Indiana University Kokomo Division of Continuing Studies 2300 South Washington St. PO Box 9003 Kokomo, Indiana 46904-9003



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CRISIS IN COMMUNITIES—— CAN EDUCATORS RESPOND?



Nikki Giovanni

DERRICK BELL

CARLOS MUÑOZ JR.

JOE CLARK

ENHANCING MINORITY ATTAINMENT IV

SEPTEMBER 8–11, 1994
INDIANA UNIVERSITY KOKOMO

WELCOME

Since last September, when we held the third conference on Enhancing Minority Attainment on the campus of Indiana University Kokomo, we have seen the end to apartheid in South Africa and the free election of Nelson Mandela as that nation's president. We have also seen the signing of accords between the Palestinians and Israelis. These are occasions for great joy and hope.

At the same time, ethnic strife and what Voltaire more than 200 years ago called "man's inhumanity to man" continues in Bosnia-Herzegovina, in Rwanda, in China, and in many other parts of our supposedly modern, supposedly enlightened twentieth-century world.

In our own country, equal opportunity is the law of the land, but it is far from a reality in many places and in many instances. People of color and women of all races continue to be underrepresented in the professions and in seats of power. More young black men between the ages of 18 and 24 are in prison than are in colleges and universities.

This year's conference topic, Crisis in Communities—Can Educators Respond? is very pertinent. I look forward to sharing in the discussions over the next few days and to meeting each one of you individually. IUK as an institution, and I as its chancellor, remain firmly committed to the goal of enhancing minority attainment and to the joyous celebration of our diversity as it enriches and strengthens our unity as a nation.

Emita B. Hill

Emita B. Hill Chancellor Indiana University Kokomo

Transportation will be available each day of the conference. Refer to the program to see when transportation is scheduled. If you need transportation outside of the scheduled times, please report to the registration table to make other arrangements.

Throughout the conference, videotapes will be shown in the Kelley Center TV Room (in the

Commons area). Videotapes include I Am a Promise: The Children of Stanton School, a segment from a 1994 MacNeil-Lehrer Newshour broadcast featuring Frank Mickens, and the presentations given by Julian Bond, Manning Marable, Benjamin Hooks, Sonia Sanchez, and Bruce Hare during previous EMA conferences.

THE PROGRAM

THURSDAY, SEPTEMBER 8

7:30 a.m.-noon EMA Pre-conference Golf Tournament

Hoosier Scramble—Best Ball American Legion Golf Course, Kokomo

Transportation from Signature Inn to Ramada Inn at 11:30 a.m. and 12:30 p.m.

11 a.m. Registration— Ramada Inn

1:15–2:45 p.m. Concurrent Sessions I

Session A—Raising Visibility, Reducing Marginality: Educational and Work-Based Strategies for Women of Color Room: Haynes Room

> **Presenter:** Ruth Needleman, associate professor, Division of Labor Studies, Indiana University Northwest

Focus: In this workshop, we will examine the work status of women of color, the character and impact of occupational segregation, and current employer policies and labor market trends that are exacerbating inequities. We will also analyze and discuss effective workplace and educational strategies for overcoming marginalization and segregation and for promoting greater opportunity and equity.

Session B—Interrupted Journeys: Narratives of Departure of Minority Students Leaving a University Room: Sieberling Room



ERIC PERKINS



PAUL BARTON-KRIESE



RUBYE SANDERS



JOHNNY SANDERS JR.

Presenter: Jeanne Tessier Barone, instructor, Department of Communication, Indiana University Purdue University Fort Wayne

Focus: During this workshop, we'll discuss the stories of African-American students who left the university without completing their degrees. These students reported feeling alienated, confused, discounted by university staff, and financially burdened. We'll talk about the policies and procedures these students proposed for helping other students remain in school.

Session C—Separate Agendas, Separate Solutions: Apartheid vs. Community in the United States

This presentation will be repeated on Saturday from 10:15 to 11:45 a.m.

Presenter: Paul Barton-Kriese, assistant professor, Department of Political Science, Indiana University East

Focus: Although movements toward inclusion and enfranchisement exist throughout the United States, there are still institutional and structural barriers that allow discrimination, disenfranchisement, and denial of human rights to flourish. We will explore what some of these barriers are and discuss how to overcome them in order to move toward a community based on ability, talent, and mutual respect.

