY MORE THAN EVER BEFORE IT IS CENTRAL THAT THE GOVERNMENT ATTRACT PEOPLE WHO ARE SENSITIVE TO PROBLEMS IN ALL AREAS OF THE NATION -- INCLUDING BLACK AMERICA. IT IS IMPORTANT THAT THE FEDERAL GOVERNMENT ATTRACT PEOPLE WHO ARE SENSITIVE TO THE PROBLEMS IN THE THIRD WORLD. AND WHAT WE NEED NOW IN GOVERNMENT ARE <u>LEADERS</u>. I WOULD LIKE NOW TO SPEND A FEW MOMENTS TALKING ABOUT LEADERSHIP.

A LEADER IN GOVERNMENT IS A PERSON WHO IS CLEAR ON THE GOALS OF THE ORGANIZATION; CAN COMMUNICATE THE GOALS; CAN RECOGNIZE THE AVAILABLE HUMAN RESOURCES TO ACCOMPLISH THE GOALS AND THEN TRANSFORM THOSE RESOURCES INTO A WILLING COOPERATIVE UNIT TO ACCOMPLISH THE GOALS. HENRY MILLER ONCE SAID OF LEADERS THAT "THE ONLY WAY IN WHICH ANYONE CAN LEAD US IS TO RESTORE TO US THE BELIEF IN OUR OWN GUIDANCE."

BUT, IN MANY WAYS, A LEADER IS ACTUALLY A GOOD FOLLOWER. ARISTOTLE KNEW THIS LONG AGO WHEN HE SAID THAT "HE WHO HAS NEVER LEARNED TO OBEY CANNOT BE A GOOD COMMANDER." LEADERS MUST HAVE AT SOME POINT IN THEIR LIVES OR CAREERS HAVE BEEN A FOLLOWER – HAVE WORKED THEIR WAY TO EARN THEIR LEADER STATUS.

ALLOW ME TO STRING-OUT A FEW WORDS THAT CHARACTERIZE AN EFFECTIVE LEADER IN GOVERNMENT: COURAGE, TENACITY, ENDURANCE, FIDELITY, FORCEFULNESS, ABILITY TO MOTIVATE, COMMUNICATION SKILLS, DELEGATING SKILLS, ABILITY TO MAKE SOUND DECISIONS, SENSE OF HUMOR, DECISIVENESS, DRIVE FOR SUCCESS AND FLEXIBILITY. IN THE PRESENT ENVIRONMENT, I MIGHT ALSO ADD PATIENCE.

AND WRITE

NOW THAT I HAVE DEFINED WHAT A GOOD LEADER IS, THE NEXT STEP IS TO SHARE WITH YOU WHAT WE LOOK FOR AND HOW YOU CAN TELL IF YOU HAVE LEADERSHIP POTENTIAL. LEADERS ARE PEOPLE WHO WILL TAKE ON CHALLENGES. I KNOW FROM DESCRIPTIONS OF YOUR HONOR SOCIETIES YOU DO JUST THAT. LEADERS ARE PEOPLE WHO ARE FLEXIBLE, WHO CAN THINK DIFFERENTLY ABOUT THE SAME PROBLEM. PEOPLE WHO CAN THINK OUTSIDE OF THE BOX. IN MY VIEW, THE BEST LEADERS ARE THOSE WHO HAVE HAD A VARIETY OF EXPERIENCES, WHO HAVE MET AND WORKED WITH A VARIETY OF PEOPLE, AND WHO CAN SHIFT PRIORITIES WHEN CIRCUMSTANCES CHANGE. LEADERS ARE GOOD COMMUNICATORS. A PERSON WHO CANNOT COMMUNICATE, NO MATTER HOW BRILLANT, CANNOT LEAD. PUBLIC SPEAKING AND WRITING -- BOTH TYPES OF COMMUNICATION ARE IMPORTANT. AND ANY OPPORTUNITY FOR YOU TO SPEAK AND WRITE YOU SHOULD TAKE. THE DEVELOPMENT OF GOOD COMMUNICATORS COMES THROUGH THEIR SPEAKING AND WRITING ON A REGULAR BASIS.

