

EMU

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EASTERN MICHIGAN UNIVERSITY

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News for
Eastern Michigan
Faculty and Staff

Sept. 15, 1998
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The Big Game



VS.



Cross-county football clash tests loyalties

By Ward Mullens

Despite their degrees from the University of Michigan, there is little doubt about where Harold Goodwin and Brian Letscher stand on the big game.

The two Eastern Michigan football coaches will be on the visitor's sidelines Sept. 19 trying to help the Eagles engineer an upset of the home team Wolverines, ranked 14 in the latest *USA TODAY/ESPN* Top 25 Coaches poll. Both Eastern and Michigan lost their season openers.

"It will be a funny feeling," said Goodwin, Eastern Michigan's tackles and tight ends coach. "But work comes first and I love my job. I just hope they'll let me visit after the game," he said with a laugh.

Goodwin and Letscher will not be the only coaches on the sidelines with ties to both universities. University of Michigan head coach Lloyd Carr was an assistant coach at EMU in the mid '70s.

Bob England, director of the Rec/IM at Eastern, has followed both football programs for more than 30 years.

"I would find it very difficult to cheer against Michigan football," said England, who played on the 1964 Rose Bowl champion Michigan team and has had season tickets since graduating. "I'm trying to remain as neutral as possible."

England said that no matter what happens on

the field Sept. 19, Eastern's football program continues to make strides.

"When I came to Eastern we were playing at Briggs Stadium, which had a capacity of about 5,000. We were playing teams from Hillsdale and Wayne State," England said. "If someone would have ever told me that EMU would be playing in Michigan Stadium I would have told them they were crazy.

PLAY BOOK

We asked Bob England, director of the Rec/IM and former University of Michigan football player, for his analysis of how these two teams match up.

"Eastern is a throwing team so a lot will depend on (Eagles quarterback) Walt Church making passes and our offensive line's ability to give him time to do it," said England.

England said Michigan will probably stick to its running game on offense.

He said that Eastern does hold a special teams advantage.

"Eastern has a better field goal kicker and a better punter."

"I think there are few other football programs in the country that have made the type of progress that Eastern Michigan has. It really is a success story," England said.

England is just one of many faculty and staff on both campuses with somewhat divided loyalties.

"I'm always behind the green and white!" said Roger Doster, the director of fellowships and recruitment for the University of Michigan's Rackham Graduate School.

Doster earned his undergraduate and master's degrees from Eastern, but has worked for U-M since 1977. His wife, Brenda, also has two degrees from Eastern.

Doster said his Michigan colleagues had been "pretty quiet" about his EMU ties so far, but he

expected that to change game day.

"I know it's coming," Doster said with a laugh. "It's going to be interesting."

Doster wouldn't predict any numbers for the game, but said the University of Michigan would "know it's in a football game."

"I hope it's an entertaining football game and no one on either side gets hurt," England said.

EXTRA POINTS:

The Sept. 19 meeting between Eastern Michigan University and University of Michigan will be the first time these two teams have played one another since 1931.

The two teams last met Oct. 3, 1931, at Michigan. The Wolverines beat Eastern 34-0.

EMU and U-M have met five times in football. The Wolverines have won all five games.

INSTITUTIONALLY SPEAKING:

University of Michigan was founded in 1817. The enrollment for 1998 is (source U-M Web site)

Eastern Michigan University was founded in 1849. The enrollment for 1998 is 23,558.

GAME TIME: Kick off is scheduled for 12:10 p.m.

The game will be televised on ESPN (regional coverage) and will be broadcast on WEMU (89.1)

INSIDE

REGENTS MEETING TODAY

The Eastern Michigan Board of Regents meets today. The general meeting begins at noon, 201 Welch. Call 487-2410.

GRADUATE INSERT

EMU's graduate school is expanding its horizons on an international level. A special four-page insert!

Happy Anniversary!

These staff and faculty members are celebrating service anniversaries with Eastern Michigan in September. (NOTE: Because there are so many celebrating anniversaries this month, more names will run in future issues.)

30-34 YEARS

Sarah E. Moore,
HECR

Ronald W. Collins,
Provost

John Ginther,
mathematics

JoAnne Hansen,
library

John William Keros,
accounting

Kathleen S. Quinn,
special education

Zakhour I. Youssef,
psychology

Allen Cichanski,
geography/geology

Jay Jemigan,
English lang./lit.

Richard Abbott,
history/philosophy

Barry Avedon,
fine arts

Andrew Dempster,
computer science

Jan Field,
fine arts

John G. Pappas,
leadership/counseling

Leonas Sabaliunas,
political science

David Tammany,
fine arts

Patricia Warren,
sociology

Herbert Wilson,
business/industrial ed.

Irene Anderson,
HPER & D

Gilbert B. Cross,
English lang./lit.

Stuart A. Karabenick,
psychology

Moore-Hart, AmeriCorps help area students

By Ward Mullens

Most professors on campus have shelves in their offices with volumes of books with long academic titles.

Peggy Moore-Hart, teacher education, has a few of those, but not nearly as many as the collection of Dr. Sues titles that fill every nook and cranny of her third-floor McKenny office.

Certainly Moore-Hart's students need to be familiar with the classics, such as "Cat in the Hat," but the books aren't for EMU students. The books are for those who really need them, area grade school children who need help learning to read and write.

Moore-Hart is the new director of the AmeriCorps Program at Eastern Michigan and she is taking it in a different direction.

"It's a whole different thrust," said Moore-Hart. "This program focuses more on literacy and academic achievement. The last grant was more focused on increasing students' self-esteem through after-school clubs."

The previous AmeriCorps grant was administered by EMU's Dale Rice, director of the Academic Service-Learning program at Eastern Michigan. That grant ended last year, but a new grant was awarded for another three years.

