

Indiana
University
at
Kokomo



Division of Continuing Studies
2300 South Washington Street
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Kokomo, Indiana 46904-9003

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BARRIERS BEYOND THE CLASSROOM

IUK ARCHIVES

JULIAN BOND

BLANDINA RAMIREZ

BRUCE HARE

RONALD JOHNSON

HERMAN BLAKE



ENHANCING MINORITY ATTAINMENT II

SEPTEMBER 11-13, 1992

INDIANA UNIVERSITY AT KOKOMO



PURPOSE

Indiana University at Kokomo will offer its second annual in-depth working conference addressing the inherent barriers minorities face in higher education. This year's conference "Barriers Beyond the Classroom" will be held September 11-13, 1992.

The conference will expose educators and other professionals to innovative programs, speakers, and ideas to enhance minority access, success, and placement in graduate and professional schools and careers.

You must know all too well that the marked lack of success among minorities who pursue higher education strikes at the very fabric and future of our society. Recent demographics tell us that only a small number of minority students is completing baccalaureate degrees; among those who do, few are entering graduate programs, professional schools, and competitive careers. These problems are particularly severe on our nation's predominantly white campuses.

To remove the barriers, we in postsecondary education must collectively improve our ability to educate and serve the minority student to ensure greater success. In addition, the efforts of educators must be firmly linked with business, industry, and early intervention programs to improve opportunities for placement, retention, and advancement.

All of us who represent predominantly white colleges and universities know that the dismal minority graduation rates at our institutions are cause for alarm. We expect that during this conference, educators from these institutions will learn from the successful programs presented by our speakers.

This conference promises to address these critical issues and to provide a forum through which educators can improve postsecondary education and professional development for minority students.

We are firm in our commitment to address these issues aggressively and believe that as educators we must pool our collective resources to resolve this national crisis.

BENEFITS

- Learn about innovative mentoring programs
- Discover new approaches to minority retention
- Attend interactive sessions on current issues
- Participate in open forums
- Hear about programs that work
- Learn creative approaches to early intervention programs
- Discover new ways to help students graduate
- Explore cultural differences on the college campus
- Find out about academic support and enhancement programs
- Share transferable program ideas
- Enjoy hearing ideas delivered in a win-win atmosphere
- Network with other national educators
- Hear about programs that assist proficiency and career development
- Explore curriculum diversity
- Learn ways to improve post-baccalaureate success
- Experience successful business and education partnerships

WHO SHOULD ATTEND

- Affirmative Action Officers
- Community Relations Officers
- University Personnel Directors
- University Planning Administrators
- Continuing Education Administrators
- Financial Aid Officers
- Corporate Personnel Directors
- Student Services Administrators and Staff
- Admission Directors and Counselors
- Graduate and Professional School Deans and Directors
- Academic Advisors
- Faculty
- Directors and Coordinators of Neighborhood and Community Relations Programs
- Special Program Coordinators
- Corporate Training and Development Officers
- Career Counselors

SPEAKERS

JULIAN BOND

Keynote Speaker

Julian Bond—activist, politician, writer, lecturer, and teacher—has been on the cutting edge of social change for more than three decades.

In 1960 he helped found the Committee on Appeal for Human Rights (COHAR), a civil rights organization that used nonviolent antisegregation protests to effect social change. The same year, Bond was one of hundreds of students who helped form the Student Nonviolent Coordinating Committee (SNCC).

Bond served in the Georgia House of Representatives from 1965 to 1974. From 1974 to 1986 he was a Georgia state senator who sponsored or co-sponsored more than 60 bills that became law.

A collection of Bond's essays has been published under the title *A Time to Speak, A Time to Act*. He is the author of *Black Candidates—Southern Campaign Experiences*. His poems and articles have appeared in numerous journals, magazines, and newspapers.

