

What Early Adopters Are Most Excited About in 2019
Life and Money by Citi
by Polly Brewster
March 08, 2019

“Early adopter” might seem like a buzzy marketing term, but it’s actually been around since the 1960s.

It was first coined in reference to rural farmers who used hybrid seeds. “Early adopter” quickly spread beyond its agricultural roots and now refers to just about anyone who is willing to try out a new product, test an emerging technology or even wear a new cutting-edge style.

“The first few people to see the next hot movie, the first few people to own a cellular phone, the first few people to wear the new pastels and brights.” That’s how Michael J. Wolf describes early adopters in his book *The Entertainment Economy*. In other words, they are alphas who lead the way in setting consumer trends. “Theirs is the key role of connecting with the concept behind a product, then adopting that product, and finally validating it for the rest of society,” Wolf writes.

But who are early adopters?

“Early adopters are willing to make a mistake, just as good persuaders are willing to be rejected,” explains Daniel Pink, a bestselling author of four books, including *When: The Scientific Secrets of Perfect Timing* and *To Sell is Human: The Surprising Truth About Moving Others*.

What drives them? “Novelty,” Pink says, “which both neuroscience and psychology have shown is a powerful motivator. They crave novelty. But they also probably want influence and attention.” That openness makes early adopters inherently important to inventors and innovators since they’re willing to try out a new product or service — and give their feedback.

“Industries, companies and individuals can all be early adopters,” points out **Rachel Carpenter ’01**, head of insights and design strategy at Citi FinTech. Carpenter notes that “early adopters see themselves as very sociable and have an insatiable curiosity about how to better manage their lives through technology — especially when it comes to personal finances.” These findings came through in the Smarter Connections Research Study in which Citi polled global attitudes toward digital financial tools.

When smartphones hit the market, manufacturers actively sought out critiques from the phones’ early adopters to make the software more user-friendly. Your techie-trendsetter cousin who waited in line for that first smartphone? She’s a key reason why smartphones are now so intuitive and so widespread. And this early adopter role isn’t new: Benjamin Franklin has been widely credited with inventing bifocal glasses, but some now believe that he was actually an early adopter who helped improve and popularize the lenses, with his famous appearance spreading word of the new innovation.

What are early adopters excited about in 2019?

There are some big changes coming in the tech space. Remember that, for years, there were rumors smartphones would become bendable, and then videos emerged of people snapping their phones in half? Well, at the 2019 Consumer Electronics Show, rumor became fact: bendable phones are here. There is currently one on the market, despite early adopters’ criticisms of its ability to make apps work well on a bendable screen. Developers across the industry are taking note.

Virtual reality (VR) is poised to be the next frontier for tech adoption. About 10 million people in the US own and use a VR headset more than once a month, but those users have plenty to say about the weight and pixel quality of their headsets. Lighter headsets with better imaging are in the works to satisfy early adopters' demands; the less cumbersome headsets become, the more likely they will catch fire with a wider audience.

On the health front, early adopters are buzzing about smartwatches that go beyond tracking workouts. The next generation of wearable gadgets are expected to track sleep more robustly and may be able to monitor hypertension and diabetes. At CES 2019, Omron debuted the HeartGuide, a watch that aims to conduct the same kind of blood pressure measurement taken at the doctor's office.

And what about finances?

When it comes to banking, early adopters are integral to innovation. Their influence has led to many of the everyday banking changes all consumers today depend on. Mobile banking, digital wallets, shopping apps and other kinds of financial technology — commonly called fintech — are woven into the fabric of our everyday lives. Consider peer-to-peer lending tools; today those technologies support microlending and crowdfunding platforms for inventive new products (like a cooler with a built-in blender and wireless speaker) — and they only worked because early adopters were willing to take a chance on them.

Todd Kunsman runs the Invested Wallet blog and routinely tries out new finance applications. Kunsman says many of his peers are doing the same. "Being that we grew up with technology and mobile capabilities, or that we're looking for ways to improve financially, I see that more of us are open to testing out banking and fintech products," he explains.

Banks and fintech companies increasingly interact with (and rely on) forward-thinking users who are willing to test out new technologies in order to help create a better experience for the rest of us. In December 2017, Citi launched Canvas, designed by CitiSM, a beta testing community designed with the needs, experiences and ideas of everyday people in mind. "Citi is talking to customers and building financial prototypes, then putting it in their hands," explains Heather Dahill, director of marketing for Citi FinTech.

Early adopters brought about the smartphone revolution and will continue to lead the way in banking, technology and healthcare, where real-life experience builds the foundation for a smarter, more productive future.

<https://www.lifeandmoney.citi.com/money/early-adopters-shaping-mobile-banking>

5 things you're getting wrong in setting diversity goals: Diversity is good for business, but where do you start? How do you set goals that feel tangible and achievable, yet impactful?

Fast Company

04.17.19

BY **RYAN WILLIAMS '08**

Diversity is worth the investment. It's not just something that businesses need to be concerned about from an optical or ethical standpoint. It's also important for the bottom line: Recent studies have shown that companies that have more diverse management teams have 19% higher revenue.

But once the need for diversity becomes a given, companies have the immense challenge of actually creating a representative organization through hiring and inclusion. This starts with setting meaningful diversity goals, and while that can feel like an overwhelming undertaking for any company, it doesn't have to be. If companies are thoughtful and intentional about diversity and inclusion from the start, in addition to building better businesses, they are more likely to avoid missteps around their workforce diversity efforts.

So where do you start? How do you set goals that feel tangible and achievable, yet impactful? If you run a startup and are focused on growing quickly, how do you still begin to look outside of your established network to build your team? If you run a large company, how do you reverse years or even decades of underrepresentation and institutionalized hiring practices?

Regardless of the unique diversity challenges that companies face at every stage, it always starts with setting goals that are predicated on the understanding that, much like R&D, investing in diversity today may not result in immediate measurable returns, but is sure to yield long-term results. Like innovation, making progress on diversity takes time. Keeping this in mind can help companies avoid these five common pitfalls of diversity goal setting:

1. FAILING TO BE SPECIFIC WHEN DIAGNOSING A LACK OF "DIVERSE" REPRESENTATION

When setting out to build more representative workforces, companies often fail to set themselves up for success because they use a broad definition of diversity that makes it difficult for them to truly drive results. Companies need to understand and identify who—as in, specifically which groups—are underrepresented or under-included within the organization in the first place. Though it may initially feel like an uncomfortable conversation to have, it is okay (encouraged, even!) to be very specific about what type of diversity is a priority for your organization.

Look at each level (early, mid-career, senior level) and be precise about which groups (and the corresponding backgrounds, experiences, perspectives, and ideas) are lacking, keeping in mind that some existence of diversity is not an indicator of an entire level or organization being fully diverse. Then craft your goals accordingly. For example, by starting with a statement like, "This year, we would like to increase representation of black and Latinx mid-level professionals," a company is better able to develop a recruiting plan.

Often, companies choose the easier work of either focusing on the diverse populations that are already fairly well represented within their ranks, or, when crafting new initiatives, they focus on pipeline building for the groups they know will be easiest to reach. While this work is certainly important, it is only one part of an organization's diversity journey. Without rolling sleeves up to begin the harder work of identifying and engaging with the least represented groups within a specific company, underrepresentation will remain a dire challenge.

2. CHOOSING BENCHMARKS THAT ONLY REINFORCE THE STATUS QUO

Companies often choose benchmarks for success by comparing their current stats to a national or industry average that is lacking. This can be a dangerous move without the correct context. For example, a tech company having more representation than most tech companies is not something to write home

about when there are half as many blacks and Hispanics in tech as in the rest of the private sector. The U.S. “skilled labor” market is another data pool that is often misused for benchmark setting. At face value, it feels broad and all-encompassing, a solid constant and point of comparison. But a company striving to match the representation of these underrepresented groups within the U.S. skilled labor market ignores the historical inequality and institutional roadblocks that have left people of color out of this labor market to begin with. When companies define success against warped data, they reinforce the status quo.

Instead, set benchmarks that reflect where we should be and where the country is headed. Take into consideration that by 2040, the majority of the U.S. workforce will be made up of ethnically diverse professionals, and the post-millennial generation is on track to be the most diverse and best-educated yet, with black and Latinx students enrolled in higher education at much greater rates than previous generations. Factor this in as your company seeks out talent from different backgrounds, and your company will be better prepared for the future. To make strides now, consider working with organizations striving to change the status quo to ensure people of color have the access to opportunity needed to find a seat at the table. Taking this extra step is not only a good thing to do, but it also signals to prospective candidates that you care deeply about diversity and understand its historical complexities.

3. SETTING OVERSIMPLIFIED GOALS THAT DON'T FACILITATE LASTING CHANGE

Companies often set simple goals that focus on hiring a certain number of people of color or reaching set percentage increases over a specific period of time. But often, immediately assigning a number to the problem is an oversimplification that rarely leads companies toward their intended result. Instead of starting out by focusing on getting a certain number of hires, which may not facilitate lasting change, at Jopwell, we push our partners to first focus on process and setting goals that zero in on changing hiring infrastructure.

It's the old adage of walk before you run. Before talking about making hires, talk about applicant funnels, interview conversion rates and company blindspots. Ask yourself a few key questions. Are diverse candidates advancing through the interview process? Are resumes making it past the first round? Does the company's approach to evaluating candidates exclude people who have relevant and transferable skills but didn't previously work at a shortlist of companies? Employers will not be able to increase representation if they only seek to hire candidates from highly similar companies that are also not representative—this results in diversity hiring being treated as a zero-sum game. This common practice is one of the core reasons why companies disproportionately fail to identify and advance people of color through the interview process.

Addressing these complexities and needed structural changes must be baked into goal setting. Set goals that actually help change the way your organization is operating before you worry about measuring numbers. Aim to broaden your applicant pool, rethink job qualifications, and educate hiring managers. The needle-moving increases in hires will be the byproduct of achieving these changes. Set goals of all varieties (short-, mid- and long-term) and be sure to continuously contextualize these steps within a broader view of what every company should be playing toward: actually representing the world we live in.

4. TRYING TO “SOLVE” DIVERSITY CHALLENGES OVERNIGHT

Companies commonly come to us and say, “We're looking to solve all our diversity issues this year.” While it's great they are taking an ambitious approach, this is often wishful and misguided thinking.

Setting aggressive timelines to achieve superficial manifestations of important goals is short-sighted and ultimately sets companies up for disappointment.

Short-termism stems from a few common misunderstandings. First, companies that have never addressed diversity within their organization underestimate the scale of the issue and what's needed to make a real impact. It always takes time to find the right person for a job and this requires patience. Second, executives are used to focusing on driving results now—this quarter's earnings, this year's stock performance—not later. But this approach doesn't translate when it comes to changing a culture of hiring, representation, and inclusion. On top of all this, CEOs and executive teams are often pressured by investors, board members, and a media spotlight to make major, celebration-worthy changes today, on their watch.

The truth is that there is no quick fix. Companies do not change overnight, and diversity challenges cannot be approached as if they do. Remember that creating a representative organization takes time, and instead of focusing on quick successes, hold your company accountable to tackling the challenging, but ultimately more impactful task of changing the infrastructure and culture that is holding the organization back.

5. CELEBRATING AND COMMUNICATING SUCCESS WITHOUT ACKNOWLEDGING THE WORK AHEAD

Companies often conflate short-term goals with long-term goals by celebrating key early wins, like achieving a hiring benchmark or making a diverse addition to the board, as a momentous occasion instead of acknowledging it for what it is—an important step on the way to the long-term goal of being fully representative. Short-term diversity goals should always ladder back up to the long-term goal of full representation and inclusion, and must be presented that way. When talking about diversity progress publicly—an important part of marketing your organization to prospective candidates of color—always be sure to contextualize and acknowledge where progress still needs to happen. Otherwise, it can be misperceived both internally and externally as an excuse to be complacent rather than a time to double down on diversity and inclusion efforts.

