

INDIANA UNIVERSITY STUDENT PERSONNEL ASSOCIATION

INDIANA UNIVERSITY

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The *Journal of the Indiana University Student Personnel Association* is published annually by the Indiana University Student Personnel Association with support from the Higher Education and Student Affairs (HESA) Program. The *Journal* is produced expressly to provide an opportunity for HESA master's students to publish articles pertinent to the field of student affairs. The primary sources of funding for this year's *Journal* are alumni donations, the Department of Residence Life, and a grant from the Commitment to Assist Student Initiatives of the Indiana University Student Association. The important role that each of these contributors has played in the production of this edition is gratefully acknowledged and appreciated.



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We Stand with Students!

In Memoriam
Kevin P. Pirelli
June 11, 1971 - February 21, 1996

Kevin Pirelli enrolled in the college student personnel administration master's program in the Fall of 1993 after receiving his B.A. degree from Rutgers University in New Brunswick, New Jersey. During his undergraduate years, he was active in residence hall government, Sigma Alpha Mu International Fraternity, and the Rutgers University Glee Club which he served as President. In the Spring of 1992, he was one of 18 juniors inducted into the prestigious Cap and Skull Honorary Society at Rutgers. During his first year at Indiana University, Kevin held a graduate assistantship with the Director of the Indiana Memorial Union, advised the Student Steering Committee of United Way, served a practicum in the Office of Student Ethics, and was active in the Indiana University Student Personnel Association. He also designed and proposed a significant piece of research for the Association of College Unions International (ACUI) focusing on college presidents and their perceptions of college unions. His proposal was accepted and provided the base information for a keynote session at the 1995 International Conference and for a major article in *The Bulletin*, the official magazine publication of ACUI. Kevin Pirelli was a young man with a huge heart totally dedicated to fostering the development of college students. He had a passion for serving others, and his honesty, sincerity, and dedication touched all who worked with him.

Winston Shindell
 Executive Director
 Indiana Memorial Union/IU Auditorium

**JOURNAL OF THE INDIANA UNIVERSITY
 STUDENT PERSONNEL ASSOCIATION**

Spring 1996 Edition

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EDITORS' COMMENTS

John Bean
Kelli Kapustka Smith

Welcome to the Spring 1996 edition of the *Journal of the Indiana University Student Personnel Association*! We are extremely pleased to present you with this latest edition of the Indiana University legacy to the higher education and student affairs literature. The articles that have been selected represent a broad array of issues and ideas transcending functional areas and encompassing our past, present, and future as student affairs practitioners. They are a product of each author's personal interests, professional experiences, and exposure to CSPA coursework. The depth of their expertise and interests culminates in what we believe are thoughtful and enlightening manuscripts.

Our first article, "The Future of Student Affairs in a Post-Modern Era," addresses the changing nature of higher education and the various forces impacting upon this change. "A Portrait of the Life and Influences of a College Administrator: Elizabeth A. Greenleaf" is a fitting tribute to a matriarch of the IU CSPA program, whose profound contributions to higher education and student affairs are still evident. "Toward Success of One and All: Career Counseling for Minority Students" considers the particular issues surrounding career counseling for minority students and offers suggestions for improving the effectiveness of minority career counseling relationships. "The Diversity Advocate Program: Through the Perceptual Lens" is an environmental assessment of a residence hall diversity program which brings contemporary college environments theory full circle with today's reality of administering student affairs programs. "Environmental Influences on the Development of Women Student Leaders" takes a fresh look at the special developmental needs of female student leaders and provides recommendations for increasing the participation of women in campus leadership roles. Lastly, "Tuition Prepayment Programs and Student Body Diversity" introduces us to a timely method of financing higher education which may have profound impacts on financial aid as we know it and on the demographics of today's college student population.

We are grateful to many individuals who have unselfishly devoted their time, effort, and support to the production of this year's *Journal*. We thank the *Journal* Review Board for the careful evaluation and selection of the articles, the authors for their enthusiasm and eagerness to make suggested revisions, and Dr. George Kuh for his unfaltering support and guidance. We would also like to thank the Indiana University Student Association, the Indiana University Student Personnel Association, the Department of Residence Life, and our generous alumni for their critical financial support of our publication. The publication process is indeed a team effort, and we appreciate the difference that so many people have made in producing yet another fine representation of the IU CSPA program.