In addition, Bond is the host of "America's Black Forum," the oldest black-owned show in television syndication. He served as a commentator for radio's "Byline," syndicated to more than 200 stations, and he narrated the critically acclaimed PBS series "Eyes on the Prize."

A professor of history, politics, and civil rights, Bond is currently a distinguished scholar in residence at the American University in Washington, D.C., and a visiting professor at Harvard University.

BLANDINA RAMIREZ

Blandina Ramirez serves as the director of the Office of Minorities in Higher Education for the American Council on Education. Her office coordinates the council's major initiatives in promoting the increased participation of minorities in higher education.

Ramirez is also a commissioner on the United States Commission on Civil Rights. The commission monitors the enforcement of civil rights law and makes recommendations to the president and Congress on the need for policies and procedures to advance civil rights.

Ramirez's professional record dates back to the early 1960s. She has held positions in several educational organizations, has delivered presentations to conferences throughout the United States, and has served as the U.S. representative to international programs.

Through grants, Ramirez has secured approximately \$100 million for educational and nonprofit organizations and for civic activities.

TENTATIVE PROGRAM

FRIDAY, SEPTEMBER 11

5:30-7:30 p.m. Reception/Cookout

8:00-10:00 Entertainment

SATURDAY, SEPTEMBER 12

7:30 a.m. Registration begins

8:45-9:00 Welcome—Emita Hill, Chancellor, Indiana University at Kokomo and Philip Rutledge, Special Assistant to the President for Minorities, Indiana University

9:00-9:40 General Session—Herman Blake

9:50-11:00 Concurrent Sessions I

11:10-12:20 Concurrent Sessions II

12:30-1:15 p.m. Lunch

1:30-2:10 General Session—Dolores Huerta

2:20-3:40

Concurrent Sessions III

3:50-5:00

Concurrent Sessions IV

6:30-7:45

Dinner Buffet

8:00-8:45

Keynote Speaker—Julian Bond

8:45-9:30

IU Alumni Reception

10:00

Indiana Jam—DJ provided

SUNDAY, SEPTEMBER 13

8:30-9:30 a.m. General Session—Bruce Hare

9:45-11:00 Concurrent Sessions V

11:15-12:20 Concurrent Sessions VI

12:20-1:00 p.m. Lunch

1:10-2:00

General Session—Blandina Ramirez

2:15-3:30

Concurrent Sessions VII

BRUCE HARE

Bruce Hare is a professor of sociology and the chair of the Department of African American Studies at Syracuse University. His areas of expertise include the sociology of education, social psychology, and sociological theory.

Hare's research has focused on the influence of self-esteem and socialization on the academic achievements of preadolescents. He has also studied how gender, social class, and "race" affect students' perceptions and performance.

Hare has argued that educators should talk about "eviction rates" and not simply drop out rates. Some students, he suggests, are "evicted," because schools fail to respond to student differences in potential and in many ways create such differences.

Hare has published numerous articles about desegregation and about effective education. His research has been published by the U.S. Department of Education, the National Urban League, and the President's Commission on Mental Health.

HERMAN BLAKE

Herman Blake is the vice chancellor for undergraduate education at Indiana University-Purdue University at Indianapolis.

His academic service began in 1966, when he became a professor of sociology at the University of California at Santa Cruz. He worked with other faculty and with students to develop Oakes College, the seventh

of eight undergraduate colleges on the UC-Santa Cruz campus. From 1972 to 1984, he served as the college's founding provost.

Washington mayor Marion Barry selected Blake in 1987 to chair the Advisory Commission on Postsecondary Education for the District of Columbia.

Blake has written several publications, including "The Struggles of Minority Students at Predominantly White Institutions," "Approaching Minority Students As Assets," and "Challenge of Diversity."

RONALD JOHNSON

Ronald Johnson is the manager of corporate affairs and minority recruiting for Eli Lilly and Company. He has served Lilly in a number of positions since 1971 and was the company's first manager of equal employment opportunity. Prior to his current appointment, he was manager of professional recruitment.

