

JSRI Celebrates 10 Years of Service

by Danny Layne, JSRI Staff member

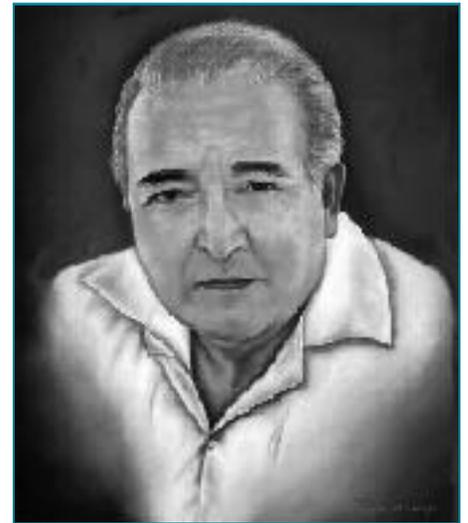
The history of the Julian Samora Research Institute, while loosely documented in its own publications and on the world wide web, actually lies buried among filed papers and handwritten notes preserved as "Institute archives."

Inside the white storage boxes on the shelves of a locked closet are the notes, ideas, and dreams of men and women who, in 1988, pondered just what JSRI should be and which direction it should take. The notes give way to typed agendas, proposals, and drafts — then, ultimately, to organizational structures and multi-year plans. Within this mass of paper is the "inside" story of JSRI.

In 1988, five Michigan State University Deans were appointed by then-Provost David Scott as members of the "Task Force on the Hispanic American Institute," or "Hispanic Research Task Force," as it was also known. The Task Force members, who included Gwen Andrew, Joe Darden, John Eadie, Judith Lanier, and Ralph Smuckler, were keenly aware of the emerging interest, particularly in the Midwest, of Hispanics' social, political, and historical contributions. Together they formally looked at the University's need for a Latino-based research institute.

"Our directive was clear," said Darden, who continues serving MSU as a Professor of Geography and as Dean of Urban Affairs Programs. "The Task Force was basically formed to decide whether MSU should establish an institute or not. The Provost wanted more than just political pressure as a deciding factor. He wanted a fact-finding body to make an honest assessment."

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INSTITUTE NAMESAKE — Dr. Julian Samora, as he appeared in a 1988 painting by artist Juan Maldonado, was a former professor of sociology at MSU and Notre Dame.

Thanks to \$35,000 Grant

JSRI Studies Classroom Diversity

Colleges and universities must strive more than ever to document the educational impact of diversity in the classroom, JSRI researchers contend, and a 1-year funded study will help that process to continue.

The Julian Samora Research Institute, funded by a \$35,000 grant from the Spencer Foundation in Chicago, proposes to investigate the effects of racially and ethnically diverse classrooms on students and faculty. The project will examine faculty perspectives on whether classroom dynamics, pedagogy, and research are affected.

Given the recent Hopwood decision, a lawsuit brought by White applicants against the University of Texas claiming discrimination based on race. California's Proposition 209, which eliminated any consideration on race or ethnicity, and other attempts to end the use of race in higher education admissions decisions, colleges and universities must be able to provide an educa-

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Latino Research and the Educational Benefits of Diversity

Just over 20 years ago, Justice Lewis Powell announced the judgement of the U.S. Supreme Court in the case of Regents of the University of California v. Bakke. In his judgement, Justice Powell asserted that "obtaining the educational benefits that flow from an ethnically diverse student body,"... "clearly is a constitutionally permissible goal for an institution of higher education." He then quotes earlier decisions that assert,

"The Nation's future depends upon leaders trained through wide exposure to that robust exchange of ideas which discovers truth 'out of a multitude of tongues...'"

"The atmosphere of 'speculation, experiment and creation'— so essential to the quality of higher education — is widely believed to be promoted by a diverse student body... [I]t is not too much to say that the 'nation's future depends upon leaders trained through wide exposure' to the ideas and mores of students as diverse as this Nation of many peoples."

These stirring words were used to justify the consideration of the applicants' race or ethnicity in the admissions decisions in higher education although the Bakke decision did change the manner in which these factors were considered. The research project funded by the Spencer Foundation described on story starting on the first page of this newsletter is an attempt to see if Justice Bakke's assertions on the educational benefits of diversity can be substantiated by a survey of higher education faculty.

In recent years, the practice of giving any consideration to an applicant's race or ethnicity has been under heavy attack. California is home to about a third of the Latinos in the U.S. In that state, Proposition 209 has had a drastically negative impact on Latino enrollments. In Texas, home to about a quarter of U.S. Latinos, the Hopwood decision has also had a negative impact on Latino access to higher education. A lawsuit that has been described as a "clone" of the Hopwood suit has been filed against the University of Michigan. Minority access to higher education in Washington state has been challenged both in the courts and through an electoral initiative. Through these measures, Latino access to higher education has been

limited and such limits may soon be found to apply to higher education programs throughout the U.S. even though Latinos are extremely underrepresented in higher education.

All of these considerations make it crucially important to find new and alternate means to recruit and retain Latinos in higher education. I believe that the establishment and growth of the Julian Samora Research Institute offers such an alternative. For 10 years, JSRI has helped



MSU provide an "atmosphere which is most conducive to speculation, experiment and creation," for all of its students, faculty and staff. Furthermore, the research conducted and published by JSRI has offered our faculty the opportunity to increase everyone's knowledge and awareness of Latino issues and problems. Directly and indirectly, our research and publications have helped attract and retain Latino students and faculty. The faculty positions announced on page three of this newsletter are a very strong indication of the administrative support for Latinos and for JSRI at MSU. Furthermore, in the event that Michigan or the entire nation should face the kind of drastic changes in law and policy that Hopwood and Prop 209 have forced on Texas and California, the existence of a strong and vibrant JSRI will be a major positive factor in establishing new ways of promoting Latino accessibility to higher education.

Diversity can take many forms. Latinos come from a range of experiences and backgrounds. Among Latinos, those who worked as migrant farmworkers or whose parents were migrant farmworkers are among those least represented in higher education. Increasing the representation of students from this background at MSU has recently become a priority. We would like to thank John D. Shingleton, the outgoing chair of the MSU Board of Trustees, for his leadership on this issue. We would also like to congratulate Dorothy Gonzales for becoming the first Latina Chair of the Board of Trustees in January 1999. We are also happy to report that JSRI is involved in several farmworker research issues. We have more about these in the next issue of Nexo.



MSU — JSRI

Joint Positions Announced

The Julian Samora Research Institute and Michigan State University announce searches to fill three joint positions at this mid-Michigan campus.

These position announcements are part of a Michigan State University initiative to strengthen faculty capacity in Latino-Chicano Studies. A position is being advertised in the School of Social Work and three faculty positions are being advertised in Psychology, Sociology, and Anthropology. Two of the three positions in Psychology, Sociology, and Anthropology will be filled.

Social Work/Latino Studies – The School of Social Work invites applications for a tenure-track faculty position (assistant professor) specializing in work with Chicano/Latino families and communities.

The candidate will be appointed in the School of Social Work (the tenure home) and will have an affiliation with the Julian Samora Research Institute, the Midwest's premier policy research and outreach center to Latino communities. The School is seeking applicants with expertise in teaching and research in curricula areas of direct practice and a second curriculum area of the candidate's choice. The position requires and M.S.W. and a Ph.D. (or D.S.W.) in social work or related disciplines and demonstrated interest in the field of children, youth and families with particular ability to work with Michigan Latino farm workers and/or urban communities. There are opportunities to work in the School of Social Work's accredited undergraduate and M.S.W. degree programs and doctoral program through the University's interdisciplinary Ph.D. program. The School of Social Work and the Julian Samora Research Institute are part of the University's College of Social Science. The position begins Aug. 16, 1999; the application deadline is Feb. 1, 1999, but will be extended as needed until suitable candidates have been identified. Interested individuals should send letter of application, vitae, and names of three references to: *Gary R. Anderson, Ph.D., Director, School of Social Work, 254 Baker Hall, Michigan State University, East Lansing, MI 48824.*

Sociology/Latino Studies - The Department of Sociology at Michigan State University seeks applications for a tenure-track, 9 month, assistant professor position in the sociology of family.