3–4:30 p.m. Concurrent Sessions II

Session A—Visions of African-American and Latino Women in Hip-Hop Culture

Presenter: Eric Perkins, test consultant, Hospital, University of Pennsylvania

Focus: This presentation will focus on the representation of African-American and Latino women in rap music and video. Through an examination of lyrics, we can see how the misogyny that has become an integral part of African-American and Latino youth cultures has been reinforced by negative images of women. This is an important topic not merely for the college campuses but for inner-city communities where violence against African-American, Latino, and other women of color has become the norm.

Session B—IndEx, Inc. Room: Haynes Room

This presentation will be repeated on Sunday from 10 to 11:30 a.m.

Presenters: Barbara Parker and Bert Thomas, teachers/researchers, University Center at Tulsa, OK

Focus: IndEx is a program that gives welfare recipients an opportunity to engage in meaningful employment. Participants in IndEx spend eight hours a day gaining

work experience, improving academic skills, and enhancing workplace skills. Join us for this session to find out how professional education, business, and government joined together to form this successful partnership.

Session C—The Utilization of Computer Technology in Teaching At-Risk Students Room: Fairfield Hospitality

This presentation will be repeated on Friday from 1:45 to 3:15 p.m.

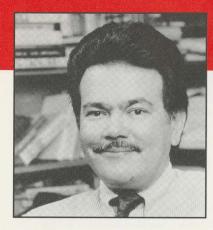
Presenters: Rubye Sanders, associate professor, School of Education, Lander University, SC; Johnny Sanders Jr., associate professor, School of Education, Winthrop University, SC

Focus: Computer technology makes learning more interesting and rewarding for at-risk students, who often find traditional class-room activities boring and irrelevant. We'll discuss computer programs that educators have recommended for use with this population. Participants will receive a list of computer hardware and software that is appropriate for instructional purposes.

Session D—Investing in People: A Strategic Economic Plan Room: Ramada Inn 348

Presenter: Graham Toft, president, Indiana Economic Development Council

Focus: Investing in worker education and skill development is vital



CARLOS MUÑOZ JR.

to economic competitiveness and growth. In this session, we'll look at ways Indiana is working to invest in its most valuable resource—its work force. Topics will include improving opportunities for lifelong learning and developing linkages between business and education. We'll also discuss what Indiana is doing to coordinate these efforts statewide.

5–7 p.m. Hospitality with pretzels, chips, soda, wine, and beer

7–8 p.m. Carlos Muñoz Jr.

Haynes-Apperson Room

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

Transportation from Ramada Inn to Signature Inn at 8:15 and 9:30 p.m.



SURAJUDEEN OLOWOLAYEMO



Louis Osuji



SHERWOOD THOMPSON

FRIDAY, SEPTEMBER 9

Transportation from Signature Inn and Ramada Inn to IUK campus at 7:30 and 8 a.m.

7 a.m. Registration IUK Kelley Center

8:30–10 a.m. Concurrent Sessions III

Session A—Faculty Transformation to Enhance Minority Attainment Room: Main Building-106

This presentation will be repeated on Saturday from 2:30 to 4 p.m.

Presenter: Leon Jackson Jr., vocational rehabilitation counselor, Department of Veterans Affairs, IN

Focus: Since faculty members are often the first line of authority that students encounter, faculty behavior, actions, and manners represent the institution's authenticity regarding minority enhancement. Unfortunately, few faculty members have been exposed to minority students. In this session, we'll explore ways that faculty members can begin to understand various student subcultures and communicate more effectively.

Session B—University and Community Collaboration in Response to Violence: An Agenda beyond Propaganda to a Favorable Prognosis Room: Kelley Center-221 Presenters: Sonja Feist-Price and Debra Harley, assistant professors, Department of Special Education and Rehabilitation Counseling, University of Kentucky

Focus: Violence has been identified as one of society's most pressing issues. In this session, we'll identify the impact of violence on society and consider how the media cover violence. More specifically, we'll discuss the need to counteract violence by linking the efforts of educators, students, and communities. Only through collaboration can we move beyond rhetoric and address violence in an effective and meaningful way.

Session C—Culture of Learning vs. Culture of Poverty Theory: Implications for Educators *Room: Main Building-112*

Presenter: Maxine Agazie, professor, Social Work Program, Albany State College, GA

Focus: During this presentation, we'll examine both the culture of learning and the culture of poverty theories. We'll then discuss how educators can use the culture of learning theory to eradicate the culture of poverty. We'll consider why educators from preschool through university levels must use holistic systems approaches to combat negative conditions in communities throughout the United States.