When companies prematurely celebrate wins on the diversity front, it allows them to check a box and revel in a false sense of “mission accomplished.” Unearned self-praise can alienate professionals of color who see it as a reminder that actual progress has not taken place. So while reaching and publicly celebrating a hiring goal is exciting to companies, it can actually breed frustration among the very professionals they are hoping to better represent. To counter this, we encourage companies to internally celebrate meaningful wins to keep teams motivated, rather than publicly broadcasting success as absolute.

Joining the public conversation around diversity in the workplace can be a positive way to recruit and reach new communities. But that media conversation needs to be thoughtful and focused on the steps your organization is taking toward realizing absolute representation. It also needs to include voices of color who can speak to their real experiences and take the discussion out of the vacuum that's often formed.

<https://www.fastcompany.com/90333635/5-things-youre-getting-wrong-in-setting-diversity-goals>

Addis Boyd '18: Sistas of Liberty
shopglohub

Gretta Kissell
April 22, 2019

The Statue of Liberty is intended to be a symbol of freedom.

But how much does the statue really represent liberty for all?

This was the question that Columbia University freshman Addis Boyd asked himself after talking with a friend about an art project in which she “created a mini version of the statue of liberty, put an afro on her, and covered her in hip hop lyrics.” Addis wondered: “What would the Statue of Liberty look like if she was of African descent? What would a Latinx, Muslim, Indian Statue of Liberty look like?” The number of variant depictions, representing different ethnic backgrounds, are endless.

Addis reached out to his cousin Gabriel Reid, illustrator and freshman at Northeastern University, to sketch the statue of liberty as a black woman.

“I wanted hoop earrings, a dashiki inspired dress, and really pronounced African facial features,” Addis said, “with the crown and the torch, too, obviously.”

A few months later, Gabriel sent Addis back a sketch. The image inspired Addis; he realized that having a woman of color as the statue of liberty was something that “young girls and women of color could look at...and hopefully be inspired by.” By putting this image of a woman of color on a shirt, they would feel more represented by our nation’s symbol of liberty.

“I thought of a scene in the finale of Shonda Rhyme’s hit show, *Scandal*,” Addis explains on his apparel website, “The main character, Olivia Pope, is the subject of a presidential-like portrait hanging in what is presumed to be the National Portrait Gallery. Similar to real life when former First Lady Michelle Obama’s official portrait was first released to the public and a little Black girl was photographed staring at the painting with wide-eyed admiration, the *Scandal* series final scene shows two young Black girls staring with awe and admiration at Olivia Pope’s portrait.

That scene stuck with me. I wanted to create an image that sparked the same inspiration for young girls, like my little sister, to realize that they too have power and more than every reason to have equal rights and chase their dreams.”

This was the birth of *Sistas of Liberty*, an apparel line representing and supporting the equality of women, especially women of color.

“I grew up hearing ‘sista’ all over,” Addis explained about the company name, “[It’s] a slang representation for a group of respected female friends and figures. Quite literally, it’s a flavorful slang for sister, and it’s a way of representing women of color. That’s why we chose to do ‘sista’ instead of statue, because it encompassed our spin on the statue of liberty.”

After Addis and his friends tested out various materials, colors, and styles for the best possible apparel, the company officially launched on February 15. In honor of Black History Month, 25% of the profit from Gabriel’s shirt design is being donated to Black Girls Code, an organization empowering and equipping young Black girls to succeed in STEM fields.

Each month, Sistas of Liberty plans to work with an artist of a different ethnic background to design a shirt representing their ethnicity. The profits from each month's shirt will also go towards an organization that aids that specific ethnicity of women.

Addis wants these shirts "to be looked at, especially from younger women, as symbols of not only freedom but sources of inspiration and motivation and empowerment for them."

Allyship is an important part of Sistas of Liberty. Addis's own identity as an African American man has taught him about the importance of proper allyship.

"Being black, I know I've seen people of other ethnicities trying to be allies to black people, and it's a really fine line one must navigate between not doing enough and not doing too much."

Addis suggests that those desiring to be allies for the black community "talk with people who you're trying to be an ally with. Understand them before you try to do anything. You don't always have to do something physically, just listening and trying to understand our experiences is a way to be an ally."

He acknowledges that as a man, he will never know what it's like to be a woman, and he will never experience the oppression that women face. He therefore wants to make sure he doesn't "take too much space, as there's so many important people doing important things for women." Rather, he wants Sistas of Liberty to be "the smallest thing I can do to show my support of women's fight towards true equality."

Addis wants to thank his friends Blossom Maduafokwa, Zico Gharrafi, Zara Harding, Mandy Wagnag, Kiarra Lavache, Jayson King'ori, Lonaoui Amare, Matthewos Kassaye, Amiri Tulloch, Kieran Law, Tejas Sinha, Bella Barnes, Ikenna Okoro, John Alyn, Ikenna Nebo, Anna Kraft and most importantly, Gabriel Reid, for their help with the design, material, modeling, and photography process for Sistas of Liberty.

He also encourages anyone to reach out with any creative ideas or thoughts that S.O.L.apparel can change or make better.

"This is an ongoing and collaborative project, not just between me and artists, but everyone. If you have ideas, if you have anything to say, please let us know."

Addis's ultimate goal for the brand is to continue supporting women in their fight for equality—and, of course, having Michelle Obama wear their shirt one day would be pretty cool, too.

<https://www.shopglohub.com/the-hub/2019/3/25/addis-boyd-sistas-of-liberty>

A distiller and a tech veteran are teaming to bring barley back to Ohio's fields

Columbus Business First

By Dan Eaton

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When Ryan Lang looks at where the ingredients for Middle West Spirits products come from he sees a lot of familiar Ohio names. But there's one that makes him pause: London.

It's not London, Ohio.

While Middle West sources corn, wheat, glass and barrels in Ohio, like many makers of beer or liquors, the distillery's barley comes from outside the region, sometimes as far away as the United Kingdom.

Lang's been working on an answer to that sourcing problem for nearly a decade, about as long as he's been building Middle West Spirits.

"Why are we not able to source malt from this region?" he said. "I can get corn here. It's the best in the U.S. We can get great wheat. Ohio is so rich in agriculture, why can't we get barley here?"

That's why Lang and **Victor Thorne '92** started Origin Malt: to prove that Ohio and the Midwest can be a big barley producer again.

Thorne knows the startup world well, having been a serial entrepreneur, investor and mentor to several tech ventures. He also spent time as managing director for strategic development for Columbus 2020.

"My first venture was in food service supply chain automation," he said. "I've always had great interest in complex supply chains. This is wildly intriguing."

While the company's founders are just now discussing its plans publicly, Origin Malt was officially founded in 2015. Test and trial of its exclusive barley varietal has been going on for years – nearly a decade, in fact.

Thorne and Lang are now ready to share their story, following their recent acquisition of 300 acres of land around Marysville – adding to 75 they already had – and the successful test of a few beers made with malted barley.

"We're happy to say we're getting it out of the field and into brewer's hands," Lang said. "We're proving we can do that."

Origin Malt was used in North High Brewing's Cover Crop alongside other Ohio-grown hops and grains. It also went into Commonhouse Ales' OH! Porter and OH! Pale Ale, and was used in the annual Columbus Craft Beer Week collaboration beer that will be released in May.

Between its own land and that of farmer partners in Ohio and elsewhere in the Midwest, the company expects to grow between 15,000 and 20,000 acres in the coming year, with a longer term target of 75,000 acres in the region. Beyond Ohio, the company has partner farmers in Pennsylvania, Michigan and Indiana, with Illinois coming in the fall. New York could join that lineup in the future as well.

"This year we'll have enough malt for 15 million pints of beer — and we're still in a trial run," Thorne said.

That amount of pints equals about 60,000 barrels of beer. (That's roughly Columbus Brewing Co. times 2.5, to give you a sense of scale).

The investors, farmers and partners in the project number more than 200 including both Ohio State University and Michigan State University.

Origin Malt doesn't have its own malting operation yet and is relying on third party operations to handle that for now.

Thorne and Lang see potential in the state's history.

Ohio once was home to more than 350,000 acres of barley fields. The reason the crop died off is old and obvious: prohibition. The climate didn't change, but business did. With a drastically reduced need for malted barley from 1920 to 1933, farmers turned to other crops and never turned back.

"It wasn't because they couldn't grow it," Lang said. "Demand shifted."

Lang said about 30 percent of barley is imported from Europe, while the bulk of U.S. growers are in Idaho, Minnesota, Montana, North Dakota and Washington.

"This can be the largest east of the Mississippi and south of Minnesota," he said.

<https://www.bizjournals.com/columbus/news/2019/04/08/a-distiller-and-a-tech-ventureveteran-are-teaming.html>

Ohio lawmakers debate axing front license plate

Cincinnati Enquirer

Jessie Balmert

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COLUMBUS – Who knew a 6-by-12-inch piece of aluminum could stir up so much debate?

Police, car enthusiasts and GOP lawmakers remain deeply divided on whether the state should eliminate Ohio's front license plate. Under current law, drivers caught without a front plate can face a fine of up to \$100.

To some, the plate is a critical law enforcement tool, used to find stolen vehicles, solve hit-skip crashes and penalize those who blow past school buses. For others, it's an ugly burden when reselling luxury vehicles or an opportunity for police to stop vehicles unnecessarily.

Ohio would save \$1.4 million each year on creating front license plates, but local government would lose between \$120,000 and \$240,000 a year in fines and court costs, according to the Ohio Legislative Service Commission.

Nineteen states, including neighbors Kentucky, Indiana, Michigan, Pennsylvania and West Virginia, do not require a front license plate.

Ohio legislators left Columbus Friday without a deal on the state's two-year transportation budget, missing a key deadline to pass it. The main reason: lawmakers couldn't agree on how much to raise the state's gas tax.

But another point of contention was the front license plate, dividing the Ohio House (anti-front plate) and Ohio Senate (pro-front plate.)

Here are the main arguments for and against the second license plate.

Pro-plate: a critical crime-fighting tool

License plate-reading technology has helped catch a homicide suspect, catch a driver in a hit-skip crash and even reunite two missing Akitas with their owners.

That's why Heather Whitton, Cincinnati Police Department's regional license plate recognition program manager, says it would be a mistake to eliminate the front license plate.

Using cameras equipped with license plate recognition programs, Cincinnati police can capture up to 3,000 images of license plates in an officer's eight-hour patrol shift. Those license plate numbers are checked against databases for stolen vehicles, warrants and missing people.

The result: police caught a driver who crashed into people following an argument near the University of Cincinnati even after the person had fixed the car's shattered windshield.

And when an officer couldn't remember the names of a couple looking for their missing Akitas, Hannah and Butterscotch, he searched the database for their license plate number. That helped him reunite the family with their dogs, whom Whitton had found.

Images of the captured plates, including time, date and GPS coordinates, are kept in a secured database for one year and accessible only by law enforcement, Whitton said.

Without the front license plate, the data police can collect is cut in half, she said. If a thief steals a package from someone's front porch, that front plate could be useful in tracking the person down.

"They're not going to back in to steal your packages," Whitton said.

Anti-plate: unnecessary stops

On July 19, 2015, Sam DuBose was driving a 1998 Honda Accord without a front license plate when he was stopped by then-University of Cincinnati police officer Ray Tensing in Mount Auburn.

Tensing, who entered the rear plate's number into his computer, found the vehicle was registered to a woman whose license was under suspension. Shortly after stopping DuBose, Tensing fatally shot him.

Hamilton County Prosecutor Joe Deters tried Tensing for murder twice, but both times the jury deadlocked. Ultimately, Deters dismissed the charges.

