



News for  
Eastern Michigan  
Faculty and Staff

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## Blue Ribbon panel focuses on civic engagement

By Ron Podell

Helping students at an elementary school in New Orleans during a winter break a few years ago sparked a passion in Eastern Michigan University senior Angelina Hamilton to make civic engagement a more prominent part of her life.

"Service has always been an important part of my college career," said the political science major. "I felt it really took off after being involved in the Alternative Winter Break program. That was what really shaped me as a citizen."

Hamilton's testimony was part of a March 12 hearing conducted by the Michigan Campus Compact's Blue Ribbon Panel on the Civic Good of Higher Education in Welch Hall. Eastern Michigan University President Samuel A. Kirkpatrick and Doug Hart, R-73rd District, vice chair of the House of Representatives Higher Education Committee, headed the panel of state legislators, members of the Michigan higher education community, and community and nonprofit representatives.

The purpose of the hearing was to discuss components of civic engagement on college campuses; bring attention to the importance of campus civic engagement; and highlight cost savings and benefits to the state and local communities through the civic engagement of college students.

Fellow EMU student Toyin Olatunji also provided her first-hand experience in civic engagement.

"This gave me the courage to let me know that I could make a difference," said the graduate communications major who



**CIVIC MINDED:** Elvia Krajewski-Jaime, director of EMU's Center for Community Building and Civic Engagement, provides testimony at a hearing of the Michigan Campus Compact's Blue Ribbon Panel on the Civic Good of Higher Education March 12.

has given her time to VISION's "Best Buddies" program and worked with the homeless. "This has had an effect on the classes I've chosen, internships I've done, and where I want to work."

Olatunji proposed to the panel that they encourage universities and colleges in Michigan to implement service-learning programs and services into every student's education. She also asked that the panel create a way to assess the impact of service-learning and its outcomes.

"The students shared some real special insights by making their request for service-learning for all students," said Andy

SEE PANEL, page 4

## EMU accepted to participate in AQIP process

By Ron Podell

In the future, Eastern Michigan University will participate in a new reaccreditation process, one in which the institution will be evaluated in an ongoing fashion rather than once every decade. The University received confirmation from The Higher Learning Commission (NCA) March 1 that the University has been accepted to participate in the Academic Quality Improvement Project (AQIP) accreditation process.

"With this letter, your participation in the Commission's Academic



Quality Improvement Program officially begins, inaugurating a new relationship between Eastern Michigan University and the Commission," wrote Steven Crow, executive director of The Higher Learning Commission in a Feb. 13 letter to EMU President Samuel A. Kirkpatrick.

The University had applied for AQIP accreditation last December.

"It is a way of accountability that is ongoing rather than periodic," said Don Loppnow, senior executive, strategic planning and continuous improvement. "It's built on continuous improvement and quality improvement processes."

Reaccreditation through AQIP makes sense for EMU because one of the University's six major directions emphasizes improving institutional effectiveness,

SEE AQIP, page 4

## EMU women try on slipper for "Dance"



**NCAA BOUND:** Eastern Michigan University basketball coach Suzy Merchant (far left) and her Lady Eagles are all smiles after defeating Bowling Green 65-56 at Cleveland's Gund Arena March 13 to claim the Mid-American Conference Tournament championship for the first time in school history.

By virtue of their win in Cleveland's Gund Arena, the Lady Eagles (22-7) received the MAC's automatic berth in the NCAA Tournament, often referred to as the "Big Dance." The Lady Eagles will take on # 3 seed Boston College (25-6) in the first round Saturday, March 20, in Columbus, Ohio.

# Ergonomics Fair provides tips for workplace comfort

By Kathleen Shields

If you think your job is a great big pain in the neck, you may be right. It may also be a pain in the back, cause eye-strain, and result in some tingling or stiffness in the hands and arms.

These are the major complaints Eric Ward hears from EMU staff members who spend the majority of their workday at a desk or in front of a computer screen.

