

THE GRADUATE COLLEGE  
WESTERN MICHIGAN UNIVERSITY  
KALAMAZOO, MICHIGAN

Date November 5, 1997

WE HEREBY APPROVE THE DISSERTATION SUBMITTED BY

Velma Lee Clay

ENTITLED African-American Females and the Glass Ceiling in the

Defense Logistics Agency

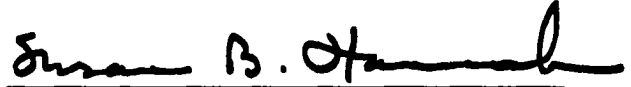
AS PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE

DEGREE OF Doctor of Public Administration

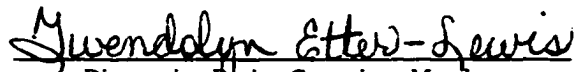
School of  
Public Affairs and Administration  
(Department)



Dissertation Review Committee Chair



Dissertation Review Committee Member



Dissertation Review Committee Member

Dissertation Review Committee Member

APPROVED



Dean of The Graduate College

Date April 1998