"There are a lot of children who need additional support in the classroom," said Moore-Hart. She said that in a short time, most children involved with the program have shown marked improvement.

"We found that the children signifi-



CLASS ACT: Peggy Moore-Hart is the director of EMU's AmeriCorps program.

cantly increased their reading performance. The average gain was 1.5 grade levels and many increased their reading level by two or three grade levels," she said.

One of the keys is the use of multicultural books, along with traditional children's books.

"This is important because the students we are tutoring are very diverse," Moore-Hart said. "We have found that using books that match a child's cultural background is one way to help children who are struggling with reading. They need to see their faces in the stories they read."

The AmeriCorps program has been implemented in six area elementary schools in the Willow Run and Ypsilanti districts. The schools are Kaiser, Ford, Kettering, Cheney, Holmes and Adams. Moore-Hart estimated that the program reaches about 350 students at the schools. Currently students in grades 1-5 are tutored twice a week for half hour sessions. Another 300 students are reached through after-school programs, Moore-Hart said.

The new program is doing more than teaching reading, said Moore-Hart, it is also "teaching how to have fun with reading." Reading is emphasized in other areas such as drama, homework and even computers.

Moore-Hart also emphasized the importance of parent and community involvement to help the children.

"We want to increase parent and community involvement so the program will be sustained," she said.

Moore-Hart said that she also would like to work EMU faculty into the equation.

"We're thinking about a system in which faculty and staff could tutor a couple of hours a week," she said. At least two professors have already become involved. Rick Samonte and Jane Gordon have challenged their classes to become tutors.

"It's phenomenal, the support we've gotten from the University. We couldn't do this without it," Moore-Hart said.

"It takes everyone working together. We can make a difference," she said.

United we stand

WE DO WINDOWS: Fifty-five volunteers from EMU rolled up their sleeves and got to work Thursday, Sept. 10, at Washtenaw County United Way's "Day of Caring." The EMU crew worked at the Domestic Violence Project Safe House. (below) EMU "Day of Caring" co-chairs Melinda Ostrander, facilities manager; and Joanne Jones, senior secretary, coordinated activities with Adrienne James, Safe House facilities manager. OPEN A NEW DOOR: Physical Plant staff members Johnnie Williams, Paul Jamieson and Roy Rose (left) were on hand to repair doors and other equipment.



Photos by Linda Rider

Distance learning provides graduate opportunities

Graduate students know that time is a very valuable commodity when trying to juggle work, family and school, especially if the nearest campus is an hour or more away.

To help graduate students, Eastern Michigan University is offering courses via Interactive Television (ITV).

"We are making a dent in barriers of time and distance," said Dr. James Berry of leadership and counseling. Berry helped establish the educational leadership doctoral program, just one of the areas utilizing distance learning to offer graduate level courses.

"Most of the people in the program are in mid-career and as professionals they appreciate the fact that we have put together a program that attends to their educational and professional needs," Berry said.

"The instructor teaches from the interactive classroom here at Eastern to the distance site," said Kathy Randles, director of distance learning for continuing education at EMU.

The classroom, located in the new Bruce T. Halle Library, is equipped with microphones, cameras and monitors which allow true classroom interactivity between students and faculty.

"They can see and hear one another and we can broadcast video and Web information. It's very interactive," Randles said.

Currently ITV is being used by Eastern to provide graduate course in sites such as Petosky, Grand Rapids, Jackson, Flint and Gratiot.

Graduate courses being offered through ITV involve programs such as nursing, math, associated health professions, educational leadership, gerontology and quality control.

"What it comes down to is that these are people looking to enhance their careers around busy lives. We've had superintendents and principals," said Berry. "I think technology is starting to have an impact on learning to the degree that students are realizing that they are not losing quality of instruction by not being here."

ORD enjoys record year with grants, contracts

By Hannah Gilberg

Eastern Michigan University faculty brought in \$13.2 million in research grants awards, 12 percent above the previous record of \$11.7 million from 1997.

"Grants and contracts are becoming more and more important to the University," said Brian Anderson, director of the Office of Research Development (ORD). Faculty across the country compete for funding to pursue important research projects by enabling them to take time away from teaching, to pay for travel, equipment and student assistance.

Grants and contracts awarded to EMU's Centers for Corporate Training accounted for \$6.2 million or 47 percent of all research funding. According to Anderson, EMU has been most successful acquiring grants within business and industry, and EMU's success rate has been relatively high across all areas of research; 51 percent for federal grants, which is double the national average, and 72 percent for state grants.

Anderson said EMU's success has been the result of smaller grants that have served as building blocks for more substantial grants.

A Letter from Provost Collins

To the University Community,



Welcome to a special publication that highlights Graduate Studies and Research at Eastern Michigan University. The main components that make up this area include the Graduate School and The Office of Research Development.

Under the leadership of Robert Holkeboer, interim dean of the Graduate School, and Brian Anderson, director of research development, these areas have been busy with several initiatives, including:

- the formal signing of a joint operating agreement between EMU-CEITA (Center for Environmental Information Technology & Applications) and the Institute of Geography, Chinese Academy of Science;
- outlining possible strategies for improving graduate application processing time in academic departments;
- assisting in the development of new doctoral proposals and graduate certificates;
- revisions in the Centers and Institutes Policy;
- improving and maintaining a Website;
- enjoying a record fiscal year in grant/contract dollar value (\$13.2 million) from external funding;
- improvements to the Graduate Studies and Research Support Fund;
- awarding Research Excellence Fund (\$296,000) grants.