Former Rep. Alicia Reece, D-Roselawn, fought for the elimination of the front license plate because stopping drivers for the front license plate alone engenders ill will between police and residents. These minor violations can lead to racial profiling, she said.

Anti-plate: devalues vehicles

GOP Rep. Anthony DeVitis' main gripe with front license plates is how they devalue vehicles.

"Buying a vehicle produced for Ohio with a front license bracket could result in a lower resale value for those consumers," DeVitis told lawmakers in June 2017. "It's an economic burden for the Ohio consumer in more ways than one."

More technology is stored in the front bumper from parking sensors to cameras and adaptive cruise control. That makes drilling into the front bumper more challenging, said **Zach Doran '00**, president of the Ohio Automotive Dealers Association.

"When the state is requiring that dealers drill into the front bumpers, it's a lot more like drilling into a computer than drilling into a piece of metal," Doran said.

Some manufacturers have different bumpers for states with front license plates and swapping them out can be costly, he added.

And for some out-of-state car buyers, two unnecessary holes in the front bumper is a deal breaker, Doran said.

But Cincinnati police's Whitton said she doesn't buy that argument.

"I would think if they have a nice specialty car and it gets hit skipped in the grocery store or parking lot or something, they are going to hope and pray that that suspect's vehicle has two places on it, because they want us to catch that suspect's vehicle," she said.

<https://www.cincinnati.com/story/news/politics/2019/04/01/ohio-lawmakers-debate-axing-front-license-plate/3331568002/>

KSAAC HOSTS ANNUAL AWARDS BANQUET
ATHLETICS AT KENYON COLLEGE
4.30.2019

GAMBIER, Ohio – The Kenyon Student-Athlete Advisory Council (KSAAC) hosted the athletics department annual awards banquet Monday night at Gund Commons. Members of the KSAAC set up a dessert buffet, conducted a raffle to raise funds for the One Love Foundation, and distributed unique awards, like "Best Play" and "Most Time Spent in the Training Room."

Administrators and coaches from the athletics department also took a few moments to recognize student-athletes and fellow staff members for their dedication and accomplishments throughout the 2018-19 athletics season. Those award winners included...

Senior Athletes of the Year

Customarily awarded to one male and one female at the end of each academic year, the recipients are nominated and selected by members of the Kenyon athletics department. Selection is based mainly on athletic achievement in the most recent season, but collegiate career accomplishments can be taken into consideration, as well.

Bret Lowry (soccer)

Delaney Swanson (volleyball)

Falkenstine Award

This award was established by the Beta Alpha chapter of Beta Theta Pi, in honor of the late Jess Willard Falkenstine, coach and director of athletics at Kenyon from 1953 to 1964. It is awarded to outstanding scholar-athletes who best display the distinguished characteristics of both leadership and integrity.

David Anderson (soccer)

Abby Wilson '15 (swimming)

Herbert Wakefield (football)

NCAA Sportsmanship Award

The NCAA Sportsmanship Award honors student-athlete who, through their actions in the competitive arena of intercollegiate athletics, have demonstrated one or more of the ideals of sportsmanship, including fairness, civility, honesty, unselfishness, respect and responsibility.

Alex Cate (basketball)

NCAC Scholar-Athlete Award

The NCAC Scholar-Athlete Award is given annually to one man and one woman from each North Coast Athletic Conference school. Instituted in the 1990-91 season, the award honors outstanding academic and athletic achievement.

Robert Williams (swimming, golf)

Hannah Orbach-Mandel (swimming)

NCAC Don Hunsinger Man of the Year Nominee

A North Coast Athletic Conference award that honors senior student-athletes who have distinguished themselves throughout their collegiate careers in the areas of academic achievement, athletics excellence, service and leadership. The NCAC selects the winner of the award from a pool consisting of one male nominee per school.

Nicholas Paolucci (tennis)

NCAC Pam Smith Woman of the Year Nominee

A North Coast Athletic Conference award that honors senior student-athletes who have distinguished themselves throughout their collegiate careers in the areas of academic achievement, athletics excellence, service and leadership. The NCAC selects the winner of the award from a pool consisting of one female nominee per school. The winner is then put forth as the conference's nominee for NCAA Woman of the Year consideration.

Hannah Orbach-Mandel (swimming)

William Long Award

Created by friends of the late Mr. Long, former director of public relations at Kenyon, in memory of his interest in all aspects of collegiate athletics; awarded to the member of the community who, in the opinion of the Faculty Committee on Student Affairs, has made an outstanding contribution to developing and clarifying the role of athletic play and competition in the life of the College.

Tim Schutt (Faculty Athletics Rep.)

<https://athletics.kenyon.edu/news/2019/4/30/general-ksaac-hosts-annual-awards-banquet-2019.aspx>

Bemnet Tesfaye '15: 2019 Recipient of the Donald M. Payne International Development Graduate Fellowship Program

The USAID Donald M. Payne International Development Graduate Fellowship Program seeks to attract outstanding individuals who are interested in pursuing careers in the Foreign Service of the U.S. Agency for International Development (USAID). If you want to work on the front lines of some of the most pressing global challenges of our times — poverty, hunger, injustice, disease, environmental degradation, climate change, conflict and violent extremism – the Foreign Service of the U.S. Agency for International Development provides an opportunity to advance U.S. foreign policy interests and reflect the American people's compassion and support of human dignity. The Payne Fellowship, which provides up to \$96,000 in benefits over two years for graduate school, internships, and professional development activities, is a unique pathway to the USAID Foreign Service.

Bemnet Tesfaye immigrated to the United States when she was four from Addis Ababa, Ethiopia and was raised in Columbus, Ohio. She completed her B.A. at Washington University in St. Louis (WUSTL) majoring in International and Area Studies with a double minor in Arabic and French. Bemnet is passionate about domestic service and committed to helping vulnerable populations. In an effort to bridge the barriers to higher education, she created a service event at WUSTL for first- and second-generation African immigrants in the St. Louis area.

Bemnet's passion led her toward further examination of global development issues. During this time, she received a research award from the Office of Undergraduate Research. With the help of The Department of Sociology at WUSTL, she conducted ethnographic research to identify whether Somalian, Senegalese, and Ethiopian immigrants are assimilating within the community in St. Louis, MO. In the summer of 2017, Bemnet earned the Gilman International Scholarship to study Intermediate Arabic at the Arab American Language Institute in Meknes, Morocco.

Bemnet is excited to begin her career at USAID and use the skills she developed through her domestic service and international study abroad to help address global challenges overseas. She will pursue a Master of Arts in International Development at Johns Hopkins Paul H. Nitze School of Advanced International Studies. In her spare time, Bemnet enjoys making ceramic objects and she's a foodie who loves to immerse herself in local food culture.

<https://www.paynefellows.org/bemnet-tesfaye/>

Survival of the Fintechs: Is the Sector Ready for Congress to Regulate?

Arent Fox

APRIL 29, 2019

KATHERINE FLOCKEN '06

Regulation is coming to the growing financial technology industry. As fintech innovation increasingly reshapes financial services of all kinds, Congress and regulators are moving to address emerging issues. The urgency has intensified with the rising controversy around regulation of the tech industry overall – especially the use of consumer data.

Fintechs stand at the nexus of two industries. One of them, financial services, is possibly the most highly regulated of all sectors and receives constant regulatory attention. The other, technology, faces a surge of new law and regulation. The combination means that every fintech will experience regulatory turbulence arising from both of the industries they straddle. Even fintechs that currently are compliant with existing rules may not remain so as regulations change. The companies that come out on top will

be those that are adept at managing policy and regulatory action in an inherently unstable environment fraught with both threat and opportunity. Companies caught by surprise may not survive, but those who prioritize regulatory compliance and best practices can seize this change as competitive opportunity.

What Is Happening and What Does It Mean for Fintechs?

Fintechs no longer will be able to fly under the radar with regulators and legislators. Many startups have had the advantage (and the risk) of developing technology that has crossed regulatory jurisdictions as well as the authority of existing statutes. The fast pace of innovation has left Congress and regulators largely in the dust. On privacy and cybersecurity, for instance, Congressional hearings have made it clear that many Members of Congress may lack technical expertise concerning how much consumer data is easily available to companies, but remain concerned about potential negative consequences to consumers. As we have seen, large institutions as well as mid-sized businesses have experienced data breaches exposing the personally identifiable information (PII) of millions of people.

Legislative and regulatory activity is ramping up across a wide spectrum of issues, and Congress has the ability to help create clear guidelines that could be helpful to fintechs and their customers. If they are overly cautious or heavy handed, however, they may stifle innovation and prevent companies from ever getting off the ground. For example, data privacy discussions and proposed related legislation will encompass all entities - of any size - that collect, process, store, and disclose covered data. If stringent restrictions are placed on third-party access, movement, storage, and other handling of consumer data, then fintechs that rely on use of that data may struggle as they will no longer have access to the information required for their businesses to function. Meanwhile, fintechs that use cash flow patterns and other non-traditional data for credit underwriting, especially those using machine learning, may be impacted by whether and how changes emerge on disclosure for adverse action against a consumer under the Fair Credit Reporting Act (FCRA). The FCRA and the Equal Credit Opportunity Act (ECOA) currently require that customers be told the reasons for "adverse action" on a credit application, so that they can try to address the issues involved. However, machine learning techniques are beginning to produce credit decisions for which the "reasons" do not fall into the boxes on the disclosure form. It is unclear how they should be disclosed – and whether difficulty with disclosure should be allowed to discontinue use of these techniques which show promise to enable more inclusive, sound lending.

Similarly, the FDIC's recent guidance to banks about mitigating third-party security risk will directly impact fintech partners as fintechs may soon find their banks revisiting contract terms on security and continuity. Problems and costs can be avoided if fintechs learn about bank regulators' latest priorities at the same time that its bank partners do, then fintechs can proactively strengthen their internal practices and prepare to show solid risk management.

On the state level, the most striking example with respect to data regulation is California, which passed a law similar to the European Union's General Data Protection Regulation (GDPR), and created sweeping new privacy rights. California's governor has proposed a "data dividend" from tech companies in various circumstances involving the downstream sale of consumer data to other businesses for marketing or other purposes. Congress, too, has begun to discuss the monetary value of consumer data during Congressional hearings on consumer privacy and how and whether consumers should be compensated. This could lead to entirely new and onerous responsibilities for tech companies. For example, the potential for new disclosure and compliance rules (such as consumer opt-in and opt-out options on data usage) may prove very difficult for small and mid-size companies.

Another issue that may affect many fintechs is modernization of the Community Reinvestment Act (CRA). Fintechs may find their business models significantly impacted, for better or for worse, by whether an updated CRA will incentivize banks to work with them. Congress and regulators are examining reform concepts, including the idea of giving banks “CRA credit” for activities they undertake with or through fintechs that benefit low- to moderate-income consumers, such as enabling access to loans for consumers who have low (or no) credit scores, or making it easier to save money or pay bills.

Numerous regulatory issues are undergoing review and potential modernization. There is bipartisan work underway on updating the Bank Secrecy Act’s (BSA) anti-money laundering (AML) rules, which would affect fintech and regtech firms that perform customer identity verification, transaction monitoring, and similar functions. Now that the CFPB has a Director in place those fintechs focused on small businesses should expect movement toward the small-business data collection rule set out in Section 1071 of the Dodd-Frank Act. This rule directs the Bureau to collect data on small business lending to improve understanding of how businesses that are owned and operated by women and minorities are faring in the space. Those working with crypto currency should pay close attention to several bills introduced this Congress, including H.R. 922, the Virtual Currency Consumer Protection Act, H.R. 923, the U.S. Virtual Currency Market and Regulatory Competitiveness Act, and most recently, the H.R.2144, the Token Taxonomy Act, and H.R. 2154 the Digital Taxonomy Act. The list goes on.