The candidate will be jointly appointed by Sociology, the tenure home department, and the Julian Samora Research Institute, the Midwest's premier policy research and outreach center to Latino communities. The position involves a 50% teaching release for three years to allow work to advance the Institute's mission to promote the generation of scholarship on Chicanos and Latinos.

Sociology seeks candidates who have primary research and teaching interests in Chicano, Latino and/or Latin American-origin groups and communities, and minority mental health. Preferred secondary areas of specialization include the study of diverse and nontraditional families and households (as defined in terms of race, class, gender, ethnicity, migrant status, sexuality, or other forms of structural inequality). All methodological approaches are appropriate. Scholars applying broadly comparative perspectives are preferred. Ph.D. in Sociology is required. Appropriate language skill is desirable. Women and minorities are strongly encouraged to apply. The starting date for this position is Aug. 16, 1999.

Teaching responsibilities include undergraduate and graduate courses in family, mental health, race and ethnicity, Chicano, Latino, and Latin-American origin communities in the U.S., and integrated social sciences.

Candidates should send a letter of interest, resume, and list of three references to: *Family Sociology Search Committee, Department of Sociology, Michigan State University, 316 Berkey Hall, East Lansing, MI 48824* by Jan. 1, 1999 or until a suitable candidate is found. For further information, please contact *Dr. Steven Gold, Department of Sociology, Michigan State University, 316 Berkey Hall, East Lansing, MI 48824* or e-mail him at *gold@pilot.msu.edu*.

Anthropology/Latino Studies – The Department of Anthropology and the Julian Samora Research Institute invite applications for a possible tenure-stream faculty appointment (at the Assistant Professor level), specializing in Chicano/Latino Studies.

The candidate will be jointly appointed by Anthropology, the tenure home department, and the Julian Samora Research Institute, the Midwest's premier policy research and outreach center to Latino communities. The position involves a 50% teaching release for three

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If the Task Force *did* determine that interest in Latino and Hispanic issues warranted a research facility, they also had to decide how the creation and evolution would proceed. Task Force members were conscious of ongoing efforts, over several years at MSU, to develop and implement minority-focused curriculum and research.

“It’s important to note that there was a long history of lobbying, over several years and through several (MSU) Presidents, before the Task Force was formed,” Darden explained. “The effort to establish a Hispanic Research Center took a lot of effort, from a lot of people, over a long period of time. It didn’t happen overnight.”

The years of perseverance paid off and, in November 1988, the Task Force officially recommended that a Hispanic research center be established at MSU. In fulfillment of their objects, the Task Force also identified five primary issues that the newly-formed Hispanic research institute should focus on — employment development, education, political empowerment, health and family welfare, and cultural awareness and enrichment. These issues, the Task Force wrote, would “provide the basis for establishing a comprehensive program of research to inform policies, interventions, and teaching.”

“The institute, we recommended, should be research driven and geographically focused,” Darden added. “It was our hope that this institute would serve as a catalyst in the recruitment of Hispanic faculty and students from throughout the Midwest.”

During the early 80’s the demographic composition of the Midwest was already undergoing changes. School enrollments in Michigan and the nation were dropping overall while minority enrollments climbed, particularly for Hispanics. This was an important issue, researchers noted, since the next generation of the workers would be faced with a restructured economy and greater demands for a highly educated, computer-savvy labor force.

Hispanics faced certain economic, political, and social transformation during the coming years, researchers already deduced, and a Hispanic Institute would be a valuable asset to MSU. In fact, it was the *absence* of information on and knowledge of Midwestern Hispanics that the Task Force used to rationalize the creation of JSRI.

Four months after the Task Force made their recommendation to the Provost, and after MSU’s Executive Committee of the Academic Council endorsed the creation of a “Midwest Center for Latino Research,” the Institute was created on Feb. 7, 1989. The Task Force

further recommended that the newly-formed institute be named for Dr. Julian Samora, a pioneer in Mexican American research whose work on Midwestern Hispanics was already nationally recognized.

Samora, a co-founder of the National Council of La Raza, believed that research was inadequate if the results, efforts, and recognition were not shared. He was a professor of sociology at MSU and Notre Dame, and he mentored more than 50 Latinos in a wide variety of fields during his lifetime. Many of those men and women are, today, noted scholars and researchers carrying on the scholastic legacy and tradition of mentorship.

Once created, MSU officials obligated themselves for five years to developing the faculty, staff, and mission of JSRI. At the conclusion of that initial period, a review by the Provost and a recommendation for determining permanency would be made to the University’s Board of Trustees, records indicate. University officials mandated a specific course of administrative action for the Institute, including short-term goals and long-range plans.

In response, JSRI advocates wasted little time in tackling the unique challenges before them.

University officials selected Dr. Richard Navarro, an associate professor in MSU’s Education Department, to head the institute. In essence, he became JSRI’s “Founding Director” in 1989. Under Navarro, JSRI took a quick, bold step by organizing and sponsoring a 2-day planning



JSRI FOUNDING DIRECTOR—
Richard Navarro was appointed as JSRI’s Founding Director in 1989. He served in that capacity until 1993.

conference the following month that brought some of the nation’s leading Hispanic scholars to MSU. These scholars, a virtual menagerie of specialists in a variety of fields, helped JSRI identify and focus on issues affecting the Midwest’s growing Hispanic population. The list included sociologists, anthropologists, and economists. Most of them knew, worked with, or were mentored by Julian Samora, himself.

Daniel Kruger, a longtime faculty member in MSU’s School of Labor and Public Relations, joined sociologists Teresa Cordova, Gilberto Cardenas, Rogerlio Saenz, and Sylvia Pedraza-Bailey at the March event. Cordova was an assistant professor with the University of Illinois/Chicago; Cardenas — a former student of Samora’s at Notre Dame and student organizer of that

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university's Center for Chicano Studies. Saenz was already a widely published author on minority issues and Latino migration throughout the Midwest, while Pedraza-Bailey specialized in race and ethnic relations and Latino migration in the U.S.

Alicia Chavira, a medical anthropologist specializing in the role of Latinas in family health and migration, participated in the initial conference along with economists Richard Santos and Refugio Rochín. Both men earned degrees at MSU — Santos' in labor economics and labor-industrial relations and Rochín's in agricultural economics — and had firmly established themselves as experts in their field by the time they joined their fellow researchers at the JSRI mini-conference.

Rochín's name would emerge again in later years when he led a pool of candidates in JSRI's quest for its first permanent director.

The conference, the first in a decade of specialized events that have grabbed national attention and lured hosts of Latino scholars to this Big Ten university, helped JSRI focus on a common, organizing theme — the study of the phenomenon of industrial decline, the restructuring of economic relations, and the impact on Hispanics in the Midwest. It was vital, conference attendees agreed, that future research at JSRI should reflect the general population as well as Latinos, and that it should have true "social value" in order to link the discovery and distribution of the information with recommendations of action addressing the social issues.

The biggest challenge facing JSRI would not necessarily be in identifying areas of research, but would be in developing a "critical mass" of faculty who would be tasked with carrying out this ambitious program of study.

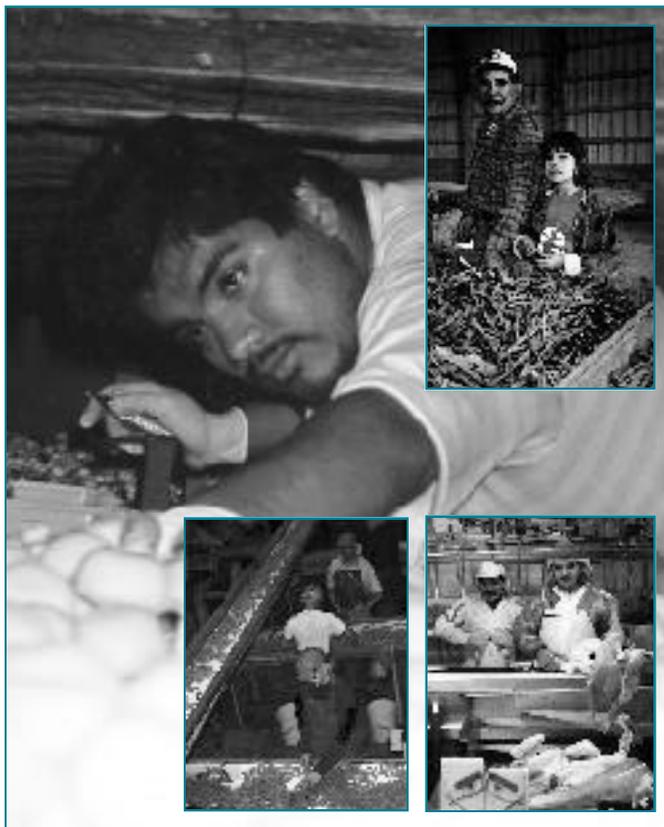
With an endorsement from Provost Scott, JSRI initially worked with a multitude of MSU deans including those from the School of Labor and Industrial Relations, the Departments of Economics, History, Sociology, Philosophy, and Social Science, and James Madison College, to identify potential faculty positions. JSRI's efforts were rewarded in 1990 with the arrival of Maxine Baca Zinn in Sociology and, in 1992, with tenure-stream positions for research associates Robert Aponte and Rene Rosenbaum.

