

# The Employees

The employees of Eastern Michigan University, as of May 1999:

Abbott, Diane E  
 Abbott, Richard Henry  
 Abent, Rita E  
 Abraham, Arthetus  
 Achilles, Charles M  
 Ackley, David  
 Adamczyk, Jill  
 Adams, Anthony  
 Adams, Dawn  
 Adams, Leah  
 Adams, Marcus  
 Adamski, Anthony  
 Adkins, Earl  
 Aebersold, Jo Ann  
 Aghssa, Pirooz  
 Ahlbrandt, Gisela  
 Ahmad, S Imtiaz  
 Ahmed, Anjum S  
 Ajam, Mina  
 Al-Ghadeer, Moneera  
 Al-Khafaji, Mahmoud  
 Aldridge, Henry B  
 Alexander, Judith M  
 Alexander, Kerri  
 Alford, Peggy A  
 Allen, Irene A  
 Allen, Nancy  
 Allison, Leslie  
 Alsaffar, Falah  
 Ametrano, Irene M  
 Amos, Charles N  
 Anderson, Brian D  
 Anderson, Irene  
 Anderson, Marvin C

Anderson, Robert  
 Anderson, Roberta E  
 Anderson, Susan  
 Andrew, Ann M  
 Angell, Michael  
 Angermeier-Howard, Lisa  
 Angle, Jim Bell



Rosalyn Barclay

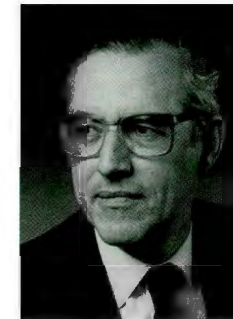
Anthony, LeAndre  
 Arbaugh, Melvin  
 Arbogast, Kathryn  
 Archbold, David  
 Archer, Jonathan  
 Aris, Christine M  
 Aristar-Dry, Helen  
 Armstrong, William  
 Arnold, Kimberly  
 Arrington, Phillip K  
 Asher, Nancy  
 Atchison, Ben James  
 Avedon, Barry  
 Aymond, Dana

Bach, Catherine  
 Badics, Joseph  
 Baghdachi, Jamil  
 Bagherzadeh, Vickie  
 Bahorski, Zenia  
 Baisch, Ruth A  
 Baiyee, Martha  
 Bakalis, Byron  
 Baker, Curtis  
 Baker, Keaunta  
 Baker, Mary  
 Baker, Sandra  
 Baldwin, Jeremy  
 Balowski, Janet  
 Banks, Gary C  
 Bannon, Richard Joseph  
 Barach, George J  
 Baracy, Janet  
 Barak, Gregg  
 Barber, Betty Lou  
 Barclay, Rosalyn  
 Barker, Gerald  
 Barnes, Milton  
 Barnett, William David  
 Barott, James  
 Barr, Arnold  
 Barrett, Ada  
 Barrett, April  
 Bartman, Jane  
 Barton, Daryl Lee  
 Bartz, Curtis  
 Basler, Charles  
 Bass, Gracie  
 Bass, John

Bauer, Jillanne  
 Beagen, Dennis M  
 Beaghan, John  
 Beal, Sarell Wood  
 Bean, Claudia C  
 Beard, Aida  
 Beard, Betty J  
 Beard, William  
 Beaudry, Mary  
 Beaudry, Robert  
 Beaugrand, Gerri A  
 Beauvais, Kathleen  
 Bechtol, Marvin  
 Becker, Jean  
 Becker, Julie  
 Becker, Pamela  
 Bedford, Eddie  
 Bednar, Anne Kathryn  
 Bednekoff, Peter  
 Beebe, Michael  
 Beginin, Igor  
 Behringer, Ernest R  
 Belfry, Wilmont C  
 Bellamy, Alfonso  
 Beller, Jennifer  
 Bellers, Kathleen J  
 Belskus, Albert W  
 Bemish, Lawrence  
 Bennett, Normajeane  
 Bennion, Donald H  
 Bennion, Gene A  
 Bentley, Douglas  
 Bentrum, Sheila  
 Bernstein, Jeffrey

Berrington, Kimberly  
 Berry, James  
 Berry, Linda M  
 Besana, Gian Mario  
 Best, Margaret E  
 Bethea, Sylvia  
 Betonti, Lawrence L  
 Beutler, Jody Lynne  
 Beutler-Pakulski, Lori  
 Biehl, Sarah  
 Bigler, Mary A  
 Bilge, Barbara J  
 Billings, Joyce  
 Bingle, Matt L  
 Bird, Paul G  
 Bird, Rosa G  
 Bishop, Donald  
 Bitner, Renee  
 Blackmon, Terry  
 Blair, John  
 Blais, Richard  
 Blakemore, Gary  
 Blakeslee, Ann M  
 Blanchard, P Nick  
 Blanton, Russell  
 Block, Judy  
 Blum, Fred  
 Bocklage, Christopher  
 Boggs, David  
 Bogle, Phil  
 Bohland, Carrie  
 Bolden, Marsha  
 Bombyk, Marcia  
 Bonem, Elliott J

Bonem, Marilyn K  
 Bonnette, Terry W  
 Boone, Janice  
 Boone, Morell D  
 Booth, Daniel P  
 Booth, Howard D  
 Borders, Stephen  
 Boss IV, Jacob  
 Boucher, Eileen  
 Bowers, John  
 Bowles, Sam  
 Bowling, Roberta  
 Bowman, Annette  
 Bowman, Nancy S  
 Boyce, George  
 Boyer, Lee R



Fred Blum

Boyes, Susan  
 Boyless, John E  
 Brabec, Michael J  
 Brackenbury, Robert  
 Brackney, Barbara E  
 Bracy, Wanda D

Braden, Joseph L  
 Bradford, Michael  
 Bradford-Nutt, E J  
 Bradley, Michael D  
 Brammer, Norma L  
 Brandon, Ernest M  
 Braunz, Henry M  
 Brazin, Susan L  
 Breault, Judith  
 Bretting, Michael  
 Brewer Jr, Stephen W  
 Brewer, Timothy R  
 Bridges, Wallace  
 Briegel, Pamela Ann  
 Briggs, Douglas W  
 Brinkman, Lynn  
 Britton, Barbara  
 Brooks, Margie  
 Brooks, Mary C  
 Brooks, Natalie J  
 Brooks, Sally  
 Brooks, Thomas  
 Broughton, Elizabeth  
 Brown, Charles  
 Brown, Jeffery  
 Brown, Jeffrey  
 Brown, Kaaren S  
 Brown, Susan  
 Brown-Chappell, Betty  
 Browning, Diane Carol  
 Bruns, Marcia K  
 Bruss, Paul Samuel  
 Bryant Jr, Kenneth  
 Bucciarelli, Elizabeth

## 'Uncle Theo'

In 1998, when Theo Hamilton packed his office to move from Goodison Hall to King Hall, he left more than memories of his time there with Career Services.

Hamilton attended Eastern in the 1940s, when Goodison was a residence hall. He remembers visiting his girlfriend in the exact room that later would become his office.

When Hamilton arrived on campus in 1941, he was one of only four African-Americans in the freshman class. Of the entire student population of 1,098, a total of only 16 were black.

Hamilton marvels at the progress the University has made, and in the opportunities now available to all students, including non-whites. But while a student here, Hamilton's grades were sometimes lowered by faculty merely because of his race. What should have been B's and C's became C's and D's.

On more than one occasion, President Munson called Hamilton to his office and, citing poor grades, told him not to come back. Hamilton's academic performance also would result in audiences with Dean of Men James "Bingo" Brown. "He knew why I wasn't getting good grades," Hamilton recalled, referring to the grades that were lowered merely because of his skin color. Brown encouraged Hamilton to persevere, as did President Elliott, who later also had to send Hamilton home because of poor grades.

Hamilton struggled academically in part because he worked full-time through school. And he also moonlighted playing drums in a dance band called the "Coocoomops." For four hours of performing, the group earned \$17. "And that was good money," Hamilton recalled.

Social opportunities for black students were limited when Hamilton was a student in the 40s and 50s. Black students would host their own dances in McKenny Hall, and invited high school students to increase turnout. Attendance of 25 was considered a success.

