

***Journal of the Indiana University
Student Personnel Association***

2003 Edition

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INDIANA UNIVERSITY STUDENT PERSONNEL ASSOCIATION

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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 & 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 source of funding for the Journal are alumni donations and student and departmental support. The important role that each of these contributors has played in the production of this edition is gratefully acknowledged and appreciated.

Journal Editors

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2002:	Drew Griffin & Victoria S. Pasternak
2003:	Victoria S. Pasternak & Tara L. Sherwin

2003 Awards and Honors

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

Susan Sgambelluri	Kate Heyner Mueller Award
Barbara Varchol	Elizabeth A. Greenleaf Distinguished Alumni
Dana Burnett	Robert H. Shaffer Distinguished Alumni Award
Kate Boyle	August and Ann Eberle Fellowship Award
Megan Moore Gardner	Holmstedt Fellowship
Richard Muthiah	Holmstedt Fellowship
Megan Palmer	Holmstedt Fellowship
Daisy Rodriguez	Holmstedt Fellowship

Faculty Advisors

Elizabeth Greenleaf	1960-1977	Don Hossler	1989-1990
Wanda Deutsch	1970-1971	George Kuh	1990-1996
David Decoster	1972-1976	Bruce Jacobs	1996-1997
George Kuh	1977-1982	Teresa Hall	1997-1998
John Schuh	1983-1987	Ada Simmons	1998-2000
Don Hossler	1987-1988	Jillian Kinzie	2000-2002
Frances Stage	1988-1989	Kate Boyle	2002-2003

Call for Nominations

Nominations of individuals for the 2004 Elizabeth A. Greenleaf and Robert H. Shaffer Distinguished Alumni 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 who exemplifies "the sincere commitment, professional leadership and personal warmth" of Betty Greenleaf, for whom the award is named. Previous Greenleaf Award recipients include Louis Stamatakis, Phyllis Mable, James Lyons, Paula Rooney, Joanne Trow, Carol Cummins-Collier, Thomas Miller, Frank Ardaiole, Deborah Hunter, Vernon Wall, William Bryan, Terry Williams, Marilyn McEwen, Gregory Blimling, Lawrence Miltenberger, and Jamie Washington.

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 L. "Sandy" McLean, Thomas Hennessy, Jimmy Lewis Ross, Robert Ackerman, Don G. Creamer, Nell Bailey, Alice Manicur, Rodger Summers, Caryl Smith, and Donald Mikesell.

Nominations for both awards close February 1, 2004. The awards will be presented at the 2003 NASPA and ACPA conferences. Please direct your nominations and supporting materials (e.g., vita) to Mary Howard-Hamilton, W.W. Wright Education Building, Room 4228, 201 N. Rose Avenue, Indiana University, Bloomington, IN 47405. Thank you.

Editors' Comments

Victoria S. Pasternak, Tara L. Sherwin

We are pleased to present the 2003 edition of the Journal of the Indiana University Student Personnel Association. The national and international tumult of the past year has left its mark on colleges and universities across the United States. Students and administrators alike have felt the effects of our world's inability to respect and honor the differences among human beings. However, as we compiled the final edited versions of this year's Journal submissions, we noticed the celebration of diversity represented in all of them. We feel proud of our authors' desire to study and bring awareness to issues of diversity, especially in a time when higher education struggles to keep these issues at the forefront of campus awareness.

"Fraternity Men and Homosexuality" examines the attitudes and behaviors of fraternity members toward homosexual students. "A History of Jews in Higher Education in the United States" provides a thorough overview of Jewish students' experiences in higher education, both academic and social, since the inception of the first American university. "Self-Efficacy and Student Leaders" is a quantitative study that looks at the influence of various factors, with a special emphasis on gender, of students' beliefs in their leadership capabilities. "Here Today, Gone Tomorrow" analyzes the presence of both Black students and affirmative action policies in historical and current times. A qualitative study, "Assessing International Student Perceptions of the Classroom Environment at a United States Business School" describes the experiences of international students in the American classroom and suggests ways to enhance those experiences. Finally, "White Students' Attitudes and Behaviors Toward People of Color" provides insight to the reasons behind White students' thoughts and actions toward people of color, noting in particular how gender differences affect those thoughts and actions. Clearly, this year's authors all felt a strong need to address issues of diversity and underrepresented students, and we applaud their dedication and success in doing so.

The 2003 Journal could not have been completed without the help of Kate Boyle. Her constant advice and unfailing support, in addition to her hard work in obtaining the grant money that helped fund this year's edition, are appreciated more than she knows. We wish her the best of luck this summer as she defends her dissertation and earns the well-deserved title of "Doctor!" We would also like to thank Chris Heasley for his innovative cover design, as well as the many HESA alumni and friends who continue to help us provide this wonderful service to our readers.

Finally, we would like to thank the extraordinary Masters and Doctoral students who served on this year's Journal Review Board. Without their hard work and dedicated efforts, the Journal could not have continued its tradition of exceptional content and quality. Again, we would like to thank our peers for their professionalism and sincerity throughout the entire review process. We hope that you enjoy this edition of the Journal, and that you continue to support and contribute to the Journal, the Indiana University Student Personnel Association, and Indiana University.

Vicky Pasternak graduated with a M.S. in Higher Education and Student Affairs from Indiana University in 2003. While at Indiana, Vicky held an assistantship as a Graduate Supervisor in the Wright Quad and worked in the Office of Student Ethics. Vicky received her B.A. in Communications in 1998 from Marquette University.

