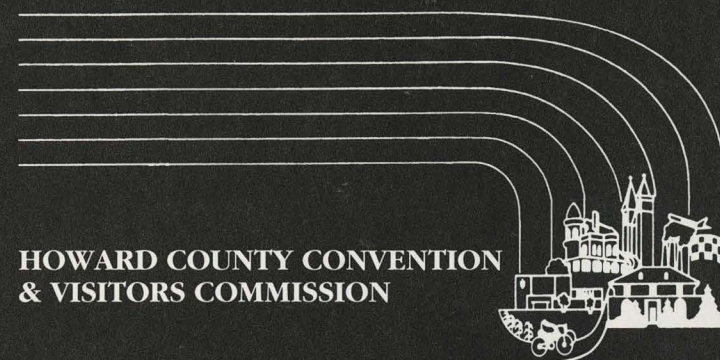


INDIANA UNIVERSITY KOKOMO
DIVISION OF CONTINUING STUDIES
2300 South Washington St.
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EMPOWERMENT THROUGH COALITION



THE HONORABLE
SHIRLEY CHISHOLM

MANNING MARABLE

ATTALLAH SHABAZZ

REGINALD WILSON

ELSA GOMEZ

ENHANCING MINORITY ATTAINMENT III

SEPTEMBER 10-12, 1993



WELCOME

It's hard to believe that what was a dream only three years ago is now a firm reality and that we are embarking on IUK's third annual national conference, Enhancing Minority Attainment: Empowerment through Coalition.

I wish we were gathering to celebrate full attainment and that neither people of color, nor those of us labelled—confusingly—"white,"



EMITA B. HILL

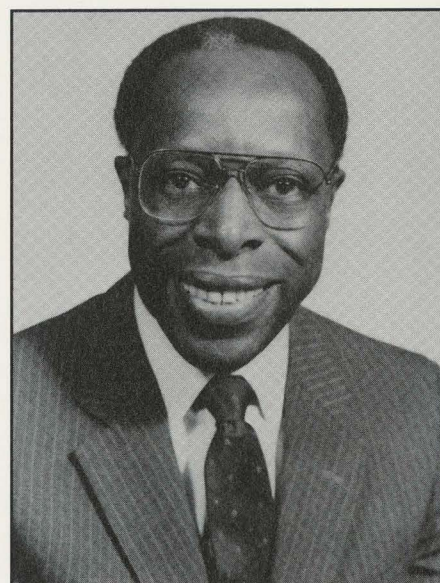
needed to continue to make this distinction except in positive and mutually celebratory ways. Unfortunately, this is not yet the case. We still need to work together to advance and enhance the attainment of groups who are under-represented in our universities and workplaces.

The term "minority" is increasingly outdated and inaccurate, not only for the twenty-first century, but for the last years of this millennium. But it is still true that women and people of color are underrepresented, particularly in leadership positions in our society.

In the next three days, I look forward to taking part in this conference dedicated to moving us forward to our shared goal, the goal of permitting each and every person to reach his or her full potential and to take advantage of a full range of opportunities in the workplace and in our society. A coalition of business, education, and the community is a powerful one. May we build on this coalition to realize the dream we share and to celebrate our diversity and our common humanity.

Emita B. Hill

Emita B. Hill
Chancellor
Indiana University Kokomo



REGINALD WILSON

THE PROGRAM

FRIDAY, SEPTEMBER 10

2:30 p.m. **Presentation to the Faculty of Indiana University Kokomo**
Room KC 221

Presenter: Ralph Bonner, professor, criminal justice, College of Social Science, Michigan State University

Focus: This workshop on minorities in the college classroom has been structured to help faculty create a climate in which racial harassment and discrimination do not occur. Every student should feel accepted and excited about learning, and faculty members should feel comfortable teaching multicultural and multiracial classes. The program is geared toward helping faculty improve their personal interaction skills and enhance their sensitivity to people of different races and cultures.