OF SOCIETY FOR THEM TO BE ON DRUGST OR ANOTHER

FOURTH, LEADERS KNOW RIGHT FROM WRONG AND ACT UPON THAT KNOWLEDGE. I WON'T GO INTO ETHICS IN TODAY'S SPEECH, BUT I THINK I DON'T NEED TO REMIND ANYONE IN THIS ROOM HOW VITALLY IMPORTANT ETHICS IS IN ALL ASPECTS OF LIFE. CERTAINLY, THERE HAS BEEN PLENTY OF EVIDENCE IN THE PAST FEW YEARS THAT UNETHICAL ACTIONS DO <u>NOT</u> PAY OFF IN THE LONG RUN. FIFTH, LEADERS ARE PEOPLE WHO WILL TAKE RISKS. SO-CALLED "YES" MEN AND WOMEN PLAY NO IMPORTANT ROLE IN A LEADERSHIP POSITION.

REA HONORS COLLEGE, AND ALL OF TODAY'S STUDENTS CAN

QUESTIONS SUCH AS: HOW DO WE TEACH YOUNG AMERICANS THAT IT IS WRONG -- THAT IT IS DESTRUCTIVE -- THAT IT IS UNFAIR -- TO THE REST OF SOCIETY FOR THEM TO BE ON DRUGS? OR ANOTHER QUESTION: HOW DO WE TEACH TEENAGERS THAT IT IS UNFAIR - IT IS WRONG - IT IS DESTRUCTIVE -- FOR THEM TO BRING BABIES INTO THIS WORLD WHO THEY CANNOT - WILL NOT - NURTURE? OR ANOTHER: HOW DO WE TEACH TEENAGERS THAT IT IS WRONG -- IT IS DESTRUCTIVE - FOR THEM TO DROP OUT OF SCHOOL? AND IT IS WRONG FOR THEM NOT TO TRY TO LEARN SOMETHING WHILE THEY ARE IN SCHOOL?

THESE ARE JUST A FEW OF THE TOUGH QUESTIONS TODAY'S SOCIETY IS POSED WITH AND QUESTIONS THAT YOU AS LEADERS MUST ANSWER. THOSE OF YOU WHO HAVE PARTICIPATED IN THE BENJAMIN BANNEKER HONORS COLLEGE, AND ALL OF TODAY'S STUDENTS CAN LEARN VERY MUCH FROM BENJAMIN BANNEKER'S EXAMPLE. HISTORY PROVIDES US WITH A USEFUL GUIDE IN OUR PRESENT LIVES. BUT JUST AS BANNEKER STANDS AS A ROLE MODEL TO AMERICANS TODAY, YOU MUST STAND AS ROLE MODELS TO GENERATIONS IN THE FUTURE. THEN, AND ONLY THEN, THE LEGACY OF EDUCATION IN AMERICA WILL BE FULFILLED.

THANK YOU.

THESE ARE JUST A FEW OF THE TOUGH QUESTIONS TODAY'S SOCIETY IS POSED WITH AND QUESTIONS THAT YOU AS LEADERS MUST ANSWER. THOSE OF YOU WHO HAVE PARTICIPATED IN THE BENJAMIN BANNEKER HONORS COLLEGE, AND ALL OF TODAY'S STUDENTS CAN LEARN VERY MUCH FROM BENJAMIN BANNEKER'S EXAMPLE. HISTORY PROVIDES US WITH A USEFUL GUIDE IN OUR PRESENT LIVES. BUT JUST AS BANNEKER STANDS AS A ROLE MODEL TO AMERICANS TODAY, YOU MUST STAND AS ROLE MODELS TO GENERATIONS IN THE FUTURE. THEN, AND ONLY THEN, THE LEGACY OF EDUCATION IN AMERICA WILL BE FULFILLED.

THANK YOU.