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Division of Student Affairs: Centennial History

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UNIVERSITY OF NORTH DAKOTA
DIVISION OF STUDENT AFFAIRS

CENTENNIAL HISTORY

APRIL 1986

THE
UNIVERSITY
OF
NORTH
DAKOTA

VICE PRESIDENT FOR STUDENT AFFAIRS
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April, 1986

The Editors of the UND Student Affairs Centennial History wish to thank all current Division staff who contributed time and information.

We are also appreciative of the work of former staff members: Dr. Ron Barnes, Mr. Ron Betts, Dr. William A. Bryan, Dr. Douglas Hallet, Dr. Thomas Hansmeier, Dr. Charles Lewis, Ms. Joanna Michelich, Dr. Craig Millar, Dr. D.J. Robertson, and Dr. Leo Sprinkle. It was heartwarming to reestablish contact with part of our Division's past.

The information presented herein is current as of this date.

Gerald F. Hamerlik, Chair
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OVERVIEW OF UND'S DIVISION OF STUDENT AFFAIRS

Introduction

The Divisions of Student Affairs, Academic Affairs, Finance, and Operations provide the primary organizational structure of the University of North Dakota. Each major area is charged with certain basic and important responsibilities. Their chief administrator reports directly to the President of the University.

The responsibility for student concerns has rested in the past with various leaders, either the Dean of Women, the Dean of Men, the Dean of Students, a committee of appointed faculty members, or the President of the University. The specific office changed, evolved, and/or was retitled as those persons involved changed. In 1984, the chief administrative officer of the Division of Student Affairs is the Vice President for Student Affairs. Since the basic mission of this Division is to encourage student use of personal, institutional, community, and other resources towards the goal of individual development, self-fulfillment and responsible citizenship, the offices and programs of the Division are diverse and numerous. As a result, the need exists to have staff with designated responsibilities. Each area of the Division is organized under an administrative head, dean, or director who reports to the Vice President.

The area of Enrollment Services is under the direction of Dean Gerald Hamerlik and includes the Outreach Program, Student Financial Aids, and New Student Orientation.

The Dean of Students Office, headed by Dean of Students Lillian Elsinga, works with all segments of the University to help students and represent student needs and concerns. Specific services and programs include assisting and advising students, evaluating student needs and current programs, administering student discipline, coordinating student response to emergency situations, and developing programs to reduce student dropouts. The program areas are the Black Student Programs,

International Student Office, Veterans Service Office, Disabled Student Services, Upward Bound and Talent Search, Student Special Services, Chemical Use and Abuse, the Office of Women's Programs, crisis response, Greek life, Withdrawal and Planned Educational Leave Program, Parents Outreach Program, student discipline, and the High School Leadership program.

Native American Programs is directed by Dr. Leigh Jeanotte and is committed to serving and developing the talents of the largest ethnic minority in North Dakota. The Bilingual Education Project is located here.

Another major service area included in the Division of Student Affairs is the Counseling Center, Dr. Tim Harris, Director. The Counseling Center provides comprehensive counseling services without a fee. Services include educational/vocational planning and counseling, as well as personal-social counseling. Group counseling is available for specific behavioral skills development. The Counseling Center includes, in addition to the direct counseling services, the Testing Center, Learning Services, and Career Development.

The Career Planning and Placement Center, another major area, provides career counseling and aids students in obtaining post-graduation employment. An alumni placement credential file is maintained here. Mary Jo Morgan is Director.

Student Health Services offers students immediate health care and treatment and is directed by John Swenson, M.D. The health care given students includes medical examinations, treatments, a pharmacy service, diet counseling, health education information, laboratory services, and twenty-four hour coverage.

The Memorial Union, under the direction of MaryAnne Lustgraaf, provides a center for student activities on campus. The Memorial Union houses the Student Government offices, the Student Activities Office, a Life-time Sports Center, the campus Info Center, Service Center; contains a Craft Center and the ND Museum of Art; and advises sororities and fraternities. In addition, the Union houses Bookstore and food service areas and serves as a conference center for the campus.

The Research and Evaluation Office, part of the Vice President's office, is charged with coordinating research, staff development programs, and evaluation efforts within the Division and is headed by Dean Schieve.

This has been a brief overview of the present UND Division of Student Affairs. In order to fully understand the scope of the Division, one must trace the development of the chief administrative office of the Division and understand the underlying philosophies of successive deans and/or vice presidents. As the climate of the campus community changed, so did the roles of the various leaders within the Division. Sometimes, due to funding or other necessity, programs emerged, disappeared, or combined. New areas had to be created as needs surfaced and other areas had to be revised in order to meet the emerging needs of the students.

Early Leaders

Information about the early history of student affairs at the University of North Dakota is sketchy. Very little written information exists from the early years of the University about those individuals who along with the faculty had the responsibility of developing student life on campus.

In 1883 the University Preceptress, Mrs. Mott, was responsible for the supervision of the female students. At that time all students were housed in the main building on campus and strict faculty supervision was provided. Some of the faculty resided in Old Main itself and helped maintain an orderly existence. The President sanctioned all activities and all discipline and the University faculty had the responsibility for moral and religious training.

In 1885 Miss Ginnie Allen succeeded Mrs. Mott as Preceptress and continued the University position of strict supervision over her charges.

The socialization of the students was important and Adelphi Society fulfilled the needs of the early students of the University of North Dakota. Adelphi was a literary society for the college age student. This society allowed the students to sharpen their public speaking skills. Since there were high school prep students at the University of North Dakota, a society similar to Adelphi was needed and Per Gradus was organized. It was from these two literary societies that the first student magazine developed. First a magazine, then a newspaper, The Student provided an opportunity for students who wished a forum to express the written word and became an important part of student life.

A problem encountered early by the students at the University of North Dakota was housing. There was very little space on campus for living quarters. As a result, many students were forced to live two miles away in town — which necessitated transportation to and from school. In addition to the train, the students had access to Black Maria — a long wagon equipped with black curtains.

The University was forced to provide the wagon service when the town refused to do so and the train no longer stopped at the University station. Later the Black Maria was replaced by a sixteen passenger bus with glass windows.

By 1887 the first ladies' dormitory was completed. Miss Ginnie Allen was the first matron of Davis Hall. Sunday evening musical recitals were held in the sitting room and were a social event for students and faculty as well.

In 1893 the "cottage" was erected as a dormitory for the boys in the prep school. The college age men were housed in the top floor of Old Main. Up to this time, the housing on the campus had been primarily for women and the men were forced to look for housing in Grand Forks.

With the turn of the century changes came to the University of North Dakota. Prior to 1900 discipline was very rigid. The first University of North Dakota publication, the 1884-85 catalog, made this reference to discipline:

". . . the Territory has been provided at large cost the means for imparting a high grade of instruction which it offers free of charge to all residents of the Territory of either sex, who are qualified for admission. In return, it expects from those who have availed themselves of these privileges a strict observance of the rules and a diligent and orderly use of their time while in attendance upon the University. Those who are not willing to comply with these requirements will be promptly dismissed in the intent of good discipline."

Professors supervised the students. Enforced study hours were from 7 p.m. to 10:30 p.m. Every evening all students attended chapel. Church services were compulsory for students each morning. The first YMCA was formed in 1889. Men and women students were prohibited from eating or walking together unless they had a chaperone.

The strict discipline seemed to lessen under President Merrifield. Merrifield

assumed the duty of guidance of the male students and took a direct hand in the discipline of both prep and University students by employing an elaborate system of demerits. When discipline had to be invoked, it was with Presidential sanction.

In 1913 President McVey centralized the student disciplinary process in a 3-man faculty committee. The University Council was the overall governing body for the University and, as such, was also the policy-making body for Student Affairs. There was a special standing committee as part of the University Council, the Committee for Student Affairs, which had specific control of the following: set requirements and methods of admission; set requirements for degrees; supervised scholarship, attendance, coordination of outside activities, and methods of recording class standing; supervised general relations and interests of students including health, conditions of living, regulations of social life, athletics, student organizations and publications (1921-22 catalog). This committee reviewed cases of cheating, plagiarism, and general student conduct. The chairman of this committee served as an ex officio Dean of Men in the years before the actual post was established.

For entertainment faculty and students attended lectures, musical programs, and dramatic performances in the Victorian parlor of Davis Hall. The evening would end with a taffy pull or popcorn social. In the winter sleigh riding and skating were popular. In 1891 both men and women were allowed to skate on the Coulee at the same time.

In 1901 the first dance was held at the University of North Dakota. The dances in 1902 were for the most part formal; the first Junior Prom was in 1902 and the first Senior Prom was in 1908. These dances were coeducational, but new steps such as the "grizzly" and the "bunny hug" done to "the unrestrained rhythms of the jazz age" were prohibited by the Dean of Women.

In 1908, President McVey appointed the first Dean of Women, Miss Ella Fulton. The appointment of the Dean of Women was both an effort to counteract the splitting of the student body into groups as well as for discipline purposes. She organized the Women's League to coordinate social activities. Miss Fulton served the University until 1923; a UND residence hall was named in her honor in 1956.

Miss Beatrice Olson was the Dean of Women from 1923 to 1938. In addition to her duties as Dean, Miss Olson was an Associate Professor of English.

The students realized the need for a cohesive student body very early in the University's history. Students created cheers which were given prior to meals to create a sense of enthusiasm and to develop a sense of loyalty to the University. In 1889, the University students selected the school colors, Prairie Green and Primrose Pink, suggestive of North Dakota's green prairies and its rosy prospects for the future. In the early years of the University, school was dismissed on Arbor Day so that the students could plant trees.

In 1894, The Student quoted a student as remarking, "many of us come here from a log cabin in the backwoods and the sod shanty on the frontier. And what do we come here for? To . . . rub off the corners and get rid of the greenness."

The students found that as they organized, small ethnic groups would gather together. As a result, some of the earliest associational groups were cultural groups based on ethnic background. There was a Norwegian Society, an Icelandic Society and a Celtic-American Society. These groups represented the basic nationalities of the students at the University.

Other student organizations were developed around academic subjects. Most were literary associations where public speaking and reading skills were "polished". Musical and writing groups quickly surfaced. Students' organizations centered around interests and special talents.

Before World War I the only real form of student government was the dor-

mitory councils. However, a short lived, ineffective, student government plan was initiated in 1920. In 1927 the Student Advisory Committee, consisting of four students and faculty members, was established. This was a University faculty committee and supervised student activities on campus.

In 1902 The Bachelor's Club was organized. This was a club for men — and particularly for men who spurned women. The rumor is that the original founders of The Bachelor's Club had experienced trauma at the hands of "unscrupulous women" and, as a result, took an oath that they would have nothing to do ever again with women. This group eventually became the Phi Delta Theta fraternity. The original house was located on state property near the Depot on the Coulee and presently houses Continuing Education.

Financial aids for students and placement efforts appeared to originate about the same time and were handled jointly. For some time scholarships were handled by the University's Board of Trustees. Reports for 1912-1913 show that nearly 40% of the students earned all of their expenses through part-time work and only 21% relied entirely on parents.

Counseling services were not available as such in the early years. Each student was to select a member of the faculty as an advisor. When formal faculty advisement was dropped in 1911, the faculty resorted to orientation lectures such as "Why We Are Here" and "What Makes A Man." William Bek was the first Freshman Dean in 1922. He headed the University Council educational guidance committee which sponsored general orientation and vocational guidance talks and a regular program of psychological testing. In 1925-1926 first steps was published by the Registrar's Office as the source of information for the incoming students.

As the University grew, the need for a more well defined, student oriented program was recognized. The campus leaders realized that this program had to be structured to control and to guide the students. The decision makers realized

that governance of students and the creation of student policies was a major task for the future.