Tara Sherwin is a current Master's student in the Higher Education and Student Affairs program at Indiana University. She works as the Graduate Assistant for the Student Alumni Association and has served as the Graduate Intern for IU's Office of Orientation Programs. Tara received her B.A. in English from Texas Christian University in May of 2002.

State of the Program

Kate Boyle

Master's Program Coordinator

Spring has arrived here in Bloomington and I'm pleased to offer you the 2003 edition of the *IUSPA Journal*! I have had a wonderful first year as the coordinator of the Higher Education & Student Affairs master's program. We welcomed forty first-year students from across the nation. This is the largest class in recent memories and they have certainly brought many talents to us and will be wonderful additions to the field of Student Affairs. The second-year cohort members are looking forward to graduation and many of them are already successful in their job search efforts and have announced where they are off to in the coming year!

Our faculty continue to provide active leadership in research, teaching and service. Trudy Banta provides excellent leadership within the IUPUI program. She has published the book *Building a Scholarship of Assessment* which has contributions from George Kuh, Vic Borden and others at IUPUI. Trudy was announced as the 2003 winner of the Sidney S. Suslow Award given by the Association for Institutional Research (AIR) for "scholarly contributions to the field of institutional research. Deborah Carter, who continues to be an essential part of the HESA program, has recently received tenure and has been promoted to Associate Professor. Nancy Chism, also one of our key faculty for the IUPUI program, has had three recent publications regarding faculty development and learning environments. Don Hossler has been working with current and former IU doctoral students on a project funded by the Lumina Foundation to examine how the College Decision-Making Process has changed over the past fifty years.

Mary Howard-Hamilton has been named Chair of the HESA Program and has provided wonderful leadership for the master's and doctoral programs. George Kuh continues to expand the CSEQ and the NSSE through the grants received from The Pew Charitable Trust. George was the 2002 recipient of the Sidney S. Suslow Award given by AIR. Doug Priest, previously the Associate Vice Chancellor for Budgetary Administration and Planning, has joined the faculty full-time. Doug recently collaborated with Don Hossler, Ed St. John and another author on a book regarding budgeting systems in public universities. Ed St. John has written several pieces recently on social class and college costs. Ed received the 2002 Leadership Award from the Association for the Study of Higher Education (ASHE). Each of our faculty contribute to the field of Higher Education and Student Affairs through publications and acknowledgements, but also so much through their day-to-day interactions with the doctoral and master's students in the HESA program.

Interest in the master's program in Higher Education & Student Affairs remains high as we continue to attract new students to the program. We had approximately 95 students on campus during our two Outreach recruitment sessions in February. We expect a full class of talented students to join us in the fall. This year, we extended our Outreach program and began a doctoral student Outreach that had 20 students attend. We also continued to participate in a number of graduate preparation fairs.

The IUSPA Journal is one of the hallmarks of our program. As we pursue knowledge in higher education and student affairs, the student authors challenge themselves to submit articles that are reviewed and edited by their peers. The editorial team also has a wonderful opportunity to improve their skills in reviewing, critiquing and editing the submitted works. However, this opportunity continues only via your generous contributions. Please designate donations to the annual fund drive to go towards the *Journal* so that we can continue to produce this exceptional opportunity for our students and for you to receive as alumni. On behalf of the faculty, students, and staff of the program, thank you for your support and contributions to the HESA program. Through your continued efforts to refer talented students to the program and to financial support our program you provide the necessary elements to sustain our strong Higher Education & Student Affairs program at Indiana University!

Fraternity Men and Homosexuality: An Attitudinal and Environmental Assessment

Kerry Fleming, Jason Jones, Kevin McCord, & Eric Marc Ratner

Through a self-administered survey, this study examined the levels of homophobia within Greek chapters at a public Research I institution in the Midwest. Additionally, various environmental factors within each chapter were assessed in order to determine which factors within the fraternal living environment might influence attitudes toward homosexuality. Confrontation of negative messages and quality GLB-related programming were found to be significant deterrents of homophobia. This research suggests the necessity of more diversity education within Greek chapters that teaches members how to effectively confront negative messages within their chapter houses.

Over the past few years, issues of gay, lesbian, and bisexual (GLB) students have joined racial, religious, and ethnic concerns at the forefront of diversity research. Although studies regarding attitudes and perceptions toward GLB students on college campuses are easy to find, little research has explored the influence of the fraternal living environment on members' attitudes toward homosexuality (Case, 1996). Unfortunately, what little research does exist regarding GLB issues within the fraternity environment shows substantial levels of discrimination against prospective members perceived as possibly gay, even to the extent of dismissing them from membership (Case, 1996).

Peer groups, in the form of Greek organizations, serve as some of the strongest socializing agents on college campuses, exerting great influence over the social and academic behavior of their members (Kuh, 1982). Consequently, these negative attitudes have forced numerous others to remain in the closet for fear of threats and harassment from fellow members. Not only does this hostile environment ignite issues of equal access, but it also stagnates the essential processes of student development, thereby undermining a principal goal of the college experience (Highlen, Bean, & Sampson, 2000). The purpose of this research, therefore, is three-fold: to collectively assess fraternity members' attitudes toward homosexuality, to explore the nature of the fraternity living environment, and to draw relationships between the two.

Literature Review

Greek Values and Group-Think

The relevant literature acknowledges the importance of student culture, in the form of fraternities and sororities in the undergraduate population. Greek letter organizations represent thriving sub-cultures on their respective campuses, providing undergraduates with a wealth of values and norms for