Since the time of the Civil Rights Movement the issue of diversity has been widely discussed in academe. First it was considered that institutions of higher education need to recruit from and educate members of all communities, including those historically underrepresented in the academy. Then came the legal challenges, the court cases, and the executive order in 1967. When these approaches were combined and the concept of affirmative action was introduced, the issue of diversity has been widely discussed in academe. First it was considered that institutions of higher education need to recruit from and educate members of all communities, including those historically underrepresented in the academy. Then came the legal challenges, the court cases, and the executive order in 1967. When these approaches were combined and the concept of affirmative action was introduced, the issue of diversity has been widely discussed in academe.

First the concept of diversity has been expanded to include non-academic life experiences that would allow for greater understanding of, and empathy for, students with similar backgrounds. At the same time, affirmative action rules that minorities will flock with has been expanded to include all institutions of higher education, regardless of whether they are state, private, or religiously affiliated.

Not that the job itself didn't pose serious challenges. "It was a huge task," Jankowski said. "I had to do something that would cost about $150,000. "I would like to think that I worked hard, I built great camaraderie, we did a lot of things for the station."

The campus radio station, 88.7 WSIE, had been on the air for only a couple of years when Jankowski arrived. "It was really bent over backwards to accommodate me," he said. "And it was such a pleasure to go in and, through my roles, I was able to utilize the talents of alumni as well who were willing to come back."

The station had been the vinyl letters background and putting it into a digital studio. "It's almost as much fun as I did 40 years ago," Jankowski realized.

Jankowski realized that these are tough times for many. "Until we recognize that inherent biases are part of our everyday life in a normally diverse society in which we live," he said, "we cannot hope to maintain the integrity of our educational institutions."

"We worked hard, we built great camaraderie, we did a lot of things for the station."

Jankowski plans to continue working with the Alumni Association Board in planning events. The need to be creative, Jankowski says, "is simply taking the vinyl letters background and putting it into a digital studio."

"It's almost as much fun as I did 40 years ago."