Some of these developments can open doors to fintechs. Some can close doors. Regardless of the impact of proposed law or regulation, fintechs should not sit on the sidelines while the future of their industry is debated.

What Should Fintechs Do?

ASSESS and then TRACK what is happening now that could impact your fintech. Tracking is important for two reasons. First, it is an early alert system about issues that are likely to land on the fintech’s doorstep. Second, tracking opens an opportunity to shape emerging legislation and regulation before it is enacted.

Congress does not need to legislate for regulators to act. Legislative and oversight activity often encourages regulators to issue new rules themselves, on existing law, rather than waiting for Congress to issue mandates. For example, the OCC, the FDIC, the CFPB and the Fed are all developing offices of innovation to help them regulate fintech activities, partially spurred on by legislation that has been discussed in Congress over the last several years.

With regulatory uncertainty, fintechs have been held accountable for unintentionally running afoul of regulators. If your fintech partners with banks, you should follow the bank regulators’ bulletins, just as your banking colleagues do. You can sign up for these updates online and have them emailed to you.

UNDERSTAND what is driving regulatory activity. Find out whether there is pending legislation that is causing a regulator preemptively to issue guidance. Which Members of Congress are championing these issues and why? Do they have constituents that have been harmed by data breaches or other issues? Are un-banked and underbanked consumers in their districts in need of better access to financial services? Is Congress being lobbied by large companies that feel threatened by innovation? Understanding what is incentivizing action can help fintechs create a plan of action to mitigate potential threats. In order to stay ahead, fintechs need to understand the policy environment they are operating in, just as they have to understand their own technology and their customers.

COMMUNICATE with those who need to know what is occurring. Regulatory fitness is both about day-to-day compliance and readiness to address new, unexpected risks, which may lie just ahead as the regulatory landscape shifts and as the fintech grows. Demonstrating to clients, investors, partners, and state regulators that you are on top of what is happening in Washington conveys that you are taking compliance and consumer protection seriously. Companies have to guard against inadvertently faltering on regulatory issues. When this happens, they are more likely to win the benefit of the doubt from regulators and enforcement agencies if they can demonstrate their commitment to regulatory compliance. Recent headlines have spotlighted dramatic regulatory failures by companies perceived to be on a fast track to growth and success. One regulatory mistake can undo years of business success.

STRATEGIZE how to be proactive. If your alert system shows you that Congress and/or regulators are becoming active in your space, engage with them to help shape the outcomes. Establishing relationships with Members of Congress can be hugely beneficial, both to educate them as they fashion potential legislation and regulation and lay the groundwork for seeking their help if issues arise. If a fintech runs into an issue with a regulator but has an established trusting relationship with a Member of Congress, that Representative may be willing to intercede on the company's behalf and help resolve the issue. Regulatory agencies are answerable to Congress and will give priority to responding to Congressional inquiries. In addition, most agencies have office hours where companies can meet with them and discuss issues.

Ultimately, legislators and regulators want the same thing as fintechs – a safe and robust marketplace – but policymakers are not technology innovators. They need proactive input from fintech companies as they create the guidelines that will impact the ability for this vital sector to flourish.

<https://www.arentfox.com/perspectives/alerts/survival-fintechs-sector-ready-congress-regulate>

Blue Jackets' playoff run bittersweet for fans whose loved ones aren't here to cheer team on

By Kevin Stankiewicz

The Columbus Dispatch

Posted May 1, 2019 at 11:21 AM

Updated May 1, 2019 at 12:41 PM

Something told **Chad Underwood '04** that he should wear his dad's Columbus Blue Jackets' jersey to Game 4 in the first-round Stanley Cup playoffs against Tampa Bay.

Underwood, 32 of Upper Arlington, hadn't worn a jersey in years, but he didn't fight the feeling. He drove to his parents' house in Whitehall, went to the basement and removed the navy-blue jersey out of its wooden frame.

It was from the Blue Jackets' inaugural season, and like most jerseys kept behind glass and hung on walls (in this case next to a billiards table), it was memorabilia to be seen — not merchandise to be worn.

But Underwood felt like he had to wear the jersey that night, which became a night of celebration for a fanbase hesitant to get too giddy, and now he plans to keep the jersey until the Jackets' historic postseason run ends.

When that time comes, he will dry clean it and return it to the frame.

Until then, Underwood will have his dad's jersey and with it years of memories with his dad, a season-ticket holder for 17 seasons in Section 109, Row D, Seats 10-12.

He just doesn't have his dad.

Underwood — whose father, Chuck, died last July at age 72 — is among a segment of Jackets' fans who are experiencing the team's first-ever trip to the second round through a bittersweet lens because a loved one isn't here to witness it.

He is excited that a team he has cheered on for 18 seasons is having its best season, but also feels a sense of sadness since he can't watch it with his dad, with whom he had bonded over hockey since he was 5.

It started with Columbus Chill games, a now defunct Eastern Conference Hockey League team, and grew from there. Underwood said his father was reserved, not someone who lectured him on life lessons. Sports brought them close.

So he's left with many feelings when watching the Jackets in the playoffs.

It leads him to say things like, "it hits you in weird time," and, "it's definitely tough to watch."

It brings tears to his eyes even just talking about it, more than a week after Game 4.

And it inspires reflections like, "He's got something to do with this," and, "I appreciate it a little more knowing he's watching and enjoying it."

What Underwood is describing is a state of mind that descends upon different groups of sports fans each year, often when their long-struggling franchise experiences newfound success, but a loved one who spent years in agony over the team isn't there to share the elation, experts say.

Cleveland in 2016. Houston in 2017. Philadelphia in 2018.

Sports fuse connections among people that may be hard for some to understand, but "they shouldn't be just discounted as frivolous or silly," said Marci D. Cottingham, a sociology professor at the University of Amsterdam in the Netherlands who has studied the emotions of sports fandom.

Cottingham said bonds formed through sports — like the one Underwood and his dad held — do not dissipate when the game ends. Or, in some cases, when a life ends.

"This lasts far beyond just the stadium or rink," she said.

While Cottingham noted fandom can lead some people to overlook problematic aspects in sports — head trauma in football, for example — she said sports tie people together in a deep, meaningful way.

Liz McPeak, 65, of Westerville, knows the power of sports well. She and her husband, Richard, who died in July 2016, couldn't get enough of hockey. But before she met Richard, McPeak knew little about it. It became a shared love across their 39 years of marriage.

“He taught me all I know about the sport,” she said.

They would travel to places such as Detroit and New York City to watch games, she said. When the Jackets came to Columbus in 2000, Liz and Richard McPeak became dedicated supporters, going to games whenever they could afford tickets.

After Richard died, Liz McPeak bought herself a partial season-ticket package as a way “to keep him present,” she said.

She was at Game 3 versus the Tampa Bay Lightning at Nationwide Arena and watched Game 4 in Florida on television with her daughter-in-law, she said, clutching for good luck Richard’s gold wedding band that she wears now on a necklace.

When Game 4 ended, Liz McPeak cried.

Her husband always watched games at home from the same chair, she said, and he was never shy about cheering and clapping.

She wishes she could hear that again, but she believes her husband is still supporting the Blue Jackets in spirit.

She will keep cheering for the both of them.

<https://www.dispatch.com/news/20190501/blue-jackets-playoff-run-bittersweet-for-fans-whose-loved-ones-arent-here-to-cheer-team-on>

Hadestown Leads 2019 Outer Critics Circle Nominations

Playbill

BY OLIVIA CLEMENT

APR 23, 2019

The Broadway productions of Tootsie and Oklahoma! also received several nominations.

The nominees for the 69th annual Outer Critics Circle Awards, which recognize excellence on and Off-Broadway from the 2018–2019 season, have been announced. Leading the list with 12 nominations is Hadestown, followed by Tootsie, which received 10 nominations, and the newly imagined revival of Oklahoma!, which received six nominations.

Not far behind were the Broadway productions of All My Sons, The Ferryman, and Ink, which each received five nods.

The organization of writers covering New York theatre for out-of-town newspapers, national publications, and other media beyond Broadway will announce winners May 13, with a gala awards dinner presentation to follow May 23 at Sardi’s.

Special Achievement Awards will be given to The Puppetry Team that created and operates King Kong on Broadway, and to The York Theatre Company (James Morgan, Producing Artistic Director and Evans Haile, Executive Director) in recognition of their 50th anniversary.

Due to limited ticket supply, The Boys in the Band was not able to accommodate Outer Critics Circle nominators, and thus was deemed ineligible.

See below for the complete list of nominees.

2018–2019 Award Nominations

Outstanding New Broadway Play

The Ferryman

Ink

Network

To Kill a Mockingbird

What the Constitution Means to Me

Outstanding New Broadway Musical

Be More Chill

Hadestown

Head Over Heels

The Prom

Tootsie

Outstanding New Off-Broadway Play

Fairview

The House That Will Not Stand

Lewiston / Clarkston

The Light

White Noise

Outstanding New Off-Broadway Musical

The Beast in the Jungle

Black Light

Girl from the North Country

The Hello Girls

Midnight at the Never Get

Outstanding Book Of A Musical (Broadway or Off-Broadway)

Robert Horn, Tootsie

Conor McPherson, Girl from the North Country

Peter Mills and Cara Reichel, The Hello Girls

Anaïs Mitchell, Hadestown

Jeff Whitty and James Magruder, Head Over Heels

Outstanding New Score (Broadway or Off-Broadway)

Matthew Sklar and Chad Beguelin, The Prom

Joe Iconis, Be More Chill
Peter Mills, The Hello Girls
Anaïs Mitchell, Hadestown
David Yazbek, Tootsie

Outstanding Revival Of A Play (Broadway or Off-Broadway)

All My Sons
By the Way, Meet Vera Stark
Juno and the Paycock
Our Lady of 121st Street
The Waverly Gallery

Outstanding Revival Of A Musical (Broadway or Off-Broadway)

Carmen Jones
Fiddler on the Roof (in Yiddish)
Kiss Me, Kate
Oklahoma!
Smokey Joe's Cafe

Outstanding Director Of A Play

Rupert Goold, Ink
Sam Mendes, The Ferryman
Jack O'Brien, All My Sons
Bartlett Sher, To Kill a Mockingbird
Logan Vaughn, The Light

Outstanding Director Of A Musical

Rachel Chavkin, Hadestown
Scott Ellis, Tootsie
Daniel Fish, Oklahoma!
Joel Grey, Fiddler on the Roof (in Yiddish)
Cara Reichel, The Hello Girls

Outstanding Choreographer

Warren Carlyle, Kiss Me, Kate
Christopher Gattelli, The Cher Show
Denis Jones, Tootsie
David Neumann, Hadestown
Sergio Trujillo, Ain't Too Proud: The Life and Times of the Temptations

Outstanding Set Design (Play or Musical)

Beowulf Boritt, Bernhardt/Hamlet
Bunny Christie, Ink
Rachel Hauck, Hadestown
Rob Howell, The Ferryman
David Korins, Beetlejuice

Outstanding Costume Design (Play or Musical)

Rob Howell, The Ferryman
Bob Mackie, The Cher Show
William Ivey Long, Beetlejuice
William Ivey Long, Tootsie
Arianne Phillips, Head Over Heels

Outstanding Lighting Design (Play or Musical)

Neil Austin, Ink
Stacey Derosier, Lewiston / Clarkston
Bradley King, Hadestown
Jason Lyons, Sugar in Our Wounds
Peter Mumford, King Kong

Outstanding Projection Design (Play or Musical)

Peter England, King Kong
Alex Basco Koch, Be More Chill
Peter Nigrini, Beetlejuice
Jeff Sugg, All My Sons
Tal Yarden, Network