Finally, you will notice that our *Journal* has a new look. This year's Review Board and editorial team felt strongly that our publication should maintain a crisp and polished image that appropriately reflects Indiana University's eminent role as a leader in educating higher education and student affairs practitioners. We believe that the changes made in cover design and format result in a publication most worthy of bearing the Indiana University name. We hope that you will notice and appreciate these changes.

We invite you now to sit back, relax, and enjoy the pages that follow!

John Bean graduated from the CSPA program in 1996. He completed his B.S. degree in business management and psychology at Birmingham-Southern College in May, 1991. Prior to attending IU, he served as Financial Aid Coordinator at the University of Alabama at Birmingham School of Public Health. At IU, he served as a graduate assistant in University Financial Aid Services and completed a practicum in the IU School of Law Admissions Office.

Kelli Kapustka Smith graduated from the CSPA program in 1996. In December, 1992, she received a B.S. degree in psychology with a minor in women's studies from Nebraska Wesleyan University. Prior to attending IU, she served as Coordinator of Student Activities at Doane College (Nebraska). At IU, she worked in the Student Employment Office and the Arts and Sciences Placement Office of the Career Development Center. She also worked in the Student Activities Office and co-taught a leadership course through the Indiana Memorial Union Board.

STATE OF THE PROGRAM

Dr. George D. Kuh

Greetings from the Heartland! As with many regions of the country, it's been a tough winter in Bloomington. Within one week's time in early January, we exceeded the annual average snowfall for these parts!

There is considerable news to share, much of it dealing with faculty and program developments. "So long, Pudge Hefelfinger." That's the refrain around the Higher Education and Student Affairs suite with the announcement of the retirement of Phil Chamberlain this summer. After 30 years of teaching, Phil's move to the next phase of his life marks the end of an era for the IU higher education program as he was the only active faculty member appointed prior to 1975. Don Hossler was recently named Executive Associate Dean for the School of Education, effective in July. As a result, Don's participation in the graduate program will necessarily be reduced somewhat. This will pair him in the Dean's Office with Fran Stage who continues in her role as Associate Dean for Research. Don will continue to teach at least one course a year and work with students on individual research projects. I am planning a year-long sabbatical for 1996-97. Part of that time I may be abroad, although the details have yet to be finalized.

We are fortunate that two new colleagues joined us this past year. Michael Parsons, an IU Ph.D. (formally a member of the IU Labor Studies faculty), will coordinate the doctoral program. His appointment is at IUPUI and his primary teaching assignments include Introduction to College and University Administration and topical seminars related to academic labor markets and administrative leadership. Deborah Carter from the University of Michigan joined us in January, 1996. She teaches the Capstone Seminar and will teach the Environments class in the fall.

Bruce Jacobs now is the coordinator of the master's program. He will continue to serve as Director of Residence Life while shepherding the master's program. Bruce will also teach one course a semester and supervise the practicum experiences. This arrangement promises program continuity and will better integrate the academic program with the practical experiences component.

In response to increasing numbers of requests, the faculty have designed a second track in the master's degree program to meet the needs of full-time employed students who wish to obtain a graduate degree focused on higher education. This would include people with an interest in institutional advancement, planning and budgeting, and other administrative functions. The program requires no new courses or faculty; rather, it is a reconfiguration of existing courses designed to meet a local demand. This move prompted us to officially (finally!) rename the master's degree, Higher Education and Student Affairs.

As you can see in the list of Awards and Honors, Bob Weith from the Office of Student Ethics became the third recipient of the annual Kate Hevner Mueller Award last May. The Mueller Award goes to an outstanding assistantship or practicum supervisor.

Last October, one of the towers of Forest Residence Center was dedicated to Elizabeth Greenleaf. This was a wonderful event drawing graduates and former staff members from around the country to participate in a Residence Life symposium and the dedication of the facility.

Interest in HESA graduate programs remains robust. However, as the Halls of Residence moves forward with a long overdue renovation program, in any given year for the foreseeable future at least one residence center may be closed, thereby reducing the number of personnel required. This has the short term impact of reducing the number of assistantship opportunities for our students. We are doing everything possible to respond in a proactive way to this unavoidable set of circumstances. To alleviate some of the potential negative impact, the Department of Residence Life earmarked all of its 1996-97 assistantship vacancies for students in the HESA program.

Increasing numbers of our students have opportunities to present at national meetings such as ACPA, NASPA, and ASHE. However, we lack departmental funds to support their travel to these events. In the past, we have been able to use alumni contributions but we have all but depleted those resources. In addition, as I indicated last year, this *Journal* is self-supporting. Thus, we again making a special plea that as you weigh options for supporting these worthwhile activities, you give the Higher Education and Student Affairs program at IU fair consideration. A donor card is enclosed with this issue for this purpose.