These are just a few of the initiatives that Bob Holkeboer and Brian Anderson and their staff are completing. We welcome your thoughts and ideas regarding Graduate Studies and Research. I will continue to update the University community on the many collective successes achieved by Graduate Studies and Research and the colleges and units in the Division of Academic Affairs. Best wishes for an enjoyable academic year.

Provost and Vice President for Academic Affairs

INSIDE

EXPANDING INTERNATIONAL RELATIONS

From Dean Holkeboer's recent trip to China to the growing number of foreign graduate students, EMU's Graduate School has an international flavor.

The EMU faculty book club

These are a few of the faculty of EMU who have had books published in the last two years:

Dr. Stuart D. Henry (sociology, anthropology and criminology), "*Essential Criminology*" and "*The Criminology Theory Reader*"

Dr. Walter G. Moss (history and philosophy), "*A History of Russia Vol. I: To 1917*" and "*A History of Russia Vol. II: Since 1855*"

Dr. William F. Shuter (English language and literature), "*Rereading Walter Pater*"

Alethea K. Helbig (English language and literature), "*Myths and Hero Tales*"

Dr. Jonathon Lin and Dr. Jerald A. Griess (industrial technology), "*Autodesk: Mechanical Desktop Made Easy*"

Dr. Erik Lokensgard (industrial technology), "*Industrial Plastics*"

Dr. S. C. Jonathon Lin and Dr. Behrooz Lahidji (industrial technology), "*Technology Certification Programs 1997*"

Dr. Tracy S. Tillman (industrial technology), "*Directory of Engineering and Technology Certification Programs 1997*"

Dr. Charles M. Achilles (leadership and counseling), "*Problem Analysis*"

Dr. Ronald Cere (foreign language and bilingual studies), "*Exito Comercial: Cuaderno de Correspondencia y Documentos Comerciales*"

Robert Ferrett, John Preston (interdisciplinary technology), "*SmartStart: Access 97*" and "*SmartStart: PowerPoint 97*"

Dr. Nora Martin (special education), "*Black Children's Parents Imparting Discipline/Heritage*"

Dr. Ronald M. Scott (chemistry), "*Basic Concepts of Industrial Hygiene*"

Dr. Steve W. Moyer (health, physical education, recreation and dance), "*Elementary Physical Education Workbook*"

Dr. Linda F. Kurtz (social work), "*Self-help and Support Groups: A Handbook for Practitioners SAGE Publications*"

Dr. Lorraine Wilson (nursing education), "*Pathophysiology Clinical Concepts of Disease Processes*"

Dr. Michael Kasenow (geography and geology), "*Applied Ground-Water Hydrology and Well Hydraulics*"

A bright bunch!

Fulbright scholars add international flavor

Mixed among Eastern's student population this fall are five graduate students of note, who hopefully represent a growing trend at EMU.

Three Fulbright Scholars returned to campus this fall, joined by one new Fulbright and Eastern Michigan's first Rotary Ambassadorial Scholar.

"Eastern Michigan University is surfacing as a recipient of Fulbright and other very prestigious scholarships," said Paul Dean Webb, director of Foreign Student Affairs. "There are so many wonderful things going on here. It's very nice to bask in the sunlight of our school's good name."

Returning to campus for a second year of study are Fulbright Scholars Cynthia Bajana, an international business student from Ecuador; Ioana Campean, a historical preservation student from Romania; and Trevor Pittman, a music student from Canada.

Joining the scholars are new Fulbright recipient Luma Tarazi from Palestine, who will study psychology and clinical behavior, and Ambassadorial Scholar Masao Ueda of Japan, who will study Teaching English To Speakers of Other Languages.

"I am very excited that prestigious scholars are choosing Eastern Michigan University," said David Archbold, assistant director of Foreign Student Affairs. "Luma is the first person with a Palestine passport we've ever had here," Archbold said. "Masao comes to us from

Rotary International. EMU wasn't on the Rotary International list until last year. It's very prestigious not only to attract this Ambassadorial Scholar, but to do it in the first year the University qualified for the list.

"I hope Masao is the first of many to come, and a sign that we're going from a regional institution to a world-class one."

EMU will enroll about 120 new international students this fall in graduate and undergraduate programs. Leading the list of home countries are China, Japan, Taiwan, India and Canada.

One change in Eastern Michigan's international student population is that now there are more graduate students than undergraduates. "It's the first time in several years that graduate students will outnumber the undergraduates," he said.

What hasn't changed is the importance of international students to EMU's diversity. "I think their presence adds perspective in the classroom that wouldn't be there otherwise," Archbold said. "Their mere presence introduces global issues and adds a cultural richness and diversity. It gives American students an opportunity to form friendships and relationships and learn about people from other countries in a one-on-one situation."

More information is available on the International Student Association by calling the Foreign Student Affairs office at 487-3116.

EMU Fulbright Scholars (with home country and major):

Cynthia Bajana,
Ecuador
international business

Ioana Campean,
Romania
historical preservation

Trevor Pittman,
Canada
music

Luma Tarazi,
Palestine
psychology

Rotary Ambassadorial Scholar:

Masao Ueda,
Japan
Teaching English As A Second Language

New certificate programs for adult learners

By Linda Rider

Rungs are being added to the academic credential ladder in major universities throughout the country. And, Eastern Michigan is no exception to that trend.

This new step into graduate education is, however, not new to EMU. Graduate certificate programs have been offered here for more than a decade. Today, there are a dozen programs at EMU, with nearly 30 in the development process. There are more than 2,000 graduate certificate programs in the U.S.

Certificates can enhance career opportunities, enable a student to achieve a higher pay scale at work, redirect a stagnant career and act as a passage to a graduate degree, said Dr. Robert Holkeboer, interim dean, graduate school.