Outstanding Sound Design (Play or Musical)

John Gromada, All My Sons
Peter Hylenski, King Kong
Drew Levy, Oklahoma!
Eric Sleichim, Network
Nevin Steinberg and Jessica Paz, Hadestown

Outstanding Orchestrations

Michael Chorney and Todd Sickafoose, Hadestown
Simon Hale, Girl from the North Country
Joseph Joubert, Carmen Jones
Daniel Kluger, Oklahoma!
Harold Wheeler, Ain't Too Proud: The Life and Times of the Temptations

Outstanding Actor In A Play

McKinley Belcher III, The Light
Bryan Cranston, Network
Daveed Diggs, White Noise
Bill Irwin, On Beckett
Jeremy Pope, Choir Boy

Outstanding Actress In A Play

Glenn Close, Mother of the Maid
Edie Falco, The True
Glenda Jackson, King Lear
Mandi Masden, The Light
Elaine May, The Waverly Gallery

Outstanding Actor In A Musical

Brooks Ashmanskas, The Prom
Reeve Carney, Hadestown
Damon Daunno, Oklahoma!
Santino Fontana, Tootsie
Steven Skybell, Fiddler on the Roof (in Yiddish)

Outstanding Actress In A Musical

Stephanie J. Block, The Cher Show
Kelli O'Hara, Kiss Me, Kate
Beth Leavel, The Prom
Anika Noni Rose, Carmen Jones
Mare Winningham, Girl from the North Country

Outstanding Featured Actor In A Play

Bertie Carvel, Ink
John Clay III, Choir Boy
Hugh Dancy, Apologia
John Procaccino, Downstairs
Benjamin Walker, All My Sons

Outstanding Featured Actress In A Play

Joan Allen, The Waverly Gallery
Stephanie Berry, Sugar in Our Wounds
Fionnula Flanagan, The Ferryman
Harriett D. Foy, The House That Will Not Stand
Celia Keenan-Bolger, To Kill a Mockingbird

Outstanding Featured Actor In A Musical

John Behlmann, Tootsie
André De Shields, Hadestown
Reg Rogers, Tootsie
George Salazar, Be More Chill
Ephraim Sykes, Ain't Too Proud: The Life and Times of the Temptations

Outstanding Featured Actress In A Musical

Amber Gray, Hadestown
Leslie Kritzer, Beetlejuice
Bonnie Milligan, Head Over Heels
Sarah Stiles, Tootsie
Ali Stroker, Oklahoma!

Outstanding Solo Performance

Mike Birbiglia, The New One
Maddie Corman, Accidentally Brave
Jake Gyllenhaal, A Life
Carey Mulligan, Girls & Boys
Renée Taylor, My Life on a Diet

John Gassner Award (Presented For An American Play, Preferably By A New Playwright)

Jeremy O. Harris, Slave Play

Jeremy Kareken and David Murrell, and Gordon Farrell, The Lifespan of a Fact

Donja R. Love, Sugar in Our Wounds

Ming Peiffer '06, Usual Girls

Charly Evon Simpson, Behind the Sheet

The 2018-19 Outer Critics Circle Nominating Committee was made up of David, Gordon, Simon Saltzman, Patrick Hoffman, Joseph Cervelli, Harry Haun, Cynthia Allen, Richard Ridge, David Roberts, and Janice Simpson.

http://www.playbill.com/article/hadestown-leads-2019-outer-critics-circle-nominations?fbclid=IwAR0OpBtlzKTZkyirIHW1VbxGea0p9YZ6mx8aonBsbvOukwRD_4SUQRE6AQU

Golf Balls Split in Half Reveal Their Surprisingly Colorful Cores

My Modern Met

By Emma Taggart

April 25, 2019

An ordinary white golf ball doesn't appear all that interesting from the outside, but you might be surprised to find a whole spectrum of colors and patterns on the inside. Photographer **James Friedman's '68** abstract series, Interior Design, reveals the unexpected interiors of these chipped and sliced spheres.

Friedman doesn't play golf, but it was at a golf equipment trade show where he first saw a bisected golf ball. He recalls, "For the first time, abstraction resonated with me as I discovered elegant formal qualities and surprising metaphorical possibilities in the unlikeliest of places, a 1.68" golf ball." The talented photographer began to explore the interiors of other balls and soon discovered the variety of textures and hues they hold inside.

While some golf balls have been sliced in perfect halves, others have been roughly chipped and carved until their cores are revealed. From layers of colorful rubber and patterned resin to gleaming metal, Friedman's close-ups make ordinary golf balls look like otherworldly planets. "For some viewers, my photographs from this series, titled Interior Design, allude to celestial bodies and the sublime," he says. "For me, their serendipitous structural exquisiteness and their subtle and passionate arrays of colors have inspired new exploration in my photography."

You can see more from Friedman's portfolio on his website.

To view all of the photographs associated with this article go to: <https://mymodernmet.com/inside-of-a-golf-ball-james-friedman/>

"Interior Design" has also been featured:

- On a Swiss blog in Zurich, Switzerland:
<https://blog.tagesanzeiger.ch/zoom/index.php/114012/universum-golfball/>
- In a short TV spot produced by Cologne, Germany based Westart:
<https://www.youtube.com/watch?v=x6aPY4WS2RE>

- In Plain magazine: <https://plainmagazine.com/james-friedman-golf-balls-interiors/>
 - And in a Japanese publication, *itmedia*:
<https://nlab.itmedia.co.jp/nl/articles/1904/21/news004.html>
-

Sports Football

Clayton Thorson's father was a Mel Kiper 'sleeper' in the 1990 draft. Now Kiper sees Thorson as a potential starting NFL quarterback.

Teddy Greenstein

Chicago Tribune

April 25, 2019 6:00 a.m.

When **Chad Thorson '86** strolls into a Steak 'n Shake in Indianapolis, he turns heads.

Is that him?

Could it be?

What will he order?

It happens at the Potbelly on Washington Street too. The cashiers swear Thorson is Peyton Manning. So you can imagine the reaction when Thorson appears within 50 miles of Lucas Oil Stadium.

And how's this for a juicy topping? Clayton Thorson and his brothers will play along, asking their dad just loud enough: "Hey, when's Uncle Eli coming to town?"

During one visit a waiter remarked: "Mr. Thorson, it wasn't until you gave me your credit card that I knew it wasn't Peyton Manning."

So Chad Thorson, Clayton's father, is not the five-time NFL MVP and ace pitchman. But Manning is a family friend. His agent, Tom Condon, is also the agent for Clayton Thorson, the former Northwestern quarterback.

And speaking of connections: Before the 1990 draft, ESPN analyst Mel Kiper heralded Chad Thorson, linebacker from Wheaton College, as a sleeper.

Want your mind blown? Kiper remembers doing it. Vividly.

"He was a tackling machine, a phenomenal player, a 3-4 inside linebacker," Kiper said. "I had him 6-2 and about 239, 240 (pounds). What hurt him was that he ran a 5.05 (40-yard dash) at the combine, but he was a dominant performer at a lower level of competition. All over the field."

There were 12 rounds that year. More than 330 players were drafted. Thorson was not selected. It was 29 years ago.

And now Kiper is grading Clayton Thorson, taller and trimmer than his dad at 6-foot-4 and 222 pounds. Kiper projects him to go in the fourth round Saturday.

“Before you know it,” Kiper joked, “I’m going to be scouting Clayton Thorson’s kids.”

Chad Thorson recalls the Chargers and Giants saying they would draft him in 1990, but neither did. It was the first year juniors were eligible for the NFL draft, and the linebacker group was so strong, seven went in the top 18. (The Giants snagged a future Pro Bowl kicker, Matt Stover, with their final selection.)

Thorson recalls being the first Division III player to participate in the Senior Bowl and thought he would be a mid-round pick, so it stung. But the Giants signed him right after the draft, and he celebrated at his family’s home in Columbus, Ohio, with fiancée Shauna.

He reported to training camp in New Jersey. His coaches were Bill Parcells, Bill Belichick (defensive coordinator) and Al Groh (linebackers). Romeo Crennel coached the defensive line, and Charlie Weis helped with special teams.

“To see that expertise,” Thorson said, “you can understand why they won the Super Bowl.”

The linebacking corps included All-Pros Carl Banks and Pepper Johnson. And — oh, yeah — Lawrence Taylor.

Thorson recalls a bit of razzing — “Where is Wheaton College?” — but no hazing. The Gulf War broke out in August 1990, and Thorson says they talked politics; he was a political science major at Wheaton.

“Pepper Johnson went to Ohio State; he was someone I looked up to,” Thorson said. “Carl Banks became a close friend. LT is arguably the greatest defensive player in NFL history. He held out that training camp but was there the next one. They were happy and willing to show me how to shed blockers. They said: ‘Hey, let’s get the second- and third-team guys better.’ It was the epitome of team.

“And they used to tell us: ‘Don’t watch film of LT. What he’s doing, you can’t do.’ ”

That professionalism permeated the organization. Before the Giants’ final preseason game, players were brought by bus from the team hotel to the stadium.

“If they were going to cut you,” Thorson said, “they’d grab you before you turned left into the locker room.”

After Thorson made it in safely, he thought: Oh, my goodness. Then Parcells found him and told him the team had tried to trade running back Joe Morris to open a roster spot.

If that explanation sounds far-fetched, consider the headline that ran in the New York Times on Aug. 29, 1990: “Giants Keep Morris (For Now), but Waive Thorson.”

Thorson long-snapped and played linebacker for the Birmingham Fire of the World League of American Football. The Eagles signed him and kept him for six weeks. The Giants picked him off waivers, and he spent 1991 on injured reserve. After the Colts released him in 1992, he moved to Wheaton and got a job in financial services, selling bonds.

He's now an executive at Performance Trust Capital Partners. He and Shauna have five children: Hunter, Luke, Clayton, Molly and Ben. Three are married, including Clayton, 23, with another wedding scheduled for June.

When it comes to settling down, this family runs the two-minute drill.

On the eve of Northwestern's 2018 season, Clayton Thorson joked about how wife Audrey, who works for a Chicago software company, was the family breadwinner.

For how much longer?

"Well, hopefully until next April 28 or something like that," he said.

April 28 is Sunday.

"Holy cow," Clayton said.

He selected Condon as his agent in part because Condon represented his dad, in part because of the Manning connection (Clayton got to know Peyton and Eli at the Manning Passing Academy) and in part because of what Condon told him: "I can't get you drafted any higher. And any agent who tells you he can is wrong."

The reverse sales pitch also worked on NFL quarterbacks Matthew Stafford, Sam Bradford, Matt Ryan and Alex Smith.

Thorson started 53 games for Northwestern, beginning his senior season less than eight months after ACL reconstruction surgery on his right knee. He threw for 10,731 yards, but his 58.4 completion percentage was middling.

Asked what he believes Thorson must do to have a good NFL career, Kiper said: "Getting healthy. Getting back to where he was. He was limited (last season), playing at less than 100 percent. I give him a lot of credit for playing and being an inspiration and leading them to a lot of victories. He certainly has an NFL arm. He's a smart kid, a tough kid. Once he gets back to 100 percent, I think Clayton Thorson has a chance to be a starting quarterback in the NFL."

Thorson will watch the draft with family members in Wheaton, breaking for the occasional game of touch football. (He's the automatic QB.) On Saturday he'll throw with former NFL quarterback Kent Graham, his longtime personal coach.

His father remains Clayton's role model. They view football the same way — a huge part of Clayton's life, but not his life.

"He's a husband, a son, a great friend, a follower of Christ," Chad said. "That is his essence."

That essence will not be affected by which round he's selected.

"I said to him: Whatever happens this week, the goal is to get an opportunity to earn a spot on the roster," Chad said. "Show 'em what you've got."