JSRI rose from a modest beginning with a founding director, a secretary, and three coordinators, who included Rosenbaum, Aponte, and Diana Martinez, into what became a cohesive unit of faculty members and core staff. Other early faculty members included Rene Cisneros, Rodolfo Garcia Z., Jorge Hernandez-Fujigaki, Francisco Villarruel, and Joseph Spielberg Benitez. In 1993, Marcelo Siles joined JSRI as a Research Associate focusing on Social Capital and Business Development; Manuel Chavez began work that year as one of JSRI's first Postdoctoral Fellows.

JSRI was also successful in obtaining financial support, aside from MSU's monetary commitments, from local and national foundations and from private donors for several community related projects in its early years. At the same time, the Institute began production of its own publication series that included Research Reports (monographs of empirical research), Occasional Papers (original papers presented at MSU), and Working Papers.

The first issue of the Institute's national newsletter, *Nexo*, appeared in 1992 as JSRI began publically promoting new partnerships and community projects.

With support from the W.K. Kellogg Foundation in Battle Creek, the State of Michigan, MSU, Ford Motor Company, Ransom Fidelity Company, General Motors, and the Joyce Foundation, JSRI embarked on ambitious projects for youth and families, demographic studies, and community and economic development studies.



MIDWESTERN LATINOS — *The role of Latinos has evolved over the past decade. While migrant workers continue to be a key element in agriculture, JSRI research reveals, their tasks are quickly expanding into food processing and manufacturing plants throughout the Midwest. (JSRI photos courtesy of Refugio Rochín)*

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Report shows more Hispanics earning Science and Engineering degrees

by Amy Rosewarne, MSU Graduate Student

A recent National Science Foundation (NSF) study highlights a significant increase in underrepresented minorities — particularly Hispanics — earning degrees in the sciences and engineering fields during this decade.

One of the more startling trends is a 59% increase in the number of Hispanic students awarded bachelor's degrees in those fields between 1990 and 1995, a particularly robust growth when compared to an increase of only 16% during the previous 5-year period.

The NSF report, entitled "Science and Engineering Degrees, by Race/Ethnicity of Recipients: 1989-1995," is based on two comprehensive surveys conducted by the U.S. Department of Education and the National Science Foundation. Researchers gathered data on bachelor's, master's, and doctoral degrees conferred in the United States and the District of Columbia, as well as in U.S. Territories and outlying areas (Puerto Rico, American Samoa, etc.). The publication, which details the overall upsurge in sciences and engineering degrees granted to underrepresented minorities, indicates the information is a major finding and an important cultural trend.

But the data on degrees earned by Hispanics in science, including the Social Sciences, and engineering is somewhat more complicated than the overall findings reflect. There are obvious variables and complications that cannot be illuminated by surveys that use universal categories such as "Hispanic" or "Asian."

Hispanic men have actually increased their presence in slightly higher numbers in other non-science, non-engineering fields, except at the doctoral level where the number of degrees granted is relatively small. At the same time, the study indicates that the momentous increase (by 85%) of Hispanic women earning bachelor's degrees in science and engineering accounts for a large portion of the overall high numbers of Hispanics moving into these fields.

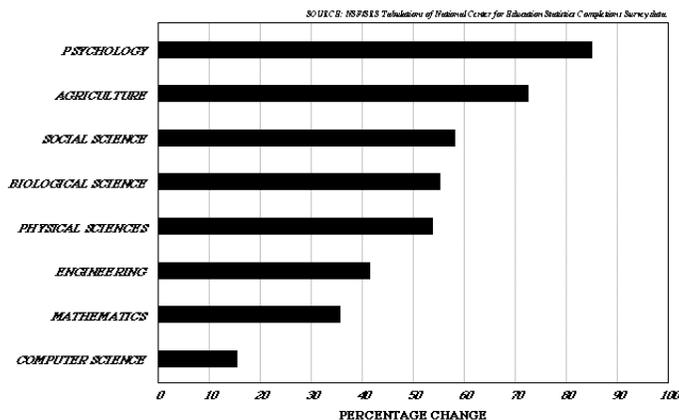
This is indicative of another more specific — but no less important — cultural trend.

Psychology, the social science sub-field that experienced the most significant increase in minority-earned degrees between 1990 and 1995 — an astonishing 90% — appears to be undergoing a multi-cultural transformation. While the number of baccalaureate degrees in psychology granted to White students grew significantly (from about 40,500 in 1989 to almost 56,000 in 1995), the proportional numbers for minorities increased much more radically — from 5,103 to 10,691.

These numbers reflect a relatively even distribution of degrees earned in the fields among Asian, Black, Hispanic, and Native American students. The numbers for each ethnic community roughly doubled during this 5-year period. This statistic comes as no surprise to participants in JSRI's "Chicanos in Psychology" conference last April. The multitudes of Hispanics newly entering this field, 4,543 in 1995 as opposed to 2,152 in 1989, was apparent in the number of participants who were recent college graduates (see *Nexo*, Spring 1998 issue).

Anyone interested in the government report can request it by e-mailing pubs@nsf.gov, by faxing requests to (703) 644-4278, or by mailing the request to the Division of Science Resource Studies, National Science Foundation, Arlington, VA 22230. Include the publication title and number (NSF 97-334), as well as a complete return mailing address.

SCIENCE AND ENGINEERING DEGREES AWARDED TO MINORITIES, BY FIELD, AND PERCENTAGE CHANGES IN '90-95



Mexican Voices, Michigan Lives

Don Ceferino Mejía was interviewed by Javier Pescador and Diana Rivera as part of JSRI's ongoing Oral History Project. Transcription and translation for this article was provided by Javier Pescador.

"You have to work hard to get something. If you don't, you get nothing. Many of us came here looking for the best, just as other people came here from other places looking for better chances, better jobs, better houses..."

My name is Ceferino Mejía, I was born in Boling, Texas, southwest of Houston. My dad was Reyes Mejía and my mom, Guadalupe Castillo. They are no longer alive. I was raised in Arizona for a while, on an (Apache Chiricahua) Indian reservation.

At eight, when my father died, I went to look for my mother in Mexico. I walked for I don't know how long and crossed into Mexico until what I realize now was Mazatlán, a port beyond the Sierra Madre. I arrived in a village named Victoria. At the outskirts I passed out — on the ground, thirsty, starving — and a shepherd found me. He took me to his home and took care of me. He fed me *puro caldo*, unsalted, every day until I got better.

I gave him a letter which my father had given to the chief of the reservation. I remember the chief telling me "I no longer have time, my time is up. You must go and find your mother." But I couldn't read and write, so I showed the letter to everyone I ran. When the old shepherd read the letter he said the village I was looking for was close by... so I left him and continued my journey.

I arrived at a house and knocked at the door. That was my mom's house, just as if somebody had told me "knock at that door." Then I gave her the letter and she recognized me. She told me she had left me when I was four months old, when the *Migra* caught her and sent her back to Mexico. That was why I was raised by my dad.

I spent eight years in my mother's town, Ignacio Allende, in the state of Durango.

When I turn 16, I came back to the States, but I still couldn't read or write. I couldn't sign my name, so I just signed with a cross.. What did I know? I even believed Arizona belonged to Mexico. When we arrived at Reynosa in 1946, somebody said "let's cross the river."