The Modern Era

In the early 1930's the United States was suffering from a severe economic depression. As a result, UND faculty and staff were being released. In 1932, when Dean of Men Ken Smiley left the University to go to Lehigh University, the position was not filled. M. Beatrice Johnstone was the Dean of Women when Smiley resigned. When John West became President of UND, he appointed Alice Hanson to succeed Ms. Johnstone in 1933. Hanson remained in the Dean of Women's leadership position until 1947. At that time, the assumption regarding discipline in co-educational endeavors was that if the women, who "require more supervision", were controlled, then the men would be controlled as well. The philosophy was to control the women and to limit the amount of contact between sexes as much as possible. However, the climate on campus changed dramatically after 1945. Military veterans were returning to school to use their G.I. benefits. With the GI Bill came added responsibilities for the University. The required attendance policy was quite strict and absences had to be excused by the Dean of Women. The veterans objected to reporting to Dean Hanson. It was this pressure which caused President West to appoint Thomas Clifford (later the 11th president of the University of North Dakota) as Counselor of Men. Clifford's major duty was to supervise the veterans and to work with the attendance of the male students.

Thomas Clifford served as counselor for one year. The next year two college faculty members, Professor Charles Bullard of the Economics Department and W. W. Renke, Training Officer, served as Counselor of Men. Each of these men served for a short period during the 1949-1950 school year.

In 1950 President West appointed D.J. Robertson as Dean of Men. Robertson served as part time Dean and as Assistant to the President. The Dean of Men's Office was located at that time in the President's Office. Shortly after Robertson's appointment, the office was moved to a separate but adjacent office.

When it became apparent some University concerns were not being addressed simply because they did not fall under the province of either the Dean of Women or the Dean of Men, President West named D.J. Robertson Dean of Student Affairs. Later the title was changed to Dean of Students. Dean Robertson served from 1951 to 1954 and recalls that the primary concern of his office was student discipline. The most severe of the problems were drinking and gambling. National trends, which included panty raids and riotous fraternity and sorority parties, were inching their way toward Grand Forks. The office formulated rules to govern parties held on campus by campus organizations and the Greek houses. The Dean of Student Affairs and University Senate's Student Relations Committee worked together. During the term of Dean Robertson, dormitory hours for women were set and followed. Violators were severely punished. Often, depending of course on the offense, the result would be that the student was expelled. The hours set seem very strict according to today's rules. And, of course, no men were allowed in the women's rooms.

The Student Relations Committee, the Dean of Students, and the Dean of Women would meet early in the school year with representatives of the various Greek houses and campus organizations to schedule parties in advance. Parties had to be approved by the committee and were then put on a master calendar in the Dean's Office. The names of the chaperones were presented and approved at the same time. This approval was very necessary since the Dean's Office and the Students' Relations Committee believed that this control would alleviate discipline problems originating because of the parties.

The Dean was responsible for determining that each student who participated in extracurricular activities was eligible scholastically. The students were required to maintain a minimum grade point of "C" and to be a full time student. The rules for eligibility were strictly enforced.

The Dean and his office staff counseled students both academically and personally. This was the only centralized counseling available to students at that time aside from that done by instructors in their advising capacity.

Dean Robertson was appointed Dean of University College in 1955. Dr. Charles Lewis was then appointed UND's first full-time Dean of Men by President George Starcher. Dr. Lewis came to the University of North Dakota from student personnel work at Ohio University and the University of Minnesota where he had just completed a Ph.D. in Counseling Psychology. Shortly before Lewis was appointed, Dean of Women Hanson resigned her position and was succeeded by Dorothy Lipp in 1954.

It had been difficult at times during the early 1950's for the offices of the Dean of Students (located near the President's Office) and the Dean of Women (across campus on the first floor of the library) to work together closely. When Lewis arrived he consolidated the offices geographically. In 1955 the Offices of Dean of Men and Dean of Women were housed in a three room suite of offices in the Old Library (Montgomery). Each Dean had an office and shared a secretary and equipment. This coordination of facilities and equipment improved the communication between the two offices. Lois Coulter, who had been secretary to the Dean of Women, became the secretary for both the Dean of Men and Dean of Women.

In 1955, the Office of Dean of Men and Dean of Women had coordinate responsibilities and equal rank. Both Deans held academic rank and periodically offered courses for credit in the College of Education. The two Deans had clear responsibility only for student conduct and discipline and student activities. Other student services programs had not yet been centralized.

The responsibility for these other student services was scattered among many offices. The Student Union Director reported directly to the President. The Director of the Bookstore reported to the Business Office, which was also

responsible for housing, food services, and campus security. If necessary, Dean Robertson of University College, Dean of Business Thomas Clifford, and occasionally President George Starcher would assist in the decision making for the latter three services. The campus religious groups and their directors were separate entities who had access to the Deans and President, if necessary. Musical organizations and their leaders answered to the Dean of Education and intramural sports answered to Director of Athletics. The Health Service nurse reported to the Dean of the Medical School. The Dispensary was housed in Alumni Hall and a physician from the Medical School faculty helped nurse Ruth Noren with daily "sick call." Student financial aid was just beginning, what scholarships were available were under the auspices of Dean D.J. Robertson as part of his University College responsibilities. Loans, except for short term loans, were processed by the Business Office. Part-time employment operated out of the Alumni Office.

The University-student relationship at the University of North Dakota was primarily one of in loco parentis. The Student Affairs Deans would receive a daily attendance report which was tabulated and monitored carefully. There was an elaborate system of warnings and probations managed by the Dean of Men and Dean of Women. During this period the Deans had considerable authority and the students and conduct committee had little clout or effect.

With the extensive experience of Deans Lipp and Lewis in the area of student affairs, both were eager to develop a workable philosophy for student services where all services would be coordinated from one suite of offices. Dr. Lewis recalls a caution from Dr. Starcher who advised them not to expand too fast or to attempt to gather authority from other offices. Thus the concentration of Lewis' first few years was in developing training programs for residence hall staff which gradually shifted from housemothers to graduate students who were resident

assistants and undergraduate students who served as floor counselors. Extensive work was done with the Greek organizations. The Deans developed leadership training programs for students from all areas of student life.

The Dean of Men and Dean of Women worked with the Dean of University College to develop special orientation programs including summer campus visits by parents and students. The responsibility and authority for residence halls primarily rested with the Housing and Food Service Office, directed by Loren Swanson. The Student Affairs Office had, at various times, assisted by aiding in the training of head residents and dormitory counselors. The working relationships with the Director of the Student Union Warren Norden and Health Services Nurse Ruth Noren were excellent.

There was no University counseling center in 1955; the Department of Educational Psychology faculty cooperated with the Deans to offer counseling to students referred to them. Dr. Lewis modified the student personnel record system and initiated an entry testing program. The verification of attendance by the Deans' Offices was gradually eliminated — years before formal University Senate action.

Dean Lipp resigned in 1957 and Dr. Lewis was then named Dean of Students. At that time, he began to implement a philosophy of student personnel work which resembled the philosophy of the University of Minnesota. Dr. Lewis began to identify and staff service functions which previously had not been identified with either the Dean of Women or the Dean of Men. The shift of functions of the student service areas to the Dean of Students Office occurred on a gradual basis with very little friction. For example, the management of Student Health Services changed early in the shift of functions. The Dean of the Medical School designated the Health Service doctor and gave medical supervision while the Dean of Students supervised one full-time and one part-time nurse and arranged hospitalization of students at the local hospital.

Student Activity funds were allocated by the Dean of Students Office so the Dean had some voice in activities of musical groups and intramurals. The Dean of Students allocated program funds for the Student Union in a similar fashion. When Mr. Norden resigned as Director of the Student Union, Lewis was asked to take the responsibility for management of activities in the Student Union with the exception of Food Services which remained with Mr. Swanson. Craig Millar was recruited to manage the Student Union and to work with various committees on designing an addition to the building. Once the addition was complete, the Bookstore, under the direction of the Business Office, and the Barbershop were moved into the Student Union.

Once again, special faculty committees were formed to study and formulate student policies. This time students were placed on the committees as a matter of principle. Lewis and other administrators of this period preferred an open relationship with the students. The accessibility of Lewis and others created a pattern of communication which was successful. The Student Affairs committee produced policy statements endorsing a participative process between faculty, administration and student body.

The first professional counselor recruited to the Student Affairs staff was Roger A. Myers in 1959. The Counseling Center, on the fourth floor of Montgomery Hall, offered counseling services including remedial help in reading and writing.

In 1957 the traditional "housemothers" concept of residence hall supervision was being phased out for married couples who would assume the title of Head Resident. The offices of the Dean of Students and the Director of Auxiliary Services shared responsibility for the activities of all the residence units. Another shared responsibility was new student orientation; the Dean of University College held the primary responsibility.

The period of the early 60's was a difficult one for Student Affairs staffs

across the nation and the University of North Dakota was no different. While the management of student conduct and disciplinary procedures was modernized and placed on a very systematic basis, members of the community and faculty still had expectations of in loco parentis well beyond the limit tolerated by students and the general society; Lewis later described some of those changes as a crumbling Maginot Line, wherein the Deans and Student Affairs staff retreated from one bunker to the next.

The Student Affairs office took an active role in professional affairs and encouraged campus involvement in national affairs. Lewis was founding Editor of the Journal of College Student Personnel. In cooperation with the science faculty and University administration, programs were developed in the late 1950's and early 60's to recruit able students to the campus, especially in science and mathematics.

Another significant development within Student Affairs was the development of part-time employment and placement activities. In cooperation with the North Dakota Employment Service, Lewis and his staff arranged to have the State Employment Office on campus transferred from the alumni office to the Dean of Students. The efforts of the newly organized employment office were innovative and Ronald Betts, who succeeded Gene Hill, became known nationally due to his efforts. A mandatory system of housemothers for fraternities was inaugurated and implemented in phases. There were two plans — full-time, live-in housemothers, or part-time housemothers to work 21 hours a week. Monthly training sessions for housemothers were conducted and a close communication existed between the housemothers and the Office of Student Affairs. In addition to housemothers for fraternities, the fraternity alumni-advisors were reorganized. A major goal was a judiciary system and a cooperative buying system for the University of North Dakota's fraternities.

The Student Affairs offices were still housed in Montgomery. Eventually the

move to the new Administration Building (Twamley) would occur, but not until after Dr. Lewis' departure from the campus. The years Dr. Lewis spent at the University of North Dakota were turbulent years where the budgets to run the Office of Student Affairs were meager. It was necessary for Dr. Lewis and his staff to be inventive and they were. By the time Dean Lewis left the University of North Dakota, the Student Personnel Office had assumed authority for many of the student-oriented programs. The Director of Student Activities, the Counseling Center, and the Placement Center were functioning offices with a Director and a staff. Lewis' successor continued this approach to Student Affairs.

Dr. Ronald Jackson was appointed Dean of Students to replace Dr. Lewis in 1962. During the Jackson years, several major changes occurred in Student Personnel Services. There was a decreasing role for Student Affairs in residence hall management and staff training. At the same time, there was an increased emphasis on developmental training programs for students. Dr. Jackson taught several sections of student leadership training classes. With the decreased emphasis on residence units, the Assistant Dean, Dr. Hamerlik, assumed the responsibilities of Dean of Men as well. During this time period, the work load and emphasis was placed on student discipline, student concerns, and student activities. A special area of concern was financial and personal counseling for Native American students. The Dean of Mens Office was the liaison with the BIA.