GREG FROST

Session D—The Amnesia of the African Descendant: A Continent's Best-Kept Secrets Room: Main Building-150

Presenter: Lisa Brown, director, Intercultural Relations, Edinboro University, Pennsylvania

Focus: In our rush to promote diversity programming, we have fulfilled mandates to have at least one "minority" event; but this approach assumes that minority groups need to be assimilated into the white institutional community. In this presentation, we'll discuss the most effective means to move in the direction of cultural appreciation and away from mere "racial tolerance."

10:15–11:45 a.m. Concurrent Sessions IV

Session A—Enhancing Minority Attainment through Social Responsiveness Room: Main Building-150

Presenters: Louis Osuji, assistant professor; Winifred Nweke, associate professor; Surajudeen Olowolayemo, assistant professor, School of Business, Tuskegee University, AL

Focus: During this presentation, we'll discuss how educators can help solve problems such as violence, poverty, and unemployment by getting college students involved in social and economic activities in the communities surrounding their institutions. The goal is to produce socially



OE L. MATTOX

responsive graduates who will give back to their communities.

Session B—An Examination of the Problems and Role Conflicts of Minority Administrators Working in Focus Programs in Predominantly White Universities Room Kelley Center-221

Presenters: Greg Frost, assistant dean, Minority Graduate Recruitment Program; Sherwood Thompson, director, Office of Minority Affairs, University of Kansas

Focus: How are minority administrators on predominantly white college campuses perceived? Come to this session to learn about the problems minority administrators face, and find out what these administrators can do to empower themselves. We'll discuss how forming professional networks, developing staff, and mentoring can combat role ambiguity.

Session C—Building Community among Diverse Peoples: Strategies in the Classroom and the Larger Global Community Room: Main Building-106

Presenters: Rheba Knox, visiting professor, Department of Political Science, Indiana University Purdue University Fort Wayne; Mark Orbe, assistant professor, Department of Speech Communication, Indiana University Southeast

Focus: This workshop will take an interactive, experiential approach to examining individuals' roles

and responsibilities within a number of "community" contexts. Specifically, we'll explore communication strategies for building community in the diverse classroom and how these efforts can extend to communities outside the

DERRICK BELL

Session D—Black Families at Risk: Crime in Public Housing Room: Main Building-112

classroom.

Presenter: Joe Mattox, executive director, Muskegon Heights Housing Commission, MI

Focus: In this session, we'll take a look at why families who live in public housing are at risk of becoming wards of the state. We'll discuss how middle-class black families, the black church, and government programs can help low-income families uplift themselves. In addition, we'll talk about policies and programs that educators can implement to benefit disadvantaged youths and adults.

11:45 a.m.–12:45 p.m. Lunch (\$6 charge, reservations required)

12:45–1:30 p.m. Derrick Bell Havens Auditorium

Welcome: Emita Hill, chancellor, Indiana University Kokomo Introduction: J. Herman Blake, vice-chancellor, IUPUI









HENRIETTA MOORE

STEPHANIE

SHANKS-MEILE







DWIGHT LEWIS



1:45-3:15 p.m. **Concurrent Sessions V**

Session A—From Demonstration to Institutionalization Room: Main Building-150

Presenters: Barbara Cope, vice chancellor, Student Services; Ernest Smith, director, University Division; Henrietta Moore, coordinator, Higher Ground, Indiana University Northwest

Focus: Acquiring external funds can give an institution a momentary boost. What's important, however, is how the institution uses the information gained during the demonstration period to improve student life in general. In this presentation, we'll discuss how Indiana University Northwest incorporated aspects of its externally funded Higher Ground program into its permanent Student Services structure.

Session B—Linkages of Hatred: Hierarchies of Oppression and Violence among White Supremacists in Contemporary America Room: Kelley Center-221

Presenter: Stephanie Shanks-Meile, associate professor, Department of Sociology and Anthropology, Indiana University Northwest; Betty Dobratz, faculty, Department of Sociology, Iowa State University

Focus: Social theorists and philosophers have debated the existence of a hierarchy of oppressions. Come to this session to learn about the linkages that exist within some of the specific movements promoting a narrow fascist agenda. This analysis will focus on observational and interview data gathered at Ku Klux Klan, neo-Nazi, and skinhead rallies and marches and on white supremacist literature collected since 1981.

Session C—The Utilization of Computer Technology in Teaching At-Risk Students Room: Main Building-112

Presenters: Rubye Sanders, associate professor, School of Education, Lander University, SC; Johnny Sanders Jr., associate professor, School of Education, Winthrop University, SC

Focus: See the description listed on Thursday from 3 to 4:30 p.m.