<https://www.chicagotribune.com/sports/football/ct-spt-northwestern-clayton-thorson-father-nfl-draft-20190425-story.html>

Here's what you need to know in the aftermath of allegations against Amanda Barge

INDIANA DAILY STUDENT

BY **CAROLINE ANDERS '17**

Published Mar 31, 2019 6:36 pm

Following the Indiana Daily Student breaking accusations of sexual harassment against county commissioner Amanda Barge last week, uncertainties about Bloomington's mayoral election and more have arisen.

A former county contractor, Brandon Drake, came forward with allegations that Barge sexually harassed him for more than a year.

Since the story broke, Barge and her campaign have not responded to multiple requests for comment from the IDS.

Here's what happened next.

Mayoral campaign suspended

Less than 24 hours after the story broke, Barge announced she would suspend her mayoral campaign in a Facebook post.

The Facebook account where the announcement was posted has since been deleted along with the rest of Barge's campaign social media.

What this means for the election

Barge's name will still appear on ballots, according to the Indiana Election Division. She could still win the mayoral primary.

Since she suspended her campaign instead of withdrawing from the race, she could choose to start campaigning again at any time.

If Barge wins the primary, she would have until July 15 to withdraw from the November municipal election ballot.

Bloomington responds

Local political groups and individuals have responded to the allegations against Barge in various ways.

The Monroe County Legal Department released a statement Thursday evening on behalf of the county commissioners and the health department. The statement detailed Drake's work with both entities.

The six-page statement did not directly address any allegations that Barge sexually harassed Drake.

Bloomington Mayor John Hamilton released a statement Tuesday that read, "Brandon Drake showed courage in coming forward to report a disturbing pattern of behavior that he suffered."

The Democratic Women's Caucus, which endorsed Barge's campaign about two weeks ago, withdrew its endorsement Thursday.

The Monroe County Democratic Party released a statement saying it was "disheartened and upset" in light of the allegations against Barge.

The statement said the county party's leadership is working to organize an event on sexual harassment and abuse of power.

Black Lives Matter Bloomington also posted a statement on its Facebook page in support of Drake.

"This article is a detailed account of a deeply abusive white woman politician who has used her position, political power and white womanhood as a weapon," the statement read.

What this means for the county commissioners

Barge told Indiana Public Media she will not resign from her seat on the Monroe County Board of Commissioners.

Under Indiana law, county officers — including county commissioners — "are liable to impeachment for any misdemeanor in office."

It is not clear whether she committed a misdemeanor while in office.

Barge was absent from Wednesday's meeting of the Monroe County Board of Commissioners. The board did not address the allegations.

Brandon Drake reacts

Drake said the response he's received since the article published has been mostly positive, with a few exceptions.

"I'll go out on a limb and say 90 percent of the community is speaking out against what happened to me," Drake said. "Overwhelmingly, I've felt loved by this community."

He said he's ashamed of the county and Barge's responses to the story and thinks they would've made different statements if he were a woman.

Drake said it also upsets him to see people saying he came forward with his allegations for political reasons. He said that's ridiculous because he's never supported Hamilton.

He also said he doesn't want to see anyone hurt in this, even Barge. He said he hopes the people who are attacking him will redirect their energy toward making sure she gets the help she needs.

Out of all of this, Drake said he hopes Bloomington and Monroe County will draft new laws to protect independent contractors from sexual harassment.

“You’re the progressive, shining light city on the hill in Indiana,” Drake said. “Change the laws.”

He said it’s important to him that if and when those conversations happen, independent contractors and those who have been affected by sexual harassment have a seat at the table.

<https://www.idsnews.com/article/2019/03/heres-what-you-need-to-know-in-the-aftermath-of-allegations-against-amanda-barge>

MURDER IN A CROWDED ROOM: KeMontie Johnson was shot and killed at a party in October. Six months later, there still has not been an arrest.

INDIANA DAILY STUDENT

Published April 28, 2019

By **Caroline Anders '17**

anders6@iu.edu | @clineands

The flier for the party featured Freddy Krueger and the blood-tipped blades at his fingertips. The IU fraternity Halloween bash was branded “A Nightmare in B-Town.”

At the bottom of the ad was a promise: “Security strictly enforced.”

Saturday, Oct. 27, around 400 college-aged partygoers, many of them IU students, wove in and out of the Eagle’s Nest clubhouse near Lake Monroe.

The rituals of a frat party held true. Tequila breath and pheromones swirled in the air. Packs of cats and devils giggled in the bathroom, sharing tubes of mascara.

Alcohol surged through bloodstreams. Skeletons grinned at one another. Heels click-clacked on tile.

Then, gunshots.

Inside the crowded venue just after midnight, a man pulled out a semi-automatic handgun and shot one partygoer eight times. Two other men were shot once each.

At the Emergency Dispatch Center, call screens began to light up.

“I think someone’s dead,” one caller said.

A jumble of IU students and other partygoers scattered around the body of 21-year-old KeMontie Johnson. At least 100 people were there when the gunfire began.

Six months have passed since that night. There are no suspects. There have been no arrests.

No one has stepped forward to identify the shooter.

People aren’t shot dead at IU fraternity parties. Administrators, professors and students alike can’t recall anything even close.

Any kind of murder is a rarity in Bloomington, and unsolved cases are even more scarce.

Over the last 10 years, the Bloomington Police Department has investigated 24 murders. Four remain active.

The Indiana University Police Department has not faced a murder since 1995.

The Monroe County Sheriff's Office handles about two each year. They're usually more clear-cut. This is different.

KeMontie "KJ" Johnson wasn't an IU student, but he lived in town and worked at Kilroy's on Kirkwood. He belonged to the Bloomington community.

He was a football star at Lawrence North High School in Indianapolis, which he graduated from in 2016. He started a clothing company called Silent Hustle, which sells hats, sweatshirts and other apparel. He was a member of 28 Way, the party planning group that collaborated with the historically black Kappa Alpha Psi fraternity to throw "A Nightmare in B-Town."

His death rocked IU-Bloomington's black community, which makes up about 5% of campus, according to university diversity data.

Rayshawn "Ray" Walker was shot once in the head. Though he was listed in "massively critical condition" for weeks, police said he has since returned to his home in Fort Wayne, Indiana, where he is recovering.

"Happy 20th Birthday To me..." he wrote in a Facebook post on Feb. 9. "I'm truly bless to see another 1 🎉🎂🎁."

Police have been piecing together the night of the shooting for months. Just past midnight, they say, KeMontie found himself caught in the middle of a fight.

Officers said they believe the fight was over a woman, and KeMontie was trying to break it up. As the fight escalated, members of party planning group 28 Way began clearing the venue.

One of the four unarmed security guards at the event called 911. He sounded composed.

"Hey," the call began. He told the operator 10 or 15 people were fighting in the parking lot — a standard call for a standard night on the job.

One IU student spoke to the Indiana Daily Student under the condition of anonymity. She fears retaliation from the shooter since there have been no arrests.

She remembered primping in the bathroom with friends that night.

Drunk on tequila and Halloween, they stumbled out, tittering about how the men were fighting over something.

Thirty seconds into the first 911 call of the night, the security guard's voice grew panicked.

"Now we've got shots fired," he yelled. "Shots fired."

He told the operator hundreds of people were still there, screaming and spilling out of the building. They dropped to the floor. Some were trampled and bruised as everyone pushed toward the exits. At least one woman suffered a panic attack. The guard asked the operator for a medic.

"Two down," he said as the bodies came into view. "Unresponsive. Both head wounds."

"One of my boys just got shot," another caller told a different operator. "My boy just got shot."

The woman who spoke with the IDS ran by a blood-covered man who was begging anyone to take him to the hospital. She piled into the backseat of someone's car with too many other people as they watched ambulances and police cruisers tear by.

"Oh, fuck," a caller said over and over. He choked on sobs.

"What's your name?" The operator asked. The call dropped.

"There's been a shooting at Eagle Pointe," another man said on the phone.

"What is your name?" The operator asked.

"I can't tell you that. I'm sorry."

In the days after the shooting, police began to realize this wouldn't be a standard investigation.

Some witnesses said they had been drunk and wouldn't recognize the shooter. Others just didn't want to be attached to the event. Mostly, fear silenced young adults.

Monroe County Sheriff Brad Swain hoped that would change.

"There's a potential for it hampering the investigation when people with useful information choose not to come forward," Swain said.

The woman who spoke with the IDS described watching the sparks fly from the shooter's gun. She saw him.

She didn't know the gunman, though. She said she couldn't pick him out of a lineup.

She watched his victims fall to the ground. She ran, clambering over other partygoers' heads and backs.

She panicked.

He's going to shoot me in the back, she thought.

Of the dozens of partygoers the IDS reached out to, she was the only one who agreed to an interview.

One man told a reporter reaching out on behalf of the IDS he saw the shooter's face.

Asked why he wouldn't talk to police, he said, "I ain't no snitch."

Black Americans hesitating to talk to police is nothing new. Frederick Shenkman, a University of Florida professor who has taught and worked in the areas of race relations and law enforcement for more than 50 years, says it's grounded in four centuries of black people being enslaved and othered in America.

"There is mistrust and distrust of the police," he said. "This is not exactly irrational."

He said that kind of wariness is difficult to shake when people have grandparents who lived in a world where police existed to harass — not protect.

"If we don't take care of each other, who will?" Shenkman asked.

Whatever happened at that party, many people don't want to talk about it. Police feel some witnesses are withholding information. Media requests for any information — even a sentence or two on who KeMontie was — go ignored.

This isn't surprising, Shenkman said. History has led Bloomington to this moment of silence.

"This is a lightning rod that has brought lot of different things together," he said. "These things don't fall out of the sky."

Jeannine Bell, an IU Maurer School of Law professor and scholar of policing and hate crime, agreed.

"Minorities and whites don't feel the same about law enforcement officers, even in this town," she said. "Bloomington is not immune to the problems that exist in other cities."

But maybe no one recognized the man who fired the gun over and over. If the shots were back-to-back, gunfire might have lasted just seconds. Maybe witnesses are fearful of being punished by the university. The party, after all, wasn't registered with IU and led to the deferred suspension of Kappa Alpha Psi. Maybe the trauma of that night is too difficult to relive in statements and interviews. Maybe no one recognized the shooter. Maybe alcohol blurred the memory of him.

Whatever the case, the reasons could be tied up in a lot of things.

They're tied up silence — codified or otherwise.

Freshman Alice Aluko was walking home from a different Halloween party that night when she heard about the shooting at Eagle Pointe. She had nearly gone to that party. She had friends there.

She finished her walk home in stunned silence.

The disconnect between IU's black community and the rest of campus crystallized in front of Alice.

"I just remembered looking around at the other students, the white students, coming back from other parties still happy," she said. "I felt like I was in the Twilight Zone."

Beyond the obligatory press release, hardly anyone would talk about that night.

The IDS reached out to dozens of people who attended the party, family members of the deceased and injured, members of various campus groups and IU administrators familiar with the situation in reporting this article.

Nearly all who were contacted did not respond, declined to comment or would not speak on the record.

A rush of anonymous tips flooded the Monroe County Sheriff's Office in the days following the shooting, but police have no witness willing identify the gunman under oath.

Quickly after the news broke, the sheriff's office said there was no safety threat to Bloomington. The gunman was likely from out of town. Months later, people are telling detectives they still won't talk out of fear of retaliation.

"They're just generally afraid. 'If someone would be willing to do this to KeMontie, would the same person be willing to find me and do this to me?'" Detective Mason Peach said.

Peach is the lead detective on the case. He's been with the Sheriff's Office for about 13 years. He was on scene after the party cleared out and police tape went up.