To combat such workplace ailments, Ward, health education coordinator in Health Services, teamed up with other key campus groups or departments to host "Work Smarter, Not Harder," the University's first ergonomics fair.

Melanie Jorgensen, health and safety specialist from EMU's Health and Safety office; UAW 1975 Health and Safety Representative Toni Taylor; and members of the EMU Employee Wellness Committee also were involved.

Ergonomics is the applied science concerned with designing and arranging things people use so that the people and things interact most efficiently and



**FOR YOUR EYES ONLY:** Bob Kinkaid, of Kincaid & Associates, adjusts a flat-screen monitor to provide easier viewing for Jeanette Hassan, EMU's director of benefits, during the Ergonomics Fair March 9. Hassan also learned the importance of having a computer keyboard set in the right position and height as well as adjusting back and armrests for chair comfort. More than 100 EMU faculty, staff and students attended the first-ever event in McKenny Union's Tower Room.

Photo by Ron Podell

safely.

"Most of the time when people hear ergonomics, they think, 'oh, yeah, how your desk and chair is set up,'" Ward said. "Really, ergonomics is making your entire environment work for you instead of against you.

When you are more comfortable at your workstation, you feel better. You are more productive and you have more balance — at work and at home. We say that ergonomics and wellness go hand-in-hand."

To that end, Health Services

and the Employee Wellness Committee invited representatives from the REC/IM and the Office of Nutrition Services to provide their own information.

Jeanette Hassan, director of benefits programs in human resources, attended the fair to obtain information about problems she's been experiencing with her hands.

"I went because the fair was not very costly or time-

consuming. I did not have to look up exercises. I did not have to research chairs. I could ask questions and get answers on the spot," Hassan said of her experience. "I also am very supportive of the Employee Wellness Committee and their efforts to

improve employee health."

"We want people to know that the University cares about them as an employee, and that there are a number of resources available right here that faculty and staff members can tap into," Ward said.

Fair attendees saw a "good desk, bad desk" demonstration; sat down with a Boise Cascade representative and received some personalized workplace tips; and practiced in-your-seat exercises that were demonstrated to help prevent neck and back strain.

"We are trying to make this issue real," Jorgensen said. "We are not trying to push products. Most of these fixes are low-cost or no-cost, and involve items that people already have in their offices."

For example, keeping your feet flat on the floor is important, Jorgensen said. People can accomplish that by adjusting the seat height of their chair. If that is not an option, a footrest is necessary, and it can be as simple as using a telephone book, she said.

"Setting up a work station for optimum effectiveness is one of the first tasks an office worker should do," Jorgensen said.

## SERVICE ANNIVERSARIES

These people are celebrating service anniversaries with the University in March.

30 years

Richard Schwarze (34 years)

University Communications

25 years

Linda Fletcher (25 years)  
dining services

Charles Fulford (25 years)  
academic advising

20 years

Karen Burke (20 years)  
Continuing Education  
Regional Center  
Livingston County

10 years

Mary Denoyer (10 years)  
office of the registrar

## EMU BY THE NUMBERS

Since 1989, the Children's Institute has served as the on-campus early childhood program for children of Eastern Michigan University students, faculty, staff and the surrounding community. In addition, the Children's Institute serves as a placement site for EMU students pursuing degrees in the field of early childhood education. Currently, there are 137 children who attend. The breakdown of where children come from is as follows.

59 - student families

50 - community families

18 - staff families

10 - student/  
staff families



Source: Children's Institute

## MAKING A SPLASH



**HOW REFRESHING:** Eastern Michigan University men's swimming and diving coach Peter Linn (center) enjoys a celebratory splash with his team after winning the Mid-American Conference Championship March 6. It was the 24th MAC championship for the men's team.

# EMU celebrates excellence with week of awards, events

By Summer Wilhelm

Eastern Michigan University will honor its best during its annual Salute to Excellence Week March 22-26.