Session D—The Historically Black **Institution Visitation Program** Room: Main Building-106

> Presenter: Dwight Lewis, coordinator, Minority Affairs, Graduate School, Purdue University, IN

> Focus: The Historically Black Institution (HBI) Visitation Program was established to promote the enrollment and retention of minority students in graduate programs. The program provides undergraduate students from

historically black institutions the opportunity to visit Purdue University and to consider enrollment. Once students have enrolled, the program provides a variety of services to retain them. Join us to learn how this program works and to determine if a similar program could be developed for your institution.

3:30-5 p.m. **Concurrent Sessions VI**

Session A—Volunteer Responses Room: Main Building-106

> Presenter: Violet Sharp-Perry, academic dean, Sawyer College, IN

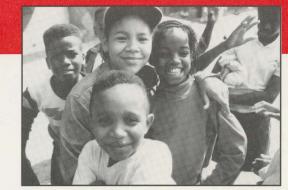
Focus: Educators are in a position to positively affect citizens' economic security, personal safety, health care, and educational attainment. Join us for this workshop, where we will discuss how educators can help their communities respond effectively to crisis situations by serving as volunteers.

Session B—Culture Competence for Community Leaders Room: Main Building-112

> Presenter: Judith Lyles, associate professor, Department of Educational Psychology and Guidance, Eastern Illinois University

Focus: Although community leaders cannot solve the problems of racial discord, they are in a position to have a substantial





SCENE FROM I AM A PROMISE

NIKKI GIOVANNI

impact on debunking the myths and stereotypes that persist about people of various racial and ethnic backgrounds. During this workshop, we will examine critical thinking activities that can be used to enhance cultural competence. Small group exercises will explore cross-cultural issues.

Session C—Bondage and Flight: Narrations from Slavery Room: Main Building-150

This presentation will be repeated on Saturday from 10:15 to 11:45 a.m.

Presenter: Colin Black, assistant professor, Department of Speech and Theatre, Indiana University Kokomo

Focus: Join us for this stage presentation of two selections from with wine, beer, and hors narrative works: Linda Brent's 1861 autobiography, Incidents in the Life of a Slave Girl, and the African-American folk tale, "The People Could Fly." The first recounts Brent's physical and psychological state as she hides out in a garret for seven years; the second employs many prominent themes in black folklore to describe a people's enduring hope for freedom.

Session D—I Am a Promise Room: Kelley Center-221

Presenter: Deanna Burney, principal, Allegheny School for Girls, PA

Focus: As the principal of M. Hall Stanton School, Deanna Burney worked to create an oasis for children living in North Philadelphia, an area besieged by drugs and crime. In 1991, Emmy winners Alan and Susan Raymond produced I Am a Promise, a documentary spotlighting the efforts of Burney and others to provide the children of Stanton with the best education possible. Join Burney in this presentation to discuss what can be done to help students "at risk" in today's communities.

6-7:30 p.m. Reception d'œuvres

7:30-9 p.m. Nikki Giovanni Havens Auditorium

> Welcome: Emita Hill, chancellor, Indiana University Kokomo Introduction: Stuart Green, dean, Arts and Sciences, Indiana University Kokomo

9:30-11 p.m. Hospitality featuring the salsa band Caribe Breeze and dancing

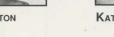
Transportation from IUK campus to Signature Inn and Ramada Inn at 11 p.m.











SATURDAY, SEPTEMBER 10

Transportation from Signature Inn and Ramada Inn to IUK campus at 8 a.m.

8:30-10 a.m. **Concurrent Sessions VII**

Session A—ACTION! A Commonsense Approach to Improving Your Campus Environment for Minority Students, Faculty, and Staff Room: Main Building-112

> Presenter: Steve Birdine, coordinator, Diversity Programs, Indiana University Bloomington

> Focus: This humorous, insightful, and thought-provoking workshop takes an honest approach to dealing with issues that affect "minorities" on predominantly white campuses. We'll talk about commonsense methods for improving the quality of life and for enhancing the overall experiences of minority students, administrators, faculty, and staff. This is an interactive session with plenty of audience discussion.