In 1964 President Starcher appointed an ad hoc investigative committee to review the role of Student Affairs in residence halls. Dean Jackson, a focal point of the review, resigned in 1965. The University of North Dakota was without a Dean of Students from the fall of 1965 until February, 1966. During that period Dean of Men Hamerlik was asked to assume the role of the chief administrative officer for Student Personnel Services and thus assumed the title of Acting Dean of Students. Dr. Kathryn Randolph was appointed Dean of Women in July, 1965 but

resigned the following January. Student Personnel Services was short handed and Les Pavek, a counselor at a junior high school in Fargo, was asked to come to campus and assist in Student Affairs.

The following year Dr. John Wynne became Dean of Men and Nancy Dickens Dean of Women. Anne Golseth became Dean of Women when Dickens left and was responsible for elimination of hours for women in the residence halls.

In 1965 Hamerlik and Craig Millar, Student Union Director, drafted the first Upward Bound proposal to provide services for low income students (predominantly Native American) and UND received a federal grant. Also in 1965 a centralized Student Financial Aids Office was organized.

A Vice President for Student Affairs

Dr. Ronald Barnes was hired as Dean of Students in February, 1966. In July, 1967 the position of Dean of Students was upgraded and Ron Barnes became UND's first Vice President for Student Affairs. Prior to 1967 the chief administrator for student services was the Dean of Students. The change increased the prominence of the Student Affairs Division and UND's students and made Student Affairs a more equal partner in the administration of the University.

The Dean of Students, and later the Vice President, was responsible for the core services provided to the student. These core services varied from time to time depending upon the needs of the students, but included Dean of Students Office, Counseling Center, Placement Center, Dean of Men, Dean of Women, Student Union, and Financial Aids. Student Health joined the Division in 1967 and Housing continued as a joint responsibility with the Residence Services.

Vice President Barnes made a determined effort to integrate the Student Affairs operation with Academic Affairs. This effort was supported by Vice President of Academic Affairs William Koenker. One of the most positive moves in behalf of this effort was physically moving the office of the Vice President of Student Affairs into the same suite as that of the Vice President of Academic Affairs. Teaching has always been an important function of Student Affairs personnel and Barnes strengthened this. This trend continues and the Student Affairs Division currently generates the equivalent of 5.3 faculty positions at no cost to UND.

Dr. Barnes reports that the years he spent as Vice President of Student Affairs were turbulent years nationally. Martin Luther King was assassinated and the civil rights movement gained major support on campuses. The strains of the Vietnam conflict and continued military draft of college age men into the armed services became major issues. All of these national concerns were con-

of North Dakota as well. However, Barnes remembered that the students at the University of North Dakota acted with a maturity which was not characteristic of many university communities elsewhere. Barnes recalls no real disruption; the students were not difficult to deal with. When they planned demonstrations, they would notify his office ahead of time and discuss their plans with him.

Vice President Barnes resigned in July 1968 to take another position. As a result, UND was without a Vice President of Student Affairs for 68-69. As a search for a replacement for Barnes continued, the staff of the Division met as a committee of the whole to conduct necessary business. Chaired by Dean of Men John Wynne, the group included Beulah Hedahl, Director of the Counseling Center; Gerald Hamerlik, Financial Aids Director; Anne Golseth, Dean of Women; Ken Brandt, Director of the Student Union; Ron Betts, Director of Placement Center, and Ruth Noren of Student Health. Under the direction of this committee, the Division was able to maintain existing programs and to achieve some major goals. During 1968 - 1969 the Code for Student Conduct was published by Student Affairs, resident assistants were trained with the help of the Division, and a program of studies with the Counseling and Guidance Department was initiated to provide field training and internship experiences for student personnel administrators.

Dr. Thomas Hansmeier became the Vice President for Student Affairs in fall, 1969 and held that position two years. Under his leadership a part-time position for international student advisor was added to the Division. Also under the leadership of Hansmeier, the planning of programs to provide special services to Native Americans and the physically disabled began. Health Services saw Dr. John Swenson assume the full-time directorship and the offices of Assistant Dean of Men and Assistant Dean of Women became full-time positions.

Dr. Hansmeier's reflections on that period of time follow:

"In my opinion, the most positive and one of the more significant developments of the 1969-71 era was the decision to seat a substantial number of

students on the University Senate (formerly the University Faculty Senate). I am certain that it was a 'heady' experience, in those early years, for students to sit as Senators alongside respected professors and administrators. For the first time, policies and procedures were adopted, and various issues were resolved, by joint action of students, faculty, and administrators working together. It fostered communication, understanding, and mutual respect among the constituent groups. Students also held seats on several committees of the University Senate, and it was by participating responsibly in committee deliberations that students exerted their greatest influence in University governance. The seating of students was a wise and timely decision by the University Faculty Senate, and a real victory, both symbolic and substantive, for students who could, as Senators and committee members, participate fully as citizens of the academic community."

"The winds of change which blew across the land in the latter half of the 1960's and early 1970's did not spare the nation's campuses, nor the University of North Dakota specifically. Substantial numbers of students (and several younger members of the faculty) were unfriendly, suspicious; they resisted authority and authority figures; they were anti-establishment, and questioned antagonistically many of the traditional values and beliefs. Collegiality was displaced by a legalistic approach: rules and regulations (those few which survived the insistent questioning) were written with the exactness of laws, student rights were spelled out in detail, and student disciplinary procedures were developed which incorporated the elements of academic due process. Coed housing and 24-hour visitation were revolutionary changes in the residence hall system. The Greek system suffered from the predominant 'do your own thing' philosophy; many students were indifferent toward, if not actually repulsed by, the 'old line' organizations and group activities. It was neither easy nor particularly pleasant to be a student affairs administrator in those days. However, the Student Affairs staff at the University of North Dakota responded, effectively and creatively, to the many challenges and complexities of that era. A great deal was accomplished in a short time frame. Because the University of North Dakota reacted well in a time of crisis, public confidence was not merely maintained but was actually enhanced, thus laying the groundwork for the advancement of the University during the decade of the 1970's."

In October, 1971, Dr. Russell H. Brown succeeded Dr. Thomas Hansmeier as Vice President for Student Affairs. During Dr. Brown's term as Vice President, the personnel deans offices and special student services reorganized — partly in response to the needs of the time, partly to provide new living experiences for the students and to enhance student opportunities and resources. The separate offices of Dean of Men and Dean of Women were combined to create the Office of Student Development. This office had the responsibility of coordinating programs for Residence Life and Student Relations. The staff was responsible for carrying out both new and traditional functions while providing leadership in the role of programming for the

current needs of students. To assist the new Dean of Student Development, the staff of the former Deans of Men and Women were assigned positions as Associate or Assistant Deans and a new entry level position, Assistant to the Associate Dean, was added. Joanna Kurdeka Michelich, who had been in the office of Dean of Women, became an Associate Dean of Student Development. Dean of Men John Wynne assumed full-time teaching responsibilities in the Center for Teaching and Learning. Dr. Gordon Henry, who had been an assistant in the Dean of Men's Office, became an Associate Dean of Student Development in charge of residence life development. The new Dean of Student Development was Dr. Michael Kaelke. Lillian Elsinga was hired as an Associate Dean of Student Development in 1973 when Michelich left. When Assistant to the Dean Huss left in 1974, Robert Schwartz was hired. Dean of Students Kaelke resigned in the summer of 1975 and Dr. Henry served as Interim Dean until the arrival of Dr. William A. Bryan in July, 1976.

During the term of Vice President Brown, 1971-1978, there appeared to be a decreased emphasis on the disciplinary functions associated with the former personnel deans offices. Due to the climate on college campuses at this time, the role of student advocacy became more pronounced as one of the functions of Student Affairs. This advocacy role has continued into the present day. Therefore, what appeared to be a decreased emphasis was actually a move toward students being responsible for their own behavior. There were also fewer regulations, particularly for women living in the residence halls, and less involvement by the Student Affairs Division in the area of housing.

Under Dr. Brown the Vice President's Office became administratively responsible for expansion of programs for Native Americans and Blacks, and for services provided to disabled students under the umbrella of Student Opportunity Programs. The position of Assistant to the Vice President for Student Affairs for Native American Programs was established in 1975 and UND's Native American Programs was placed on

state-appropriated funding July 1, 1977 after a successful lobbying effort by faculty, staff, students, and the reservations.

In March 1978 Vice President Brown resigned to assume a position in California and Dean of Students William A. Bryan was appointed his successor. At this time, the Dean of Students title was combined with that of Vice President.

Under Vice President Bryan's leadership the Division of Student Affairs saw many changes. The Student Development Office was renamed Dean of Students Office. Additionally, the Student Opportunity Program Office was discontinued as a Student Affairs administrative entity and the program's components placed in the Dean of Students Office. A Research and Evaluation Office for the Division was inaugurated which stressed use of research to identify and respond to student needs. Greater emphasis was placed on planning and accountability with an MBO annual planning approach. A new Code of Student Life appeared in 1978 after a hiatus of 7 years and has been published yearly since then.

Expanded career development services, crisis response programming, Learning Services, and Chemical Use/Abuse programming were initiated. Emphasis in the area of student activities increased. Reorganization of financial aids and student recruitment functions into the Enrollment Services Office provided a more comprehensive approach to assisting the new student. Successful lobbying culminated in state appropriated funds for the Disabled Student Services program. A central dictation system available to the entire division was put in place and the Memorial Union was expanded. With these changes, there was an increased emphasis on inter-office cooperation and programming. The "Bryan years" were characterized by increased staff participation in regional and national professional activities—papers, research, presentations, etc.

Reflecting on his time at UND, Bryan comments:

"As a division I think we moved in the direction of becoming more organized. We were attempting to look at what we were doing, why we were doing it, what

we could change, how we could improve. I attempted to get the various departments to determine their missions in a clearer fashion than I think existed before. I focused a good bit also on staff development—feeling very strongly staff development has many meanings—but that we as a Division needed to have some commitment to staff development as a total division, and not just for professional staff.

In the 6 years or so I was on campus we saw a greater involvement of students on committees, boards, etc. within the departments and within the division. I feel we involved students more in the work of the division.

I feel (the annual planning) pulled the division together, moved us from a division where we saw ourselves as being individual departments to where we saw ourselves more as a division working across department lines."

Vice President Bryan resigned as of January, 1983 and Associate Dean of Students Lillian Elsinga served as Interim Vice President for Student Affairs until February 1, 1984 when Dr. Gordon Henry was appointed Vice President.

"TRADITIONAL" STUDENT SERVICES

-Introduction-

Turning now from our historical overview of UND's Division of Student Affairs to a programmatic consideration, the reader needs to remember that UND's students came from throughout North Dakota as well as from other areas of the United States. In 1982, UND students represented every state and many foreign countries. Over the years, the Division of Student Affairs and its staff have established service areas to meet the needs of the University community. Some of these services have existed continually since their inception and are here referred to as the "traditional" student service areas: Dean of Students Office, Counseling Center, Enrollment Services (Outreach Activities and Student Financial Aids), Student Health Services, Job Placement, and the Memorial Union. This chapter discusses the history of each area. Special areas developed to meet special student needs will be discussed in the next chapter.

Dean of Students Office

The Dean of Students Office (known as the Student Development Office from 1972 to 1976) plays an important function in the areas of student advocacy, service, and discipline. Following are examples of some of the program areas developed by this office.

In the early '70s, students were very active in the government of the University and in 1972 suggested that UND should do a better job of informing people of policies and procedures and general University and community information. The result of these discussions with Associate Dean of Students Joanna Kurdeka resulted in planning for Info-Line, a telephone information service initially funded through the University Fees Committee. In that same year, Kurdeka left UND and the responsibility for the starting up this new program became that of the new Associate Dean of Students,

Lillian Elsinga. Seven students were trained to be operators that first year. A few years later, Assistant Dean of Students Bob Schwartz developed the Info-Line operation to include an extensive direct dial and tape service. Today Info-Line is part of the Memorial Union Info-Center which serves as both a telephone and walk-up information center for the University. This effort illustrates the ongoing commitment of the Dean of Students staff in assessing campus needs and developing programs, institutionalizing the funding and services, and then as the programs are developed transferring the operations from the Dean of Students Office to more appropriate departments within the University.