After being here I didn't like it, so I went back to Mexico. I went to Monterrey and started working in a glass factory where the workers were unionizing. I was asked for my papers or my birth certificate. After an hour, the *Migración* officers came over and sent me out of Mexico to Laredo, Texas.

Realizing that I was an American citizen, I left Laredo and hit the road, but I was caught again, this time by the U.S. *Migra*. So I was detained and jailed. After a while they were calling out people, two by two, until I was the only one left. An officer sent me to the kitchen. There was a huge pile of dirty dishes to wash and I did it all myself. When I walked



Don Ceferino Mejía

out he said, "Here, take this five bucks and get out... and don't forget that you have to register when you turn 18."

I remember people saying there was money to be made in Michigan. I made 40¢ per hour in *la labor*; that's all. I came to Michigan in 1950.

I met my wife in a restaurant here — she was a full-blooded Native American. She was with her brother, I was with another man. He said she doesn't speak English, but I talked to her anyway, *y me le arrimé*, and we walked out of there together. Her relatives didn't like me at first, but then when they saw that I worked hard and gave her everything, they changed and *me traiban aquí...*

I remember Durango in summer time, it was beautiful, and even more so when it rained. If there is no rain, there is no harvest, and if there is no harvest the people can hardly survive. That's why I left there, because one year it did not rain... I tried everything, I even sold medicinal herbs. I gathered them in the mountains and desert. I sold *yerbanís, mariola, gobernadora, epazote y tanta yerba!* I knew how because of my grandmother, Felipa de la Cruz, was a midwife from Mexico. I accompanied her sometimes and she taught me.

She died before I came here. She went out to bring babies into this world and in exchange she didn't get money — she was paid in kind, with chickens, beans, maize, or *gorditas*. She accepted everything, she didn't care about money. I once told her she could be rich, but she replied, "*si la gente no tiene, te da lo que tiene.*"

My wife and I raised our 20 children based only on hard work, *puro trabajo*. There was no saying - "I'm not working today because I don't feel like it." Even after my regular job, I went out to look for extra income doing anything, literally anything, as long as it was a legal. I got

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Community projects included *La Clase Magica*, a bilingual, computer literacy program for school age children in North Lansing neighborhoods, *La Familia*, a series of self-awareness/self esteem classes for high school students, and a mentorship program for sixth, seventh, and eighth graders at a Lansing Middle School. These and other projects, including a “Youth Empowered for Success” after-school activities program, were developed and maintained as part of JSRI’s Partnership for Community Development.

JSRI scholars also looked at the evolving demographics and business climate of Midwestern communities. Joblessness and diminishing buying power in rural and urban environments during the 80’s were impacting poverty levels, property values, and community services and support. Given the disparities between rich and poor, and between races and gender classes, JSRI undertook research focusing on minority and women entrepreneurs, the business climate, and the purchase power and buying habits of minorities.

Partners in these projects during the early years included, among others, the Cristo Rey Community Center, the Michigan Partnership for Economic Development Assistance, the Michigan Hispanic Chamber of Commerce, and the Michigan Department of Commerce. Formal and informal ties were also established on and off-campus with the Midwestern Consortium for Latino Research, the Mexico-U.S. Consortium for Academic Cooperation, the Council on Western Hemispheric Studies, the Michigan Educational Opportunity Fund, and the Inter-University Program for Latino Research.

As the local and educational communities looked to JSRI for information and facts, JSRI looked to a group of MSU alumni and supporters for its own growth and development. To establish and maintain this conduit of guidance from policy makers, administrators, and legislators, a JSRI National Advisory Board was formed.

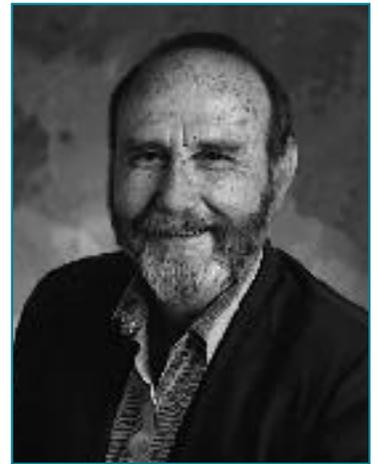
The NAB, comprised of 17 members from around the United States, assumed a lead role in many ways. They continuously provided counsel regarding initiatives impacting the political and private sectors, suggested curricula and research agendas, helped identify concerns and issues that led to grants, research opportunities, and service activities, and became unique liaisons between JSRI and the private sector.

While the membership has changed somewhat, the NAB continues to be a vital source for guidance and leadership for the entire institute.

Time also changed JSRI.

While the faculty and staff worked to maintain and strengthen these personal and professional relationships during the past decade, they diligently explored other avenues of research that promised to flourish with new ideas and new opportunities. As Navarro’s term expired in 1993, and the responsibility of leading JSRI was shouldered by Spielberg, JSRI looked for new quarters.

The Institute was initially housed within Erickson Hall on MSU’s campus. During its few years of existence, the Institute occupied about 700 square feet of allocated space in three second-floor offices. It



It became apparent that JSRI would, if all goals and expectations were met, need additional office space to accommodate a growing list of support staff, students, and faculty.

FROM FACULTY TO DIRECTOR — Joseph Spielberg Benitez went from JSRI Senior Faculty Associate to Interim Director in 1993.

An in-depth external review was conducted in 1993 in order to provide the Institute’s Committee of Deans and the MSU’s Provost Office with an assessment of JSRI’s progress and achievements during its “infancy.” Three nationally-recognized Latino scholars — Cardenas, Louise Año Nuevo Kerr, and Ray Padilla — formed the External Review Committee that delved into JSRI’s research and outreach missions, reviewed the Institute’s structure and funding, and evaluated its development plan for the next few years.

Their recommendations included improving JSRI’s financial and faculty resources, as well as establishing a permanent home and selecting a permanent Director. After this review, MSU’s Board of Trustees granted JSRI “continuing status” as an integral research and service facility on campus. JSRI’s mission was also augmented to promote ethnic studies at Michigan State University.

The search for a new home and a permanent director were both completed in 1994.

The selection of Rochín as JSRI’s director in September coincided with other events in the Institute’s developing history — the oversight for JSRI was assigned to MSU’s College of Social Science, under Dean Kenneth Corey, and the College of Agriculture and Natural Resources, under Dean Fred Poston. The Insti-

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JSRI and CEHLS Collaborate on Health Care Ethics and Views

by Dr. Howard Brody

Consider two ways to think about how a patient in a hospital should make decisions about medical care at the end of life — like whether or not to be attached to a ventilator.

One way, which is the way that medical ethics in the U.S. has been taught to students for more than three decades, states that individual patients should make their own decisions, ideally writing down their wishes in advance. The family is looked upon skeptically in this view — how do doctors know, for instance, that family members do not harbor hidden agendas or lingering prejudices which, when considered, force undesired views on a vulnerable, elderly relative?

Another way to think about this issue seems relatively more common in the Hispanic culture — include the family in the decision-making process.

The family is the natural unit in Hispanic cultures, and it seems unrealistic to talk about individuals making such decisions while intentionally isolated from other family members. Recently, in medical and medical-ethics journals, an increasing number of articles have appeared purporting the study of cross-cultural comparisons in health care ethics. To assure that the Michigan State University community is at the forefront of addressing these issues, JSRI and the Center for Ethics and Humanities and the Life Sciences (CEHLS) are discussing various collaborative projects.

The first project resulting from this collaboration and partnership is a spring conference, “Voices: Health Care Ethics Representing a Diverse Population” planned for next February. It is anticipated that additional funding for a second collaborative project, “Engaging Minority Communities in Genetics Policy Making,” will be available. This project will explore various ways people from minority communities engage in creating health policy so that the voices of the people most directly affected by such policies are clearly heard. In earlier years, medical ethics scholars often acted as if the middle-class, Anglo-view of the world was the “right answer” to all ethical issues. The new, advanced view is that cultures can learn from each other. The majority, middle class can learn about important values of family and community solidarity by paying closer attention to practices in other traditional cultures. This is the collaborative strategy that JSRI and CEHLS partners hope to promote in public forums around the campus and surrounding communities.



1999 Spring Class

Latino Criminal Justice Course Offered

The School of Criminal Justice at Michigan State University is offering a special topics course in the Spring on **Latinos, Crime, and Victimization** (CJ491, Section 601).

