

Faculty, staff honored for excellence

By Ron Podell

Rows of limos and stars in sunglasses were not present. But Eastern Michigan University rolled out its own red carpet to honor its best during the University's annual Salute to Excellence Week.

The awards ceremonies included the Graduate Research Fair Awards; the Human Resources Employee Service Awards (for years of service); Student Gold Medallion Awards; the Celebration of Faculty Excellence Awards, which included the prestigious Ronald W. Collins Distinguished Faculty Awards; Founders Day/Gold Medallion Awards; the College of Education Salute to Excellence; and the Undergraduate Symposium.

Four Ronald W. Collins Distinguished Faculty Awards — the University's most prestigious for faculty and renamed to honor the late Ron Collins, former provost, — were handed out.

Joseph Csicsila, professor of English language and literature, took home the Teaching I honor; Jamin Eisenbach, professor of biology, won the Teaching II Award; Catherine Bach, professor of biology, garnered the Scholarly/Creative Activity Award; and Mildred Lintner, professor of computer science, earned the Service to the University Award.

"Almost 100 people in the last 25 years have received Distinguished Faculty



DISTINGUISHED COMPANY: (from left) Professors Jamin Eisenbach (Teaching II Award), Mildred Lintner (Service to the University Award) and Joseph Csicsila (Teaching I Award) proudly display their Distinguished Faculty Awards, the highest bestowed during EMU's Salute to Excellence Week.

Awards from this program," said EMU President Samuel A. Kirkpatrick. "This is a testament to our institution as a whole. Our faculty make a great difference in our classrooms and our labs, but mostly they make a great difference in our students."

Office of Academic-Service Learning Fellows, Sabbatical Leave recipients, Faculty Research and Creative Activity Fellowships, Graduate School Research Support Fund Awards, Spring-Summer Research Awards and the Provost's New Faculty Research Awards also were announced at the Celebration of Excellence.

Robert Citino, professor of history and philosophy, received the Scholarship Recognition Award for his book "Quest For Decisive Victory: From Stalemate to Blitzkrieg in Europe, 1899-1940.

Sherry Jerome, professor of health, physical education,

recreation and dance; and Kevin Miller, professor of music, were winners of the Artistic Recognition Award for the Pease Auditorium production of "The Fantastic Toy Shop."

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.

"Through this celebration, we celebrate our greatest asset: our staff," said Vice President for Student Affairs Jim Vick.

Awards were presented in 12 categories at this year's breakfast ceremony March 27. Faculty and staff Gold Medallion honorees were: Patricia Cartwright (clerical/secretarial); Sarah Kersey Otto (professional/technical); Ken Rice (food service/maintenance/custodial); Ann Klaes (administrative professional);

Kay Woodiel (faculty); Pat Harris (person or group external to the division but within the University); Scott Dempsey, Meijer (person or group external to the University). In addition, Gold Medallion awards were given to Don Anderson (new employee); Matt Calfin (innovator award); Barbara Jones (divisional ambassador); Jerry Vidis (outstanding service by an individual); and Biennial Review Committee (outstanding service by a group or team).

Winners produced the expected reaction of tears and joy, including Cartwright, senior secretary in housing.

"Thank you very, very much for this award," said Cartwright, as she began to tear up. "I appreciate it so much."

"To all of my friends in Student Affairs, I say 'thanks.'"

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University, AAUP resolve unfair labor practice issues

Eastern Michigan University and the American Association of University Professors (AAUP) have successfully resolved three unfair labor practices (ULP) brought before the Michigan Employment Relations Commission (MERC) in 2001.

"We are very pleased that we were able to settle these three issues," said Paul Schollaert, provost and vice president of academic affairs.

The first ULP dealt with the development of departmental standards that allowed faculty to participate in graduate programs. The University stated that it reserved the right to comment on insufficient standards. The union felt that the decision to create and approve standards rested solely with the faculty.

"This issue was resolved when the

university agreed that it didn't have an administrative right to approve standards, but that it did reserve the right to comment on insufficient standards. EMU lives by the (AAUP) contract, so we recognize that approval ultimately rests with the faculty," Schollaert said.

The second ULP focused on the use of specific criteria to judge university programs during a review. The AAUP contract stipulates that the provost will inform faculty of criteria to be used in judging programs. As a result, the provost sent a memo to EMU's faculty, identifying five criteria for judging programs. The AAUP, however, felt the criteria proposed by the University lacked specific weights and measures.