Other programs were started or developed in the Dean of Students Office and subsequently moved to more appropriate areas of the institution. New Student Orientation, originally a function of University College, moved to the Dean of Students Office and then to Enrollment Services. The advising of Greek organizations was moved July 1, 1985 from Dean of Students Office to the Memorial Union. As more students chose to live off-campus in the early 70s, Associate Dean of Students Henry and his assistant Robert Huss developed a list of available off-campus housing and a Handbook for Renters. The project was later moved to the UND Housing Office.

In 1976 UND joined the National Student Exchange program, a consortium of institutions across the country which allows exchange of undergraduate students among their schools at in-state tuition levels for up to one year. In 1982 this program was transferred from the Dean of Students to the Memorial Student Union. There had been an exchange program with Grambling College in the early 70s.

In 1976 Robert Schwartz took over the function of Greek Advisor from Associate Dean Henry. Since few houses had "live-in" counselors, Schwartz developed a Greek Early Advisement Referral System. A series of classes were designed to train Greek residents to better handle issues of mental health referral, crisis intervention, alcohol and drug use, racism, problem pregnancy, and similar concerns.

Dean of Students staff historically have spent a great deal of time as advocates for students. An early formalized program was begun in 1974 by Associate Dean Elsinga. "The Last Resort" was a portable desk placed in the Wilkerson Hall lobby where information was distributed and students could address their concerns about UND. This program continued for two years and was discontinued when the Housing Office information desk was able to handle many of the same issues.

Crisis intervention had long been a primary focus of the Dean of Students Office, the Dean of Men, and the Dean of Women since the early years of the University — but through the development of a formal crisis intervention model by Henry, Elsinga and Schwartz, the Dean of Students Office and the University began to develop an even more elaborate response to crisis intervention based on a community medicine model. This model recognizes that during a crisis many persons in addition to the crisis victim are affected. A formalized system of "intervention" has been developed to respond to those "others" who might include family, roommates, instructors and friends.

Student discipline has always been an important aspect of the work of the Dean of Students Office. During the late 1960's a Code of Student Life was developed and printed but never approved by University Senate, despite several attempts. Dr. William A. Bryan, Dean of Students, accomplished the difficult task of seeing a new Code through University Senate. Shortly thereafter, Dr. Bryan became Vice President and left the daily operation of the disciplinary program in the hands of the Associate Deans Elsinga and Henry and Assistant Dean Schwartz.

Another innovative program to be developed in the Dean of Students Office came from an idea in a report by Dean Kaelke developed and implemented by Associate Dean Elsinga. Parent's Outreach Program is an informal event where parents of enrolled students are invited to visit with UND personnel at various locations throughout North Dakota and Minnesota. Short presentations are given on the future of UND and

on new programs. This section is usually presented by the President of the University. A review is then presented of the placement picture at the University and of Student Financial Aids, a view of student life is presented by Student Affairs staff members, and a faculty member addresses academic areas. This program has grown throughout the years, is well attended, and does much to build the relationship between the University and the parents of the students.

In 1982, through the cooperative work of Dean of Enrollment Services Hamerlik and Associate Dean of Students Elsinga a program designed to encourage North Dakota high school students with significant leadership ability to attend UND was initiated. Incentives included a scholarship and mentoring programs designed to assist students in developing their leadership potential while on campus.

Robert Schwartz and Dean of Students Michael Kaelke developed a leadership and techniques course to train current and prospective student leaders. Both the peer counseling and leadership courses received academic credit in the College of Human Resource Development. In 1975 Kaelke, Elsinga, Schwartz, and Henry administered the College and University Environment Skills Test (CUES) to randomly selected groups of students representing various living areas (residence halls, Greek units on campus, off campus) about their perceptions of the University environment. Schwartz also surveyed students who were eligible to continue at UND but did not reenroll. Both of these extensive surveys were shared with President Clifford, academic deans, and other vice presidents. As a result of their findings new student orientation was assigned to Student Affairs. Elsinga and Schwartz undertook an extensive training program for the selection and development of student orientation leaders.

This program was later moved to Enrollment Services and continues to this day to attract large numbers of students who give their time to assist and advise new students. The nonreturnee survey resulted in the development of the Planned Educational Leave Program (PELP) in 1976, which allowed students to take a sab-

batical from their studies for one or two semesters and then return to the campus. Reminders and registration assistance from the Dean of Students Office made this a popular program—in 1983 over 50% of the students withdrawing from UND had enrolled in PELP. Both UND's orientation and PELP programs were "ahead of their times" nationally in their concern for student attrition and retention.

The Dean of Students Office today continues its historical concern for meeting the developing needs of students. Programs for women, international students, leaders, disabled students, and commuters are being developed on an on-going basis. Additionally the office continues to serve as an advocacy center for all students, while also administering disciplinary and crisis response efforts for the University.

Counseling Center

Although counseling services had been offered through various offices (especially through the Department of Psychology and the offices of the Dean of Men and Dean of Women), it was not until the fall of 1957 that a Counseling and Guidance Committee was established to make recommendations for long-range plans for such service. The committee consisted of seven members representing three colleges and seven departments. On the basis of discussions, questionnaires, and surveys extending over the 1957-58 academic year, the committee made several recommendations, chief of which was that a Counseling and Testing Center or Service should be established. The committee was not agreed as to whether primary emphasis should be on testing or counseling.

During 1959-1960 the Counseling Center was established as a new agency in the student personnel program under the direction of Dr. Roger Myers. His staff consisted of one half-time counseling intern, appointed as a graduate assistant. In addition, a second counseling intern volunteered half-time without pay. There was a half-time secretary. The Counseling Center consisted of two small offices for counseling, one abandoned phone booth for testing, and a reception area shared with the Employment Service Office.

The second year of operation saw the introduction of the American College Tests (ACT) to the University. This activity became an important responsibility for the center. In that year, also, a contract was made with the Veterans Administration to provide counseling services to veterans or orphans of veterans. Research and departmental consultation became important facets of Center activity. Services by graduate student interns—paid and unpaid—provided additional staff time.

In 1961-62 staff increased to a director, a half-time senior counselor provided by the Psychology Department, one paid intern, and three unpaid interns. Dr. Leo

Sprinkle was the counselor from the Psychology Department. Space improved through the move to different quarters in the Old Library Building.

In 1961 a Reading and Study Skills Program was initiated by the Counseling Center. In 1962-63 the Center moved into Twamley Hall. Even in the first year the limitations of these new quarters were evident. Dr. Myers resigned in 1963 to go to Teachers College, Columbia and Dr. Leo Sprinkel served as director for 1963-64. Staffing was with part-time assistance from faculty members Dr. Richard Johnson from Psychology and Dr. John Teigland of Counseling and Guidance, two paid interns and two unpaid interns.

Dr. Beulah Hedahl became director of the Counseling Center in 1964. Dr. Richard Grosz, a recent graduate who had been an unpaid intern and had directed the Reading and Study Skills Laboratory, became the second paid full-time counselor when he was appointed in July of 1965. A counselor was loaned half-time from the Counseling and Guidance Department.

The Counseling Center moved to Budge Hall in 1967 and found the additional space a great help in both counseling and testing. Students responded to the ease of coming to the first floor of Budge as compared to the fourth floor of Twamley. The former parlor was used for testing and for individualized assistance with study skills, and files of occupational information were kept in the waiting room. The former dormitory rooms made roomy and comfortable offices. Budge Hall was not without problems, however. Desk tops were often sprinkled with dried paint from the ceiling and counselors had to arrange alternate locations in order to meet students with disabilities. Students and staff alike complained of the hazards of entering or leaving the building when the pigeon population on the roof was "active". Sympathetic personnel from Plant Services tried many solutions, including a spiny metal fringe along the eaves which was supposed to keep the birds from nesting or perching there, but none of them was really successful.

Dr. Duane Luessenheide joined the staff in 1969 as assistant director and staffing increased further when Dr. Cal Becker, a former intern, became the third full-time counselor.

The Counseling Center was involved in the inauguration of the College Level Examination Program (CLEP) of the College Entrance Examination Board on the UND campus in the early 70's. Under the leadership of Vice President for Academic Affairs Koenker, departments at UND were urged to consider whether the subject examinations of the CLEP program could be used as challenge examinations for certain courses. Staff of the Counseling Center worked with departmental faculty as they reviewed the exams and administered norming exams to set the passing score at a level commensurate with the achievement of students enrolled in the equivalent course on campus.

In the meantime, the Curriculum Committee had been reviewing the general graduation requirements which, at that time, specified a minimum level of course work in five areas. They reviewed the five CLEP General Examinations which they decided corresponded with the five areas. Although there were questions raised by many faculty, the University Senate approved the use of CLEP Generals both for meeting the requirements and for credit.

For several years the administration of the total CLEP program was a major part of the responsibility of the Testing Service of the Counseling Center since CLEP requires test centers to administer the exams monthly. In the 80's the Curriculum Committee took another look at general education requirements. The areas to be included were broadened and the CLEP General Exams were eliminated as ways of meeting these requirements. Subject exams could be used as agreed upon by the respective departments. The responsibilities associated with CLEP were directly related to firming up the professional level position of a testing coordinator for the Center. Dr. David Lee was the first person to fill the position. He was

followed by Judith Johnson, Kenneth Reuther, Jan Vandever and Charles Rosenau. Sandra Robinson is the present coordinator.

When the Division of Student Affairs sought to bring its various offices into closer proximity, the Counseling Center became involved immediately. Budge Hall was known to be tagged for demolition as soon as adequate space could be located for the departments housed there. The completion of the new Rehabilitation Hospital freed McCannel Hall for student services use.

The move to McCannel was accomplished in the late summer of 1975. A feature of the new facility was a room entered from either the Counseling Center or Career Planning and Placement which was developed into a resource center on career information—the Career Development Center. It was variously staffed by students or Work Study and by interns as part of their experience.

In 1975 Ron Betts, the Director of Career Planning and Placement, attended a training workshop on the Life Career Development System and instituted the program as a credit course on campus. The next summer the trainers from Ann Arbor were brought to campus for a training workshop which was open to interested professionals from the area. Most of the Counseling Center staff as well as others from across the Division and campus took the workshop and became certified as trainers. From then on the responsibility for teaching the course was shared by Betts, staff from the Counseling Center, and the Dean of Students Office. In 1977 Gail Pearson was hired half time to assist the Counseling Center and the Career Planning and Placement Center jointly with programs in Career Development — including instruction in the Life Career Development course. Although she filled the position only one year, Pearson continued to teach on occasion as a lecturer. In order to respond to the special needs for career counseling for disabled students, Judy Sannes was hired as the next person responsible for the Career Development Center and the position became a full-time one. She was followed by David Reed. The present Coordinator of Career Development Services is Carolyn Kirby.

A Reading and Study Skills Program was undertaken shortly after the founding of the Counseling Center. For several years it was the responsibility of one of the paid interns who gave eight to ten hours a week to the program which centered on directed self improvement — particularly in reading and spelling. Funding for two paid internships was combined and the Counseling Center hired a full-time psychometrist who was responsible for the Study Skills Program until the move to McCannel.

The Student Opportunity Program had a mandate to provide assistance with study skills to students in the program and had employed a part-time instructor. It had been part of long range planning to secure someone specially trained in the area to serve both the special population through Student Opportunity Programs and the general needs which the Counseling Center had been trying to meet with people whose training was primarily in counseling. The move to McCannel seemed to offer that opportunity, although the facility was less than ideal for the purpose.