This course is cross-listed in CJ and the Latino Studies Specialization, and is open to undergraduate and Master's students.

The course is being taught by Cynthia Perez McCluskey, a JSRI Faculty Associate.

This course will examine issues of ethnicity and

crime, with a specific focus on crime and victimization among Latinos in the United States. Ethnic variation in delinquency, substance use, and gang membership will also be examined along with historical images of Latino criminality. In addition, traditional and culturally specific theories will be evaluated as explanations of Latino crime and delinquency.

For more information, contact: Prof. Cynthia Perez McCluskey, School of Criminal Justice, 534 Baker Hall, E-mail: perez.mccluskey@ssc.msu.edu.

JSRI History

Continued from Page 8

tute, as a group, was also relocated to vacant quarters in the Paolucci Building on the campus' north end.

The new space more than quadrupled the area formerly occupied by JSRI. A unique library, containing rarely-found publications donated by original authors and JSRI supporters, became a reality with the relocation. Staff and faculty also enjoyed larger, and sometimes individual, offices along with small meeting rooms.

"This was a big change from the tiny offices and shared space we previously had," said Lucinda Briones, a current staff member who originally began working for JSRI as a student employee in 1989. She also worked as Julian Samora's personal assistant when he was at JSRI as a Visiting Scholar in 1993. "We went from partitioned rooms to individual office space."

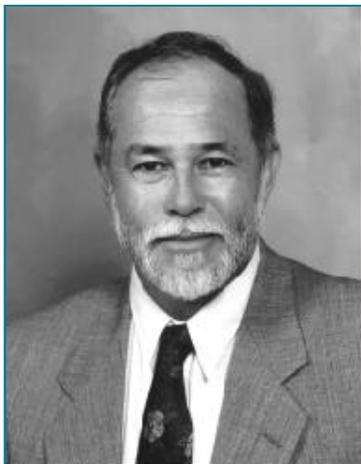
Paolucci — named for Bea Paolucci, a home economics leader who believed a family's decisions and actions impacted upon the environment and influenced human character and social destiny — was a novel choice for JSRI. The Institute's

focused research continued in a building dedicated to entwined human interaction. More than anything else, Paolucci again became a home to a *familia*.

Rochín's appointment was also a homecoming of sorts.

He had earned his Ph.D. from MSU more than two decades earlier and a Master's Degree here in 1969. Besides his wife Linda, Rochín brought with him a host of contacts, a long list of credentials and accomplishments, and a nationally-recognized reputation. His guidance, and MSU's support, gave JSRI the chance to grow in ways others only envisioned.

New space meant new furniture, new equipment, and an invigorated approach to an on-going, but refined, mission for JSRI. As technology improved, so did the JSRI's ability to broaden its scope of activities and tasks.



FIRST PERMANENT DIRECTOR — *Refugio Rochín was named JSRI's first permanent in September, 1994. His term ended in 1998 when he became the first director of the Smithsonian Institute's Center for Latino Initiatives in Washington, D.C.*



UPDATED QUARTERS— *JSRI originally occupied about 700 square feet of space in Erickson Hall on MSU. That changed in 1994 when the Institute, now under the auspices of the Dean of Social Science and the Dean of Agriculture and Natural Resources, moved into the Paolucci Building on the campus' north side.*

Faculty and professionals were incorporated into JSRI as Research or Faculty Associates, Research Affiliates, and JSRI Scholars. Two MSU Cooperative Extension agents were added to solidify the Institute's role in Michigan communities, and the JSRI Visiting Scholar Program blossomed. Annual conferences hosted by JSRI became a new source for collective and emerging information on today's Latinos.

JSRI also maintained its role as administrative host for MCLR and continued its membership in the Inter-University Program for Latino Research

JSRI's publications' series, which had reached 23 Working Papers, Research Reports, and Occasional Papers by 1993, soon received high priority. Over the next four years, the number of JSRI publications swelled to more than 115. Scores more are in various stages of production, and the numbers continue to climb. JSRI also produced and published several books, a Rural Latino Resource Guide, and a new publication series called Cifras, or Statistical Briefs.

Computers and advancements in technology provided even more opportunities for JSRI as the Institute utilized the world wide web to obtain and publish information on Latinos. Although JSRI had been developed and promoted as *the* Midwest's premier policy research and outreach center, it soon became nationally and internationally known.

Almost all of JSRI's publications, including Nexo newsletters, are now available on the web. JSRI also highlights individuals, organizations, and events on their website and provides information on grants, scholarships, and employment opportunities. Next on the agenda is to develop, produce, and publish maps and data for ongoing research activities using geographical information system (GIS) software.

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JSRI History

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CONFERENCE INTERACTION — *Rudolfo Acuña and other nationally-recognized scholars like him have spoken with, talked to, and discussed their philosophies, strategies, and findings with students and aspiring researchers during a decade of JSRI events. Besides being a clearinghouse for research and information, JSRI has taken the lead in documenting the history of Midwestern Latinos.*

All of JSRI's success and achievements came with a price, however.

Accolades and honors bestowed on JSRI and its researchers and faculty brought national exposure and recognition. When the Smithsonian Institute in Washington, D.C., needed someone to head their new Center for Latino Initiatives, they successfully lured Rochín away from JSRI this summer. His departure meant JSRI, and MSU, would again have to look for a new director.

Knowing full-well that the search would extend nationally, MSU decided to appoint an interim director while the quest for a permanent one continued. Jorge Chapa, an Associate Professor at the Lyndon B. Johnson School of Public Affairs at the University of Texas-Austin, accepted the 1-year role as Interim Director in August. He had previously been part of JSRI as a Martin Luther King-Rosa Parks-Cesar Chavez Fellow and visiting scholar, so he was no stranger to JSRI's mission, role, or reputation.

As a sociologist and demographer, Chapa's inclusion to the JSRI family opens up another chapter in the growing history of the Institute.

JSRI Grant

Continued from Page 1

tional defense for diversity. Various studies have already examined the consequences of racial and ethnic diversity, but have focused on the experiences of students. Research has evaluated how racial and ethnic diversity has increased on college campuses, which types of programs benefited students of color, and how institutions create campus climates that support minority student. But outcomes and recommendations have focused on minority students. The new JSRI study will focus on 4,000 faculty members instead.

Surveys will soon be mailed to faculty members nationwide. Responses will be digitally collected, stored, and sorted, then distributed to the co-investigators for analysis. Each team of experts will subject the data to various quantitative and qualitative analyses focusing on different aspects of the related issues.

Dr. Jorge Chapa, JSRI's Interim Director, is the grant's Principal Investigator. Drs. Geoffrey Maruyama and Jeffrey Milem have been named Principal Consultants and senior analysts. Dr. Deborah Carter, Jonathan Alger, and Dr. Gary Orfield will be Principal Advisers.

The grant's findings will be presented at a future mini-conference and published as a joint venture between JSRI and the American Council on Education.

Mexican Voices

Continued from Page 7

money even working in the garbage and I'm not embarrassed to admit it. Thanks to God we always had food... sometimes only beans, rice, and tortillas, but there was always food. My wife always prepared very good tortillas, which she loved, and we made a deal — she taught me to make tortillas and I taught her to speak English. That's how I learned to speak English and sign my name.

I don't know about advising people, but I tell people they have struggle to live, we have to work in order to get something, and I tell that to my children, too.

You have to work hard to get something. If you don't, you get nothing. Many of us came here looking for the best, just as other people came here from other places looking for better chances, better jobs, better houses...

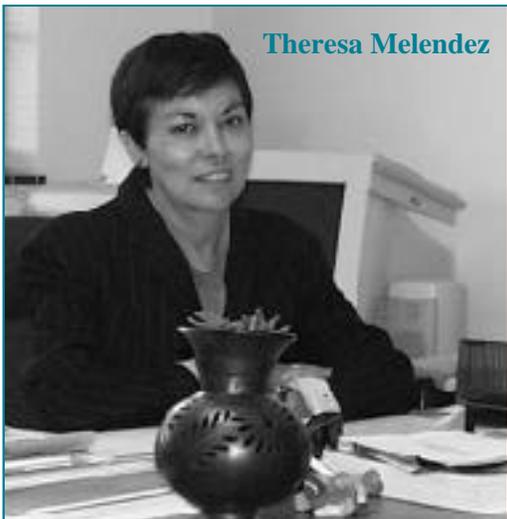
In my view there was no chance for that in Texas. Here in Michigan, you arrive and you get help finding a job or a house. They help you with whatever they can. I have never seen this in other places.