The best sources of prospective students are people like you. We appreciate your mentioning IU to promising prospects. As always, we welcome your suggestions and assistance in preparing students for a challenging career in higher education and student affairs administration. We look forward to hearing from you.

AWARDS AND HONORS

Congratulations to these members of the Indiana University family on the following recognitions:

Frank Ardaiole, M.S. 1975, Ed.D., 1978	1996 Teele Award ACPA Commission XV
Gregory S. Blimling, M.S., 1974	1996 Elizabeth A. Greenleaf Distinguished Alumnus/a Award
Lawrence J. Miltenberger, M.S. 1963	1996 Elizabeth A. Greenleaf Distinguished Alumnus/a Award
Caryl K. Smith, Ph.D., 1973	1996 Robert H. Shaffer Distinguished Alumnus/a Award
David Campaigne	1995 Raleigh W. Holmstedt Fellowship Award
Katherine Douglas	1995 Raleigh W. Holmstedt Fellowship Award
Robert Weith	1996 Kate Hevner Mueller Award
George D. Kuh	President-Elect, Association for the Study of Higher Education; Contribution to Student Affairs Through Teaching Award, NASPA IV-E Chair, Joint Meeting of ACPA and NASPA in Chicago
Jill Carneghi	NASPA named its annual Women's Institute after Alice
Alice Manicur	

CALL FOR NOMINATIONS

Nominations of individuals for the 1997 Elizabeth A. Greenleaf and Robert H. Shaffer Awards are now being accepted.

The Greenleaf Award is presented annually to the graduate of the master's degree program in Higher Education and Student Affairs "exemplifying the sincere commitment, professional leadership and personal warmth

characteristic of the distinguished professor for whom the award is named.” Previous Greenleaf Award recipients include Vickie Mech-Fields, Keith Miser, Louis Stamatakos, Phyllis Mable, James Lyons, Paula Rooney, Joanne Trow, Carol Cummins-Collier, Thomas Miller, Frank Ardaio, Deborah Hunter, Vernon Wall, William Bryan, Terry Williams, Marylu McEwen, Gregory Blimling, and Lawrence Miltenberger.

The Robert H. Shaffer Award is presented to the graduate of the Indiana University Higher Education doctoral program who exemplifies outstanding service to the student affairs profession. Previous Shaffer Award recipients include John Welty, David Ambler, L. “Sandy” McLean, Thomas Hennessey, Jimmy Lewis Ross, Robert Ackerman, Don G. Creamer, Nell Bailey, Alice Manicur, Rodger Summers, and Caryl Smith.

Nominations for both awards will close February 3, 1997. The awards will be presented at the 1997 NASPA and ACPA conferences. Please direct your nominations and supporting materials (e.g., vita) to Bruce Jacobs, W.W. Wright Education Building, Room 4228, 201 N. Rose Avenue, Indiana University, Bloomington, IN 47405. Thank you!

THE FUTURE OF STUDENT AFFAIRS IN A POST-MODERN ERA

Dr. Gregory S. Blimling
Guest Author

Modern assumptions about knowledge and the purpose of universities are under attack from all sides. In this essay, four postmodernist attacks on higher education are identified, and three currents of change resulting from these pressures are discussed. Consideration is also given to how student affairs can respond constructively to these changes.

After more than 30 years in student affairs, most as a chief student affairs officer, Bryan decided to resign and join the faculty. As we sat speaking in hushed tones in the corner of a nondescript reception at an uneventful professional meeting, he shared his frustrations about student affairs and the state of higher education. Bryan's son recently graduated from college and planned to pursue a master's degree in student affairs administration. Bryan didn't know what to tell his son. He asked me what I thought. I was quiet while I searched for an answer.

Modern assumptions about knowledge and the nature and purpose of the university are being attacked from all sides. Postmodernism is the source for many of these attacks, as I argue in the first section of this paper. Next, I outline three currents of change resulting from these pressures. In the final section, I focus on how student affairs can respond constructively to these changes.

POSTMODERN ATTACKS ON HIGHER EDUCATION

Postmodernism¹ is a perspective reflected by a “set of attitudes and efforts designed to modify and correct modern ideas” (Elkind, 1995, p. 11). These

¹Postmodernism refers to a perspective or philosophical approach. Postmodern refers to an era or historical period.