Between the special programs for the populations served by the federally-funded program, the advent of state-funded programs for Native Americans and for disabled students, and the allocation of funds for reading services or tutoring from University Fee money, the reading and study skills program grew into Learning Services, tripled its space allocation in the Counseling Center and expanded into two rooms on the third floor of McCannel. In Fall 1984 Learning Services moved into their new quarters on the second floor of the Memorial Union addition. Heather Huseby was the half-time reading and study skills specialist when the office moved to McCannel and has continued full time as Coordinator of Learning Services.

In addition to the one-to-one counseling of the full-time professional counselors and interns, Counseling Center staff have also offered group experiences, ranging from career counseling to assertiveness, personal growth, stress management, shyness, and eating disorders. Expertise from the Center has been sought by several academic departments engaged in training students for group leadership before the departments were able to do so themselves.

Professional staff have regularly taught in the Departments of Psychology and of Counseling and Guidance as well as offering classes in Career Development and in Reading and Study Skills. They have served on graduate committees for Master's and Doctoral students, have given occasional lectures in various departments, have offered workshops on the use of the ACT, and have consulted on departmental selection procedures — especially with the Medical School. They are frequently consulted by faculty and graduate students on the selection of tests or inventories for use in research.

From the start of the Center, the professional staff have considered it part of the mission of the Center to supervise graduate students in Counseling and Guidance and in Psychology. This has built close ties with the departments and has been a reciprocal relationship because of the counseling hours provided by the graduate students and by one or more departmental faculty who do some counseling as part of their contribution to the supervision. In all, more than 100 graduate students have been supervised in internships or field placements over the 24 years of the existence of the Center.

A history of the Counseling Center would not be complete without a recognition of the role of the secretarial and office staff. Because so many different people are involved in the work of the Center for varying times each week, the secretarial staff carry a major responsibility in how the Center is perceived by students.

In 1979 when Dr. Hedahl resigned the directorship for a position as senior staff counselor, Dr. Luessenheide was named Director and Becker became Assistant Director. Hedahl retired in 1983. Dr. Luessenheide resigned the Directorship for the senior staff counselor position as of July 1, 1985 and a nationwide search was launched for his successor. Dr. Tim Harris became the new Director February 1, 1986.

Student Health Service

The University of North Dakota has recognized the necessity and challenge of meeting the health care needs of its students for 74 of its first 100 years. A complete history of Student Health Service may be found in Through the Years: Student Health Service 1883-1969, University of North Dakota by Ruth A. Noren, R.N. From 1909 to 1919 health facilities consisted of one room equipped for dispensary services and one room with bath and necessary furnishings for infirmary needs set aside in Budge Hall for men and another in Davis Hall for women. A resident graduate nurse divided her time between these units. A series of health lectures was given by the nurse to co-eds and by the president or a physician to the men. The University catalog of 1917 mentions that a "free dispensary was maintained in Room 109 of Merrifield Hall (later called Old Main) under the direction of a reputable physician and a registered nurse". The physician was in attendance from 4:15 p.m. to 5:15 p.m. on Tuesdays and Fridays. Dr. James Grassick, pioneer physician of Grand Forks, accepted the appointment as University physician in 1917 and held that position for many years. He organized and conducted the University dispensary where students could get advice, physical examinations, and treatment for illness or injuries without cost.

Soon after the end of WWI, the dispensary was moved to the first floor of Woodworth Hall. A nurse was in attendance 8 a.m. to 12 noon and 2 p.m. to 5 p.m., Monday through Friday.

The first specific appropriation for Student Health Service (\$4,440) was made in 1925. Inventory of equipment at that time showed a total value of \$491.25; University enrollment was 1,673 students. The following year, the dispensary was moved to better quarters on the first floor of the Commons Building, later called Montgomery Hall. In 1937 a 7-bed infirmary for men was established on the ground

floor of Macnie Hall. A 2-bed infirmary for co-eds was continued in Davis Hall with a nurse residing in that dormitory.

As evidenced in Ruth Noren's publication, many different physicians served Student Health temporarily over the years. Continuity was brought to the program with the employment in September 1941 of Ruth Noren, R.N. In 1948, a barracks type building was moved to the present location of Fulton Hall. One-half of the building was used to house medical students, and the other half was equipped for the Student Health Service. This barracks was removed in July of 1955 to make room for the construction of Fulton Hall dormitory. Infirmary service on campus was discontinued and the clinic was moved to two rooms on the first floor of the Medical Science Building.

In 1958, the location of the Student Health Service was changed again—the ninth move in over 17 years—to the first floor of McCannel Hall.

In 1964, the Third District Medical Society requested that 24 hour medical coverage be provided for the University. Robert C. Eelkema, M.D. became full-time University physician in 1964. In February, 1969 this position was assumed by R.K. Helm, M.D. for one year. John Swenson, M.D. accepted the position of Director of Student Health in September, 1970. In December 1974 Student Health made its last move—to the third floor of McCannel Hall when the Rehabilitation Hospital left. The new quarters on third floor of McCannel Hall provide vastly increased space and improved facilities, including a fully equipped clinical laboratory, diagnostic x-ray, pharmacy, dietary service, and physical therapy.

Dietary counseling was begun in 1977. In 1979, the Student Health Service pharmacy was for the first time staffed by registered professional pharmacists. Currently programs in health education and wellness are maintained. During the Centennial year the 17 full-time and part-time Health Service staff members responded to 25,000 requests from students for diagnosis and treatment.

Job Placement

The concept of job placement at the University of North Dakota has evolved through several stages. The function of the Career Planning and Placement Center is to assist seniors, graduate students, and alumni in finding permanent employment. This function has not always been so specialized; initially, placement activities were handled by the individual academic departments. As the University developed and student population increased, the need for a centralized placement office became evident. Those departments which scheduled their own interviews found that interviews were more difficult to schedule and interviewing space was difficult to find. Thus, the establishment of a centralized placement service would eliminate problems of space and would also coordinate multiple-discipline interviews of companies wishing to interview in more than one academic area.

J. Lloyd Stone, Director of the Alumni Office, became the Placement Director in 1956 in addition to his Alumni responsibilities. He was assisted by Charles McKay of the North Dakota State Employment Service and later by Eugene Hill. The function of this office was to help students and graduate students locate part-time or permanent employment.

In the late 50's it became apparent larger facilities were needed so a move was made from Merrifield Hall to the Library (Montgomery). By 1959 students who wished could set up a credential packet to keep on file as a permanent record of their accomplishments. For this service each student was charged a minimal fee.

In 1959, the title of the office changed—it was now called the University Employment and Placement Center—and supervision changed—from the Alumni Office to Student Affairs, under the auspices of the Dean of Students.

In 1960 Ron Betts and Cecil Ewing served as director and interviewer and centralized the office to serve those not served by the Teacher Placement Division. In

addition to placing students and graduate students, this combined office served as the employment office for positions available on campus. The common office for placement and campus employment was now located in Montgomery Hall.

In 1960 the centralized placement concept began to gain support. For the next four years, 1960-1964, several academic and professional departments scheduled employment interviews through this office. In 1964 teacher placement became a part of the Placement Offices. The offices were moved once again, this time to Twamley Hall. Ronald Ebner served as an assistant for part-time student employment.

Space for the Placement Office seemed to be a continual problem. Once in Twamley, the Placement Office was moved three times from the second to the third to the fourth floor. Each move increased the operating space and two interviewing rooms were added. Nevertheless, the bulk of the interviews still occurred in the Student Union Building.

The number of companies visiting UND and the number of interviews conducted fluctuated with the labor market. As a result, some of the functions of the Placement Center, particularly those which concerned University of North Dakota personnel and part-time student employment, were housed in a different office to better serve the needs of the students.

When Cecil Ewing moved to the new University of North Dakota Personnel Office as Director in 1969, Larry Wilkinson became director of Teacher Placement and Dana Groff became the coordinator of Student Employment. The coordinator of Student Employment worked very closely with Student Financial Aids because of the work-study positions on campus. In 1975 this position was moved to Financial Aids and is a permanent part of that program.

The Placement program of the University of North Dakota was established as a cooperative effort by the North Dakota State Employment Service and the University of North Dakota. In its early history, the Placement program was funded by the

State Employment Service and employed their staff. In 1979 when Ron Betts resigned, Richard North was appointed director. At that time, the University of North Dakota assumed added funding responsibilities for the Career Planning and Placement Center. North left in 1984 and a nationwide search was undertaken for his successor. Mary Jo Morgan assumed the position February 16, 1985.

Enrollment Services

—Outreach Activities—

A new administrative unit, Enrollment Services, was inaugurated at the University of North Dakota on July 1, 1979 under Dean Gerald Hamerlik. The main mission of this office was to reduce the barriers for new students wanting to enter UND and to serve as an information dissemination center for prospective students. The unit originally was composed of two major components, Student Financial Aids and Student Outreach Services.

The Office of Enrollment Services (Outreach) was temporarily located in the UND Armory but was relocated to Twamley Hall in March 1980.

Recruitment of new students is one of the functions of the Enrollment Services office. In working toward increased enrollment at UND, many other offices on campus coordinate their efforts with the Enrollment Services office in order to achieve this goal. Another major function of Enrollment Services is to provide the Orientation Program for all new students. For many years the responsibility for new student orientation resided in the University College. In 1959, the Assistant Dean of Men coordinated the effort for University College and the Dean of Men's Office. It later was the sole responsibility of University College until it was transferred to the Dean of Students Office in 1979.

The Enrollment Services office is also in charge of providing materials about the University, such as college catalogs, admission packets and brochures, to all interested students. The office is also responsible for arranging campus tours for prospective students, parents and high school counselors. Student tour guides, employed by the Enrollment Services office throughout the academic year, give the tours.

—Student Financial Aids—

Commencing in 1883, scholarships were the major source of monetary assistance for students needing help in financing their education. Scholarships at the University of North Dakota are supported by gifts from friends and alumni of the University; each award is based on criteria stipulated by the donor.

A four-person scholarship committee awarded the scholarships for many years. Individuals who have made significant contributions on this committee were Dean D. J. Robertson, Dean G. F. Hamerlik, Dean Dorothy Lipp (Harris), Dr. Walter Kaloupek, Dean Alice M. Hanson, Dean Charles Lewis, Dean Bonner Witmer, Mr. E. W. Olson, Professor Philip Rognlie, and Professor Ruth MacKichan.

Shortly after the turn of the century, the short term loan program was established to assist needy students by providing money on a short-term basis. Loans were at a 4%-6% interest rate and were due within sixty days or at the end of the semester, whichever comes first. The first loan fund was established in 1911 (Clark R. Cole Fund); a fund established in 1917 (James Twamley Fund) is in use today.

In July of 1965 student aids at UND were centralized under the Student Financial Aids Office. The rationale for a centralized student financial aids program was endorsed by UND prior to this date, but lack of space and money prevented the centralization of the programs. Mr. E. W. Olson, retired Business Manager of UND, was named Financial Aids Officer effective July 1, 1965. Dr. Hamerlik was named Director of Financial Aids then but served part-time until July of 1966.

The first Federal student aid program administered by the institution was the National Defense Loan Program in 1959. In 1964 the Federal College Work Study Program began.

The Higher Education Act of 1965 established the Educational Opportunity Grant

for students with low income or students with "exceptional financial need" who could not enter or remain in college without the grants. The grants were awarded for the first time at UND in the fall of 1966-67.

For many years the Business Office was responsible for GI Bill certification; this responsibility was transferred to the Student Financial Aids Office in 1965. Mrs. Delorse Tschider supervised much of the veterans activities. In the mid-70's this responsibility was transferred to the Dean of Students Office.