"While certificate programs provide an option for currently enrolled students, they also identify and attract new markets to EMU," said Holkeboer. "Students with full-time jobs and family responsibilities often opt for a

certificate program because it doesn't seem quite so overwhelming. We encourage departments that want to develop new certificate programs to choose courses that will apply toward a master's degree because students often find they are empowered to continue in a degree program after they get started with or complete a certificate program. It's like packaging products in small containers to attract those who are not ready for the big gulp."

Another advantage is for the person who may already have advanced degrees, but needs to become specialized in order to enhance an existing job or situation at work.

"Say, for example, you were working in a pharmaceutical company and wanted to get into health and safety," said Holkeboer. "You could get a certificate that would give you expertise in the removal of toxic wastes and parlay that into a role as trainer for safer procedures in the laboratory."

The graduate certificate and advanced graduate cer-

tificate both require at least 12 graduate-level credit hours to be completed within three years.

Graduate certificates being offered are: artificial intelligence, clinical research administration, gerontology, historic preservation, legal administration, state and local history, TESOL (Teaching English to Speakers of Other Languages), business administration and quality technology.

Certificate programs in various departments under development or awaiting approval include: hispanic language and cultures, business german, general business, 10 specialty MBA certificates, MBA update, 11 teacher education certificates, teaching in health care systems, textiles testing, information security and software engineering.

Dr. Andrew Dempster and Dr. William McMillan, professors in the department of computer science, developed the certificate program in Artificial Intelligence in the late 1980s. McMillan said it's a

good way to introduce students to departments.

"Certificate programs are stepping stones to degrees," he said. "We consider it an entrance into our department and another way to make our degree programs look attractive."

Certificate programs are well recognized, said Holkeboer. "Many producers are some of the most distinguished universities in the country like Columbia University and Yale University," he said. "And there's a high recognition value among employers."

"My hope is that certificates continue to be wisely designed by faculty intimately familiar with the marketplace. This concept identifies a whole new market for Eastern," he said. "The courses, which can be offered offsite and on the Internet, will make it possible for adult learners to acquire a graduate certificate or degree who would have otherwise considered it too daunting a project."

Grad school hopes to reap benefits of new cooperative agreement with China

By Ward Mullens

Dr. Robert Holkeboer, interim dean of Graduate Studies and Research, likes to keep an "international perspective." The fact that he speaks five languages, several fluently, helps.

This summer Holkeboer had the chance to expand his international horizons, along with those of the Graduate School.

Holkeboer traveled to China as part of an Eastern Michigan University contingent sent to sign a formal cooperative agreement between EMU's Center for Environmental Information Technologies and Applications (CEITA) and the State Key Laboratory of Resources and Environment Information Systems (LREIS), Institute of Geography, Chinese Academy of Sciences in Beijing.

Other members of the EMU contingent included Don Loppnow, associate vice president for extended programs, and Dr. Yichun Xie, professor of geography and geology.

"This is one of the most permanent international agreements we've signed," said Holkeboer. "The usual pattern is to make a trip, sign an agreement, come back, get busy and forget about it. I feel different about this agreement because of the relationships between Dr. Xie, and Dr. Chenghu Zhou, director of LREIS."

"Dr. Xie and Dr. Zhou are pioneers in Geographic Information Systems," Holkeboer said.

Another key in solidifying the relationship between EMU and its Chinese counterpart, Holkeboer said, was the fact that representatives from Beijing visited Ypsilanti for two weeks in August.

"We have gotten to know one another very well," he said.

Holkeboer said the benefits of the new cooperative agreement to EMU's



Graduate School are numerous. The obvious benefit is the ability of both institutions to provide a joint degree and to allow student and faculty exchanges.

"China is a huge marketplace for potential students and we would like to attract more international students," said Holkeboer. "For every student

INTERNATIONAL GROUP: Representatives of Eastern Michigan University and several different institutions in China visited each other's countries during the summer to work out EMU's newest cooperative agreement. Members of the group

"It strengthens our ability to get grants. There is strength in numbers and collaboration."

— Dr. Robert Holkeboer, interim dean of the graduate school

the U.S. sends abroad, 10 international students come to the U.S. American higher education is a product that is in extremely high demand."

Related to the research side of the graduate school, Holkeboer said the agreement with China provides opportunities for global grants and contracts.

"It strengthens our ability to get grants. There is strength in numbers and collaboration," he said.

"Great things happen as a result of relationship building," Holkeboer said.

are (l-r): Dr. Wang Wuyl, deputy director of the Institute of Geography in Beijing; Dr. Qianjun Zhao, deputy director of LREIS; Dr. Robert Holkeboer, interim dean of graduate research and studies; Dr. Ray Schaub, director of the World College; Dr. Jim Waltz, associate dean of arts and sciences; Dr. Andrew Nazzaro, geography and geology; Dr. Chen Shu Peng, professor of geoscience at Peking University and Dr. Yichun Xie, Eastern Michigan professor of geography and geology and director of CEITA.

KCP program helps minority grad students

By Julie Saksewski

Increasing the pool of under-represented minority faculty candidates pursuing full-time teaching careers in post secondary education in the state of Michigan is the goal of The Martin Luther King Jr., Cesar Chavez, Rosa Parks Future Faculty Program (KCP).

"It's a wonderful program for masters and doctoral students because it addresses the need to have more minority representation in the classroom," said Dr. Patrick Melia, associate dean of the graduate school.

The KCP program gives financial awards to masters and doctorate level students in public universities who will pursue a full-time academic career in post-secondary education. Students have a three-year responsibility to teaching in the state of Michigan or Illinois. If they complete the three years of teaching post-secondary education, then the debt is erased.

"I tell people it's like a loan. Until you complete your

three years of full-time teaching, then it becomes a grant," said Melia.