Hamilton graduated in 1955, then earned a master's degree in 1962 and a specialist's degree in 1967, the year he started as an Eastern employee. Hamilton first was assistant director of personnel, then was placed into Career Services by President Sponberg, and has remained ever since, counseling and finding jobs for countless students.

Hamilton, who turned 76 on Feb. 6, 1999, has worked in three buildings — all of which were torn down: small buildings on Lyman (which used to run off of Huron River Drive near the current Physical Plant), and on Forest at Lowell, and Goodison Hall.

As he has watched the campus grow from seven buildings in the 1940s, the hardest part for Hamilton was watching the grove of trees known as "Sleepy Hollow" get cut down to make way for Pine Grove Apartments. It was there that Hamilton had carved his and his wife's name on a tree.



Theo Hamilton, who has been around Eastern for more than one-third of the school's existence.

Buchanan, Pauline W  
Buckeye, Donald A  
Buckson, Mathias  
Bullard, Rita Jean  
Bunsis, Howard  
Burilovich, Linda J  
Burke, Karen  
Burlingame, Lori  
Burns, Carolyn  
Burns, Joanne Mary  
Bush, David  
Bush-Bacelis, Jean L  
Buswink, Mark  
Butch, Elizabeth  
Butkovich, Mary A  
Butts, Rhonda  
Byrd, Kashani  
Byrd, Richard J  
Cain, Stacy Jo  
Caldwell, Ron  
Calfin, Matthew  
Callaway, Yvonne  
Callison, Mary Jane  
Calvert, George  
Camp, Richard R  
Campbell, Donald  
Campbell, Janet  
Campbell, Jerry  
Canary, Stacey  
Caniglia, Joanne C  
Cao, Lique  
Carcone, Donna  
Cardell, Pam  
Carlsen-Jones, Michael  
Carlson, Gary  
Carman, Kirk Michael  
Carrico, Carol E  
Carroll, David  
Carroll, James J  
Carroll, Jayne P  
Carroll, Timothy B  
Cart, Catherine M  
Carter, Cathy  
Carter, Phyllis M  
Carter, William M  
Cartwright, Patricia  
Case, Franklin D  
Case, Mary Jane  
Cassar, George Harris  
Cassidy, Cheryl  
Catalogna, Frank  
Caudill, Patricia  
Causley, Eugene A  
Cebina, Jody Alan  
Cere, Ronald C  
Cerroni-Long, E L  
Chambers, Kevin  
Chan, Amelia S  
Chance, James J  
Chaperon, Amy  
Chapman, Robert  
Chapman, Zepherine  
Charles, John P  
Charles, Michael  
Charter, Caryn L  
Chattopadhyay, Rita  
Chaudhuri, Ranjan  
Chenault, Carol Kay



Cherem, Gabriel J  
 Chew, Robert E  
 Chiasson, Victor S  
 Chicko, Anthony C  
 Childers, Charles  
 Chowdhry, Pradeep



George Cassar

Chu, Shenghui  
 Church, Cynthia  
 Church, Judith  
 Cianciolo, S Thomas  
 Cichanski, Allen  
 Cicillini, Vincent  
 Citino, Robert  
 Clark, Dawn A  
 Clark, Diana L  
 Clark, George S  
 Clark, Jeanette  
 Clark, John  
 Clark, Lisa J  
 Clarke, Velma G  
 Clayton, Barry  
 Clifford, David L  
 Clifford, Richard A  
 Cline, Karen  
 Cline, Margaret  
 Cline, William Joseph  
 Clipfell, Shane M  
 Cloud, Raymond Wayne

Cluley, Andrew G  
 Cochran, Jill  
 Cockrum, Dennis Coe  
 Cogan, Sarah W  
 Cole, Cheryl  
 Cole, Kimberly  
 Coleman, Amy  
 Coleman, Charles  
 Coleman, Galen  
 Collier, Latasha  
 Collins, Ronald W  
 Collins, Sylvia  
 Colman, Ronald P  
 Colon, Geoffrey  
 Conde Jr, Ronald Lewis  
 Conner, Charlotte L  
 Connors, Albert W  
 Consiglio, Joanne  
 Constance, Valerie  
 Constant, Michael  
 Conti, Gerry  
 Contis, Ellene  
 Cook, Katrina  
 Cook, Timothy M  
 Cooper Jr, John K  
 Cooper, Daniel  
 Cooper, John G  
 Corn, Robert  
 Cornette, Glenda G  
 Cornish, Genevieve  
 Coryell, Roger  
 Costanza, David J  
 Couture, Kathryn  
 Coves, Lenelle  
 Coyner, Joe  
 Crabb, Michael  
 Craig, Candace  
 Craig, Debra  
 Craig, Katrina  
 Cramer, Kathleen C  
 Crane, Bertha P

Crary, David B  
 Crawford, Catherine  
 Crilley, Kathleen  
 Crisp, Hugh  
 Cross, Gerald  
 Cross, Gilbert B  
 Cross, Jennifer  
 Crouch, Margaret A  
 Crowner, Robert P  
 Croxall, Colleen  
 Crutchfield, Sharon  
 Cryderman, Raymond E  
 Cullen, Thomas  
 Cunningham, Bruce Lee  
 Cupples Jr, Willie P  
 Curl, Heather  
 Curtis, Jeffrey  
 Czinski, Ben  
 Daeumer, Elisabeth D  
 Dahl, Carolyn  
 Dahl, Nancy L  
 Dailey, Billy



Amelia Chan

Dailey, Richard  
 Daisey, Peggy  
 Dalbey, Marcia A  
 Daly, Carol D  
 Danak, Jagdish T  
 Dansky, Jeffrey  
 Darmofall, David

Darnell, Steven  
 Darrow, Janet  
 Daulton, Victoria  
 Davie, Gary B  
 Davies, Julianne  
 Davis, Cheryl  
 Davis, Gerald Raymond  
 Davis, Judy Foster  
 Davis, Laura F  
 Davis, Lois Ann  
 Davis, Margaret  
 Davis, Maria Ann  
 Davis, Marianne  
 Davison, Kevin  
 Day, Christine Roberta  
 Day, Emily C  
 Dayal, Sahab  
 DeSautel, Patricia  
 Deas, Toni  
 Deckert, Glenn  
 Defebaugh, Sandra J  
 Defelice, Michelle  
 deLaski-Smith, Deborah  
 Delph, Ronald  
 Delprato, Barbara  
 Delprato, Dennis John  
 Deming, Jennifer  
 Denja, Leighanne R  
 Denoyer, Mary  
 Dentel, Lois B  
 Denton, Joy  
 Desprez, Mary Jo  
 Devine, Elton A  
 Dewan, Abdullah A  
 Dezure, Deborah S  
 DiMantova, Walter  
 Diallo, Alahassane  
 Diamond, Barbara J  
 Dickerson, Carol  
 Dickie, Virginia A  
 Dieterle, Jill Marie



Jerry Campbell of the mailroom, 1997.

Dionne, Craig  
 Dirette, Diane  
 Dirks, Lori  
 Ditzhazy, Helen  
 Dixon, Karen  
 Dodge, H Robert  
 Domino, Brian  
 Donohue, Robert E  
 Dopp, Mary Jane  
 Dorda, Allen  
 Dorendorf, Lynn  
 Dotson, Paul S  
 Douglass, Michael  
 Douglass, Richard L  
 Downs, Marsha K  
 Doyle, Patrick J  
 Doyle, Timothy  
 Drake, Sandra  
 Draper, Sharon  
 Drass, Janet  
 Dreyer, David  
 Dugan, John

Duley, Margot  
 Duncan, Jeffrey L  
 Duranczyk, Irene  
 Durham, Dawn  
 Durham, Lora  
 Dykstra, Paula  
 Easter, Sharon  
 Easto, Patrick C  
 Edgren, John A  
 Edwards, Elizabeth  
 Eggers, Carter James  
 Ehrlich, Allen S  
 Ehrman, Jonathan  
 Eicher, Elizabeth  
 Eichold, Jeffrey  
 Eisenbach, Jamin  
 Eiss, Harry E  
 Elliott, Marlon  
 Elliott, Renee  
 Ellis, Ronald  
 Ellis, Wayne C  
 Ellison, Brian