When the Enrollment Services Office was formed, Robert Misenko was hired in 1979 as Associate Director of Student Financial Aids and later named Director. Upon Misenko's resignation in 1982, Gary Parsons was named coordinator and was responsible for implementing the program to computerize the office. During the Centennial year approximately 70% of the students at UND were receiving some type of financial assistance through the Student Financial Aids office. The department's staff has increased from the three full-time staff it employed in 1965 to 14 full-time employees and numerous Work Study employees in 83-84. When Parsons left in May 1984 he was replaced by Dr. Robert B. Nelson.

UND Memorial Union

The Memorial Student Union was dedicated on May 18, 1951 as a memorial to the University's 172 World War II dead. The construction of the Union facility provided, for the first time in UND's history, the University community with one central place to meet, to obtain daily services and amenities, and to sponsor activities. From the very beginning, the Memorial Union has subscribed to the Statement on the Role of the College Union of the Association for College Unions-International that the union is the community center of the college, for all the members of the college family—students, faculty, administration, alumni and guests. It is not just a building; it is also an organization and a program. Together they represent a well-considered plan for the community life of the college.

The Memorial Student Union has undergone two name changes (University Center-1964; UND Memorial Union-1978), two major additions (east addition-1964; west addition-1983), and over 50 less extensive renovations and facility improvements.

As in many college unions, the UND Memorial Union accomplishes its mission through two primary areas: Facilities and Services and Programs and Activities.

Facilities and Services

Almost from its beginning, the University administration recognized the students' need for a place for rest, relaxation, activities, and other amenities. Budge Hall, opened in 1899, served as a commons area and provided a dining room and lounge. The Budge Hall Armory, completed in 1901, served as the site of many student activities and events during the early years of the University.

As early as the 1920's, there was talk of building a student union for UND students as a memorial to the University's World War I dead. Plans, however, were put

aside as a result of the economic hard times during the Depression years. It was the great influx of students after World War II, however, that pointed out the inadequacy of present facilities and the need for a union facility. The Memorial Union Corporation was formed in 1946 to raise money to support the construction of the Memorial Student Union. The Alumni Association sponsored a fund drive for the union, which was to serve as a memorial to the University's 172 World War II dead. Additionally, the proceeds of a \$5 per semester fee collected from each student would be used to retire the \$350,000 debt (the students had voted to accept the assessment in 1946). The union was to receive no state funds in its construction or operation.

Mr. Amos Martin was hired in 1950 as the first Director of the union to work with contractors and the University during construction. The Memorial Student Union was dedicated and opened its doors to the annual Junior and Senior Prom on May 18, 1951. The new Ballroom had twice the floor space of the Armory, which had long been the overcrowded site of every function from athletic contests to formal dances. The new Student Union also featured a bowling alley, dining rooms, snack bars, meeting rooms, a store and lounges. The new Union, in conjunction with four new residence halls, also provided competition to the fraternities and sororities which had previously enjoyed a monopoly on comfortable living and enjoyable leisure time activities. A Board of Governors provided direction for the operation of the new Student Union.

After an earlier unsuccessful drive for expansion, the continued press for additional space led to the formation of a Student Union Expansion Committee in 1960. A \$1 million expansion to the east side of the building was planned. Administrative responsibility for the Union was moved from the Business Office to the Student Affairs Division, and Craig Millar replaced William Norden as Director. The

building remodeling included the game room and recreational facilities, a new cafeteria to be called the "Terrace Room," facilities for the Dakota Student and Dacotah Annual, and first floor conference rooms. The Bookstore moved from Budge Hall into the remodeled former cafeteria. The old ballroom became a lecture bowl, lounges and art exhibit space. The second floor of the new addition became the ballroom. Also added were a barber shop, music listening rooms, a TV lounge, and sign service. This 65,000 square foot expansion, which doubled existing union space and cost \$1.25 million, was funded again entirely from non-state-appropriated funds. During this remodeling and new construction, the Memorial Student Union closed its doors. Union operations moved to Princeton Hall (present site of Squires Hall) in February 1963.

The new facility, renamed the University Center, was dedicated during Homecoming, October 16, 1964. In remarks at the dedication, President Starcher explained that "the name change will convey a better impression to the public and the school of what the building is—a University Center." The idea of a master calendar (Central Scheduling) came about in 1964. An attraction of the new center was a ten-tier fountain based in the main lounge and extending 20 feet through open space to the second floor. The fountain was a memorial gift of Mr. and Mrs. Anton Johnson in memory of their son, Floyd E. Johnson, a UND student killed at Bataan in 1942.

Ken Brandt, Director of the University Center, reported in 1972 that a further addition would not be pursued due to a financial crunch. However, a major redecorating project was launched in February 1974. The meeting rooms, Varsity Inn, and Terrace Cafeteria were refurbished and new furnishings were purchased for all lounge spaces. New carpeting, light fixtures, greenery and planters would complete the long needed changes in decor and atmosphere.

In 1974, a major effort was made to obtain student input and ideas for a \$2 million expansion and remodeling of the University Center. A Task Force appointed

by President Clifford was assigned in 1978 to study the needs for facilities and services. The group's work resulted in a proposal for expansion.

In September 1978, the name of the University Center was changed to the UND Memorial Union. As was stated at the time: "In an attempt to both continue the community and University nature of the Union, and to recognize those who gave their lives for their country in all wars, the decision was made to change from the University Center to the University of North Dakota Memorial Union." Gordon Henry was named Acting Director for 1978-79.

The Office of University Programs was created in 1979 to supervise and coordinate both the Chester Fritz Auditorium and the UND Memorial Union. John Kennedy was hired as Director of University Programs. The effort to coordinate the two principal programming units failed, and in 1981 the two facilities resumed their separate identities when Kennedy left. Gordon Henry was named Director of the UND Memorial Union while remaining Associate Dean of Students. Ground was broken on June 18, 1981 for a new addition on three floors and extensive remodeling. The expansion would be made to the west toward the Law School, and south toward Second Avenue North, for a total of 25,000 additional square feet. Student Senate approved a \$2.5 million student bond, and other funding included \$.75 million from the Operations Division, \$.5 million from the Alumni Association, and \$150,000 from the University Fellows. The project was completed in three phases, to incorporate remodeling and enhancement of the original building. The Memorial Union remained open for service. Project Director for the expansion was Gary Kelsch, Assistant Director of the Union. Many events had to be scheduled around the campus at this time and Central Scheduling was given permanent authority for coordination of campus wide non academic scheduling.

The new addition (total cost \$3,196,836) not only gave the Memorial Union a contemporary look, but also permitted the expansion of services: Central Information

Center, Service Desk, Student Activities Center (provides office space for 32 student organizations) Student Government suite and the Union Administrative Offices.

Bowling lanes on the ground floor were relocated in the new addition with the installation of eight new lanes, pinsetters, and other equipment. The lanes, along with a video games arcade, pool table area, enclosed ping pong area, a television lounge, and outing equipment rental area formed the Lifetime Sports Center.

Other facilities on the ground floor included a new barbershop, a commuter vending and seating area, sign services, a deli, the Centennial Dining Room (restaurant service, formerly the Flickertail Room) and the Terrace Dining Room (board cafeteria for East Hall and off campus students).

On the second floor, the Ballroom, River Valley Room, other meeting rooms, and the newly dedicated Fred Orth Lecture Bowl were extensively renovated. Lounges and hallways received new carpet and furnishings. The interior of the new addition on the west side of second floor was completed later in 1984 and housed the Learning Services/Academic Skills Project and a Computer Learning Laboratory with mainframe terminals, personal computers, and computer assistance to students and faculty.

The third floor, untouched by the remodeling project, housed the North Dakota Museum of Art and the University Crafts Center. The remodeling project also made the Union more accessible to disabled students, with access ramps added to the south side and northwest corners of the building.

Following appointment of Gordon Henry as Vice President for Student Affairs, MaryAnne Lustgraaf was brought to UND as Director of the Memorial Union.

Programs and Activities

Student programming at UND was initially accomplished through a subcommittee of the Board of Governors, a committee appointed by the University President which by

two faculty members, the Vice-President of the Student Body, and student members. BOG had power "to formulate and execute broad social, recreational, and cultural programs to supplement formal education at the University." (Board of Governors Constitution, January 22, 1974). This programming mission was accomplished through a subcommittee composed of students, the University Student Program Committee, which was advised by the Assistant Director of the University Center for Programs. Programming activities were funded through a budget submitted to the Student Activities Committee.

Other powers assigned to BOG by its constitution gave it jurisdiction over operation of the University Center. In this capacity, BOG had the power "to establish and enforce rules and regulations concerning conduct and use of facilities in the building" as well as to make recommendations concerning the operation of the University Center.

On September 21, 1974, the Board of Governors dissolved and transferred its responsibilities to two newly established groups. The University Center Advisory Board was created as a Presidential Committee to supervise the operation of the University Center. Responsibility for programming was transferred to Student Programming of Kampus Events (SPOKE). The transfer was to create "an authorized student group which has as its intent to present programs and events of a total campus-wide nature," and to create "less association of a programming group with solely one facility" (Senate Resolution #3, Senate Session September 8, 1974). Student committees established under SPOKE included Coffeehouse, Entertainment, Fine Arts, Communication, Experimental, Homecoming, Lecture Series, Recreation, and Cinema. SPOKE operated as an independent entity associated with both Student Government and the University Center, advised by the Assistant Director of the University Center for Programming (David Spatola) and funded through the Student

Activities Committee. Membership of SPOKE included student chairs of the committees, Vice-President of the Student Body, the advisor, and two faculty members.

SPOKE operated in this fashion until February 2, 1981, when it was officially made a standing committee of Student Senate. During its existence, SPOKE proved to be a very controversial group on campus, not only in the types of programs brought to campus, but also because of financial losses and fiscal management.

In November of 1977, the Student Activities Office was established in the Dean of Students Office and the first Student Activities Advisor, Greg Mann, was hired by then Dean of Students William A. Bryan. The new Student Activities Office was to be responsible for the planning, development, promotion, and operation of programs and services for student organizations at UND. Although administratively placed in the Dean of Students Office, the Student Activities Office operated out of the University Center/Memorial Union.

A major effort during the first year was to determine which student organizations were functioning and active, and to make contact with the presidents and advisors of the organizations. Mann worked with the Student Policy Committee to develop the Organization Status Policy (active, inactive, and dissolved). By the fall of 1978, many of the present day services were in place. The first Handbook for Organizations was distributed at the first Organizations Meeting, which featured workshops dealing with SAC funding, Accounting Office procedures, and Central Scheduling. The Organizations Meeting and a monthly Student Activities Newsletter conveyed important information to presidents and advisors. A directory of student organizations was also provided to new students during this semester. Responsibility for the Who's Who Among Students and National Student Exchange Program were transferred to the Student Activities Office from the Dean of Students Office at this time.

During the next several years consolidation of previously established programs occurred. Using the Student Activities Committee guidelines, categories of organizations were devised (Departmental, Honorary, Religious, Political, Service, and Sports Clubs). Student governing organizations were removed from the auspices of the Student Policy Committee and placed under the Governance Council, an ad-hoc committee of Student Senate. The annual Advisors' Luncheon was established to recognize the efforts of faculty advisors to student organizations and to disseminate information to them. The Student Activities Office also began to work with students forming new organizations and with the Student Policy Committee in establishing policies related to student organizations.

On February 2, 1981, SPOKE was officially made a standing committee of Student Senate, formalizing its relationship in Student Government. In May of 1982, SPOKE was dissolved and the University Program Council was established to fulfill the all-campus student programming responsibility.

By the fall of 1981, informal advising relationships through the Coordinator of Student Activities had been established for the Board of Student Publications and for day-to-day operations of Student Government which was officially advised by the Vice President for Student Affairs. Direct advising relationships for the coordinator of Student Activities included the Student Activities Committee and the newly established Homecoming Committee (later to be the Special Events Committee).