Moderator: Stuart Green, dean, Arts and Sciences, Indiana University Kokomo

6 p.m. **Pre-registration/Reception**
Ramada Inn—
Haynes-Apperson Room

8 p.m. **Reginald Wilson**
Haynes-Apperson Room

Introduction: William Nunez, vice-chancellor, Indiana University Kokomo

Transportation between the Ramada Inn and area hotels will be provided. The hospitality suite at Fairfield Inn opens at 9:30 p.m. Join your colleagues there for relaxation and informal discussion.

SATURDAY, SEPTEMBER 11

Shuttles run from hotels to IUK at 7:30 and 8:15 a.m.

7 a.m. **IUK Kelley Center**
Registration

8:45–10:15 a.m. CONCURRENT SESSIONS I

Session A—An Agent for Change: The MSU IDEA II
Room KC 221

Presenter: Ralph Bonner, professor, criminal justice, College of Social Science, Michigan State University

Focus: On many campuses, cultural diversity and equity appear as high priorities on institutional strategic plans and mission statements. This session is designed to review one administrative strategy for achieving and enhancing diversity and to learn about ways that students, faculty, and other administrators can focus more attention on changing institutional cultures and practices.

Moderator: Herbert Miller, professor of German and international business; affirmative action officer, Indiana University Kokomo

Session B—The Negotiation of Avoidances: Race Relations in American Higher Education
Room KE 201

Presenter: Trude I. Cooke, graduate student, counseling psychology, Division of Psychology in Education, Arizona State University

Focus: This presentation discusses issues associated with racial tension at predominantly white colleges and universities in the United States during the past four decades. We'll discuss factors involved in the continued disharmony and the need for student services personnel to help improve racial relations on America's college campuses.

Moderator: Kenneth Levels, coordinator, Campus Climate, Indiana University Kokomo

SATURDAY

Session C—The Rashida Project: Reaching Out to the Minority Community
Room KO 112

Presenters: Elaine Trikolis Kisisel, director, Education Program, Calumet College of St. Joseph; and Susan Niedermeyer, elementary teacher and student, Calumet College of St. Joseph

Focus: The Rashida Project was an outreach project in which a college student took the work of a local minority author to minority students and then back to education majors at the college via videotaped dramatizations. The project will continue when the college shows portions of the tape at an open forum on post-secondary education at a minority community church.

Moderator: Kenneth Gardner, counselor and job placement coordinator, Indiana Vocational Technical School

Session D—Recruitment, Retention, and Placement of Minority Students
Room KC AC

Presenters: Greg Jones, M.Ed., doctoral student, counseling psychology, Indiana State University; former coordinator, Multicultural Services Center/Dean of Students Office, Texas Tech University; and Kevin Washington, M.S., doctoral student, counseling psychology, Texas A & M University; intern, The George Washington University Counseling Center, Washington, D.C.

Focus: We'll discuss strategies to provide a continuum of services that relate to the development, recruitment, retention, and placement of minority/disadvantaged students in higher education.

Moderator: Will Redmond, director, Lancaster Partners Program, Millersville University

Session E—The Urban Sites Writing Network: A New Partnership between Urban Schools and Universities
Room KC B

Presenters: Deborah Jumpp, English teacher, William Penn High School; teaching and learning network facilitator, Philadelphia Schools Collaborative; and Richard Sterling, director, Institute for Literacy Studies, Lehman College, City University of New York

Focus: The Urban Sites Writing Network is a program linking National Writing Projects in cities across the United States. The projects strive to devise ways to improve the teaching of writing and learning in urban schools through teacher inquiry. They also create a model of collaboration to promote minority leadership and participation in such projects.