The weeklong celebration of achievements includes the Graduate Student Research Fair, the Undergraduate Symposium, the Founder's Day/Gold Medallion Awards, the Employee Service Awards and the College of Education Awards.

Recognitions begin with the **Graduate Research Fair** Monday, March 22.

Oral presentations begin at 1 p.m. and are scheduled at various McKenny Union locations throughout the day. A poster and display presentation will be available starting at 1:30 p.m. An awards ceremony will follow from 6:15-7 p.m., McKenny Union Ballroom.

Howard Van Till, a professor emeritus of physics and astronomy at Calvin College, is the keynote speaker. He will present "Finders and Keepers: Can Religion Keep What Science Finds?" 7:30-9 p.m., McKenny Union Ballroom. Registration and light refreshments are offered from 7-7:30 p.m.

The **Student Gold Medal-**



**SYMPOSIUM SPEAK:** Eastern Michigan University student Tiffany Edwards discusses her poster presentation with Carl Ojala, professor of geography and geology, at last year's Undergraduate Symposium. The symposium is part of EMU's Annual Salute to Excellence Week, scheduled March 22-26.

**lion Awards** are scheduled Tuesday, March 23, 3:30 p.m., McKenny Union Ballroom. The awards are for student leaders and volunteers who have made outstanding contributions to EMU and the community. Categories include student leader, student volunteer, student ambassador, student innovator and student employee.

The **Human Resources Employee Service Awards** are set

for Wednesday, March 24, 8:30-10 a.m., McKenny Union Ballroom. The program recognizes retirees and employees with 10, 15, 20, 25, 30, 35 and 40 years of service. This year, there are four faculty members with 40 years of service.

The **Celebration of Faculty Excellence Awards Ceremony** is scheduled Wednesday, March 24. Registration and a social begin at 2:15 p.m. with the cer-

emony to follow at 3 p.m. in the McKenny Union Ballroom.

The **Ronald W. Collins Distinguished Faculty Awards** are the highlight of this awards ceremony. They are the highest honors given to EMU faculty members. They include the Teaching I (0-4 years teaching), the Teaching II (five or more years), Scholarly/Creative Activity and Service to the University awards.

The **Founders Day/Gold Medallion Awards** are set for Thursday, March 25, 8:15 a.m., McKenny Union Ballroom. This event is by invitation only.

Since 1982, the Gold Medallion Awards have honored persons or groups who have made significant contributions to the success of divisional programs, activities or services.

The College of Education will acknowledge its own during the **COE Student Awards** Thursday, March 25, 4 p.m., McKenny Union Ballroom. Registration begins at 3:15 p.m. The event honors students from various fields in the COE.

The **Undergraduate Symposium** is scheduled Friday, March 26. Student presentations are scheduled from 8:30-12:45 p.m. at various locations in

McKenny Union. Poster presentations will be on display in Guild Hall from 9 a.m.-12:30 p.m. All sessions are open to the public.

Percy Mangoela, former vice president of the United Nations General Assembly and ambassador from Lesotho, is the keynote speaker for the Symposium Luncheon, scheduled for 1 p.m. in the McKenny Union Ballroom. The luncheon is by invitation only.

The **Holman Learning Center's Fourth Annual Faculty and Tutor Appreciation Day** is scheduled Monday, March 29, 3-5 p.m., McKenny Union Ballroom. Last year, nine individuals were recognized with faculty awards; three with tutor awards; two with student/staff awards; and three with "Beyond the Call of Duty" honors.

The **Women of Excellence Awards Ceremony** is set for Wednesday, March 31, 11:30 a.m.-1 p.m., Eagle Crest Conference Center. The awards are designed to acknowledge members of the community who enhance and make a positive difference in the lives of women at EMU.

## Raphael, two others with EMU ties die in recent months

**C. Nicholas Raphael**, professor of geography and geology at Eastern Michigan University from 1967-2004, died Feb. 21 at St. Joseph Mercy Hospital. He was 66.