Elston, Clifford  
 Emerich, Martha  
 Emery, Helen T  
 England, Robert Wayne  
 English, Ross R  
 Engstrom, Carlene  
 Engwenyu, Joseph  
 Erenburg, Sharon  
 Erickson, Carol  
 Erwin, Michael  
 Eshenroder, Gladys L  
 Eshleman, Clayton  
 Esposito, Alfredo C  
 Esteva, Juan C  
 Etsweiler, John W  
 Ettington, Deborah  
 Evans, Gary Lee  
 Everson, Brenda  
 Ewell, Edna  
 Fair, David  
 Fairchild, Brad  
 Fairfield, Richard T  
 Farah, Badie N  
 Farmer, David  
 Farmer, Dawn M  
 Fayaz, Candice A  
 Fayssa, Ahmed  
 Fenkl, Heinz Insu  
 Ferguson, George  
 Ferren, Melanie  
 Ferrett, Robert L  
 Field, Jan Michael  
 Fields, Daniel J  
 Fields, Doris  
 Fields, Lisa  
 Figura, Rebecca  
 Figurski, Barbara  
 Figurski, Thomas J  
 Finch, Carolyn M  
 Findley, Lynette  
 Fineberg, Keith



Finney, Jill  
 Fiorina, Don  
 Fish, Barry Arthur  
 Fitzgerald, Brian  
 Fitzpatrick Jr, Ralph  
 Fleischer, Cathy  
 Fleming, Thomas  
 Fletcher, Linda M  
 Flores, Dana Beth  
 Fo, Anne  
 Folk, David  
 Folk, William C  
 Ford-Chambers, Charlene  
 Foreman, Chris J  
 Forester, Jim R  
 Foss, Debra  
 Foster, Daniel L



Joy Garrett

Fowler, Rhonda Esther  
 Foy, Patrick  
 Foy, Phoebe  
 Frady, Amy  
 Francis-Connolly, Eliza  
 Frakes, Lisa  
 Franks, Thomas H  
 Frazier, Matthew M  
 Frazier, Suanna Jo  
 Freedman-Doan, Carol R  
 French, Dorothea  
 French, John

Frensley, Jacquelyn  
 Frickman, David  
 Friedman, Hal M  
 Friedman, Monroe P  
 Frisbie, Carol  
 Frisbie, Kevin  
 Fritz, Wendy  
 Fujiwara, Yukari  
 Fulford, Charles  
 Fulkert, Ronald  
 Fullerton, Sammy  
 Gabrys, Karen Marie  
 Gacioch, Frank R  
 Gajda, Anne Beth  
 Gallegos, Evelyn C  
 Galli, Claudia J  
 Gannon, Carol  
 Garcia, Nancy  
 Gardiner, Christopher J  
 Gardner, Angela  
 Gardner, Earnestine  
 Gardner, Gwyn  
 Gardner, Susan  
 Gardner, Trevor  
 Garg, Ramesh C  
 Garr, Robert  
 Garrett, Joy  
 Garrison, Ricky  
 Garvey, Karen  
 Gates, Larry  
 Gates, Sheldon  
 Gates-Bryant, Helen  
 Gdula, Karen  
 Geherin, David John  
 Geltner, Beverley  
 Gendin, Sidney  
 George, Laura J  
 Getz, Gail  
 Gianino, Lou  
 Gilbert-Warner, Charlene  
 Gilke, William Todd

Gillette, Tracy L  
 Gillman, Joan  
 Ginotti, Melissa  
 Ginther, John Lincoln  
 Glaser, Colleen  
 Glass, Mary K  
 Gledhill, Roger C  
 Glikin, Judith Ronda  
 Glotfelty, Judith  
 Glover, Barbara  
 Gniewek, Aaron  
 Goble, Cynthia  
 Goebel, Matthew  
 Goff, Richard Davis  
 Gold, Ellen  
 Goldman, Benita  
 Gondek, Suzanne  
 Good, Diana  
 Goodman, Beverley  
 Goodwin, Harold  
 Goodwin, Jeff E  
 Goodwin, Lisa  
 Goodwin, Margaret E  
 Gordon, Jane  
 Gordon, Norman G  
 Gore, David K  
 Gorenflo, Barbara  
 Gorenflo, Carole W  
 Gorney, Carol J  
 Gorst, Larry  
 Gotts, Victoria  
 Gould, Caroline A  
 Gower, Karla  
 Grady 2nd, Robert C  
 Grady, Dennis  
 Grady, James  
 Graham, Kathleen  
 Grant, Christopher  
 Grant, Ila Louise  
 Graves, Kerry  
 Graves, Pamela



Regina Kelley

Gray, Suzanne  
 Gray, Sylvia S  
 Greco, Tamara  
 Green, Annetta M  
 Green, Donald  
 Green, Geraldine  
 Green, Jere  
 Green, Teresa C  
 Greene, Donna F  
 Greene, Terence  
 Gregg, Cheryl  
 Gregg, Orville  
 Gregory, Bruce  
 Griffin, Betty J  
 Griffith, Timothy  
 Grimes, George H  
 Grissom, Michael R  
 Griwicki, Judy L  
 Groce, Kimberly  
 Groce, Marian  
 Grossman, Richard  
 Grossman, Sue  
 Grow, Wade A  
 Grubaugh, Harold  
 Grubaugh, Margaret  
 Grubaugh, Rock A  
 Gruden, Brenda F  
 Grumeretz, Jerome  
 Guerra, Cheryl  
 Gunasekena, Thilak

Gundry, Susan  
 Gurt, Joseph  
 Guy, Courtney  
 Guy, Michael  
 Gwaltney, Thomas M  
 Hachey, Ryan  
 Haddad, Carol  
 Haffenden, Trena J  
 Hafter, Daryl M  
 Hahlbrock, Donovan H  
 Hall, Allison  
 Hall, Barry  
 Hall, Cindy L  
 Hall, Donald  
 Hall, Gladys  
 Hall, James M  
 Hall, Kenneth  
 Hall, Malone  
 Hall, Priscilla  
 Hall, Robert  
 Hallinen, Lorraine  
 Halmhuber, Nancy L  
 Hamilton, Theophilus  
 Hammerberg, Ann  
 Hammerberg, Gary  
 Hammill, Geoffrey D  
 Hancock, Lee M  
 Hancock, Patricia A  
 Hanewicz, Cheryl  
 Hanewicz, Wayne  
 Hanna, Raouf S  
 Hannan, Gary L  
 Hansen, Joanne Jane  
 Hansen, John  
 Hansen, Karen  
 Hansen, Ruth Ann  
 Hanson, Robert C  
 Harden, Thomas K  
 Hardesty, Kenneth  
 Harding, Diana  
 Hardrick, Cheryl

Hardy, Lily  
 Harkness, Anita L  
 Harless, Margaret Ruth  
 Harley, Rachel Brett  
 Harmon, Alison  
 Harris, Christine  
 Harris, Michael  
 Harris, Michelle Ann  
 Harris, Otis  
 Harris, Patricia L  
 Harris, Scott A  
 Harrison, Daniel  
 Hart, Margaret  
 Hartenburg, Gerald L  
 Hartmann, Donald C  
 Hasan, Hammam A  
 Hassan, Jeanette  
 Hathaway, William  
 Hattig, Sally  
 Havranek, John M  
 Hawkins, Leisa  
 Hayden, Lucy K  
 Hayes, Adrian  
 Haynam, George E  
 Haynes, Denise  
 Haynes, Susan  
 Hayworth, Steven C  
 Heaton, Paul C  
 Hee, Christopher E  
 Heezen, Alan  
 Heidloff, Theodore  
 Heighes Jr., Robert K  
 Helbling, Stephanie J  
 Henderson, Maurice  
 Hendricks, Bruce B  
 Hendricks, Daryl W  
 Hendrickson, Lorraine U  
 Hendrix, Lolita  
 Hennings, Thomas P  
 Henry, Bruce  
 Henry, Oscar

Henry, Stuart D  
 Henson, Dian Faye  
 Hernandez, Luis  
 Heyl-Clegg, Deborah  
 Hickey, Joe  
 Higbee, Mark David  
 Highnight, Kevin  
 Hill, Catherine  
 Hill, Kimberly  
 Hill, Pamela  
 Hill, Raymond E  
 Hillegas, Kathleen B  
 Hobson, Suzanne  
 Hockey, Randy  
 Hodge, Linda  
 Hodges, Vannie Kay  
 Hodgson, Thomas  
 Hoedema, Clara  
 Hoft, Hartmut F W  
 Hogan, Walter P  
 Hohauser-Thatcher, Melissa  
 Holbrook, Mary Catherine  
 Holder, Diane  
 Holder, Larry



Carolyn Kirkendall

Holek, David  
 Holkeboer, Robert O  
 Hollifield, Fred  
 Holmes, Karen A  
 Holoka, James Paul



Sylvia Jones, Teacher Education, 1990.