Session B—Black Leadership **Development: A Community-Based Experimental Approach** Room: Main Building-150

> Presenter: Leonard Perry, associate Room: Main Building-106 dean, Student Life, Brown University, RI

Focus: Brown University has developed a course that examines leadership theory and leadership development in the African-American community. The course, Leadership: The African-American Community, pursues an Afrocentric perspective in the exploration of various leadership topics, and it emphasizes experiential learning based in the local black community. In this workshop, we'll discuss the course model, each learning module, and course activities.

Session C—The Voice of the Students in Crisis: The Real Deal Room: Kelley Center-221

> Presenters: Kevin Washington, intern, counseling psychology program, Texan A&M University; Greg Jones, graduate student, Indiana State University

Focus: In order to address the crisis in the ethnically and culturally diverse community, educators must actively listen to the community to discern the "real" factors that contribute to the crisis. During this presentation, we'll focus on a qualitative and quantitative analysis of the crisis and discuss conditions conducive to the professional development of high school and college students (from their perspective).

Session D—Lifelong Learning: Political Rhetoric or Educational Reality?

> Presenter: Kathy Krendl, dean, Indiana University School of Continuing Studies

Focus: Learning does not end when individuals leave the formal educational system. People learn every day of their lives. Unfortunately, educators and politicians have denied the legitimacy of applied and informal learning. Continuing educators must help workers and others understand their knowledge. In this session, we'll talk about what we can do to help learners bridge the gap between their formal education and their day-to-day needs and concerns.

10:15-11:45 a.m. **Concurrent Sessions VIII**

Session A-Separate Agendas, Separate Solutions: Apartheid vs. Community in the United States Room: Main Building-112

> Presenter: Paul Barton-Kriese, assistant professor, Department of Political Science, Indiana University East

Focus: See the description listed on Thursday from 3 to 4:30 p.m.

Session B—Bondage and Flight: Narrations from Slavery Room: Main Building-150

Presenter: Colin Black, assistant professor, Department of Speech and Theatre, Indiana University Kokomo

Focus: See the description listed on Friday from 3:30 to 5 p.m.



Session C—Creating a Positive

Presenter: Frank Mickens, princi-

pal, Boys and Girls High School,

Focus: Frank Mickens has won a

national reputation for transform-

Stuyvesant. He pushed dress codes

and Saturday classes, and roamed

gospels of discipline and academic

ing Boys and Girls High from a

pariah to the pride of Bedford-

the halls preaching the twin

achievement. Join him in this

image.

nity, and Education

tive, AFSCME

force education.

Room: Main Building-106

session to find out how to help

students develop a positive self-

Presenters: Peter Seybold, acting

Division of Labor Studies; Charles

Deppert, president, Indiana AFL-

Focus: Join us for a panel discus-

sion about the role of the labor

movement in bridging the gap

between the university and the

school-to-work transition pro-

community. We will also discuss

grams and union involvement in

policy questions related to work

CIO; Lettie Oliver, staff representa-

director, Indiana University

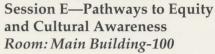
Environment in Our Schools

Room: Kelley Center-221

CHARLES DEPPERT



JOE CLARK



Presenter: Jean Bowman, guidance the African Descendant: chairman, Overlea High School,

Focus: The glass ceiling for minority youth comes long before they are old enough to reach the corporate world. In this session, we'll discuss strategies for shattering the glass ceiling by enhancing students' self-awareness.

1-2 p.m. Joe Clark Session D—Unions, the Commu-

Havens Auditorium

11:45 a.m.-1 p.m. Lunch

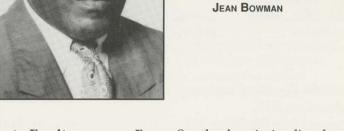
Welcome: Herbert Miller, professor emeritus, Indiana University Kokomo

Introduction: Kathy Krendl, dean, School of Continuing Studies, Indiana University

2:30-4 p.m. **Concurrent Sessions IX**

Session A—Faculty Transformation to Enhance Minority Attainment Room: Main Building-150

> Presenter: Leon Jackson Jr., vocational rehabilitation counselor, Department of Veterans Affairs, IN



Focus: See the description listed on Friday from 8:30 to 10 a.m.

Session B—The Amnesia of A Continent's Best-Kept Secrets Room: Main Building-106

> Presenter: Lisa Brown, director, Intercultural Relations, Edinboro University, Pennsylvania

Focus: See the description listed on Friday from 8:30 to 10 a.m.

