

THE GRADUATE COLLEGE
WESTERN MICHIGAN UNIVERSITY
KALAMAZOO, MICHIGAN

Date May 3, 2000

WE HEREBY APPROVE THE DISSERTATION SUBMITTED BY

Henry Joseph Bowers

ENTITLED Public Policy: Affirmative Action, Social Equity and Employment

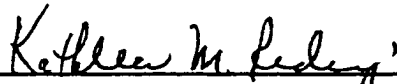
Patterns in Michigan's Construction Industry 1966-1997

AS PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE

DEGREE OF Doctor of Philosophy

School of Public Affairs
and Administration

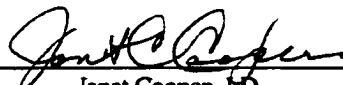
(Department)



Kathleen M. Reding, Ph.D.
Dissertation Review Committee Chair



Barbara Liggett, Ed.D.
Dissertation Review Committee Member



Janet Cooper, J.D.
Dissertation Review Committee Member



Daniel Mihalko, Ph.D.
Dissertation Review Committee Member

APPROVED



Dean of The Graduate College

Date Jan 2000