Moderator: Susana Schwarm, coordinator, Migrant Program, Eastern High School, Greentown, IN

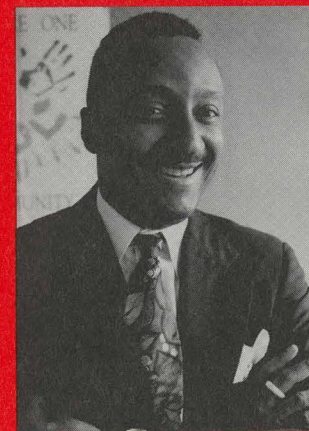
Session F—Building Union Power through Labor and Community Coalitions: A Panel Presentation by the Division of Labor Studies
Room KE 101

Panelists: Peter Seybold, administrative associate, and Jean Troutman-Poole, teaching associate, Division of Labor Studies, Indiana University; and Bennie Bailey, community organizer, Chicago Westside Project; labor studies student

Focus: In recent years, there has been considerable discussion about declining membership in labor unions. Organized labor still represents a sizable block of unionists who have a history of struggling for social justice. However, the labor movement can no longer do it alone, and it must find a common ground with other social movements. By breaking down barriers between labor and other community groups, it is possible to envision a more unified agenda for social change.

Moderator: Laurie Graham, assistant professor; central regional coordinator, Division of Labor Studies, Indiana University

SATURDAY PRESENTERS



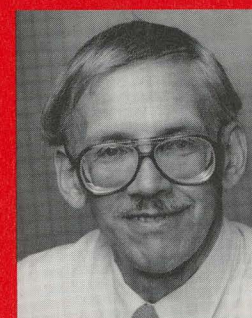
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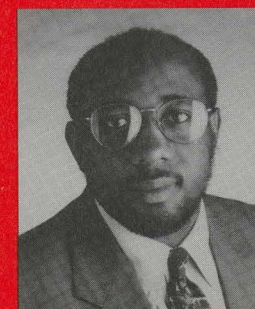
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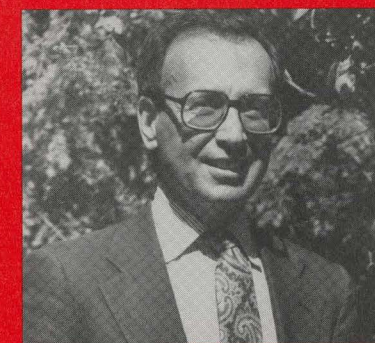
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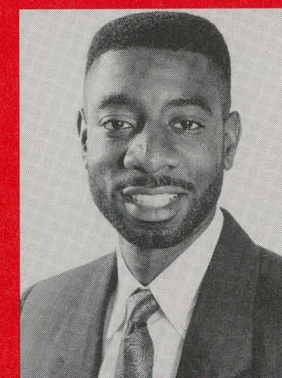
GREG JONES



MARY OLUFUNMILAYO ADKESON



GERALD SILVER



KEVIN WASHINGTON

..... SATURDAY

10:30-noon CONCURRENT SESSIONS II

Session A—Competencies Needed in the Workplace: A Survey of Course Offerings in Schools of Business at Historically Black Colleges and Universities
Room KC 221

Presenters: William I. Cheng, assistant professor, finance; Winifred C. Nweke, associate professor, economics; and Louis Osuji, assistant professor, School of Business, Tuskegee University

Focus: The state of the economy has made it increasingly difficult to obtain and keep a job in the private or public sector. This situation provides a rationale for this study, which reviews how adequately minorities—especially African-Americans—are prepared to succeed in the business world, whether they are competing for a few available jobs or establishing and running their own businesses. The objective of the study is to assess the relevance of courses offered by the Schools of Business at Historically Black Colleges and Universities. Do these courses meet the actual business needs and practices of African-American entrepreneurs?

Moderator: Monroe Little, professor, history; director of African-American Studies, IUPUI

Session B—The Role of Community and University Partnerships: Increasing Educational Opportunities through Outreach Programs
Room KC AC

Presenter: Sherwood Thompson, director, Office of Minority Affairs, University of Kansas

Focus: This presentation focuses on a pre-college intervention program designed to enhance the academic success of minority students. We'll examine a model outreach program at the University of Kansas, and we'll consider recommendations about the long-term benefits of the program.