Session C—Cultural Origins of Latin American Music: Afro-Cuban and Other Ethnic Influences on Classical Music Room: Kelley Center-221

> Presenter: Carmen Tellez, director, Latin American Music Center, Indiana University Bloomington

Focus: Classical music has been shaped by a variety of forces. Join us for a lively discussion of how Latin American music has been molded by Afro-Cuban and other influences.









JENNIFER WILLIAMS



BARBARA PARKER



BERNOUDY



BERT THOMAS

Session D—Destination: **Education IUK** Room: Main Building-112

Presenter: Alayne Cook, director, Destination: Education IUK, Indiana University Kokomo

Focus: Destination: Education IUK enables selected junior high school students to enter a five-year relationship with Indiana University Kokomo. The program provides the students with enrichment opportunities, mentors, academic counseling, and a yearly oncampus summer academic program to make college a real goal for the future. Join the program's director and a panel to discuss the details of this innovative program.

Session E—Building Bonds through University Commitment: Conducting an African-American **New Student Retreat** Room: Main Building-102

Presenters: Van Wilson, director, Admissions, Winston-Salem State University, NC; Jennifer Williams, director, Student Life, Educational Housing Services, Inc., NY

Focus: Come to this session to find out how to sponsor a successful new-student retreat. We'll examine how one university used a component of project C.A.R.E. (Committed to African-American Retention in Education) to mobilize campus and external resources to enlighten, empower, and energize the freshman class.

5:30-6:45 p.m. Dinner

7-9:30 p.m. Haile Gerima and the film Sankofa

Havens Auditorium

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

Introduction: Colin Black, assistant professor, Department of Speech and Theatre, Indiana University Kokomo

Transportation from IUK campus to Ramada Inn at 9:30 p.m. immediately following the film

10 p.m. Dance/Cash bar— Ramada Inn

Transportation from Ramada Inn to Signature Inn at 11 p.m. and midnight

SUNDAY, SEPTEMBER 11

Transportation from Signature Inn and Ramada Inn to IUK campus at 9:30 a.m.

10-11:30 a.m. **Concurrent Sessions X**

Session A—IndEx, Inc. Room: Kelley Center-221

> Presenters: Barbara Parker and Bert Thomas, teachers/researchers, University Center at Tulsa, OK

Focus: See the description listed on Thursday from 3 to 4:30 p.m.

Session B—Beyond Shakespeare's The Tempest: Simple Pleasures of the Heart Room: Main Building-106

> Presenter: Edward Pasko, teacher, Spanish and French, Sandwich Junior-Senior High School, MA

Focus: In this session, we'll use Shakespeare's The Tempest to demonstrate how educators can teach students how to use their knowledge to better the human condition.

Session C—We're All in This Together: Community Partnerships that Work Room: Main Building-102

> Presenter: Monique Bernoudy, director, Multicultural Programs, Valparaiso University, IN

Focus: During this session, we'll look at the partnership developed between Valparaiso University and West Side High School in Gary, Indiana. We'll discuss how such cooperative ventures can lead to



RON SENTWALI BAKARI

the development of new programs, grant funding, and campus and community diversification. This session's interactive format will encourage participants to make suggestions for strengthening the partnership model presented.

Session D-The Myth of "Race" Room: Main Building-112

Presenter: Ron Sentwali Bakari, acting director, Multicultural Center, Office of Minority Affairs, University of Wisconsin-LaCrosse

Focus: The concept of white, black, yellow, and brown people is a myth, but "race thinking" has a profound impact on the way people relate to one another. This session will challenge students, educators, and community activists to develop a collective agenda that will allow individuals to move beyond "race thinking" to cultural awareness and ethnic solidarity.

Session E-Panel discussion with Sankofa filmmaker Haile Gerima Room: Main Building-150

11:30 a.m. Conference adjourns

Transportation from IUK campus to Indianapolis International Airport at noon

THANK YOU

On behalf of Indiana University, the Kokomo campus, and the community, I would like to extend our most sincere thanks for your ongoing support of the Enhancing Minority Attainment program.

Any successes associated with this conference, and any positive outcomes, are founded in the participation and attendance of each one of you over the years. Your collective attempts to continue to address the critical educational and social needs of students in today's uncertain society are commendable.

Sharing important information and ideas, networking, and developing friendships have greatly enhanced all of us in Kokomo. We are hopeful that each of you leaves the conference each year more informed, inspired, and determined to continue to serve those seeking education as a means to improving the quality of life for themselves and their communities.

We look forward to your return visit in the fall of 1995.

Sincerely,

Donald Lane, Director Division of Continuing Studies Indiana University Kokomo