Johnson is chairman of the Minority Affairs Advisory Committee of United Way of Central Indiana and serves on the advisory board of the Indianapolis Urban League. He is a member of the Indiana University President's Council on Minority Enhancement and of the IUPUI Advisory Group on Minority Enrollment.

Special appearance by DOLORES HUERTA, co-founder and first vice president of the United Farm Workers of America, AFL-CIO.

CONFERENCE ISSUES

PRE-COLLEGE INTERVENTION PROGRAMS

- A. Intervention Programs at Primary Schools for Minority and Disadvantaged Students
- B. Collaborative Educational Programming with Business, Industry, and Education
- C. Adult Continuing Education Programs for the Underprepared

THE CAMPUS AS A COMMUNITY

- A. Recruitment/Retention: A Matter of Commitment
- B. Mentoring: A Goal for Minority and Nonminority Role Models
- C. Multiculturalism in the Curriculum
- D. Cultural Sensitizing of Faculty, Administration, and Staff
- E. Building Community through Communication

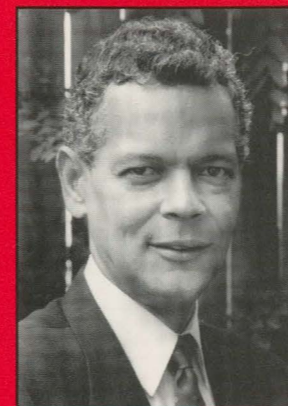
BEYOND FOUR YEARS OF COLLEGE: INNOVATIVE PROGRAMS TO ASSIST CAREER DEVELOPMENT

- A. Graduate Schools
- B. Financing a Graduate Education
- C. Professional Schools
- D. Career Placement Objectives
- E. Placement with Industry/Business

MINORITY ACCESS TO INDUSTRY/BUSINESS

- A. Partnerships between Education and Industry
- B. Corporate Commitment: A Means to Professional Growth
- C. Mentoring in the Professional Corporate World
- D. Professional Development
- E. Continued Education and Skill Development

FEATURING...

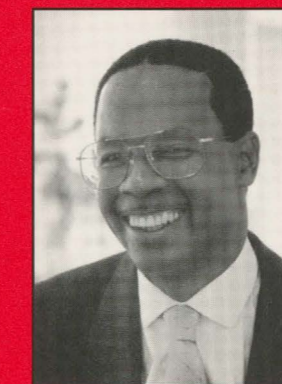
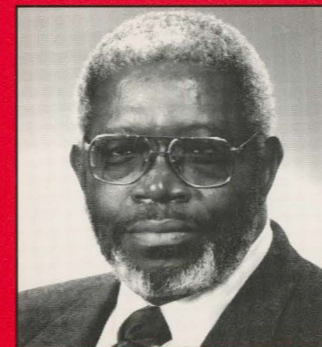