Michigan currently has a reciprocal agreement with Illinois. Michigan, according to Melia, is also trying to reach agreements with other states to expand the program.

"The state has bent over backwards to help EMU students in the program," said Melia.

The program was created by the Michigan legislature to help increase the number of minority teachers in classrooms. Melia said the state wanted to increase the number of role models for minority and majority students. EMU has had almost 100 people participate in the KCP program since it began in 1988.

KCP students from Michigan and Illinois will travel to a professional and academic conference in November so they can learn about job placement and networking, among a number of other things.

For more information, call 487-0379.

And the award goes to ...

Sabbatical Research Awards (Spring-Summer '98)

Gian Mario Beasana, mathematics, "Two Open Problems in the Classification of Algebraic Surfaces"

Diane Drette, associated health professions, "Compensatory Strategies for Cognitive Deficits among Brain-Injured Patients"

Alfredo G. Esposto, economics, "Economic Freedom and the Quality of Life: A Quantitative Analysis"

Beverly Goodman, English language and literature, "The Phonetics and Phonology of English"

Tamara L. Greco, biology, "Factors that Contribute to Neural Tube Defects"

Carol J. Haddad, interdisciplinary technology, "Improving the Union Outreach Capabilities of Manufacturing Extension Centers"

James P. Holoka, foreign languages and bilingual studies, "Marathon and the Myth of Same-Day March"

Michael Kasemow, geography and geology, "A Novel Method for Quantifying Aquifers"

David Kass, biology, "Genetic Instability Associated with the Progression of Breast Cancer"

Diana Pancioli, art, "Extrusion/ Mold Making for Artists/Potters"

Steven John Pernecky, chemistry, "Effects of inhibitors and inducers of Cytochrome P450 on Viability of T-Lymphocytes"

Silvia von Kluge, psychology, "Conditioning Mechanisms in the Brain as They Apply to Drug States"

Provost's New Faculty Research Awards
Peter A. Bednekoff, biology, "Can Birds Use Their Peripheral Vision for Predator Detection?"

Jeffrey Bernstein, political science, "Subjective Values of House Seats and Congressional Career Decisions"

Gian Mario Beasana, mathematics, "Surfaces Contained in Quadric Cones in the Five Dimensional Complex Projective Space and Their Defining Equations"

Lori Burlingame, English language and literature, "Oral Tradition in Contemporary Native American Fiction"

Diane Drette, occupational therapy, "Compensatory Strategies for Cognitive Functioning Among Acquired Brain Injury Patients"

Heinz Insu Fenkl, English language and literature, "In the Old, Old Days When Tigers Smoked Tobacco Pipes"

Vance Kennedy, chemistry, "Chemistry of Boron Subphthalocyanines"

Charles P. Lambert, HPER&D, "Influence of Exercise on the Immune System of Persons with Multiple Sclerosis"

Pamela Rulter-Feenstra, music, "Formatting and Publication of the Grimm Tabulatur"

Charles E. Simmons, English, "Historical Study of Detroit Area Precollege Engineering Program (DAPCEP)"

Richard Stahler-Sholk, political science, "Political Transitions in Southern Mexico and Central America Field Research in Spring/Summer 1998"

Research Excellence Fund helps many projects

Michigan is experiencing a labor shortage. According to a 1996 study by the Office of Automotive Transportation at the University of Michigan, it could get worse as an estimated 129,000 retire from the auto industry over the next several years. The jobs they will be vacating will require much higher levels of technical skill as the auto industry, like many industries, becomes more high tech.

This is a nationwide problem," said Charles Monsma, director of the Institute for Community and Regional Development (ICARD), "There is a gap between skills of those entering the workforce and what employees need." Monsma said the skills gap is a challenge to the community to devise methods of measuring what skills are lacking and to figure out ways to adequately train our workforce.

ICARD recently received a grant from the EMU Research Excellence Fund to establish a program dedicated to workforce development. Monsma envisions the REF award as a means to stimulate more activities related to workforce development at the University. The three goals of the REF program are to seek support for research, to establish a model for measuring local workplace needs, and to serve as a conduit for information for all those working in the field at EMU.

Other projects completing their third year of REF funding include the microbiology research facility, photonic sensors, and the Coatings Research Institute.

Although ICARD has been involved in workforce development projects for a decade, until now there has not been a way to coordinate all these activities.

Two of the researchers in this field, Marvin Pasch and

Sarah Huyvaert, both from the College of Education, are working with Ypsilanti High School to gather data on their graduates. The school is tracking the graduates' progress in their careers and the students are reporting on how they feel their high school education has prepared them for the world of work.

Pasch began working on this question through a project called the Employability Index. ICARD, in conjunction with the Washtenaw Education-Work Consortium, has been working for more than a year on this project. The goal is to provide measurable indicators as to how well the local educational communities are preparing students for the world of work. Once developed, this index will serve as a national model and can be used by other localities across the country. The data that are gathered for the Index can have applications such as serving as an evaluation tool for school-to-work programs, said Monsma.

The three key data sources for the Index are educators, graduates and employers. One of the challenges is to determine which indicators are most important to a graduate's marketability—whether it is specific academic measures and technical skills or less tangible factors such as adaptability and drive. Monsma indicated that the REF funding will provide released time for faculty interested in working on the Index. Currently ICARD is gathering data from 53 businesses in Washtenaw County on which skills they are looking for in employees. The businesses represent all the major industries in this country, including healthcare, printing and publishing, information technology and traditional manufacturing.

Monsma projects that ICARD will have a working model of the Index within two years.

Search for GSR dean continues

Finding that perfect candidate for a job can be time-consuming and complex and it's no different in a university setting.