Holtzman, Phyllis  
 Homann, Mary Anne  
 Homel, Michael W  
 Homrich, Amy J  
 Honzaki, Emo  
 Hoodin, Flora M  
 Hoodin, Ronald B  
 Hooley, Patricia  
 Hopkins, Barbara L  
 Hortin, David Warner  
 Hourani, Benjamin T  
 Howard, Arthur S  
 Howard, Paul Edward  
 Howay, Bryan  
 Howells, Valerie  
 Howie, Cynthia M  
 Hubbard, Cora  
 Hubbard, John Russell  
 Hubbard, Judy  
 Huggins, Madeleine  
 Hughes, Sharon K

Hughes, Valerie M  
 Hull, Jane Margaret  
 Humble, Carl  
 Hunt, Charlene  
 Hunt-Barker, Karen  
 Hunter, Fredrick C  
 Huston, Carole  
 Huszco, Gregory E  
 Hutchins, Ronald E  
 Huxley, Ellen Kay  
 Huyvaert, Sarah H  
 Hypes, Sheryl A  
 Iannaccone, Anthony  
 Igoe, Jenifer  
 Ikeji, Augustine  
 Illingworth-Rico, Alfonso  
 Jackonen, Sharon  
 Jackson, Dennis C  
 Jackson, Edith  
 Jackson, Mary  
 Jacobs, Diane A

Jacobs, Pamela  
 Jalet, Samuel T  
 James, Nakia  
 Jamieson, Paul A  
 Janardan, K G  
 Jaworski, Edward  
 Jaworski, Eugene  
 Jeffire, John  
 Jellema, John  
 Jemison, Don  
 Jenkins, Giacomo K  
 Jenkins, Veda A  
 Jernigan, E Jay  
 Jernigan, Louise F  
 Jewett, Michael  
 Jogaratnam, Giri  
 Johnson, David C  
 Johnson, Elizabeth  
 Johnson, Geo T  
 Johnson, James  
 Johnson, Lorraine

Johnson, Marvin J E  
 Johnson, Ron  
 Johnson, Terri  
 Johnston, George A  
 Johnston, Roy  
 Johnston, William  
 Jones, Barbara J  
 Jones, Charles  
 Jones, Cynthia  
 Jones, Deborah  
 Jones, Frank N  
 Jones, Jennifer L  
 Jones, Joan C  
 Jones, Joanne  
 Jones, Karyn  
 Jones, Ken  
 Jones, Louise  
 Jones, Mary E  
 Jones, Robert  
 Jones, Sylvia  
 Jones-Milliner, Ann  
 Jordan, Cheryl  
 Jorfi Jr, Joseph J  
 Jose-Kampfner, Cristina  
 Kaderavek, Joan N  
 Kadushin, Abraham  
 Kalib, Sylvan S  
 Kanagy, Max E  
 Karabenick, Stuart A  
 Kasenow, Michael  
 Kass, David  
 Kattelus, Susan  
 Kauffman, Janet  
 Kavanaugh, Timothy  
 Keene, Kerry  
 Keeton, Kelly  
 Keller, David  
 Keller, Kimberly  
 Kelley, Regina  
 Kelley, Sherry  
 Kelly, Bobby

Kelly, Robin Renae  
 Kendrek, Anthony  
 Kendrick, Eleanor M  
 Kendzioriski, Thomas  
 Kennedy, Vance  
 Kern, Roger M  
 Kersey-Otto, Sarah  
 Kersten, Lawrence  
 Keshock, Nicole L  
 Keys, Kandi  
 Khailany, Asad S  
 Khan, Zafar  
 Khorsheed, Serwan  
 Khorshid, Wafa  
 Kieft, Lewis Dean  
 Kielb, Michael  
 Kilburn, Vicky  
 Kilpatrick, Robert  
 Kincaide, Kelly  
 King, Elizabeth C  
 King, Harold Roger  
 Kinloch, Mary  
 Kinney, Rhonda S  
 Kinney-Sedgwick, Martha  
 Kirby, Mary  
 Kirby, Steven  
 Kirchoff, Mary  
 Kirkendall, Carolyn  
 Kirkland, Glenda E  
 Kiss, Robert M  
 Kittle, Donald  
 Kivi, Wendy  
 Klaes, Ann  
 Klein, George  
 Klenczar, Daniel  
 Kline, Stephen  
 Klubeck, David R  
 Knapp, James A  
 Knapp, John Richard  
 Knutson, Gordon  
 Koehler, Ronald E

Kolar, Marsha A  
 Kolpacki, Arlene  
 Konieczki, Carol  
 Koob, Michael  
 Kootsillas, Kathleen  
 Korpala, Brian  
 Korpala, Sibyl  
 Korte, Melissa Mary  
 Kotrba, Robert  
 Kraft, Robert G  
 Krajewski-Jaime, Elvia  
 Kramer, Becky E  
 Kramer, Morrey  
 Krause, Steven D  
 Krauss, Philip  
 Kreger, Robert D  
 Kretovich, Duncan J  
 Kreyling, Margaret J  
 Krolik, James J  
 Krumm, Sheila  
 Krumwiede, Patricia  
 Kubrak, Alexander



Bernard O'Connor

Kurcz, Stephen  
 Kurta, Allen  
 Kurtz, Linda F  
 Kustron, Connie  
 Kuwik, Paul David  
 Kwantes, Catherine  
 Kynard, Glenn

LaBarbera, Kimberly Ann  
 LaGoe, Brian  
 Lacombe, Judith M  
 Lagana, Jeanne  
 Lahidji, Behrooz  
 Lahr, Barbara  
 Lake, Marylyn Elizabeth  
 Lamb, John  
 Lambert, Lisa  
 Lambo, Dylan J  
 Lan, Virginia  
 Lancaster, Todd  
 Langer, Georgea M  
 Langer, John  
 Lappin, Julie  
 Larson, Russell R  
 Laskowski, Kati  
 Laskowski, Marion  
 Lauckner, Kurt  
 Laundra, Bridget  
 Lava-Kellar, Lisa R  
 Lawrence, Carol  
 Lawson, Michael  
 Lawyer, Gerald  
 Lay, Tammy K  
 Leopard, David  
 Lebar, William  
 Lecours, Arlene  
 Lee, Lynn  
 Lehman, Paul R  
 Leibold, Scher  
 Leighton, Paul  
 Lemke, Beverly  
 Leonard, Larry  
 Lester, Sherry  
 Letscher, Brian  
 Levett, Alvin Sheldon  
 Levine, Janet  
 Levy, Vaughn  
 Lewis, Hildred Joseph  
 Lewis, Irene





Ann Klaes from Dining Services at an Orientation picnic, August 1997.