JULIAN BOND

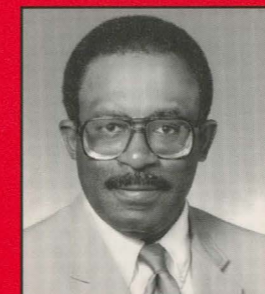


BLANDINA RAMIREZ

HERMAN BLAKE



BRUCE HARE



RONALD JOHNSON

ADDITIONAL SPEAKERS

Dr. Maxine Agazie, ACSW, Associate Professor of Social Work, Albany State College, GA; **Pamela K. Anderson**, Peace Corps Chicago Area Manager, IL; **Paul Barton-Kriese**, Assistant Professor of Political Science, Indiana University East—Richmond; **Dr. Lemuel Berry, Jr.**, Dean, School of Humanities and Social Sciences, Virginia State University; **Jean Bowman**, Guidance Chairman, Overlea High School, Baltimore, MD; **Dr. Carol Carter**, Assistant Professor, Department of Educational Leadership, Central Connecticut State University; **Vernon L. Clark**, Dean, School of Education, Virginia State University; **Barbara Cope**, Vice Chancellor, Student Services Administration, Indiana University Northwest—Gary; **Robin A. Dean**, University Program Coordinator, Peace Corps, Washington, DC; **Barbara A. Downey**, NCC, NCCC, NCSC, Coordinator of Dropout Prevention Programs, Board of Education of Washington County, MD; **Richard G. Hatcher**, President, Hatcher & Associates, Inc., Gary, IN; **Dr. Brian Haynes**, Assistant Dean, Department of Intercultural Advancement, Gettysburg College, PA; **Z. Mae Jimison**, Deputy Director, Indiana State Department of Health; **Dr. Thelma Johnson**, Associate Professor, Central Connecticut State University; **Theresa Lang**, Plant Personnel Director, Delco Electronics Corporation, Kokomo, IN; **Herbert Meininger**, Executive Director, The Greater Hagerstown Committee, Inc., MD; **Dr. Joan Morris**, Assistant Professor of Sociology, Kent State University, OH; **Amazonas Olivella**, Executive Director, Oregon Commission on Black Affairs; **Minor W. Redmond, Jr.**, Director, Lancaster Partnership Program, Millersville University, PA; **Dr. Terry Satterfield**, Lecturer in Psychology and Counseling, Bowie State University, MD; **Ronald W. Saufley**, Director, Faculty Scholarship and Grants, Potsdam College, State University of New York; **Dr. Nancy A. Scott**, Vice President, Student Affairs, University of Northern Colorado; **Susan C. Smith**, Director of Retention Services, Western Carolina University, NC; **Christopher Stevens**, Financial Aid Counselor, University of Nevada, Las Vegas; **Dr. Joseph Stevenson**, Deputy Superintendent of Schools, Pleasantville Public Schools, NJ; **Dr. Ekkehard-Teja Wilke**, Dean of Program Development, East-West University, IL; **Vernis M. Welmon**, Assistant Dean of Minority Affairs, Penn State University; **Jennifer Williams**, Assistant to Vice Chancellor for Student Development, Western Carolina University, NC; **Van C. Wilson**, Director of Admissions, Winston-Salem State University, NC

REGISTRATION FORM

Please return to:

Division of Continuing Studies
Indiana University at Kokomo
2300 South Washington Street
P.O. Box 9003
Kokomo, Indiana 46904-9003

FAX: 317-455-9476

Yes, I want to register for the IUK conference **Enhancing Minority Attainment: Barriers Beyond the Classroom** on September 11-13, 1992.

Please make checks or money orders payable to **Indiana University**.

- \$175 Early Bird Registration before August 15
 \$200 after August 15

For multiple registrations before August 15: \$175 for the first registrant; \$150 for the second registrant; \$125 for each additional registrant.

- Number of registrations: _____
 Check is enclosed in the amount of: \$ _____

I wish to pay by MasterCard or VISA Amount: \$ _____

Account number _____ Exp. Date _____

Signature _____

Name _____ Title _____
Institution/Organization _____
Address _____ City _____ State _____ Zip Code _____
Telephone _____ area code _____ extension _____

Complimentary shuttle service to and from the Indianapolis International Airport

Please reserve space for me at the following times:

Friday, September 11 4:00 p.m. 6:30 p.m. 8:00 p.m.

Saturday, September 12 6:30 a.m. 7:30 a.m.

Sunday, September 13 4:00 p.m.

Register today - space is limited.

"The workshops were highly relevant, and the presenters were dynamic and thought-provoking scholars."

"Outstanding. A tremendous amount of content and challenge was packed into two days, and sessions built well on one another. . . . Good diversity for both head and heart."

"This was the best conference I have attended in years!!!"