"The most important thing is to hire an extremely qualified person," said Jerry Robbins, who is chairing the 12-member committee in charge of Eastern Michigan's search for a new dean of the graduate school.

Robbins said a search can last from several weeks to several years, although the average search lasts about an academic year. Most universities do national searches in order to find the most qualified candidates although internal candidates have also proven to be strong contenders.

"There is no rule of thumb regarding internal and external candidates," he said. "Both types of candidates have their strengths. A strong internal candidate knows the campus and the community and wouldn't need as much lead time. External candidates bring fresh ideas and different ways of doing things."

Committee members are: James Berry and Beverley Geltner, leadership and counseling; Betty Brown-Chappell, social work; Ruth Ann Hansen, associated health professions; Mary Hermon, management; Thomas McDole and David Boggs, business and technology education; William Miller, honors program; Wade Tornquist, chemistry; Brian Anderson, research and development; Patrick Melia, graduate school; and Robert Dodge, marketing. Frank Gacioch, an employment/affirmative action specialist assigned to academic affairs, helps guide the human resources aspect of the committee.

Advertising for the position began in July and will run through Sept. 15. After that the committee will narrow the field to 3-5. Currently there are at least 23 applicants.

"We're looking for someone with leadership. The person charged with this position will have some very good graduate programs and a lot of research to work with," said Robbins.

The target for hiring a dean is between Jan. 1, 1999 and July 1, depending on the availability of the successful candidate, said Robbins.

Changes implemented in institute, labs, center policy

An institute, laboratory, or center is a unit that has been organized to fulfill divisional and institutional goals for research, teaching, service, and/or corporate training and that derives significant financial support from sources outside the University.

Approval and Oversight

The creation of an institute, laboratory or center in the Division of Academic Affairs requires the formal written approval of the Provost and Vice President for Academic Affairs.

Organization

When the scope of a unit is limited to the disciplines represented within a single academic department, or to one or more academic departments within a single college, it will normally operate under the supervision of a department head, dean or institute director. When its scope embraces disciplines in more than one college, it will normally operate under the supervision of the Associate Vice President for Extended Programs.

Financial Support

Institutes and laboratories are created and maintained on the basis of their long-term funding prospects; centers are created around short-term funding prospects. Therefore, institutes and laboratories will be subsidized by the Provost and Vice President for Academic Affairs, whereas funding for centers will normally be the responsibility of the supervising unit.

Institutes and laboratories will retain 35 percent of the indirect cost they recover. Centers will retain the normal unit share (20 percent) of the indirect cost they recover.

Approval Procedure and Timeline

Proposals for the creation of institutes, laboratories, or centers that do not require base funding may be submitted at any time and a decision will be made on their status within 90 days of submission.

Required Annual Report

No later than August 31, the supervisor of an approved institute, laboratory or center will submit copies of an annual report.

Academic Integrity Committee members

Robert Holkeboer, interim dean, Graduate Studies and Research Misconduct Policy Officer (MPO)

Caryn Charter, Office of Research Development

Jennifer Beller, HPERD

Frank Jones, Coatings Institute

Susan Ravenscroft, accounting

Deborah Heyl-Clegg, chemistry

Jacqueline Newsome, nursing

Wade Tornquist, chemistry

Univ. Research Advisory Council

Robert Holkeboer, Graduate Studies and Research

Brian Anderson, Office of Research Development

Marshall Thomsen, physics

Tim Ziegenfuss, hperd

Betty Beard, nursing

Anthony Adamski, interdisciplinary tech.

Robert Hanson, finance

Dale Rice, special education

John Massingill, Coatings Institute

Joanne Caniglia, mathematics

Barbara Diamond, teacher education

Charles Monsma, ICARD

Yichun Xie, CEITA

Regional OSHA conference at EMU focuses on repetitive stress injuries

"Effective Practices in Ergonomics" is the theme of the OSHA Present Regional Conference on Ergonomics Sept. 19 at Eastern Michigan University's McKenny Union. The conference is sponsored by the department of Labor's Occupational Safety and Health Administration.

Sponsors of the event include the OSHA Training Institute-Motor City Education Center at EMU and OSHA Region IV. The conference will focus on ways to combat repetitive stress injuries, one of the nation's fastest growing groups of preventable job injuries and one the costliest threats to worker health.

"Our goal of this conference is to provide an innovative and exciting learning and networking opportunity with a variety of case studies, workshops and take-homes that conference attendees can use immediately to increase their effectiveness in establishing ergonomic work practices and programs in their organizations. We are very pleased to work with the federal government, the state of Michigan and employers and employees of the region to present this cooperative effort," said Beth Stoner, director of the OSHA Training Institute-Motor City Education Center.

Featured speakers include Graciela Perez, ScD,

Osha's national coordinator of all ergonomics inspections; luncheon keynote speaker Greg Watchman, deputy assistant secretary for OSHA; Jim Miller, training instructor with the OSHA Training Institute in Des Plaines, Ill., as well as a variety of speakers and panelists who have established successful ergonomic programs in their organizations. A number of exhibitors will be available throughout the day to present information on ergonomics products and services.

The conference is designed for small to mid-sized businesses as well as larger corporations. Safety and health professionals, employers, workers, unions, trade and professional associations will share information on reducing ergonomic hazards in the workplace.

The one-day program, focusing on the case studies and practical applications of ergonomic principles, will provide an ideal opportunity for the presenters and participants to share the lessons learned from successful workplace ergonomic practices.

This is the tenth in a series of 10 regional conferences scheduled by OSHA around the U.S. For details on the conference or to register, call 800.487.6988.

Library's Paradox is campus' gain

Most librarians spend their careers trying to keep food and drink out of the library, and they spend a good deal of time saying "shhhhh."