Lewis, Kathryn  
 Lewis, Marjorie  
 Lewis, Ronald  
 Lewis-White, Linda  
 Li, Tsai-Ping  
 Lick, Don Raymond  
 Liepa, George  
 Liggit, Peggy  
 Ligibel, Theodore  
 Lin, Geng  
 Lin, Su-Chen Jonathan  
 Linblade, Mary C

Lindenberg, Karen E  
 Linderman, Rhonda D  
 Lindke, Bernice  
 Linn, George W  
 Linn, Peter  
 Lintner, Mildred D  
 Liu, Jiuqiang  
 Lobbstaël, Gail M  
 Locke, James T  
 Locklin, Kerry  
 Lockwood, Michelle K  
 Lodder, Helen

Loduca, Steven T  
 Logan, Joshua  
 Lokensgard, Erik  
 Lombardi, Anthony  
 Lones, Elizabeth  
 Long, Roger D  
 Lopez, Lawrence  
 Loppnow, Donald  
 Loree, John Peter  
 Lottie, Adrian J  
 Loughney, Peter J  
 Lucas, Raymond  
 Lucas, Sally  
 Lumpkin, William  
 Lynch, Raymond  
 Lynn, William  
 Lynn, William  
 Lynn-Veals, Diane  
 Lyons, Harvey  
 Lyte, Deborah  
 Maar, Joan  
 MacEwen, Susan  
 MacKellar, Sharon Jane  
 Mack, Judy  
 Madden, Thomas E  
 Magee, James S  
 Maggard, Wanda  
 Maher, Christine  
 Maher, Darlene  
 Majeske, Paul T  
 Malach, Michael  
 Malecki, Susan  
 Mancell, Robert Brent  
 Marandino, Marcelo  
 Marandino, Stella  
 Mark, Patricia  
 Martin, Annette  
 Martin, Anthony  
 Martin, Charles  
 Martin, Elaine  
 Martin, Frances Elaine

Martin, John Allen  
 Martin, Karen L  
 Martin, Nora  
 Martin, Raymond  
 Martin, Rosalind Perry  
 Martin, Sherman  
 Martin, Steven F  
 Martin, Tony  
 Marts, Malcolm  
 Martusewicz, Rebecca A  
 Mason, Joseph  
 Mason, Philip  
 Massie, Enos Greer  
 Massingill, John  
 Massingill, Judith A  
 Mathers, Jeff  
 Mathews, Bryan  
 Matthews, Sandra  
 Maybouer, Robert  
 Mayes, Lisa  
 McAnuff, Courtney  
 McAuliffe, John  
 McBride, Judith  
 McCafferty, Jennie Meyer  
 McClennen, Sandra E  
 McClure, Amy  
 McClure, Mary  
 McClure, Merri R  
 McCombs, Gary B  
 McCormack, Marina  
 McCormack, Maureen  
 McCracken, Sally R  
 McCrystal, Lynda  
 McCullough, Tammy  
 McDole, Thomas L  
 McDonald, James R  
 McDowell, Benita  
 McEnery, Jean M  
 McGeorge, Patricia  
 McGlynn, Paul  
 McGowan, Geoffrey

McGuire, Michael G  
 McHoskey, John  
 McKanders, Kenneth A  
 McKee, Anne  
 McKinney, Victoria  
 McLean, Patricia M  
 McManus, John L  
 McMichael, Pamela  
 McMillan, William W  
 McNally, Michael  
 McNamara, Joann  
 McNeil, Pamela  
 McNulty, Kathleen  
 McQuere, Gordon  
 McSurely, Hugh  
 Mccumber, John  
 Mcfadden, Emily  
 Meadows, Keith  
 Medrow, Daniel  
 Meernik, Mary A  
 Megyese, Anita M  
 Megyese, John  
 Mehta, Dady N  
 Mehuron, Kate  
 Mejia, Maria  
 Melby, James L  
 Melia, Patrick  
 Mendelssohn, Doreen  
 Mensching, Glenn E  
 Mercado, Heidi  
 Merchant, Susan M  
 Meretta, Kristy L  
 Merz, George R  
 Mettetal, Marion T  
 Meyer, Earl C  
 Meyer, Kenneth  
 Michael, John T  
 Midkiff, Kathleen  
 Miller, Bernard  
 Miller, Bonnie  
 Miller, Donna

Miller, Doris C  
 Miller, Glenna Frank  
 Miller, Kevin  
 Miller, Kristi  
 Miller, Sharon  
 Miller, Sherry Lorraine  
 Miller, William A  
 Miller, Zonna R  
 Milletti, Maria  
 Milligan, Ramona  
 Milliken, Mary F  
 Mills, Crystal  
 Mills, Leah  
 Misko, Sally  
 Misselhorn, Paula  
 Mitchell, Brian  
 Mitchell, Wendy  
 Mitri, Michel  
 Moaddel, Mansoor

Mobley, Doreen  
 Moeller, Susan E  
 Moffett, Penny J  
 Monahan, Mark  
 Monarch, Mark B  
 Monarch, Tara B  
 Moniodis, Paul N  
 Monken, Todd  
 Monks, Wanda J  
 Monsma, Charles M  
 Montgomery, Linda Christie  
 Montgomery, Tracey  
 Moore, Ann  
 Moore, Frank  
 Moore, Pamela A  
 Moore, Sarah E  
 Moore, Vicky  
 Moosavi, Alex S  
 Moran, Noah



Robert Perry



John Priess concentrates on a shot at the 1997 Custodial Olympics, an annual event that features unique games and competitions among the custodial staff. The games at times have included staffs from nearby colleges as well. Behind Priess are Jackie Roark and Bob Corn.

Morast, Joshua  
 Moreland, Kemper  
 Morello, Carole  
 Morgan, Elisabeth  
 Morris, Sherry  
 Morton, Mark A  
 Morton, Teresa Mikesell  
 Moses, Bruce  
 Mosher, Charles W  
 Mosier, Steven  
 Moskal, Coleen  
 Moss, Nancy  
 Moss, Walter Gerald  
 Most, Sheila M  
 Motherwell, Mary  
 Motschall, Melissa  
 Moyer, Steve W  
 Mrdalj, Stevan S

Mroczek, Patricia  
 Muldrow, Jacqueline  
 Mullens, Edward  
 Murphy, Mary L  
 Murray, Lori  
 Muscato, Wendy  
 Muschott, Nancy A  
 Myers, Julia R  
 Myrold, Diane  
 Nagel, Kirk P  
 Nagy, Ivan  
 Napier, Rhonda  
 Nash, Gayle  
 Nastos, Michael G  
 Navarre, Gary B  
 Nazzaro, Andrew Allen  
 Neely, Robert K  
 Neff, Heather

Nelson, Beverly M  
 Nelson, Gersham  
 Nelson, Greg  
 Nelson, Olga  
 Nelson, Sandra  
 Neph, Cindy  
 Nerenz, Anne G  
 Nesmith, Jeffrey  
 Neuhaus, Colin F  
 Neve, Gloria Dawn  
 Newcomb, Catherine  
 Newell, Stephanie  
 Newlin, Foster  
 Newman, Loretta A  
 Newman, Sharon  
 Newsome-Oden, Jacqueline  
 Newton, Mollie  
 Nicholson, Elva Mae

Nicosia, Susan  
 Niehaus, Mary E  
 Nightingale, John P  
 Nims, Julia  
 Noda, Phyllis A  
 Noffsinger, Donna  
 Nord, Ross S  
 Nordmann, Andrea Marie  
 Norman, Manuel  
 North, Virginia A  
 Norton, Alexandra  
 Norton, Carol J  
 Norton, Carolyn J  
 Novak, John  
 Novak, John A  
 Novak, Laurie S  
 Nuar, Susan  
 Nugent, Jill Ellen  
 Nunn, Patricia  
 Nybell, Lynn  
 O'Banner, Dwayne  
 O'Clair, Karen  
 O'Connor, Bernard  
 O'Connor, Elena  
 O'Neil, Janise  
 O'Neill, Carolyn  
 O'Neill, Laura  
 O'Banner, John W  
 Oakes, Alexandria  
 Oestrike, Nancy  
 Ohren, Joseph F  
 Ojala, Carl F  
 Ojala, Virginia M  
 Okafor, Victor O  
 Oketani, Hitomi  
 Okopny, D Robert  
 Ollila, Jane  
 Olson, Judith  
 Orban, Jill  
 Orlowski, Carol  
 Orscheln, Kathryn B

Orwin, James F  
 Ostrander, Melinda F  
 Ostrowski, Ginger  
 Otto, Gretchen M  
 Overton, Charles  
 Owen, Jerry  
 Owen, Linda  
 Owens, Ja Del  
 Owens, Michelle  
 Paciorek, Karen Menke  
 Paciorek, Michael J  
 Pacza, Sarah  
 Paffenroth, Richard D  
 Pahl, Patricia  
 Painter, Barry  
 Painter, William  
 Palmer, Benjamin W  
 Palombit, Cynthia K  
 Pancioli, Diana  
 Panzica, Linda  
 Papineau, Kenneth  
 Papp, Teri L  
 Pappas, John G  
 Pappas, John Nick  
 Parker, Christine  
 Parks, Janet  
 Parks, Robert Chester  
 Parks, Steven  
 Parry, Walter R  
 Pasch, Marvin  
 Pathak, Chandra P  
 Patrick, Louise R  
 Patterson, Yolanda  
 Pattillo, Sharon  
 Paul, Dennis A  
 Pawloski, Carole J  
 Pearlstein, Arona  
 Pearson, Donald W  
 Peden, Genevieve M  
 Pedersen, Erik John  
 Pedersen, Gary