"The university believes that weights and measures are inappropriate because

each program is different. For example, you can't compare a chemistry program with communication and theatre arts. They have different needs," Schollaert said. "That's why we used the North Central Association's criteria for judging universities, asking departments to define their mission and to demonstrate how they are meeting their mission in terms of certain criteria, including quality and instructional effectiveness."

In the settlement, the University will offer departments — several months before program reviews are due — a chance to suggest criteria on which to be judged. The criteria will then be evaluated by the appropriate dean and the university will have the opportunity to either accept or

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Study shows young get tattoos to make personal statement

By Carol Anderson

The arrival of spring on campus brings warm breezes, blooming flowers and college students showing off their personal body art.

In 1989, 3 percent of the U.S. population had tattoos and body piercings. By 1996, tattooing was the fastest growing retail business in the country and 13 percent of the population had tattoos, said Jeff Schulz, Eastern Michigan University associate professor of health education.

Schulz conducted the study, "Tattooing and Body Piercing in a College Student Population," to discover how many students get tattoos and body piercings, and their motivation and influences to seek this form of body ornamentation. Ear piercing by both sexes was not included in the study since it is a commonly accepted practice, Schulz said.

According to research, 60 percent of the U.S. population get their first tattoo or piercing between 15 and 21 years of age, Schulz said. His survey of 1,028 EMU students revealed that there was a significant relationship between age and having or wanting a tattoo.

Schulz said his initial interest in this topic resulted from his dissatisfaction with the amateurish tattoo he received as a college student 15 years ago.

Schulz said he also was disturbed by current literature from the



TATTOO YOU: Ryan Henderson (right), an EMU senior from Livonia, shows off his tribal sun and crescent moon tattoo to Jeff Schulz, an EMU associate professor of health education.

Schulz is studying tattooing and body piercing by college students and has found that self-expression is the No. 1 reason students engage in these activities. Schulz will present his findings April 3 at a conference in Philadelphia.

"American Journal of Health Education" advocating that students refrain from body tattoos and piercings.

"I'm more open-minded and think we should reduce the risk rather than eliminate the behavior," Schulz said. "People are going about it for self-expression."

Tattooing and piercing as forms of body ornamentation have been practiced for thousands of years, Schulz said. American culture has histori-

cally viewed tattooing as a behavior primarily reserved for gang members, criminals and social deviants.

Although body art has moved to the mainstream, the anti-social significance remains, Schulz said. His study found that the rate of body art was actually higher among females than males. That fact may be linked to women exhibiting greater participation in other health-risk behaviors, such as smoking, Schulz said.

The study also revealed that students are well informed about the health risks associated with tattoos and body piercings, including the danger of contracting Hepatitis B, Hepatitis C or Human Immunodeficiency Virus (HIV). However, Schulz said there have not been any studies directly relating such diseases to tattooing or body piercing.

"People with a tattoo or body piercing who had these diseases were, many times, also in other high-risk groups, such as drug users," Schulz said.

Reactions of friends, family and prospective employers were another factor looked at during the study, he said.

The study, funded by EMU's Graduate School, also found that tattooing and body piercing are viable health education topics. Students who have decided to get tattoos or body piercings want to know not only the cost, but also which artists are the most health conscious.

"The worst choice would be to find the lowest bidder," Schulz said.