With personnel changes during the summer of 1982, advising responsibilities and structure were shifted. Greg Mann, as Assistant Director of the Memorial Union, became Student Senate Advisor. John Leppo was hired as the second Coordinator of Student Activities, responsible for services to student organizations and advisement of the four standing committees of Student Senate (SAC, BOSP, UPC, and Special Events). Additional monthly topical workshops for student organization leaders were established.

With the departure of Greg Mann and V.P. Bill Bryan in the spring of 1983, another reorganization of responsibilities occurred. John Leppo was named Program Director of the Memorial Union, with responsibility for the advisement of Student Government, the University Program Council, and unofficial advisement of the Board of Student Publications. Responsibilities for services to student organizations and advisement of SAC and Special Events were assigned to the Coordinator of Student Activities position. During 1984-85, a Leadership Program Development Committee was established to review and make recommendations for Leadership Development efforts among students, student organizations, Greeks, and Student Government—resulting in the creation of the PLAN Office (Programming, Leadership, and Activities Network) the fall of 1985.

PROGRAMS TO MEET SPECIAL NEEDS

-Introduction-

As the University grew and became more complex, it recognized there were students with special needs, not necessarily met in the "mainstream" of student life. Programs and services have been developed to assist in meeting these needs. Presently these programs include Upward Bound, Student Special Services, and Talent Search; Veterans Services; International Student Office; Black Student Program; Office of Native American Programs; Office of Women's Programs; Chemical Use and Abuse; and Disabled Student Services. This chapter addresses each area. The impetus given the campus by these programs and Student Affairs' commitment to them helped ready the University for the mandated emphasis on equal opportunity in the mid-to-late 1970's.

Upward Bound, Student Special Services, and Talent Search

In 1966 Upward Bound officially received federal funding for its first year. In April 1970 the University of North Dakota submitted a successful proposal for a Special Services program grant and in 1971 the program began. The Talent Search Program began at the University of North Dakota in 1980.

The director of the Upward Bound program originally reported to the Vice President for Academic Affairs. When Craig Millar resigned, Duane Lawrence, his assistant, became director. In 1972 administrative responsibilities for Upward Bound moved from Academic Affairs to Student Affairs and Student Special Services and Upward Bound were combined to form the Student Opportunity Programs. Duane Lawrence was named director of the combined program and Ron Gibbens became the director of the Upward Bound component. Ken Davis, who had directed the Special Services Program for one year, became Coordinator of the Low Income component and

Darrell Farland was named Coordinator of the Handicapped Student component. SOP offices were located in Chandler Hall and the Director reported to Dr. Russell Brown, Vice President for Student Affairs. In 1975 the program was relocated to McCannel Hall when Student Affairs offices moved in on first floor. When Duane Lawrence resigned in 1976 Ron Gibbens became the director. The structural organization remained the same. In 1980 Talent Search was funded. Both Upward Bound and Talent Search were directed by Neil Reuter. At the same time, Ron Gibbens took another position in Student Affairs and Student Opportunity Programs was discontinued as a single unit and was moved administratively under the Dean of Students Office.

The Upward Bound Program has always included a summer program in which students meeting federal criteria of being educationally disadvantaged by virtue of ethnic background, low income or cultural isolation were brought to the campus for a program of several weeks duration. During this campus program, classes, cultural events, and trips were planned to interest and encourage students to plan for college. Most students attended between the Junior and Senior years in high school. Some students returned for a "bridge" program which was intended to give the students a start on college work by placing them in courses where they received college credit. Another feature of Upward Bound has been the year around follow-up of participants by the Upward Bound staff and the counselors who live on the reservations.

Student Special Services, directed by Bruce Austin, provides assistance to students who qualify due to low family income, substandard educational background, physical or emotional handicap, cultural need, or limited English speaking ability. Program participants include Native American, black, white, and Hispanic students. Individual and group assistance is provided through academic, personal and financial counseling.

Important to the development of the Student Special Services Program at UND was

the indication from Washington that the University of North Dakota's commitment to opportunities for the Native American student would be considered when acting on the grant proposal submitted in 1971. This information added the final push to the provision of a building for an Indian Cultural Center at UND.

The purpose of the newest of UND's three TRIO Programs, Talent Search, is to assist in enabling youth who have academic potential but who may lack adequate information or school preparation to enter, continue or resume programs of secondary or post-secondary education. The Talent Search Program under the directorship of Neil Reuter provides academic advisement, financial aid information, tutoring, help in study skills, career counseling, and personal counseling, and helps students explore choices of colleges and careers. The service is provided throughout the entire year.

Veterans Affairs

The return of the veterans after World War II and the provisions of the GI Bill encouraged many older individuals, predominately male, to enroll in postsecondary education. Their age and other concerns encouraged the University of North Dakota to pay special attention to their needs by appointing Thomas Clifford as parttime counselor for Veterans Services.

Federal regulations mandated that UND and the veteran meet certain minimum qualifications such as certification of school attendance and academic progress reports. Verification was a responsibility of the Accounting Office in the mid 1940's under the direction of the UND Business Manager. Lessel Abbott and Shirley McMenemy were in direct contact with the veterans and the regional VA office.

In 1965, all student financial aids were centralized for the more than 1,000 vets. Responsibility was transferred from the Business Office to Student Financial Aids under Veterans Coordinator Hamerlik. Delorse Tschider and later Pat Holt, secretaries in Financial Aids, administered the program.

In 1973 the Regional Office assigned VA employees to coordinate efforts on college campuses. Jim McLean was appointed to coordinate the program at UND and several other area colleges. He was assigned an office in the Student Financial Aids Office and worked with that staff until UND received a grant from the Department of Health, Education, and Welfare, for the Veterans Cost of Instruction Program (VCIP). This program was designed to assist veterans obtaining the GI education benefits and to help transition from military life to academic life. McLean left in 1974. Vice President Russell Brown hired Jim Murphy to coordinate the VCIP. At the same time responsibility for the office was assigned to the Dean of Students Office. The federal funding for VCIP, designed as an incentive to the institution, would eventually be phased out with funding assumed by the school. The UND Office

of Veterans Services is now almost totally funded by local and state money. The most recent coordinators for Veterans Services were Jim Duffy, Dave Roberts, and Puis Reis 1982-present.

International Student Office

There are no records identifying UND's first international student. As late as 1943 Hawaiian students were regarded as foreign students. The University's response to this special group was slow and gradual. Various offices and people became involved on a temporary basis as the need arose. Admissions, Graduate School, Business Office, Registrar, Academic Deans, the President, Dean of Men, and concerned faculty served the needs of the international student when necessary.

As the international contingent grew, certain social and cultural needs became apparent. As a result, the Cosmopolitan Club was founded by international students, United States students, and interested faculty and staff. Dr. Russell Peterson of the College of Education volunteered as faculty advisor 1959-1966. The name of the group was changed to the International Students Organization and it still exists today using that name.

Early on, the International Students Organization began a custom which is still practiced today; the "Feast of Nations" is a major campus/community event each year. Dr. Peterson recalls that the early dinners were held in the Newman Center and the number in attendance often exceeded the number planned for. One dinner served at Smith Dining room was served to 700 persons lined up to be fed.

In the fall of 1967 arrangements were made through John Wynne, Dean of Men, to establish the half-time position of International Student Advisor. Douglas Hallat, a doctoral graduate student, was assigned the position and the International Student Office was created. Lois Coulter, who had served in various capacities in the Dean's Office since 1940, became the fulltime secretary, a position she held until her retirement in 1973. When Hallat completed his graduate degree, he was replaced by Douglas Erickson, a former Lutheran missionary to China and Taiwan. The position of advisor remained half-time until 1974 when it became a three-quarter time posi-

tion. Dr. Erickson served as the advisor for the International Organization from 1969 until his retirement in June 1985. Randall Fixen was then appointed Interim Advisor for 85-86 while a faculty-staff task force examined the various aspects of international education at UND.

A major change in the programming occurred when the International Student Office moved from the Dean of Men's Office in Twamley Hall to a neighborhood house purchased by the UND Fellows. The International Centre at 303 Hamline provides an informal atmosphere for students to meet, serve occasional foreign meals, and schedule small group meetings. In addition to better meeting social needs, the move provided more office space.

Black Student Programs

With the location of the Air Force Base near Grand Forks in the 1950's, Black students came to UND in increasing numbers. The history of Black Student Programs and its services to Black students on campus can be traced to 1967 when 12 students organized the Afro-American Union to promote greater unity among the Afro-American students attending UND and to develop their cultural heritage.

Changing their name in 1969 to Black Student Union, the group expressed a need for a cultural center that would aid Black students in adjusting to the total university experience. With the support of the Student Activities Committee and the University, a cultural center later became a reality. In September 1970, UND's Student Activities Committee voted to allocate \$1,600 of student fees to the Black Student Union to establish a cultural center. Two stipulations were placed on the allocation. First, if at all possible, the center was to be located close to the campus. (The building being considered at the time was in downtown Grand Forks.) Second, the students were to seek other channels of further financing the center.

The original Black Cultural Center was opened in October 1970, at 1910 Dyke Avenue. At that time 17 students were members of the Black Student Union. Enrollment of Black students grew and the facility became too small to meet their needs. A new cultural center at 2315 Second Avenue North was occupied in August 1973. Services to Black students had been provided by Student Affairs Division staff. In 1974 the counseling staff within the Student Opportunities Programs was increased by one when L. Bruce Austin was hired as a half-time counselor to provide direct assistance to Black students. In 1975 this position became full-time when the duties of Coordinator of Black Student Programs were added. The Coordinator had an office in the cultural center. Others who have held this position are Robert Crawford, Ralph Crenshaw, and Artis Stanfield.

As of August 1975 the Black student enrollment at UND had doubled in the five years since the opening of the original cultural center. The rate of graduation for the Black students at UND was high with 25 graduating during the years 1973-1975. In 1975 the students at UND elected their first Black student body president, Paul Pitts. International students also played an important part in the Black student population. In addition, through a student exchange program with Grambling (La.) State University, (a predominantly Black school) students could exchange one semester of their university education.

In the fall of 1976 there were between 50 and 60 Black students and recruiting for Black students continued fairly extensively in both North Dakota and Minnesota. Some of the Black students were assisted through the federally funded Student Opportunity Programs (SOP) Low Income Component.

The third and present Black Cultural Center was opened in 1976 at 2800 University Avenue. While less than one percent of the UND student population was Black, UND still recognized the group's need for cultural enhancement and support. The Cultural Center also served as a resource center for all students where a collection of Black history, literature and viewpoints was being developed. Recruiting efforts continued, with many Black students coming from the Minneapolis-St. Paul area which has the largest Black population near UND.

The Black Cultural Center also houses the Black Student Union which sponsors activities both at the Center and around the campus. Among their activities was the annual Black History Week. The Black Cultural Center was renamed the Era Bell Thompson Cultural Center in February 1979 in honor of a former UND student. Within the Era Bell Thompson Center the conference room was named in honor of Jack Mayfield, a longtime Grand Forks resident.

Native American Programs

The University of North Dakota has a history of commitment to the largest ethnic minority in the state, the American Indian. This commitment has greatly improved the educational opportunities available to Indian people. Enrollment of Indian students at the University of North Dakota has increased from 20 in 1960 to more than 300 in 1985. (Upward Bound, established in 1966, had brought many Native Americans to campus.)

American Indian students began actively organizing in 1968 when the first University of North Dakota Indian Association charter was submitted to the Student Activities Committee. The First Annual Time-Out Program was in 1969 with all activities held in the Memorial Union. It was a couple of years later when the Wacipi (Pow-Wow) was held in conjunction with the Time-Out Program.