There are more opportunities here in Michigan than in any other place. I say so because I've never lasted long in other places like Colorado, Louisiana, Kentucky, Texas, the West. *Me ha ido bien aquí gracias a Dios.* I can not complain so far and have been here over 35 years.

Like people say: *If you treat people well, they respond to that treatment.*

Mexican and Mexican-American farm owners and their families will have a chance to explore technology and financial resources during an upcoming Michigan conference. Statewide Extension, the Julian Samora Research Institute, the Michigan Department of Agriculture, and the Environmental Protection Agency are planning a day of bilingual workshops and exhibits for agriculturalists and rural families. Topics will include pesticide education, household chemical use, fruit and vegetable production practices, and family resource management. The conference will be held in Van Buren County, the statewide hub for minority blueberry and vegetable growers. Contact **Juan Marinez** at (517) 353-9772 for more information.

Theresa Melendez arrived at JSRI recently and assumed her new role as Michigan State University's Coordinator for Chicano-Latino Studies. The 5-year assignment, which includes her appointment as associate professor in the University's English Department, carries a commitment from her and school officials to identify, promote, and help develop existing and proposed curriculum courses for MSU's Latino-Chicano Specialization. She is also tasked with developing a Mentor Program for students in the new specialization.



Theresa Melendez

Cynthia Perez McCluskey is currently working on a joint research project that identifies factors related to school achievement. Specifically, the researchers are examining the role of early substance use on the failure to graduate high school among Latino, African American, and White adolescents. McCluskey is also preparing literature on "police and the Latino community," which will be published as a Cifras



Cynthia Perez McCluskey

Brief through **JSRI**. She also plans to offer a course on "Latinos, Crime, and Victimization" (CJ491, Section 601) next Spring at MSU.

Maxine Baca Zinn was a recipient of the 1997 "Gustavus Meyers Outstanding Book Award for the Study of Human Rights in North America," for *Race, Class, and Gender: Common Bonds, Different Voices*, Co-edited with Esther Nganling Chow and Doris Wilkinson (Sage Publications, 1996). Additional recent publications by Baca Zinn include: "Race and the Family Values Debate," in *Challenges for Work and Family in the Twenty First Century*, Danna Vannoy and Paula J. Dubeck, (eds.) Aldine de Gruyter (1998); "Latinas in North American Sport" (with Kathryn M. Jamieson) in *Encyclopedia of Women in Sport*, Carol Oglesby, (ed.) Oryx Press (1998); and "Valuing Families Differently: Race, Poverty, and Welfare Reform," (with Bonnie Thornton



Maxine Baca Zinn

Dill and Sandra Patton), *Sage Race Relations Abstracts*, Vol. 23, No. 3 (August 1998).

Rene Perez Rosenbaum will be a featured speaker during the Annual Grower and Farmworker Conference being held in Lansing during November. Rosenbaum, a JSRI Faculty Associate, will provide insight into his current study on the Economic Impact of Migrant Farmworkers throughout Southeastern Michigan.



PUBLIC TV APPEARANCE — Dr. Jorge Chapa (third from right), JSRI's newly-appointed Interim Director, joins MSU students and staff in the taping of a locally-produced television program. The 2-hour segment was part of the university's Hispanic Heritage Month events. (JSRI photo by Danny Layne)



JSRI VISITING SCHOLAR PRESENTATIONS — (Clockwise, from top left) **Dr. Miguel Bretos**, Counselor to the Secretary of Community Affairs and Special Projects at the Smithsonian Institute in Washington, D.C., talks with guests at the Julian Samora Research Institute about was the creation and implementation of the Smithsonian’s new Center for Latino Initiatives. JSRI’s former Director, **Dr. Refugio Rochín**, was appointed as the Center’s first director in August. **Dr. Miley Gonzalez**, Undersecretary of Agriculture for Research, Education, and Economics with the U.S. Department of Agriculture, reflects upon the USDA’s role in rural communities during his recent stopover at JSRI. He oversees several USDA service agencies — including the Cooperative State Research, Education, and Extension Service — in Washington, D.C. **Dr. Roberto Moreno**, Assistant Professor of Applied Human Development at the University of Illinois, Urbana-Champaign, presents his views on Latino Parents’ involvement in their children’s education. **Dr. Victor Ortiz**, uses a chart to explain how the El Paso region continues to play a vital role in national immigration and trade matters. **Spectators Interact** in role-playing scenarios during Arturo Hernandez’s seminar about the psychology of gang violence and his ideas for recognizing problems and intervening at early stages in order to stop violence before it starts. (JSRI photos by Danny Layne)

MSU-JSRI Positions

Continued from Page 3

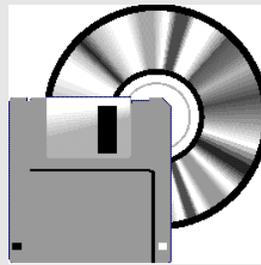
years to allow work to advance the Institute's mission to promote the generation of scholarship on Chicanos and Latinos. This teaching release is renewable based on the productivity of the candidate. The individual must have a strong ethnographic interest in Latino farm workers or settled Latino communities, and should be willing to focus some future research in the Midwestern United States.

Candidate will teach Anthropology specialty courses as well as introductory and general courses, work with graduate and undergraduate students in an advisory capacity in relation to classes offered and areas of mutual academic interest, and participate in other expected faculty activities. Candidate will work in cooperation with the Institute's mission (including student mentoring), develop a complementary program of research, promote the generation of scholarship on Latinos, and advance the Ethnic Studies goals of the College and University. The position begins Aug. 16, 1999; the application deadline of Jan. 1, 1999 will be extended as needed until suitable candidates have been identified. Send a letter of application, vitae, and names of three references to Latinos Studies Search Committee, Department of Anthropology, 354 Baker Hall, Michigan State University, East Lansing, MI 48824-1118.

Psychology/Latino Studies — The Department of Psychology and the Julian Samora Research Institute of Michigan State University invite applications for a tenure-system position at the rank of Assistant Professor specializing in Chicano/Latino Studies. The candidate will be jointly appointed by Psychology, the tenure home department, and the Julian Samora Research Institute, the Midwest's premier policy research and outreach center to the Hispanic community. Applicants with a Ph.D. in any area of Psychology will be considered; women and minority-group candidates are strongly urged to apply. The individual must have a strong research program capable of attracting extramural support. In addition to teaching in the Department of Psychology, the candidate will work with graduate and undergraduate students in an advisory capacity, and participate in other faculty activities including student mentoring. The position involves a 50% teaching release for the first three years to allow work to advance the Institute's mission, to promote the generation of scholarship on Latinos, and advance the Ethnic Studies goals of the College of Social Science and the University. The position begins Aug. 16, 1999. Salary and rank will depend on the candidate's qualifications and experience. Review of applications will begin Dec. 1 and continue until a suitable candidate is identified. Send a letter of application, vitae, reprints, and three letters of reference to: William S. Davidson II, Chair, Chicano/Latino Studies Search Committee, Department of Psychology, Michigan State University, 129 Psychology Research Bldg., East Lansing, MI 48824-1117.

Handicappers have the right to request and receive reasonable accommodations for any of these publicized positions. MSU is an Affirmative Action/Equal Opportunity Institution.