Moderator: Allison Jones, regional coordinator, Adult Programs, Penn State University

Session C—African-American Women in Higher Education: Meeting the Challenges and Challenging the System
Room KC B

Presenters: Mary Olufunmilayo Adkeson, counselor, education, The Ohio University; and Yvonne Jennings, academic director, University of Maryland, University College

Focus: The time is ripe for us to assess where African-American women have been, where they are now, and where they are going in terms of their positions in the work force. We'll take a particular look at the positions African-American women occupy in student services divisions.

Moderator: Nannette Bowling, special assistant to the mayor, City of Kokomo, Indiana

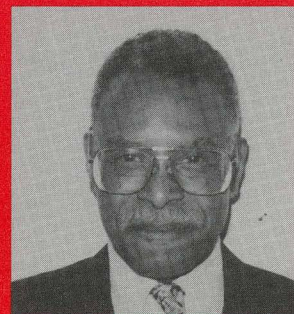
Session D—Jell-O, Tapioca Pudding, and Inclusivity: Coalition Building and the Politics of Diversity
Room KO 112

Presenter: Paul Barton-Kriese, assistant professor, political science, Indiana University East

Focus: We will discuss how we can provide inclusivity and diversity without being self-conscious. We need to move toward policies that assume diversity in curricular matters. Since diversity and multiplicity are integral aspects of life, our educational enterprises must include these elements as un-self-consciously as any other elements that are considered "normal" and "obvious." How we obtain (and maintain) this sense of "obviousness" in diversity issues is the focus of this presentation. The role of coalition building between campus and town constituents will be another major focus.

Moderator: Nadene Keene, associate professor, English composition, Indiana University Kokomo

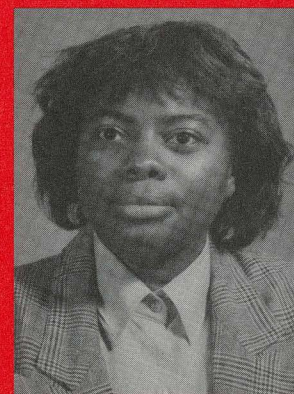
SATURDAY PRESENTERS



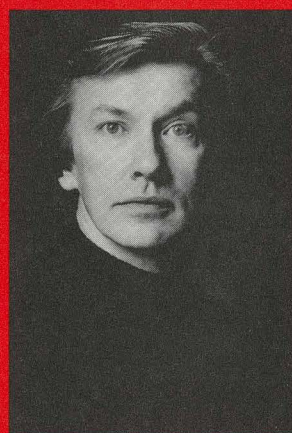
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GARDENHIRE



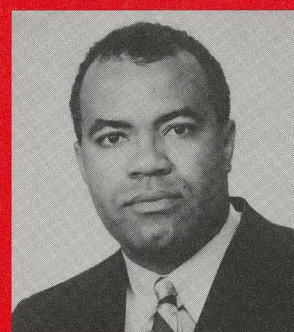
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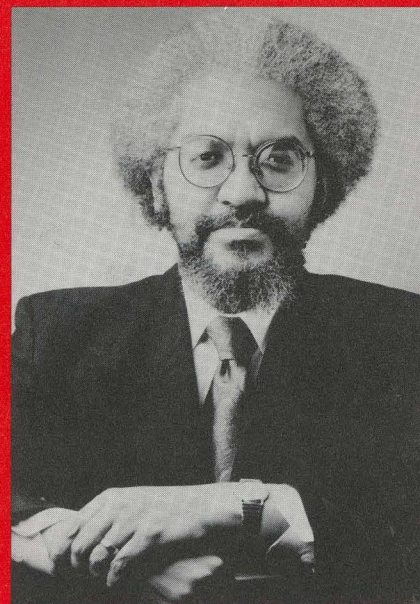
DEBRA HARLEY



COLIN BLACK



LEMUEL
WATSON



MANNING
MARABLE

Session E—Advisory Boards: Partnerships That Work
Room KE 101

Presenter: Gerald Silver, dean, School of Professional Studies; professor, management, Purdue University Calumet

Focus: By creating advisory boards drawn from the alumni and from other segments of its public, every academic department can tap the expertise of people who might otherwise be unavailable.