At Eastern Michigan University's new Bruce T. Halle Library, both traditions have fallen away inside EMU's trendy Paradox Cafe.

"Traditional librarians make it a lifetime pursuit to keep food and drink out of the library. And they spend a good deal of time shushing people," said Morell Boone, dean of learning resources and technologies. "The Paradox Cafe brings it all into the Halle—food and drink and noise and I say, 'Viva la difference.'"

Appropriately named by Boone as The Paradox Cafe, the food service is located on the

ground level of EMU's newly opened \$41 million library facility. The cafe's lobby shop and food court offer trendy meals and snacks, bottled waters, sodas and fun distractions to renew the tired during study breaks. Add in a cappuccino machine, imported candies, homemade cookies and a mix of fruit juices — it's a student oasis.

"I think it's awesome," said Leta Robertson, an EMU junior from Woodhaven.

"This is a great idea. When you've been studying hard, this is more than just vending machines. It's a cool area where you can take a break, relax and find almost as much variety among the snacks as the books."

Fresh soups and sandwiches are sure to be the hit on a cold

winter's day, said Nick Seth, general manager of cash operations for EMU's dining services.

"We're pleased to be offering these services. There are fresh products and convenience items."

Put deli sandwiches, hot dogs, cheese, cookies and fruits on the list; add gourmet coffees, espresso and cappuccino; for entertainment, the Barnes and Nobles Top 10 paperback books are available; and top it off with a nice lounge to sit and eat," he said.

Seth said while food and beverages must be contained in certain areas, the cafe offers a quiet corner to rest and relax.

"Students used to have to leave campus for this experience. Now, we offer it where we encourage them to learn."

Kurt Elling Quartet jazzes up Pease Sept. 18

The Kurt Elling Quartet — which features "one of the most interesting and innovative jazz singers to come along in years," according to music expert Artie Shaw — will be performing at Eastern Michigan University's Pease Auditorium Friday, Sept. 18, 8 p.m.

Tickets are \$20 and may be purchased at Ticket Master at 248.645.6600 or at the EMU Box Office at Quirk Theatre at 734.487.1221, starting Sept. 8.

Elling made his debut in 1995 with the arrival of his album *Close Your Eyes*. Since then, he has been nominated for two Grammy Awards for Best Jazz Vocalist.

"I just want to play for as many people as I can," said Elling. "The more I perform, the better I get,

and I want to be the best possible jazz singer I can be. Jazz singing doesn't have to be the same old thing. There's so much to be said. Jazz can fly under its own power, be clearly jazz and offer new sounds."

In just two years, Elling has become internationally known as a jazz vocal artist and has worked such prestigious venues as Carnegie Hall.

"We are truly honored to have Kurt Elling as our first artist in EMU's 1998-99 Performing Arts Series," said Melissa Ginotti of EMU's Campus Life Programs. "Elling represents the kind of innovative and exciting artists who we attempt to present at Eastern Michigan."

Call 487-3045 for more information.



Grant writing workshops available

The Office of Research Development is offering several grant writing workshops. The workshop schedule: "Introduction to the World of Grants," Tuesday, Sept. 15, 9:30-10:15 a.m., Starkweather Hall, second floor; "Professional Writing Tips," Wednesday, Sept. 16, 9-9:45 a.m., Starkweather Hall; "Developing Your Budget," Friday, Sept. 18, 2-2:45 p.m., Starkweather Hall. Call 487-3090 or e-mail donna.noffsinger@emich.edu to register.

The only way to go

The Provost is funding travel opportunities for graduate students. Guidelines and application forms can be picked up in the graduate school, Starkweather Hall. Application deadlines are Sept. 30 and Jan. 30. A committee will review the applications in two groups and make awards. If you have a student who is scheduled to attend a conference, please encourage them to apply for the travel funds.

Writing Center open

The Writing Center is now open for Fall 1998. Hours are: 9 a.m.-5 p.m., Monday and Tuesday; 9 a.m.-7 p.m., Wednesday and Thursday; 9 a.m.-1 p.m., Friday. The Writing Center is a free service available to all currently enrolled EMU students. Call 487-0694 for a 30 minute appointment, and bring the assignment sheet and a draft to the appointment.

Career conference set

The Career Services Center, along with the College of Business and the ANR Pipeline, will sponsor the Eighth Annual College of Business Career Conference, Wednesday, Sept. 16, 8 a.m.-6 p.m. Area employees along with EMU faculty and staff will present workshops and various job search strategies. The keynote speaker is Cindy Schlager, professional speaker and consultant. Call 487-4099 for details.

Library offers tours, workshops

The Bruce T. Halle Library is offering drop-in guided tours of the new facility, Monday-Friday, 10 a.m.-3 p.m. Tours are available in the evenings Sept. 10, 16, 22, and 28 from 6-8 p.m. Saturday tours begin at noon. Tours begin in the atrium lobby and no reservations are required.

The library also is offering drop-in sessions to introduce the Voyager on-line catalog system. The sessions are Sept. 8-11 and 14-18, 11 a.m.-2 p.m. Saturday sessions will be Sept. 12 and 19, 1 p.m. The sessions meet in Room 110, Main Floor. Appointments can be made for evening sessions. Call 487-0020, ext 2139.

If you have an event you would like to make the campus aware of, please call 487-4400 or send it to 18 Welch Hall.

Student newspaper goes on-line

By Julie Saksewski

The *Eastern Echo*, EMU's student newspaper, is now on the Internet [www.echoonline.emich.edu]. There are stories from the *Echo* along with classified and display advertising. The site will be updated every Friday.

The idea for *Echo* On-line has been around since 1995, according to Cathy Jentoft, director of student

media. The planning and design of the Web site began in March 1998. A team of students from the staff has been responsible for developing the site. The purpose of the site is to spread awareness about EMU, according to Rich Magyar, computer support specialist for the *Echo*.