Pedersen, Julianne O  
 Pendlebury, Thomas  
 Pendleton, Sharon Y  
 Peoples, Gregory  
 Perales, Alberto  
 Perkins, George B  
 Pernecky, Steven John  
 Pernice, Francesca  
 Perry, Andrea  
 Perry, Barbara  
 Perry, Cheryl  
 Perry, Robert  
 Peters, Melvin  
 Peterson, Roger A  
 Petre, Joseph  
 Petsch, Stephanie  
 Petty-Mosley, Shyvonne  
 Pfister, James Wilber  
 Pfoutz, Susan K  
 Phelps, Theresa  
 Phillips, Carrie  
 Phillips, Donald B  
 Phillpotts, Edward  
 Pickerell, Michael



Teri Papp

Pierce, David M  
 Pierson, Ann M  
 Pietig, Jeanne  
 Pifer, Lavonne N  
 Pinson, James

Pisani, Joanne  
 Plank, Max Eugene  
 Poger, Judith  
 Pokay, Patricia A  
 Polakow, Valerie  
 Pollack, Joseph  
 Pollard, William A  
 Popofski, George V  
 Porter, James C  
 Porter, Steve  
 Post, Carol  
 Potter, Dawn  
 Potter, Jennifer  
 Powers, Kathleen  
 Preston, Aaron W  
 Preston, John M  
 Prettyman, Sandra  
 Prevo-Johnson, Amy  
 Price, David  
 Price, William  
 Priess, John  
 Priess, Michael  
 Prince, John W  
 Prince, Nancy A  
 PUNCHES, Evelyn  
 Pyle, Barry  
 Quaynor, Mary  
 Quiel, Raymond  
 Quilter, Shawn  
 Quinlan, Joan  
 Quinn, Kathleen S  
 Racine, Tammy  
 Racz, Twyla Mueller  
 Rafiq, Mohammad  
 Ragg, Mark  
 Rahman, Mahmud  
 Rainville, Alice J  
 Ramanathan, Jayakumar  
 Ramme, Heide  
 Ramsay, Patricia  
 Ramsey, Ernestine





Stephen Sonstein, Associated Health Professions, 1997.

Ramsey, Patricia S  
 Randles, Kathy  
 Randolph, Sandra  
 Rankin, Joseph H  
 Raphael, C Nicholas  
 Rasmussen, Robert  
 Rasnick, Rick  
 Rauch, Jean M  
 Raymond, David  
 Reaume Mushisky, Vicki  
 Rebandt, Mary E  
 Reed, Anne Marie  
 Reed, John  
 Reed, Kim  
 Reed, Lee Earl  
 Reed, Michael H  
 Reep, Kenneth Eugene  
 Reese, Charlee  
 Reetz, Mary  
 Reeves, Cheryl Anne

Reeves, Fred  
 Reeves, Mary  
 Reffitt, Gary  
 Reichbach, Gwendolyn  
 Reid, David  
 Reid, Juanita M  
 Reidsma, Craig F  
 Reifel, Melody  
 Reinthal, Peter  
 Remmers, John Hermann  
 Remp, Ann M  
 Renaud, Catherine  
 Rengan, Krishnaswamy  
 Rentfrow, Ann  
 Rescorla, Kim L  
 Reum-Troia, Mary  
 Reutter, John H  
 Reynolds, James Alan  
 Reynolds, Jodi  
 Rheam, Colleen P

Ricciardo, Jerry  
 Riccinto, Leonard L  
 Rice, Dale L  
 Rice, John  
 Rich, Anita  
 Richards, Daneen  
 Richardson, Barbara  
 Richardson, Bette  
 Richardson, Carol D  
 Richardson, Cindy  
 Richardson, Clarece  
 Richardson, Lynette  
 Richmond-Abbott, Marie  
 Rickard, Kenneth  
 Rickard, Kimberly  
 Rickelmann, Carolyn S  
 Riddle, Denise  
 Riddle, Diane  
 Rider, Linda  
 Ridgley, Patricia  
 Riley, Joann  
 Ristau, Lori H  
 Roach, Brett  
 Roark, Jackie  
 Roark, Stacy  
 Robb, Heather  
 Robbins Jr, Harold W  
 Robbins, Dawn M  
 Robbins, Jerry  
 Roberts, William D  
 Robertson, Sharon A  
 Robinette, Georgina  
 Robinette, Lavonda  
 Robinson, Albert  
 Robinson, James A  
 Robinson, Patricia A  
 Rocha, Sarah  
 Rocklage, Lynne  
 Rodeff, Karen  
 Rodrigues, Cynthia  
 Roell, Angela

Roff, James D  
 Roggeman, Earl  
 Rose, Lynnette Kay  
 Rose, Roy  
 Rose, William



Ray Sowers

Rosenfeld, Raymond A  
 Ross, Maria  
 Roth, Robert  
 Roulo, Jeffery  
 Rousseau, Doyle  
 Rowan-Walters, Tammy  
 Rubenfeld, Marlene G  
 Rubenfeld, Richard  
 Rufe, Philip  
 Ruiter-Feenstra, Pamela  
 Ruiz, Reynaldo  
 Rupp, Julie Stone  
 Rurka, Annette  
 Rush, Candace  
 Rush, Catherine J  
 Rush, Randy  
 Rush-Byers, Tracy  
 Rusiniak, Kenneth W  
 Russell, Carol L  
 Russell, Kathleen  
 Rutherford, Gail  
 Saalbach, Louis C  
 Sabados, Carolyn  
 Sabaliunas, Leonas

Sabki, Mohammad Hisham  
 Sachdev, Harash  
 Sachdev, Sushil K  
 Saddik, Annette J  
 Saker, Marilyn  
 Salisbury, Robert A  
 Salyer, Judith K  
 Samonte, Quirico S  
 Samuels, Brian  
 Sanch, Paula  
 Sanchez, Angela  
 Sanchez, Gretchen M  
 Sanchez, Pedro P  
 Sandall, James  
 Sanders, Cheryl  
 Sanderson, Linda  
 Sanford, Alexandrine  
 Santiago, Reynaldo  
 Sard, Glen  
 Sarsour, Bilal  
 Sauber, Matthew H  
 Savage, Mark  
 Saxon, Charles S  
 Sayles, Sherry  
 Sayman, Tumer  
 Schaefer, Terrance  
 Schatz, Kenneth  
 Schaub, Raymond Earl  
 Schaumann, Karen  
 Scheffer, Barbara K  
 Scheffler, William A  
 Schewe, Michelle  
 Schiller, Deann  
 Schindler, Katherine  
 Schlagheck, Carol  
 Schleif, Sherlynn M  
 Schmaltz, Edward S  
 Schmaltz, Mary Ann  
 Schmiedeke, Jane  
 Schmitt, Donna M  
 Schmitz, Philip C

Schoolmaster, Donald  
 Schorn, Brian  
 Schubbe, Spencer H  
 Schubert, Donna  
 Schullery, Stephen E  
 Schultz, Floyd  
 Schultz, William  
 Schumacher, Jodi A  
 Schuster, Elizabeth  
 Schwartz, Ellen C  
 Schwartz, Shelly  
 Schwarze, Richard  
 Scott, Joanna V  
 Scott, Justin  
 Scott, Tracy Venice  
 Seauvageau, Rebecca J  
 Seely, T Daniel  
 Seiber, Sharon  
 Seibert, Theresa

Sekerak, Kay  
 Semmes, Clovis E  
 Senko, John A  
 Setla, Pamela  
 Sevans, Henry C  
 Severt, Denver  
 Shapiro, Douglas  
 Sharifi, Mohsen F  
 Sharkey, Jennifer  
 Sharma, Natthi L  
 Shaw, John  
 Sheard, John E  
 Sheerin, James  
 Shefferly, David  
 Sheffield, Bonnie  
 Shell, Christina L  
 Shelton, William E  
 Shelton, Yana  
 Shen, Weidian



Mary Vielhaber Hermon, Department of Management, 1993.