Moderator: Robert Otten, chair, humanities, Indiana University Kokomo

Session F—Creating an Appropriate Academic Advising Environment: The Path to Retention
Room KE 201

Presenter: Mary J. Didelot, academic advisor, School of Liberal Arts and Sciences, Purdue University Calumet

Focus: Since minority male adults experience a significant level of entry fear, academic advising is critical to their retention. Evaluations indicated that all respondents experienced fear of failure at the time of entry, but a significant number did not relate their fears to advisors. This population needs advisors who recognize and are sensitive to these fears and who are willing to initiate a discussion about them.

Moderator: Vernis Welmon, assistant to the dean, Minority Relations and International Programs, Penn State University

Noon-1:45 p.m. LUNCH—KELLEY STUDENT CENTER

1:45-2 p.m. Welcome—Havens Auditorium
Emita Hill, chancellor,
Indiana University Kokomo

Introduction: Stuart Green, dean, Arts and Sciences, Indiana University Kokomo

2-3 p.m. Manning Marable
Havens Auditorium

3:15-4:45 p.m. CONCURRENT SESSIONS III

Session A—Classroom Techniques for Black Male Student Retention
Room KC 221

Presenter: John Fouts Gardenhire, professor, English, Laney College

Focus: In this workshop, Gardenhire will present twenty techniques that he uses to foster the retention of black males by developing their self-esteem. The fact that 90 percent of Gardenhire's black males finish their freshman English courses gives testimony to the success of his ideas on classroom management and pedagogy.

Moderator: Richard Aniskiewicz, associate professor, sociology, Indiana University Kokomo

Session B—Educating the Educator: Recognizing and Respecting Diversity in the Classroom
Room KC AC

Presenters: Judith W. Lyles, assistant professor, Department of Educational Psychology and Guidance, Eastern Illinois University; and Debra A. Harley, assistant professor, Department of Special Education, Eastern Illinois University

Focus: This program will examine critical thinking activities designed to help educators learn a process for empowering culturally different students. Small group exercises will help participants explore cross-cultural issues and understand the benefits of developing empathy toward other cultures.

Moderator: Allen Maxwell, chair, social and behavioral sciences, Indiana University Kokomo

Session C—Don't Carry the Burden Alone! Faculty, Administrators, and Graduate Students: A Coalition for Multiple Purposes
Room KC B

Presenter: Lemuel W. Watson, Ed.D., full-time student, Indiana University Bloomington

Focus: This session is an opportunity to discuss how faculty, administrators, and graduate students can help one another produce quality research and serve their campus community. At predominantly white institutions, minority faculty, administrators, and graduate students are often called upon to discuss minority issues and serve on committees. Therefore, less time remains for research and assessment, which are also imperative for dissertations, promotions, and tenure. This workshop introduces ways to build coalitions for research and assessment.

Moderator: Wayne A. Locust, director, Admissions, University of Rochester

Session D—"Everything That Rises Must Converge," by Flannery O'Connor
Room KO 150

Adapted and directed for Chamber Theatre by Colin Black, assistant professor, speech and theatre, Indiana University Kokomo

Focus: Winner of the O'Henry Prize for short fiction, "Everything That Rises Must Converge" is a comic and heart-rending dramatic story of familial and racial misunderstanding. It was written by Flannery O'Connor, one of the most distinctive American writers of the twentieth century. It centers on the relationship of Julian and his mother, the last members of a once prominent southern family who encounter the rising spirit of the "New South" as they ride on a newly integrated city bus in their native Georgia.