"I want to thank you for the affirmation the conference gave me. I spend much time wondering if anyone else feels the urgency . . . of not losing a single young scholar—no matter what God saw fit to wrap that young mind in."

"Do it again!"

**—Benjamin Hooks,
Executive Director, NAACP**

"I am always happy when I am able to say something that brings about better understanding of the issues facing all of us in this country. Knowing that I played a part in the success of Kokomo's 'Enhancing Minority Attainment' is most gratifying."

Comments on last year's conference

REGISTRATION

- Register before August 15, 1992, to take advantage of the early bird registration fee of \$175. After August 15, the registration fee will be \$200.
- Receive a discount by sending two or more registrations together before August 15. The first registration will be \$175; the second will be \$150; all additional registrations will be \$125.
- Your registration fee will include the cookout on Friday, luncheons and breaks on Saturday and Sunday, and dinner on Saturday. It also includes resource materials, a post-conference booklet, shuttle transportation to and from the Indianapolis International Airport, and all conference activities and entertainment.
- If you need to cancel your registration, all refunds will be subject to a \$50 processing fee. No refunds will be processed after September 1, 1992. Registration fees are transferable to a different individual.
- Make your checks or money orders payable to Indiana University. For your convenience, Visa and MasterCard will be accepted. You may register by fax at (317) 455-9276, by phone at (317) 455-9404, or by mail at Division of Continuing Studies, Indiana University at Kokomo, 2300 S. Washington St., P.O. Box 9003, Kokomo, IN 46904-9003. As soon as we receive your registration form and fee, we will send you a confirmation.

ACCOMMODATIONS

Rooms have been reserved at the Ramada Inn, Fairfield Inn, Signature Inn, and Howard Johnson of Kokomo. When making room reservations, mention the IUK conference to receive a special rate. To contact the hotels, call:

| | |
|----------------|----------------|
| Ramada Inn | (317) 459-8001 |
| Fairfield Inn | (317) 453-8822 |
| Signature Inn | (317) 455-1000 |
| Howard Johnson | (317) 457-8211 |

IUK & KOKOMO

You might be surprised that a small midwestern city senses the urgency of retaining minority students. Kokomo, Indiana, a city of 45,000, shares the problems and concerns faced by cities and towns across the nation. Delco Electronics Corporation (General Motors' worldwide electronics headquarters), Chrysler Motors Kokomo Transmission and Casting Plants, the United Presidential Life Insurance Company national headquarters, Dupont Photomasks, Incorporated, and Haynes International, Incorporated all call Kokomo home.

These and hundreds of other companies draw on a work force of 50,000 from eleven surrounding counties. All need educated employees who will help their companies excel in an increasingly competitive, high-tech world marketplace. All share our concerns as they find

LOCATION

Kokomo is located 50 miles north of Indianapolis. It is within easy driving distance of Chicago, Cincinnati, Ann Arbor, and Louisville.

SHUTTLE

Transportation to and from the Indianapolis International Airport will be provided. Shuttle departure times are:

Friday, September 11 4:00, 6:30, and 8:00 p.m.
Saturday, September 12 6:30 and 7:30 a.m.

Departure on Sunday, September 13, will be at 4:00 p.m. from the campus, with arrival at the airport at approximately 5:30 p.m. Storage of luggage after Sunday checkout will be provided.

If you need additional information, call the IUK Division of Continuing Studies at (317) 455-9404.



a limited pool of talented, well-trained minorities for professional opportunities.

Our concern in attracting, and more important in retaining, minorities in higher education has been mounting for years. Indiana University at Kokomo has a 45-year history of serving nontraditional, often disadvantaged students on our commuter campus. Our university is committed to opening opportunities for people who believed the windows to a higher education were forever painted shut.

Kokomo sponsored its first "Enhancing Minority Attainment" conference in September 1991. More than 240 educators from 23 states participated in conference events, which included presentations by Benjamin Hooks, Reginald Wilson, and Sonia Sanchez.