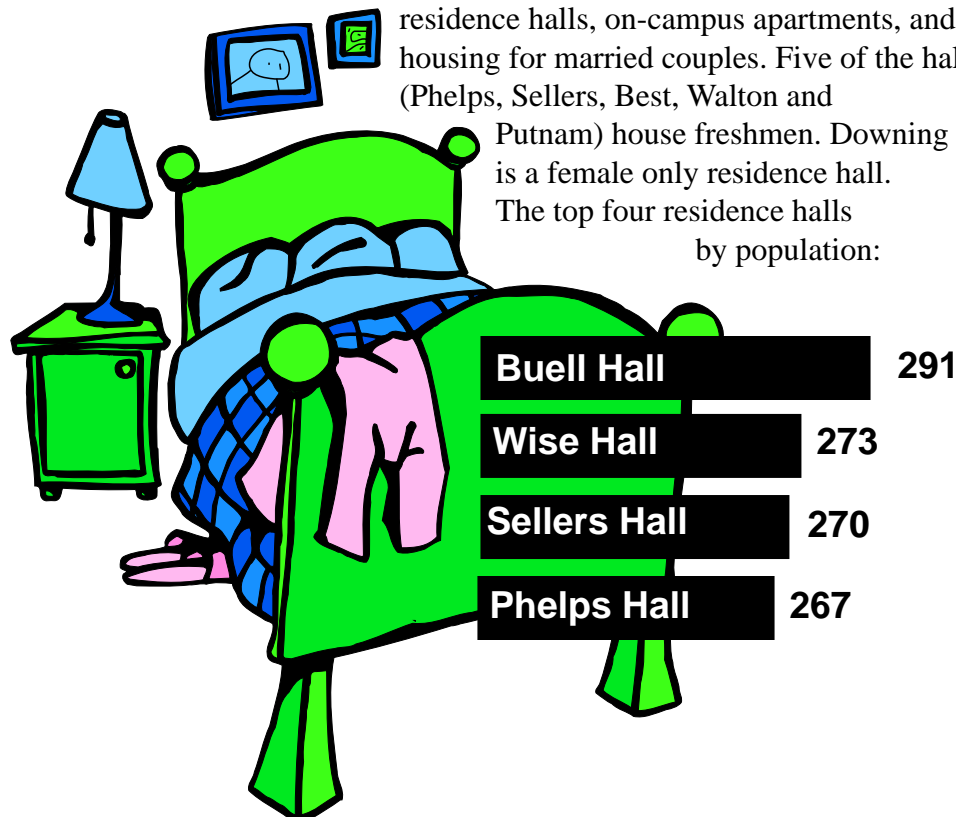
Schulz will present the tattoo portion of his study at the American Association of Health, Physical Education, Recreation and Dance conference, scheduled April 3 in Philadelphia. During the next phase of his study, Schulz will look at how employers view elementary and secondary school teachers having tattoos and body piercings.

EMU BY THE NUMBERS

About 3,600 students live in EMU's 14 residence halls. Housing oversees facilities that include residence halls, on-campus apartments, and housing for married couples. Five of the halls (Phelps, Sellers, Best, Walton and

Putnam) house freshmen. Downing Hall is a female only residence hall.

The top four residence halls by population:

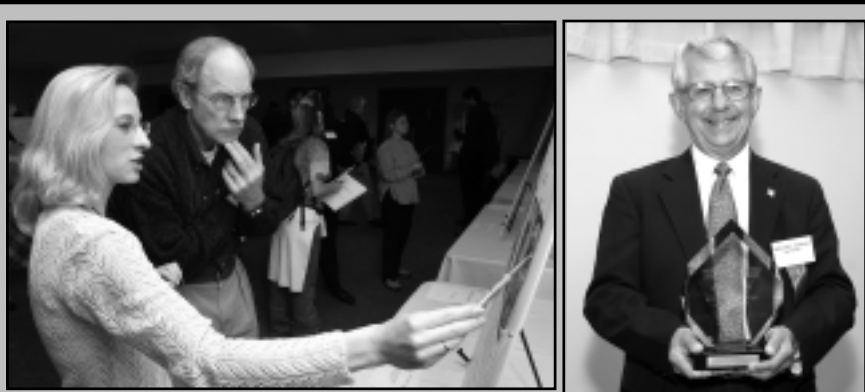


SOURCE: Housing

BUDGET SOLUTIONS



MAKE YOUR SUGGESTIONS: Eastern Michigan University is looking for suggestions from its employees on ways the University can avoid costs and/or generate and enhance revenues. The University thanks those who have submitted suggestions and encourages other employees to submit their ideas to budgetsolutions@emich.edu. For more information, call 487-4400.



EXCELLENCE REWARDED: (top left) Graduate student Svetlana Grabauskiene discusses her Graduate Research Fair project with chemistry professor Miek Brabec. (top right) Richard Fairfield, professor of art, proudly displays his Employee Recognition Award for 40 years of service to EMU. (above) Student Gold Medallion Award winners are all smiles after they were recognized for their service to the University.

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It really has been wonderful working with you for 16 years," said Harris, a compensation/employment associate in Human Resources.

Approximately 170 EMU employees were recognized for their years of service to the University at the Human Resources Employee Service Awards March 26. The award honors EMU employees who have provided at least 10 years of service to EMU. Marvin Anderson, professor of art; Richard Fairfield, professor of art; and John Sheard, professor of health, physical education, recreation and dance, were honored for serving 40 or more years.