Raphael received his bachelor's degree from Wayne State University; his master's degree from EMU; and his doctorate from Louisiana State University. He became a member of EMU's faculty upon graduation from LSU.

"He was one of the most versatile members of the department," said Barry Fish, interim department head of geography and geology. "He was an intellectual leader and a true thinker, and will be greatly missed."

Throughout his career, Raphael traveled around the world and served as a guest professor at many institutions, including Monterrey Institute of Technology in Mexico; Coventry College of Education in England; The University of Riyadh in Saudi Arabia; The College of Education in Shanghai; and E.A.R.T.H. College in Costa Rica. He also served as a consultant to the Environmental Research Institute of Michigan, the National Oceanographic Atmospheric Association, the Army Corps of Engineers and the Environmental Protection Agency.

Raphael was an active member of

Gamma Theta Upsilon Society and was national editor of the GTU Journal, American Association of Geographers, the International Geographical Honor Society, Sigma Xi Scientific Research Society, The Michigan Academy of Science and the Honor Society of Phi Kappa Phi.

Raphael also was a long-time member of St. Nicholas Greek Orthodox Church in Ann Arbor. He was a Parish Council member for 25 years and taught high school Sunday school. He was a mission team member at the Hogar Rafael Orphanage in Guatemala and then joined a team that helped build an Orthodox church in Tanzania, Africa.

Survivors include: his wife, Joan; two daughters, Nicole Marie and Katherine Leigh; a twin brother, George; and a sister, Donna Coffin.

■ **H. Robert Dodge**, former professor and head of marketing at EMU from 1990-2000, died March 2. He was 74.

Dodge, who received his bachelor's, master's and doctorate degrees, all from Ohio State University, served in the United States Army as a second lieutenant during the Korean War.

He began his teaching career at the University of Nebraska and went on to teach at many other institutions, includ-

ing Ohio State University, Florida State University, California State University, the University of Southern California and the University of Texas.

After receiving a Fulbright Scholarship, he went to the University of Memphis; chaired the marketing department at Northern Illinois University; and served as dean of the Williamson School of Business at Youngstown State University.

Dodge was the author or co-author of 17 books and more than 80 professional articles and papers on many aspects of marketing. At the time of his death, he was writing a book on sports marketing.

Survivors include: his wife, Donna of Ann Arbor; a daughter, Melody Dodge of Ann Arbor; and a son, Kevin of Northville.

■ **Taki Anagnostou**, former professor of interdisciplinary technology at EMU, died Feb. 17. He was 72.

Anagnostou received his bachelor's degree from Miami University; his master's degree from Roosevelt University; and his doctorate from North Dakota

State University.

In 1986, Anagnostou was appointed professor and program coordinator of polymer and coatings technology at EMU. Prior to that, he had various development chemist and management positions at Guardsman, Chrysler Corporation, Mortell, Wyandotte Paint Products and AKZO Coatings, Inc. He also taught coatings engineering as an adjunct professor at the University of Detroit.

Throughout his career, Anagnostou has received several awards, including the Federation of Societies for Coatings Technology Roon Award, the State of Michigan Teaching Excellence Award, and EMU's Alumni Association Teacher of Excellence Award.

In 1997, the Detroit Society for Coatings Technology established an annual T.J. Anagnostou Scholarship in recognition of his contributions to the local paint and coatings industry.

Survivors include: his wife, Donna; two sons, Jonathan and Jeff; a daughter, Dawn Moore; and six grandchildren.



Dodge



Anagnostou

## JOBSLINE

An Affirmative Action/  
Equal Opportunity Employer

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 5 p.m., Monday, March 22. **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. Compensation/Employment Services office hours are Monday - Friday, 8 a.m.-5 p.m.

### CLERICAL/SECRETARIAL

(Hiring Rate)

CSBF0413 CS04 \$23,113 Data Entry Clerk II, Payroll.