Information on the World Wide Web



JSRI Home Page. The latest updates, publications, and info from the Midwest's premier Latino research center; continually updated to include local events and recent releases of interest, as well as other web links.
<http://www.jsri.msu.edu>

Smithsonian Institute. Home page to America's museums. Discover yourself, your country, and your heritage. Find everything from "Aeronautics and Space History" to "Transportation" and "Zoology."
<http://www.si.edu/>
SI's Hispanic/Latino American History and Culture
<http://www.si.edu/resource/faq/nmah/latino.htm>

E-mail addresses of Representatives and Senators from all States can be found at:
<http://www.house.gov> or <http://www.senate.gov>

HispanStar. A Hispanic-oriented business site with information about market research and analysis, plus information about upcoming events, trade shows, and expositions. A link to *Hispanic Business Magazine*.
<http://www.hispanstar.com/>

Famous Hispanics. An expanding list of Hispanics who've impacted the world around them. Lists includes Hispanic artists, scientists, Nobel Prize winners, military and sports heroes, and Latinas.
<http://coloquio.com/famosos.html>

Director, Center for Mexican American Studies. *University of Texas, Arlington.* **Instructor/Assistant Professor of Spanish** (Asst. preferred, Assoc. consider), Modern Languages Dept., *Cleveland State University*, (Cleveland, OH), Minimum Qualifications: Instructor: ABD; Asst. Prof.: PHD by August 1999; Assoc. Prof.: Proven record of teaching and publications. Latin American Culture/Applied Linguistics. Specialization in one area, coursework in the other; some university teaching experience. Near-native language skills in English and Spanish. Preferred Qualifications: PHD specialization in Latin American Cultural Studies (broadly defined) and/or Applied Linguistics, conversant with latest teaching/learning theories, experience teaching more than one level in university, published research, evidence of commitment to teaching and research, near-native language skills in second language, interest in study abroad programs. Duties include teaching Latin American culture and Applied Linguistics at BA and MA levels and one or more general major/minor courses, student advising and committee service, and curricular and course development; research and publication will be necessary for tenure and promotion. To apply, send a letter of interest, current CV, (copies of) all college transcripts, one-page statement of teaching/research philosophy; and three letters or names of references (at least one of which must address teaching competencies). Review begins Jan. 15, 1999 and the position remains open until filled. Start date is Aug. 23, 1999

Assistant Professor, International Relations. *University of Iowa.* The Department of Political Science invites applications for a tenure-track, Assistant Professor position beginning next August in International Relations. The Department is interested in candidates with strong methodological skills. Candidates should highlight their special skills or interests, such as political theory. Send a letter of interest, vita, teaching evaluations, published writing samples, and three letters of recommendation to the Search Committee for International Relations, Department of Political Science, University of Iowa, 341 Schaeffer Hall, Iowa City, IA, 52242-1409. Screening begins immediately and continues until the positions are filled. *Women and minorities are encouraged to apply.*

All Ranks, American Politics. *University of Iowa.* The Department of Political Science invites applications for tenure-track positions to begin in August 1999 at the ranks of Assistant, Associate, or Full Professor in American Politics. The Department is especially interested in candidates with strong methodological skills. Candidates should call the attention of the search committee to other special skills or interests, such as political theory. Please send a letter of interest, a vita, teaching evaluations, writing samples (published if possible), and three letters of recommendation to the Search Committee for American Politics, Department of Political Science, University of Iowa, 341 Schaeffer Hall, Iowa City, Iowa, 52242-1409. Screening continues until the positions are filled. *Women and minorities are encouraged to apply.*

Assistant Professor of Counseling Psychology. *Gannon University.* Position slated to begin August 1999. Successful candidate will teach at the graduate level in the Master's degree and the Ph.D. Counseling Psychology programs which use the practitioner-scientist training model that emphasizes both counseling and teaching skills. A Ph.D. in Counseling Psychology from an APA accredited program is required; an APA internship and counseling-related work experience is preferred. Must be license eligible in Pennsylvania.

Assistant Professor of Psychology: Position slated to begin August 1999. The successful candidate will teach in the undergraduate Psychology program. A Ph.D. in Psychology is required, plus skills in experimental design, research, and statistical procedures; a background in Social and/or Cognitive psychology is preferred. Applications for both positions are due by Feb. 1, 1999. Send letter of application, vitae, transcripts, and three letters of recommendation to: Human Resource Department, Gannon University, 109 University Square, Erie, PA 16541-0001. Fax: (814) 871-7514. Questions may be directed to Dr. David Welch at (814) 871-7543 or welch@gannon.edu or visit Gannon University's website at www.gannon.edu.



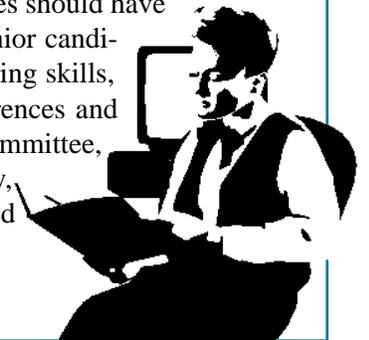
The Mexican American Legal Defense and Educational Fund (MALDEF) has three openings for State Fiscal Policy Analyst: in Sacramento, Chicago, and San Antonio. In each case, you report to MALDEF's Regional Counsel. The office works on five substantive areas: education; employment and economic development; immigrants' rights; political access; and public resource equity. In Sacramento, work will be with the California Budget Project; in Chicago with Voices for Illinois Children; in San Antonio with the Center for Public Policy Priorities. For the first several months, the Analyst will intern with the sister organization, while also working concurrently at the MALDEF office. If interested, forward resume, references, and writing samples with cover letter to: Sacramento Position: MALDEF, Att: Regional Counsel, 634 S. Spring Street, Los Angeles, CA 90014; Chicago: MALDEF, Att: Regional Counsel, 542 S. Dearborn (#750), Chicago, IL 60605; San Antonio: MALDEF, Att: Regional Counsel, 140 E. Houston Street (#300), San Antonio, TX 98205.

Tenure Track, Public and NonProfit Management. *University of Minnesota.* UM's Humphrey Institute of Public Affairs seeks applications to fill a tenure-track or tenured faculty position at the Assistant, Associate, or Full Professor level. Candidates must be able to teach in the Institute's core curriculum and provide leadership to the public and nonprofit management program, and prepare students for careers in public and nonprofit management.

Although we have a preference for budgeting and financial management, subfields are open and may include, among others, public and nonprofit organizational theory and behavior, administrative law and rule-making, state and local government, human resources management, or management information systems and technology. A Ph.D. is required. Applications should include a CV, contact info of three references, samples of recent research, and a brief account of research and teaching interests and experience. Applications must be postmarked by Jan. 15, 1999 and sent to: Prof. John Bryson, (Attn: Kathy Bahma), Humphrey Institute of Public Affairs, U of Minn., 301 19th Ave. So., Minneapolis, MN 55455.

Social Psychology, Department of Psychology, *Oakland University*, (Rochester, Mich.). The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level beginning next Fall. All applicants should have a Ph.D., a strong commitment to quality teaching at the undergraduate level, and potential for developing an active research program in one of the following areas: interpersonal relations, group processes, organizational behavior, or health psychology. Applicants with an applied research interest are particularly encouraged to apply. Applicants will teach introductory psychology and courses in their area of specialization. Interested applicants should submit curriculum vitae, a statement of professional interests and goals with respect to both teaching and research, representative reprints or preprints, and arrange for the submission of at least three letters of reference. Oakland University is a state-supported comprehensive institution with 14,000 students located in a rapidly developing suburban area 26 miles north of Detroit. The deadline for applications is Feb. 1, 1999. Send applications to: Robert Stewart, Chair, Department of Psychology, Oakland University, Rochester, MI 48309-4489. Women and minority candidates are especially encouraged to apply.

Pennsylvania State University. Department of Sociology position in **Stratification and Inequality Department** of Sociology at University Park invites applications for a rank-open position in stratification and inequality. This area is defined broadly to include substantive emphases in race/ethnicity, organizations, work and occupations, political sociology, and network analysis. Junior candidates should have a strong commitment to research and show significant potential in teaching. Senior candidates must have a distinguished academic reputation, strong teaching and mentoring skills, and a demonstrated record of securing external funding. Send vitae, three references and other appropriate materials to John McCarthy, Chair, Inequality Recruitment Committee, Department of Soc., Box S-2, 201 Oswald Tower, Pennsylvania State University, University Park, PA 16802. Applications received by Feb. 15, 1999 will be assured of full consideration.

