

MEMORIAL RESOLUTION

DAVID PARMER SWINEHART

On April 30, 1991, we lost a colleague, teacher and friend of faculty and students alike. David Parmer Swinehart was Associate Professor in the Department of Organizational Leadership and Supervision, School of Business and Management Sciences. Dave had a keen sense of humor and an innate way of stimulating colleagues and students. Dave had a strong influence on the development of the Department over the fifteen years he was with IPFW as both a part-time and later a full-time faculty member.

Dave was born in Fort Wayne on October 13, 1940, and lived in and contributed to the Fort Wayne community until his death. He graduated from Central Catholic High School as Class Salutatorian and went to Loyola University in Chicago. Dave was active in college functions and served as editor of Loyola's newspaper. In 1962, he received a Bachelor of Science in Humanities with a major in English.

A devoted family man, Dave and his wife, Sheila, were the parents of seven children. They encouraged their children to maximize their individual abilities and talents, which have ranged from being an interpreter in Eastern European languages to acting in productions of our University's PIT theatre. Sheila completed two degrees and is now a nurse. At his death, Dave had five grandchildren.

From June 1963 through June 1965, Dave served in the U.S. Army attaining the rank of 1st Lieutenant and later as Captain in the Reserves. His primary assignment was as Officer In Charge of the Army Administration and Personnel Administrative Specialist courses. At this point in his life, Dave was introduced to two of his life-long pursuits--teaching and labor relations.

After leaving the Army, Dave pursued a career in writing. He worked as public relations writer for Bonsib, a division of a Fort Wayne advertising agency. He then combined his writing abilities and interest in employee relations in his role as employee publications editor at Lincoln National Life Insurance Company. He produced and edited employee handbooks and corporate reports. Dave continued his interests in employee communication by becoming employee communication specialist for the Employee & Community Relations Operation of General Electric. Dave edited and published a weekly company newspaper with a circulation of 10,000, he assisted in the implementation of the company's affirmative action plan, and he taught communication skills courses at the GE Apprentices School.

Dave later sought a career in personnel, and became the Director of Personnel at St. Joseph Hospital in Fort Wayne. Later, he was appointed Director of Personnel and Safety for the City of Fort Wayne under Mayor Ivan Lebamoff. Dave became well known in city administration with his work in initiating job analysis and classification programs, standard policies and procedures, and a study to improve productivity of city employees for the City of Fort Wayne. In 1976, Dave became Director of Training and Education at Parkview Memorial Hospital. There he developed a complete audio-visual training support system, which included CCTV in-house production, and he directed Parkview's in-service programs.

While working, Dave returned to school as a student at Indiana University-Purdue University at Fort Wayne and received his Master's of Science in Business Administration. Some of you attending the Senate meeting today may have been Dave's professors. After receiving his Master's degree in 1975, Dave taught part-time for the Department of Supervision, which is now Organizational Leadership and Supervision, and the School of Public and Environmental Affairs.

In 1980, Dave became Assistant Professor in the Department of Organizational Leadership & Supervision. His areas of teaching specialty included personnel, employee compensation and law. (He had a special research interest in laws relating to the elderly.) A life-long ambition to complete a doctorate began to be realized in 1983. While carrying a full teaching, research and service load, Dave commuted to Indiana University School of Law in Indianapolis two to three times a week. He received his Doctorate of Jurisprudence in 1987.

In 1986, Dave was promoted to Associate Professor. While Associate Professor, Dave formed and became Director of the Labor Management Institute. (The goal of the Institute was to initiate and promote cooperation between unions and employers in Northeast Indiana.) Dave was an accomplished writer and researcher. His last two publications, "Labor-Management Cooperation," published in *Personnel Administrator*, and "A Guide To More Productive Team Incentive Programs," published in *Personnel Journal*, have been widely cited by other authors.

Dave was very active in school and community activities. He was on the Faculty Senate serving on the rules, student affairs, university resources policy, and faculty grievance board committees. Dave started the student chapter of the Society For Human Resource Management on campus and was the faculty advisor for personnel majors. Dave had a dynamic teaching style, and his classes were sought after by many students.

David Parmer Swinehart's wit, intellect and leadership role will be greatly missed in the Organizational Leadership and Supervision Department and in the Fort Wayne community.