"Everyone who's contributed something to this project has a right to feel proud of it," said Magyar.

"We want to bring the news of EMU's campus to more people as more students take advantage of EMU's off-campus classes," said Jentoft.

The site offers the same type of information as the newsprint version of the *Echo*. There are pages for news, sports, op/ed, features and a site index with general information about the *Echo*.

The site is far from finished. There are plans to add

more graphics and photos, as well as make it possible to place an ad on-line. Readers and browsers also will be able to communicate with the editors on-line.

"Everyone here at the *Echo* is very excited about our venture into this new communications medium. The real challenge now is to get the message out there, that the *Echo* On-line is open for business," said Magyar.

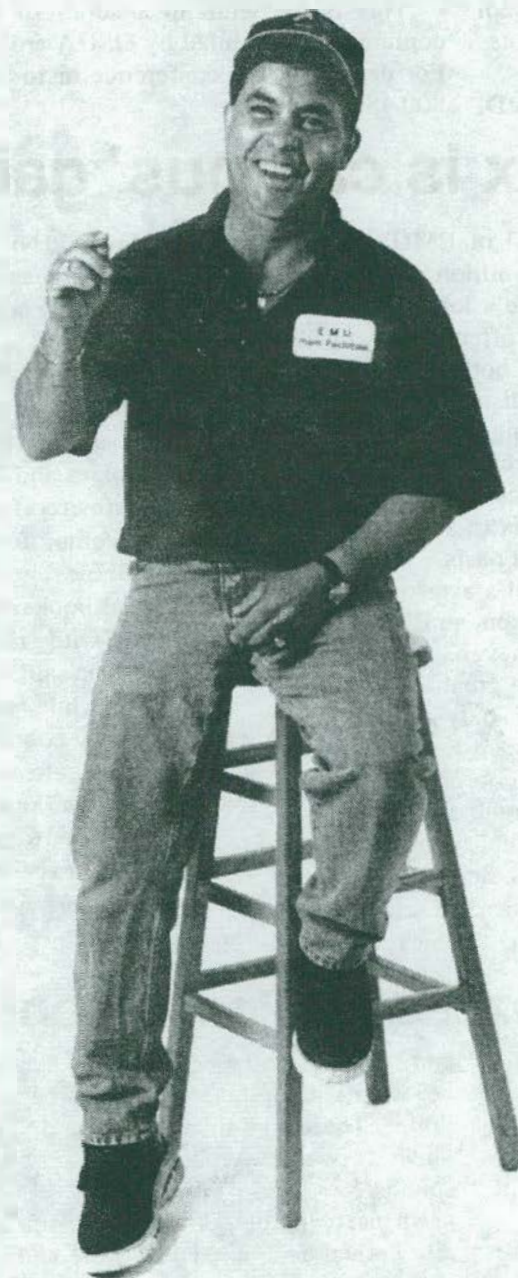
Why I work at Eastern Michigan University

I began working here in 1990 as a custodian at the College of Business. I also worked on a trash/delivery truck. From there I was made a temporary supervisor and now I start work at 3 a.m. every Friday taking care of King Hall.

I don't mind the hours because it gives me a lot of extra time to be with my grandkids. One is four and one is 14 months. Sometimes that's harder than working!

I like having all of the people around on campus. The students are nice and the faculty are too. I have built a lot of friendships on campus by just getting a conversation going. I know at least one person in every building on campus.

There is a nice atmosphere here and it's a good place to work. I plan on retiring from here!



Earl Adkins,
Custodian,
King Hall

EASTERN MICHIGAN UNIVERSITY,
The Learning Edge

JOBLINE

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Compensation/Employment Services Office and received no later than 4:45 p.m., Monday, Sept. 21. NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-0016.

The Compensation/Employment Services Office announces the following vacancies.

CLERICAL/SECRETARIAL

(Minimum Bi-Weekly Salary)

CSBF9905 CS-04 \$764.62
Safety Dispatcher, Public Safety.
Varied hours.

CSBF9906 CS-04 \$764.62
Safety Dispatcher, Public Safety.
Varied hours.

CSBF9907 CS-04 \$764.62
Senior Account Clerk, Accounts Payable.

CSAA9905 CS-05 \$864.04
Senior Secretary, Collaborative School Improvement Program. Microsoft Word and Excel experience desirable.

FOOD SERVICE/MAINT.

(Minimum Hourly Salary)

FMSA9903 FM-06 \$7.58
Custodian, McKenny Union and Campus Life. 50% Appointment. Variable days.

PROFESSIONAL/TECH.

(Minimum Bi-Weekly Salary)

PTAA9902 PT-07 \$1,060.91
Coordinator Computer Literacy Laboratory, (REPOST) Computer Science.

PTBF9904 PT-07 \$1,060.91
Accountant II, Financial Services- (REPOST) Accounting. (Non Academic)

PTAA9905 PT-08 \$1,209.55
Workplace Education Specialist (Computer Applications/Math), Center for Management and Leadership. Grant Duration.

PTAA9906 PT-08 \$604.78
Workplace Education Specialist (Computer Applications/Math), Center for Management and Leadership at Assembly. Grant Duration. 50% Appointment.

PTAA9907 PT-08 \$604.78
Workplace Education Specialist (Computer Applications/Math), Center for Management and Leadership at Romulus Carlite. Grant Duration. 50% Appointment.

CAMPUS POLICE

(Minimum Bi-Weekly Salary)

CPBF9902 CP-01 \$1,106.33
Officer: Campus Police, Public Safety.

An Affirmative Action/Equal Opportunity Employer