

THE GRADUATE COLLEGE
WESTERN MICHIGAN UNIVERSITY
KALAMAZOO, MICHIGAN

Date December 6, 1999

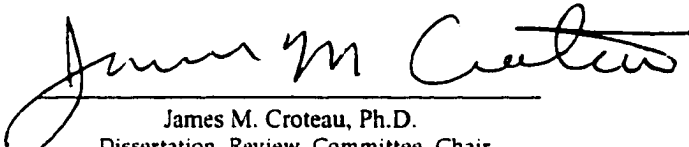
WE HEREBY APPROVE THE DISSERTATION SUBMITTED BY

Debbie Koeltzow

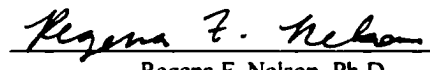
ENTITLED Research Into the Relationships Among Multicultural Training, Racial
and Gender Identity Attitudes, and Multicultural Competencies for Counselors

AS PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE
DEGREE OF Doctor of Education

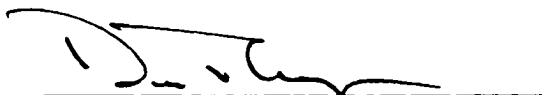
Counselor Education and
Counseling Psychology
(Department)


James M. Croteau, Ph.D.
Dissertation Review Committee Chair


Mary Z. Anderson, Ph.D.
Dissertation Review Committee Member


Regena F. Nelson, Ph.D.
Dissertation Review Committee Member

APPROVED


Dean of The Graduate College

Date April 2000