Fairfield said he has stayed at EMU all these years "because we have absolutely fantastic students and we have a wonderful art department."

Student Gold Medallion recipients were recognized March 25. The awards honor student leaders who have made outstanding contributions to EMU and the community. Those honored and their respective categories were: Jason Thomas and Daralynn Orange (Student Ambassador); April Kooiman (Student Volunteer); Alan Beesley (Student Innovator); Akbar Ghous (Student Employee); Alex Deyev and Janet Roberts (Graduate Assistant/Graduate Student); Robert Kilpatrick (Student

Organization Adviser); Raise Your Voice (Student Organization Program); International Student Association (Student Organization Affiliated); Kid Konnection (Student Organization Non-Affiliated); and Prabha Natarajan and Kim Saks (Student Leader).

"We see the product of your education and we see the product you've become," Vick said. "It makes us proud to see who you are."

During the Graduate Research Fair award ceremonies March 24, Richard Roberts was awarded the Ronald W. Collins Medal for excellence in scholarly and creative activity and Richard Harvey won the Gerri Collins Medal for excellence in exemplary service.

Patrick Robichaud and Babho Devadoss were the recipients of the Sigma Xi Awards. Lynn Malinoff was the winner of the George Brower Scholarship, which is awarded to a College of Education graduate student who received the highest marks for an oral/poster presentation. Outstanding Graduate Fair presenters were Claudia Rodriguez and Maki Frey (oral presentations) and Erin Anderson (poster presentation). Artistic Excellence Purchase Awards were given to Cathryn Amidei, Craig Linderman, Todd Marsee and Marilyn Prucka.

Sixteen win Keal Fellowships

By Summer Wilhelm

Sixteen female faculty were recently named recipients of the 2002-2003 Josephine Nevins Keal Fellowship Awards.

Female faculty who won the fellowships, which are worth \$200-\$600, will or have used the award to study everything from the influence of media and education on body image to the languages of the Southern Chaco.

"There were a wide range of projects this year," said Joanne Hansen, chair of the Women's Commission. "It's a greatly varied and interesting selection of topics."

The award is named for Josephine Nevins Keal, a graduate of EMU around the turn of the 20th century. When she died, she left \$50,000 to EMU and Wayne State University.

Keal Fellowship winners and their projects are:

■ **Ruth Ann Armitage**, assistant professor, department of chemistry. She will participate in a poster presentation on soil chemistry at Pittcon 2003, the major annual international conference on applied analytical chemistry.

■ **Leslie Atzmon**, assistant professor, department of art. She will present a paper on Aubrey Beardsley at the Midwest Victorian Studies Association Conference April 11.

■ **Wendy Burke**, assistant professor, department of teacher education. She will present a research report, "Building a Professional Knowledge Base? Teachers Construct Their Own Professional Development" at the American Education Research Association Conference.

■ **Carla Damiano**, assistant professor, department of foreign languages and bilingual studies. She will establish an advanced Italian language course needed to develop three new EMU language courses.

■ **Anne Beth Gadja**, professor, department of music. Gadja will attend Western Illinois University in June for training in teaching jazz improvisation to piano students.

■ **Veronica Grondona**, assistant professor, department of English language and literature. She will present research on descriptive and historical study of languages of the Southern Chaco at the XVII International Congress of Linguists in July.

■ **Joan Cohen Jones**, associate professor, department of mathematics. Jones will present a paper, "Using Children's Literature in Preservice Teachers' Mathematics Education" at the 81st Annual Meeting of the Na-

tional Council of Teachers of Mathematics.

■ **Marianne Laporte**, assistant professor, department of biology. She will conduct a study to characterize the cellular response to starvation in plants.

■ **Peggy Liggitt**, assistant professor, department of biology. She presented a paper entitled "Pass the Salt Please: A Theme for Integrating the Sciences Across the Curriculum" at the National Association of Biology Teachers Conference Oct. 31, 2002.

■ **Melissa Motschall**, associate professor, department of English language and literature. Motschall will research the relationship between formal education and practical experience in preparing students for careers in public relations.

■ **Julia K. Nims**, assistant professor, library. She will research the life and literary works of Katherine Ursula Parrott (1899-1957).