Sheth, Nick  
 Shichtman, Martin B  
 Shichtman, Maryann  
 Shimones, Mary  
 Shipley, Susan  
 Shirato, Linda  
 Shiskowski, Kenneth M  
 Shiue, Fuh-Cwo  
 Sholtis, Leonard  
 Shores, Rachelle  
 Short, Pat  
 Short, Shannon  
 Shubsda, John  
 Shuter, William F  
 Sidlow, Edward  
 Silverman, Deborah  
 Simmons, Charles  
 Simonds, Joan  
 Simonds, Kirstan  
 Simpkins, Karen  
 Sinclair, Karen P  
 Singer, Amy  
 Sipe, Rebecca

Sisson, Clyde M  
 Skaggs, Kathryn  
 Skelly, Nancy  
 Smalley, Diane C  
 Smallwood, Carol  
 Smart, Kevin  
 Smart, William  
 Smith, Carrol  
 Smith, Cecil  
 Smith, Clark  
 Smith, Dyan  
 Smith, Elizabeth  
 Smith, Harrison Y  
 Smith, Heather Lynne  
 Smith, Holly  
 Smith, John Robert  
 Smith, Joseph  
 Smith, Karen  
 Smith, Laurence N  
 Smith, Luinda Jean  
 Smith, Margaret J  
 Smith, Mary M  
 Smith, Michael

Smith, Thomas  
 Snyder, Donald  
 Snyder, Nancy  
 Snyir, Andrew G  
 Snyir, John  
 Sobell, Diane  
 Sojka, Donna  
 Sokkar, Fathi F  
 Sonstein, Stephen A  
 Sowa, Debbie Ann  
 Sowers, Ray D  
 Soyster, Thomas G  
 Spalding, Albert  
 Spalding, Diane Marie  
 Speelman, Pamela  
 Spencer, Gary  
 Spencer, Sherry Gau  
 Spurlock, Dorothy  
 Staal, Arie  
 Stabnau, Jacquelyn L  
 Stacey, Kathleen H  
 Stahler-Sholk, Richard  
 Staicar, Thomas E  
 Stanger, Keith  
 Stanton, Eric  
 Stark, Mary D  
 Starko, Alane J  
 Starr, Susan  
 Stasiak, Florence E  
 Steimel, Brian  
 Stein, James  
 Stemen, Stephen D  
 Stevens, Bill  
 Stevens, Kenneth W  
 Stevens, Lizbeth J  
 Stickel, Sue  
 Stigler, Charlotte  
 Stille, Lee  
 Stocco, Bernard  
 Stokes, Barbara  
 Stokes, Judith



James Streeter

Stokes, Mary Ellen  
 Stone, Phyllis  
 Stoner, Elizabeth  
 Storck, Theresa  
 Stothard, Dana  
 Stovall, Dawn  
 Strand-Evans, Katherine  
 Streber, Glen L  
 Streeter, James L  
 Strickland, Gary W  
 Strine, Deborah  
 Stubbs, Anita  
 Sturgis-Hill, Judy  
 Sugden, Evelyn I  
 Sulfridge, Rocky M  
 Sullivan, Heather  
 Sullivan, John M  
 Sullivan, Patricia  
 Sullivan, Shannon  
 Sullivan, Woody  
 Suma, Coco  
 Suter, Marilyn Szymanski  
 Swaffer, James  
 Swanson, Cheryl  
 Switala, Stella  
 Szabo, Edward J  
 Szopo, Barbara Suzanne  
 Szymankiewicz, Mark  
 Tabuse, Motoko  
 Tack, Martha Wingard  
 Tammany, David D  
 Tammany, Rosina  
 Tanguay, Denise Marie  
 Tanner, Sandra L  
 Tapaninen, Nina  
 Tatum, Judy Benfield  
 Tayeh, Carla  
 Taylor, Antoinette  
 Taylor, Betty  
 Taylor, Bonnie  
 Taylor, Jennifer  
 Taylor-Bishop, Norma L  
 Teal, Mary D  
 Teasdale, Kristi  
 Tebelman, Linda M  
 Tee, Patricia  
 Teehan, Robert E  
 Tehranipour, Aby  
 Terry, Janice J  
 Tessema, Asrat  
 Tew, Michael A  
 Thalhofer, Nancy N  
 Thayer, Louis C  
 Thomas, Carlos  
 Thomas, David  
 Thomas, Jennifer  
 Thomas, Kathy  
 Thompson, Candace P  
 Thompson, Lawrence  
 Thompson, Stella  
 Thompson, T. Brad  
 Thompson, Yvonne J  
 Thomsen, John M  
 Thornton, James  
 Tiboni, Joseph  
 Tillman, Tracy S  
 Tilton, Lynn Ann  
 Timko, Arthur Joseph  
 Timmons, Kela N  
 Tinney, Kathleen Dickson  
 Tinnion, Brian



Norbert Vance, Physics and Astronomy, 1993.



Suzanne Zelnik-Geldys with ballroom dancers, 1995.

Todd, James T  
 Tompkins, Colleen Clanc  
 Tonda, Pamela  
 Tornquist, Wade J  
 Torok, George E  
 Torok, Jeanne  
 Torok, Lisa M  
 Torres, Roberto  
 Towers-Hoover, Fred Arthur  
 Tracy, Jaclynn C  
 Tran, Lanh  
 Traskos, Douglas  
 Tremewan, Jennifer  
 Trent, Kathy Ann  
 Tripp, Sherie  
 Trochet, Geneva  
 Trochet, Paul Daniel  
 Trotter, Jill  
 Truzzi, Marcello  
 Tsilis, Margaret  
 Tubbs, Stewart  
 Tucker, Walter  
 Tucker, William  
 Tummala, V M Rao  
 Turnage, Paul A  
 Tuscany, William  
 Tusson, Lillian  
 Tyler, Norman R  
 Ullman, Nelly Szabo  
 Upshur, Jiu Hwa L  
 Valden, Arnold  
 Valentine, Kristina  
 Valko, Jackie  
 VanFleet, James  
 VanHaren, Jeff  
 VanHaren, John

VanPelt, Cynthia  
 VanRaden, Donna  
 VanRybe, Sharon Elaine  
 Vanatta, Connie  
 Vance, Norbert L  
 Vandenbosch, James L  
 Varney, Carol A  
 Varney, Cleo  
 Varney, George  
 Varney, Karen  
 Vasser, Lavertis  
 Vaughn, Gerald  
 Vaughn, Lawrence  
 Venis, Ronald M  
 Venner, Thomas Kendall  
 Vick, James F  
 Victor, David  
 Victor, Gary M  
 Vidis, Jerry  
 Vielhaber, Mary  
 Villegas Jr, Jesse  
 Vinyard, Joellen  
 Vites, Jose C  
 Voght, Geoffrey M  
 Vogt, Michael  
 VonKluge, Silvia  
 Vosteen, Thomas R  
 Wafer, Angela  
 Wagner, David  
 Wagner, Ross  
 Wagner-Marsh, Fraya C  
 Wait, David  
 Walker, Arthur  
 Walker, Glenn  
 Walker, Patricia  
 Wallace, Jean  
 Wallace, Kathleen M  
 Walrath, Crystal  
 Walter, James Richard  
 Walthall, Chad  
 Waltman, John L

Waltz, James C  
 Wang, Min-En  
 Wannamaker, Annette  
 Wanty, June C  
 Ward, Glen  
 Ward, Gloria  
 Ward, Larry  
 Ward, Robert M  
 Ward, Sandra  
 Wargo, Michelle  
 Warner, Jo  
 Warren, Bette  
 Warren, Bruce Leonard  
 Washington, Richard E  
 Washington, Theodore  
 Wasserman, Ira M  
 Watson, Mary Ann  
 Weaverdyck, Shelly  
 Webb, Paul  
 Weber, Patricia B  
 Wedenoja, Marilyn  
 Weeks, John A  
 Wehe, Donna  
 Weinberg, Sylvia  
 Weinstein, Jay Alan  
 Welber, Joel S