As early as 1970, the group began to concentrate on developing an Indian Studies program. In 1971 the North Dakota State Legislature approved and established an Indian Studies program at the University of North Dakota. (Departmental status was granted in 1977 when a major in Indian Studies was instituted and Native American programs, part of the Division of Student Affairs, was created and funded by the Legislature.)

As numbers of federally funded programs increased, students and staff recognized the need for development and coordination of support service offered to Indian students. These programs included the Medix Program, programs in Library Science and Social Work, the Indian Engineering Program, the Student Opportunity Program (now Student Special Services), the Indians Into Medicine Program (INMED), Teacher Corps, Future Indian Teachers, Teacher Training Programs, the Satellite Program, and Project IDEAL. As a result, Flo Wiger was appointed in 1974 as the first Assistant to the Vice President of Student Affairs for Native American Programs. Presently

Dr. Leigh Jeanotte holds this position. (Lou Palmer served on an interim basis while Jeanotte completed Doctoral studies).

During this time the first Native American Cultural Center was formally dedicated at the Old Depot, now the UND Parking Office, in ceremonies held in April 1971. The Center was designated as "Anashinobay Aki" - Chippewa meaning "Land of the Original People." The name was given by John Anderson, a Chippewa Indian and UND instructor of education in the New School for Behavioral Studies. Funding for the new center was allocated by the UND Student Activities Committee.

In June 1972 the Native American Cultural Center was moved to its present location at 2419 Second Avenue North. In September 1972, the center was given the Mandan name, "Metu Ta Tunke" or "East Village" by Joe Black Bear, a traditional elder of the Three Affiliated Tribes of the Fort Berthold Reservation in northwestern North Dakota. By coincidence, the names appropriately designate the meeting of the prairies with the forest, the Eastern Tribes with the Western Tribes.

During the early 1970's along with the development of the various academic and service programs responding to Native American needs and concerns, specific attempts were made to raise the consciousness of the campus to issues of discrimination and racism. An interest group of faculty, staff, students and campus ministers formed the Committee on Indian Awareness during the summer of 1972. Awareness programs developed included several efforts with the faculty on cultural awareness. About the same time, the UND Indian Association became actively concerned with the symbols used by the University in connection with the "Fighting Sioux". The Indian students decided that the words "Sioux" in itself was not offensive, but that many of the representations in the form of logos or cartoon caricatures were. They particularly objected to the logo then used by the Athletic Department which featured Sammy Sioux, a cartoon character with cross eyes and feather in his hair. Campus response to their objections was by and large positive and objects with the offensive emblem were removed.

The Athletic Department had a new logo designed, a stylized representation of the head of an Indian warrior, which met the approval of the Indian students.

Native American Programs is supported entirely by state appropriated funds and offers special support services designed especially for Indian people. The office is currently housed in the Native American Cultural Center, 2419 Second Avenue North. This house also serves as a recreational and cultural center for the Native American students.

The basic mission of Native American Programs is to assist the University in developing a climate responsive to the needs of Native American students. The staff of Director, secretary, and two program coordinators works to strengthen and encourage communication with the University and community in understanding the unique cultural backgrounds and experiences of Native Americans. In addition, the office serves as a liaison with reservation communities to secure input and feedback on programs, and to develop and coordinate activities for recruiting Native Americans. The office also maintains close contact with state and federal agencies regarding grant programs, funding sources, new programs, and changes in programs which affect Native American students. The following direct services are offered to Native American students: orientation programs; pre-registration; recruitment; High School Days; financial aid assistance; peer advising; academic, personal, and social advisement; and planned social events.

The Native American Cultural Center also houses the newly funded Bilingual Education Training program, a consortium of UND, Little Hoop Community College at Fort Totten, Standing Rock Community College at Fort Yates, and Turtle Mountain Community College at Belcourt.

The Community Colleges provide the first two years of a Bachelors degree in Elementary Education with a 20 hour concentration in Bilingual/Bicultural Education. The University provides the final two years of the Bachelors degree. The University

also provides graduate course work leading toward a Masters degree in Elementary Education with cognate course work in bilingual education for classroom teachers working in North Dakota schools beginning or planning to begin bilingual programs. Lincoln Jerstad is the coordinator for this program.

Office of Women's Programs

Women were members of the University of North Dakota's first class 100 years ago and six of its first graduating class of eight were women. For most of UND's history there was a preceptress, matron, or a Dean of Women to supervise the activities of women. Generally, the philosophy was that if the women were controlled, then the men would be under control also. As a result women were strictly supervised.

The first dormitory, Davis Hall, was one built in 1887 for housing women. The Preceptress was a housemother and generally was on the faculty as well. However, the primary responsibility of this person was to control and supervise women. The residence hall was the scene of most of the social and most of the cultural events on campus.

Co-educational activities were closely supervised. The first dance was in 1901 but the dancing was formal and the "trendy" dances were prohibited. Women were trained in the graces and etiquette of the day. They were told to wear hats and gloves each time they went out. The appearance of the women at any event was of utmost importance.

In 1908 a women's organization was formed by Ella Fulton, Dean of Women. This was an affiliated organization for women and was called the Women's League. This organization occupied an unused dining area in the women's dormitory and sponsored various social activities. The League disbanded during World War I. In 1892, a Young Women's Christian Association was formed on the campus. This organization endured until the late 1950's. During this time it provided a Women's Lounge in Merrifield Hall. During the late 1950's, when the YWCA was declining, the University of North Dakota's chapter of the Association of the Women Students was formed. This association lasted until the advent of the feminist movement of the early 70's.

library on women's issues was needed at UND. This library would also serve as a place to meet. This group, housed in the University Center, was named the Women's Resource and Development Center. Students, faculty, Dean of Students staff, and community members worked for its success. One of its primary duties was to publish a newsletter announcing a variety of programs including the Brown Bag Luncheons which still exist today.

In 1974 a separate facility at 316 Harvard was designated the Women's Center by UND. Dr. Nancy Huntsman informally served as the first coordinator (unpaid) and was responsible to the Board of Directors. The Women's Resource and Development Center was also located in this house. A library was maintained as was a speaker's bureau. By December 1974, funding was obtained for a half-time coordinator, partially from University Fee.

The major decisions of operating the Center and managing the organization were left up to the members of the executive committee of the organization. The coordinator was responsible for such things as publicity, the care of the house, budgeting, and serving as the liaison between the Center and the University administration.

In 1973 the Women's Programs defined goals were to study status and roles of women in a changing society and provide opportunities for groups awareness of common needs and concerns; to support and coordinate programs and activities serving women in the University in the Grand Forks area; to prepare and activate women for a more effective role in society; and to serve as a vehicle by which the interests and concerns of women could be brought to the attention of the appropriate officials. In 1976 the goals were redefined and included the goals to provide for the education and awareness of women and to combat sexism. Laurel Taylor helped with this project.

In October, 1975, administrative responsibility for the Women's Center was

placed in the Division of Student Affairs with direct supervision provided by Dr. Michael Kaelke, Dean of Student Development. When Dr. William Bryan succeeded Dean Kaelke, he took an active role in the supervision of the center. That active role began to clarify a difference of opinion with the student group over the coordinator and to whom she was responsible. The coordinator remained as a part-time position under the direct supervision of Bryan. Bryan believed the Women's Center Programs should respond to the needs of women on campus with a broader focus.

In the Spring of 1977 Dean Bryan appointed an Advisory Board which represented a broad constituency and included both men and women, students, faculty, and staff; Barbara Berry was Chairperson. This group met that spring and throughout 77-78. In 1977 the name of this office was changed to Office of Women's Programs and it was moved to the remodeled second floor of Canterbury House. UND funded a full-time coordinator, Ms. Linda Volz. The student group (Women's Resource and Development Center) no longer shared the facilities. Women's Programs continued to report through the Dean of Students Office and programming dollars were increased. The office emphasized working with the rest of campus in joint programming efforts.

In 1978 Women's Programs moved from Canterbury House to its present location at 305 Hamline. That year Dean Bryan became Vice President for Student Affairs and Women's Programs reported to Gordon Henry, Associate Dean of Students and later to Assistant Dean Schwartz. The present Director is Lois Christal and the office reports to Dean of Students Elsinga.

Office of Chemical Use/Abuse

The University of North Dakota has long made educational efforts in the area of chemical use/abuse. In the early 1970's several committee reports pointed out the problem of alcohol use and recommended the adoption of substance education programs.

In 1975 a service coordinator provided by the Grand Forks Drug and Alcohol Council was located in the Dean of Students Office to provide aid to persons with drinking and drug problems. This part-time position was filled by Terry Anderson and later by Betty Schwanz.

In 1977 President Thomas Clifford established a presidential committee to develop coordinated efforts and programs to deal with chemical use and abuse among students, faculty, and staff. This committee recommended the establishment of a permanent position. In 1979 a three month position, consultant in addiction and family therapy, was instituted to study the state of campus chemical use and abuse and to provide recommendations for future efforts. Dr. James Dean held this position. His report provided a plan for the establishment in 1979 of the Office of Chemical Use/Abuse in the Dean of Students Office. Dr. Dean was Coordinator of this office until he left in July 1985. While counseling is available, primary emphasis of this office is the development of educational programming for faculty, students, and staff of UND. Services are provided for faculty, staff, and students and the office assists UND's Employee Assistance Program which helps employees deal with chemical use, financial, health, legal, and psychological or emotional problems resulting from drugs or alcohol abuse. The Office of Chemical Use/Abuse offers special programs to campus units including Greek houses and residence halls.

Disabled Student Services

Disabled Student Services has received regional and national awards and UND is currently identified as one of the top ten post-secondary institutions in the nation providing services to disabled students. The program has grown from six students in 1971 to 387 severely disabled students in 1983.

In April of 1970, under the guidance of Dr. Beulah Hedahl, the University of North Dakota submitted a successful proposal for a Special Services Program grant from the Department of Education. The program was initiated in 1971 and limited services for the disabled were established. In 1972 Student Special Services and Upward Bound were combined to form the Student Opportunities Program (SOP) under the directorship of Duane Lawrence. At this time, Darrell Farland continued as counselor for the handicapped student component. SOP offices were located in Chandler Hall and the director of the programs reported to Dr. Russell Brown, Vice President of Student Affairs. In 1973 the North Dakota Department of Vocational Rehabilitation entered into a three-year third party agreement with the University and Kaye Becker was placed as a counselor in the handicapped component. SOP was relocated to the main floor of McCannel Hall in 1975.

As the disabled student population increased, staffing and funding became inadequate to provide support services. In 1976 UND was one of 13 institutions of higher education in the nation to be awarded a Federal three-year model demonstration grant for Regional Educational Programs for the Handicapped (REPH). Kaye Becker was named coordinator of REPH and Ron Gibbens became the SOP director upon Duane Lawrence's resignation in 1976.

Over the years University administrators have assumed the responsibility of meeting the needs of students who happen to be disabled. The result of this commitment was that state appropriated funding for services to the disabled was received in 1979 to continue support services upon expiration of the REPH grant. In 1980

when Student Opportunity Programs was eliminated as an administrative unit, Disabled Student Services became a separate program under the Dean of Students Office. Kaye Becker continued as Coordinator.

Disabled Student Services provides numerous support services that provide disabled students the opportunity to participate fully in the University environment and pursue a University education. Any student at UND who has a physical, emotional, or specific learning disability, or is chemically dependent, is eligible for services.

The staff currently consists of one coordinator, two general counselors, one deaf education specialist/certified interpreter, one general education specialist, one-half career development counselor, one transportation/attendant care supervisor, one administrative secretary. The department also employs approximately 125 part-time student employees to assist with academic and support services.