■ **Denise Reiling**, assistant professor, department of sociology, anthropology and criminology. Reiling will conduct a comparison study of the influence of media and education on body image and dieting among college and Old Order Amish women.

■ **Wendy Wang**, assistant professor, department of foreign language and bilingual studies. Wang will present research on how non-native, English-speaking student teachers negotiate and appropriate conceptual and pedagogical tools during their Teaching English to Speakers of Other Languages (TESOL) practicum in an English-speaking language setting at the 37th annual TESOL Convention and Exposition.

■ **Darcelle D. White**, associate professor, department of business and technology education. She will research how computers have become the "key witness" in employment litigation.

■ **Tsu-yin Wu**, assistant professor, department of nursing. Wu will present "Development of a Mammography Screening Beliefs Questionnaire in Chinese American Women" at the 14th International Congress on Women's Health Issues June 14-18.

■ **Eboni M. Zamani**, assistant professor, department of leadership and counseling. She presented research focused on African-American women in academe at the National Association for Student Personnel Administrators Conference March 24.



Gadja



White

JOBSLINE

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, April 7. 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. to 5 p.m.

PROFESSIONAL/TECHNICAL (Hiring Range)

PTSA0318 PT06 \$27,089-31,638
Area Complex Director, Housing.

PTAA0317 PT08 \$23,085.40-27,714.70 Workplace Education Specialist (computer applications instructor), Continuing Education/Workforce Education (65% - 26 hours per week). Grant duration 1/1/03-12/31/03 (renewal expected). Current Assignment: UAW-Ford Delphi Shoemaker Plant.

PTAA0318 PT08 \$35,516-42,638 Workplace Education Specialist (computer applications/English instructor), Continuing Education/Workforce Education, noon-9 p.m., Monday-Friday. Grant duration 12/1/03-11/30/03 (renewal expected). Current Assignment: UAW-Ford Dearborn Stamping Plant.

ADMIN./PROFESSIONAL (Hiring Range)

APPR0308 AP12 \$57,088-70,788 Associate Director, Intercollegiate Athletics - Administration.

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APAA0311 AP13A TBA Associate Dean, College of Business, Dean's Office (INTERNAL POSTING).

ATHLETIC COACHING (Hiring Range)

ACPR0308 AC12 \$40,945-49,953 Assistant Coach (Football), Intercollegiate Athletics.

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modify the criteria.

"We also will discuss the criteria with the departments before the program reviews are written," said Schollaert. "This was a very good outcome for both sides."

The final ULP dealt with supplemental salary adjustments. Traditional salary adjustments are based on two categories: internal inequity in terms of salary; and strong value in the marketplace, said Schollaert. The AAUP felt that past determinations were based only on merit.

"We disagreed with the AAUP's stance that we used merit principles for salary adjustments. We tried to bargain increased pay through a merit pay system, but couldn't do it. A merit system can only be implemented through the collective bargaining process," said Schollaert. "That's why we were offering supplemental salary raises based only on an individual's market value."

In the settlement, the AAUP and EMU agreed that faculty salary adjustments would be based on evaluation of marketplace value. The University also agreed to review all salary adjustment requests made during the past 24 months.

"I am very pleased that the AAUP leadership was willing to expedite settlement of this claim, so we can consider many legitimate cases that were put on hold," said Schollaert. "We're sorry that good faculty were hurt by this. We're delighted to have this behind us and to be working with the faculty to advance the strategic interests of the university."

Why I work at Eastern Michigan University



"If first-year freshmen are doing well and adjusting to college life after the first eight weeks, we know that they will stay and continue to do well academically."

Lynette Findley
Director
The Holman Learning Center

For the past 18 years at EMU, whether in housing or The Holman Learning Center, I've always been given the opportunity to be innovative and to develop programs that impact students. All the students are very important to me and, each year at the Center, we service some 5,000 undergraduates, including many first-year freshmen.

I know the freshman year is the hardest time for students. It's easier for athletes since they come as a group and become more comfortable quicker. But every student admitted needs to feel connected. That connection could be with other

students, a professor or administrator who cares about them and takes the time to talk with them.

If first-year freshmen are doing well and adjusting to college life after the first eight weeks, we know that they will stay and continue to do well academically.

I also mentor students and always try to be honest with them. Some just want to talk or ask for career direction. After graduation, students contact me to say thanks for helping them and for being interested in their future.

I love working with students at EMU. The rewards are great. As for predictions, you never know what the future holds.

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