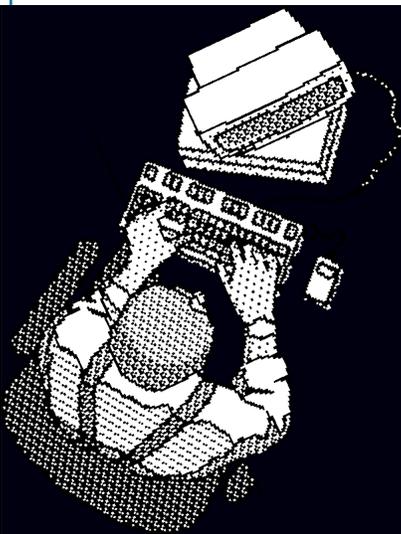


Assistant Professor, Mathematics. *Cleveland State University.* The Department of Mathematics invites applications for an Assistant Professor. Applicants must have experience in curricular development in statistics, and experience and interest in integrating technology into the curriculum. Applicants must have a Ph.D. in Statistics (completed by starting date). Demonstrated commitment to excellence in teaching and research. Demonstrated interest in statistical consulting, interdisciplinary work, and industrial outreach. Appointment begins Aug. 1999. Deadline for applications is Jan. 22, 1999. If interested, please send Curriculum vitae and three letters of recommendation (one discussing teaching) to: Prof. Sherwood D. Silliman, Chair, Dept. of Math. Cleveland State University, Cleveland, OH 44115

Social Psychology, Department of Psychology. *Oakland University.* The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level beginning Fall, 1999. All applicants are expected to have a Ph.D., a strong commitment to quality teaching at the undergraduate level, and potential for developing an active research program in one of the following areas: interpersonal relations, group processes, organizational behavior, or health psychology. Applicants with an applied research interest are particularly encouraged to apply. Applicants are expected to teach introductory psychology and courses in their area of specialization. Interested applicants should submit curriculum vitae, a statement of professional interests and goals, with respect to both teaching and research, representative reprints or preprints, and arrange for the submission of at least three letters of reference. Oakland University is a state-supported comprehensive institution with 14,000 students located in a rapidly developing suburban area 26 miles north of Detroit. The deadline for receipt of applications is Feb. 1, 1999. Send applications to: Robert Stewart, Chair, Department of Psychology, Oakland University, Rochester, MI 48309-4489.

Assistant Director of Admissions - International Recruitment Assistant Director of Admissions Admissions Counselor (2). *Grand Valley State University.* Grand Valley State University invites nominations and applications for the following positions. Successful candidates will possess exceptional verbal and written communication skills, strong interpersonal and organizational skills, a commitment to teamwork, and a willingness to work long hours and contribute to the total recruitment effort. Evening and weekend work will be required. Bachelor's degree required, master's preferred and at least two years experience in the recruitment of international students. Applicants must have a thorough knowledge of international education systems, evaluation of transcripts from overseas schools, immigration and visa requirements and tests of English language skills. Applicants must have a thorough understanding of demographic, social and economic factors that influence student recruitment and retention. To apply for any of these positions, please send a letter of application that specifically addresses how skills, education, and experience relate to the position description. Include a resume and a list of three references. Please clearly indicate which position you are applying for. The review process begins immediately and the search will remain open until positions are filled. Send to: Andrea Marks, Grand Valley State University - Admissions 300 Student Services Building, Allendale, MI 49401.

Position Of Counselor, Human Resources. *Michigan State University.* Duties include providing counseling assistance to University students with personal-social and career counseling concerns; emphasis will be placed on providing services to male students within the lesbian/bi/gay/transgendered community. Applicants are required to have at least a M.A. in clinical or counseling psychology; one year of related and progressively more responsible or expansive work experience in counseling in a health/mental health setting; or an equivalent combination of education and experience; certification or licensing by the state of Michigan. A Ph.D. licensed psychologist; career counseling experience is desired. This is a 50% time, off-position funded for nine months from date of hire. To apply, contact MSU Human Resources Office at 517/432-1662 to request an application. Please refer to posting P80498.



The **Newspaper Association of America Foundation** announces its 1999 Robert R. McCormick Tribune Foundation Fellowship Program. The McCormick Fellowship Program seeks to provide the media with a brain trust of minority leaders to lead the way in a changing future. Eight fellows will be selected for a fellowship year that begins and ends in January. For more information, contact the NAA Foundation at: McCormick Fellowship, NAA Foundation, 1921 Gallows Rd., Suite 600. Vienna, VA 22182-3900.

The **League of United Latin American Citizens (LULAC)** and **National Educational Service Centers Inc.** has several scholarship opportunities for Hispanic students such as the Starr Foundation/LULAC Scholarship, the Kraft/LULAC Scholarship Program, and the LULAC National Scholarship Fund. Contact Brent Wilkes, 777 N. Capitol St. N.E., #305, Washington, D.C. 20002, or call (202) 408-0060 for more information.

The **Wildlife Conservation Society and Research Fellowship Program** awards small grants to field research projects leading directly to the conservation of threatened wildlife and wildlife habitat. RFP applications must demonstrate strong scientific merit and direct relevance to wildlife conservation. The RFP supports field work on a wide spectrum of wildlife species, habitats, and conservation issues. Previous RFP Fellows have conducted surveys of the population status of endangered species, investigated ecological processes in rainforests, savannas, and wetlands, analyzed the effects of habitat disturbance on wildlife, and assessed the impacts of management strategies. The RFP is coordinated through WCS's core programs in Africa, Asia, and Latin America. Contact Program Coordinator, Research Fellowship Program, International Conservation Program, Wildlife Conservation Society, 185th Street and Southern Blvd., Bronx, NY 10460., or call (718) 220-5155 for more information.

Hercules, Inc.'s Minority Engineering Development Program offers several types of scholarships and summer jobs in engineering. Applications should be sent with a recommendation from the Dean of participation schools directly, not to Hercules. Contact Clara Carey, Manager of Special Initiatives, Hercules Plaza, Wilmington, DE 19894-0001, or call (302)594-5000 for more information. Eligibility: All Minorities. Financial data: \$4,000 per year. The deadline is February.

American Society for Microbiology's Internship Program for Minorities. Requirements: Applicants must have an interest in biological research. Sophomores, juniors and seniors are welcome to apply for a two-month internship at laboratories around the country. Must apply by the deadline for the coming school year. Contact Robert Watkins, Prog. Dir., American Society for Microbiology, Internship Program for Minorities, Education Dept. 1325 Massachusetts Ave., NW, Washington, D.C. 20005, or call (202) 942-9293 for more information. Eligibility: All Minorities; US Citizens, Perm. Residents. The deadline is March 1.

AT&T Bell Laboratories, Cooperative Research Fellowship Program. Requirements: Up to 12 fellowships are awarded annually to full-time graduate students in programs leading to doctoral degrees in the following disciplines: chemistry, chemical engineering, communications science, electrical engineering, information science, material science, mathematics, mechanical engineering, operations research, physics and statistics. Eligibility: Hispanic, Native American, African American descent. Financial data: \$13,200 + Full tuition awarded to up to 12 students. Provides for all tuition, university fees, books, and annual living stipend, and travel expenses. Duration: Renewable for up to 4 years. The deadline: January 15. For more information contact AT&T Bell Laboratories, Cooperative Research Fellowship Program, P.O. Box 30303, 101 Crawfords Corner Rd., Fm. 1E213, Holmdel, NJ 07733-2943

The **Latin American Professional Women's Foundation** operates a scholarship program and uses "role models" to provide guidance to young Latinas. Contact the Latin American Professional Women's Foundation, P.O. Box 31532, Los Angeles, CA 95341 for more information.

FOR THE MIND

The Chicana/Latina Research Center at the University of California — Davis and the Colegio de la Frontera Norte proudly announce the publication of *Miradas de Mujer*, a bilingual anthology of Mexicana-Chicana-Latina cinema.

Miradas de Mujer is a collection of critical essays, conference proceedings, and discussions from “Cruzando Fronteras: encuentro de mujeres cineastas, videoastas latinas, Mexico-US.” In December 1990, over 80 women filmmakers, videomakers, and critics from both sides of the border gathered for a historic event — to view each other’s work and exchange perspectives on the role of gender and sexuality in their films and videos. *Miradas de Mujer* introduces readers to the remarkable range and diversity of perspectives by women. This book broadens the discussion of gender, class, and sexuality within the transnational context of films, videos and criticism by Latinas, Chicanas and Mexicanas.

“The essays and theoretical writings enshrined in these pages provide ample explanation for the cultural force generated in 1990... this volume goes further than its origins. The resulting combinations of texts is a fitting source of primary materials for anyone interested in tracing the evolution of Chicana-Latina-Mexicana thought in the 90’s and across the concerns of cultural formation, gender, class, and sexual identity. This collection will never be mistaken for a memorial...” *B. Ruby Rich*

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