Moderator: Garrett Cope, outreach coordinator, Indiana University Northwest

Session E—Innovative Programming for Urban and Community Centers
Room KE 101

Presenter: Kenneth Gardner, counselor and job placement coordinator, Indiana Vocational Technical School

Focus: Take an innovative approach to programming for urban and community centers, continuing education, and nontraditional and minority students. Join this discussion to compare notes, exchange ideas, and network with colleagues. Come with your success story and leave with new ideas to implement. Topics include programming for success, budgeting for profit, spreading the word, and bringing clients back.

Moderator: Jill Snyder-Gardner, student, Ball State University

Session F—Piece by Piece: An Illustrated "How-To" for a Grassroots Academic Coalition
Room KE 201

Presenter: Larry Haggard, academic counselor, Department of Sociology, Indiana University

Focus: In this session, we will look at ways to construct a grassroots network among students, faculty, and staff that will use mentoring as a means to enhance academic achievement. We'll consider the appropriateness of taking a grassroots approach, discuss its primary objectives, and look at successful examples.

Moderator: Paul Rainsberger, associate professor, labor studies, Indiana University

5-7:30 p.m. DINNER—KELLEY STUDENT CENTER

SUNDAY, SEPTEMBER 12

Shuttles will run from hotels to IUK at 8:15 and 8:45 a.m.

IUK Kelley Center

9-10 a.m. Elsa Gomez
Havens Auditorium

Introduction: Emita Hill, chancellor, Indiana University Kokomo

10:15-11:45 a.m. CONCURRENT SESSIONS IV

Session A—Hopkins Leadership Development Program for Minority Managers
Room KC 221

Presenter: Jo Ellen Gray, manager, Leadership Development Program, School of Continuing Studies, Johns Hopkins University

Focus: Launched in September 1990, the Hopkins Leadership Development Program is the nation's first graduate-level program specifically designed to enhance leadership and career management skills for early to mid-level minority professionals.

Moderator: Allison Jones, regional coordinator, Adult Programs, Penn State University

Session B—E Pluribus Unum: A Required Freshman Diversity Course at Xavier University
Room KC AC

Presenter: Arthur Shriberg, associate professor, management, Xavier University

Focus: This presentation will review various programs that were created to teach and celebrate diversity. The specifics of the program at Xavier University will be explained. We'll also discuss how faculty are chosen and evaluated, course delivery systems and content, student clustering, and campus reactions.

Moderator: Will Redmond, director, Lancaster Partners Program, Millersville University

8-9 Attallah Shabazz
Havens Auditorium

Introduction: J. Herman Blake, advisor to the president, vice-chancellor, IUPUI

Welcome: Nanette Bowling, special assistant to the mayor, City of Kokomo

9-9:45 Reception hosted by the City of Kokomo and IUK—courtyard at IUK

10:30 Dance/Cash bar—Ramada Inn, Haynes-Apperson Room

Shuttles will run to area hotels at 11:15 p.m. and 12:15 a.m.



ATTALLAH SHABAZZ

ELSA GOMEZ



SUNDAY.....

Session C—Culturally Responsive Teaching: An Ethnographer's Thoughts Room KO 112

Presenter: Annette Hemmings, assistant professor, Department of Curriculum and Instruction, Southwest Missouri State University

Focus: Minority student achievement is enhanced when teachers adopt culturally responsive curricula and instructional practices. This presentation is based on ethnographic research of minority high school students.

Moderator: Theresa Haywood, data administrator, Delco Electronics, Kokomo

Session D—Practical Newsletter Tips Room KE 101

Presenters: Joann Alexander, director, and Lisa Denlinger, writer/editor, Office of Marketing and Promotion, School of Continuing Studies, Indiana University

Focus: Effective communication is critical to the success of our efforts on behalf of minority students. This session is geared to people who will be involved with the *Enhancing Minority Attainment Newsletter*, but it will benefit anyone who publishes a newsletter. We'll discuss the goals and objectives of the EMA newsletter, what constitutes "news," how to form networks in your region for news gathering purposes, writing and submitting articles, and getting good photos.