He said members of Kappa Alpha Psi have been more than cooperative with the investigation. Others, he said, have been less accommodating.

People haven't told him they won't talk because they aren't snitches, but he gets the feeling that's what they're thinking. His gut tells him some witnesses aren't telling him something. They say they just don't want to get involved.

Police are looking into multiple people. But they can't develop a suspect on whispers and rumors.

"This could break tomorrow, or it might be weeks from now," the detective said. That was in November.

In the months that followed KeMontie's murder, the tips slowed to a stop.

"The general consensus is still people just don't want to be involved in this," Peach said in February.

Almost six months after the party, he said it might be time for investigators to start retracing their steps. The sheriff's office is planning to start re-interviewing potential witnesses, hoping something new will shake loose as the shock and grief subside.

Peach has always maintained his department will close this case. He never hesitates to answer that question. He just has a feeling, he says, that someone will come forward.

"I think at some point someone is going to — for lack of a better word — be brave," he said.

Hours after the gunfire, police tape crisscrossed the tidy clubhouse, with its expansive, shining windows and its faux-rustic dance floor.

A few security cameras pointed out at the surrounding empty roads. Their footage, infrared and grainy, wouldn't be much use to investigators. None pointed toward the dance floor.

By the time police arrived, pieces of costumes lay strewn about the venue. Halloween was still days away.

Less than two days after KeMontie was pronounced dead, a vigil for him drew a crowd of about 300 to IU's Showalter Fountain.

The fountain was silent, and the air was cold as mourners clutched dripping candles. One woman burned sage.

"This cannot end tonight," someone said. "Love is the way. Love is power."

At the vigil, one of KeMontie's friends crumpled to the ground. Sobs wracked his body.

28 Way, the group that collaborated with Kappa Alpha Psi to plan the Halloween party, threw a skate party in KeMontie's honor the night before Thanksgiving. Fliers for the event bore an illustration of KeMontie gazing wistfully toward the sky. "#stopthegunviolence," they read.

There were marches against gun violence and more merchandise was released in KeMontie's memory. 28 Way continued to plan events.

KeMontie's company Silent Hustle released a shirt bearing his haloed face, finger pressed to his lips. "SHHHH!" it read.

On the six month anniversary of his death, KeMontie's mother posted on her Facebook page.

"It's a difference between snitching and doing the right thing," she wrote. "Know the difference."

<http://specials.idsnews.com/kemontie-johnson-murder-in-a-crowded-room-bloomington/>

Lakeside Chautauqua plans new welcome center, transformation of old schoolhouse to performing arts center, Lake Erie study

By Laura Johnston

cleveland.com

Posted April 29, 2019 at 05:05 AM

What's planned for Lakeside Chautauqua?

LAKESIDE CHAUTAUQUA, Ohio -- Lakeside Chautauqua plans to improve its summer idyll by adding a new museum/welcome center, creating a performing arts center in a shuttered schoolhouse and opening up the view to Lake Erie.

The master plan, which drew input from more than 2,000 residents and visitors, also calls for making the 10 miles of roads pedestrian friendly, increasing housing, building a proper stage house for Hoover Auditorium and inviting high school and college students for intense music training.

"We're excited," said Lakeside President and CEO **Kevin Sibbring '78**. "We're a 146-year-old institution, trying to evolve in an intentional and purposeful manner."

The 1-square-mile private Lakeside was founded by the Methodist Church in 1873 and soon embraced the Chautauqua movement of spiritual enrichment and education, which began at the Chautauqua Institution in New York state.

The community on the Marblehead peninsula draws 150,000 visitors each year to the shores of Lake Erie. There's a gate fee for guests 13 and older during the summer season, June 15 to Labor Day, which covers a myriad activities, from an outdoor pool to Lakeside Symphony concerts with a new conductor.

Lakeside finished its 20-year master plan, working with Columbus-based MKSK, last year and is already making the community's ideas reality, including embracing pickleball.

Other ideas, such as improvements to the iconic lakefront pavilion area, will take much longer.

Here's what they're working on.

Welcome Center

"Right now, if you drive along (Ohio) 163, you don't know anything about Lakeside," Sibbring said.

The community wants to build a new building that would combine its historical museum and archives with a welcome center that could include tourist information for the entire Marblehead peninsula, plus history about the Chautauqua movement and the area, like the Confederate prison camp on Johnson's Island.

About 1.5 million people visit the Marblehead lighthouse each year, Sibbring said. "We know Lakeside would resonate with them. We're really trying to make this the gateway to the peninsula."

Performing arts institute

The first school on Marblehead was built in Lakeside in 1912, quarried out of stone from the peninsula. It's been shuttered since 1956.

Now community members want to transform the three-story building into a center for music and performing arts.

It could house a 500-seat theater, as well as classroom and rehearsal space, by 2023. Eventually an outdoor amphitheater could be added, to share backstage space with the performing arts center.

Work could also be done to add a proper stagehouse, with wing and fly space to the 2,600-seat Hoover Auditorium, which was completed during the Great Depression.

While Lakeside has always offered a strong focus in the arts -- 15,000 students took arts classes last summer -- the community hopes to expand its music program with the news spaces.

Lakeside is reaching out to Baldwin Wallace, Bowling Green State and Ohio State universities and is planning to offer intensive two-week sessions to high school and college students. The program would begin with voice work, then expand to instruments and musical theater.

Symphony members could even serve as faculty members of the performing arts institute.

Chautauqua corridor

Camps and groups often stay at the Wo-Ho-Miss dormitory and meet in South Auditorium across the street.

The master plan calls for adding a new entrance and restrooms to South Aud, allowing it to function more like a campus with neighboring Wesley Lodge. Parking could be improved, Wo-Ho-Mis could be upgraded and more group housing could be added.

Recreation

The recreation hub on the south side of Lakeside has become a new hotspot.

The community hopes to create a more vibrant campus feel in the area.

Community members wanted dedicated pickleball courts and a restaurant by the pool, which opened in 2015. This summer, Lakeside has eight courts in a new pickleball center and a big Mexican-fusion restaurant called Lago opening in a converted maintenance shed.

Downtown

The master plan calls for consolidating office space, providing space for more shops and restaurants, improving pedestrian safety and renovating hotels.

Streetscapes could be added to the quaint business area, which hosts biweekly farmers' markets and is thronged with kids licking ice cream cones on summer afternoons.

Lakefront

For decades, the lake was Lakeside's front entrance, as guests arrived by steamboat.

Now it's home to a 700-foot dock, swimming area and spray park, with space to launch small sailboats, kayaks and stand-up paddleboards.

But the lakefront has been battered by storms, and the community wants a hydraulic study to figure how to protect the shore from erosion and keep water from growing stagnant in the swimming area, along the 700-foot dock.

The Lakeside community raised nearly \$500,000 on Giving Tuesday to improve basketball and volleyball courts at Bettinger Park, which also hosts mini golf, a playground and shuffleboard courts.

But Sibbring hopes to open up the view from the park to Lake Erie, by removing an annex to the pavilion and maybe altering the pavilion, built in the 1970s. Eventually the community would like to create a modern bathhouse, with showers and restrooms.

"We're going to continue to engage the Lakeside community," Sibbring said. "We envision... opening up from the park a much stronger visual connection to the lake."

<https://expo.cleveland.com/news/g66l-2019/04/183ca69a98475/lakeside-chautauqua-plans-new-welcome-center-transformation-of-old-schoolhouse-to-performing-arts-center-lake-erie-study.html>

Awards & Honors: Lint Earns Big Ten Field Athlete of the Week Honor

MY MGOBLUE

Kyle Terwillegar

4/10/2019 3:05:00 PM

Big Ten Field Athlete of the Week -- For the first time in his Michigan career, multi-event athlete **Jack Lint '14** has been named the Big Ten Field Athlete of the Week. Competing in his first decathlon for Michigan since transferring from Virginia last summer following the completion of his undergraduate degree, Lint won the Arizona Jim Click Shootout decathlon with a career-best score of 7,596 points. The score ranks him No. 1 in the Big Ten, No. 4 in the NCAA and No. 7 in the world for the 2019 outdoor season. Along the way he posted three career-best performances in the 10 different events that comprise the decathlon, including a 56.79m (186 feet, 4 inches) javelin throw in the penultimate event that helped him clinch the victory. Including the indoor season, Lint's Big Ten Field Athlete of the Week award is the fourth by a Michigan man. » Big Ten Release

<https://mgoblue.com/news/2019/1/16/2019-michigan-mens-track-and-field-awards-and-honors.aspx>

Business First announces the 40 Under 40 Class of 2019

Columbus Business First

By Doug Buchanan – Editor in chief

Apr 1, 2019, 3:36pm EDT Updated Apr 1, 2019, 4:15pm EDT

Rick Ricart '98



Columbus Business First is proud to unveil the 2019 honorees in our annual 40 Under 40 program.

It was another record turnout for our longest-running awards program, now in its 27th year recognizing emerging talent in our community. We received 378 nominations this year, making our job even harder to narrow down that incredible pool of excellence to just 40 honorees.

Check out the gallery for the 40 members of the 2019 class. Congratulate them on social media with the hashtag #Biz1st40u40.

Rick Ricart

Title: President

Company: Ricart Automotive Group

Nominator's comments: "Rick is perhaps one of the most under-recognized leaders in Columbus. On a national level, Rick is frequently tapped as a spokesperson for industry innovation, regarded as an expert and trendsetter. Ford regularly recognizes Rick and his team for their creativity, and Ricart ranks as the No. 1 used car dealer globally. Over the past 17 years, Rick has brought Ricart into the digital age, forgoing industry approaches to revolutionize car sales to focus on what consumers really want: quality, convenience, integrity and value. ... Beyond leading his family's business and elevating the industry, Rick's true passion lies in the Golden Rule and investing in community. Under his leadership, Ricart instituted a number of initiatives that benefit local nonprofits and Ricart's 540 employees. As a third-generation dealer, it's typical to step back or check out. Instead, Rick devoted his career and much of his personal life to champion the Columbus region and make a difference."

Kate Finley, founder/CEO, Belle Communication

The honorees will be highlighted in a special section published online and in the May 24 issue of Business First.

https://www.bizjournals.com/columbus/news/2019/04/01/business-first-announces-the-40-under-40-class-of.html?ana=e_colum_bn_breakingnews&mkt_tok=eyJpIjoiWVRSalkyVTVOVGhqWkdJeilsInQiOiJUK1VN VWRQRctFZzV6dUJDZFI0SUUpZTMm1cWBS2Yxa01NZ1wvQitPZ3JMRW9ycTIwRk1qK0xNaGJ5RUttRTdkV3BIRFpDUU5ManlrUnBjYUZvUzhpQWNVbWVvXC9TZmdrRGhqQ080OUhoU1paQVJyRnNwOVVwNFRtKzV0VmNVVDFJIn0%3D

Ricart Automotive Group was ranked as the top large organization (350 or more employees) to work for by Columbus CEO in their 2019 Top Workplaces Survey in the May 2019 edition of Columbus CEO. **Rick Ricart '98** was featured as co-president and company spokesman.



Large Employer

Ricart Automotive Group

'Tidal wave of positive energy' defines Ricart's leadership style.

By LAURA NEWPOFF
+ Photos by JEFFRY KONCZAL

As the face of Ricart Automotive Group, Rick Ricart had big shoes to fill when he succeeded his father as company spokesman about a decade ago. Fred Ricart, dating back to the 1980s, had achieved local celebrity status as the guitar-strumming, "We're Dealin'!" pitchman for an auto dealership on the southeast side of Columbus. He produced thousands of television commercials in his studio

and, along with his brother Rhett, helped grow Ricart into the largest single-point, family-owned auto dealership in the United States.