CSAA0432 CS04 \$23,113 Secretary II, Office of Academic Services

### PROFESSIONAL/TECHNICAL

(Hiring Range)

PTB0407 PT06 \$27,631-\$32,271 Accountant I, Cashier's Office. Banking experience desirable. Possible flexible hours during the fall and winter setup, otherwise 8 a.m.-5 p.m.

### FOOD SERVICE/MAINT.

(Hiring Rate)

FMSA0418 FM06 \$10.73 Custodian, Pittman/Custodial Prorate, 6:30 a.m.-3 p.m., Monday-Friday.

FMBFO428 FM10 \$9.36 Custodian/Housekeeper, Group Leader, Floater/Physical Plant, 11p.m-7:30 a.m., Sunday-Thursday.

FMBF0419 \$17.17 HVAC/R Technician-Lead Absorber and Chiller Specialist, Physical Plant/HVAC (REPOST) Variable hours.

### PANEL, from page 1

Meisner, D-27<sup>th</sup> District, and a panel member. "This is a step in the right direction."

Elvia Krajewski-Jaime, an EMU professor of social work and director of its Center for Community Building and Civic Engagement, told the panel about EMU's success receiving a \$400,000 grant from the U.S. housing and Urban Development to establish a Com-

munity Outreach Partnership Center (COPC) and a \$1 million grant from the U.S. Department of Justice to create the Center for Community Building and Civic Engagement.

The panel will take information gathered from hearings statewide — including the EMU hearing — and produce a white paper to be used with the legislature, nonprofits and higher education to highlight the impact on the civic good of higher education.



### AQIP, from page 1

Loppnow said.

Launched in July 1999, AQIP attempts to infuse the principles and benefits of continuous improvement into the culture of colleges and universities by providing an alternative process through which an already-accredited institution can maintain its accreditation from the NCA. AQIP distinguishes itself from traditional reaccreditation through its concentration on systems and processes both as the basis for quality assurance and as the lever for enabling institutional improvement.

An institution must have already been accredited by NCA in order to seek reaccreditation through AQIP. EMU received its most recent 10-year reaccreditation from NCA in 2000.

Now that it has been accepted by AQIP, the next step is for EMU officials is to use the next eight months to prepare for a strategy forum, most likely in early November. At the strategy forum, EMU will identify three or four 'action projects' it wants to complete and discuss them with AQIP officials.

**EASTERN MICHIGAN UNIVERSITY:**  
Please send all submissions to Editor, *Focus EMU*, Office of Public Information, 18 Welch Hall. Please direct questions to 487-4400.

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**"People ask me if it seems strange to go to school and then launch a career in the same department. So many positive things have come to me from this institution and this career that it doesn't seem strange at all."**

**Erica Healander**  
Manager  
Risk Management

## Why I work at Eastern Michigan University

I am the manager of Risk Management and Workers' Compensation in Welch Hall. I administer the workers' compensation program as well as all different types of insurance claims, such as property and general liability. I also handle EMU's interest in M.U.S.I.C., the Michigan Universities Self-Insurance Corporation. If you count my tenure as a student employee, I have been working for Risk Management since 1996.

When I was a freshman at EMU, my sister was a junior. She encouraged me to apply for a student job she saw posted so that we could work in the same building. I found my work interesting and challenging, and my co-workers were great. So, when I graduated in 2000 and my current job was vacant, I decided to apply for it.

People ask me if it seems strange to go to school and then launch a career in the same department. So many positive things have come to me from this institution and this career that it doesn't seem strange at all.

For instance, I met my husband on move-in day when I was a freshman, and he proposed the day we both graduated.

The atmosphere here doesn't allow a person to become too comfortable. Now, I am working on my master's degree in human resources and organizational development.

Frequently, my co-workers and I go to see speakers or attend an event on campus. Every day, there is an opportunity to do and learn.

*Erica L. Healander*