Session E—Every Product in Your Home Can Provide a Scholarship for You Room KE 201

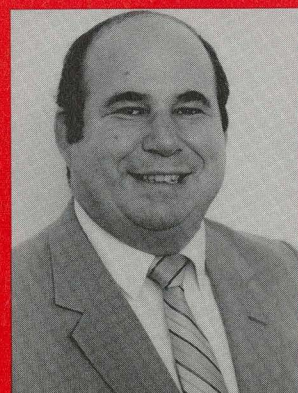
Presenter: Jacqueline Sheppard, deputy director, Rehabilitation Exposure, Inc., Clark Atlanta University

Focus: You will be shown how to use everyday products in your home to secure financial resources for higher education.

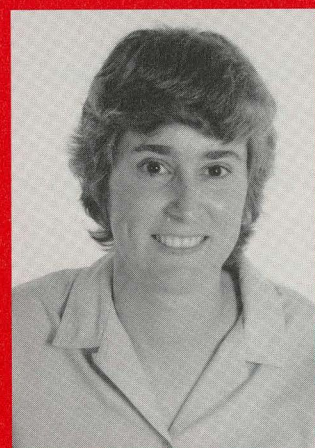
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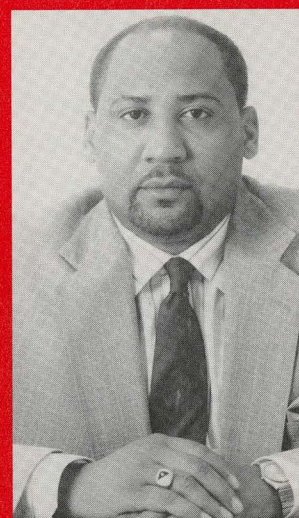
JO ELLEN GRAY



ARTHUR SHRIBERG



ANNETTE
HEMMINGS



WAYNE LOCUST



THE HONORABLE
SHIRLEY CHISHOLM

This is a workshop for traditional and nontraditional students alike.

Moderator: Robert Lovely, chairman, Division of Continuing Studies, Indiana University Northwest

Session F—Rochester Reaching Out Room KC B

Presenter: Wayne Locust, director, Admissions, University of Rochester

Focus: We'll talk about collaborative efforts among the university, local industry, and community organizations to increase minority access to higher education. Included will be the University of Rochester/Kodak Young Leaders Award, the National Urban League Scholarship, and the Program in Rochester for Interest in Math and Science (PRISM).

Moderator: Herbert Miller, professor, German and international business; affirmative action officer, Indiana University Kokomo

Noon-2 p.m. BBQ—IUK Campus

2 p.m.

Shirley Chisholm Havens Auditorium

Welcome: Michael Carson, senior minister, Wayman Chapel, African Methodist-Episcopal Church, Kokomo

Introduction: Emta Hill, chancellor, Indiana University Kokomo

3:15 Conference adjourns

Shuttles will run from IUK to airport.

THANK YOU

Sometimes we as educators forget the real reason for coming together. We may think of these meetings as opportunities to gather information for our personal awareness and growth. We may also see them as opportunities to network with colleagues and gain renewed inspiration from renowned speakers and committed presenters.

However, the primary reason these meetings are important is that they are opportunities for us to pool our collective resources to insure the success of every minority, nontraditional, and disadvantaged student we encounter. They are important because the ideas we gather we take back to our institutions, where we can better serve our students. Clearly, we need to continue this kind of sharing in order to enhance access to post-secondary education for everyone in our society.

On behalf of Indiana University, the Kokomo campus, and the community, I thank you for your continued support of this program. It is your presence that makes the effort viable and worthwhile. I encourage you to talk to one another and to learn from and support one another. It is our collective efforts to enhance educational attainment for all students that bring success within our reach.

Donald Lane, Director
Division of Continuing Studies
Indiana University Kokomo