While Rick Ricart has plenty of fond memories of those old commercial shoots, it's a singular email from his father that he saved a few years ago that symbolizes other lessons he learned from his dad and what he considers important to carry forward in his role as co-president.

"I sent him an email asking him some pretty complicated, really deep questions about realigning the business and restructuring things," Rick Ricart says. "He wrote back and says, 'Any of those things will work as long as you put a tidal wave of positive energy behind it.' I believe in carrying that positive energy in everything we do is important."

Rick shares his co-president role with his cousin Jared, who is CEO Rhett Ricart's son. With Rhett now vice chairman of the National Automobile Dealers Association and Fred semi-retired and enjoying life as a grandfather, the keys have been turned over to Rick and Jared, who are the third generation to lead the business. Their grandfather, Paul, started Ricart in 1953 when he spent \$1,300 to purchase a Ford dealer-

ship in Canal Winchester.

Today, Ricart is a mega-dealership on South Hamilton Road that offers seven brands, a "Used Car Factory," heavy duty and diesel repair facilities and one of the largest parts inventories in the Midwest.

Rick and Jared grew up in the business and worked in every department as teenagers with tasks like cleaning cars or painting light poles.

Jim Hern, the creative director who's been at Ricart since 1992, says that was the "genius" of Rhett and Fred and the family succession plan.

"They didn't want them to understand just one thing, like where does a car come from and how do you sell it to someone else," Hern says. "The path they had to go through nurtured them and taught them all aspects of the business, so when they did climb to these positions they don't just say, 'Hey let's put some LED lights in the service department.' They know you do that because it helps the employees see the cars they are working on better."

In addition to that hands-on work, Rick and Jared say their leadership styles have been shaped by observing Fred and Rhett at work all those years and watching how they interacted with each other and the employees.



Rick Ricart and Jared Ricart

Co-presidents, Ricart Automotive Group

What has the transition been like to bring the third generation into the leadership ranks?

Jared: I started working at Ricart when I was 14. I started cleaning cars in the summer going into my freshman year of high school. I thought for sure I'd be hanging at the pool with my buddies all summer, but my dad had a different idea. I'm forever grateful that he brought me into the company when I was that young.

At the time I thought he was disciplining me, but looking back, it was great life lesson about learning about the business by being "in" the business. I worked in everything from maintenance, painting light poles, as an operator, in sales, service and parts. Looking back, the transition started long before I was given the title of president. Rick and I are lucky our fathers put their trust behind us. They've done a wonderful job

building us up as well as all of our family members to prepare all of us for the opportunity.

What did you observe watching your father and uncle at work?

Jared: They were always present. They taught me early on that the only way to lead is to be among your people and get insight and a vision from them. The best ideas in this company have come from our employees, who really are family. When you learn from them, you're able to come up with visions for the future together. My dad and Fred are always communicating, joking and being side-by-side the employees. That's the greatest thing they could have ever shown us—that relationships are what build great companies. They also taught us that we have to earn the respect of our employees every day.

Can you share any fun stories about employees

participating in television commercials?

Rick: About eight years ago we started doing a holiday lights campaign. The first year we shot it, we had to have people in the cars and needed them to turn lights on and off when they were called upon. We brought in 60 and asked them to sit still for hours and do one action when their number was called upon. The timing had to be exactly right, the sequence of the choreography had to be precise. So we gave them cards with letters and numbers on them. I remember standing on a hill trying to give commands to get their lights to flash. The employees didn't realize how imperative it was to sit still in the car. I looked out and could see that they were on their phones or honking their horns at each other, which meant they missed their cue. It was a shoot that should have been done in two hours. It took us six.

What they saw during those observations were two men who, at facing desks, would have robust and animated discussions to solve problems, mixed in with plenty of joke telling and reminiscing. Hern likens those conversations to "Thanksgiving day discussions" among family members.

What Jared and Rick took from that was an eagerness to work together and make the workplace fun. Jared says the focus is on family, culture, relationships, innovation and marketing.

"The goal is to create a great experience for employees because it's impossible for consumers to have good experiences unless employees are happy," he says.

"This isn't Disney World, though. Everybody here is real and we want to make sure they enjoy what they're doing."

That's why he and Rick speak with each orientation class of new hires.

"We tell them, if at any point they are driving to work and don't want to come in, they should turn around and go home and call us and tell us why they didn't want to come to work," Jared Ricart says. "We want them to love it here, have passion for it and be extremely happy with what they do."

The approach is working. In addition to its Large Employer award in this year's Top Workplaces, Ricart received a special award for leadership based on employee comments.

Rick and Jared also are carrying forward another important lesson they learned from their fathers—an eagerness to value every worker.

"There are more than 500 of them, but we learn their names, their spouses' names, their kids names and all about their family," Jared Ricart says.

Laura Newpoff is a freelance writer.

HIGHLIGHTS

Ricart Automotive Group ricart.com

Founded	1953
Ownership	Private
Sector	Auto sales
Employees	547

Headquarters

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Win Fox '08 was featured in the April edition of '614' Magazine (pages 100 – 103):
https://issuu.com/614mg/docs/web_614april19?e=37013046/68878581

LIVENING UP YOUR LANDSCAPE

**Plant and gardening advice
from the experts at the Franklin
Park Conservatory**

BY OLIVIA MILTNER | PHOTOS BY BRIAN KAISER

The first few breezes of fresh spring air are reminders for how rejuvenating green is after a season full of snow, coats and blankets. Grand ambitions for gardens start to grow as well. But without a plan, many of the intentions for a yard full of blooms can fall into neglect. To help any aspiring plant parent make the most of their budding green thumbs, Franklin Park Conservatory Supervisor Win Fox shares his wisdom for how to nurture plants both inside a living space and out in a garden.

THINK ABOUT SPACE AND LIFESTYLE

When thinking about what kinds of plants are most suitable for a living space, the first consideration is the window location. Plants need certain amounts of light, so northern or eastern-facing windows are better suited for low-light plants, while southern or western windows can sustain plants that need a bit more sunshine.

Second, think about the actual amount of space available; the fiddle leaf fig—a crowd favorite, according to Fox—isn't going to fit on a table, for example. "You've just got to make sure you have space for it because that's a tree," Fox said. "We have one at the conservatory that fills up our whole Palm House practically. It's 60 feet tall."

Finally, Fox says thinking about how much care you are willing to dedicate to taking care of plants is important. There are plants, like the ZZ palm, that only require watering every now and then. But he says that once someone starts working with plants, they'll only get more involved. "It's one of those hobbies that, once you get the ball rolling, you can't really stop." ▶



CITY OF DUBLIN

BE AN ATTENTIVE, BUT NOT A HELICOPTER, PLANT PARENT

Although some garden centers will advise plants be watered at specific intervals, say, once a month, Fox says knowing when to water is more based on what the soil looks like. Soil should never be bone dry, but if you stick a finger into it when the top layer is dry and feel some dampness underneath, you can probably wait a day or two to water. Alternatively, the plant's soil shouldn't always be wet because then it could rot or even drown.

Fox recommends keeping plants on top of a saucer in a ceramic planter, which allows the plant to breathe, with a drainage hole on the bottom. A decent rule is that in the winter when plants aren't growing as quickly, they need less water, whereas in the summer they might need more.

Additionally, first moving a plant from the store to a home can cause the plant stress. Garden centers, for example, tend to be more humid and have more light, compared to the dryness and darkness of a house, particularly during the winter and early spring.

"Your plant might start to exhibit some signs of stress right away, and you think you've done something wrong," Fox said. "They've changed the environment again, and it's still going on long enough for you to be of help." When people ask him what's wrong with

their plants, Fox says his frequent advice is to be patient. "The plant has just, you know, been through a lot right now."

WANT TO START A GARDEN? MANY OF THE SAME RULES APPLY

As in picking a house plant, deciding on a concept for a garden also means factoring in light. Summer annual vegetables have high light demands, so Fox says the garden needs southern exposure and at least six hours of direct sunlight per day.

Soil is the next consideration. Here in Ohio the soil has a lot of clay, which means people use a lot of mulch, which means they have a lot of organic material to ensure it has enough nutrients for the plants to thrive. With that in mind, Fox also said new gardens will tend to have enough nutrients in the existing soil to grow.

START SEEDS EARLY, AND KEEP THEM HYDRATED ONCE THEY'RE OUTSIDE

Fox says plants available at garden centers starting in May are typically good options for a beginner garden. Tomatoes and summer squashes like zucchini are great for the warm season, but Fox even recommended

KEEP THE ANIMALS AWAY

Gardeners have a wide range of innovative strategies to keep their plots animal- and bug-free. Fox says small fences work for rodents, groundhogs, rabbits, and a bigger fence, if possible, will also keep away deer.

There's also a strange variety of repellents. Some use garlic and other spices and oils like cinnamon and clove. Some people use products that contain dried blood, which elicits a fear response in animals. Others hang aluminum pans that clang when the wind blows, or they'll snag hair clippings from a local barber shop or salon, stuff those in pantyhose and make the garden area smell as if people are around.

Figuring out how to keep plants alive can seem like a daunting task, especially for those with a dismal history. But Fox says he and the horticulture team at the Franklin Park Conservatory are ready to give advice on keeping plants healthy and happy.

"If you're looking for inspiration to anybody who's looking to get into gardening, we're a great place to stop by and our horticulture team will be happy to answer any questions that you may have." ■

The Franklin Park Conservatory and Botanical Gardens offers growing classes for kids and adults and severe plant clinics throughout the year. Visit fpcconservatory.org for more information.



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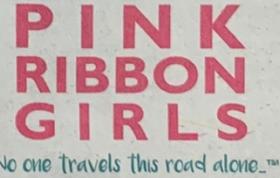
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George Kauffman '92



THANK YOU TO THOSE WHO PARTICIPATED IN OUR 2019 COLUMBUS INTERNATIONAL AUTO SHOW CHARITY GALA!

Each year, the Columbus Auto Show Charity Gala raises money for charities in Central Ohio. This year the chosen charities were Dreams on Horseback, Pink Ribbon Girls and Second & Seven Foundation. For a sixth straight year, record-breaking contributions were given, topping off the night at \$219,000!



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In Memory

Peter Davies Webster '58, age 78, died unexpectedly at home on April 4, 2019 in Charlotte, North Carolina. He was born September 13, 1940 in Columbus, Ohio, where he spent his childhood and the first part of his adult life. He later moved to Hamilton, Ohio and then to Charlotte, North Carolina. Peter graduated from Columbus Academy, Franklin University, and the Stonier Graduate School of Banking. He served 13 years in the Ohio National Guard. Pete loved reading, spending summers at Columbus Beach Club in Indian River, Michigan and dining out. When not dining out, Pete liked to cook on the grill and listen to classical music, conducting the Hallelujah Chorus at Christmastime in his living room when his children were young. Peter is predeceased by his parents Russell Davies and Jane Johnson Webster of Columbus and his grandson Henry. He is survived by his wife, Sandy Stinnett Webster; his children, William Webster (Gretchen), Martha Reid (Jay), Jonathan Webster (Jennifer); his grandchildren, Kate, Emma, Nathan, Andrew, Audrey, Tommy; multiple great-grandchildren, nieces and nephews; his sister, Esther Summers; his brother, Samuel Webster (Jane); and the mother of his children, Anne Dickinson. A memorial service will be held at Trinity Episcopal Church in Columbus, Ohio on Saturday, June 1, 2019 at 11am. In lieu of flowers, the family suggests memorial contributions be made to Nationwide Children's Hospital, PO Box 16810, Columbus, Ohio 43216-6810 ([NationwideChildrens.org/Giving](https://www.nationwidechildrens.org/giving)) in memory of Peter Webster to benefit Henry Webster's cancer research.

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<https://www.legacy.com/obituaries/dispatch/obituary.aspx?n=peter-webster&pid=192633468>