Art Timko

Welch, Bethann L  
 Weldon, Susan  
 Welke, Paul

Welland, Christine  
 Wells, Anne P M  
 Welsh, Susan L  
 Wentworth, Deborah  
 Wentz, Shirley  
 Westberry, Dexter  
 Wester, Jada  
 Westman, Alida S  
 Westrum, Ronald Mark  
 Wethington, Evaughn  
 White, Charles  
 White, Darcelle  
 White, Nannette  
 White, Tina  
 Whited, Edward  
 Whitehead, Lois J  
 Whitelaw, David  
 Whittico, Andra  
 Wiencek, Peggy A  
 Wiktor, Judith  
 Wilce, Steven  
 Wilcox, David  
 Wilder, Stephanie  
 Wiley, Jacqueline E  
 Wiley, Valdina M  
 Wilhoff, Kathryn E  
 Wilkerson, Denise  
 Wilkes, James  
 Wilkins, Carol  
 Williams, Annie  
 Williams, Claudia  
 Williams, Johnny  
 Williams, Judy L  
 Williams, Kimberly  
 Williams, Leslie-Ann  
 Williams, Michael  
 Williams, Mildred  
 Williams, Patricia J  
 Williams, Patricia L  
 Williams, Regina  
 Williams, Robin

Williams, Roger Louis  
 Williams, Sandra  
 Williams-Boyd, Patricia  
 Williamson, Jerry R  
 Willis, Betty



Jenny Trochet

Williston, Judith C  
 Wilson, Lorraine  
 Wilson, Patricia  
 Wilson, Shelley  
 Wilson, Tyrone  
 Winder, Diane L  
 Winning, Robert S  
 Winterhalter, Robert  
 Winterson, Sherry  
 Wisniewski, Lech  
 Wissbrun, Donna L  
 Witt, Constance  
 Witten, Winifred A  
 Woike, David O  
 Wojcik-Andrews, Ian  
 Wolter, James E  
 Woo, James  
 Wood, Jean L  
 Woodiel, Donna K  
 Woodland, Bill M  
 Woodland, Linda M  
 Woods, Ken  
 Woods, Ronald C  
 Woods, Roth

Wooley, Jon Kenneth  
 Work, Stewart Dean  
 Wray, Patricia A  
 Wright, Andrew  
 Wright, Jane D  
 Wright, Marilyn  
 Wu, Nesa L J  
 Wyatt, Rudolph  
 Wylo, Bonnie  
 Xie, Yichun  
 Yager, Jay Rathe  
 Yee, Sandra G  
 Yohn, Linda  
 Yorke, Mary F  
 Youmans, David  
 Young, Kenneth C  
 Younglove, Sarah L  
 Youssef, Zakhour I  
 Zahratka, Michael C  
 Zakrzewski, Carole  
 Zalewski, Arleen  
 Zamorski, Joseph  
 Zdrojkowski, Mary  
 Zeiger, Michael  
 Zelnik-Geldys, Suzanne  
 Zeng, Xuejun  
 Zepfzauer, Natascha  
 Ziefert, Marjorie  
 Ziegenfuss, T  
 Zimmer, Patricia M  
 Zirk, Willard D  
 Zot, Henry G  
 Zuhlke, Jayne  
 Zureich, Daneen  
 Zwarka, Paul



# The Mission

## Mission

Eastern Michigan University is committed to distinguishing itself as a comprehensive educational institution that prepares people and organizations to adapt readily to a changing world. Central to this mission are:

- providing an exceptional environment;
- applying new technologies to teaching, learning, and research;
- expanding knowledge and providing leadership through research, contract learning, and public service; and
- continually interpreting and responding to a changing regional, national, and global society.

## Values

Eastern Michigan University's mission and philosophy are built upon shared values that define and nourish the intellectual, ethical, and aesthetic environment.

These values are:

### Excellence

The University's principal responsibility is to provide academic programs in a learning environment that promotes academic and personal excellence.

The University, in all of its activities, encourages the achievement of excellence by all members of its various constituencies.

### Respect

The University recognizes that wisdom, sound judgment, tolerance, and respect for other persons, cultures, and ideas are hallmarks of an educated person.

The University seeks to demonstrate, through all its programs and activities, appreciation of human diversity

and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty and democratic citizenship.

### Scholarship

The University promotes and encourages continual research and creative activity by all its constituencies. Through such activity, participants remain intellectually alive, expand their fields of knowledge, enrich learning experiences, and bring academic recognition to the community. The intellectual and personal growth of individuals is a central purpose. Knowledge and learning are both the University's products and its processes.

### Opportunity

The University is committed to providing opportunities for learners of varying interests, abilities, backgrounds, and expectations.

It seeks to attract, serve, and accommodate a highly qualified and pluralistic student body, drawn from a variety of ethnic, social, and economic backgrounds and to make a special effort to provide access to the campus's educational opportunities for non-traditional students and underrepresented populations.

### Community

The University strives to create and nurture a community that fosters mutual trust and respect for the open and amicable expression of differences.

### Service

The University endeavors to provide service for the public good. It encourages all constituents to be concerned about the welfare of humanity and to engage in public service.

The University is committed to developing and strengthening collaborative initiatives with the industrial, business, civic, and educational world.

### Freedom

The University respects and protects personal and academic freedom. It seeks to provide an environment that facilitates involvement in intellectual and cultural activities and encourages formal and informal interaction between and among students, faculty, staff, administration, and community.

### Integrity

Intellectual, academic, financial, and operational integrity are critical to the University's survival and effectiveness.

### Leadership

The University strives to provide leadership in addressing the educational and social issues confronting the people and organizations in our society.

It promotes leadership and development activities that enhance educational and industrial opportunities for meeting this charge.

### Empowerment

The University community is empowered to do what is right and necessary to achieve the University's mission.

## Philosophy

The University is dedicated to improving the quality of life within the global community it serves through teaching, contract learning, research, and service.

As an integral part of the state-supported public education system, the University is responsible for providing leadership in developing creative, innovative, and collaborative approaches to meet learning and research demands created as a result of a dramatically changing world.

The University recognizes that an educated populace is the essential ingredient for the successful improvement of humankind. It is dedicated to:

- providing opportunities for professional, intellectual, and personal growth;
- preparing individuals for careers and professions;
- encouraging all University members to be concerned about the welfare of the campus, local, and world communities;
- assisting organizations to function effectively in a global economic environment; and
- instilling in all persons a commitment as leaders, to engage in public service.

The University seeks to provide an intellectual, social, and cultural environment that attracts, serves, and empowers a pluralistic community.

## Guiding Principles

Guiding principles form the framework against which the University tests its effectiveness.

In all programs, activities, and services, the University seeks to be:

### Approachable

Psychological barriers that impede participation are eliminated. People and organizations are valued as the University's resources, products, and customers.

### Accessible

Programs and activities of the University are open to all qualified persons without regard to race, religion, marital status, sex, sexual orientation, age, national or ethnic origin, political belief, or physical handicap.

The University seeks to demonstrate, through all its programs and activities, its appreciation of human diver-

sity and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty and democratic citizenship.

The sexual orientation provision of this policy shall not prohibit the University from maintaining relationships with agencies of the federal government. Further, because the University wishes to study how particular employment benefits, family housing, financial aid packages and student residency status would be affected by the addition of the sexual orientation provision, the provision shall not apply to those subjects at this time. The provision will apply to those subjects only after the appropriate Board of Regents' committees and the Board of Regents determine after the study, how and to what degree the provision should apply to those areas. *(This paragraph added on Jan. 23, 1996.)*

### Affordable

The University is committed to ensuring that those individuals who are qualified and who desire to participate are not discouraged from doing so because of financial resources, time restraints, or physical distance.

The University seeks to provide financial aid for all constituencies, to be sensitive to changing demands in the educational marketplace, and to deliver educational services in nontraditional ways and settings.

### Applicable

Programs are designed to broaden perspectives, enrich awareness, deepen understanding, establish disciplined habits of thought, respond to changes in the workplace and society, and help develop individuals who are informed, responsible citizens.

### Attainable

Recognizing that various constituencies have different needs, programs, activities, and services must be

flexible so that all people have the opportunity to participate and to achieve their goals or purpose.

### Collaborative

To utilize financial and human resources effectively, all programs, activities, and services should seek to develop linkages with internal and external constituencies.

The University must continue to develop new partnerships with business, industry, education, and government, to define mutual goals and benefits, and to meet its responsibilities to the global community.

### Quality

Quality is the first priority in all programs, activities, and services

*Adopted by the  
Eastern Michigan University Board of Regents  
Feb. 8, 1990*