

## NCAA peer review team to assess EMU Athletics Department in June

Eastern Michigan University's athletics department will be evaluated for recertification by the NCAA June 9-12, when that governing body sends a peer review team to campus.

Athletics certification from the NCAA for a university or college is meant to ensure the NCAA's fundamental commitment to integrity in intercollegiate athletics is being met. The University is seeking a full, 10-year certification from the NCAA.

The University's 2003 Self-Study Report was forwarded to the NCAA office and members of the peer review team April 1. The self-study focuses on the following NCAA operating principles: adherence to governance and commitment to NCAA rules compliance, academic integrity, fiscal integrity, and attention to equity, welfare

and sportsmanship.

"For the past year, the (University's NCAA Athletics Certification) Steering Committee has been gathering data from



a wide variety of staff, faculty and students in order to complete the self-study," said Jim Vick, vice president for student affairs and chair of the University's steering committee. "We are confident that all the questions posed by the NCAA have been thoroughly answered, and that the EMU Athletics Department meets or exceeds association expectations. We are looking forward to the site visit in June."

John Welty, president of California State University, Fresno, is chair of the peer review team that will visit campus. Other peer review team members include: Javaune Adams-Gaston, associate dean of undergraduate studies, University of Maryland; Erick Harper, assistant athletic director/compliance, Kansas State University; Russ Sharp, associate director of athletics/finance, West Virginia University; and Mary Ann Rohleder, associate director of athletics, Indiana University.

The University's second cycle self-study looks at both how its athletic department and programs have done since its first cycle review (1997) as well as whether Cycle I recommendations are being met, Vick said.

The self-study is available at [www.emich.edu/ncaa](http://www.emich.edu/ncaa).

## EASTERN'S DAREDEVILS

### Skydiving gives professors adrenaline rush

■ More EMU daredevils, page 2.

By Kathleen Shields

After his first skydive, EMU philosophy professor Mike Reed could utter only one word. Again.

"When I made my first jump, I gathered up my parachute, walked back into the office and said just one word: 'Again!'"

Partner and fellow philosophy professor Margaret Crouch landed next, with the same reaction. Neither had any long-standing desire to try the sport, or remember quite where the idea came from.

"I was sitting on the sofa one night and I just turned to Margaret and said 'Would you like to go skydiving?' and she said 'yes!' and that was it," Reed said.

That was 1996, and Crouch and Reed have been visiting "drop zones" ever since. A drop zone is the part of an airport that is set aside for skydiving. They jump locally at Skydive Tecumseh, in Tecumseh, and have jumped all over the United States.

"We travel Europe



Photo courtesy of Skydive Tecumseh

**LOOK, UP IN THE SKY:** Mike Reed (above left) and Margaret Crouch, pose for the camera during a tandem skydive jump they made together last summer. Reed and Crouch are part of a small group of EMU professors that find adventure as daredevils in the air or on water.

quite a bit and we've jumped in Europe, so there's an international component to it, too," Reed said. "We jumped in the Alps one time and it was magnificent."

They enjoy the sport so much that last year Crouch competed on a Michigan Skydiving League team that won their Rookie Class competi-

tion. Reed is now an instructor. They even introduced their colleague, assistant philosophy professor Jill Deiterle, to the sport and she is now an avid participant.

Skydive Tecumseh offers two kinds of skydiving. First-time jumpers can take a six-hour class and then jump attached to a static line that

opens the parachute automatically. However, more and more new students are choosing the second option, a tandem skydive. In a tandem dive, a new student jumps while hooked to an instructor who controls the

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# Tillman likes to glide the friendly skies



Photos courtesy of Bob Grant

**FLY LIKE A BIRD:** (above) Tracy Tillman, EMU professor of engineering management, takes a student on a hang-gliding instructional flight. (right) While enjoying a solo flight, Tillman watches another hang glider. Tillman has been a hang-gliding enthusiast since 1977 when he built a full-size hang glider.



**By Carol Anderson**

Hang gliding is like surfing the air. You catch a column of rising air, known as a thermal, and ride it to the top. Then you search for another and another, always looking for thermal lifts or weak, tornado-like dust devils.

Tracy Tillman, professor of engineering management, has been a hang-gliding enthusiast since 1977 when he built a full-size hang glider.

"My first flight was magical," he said. "It's as close to being a bird as you can get. On a good day in Michigan, you can take a thermal 8,000 feet high."

Hang glider pilots lie horizontal in a cocoon-like enclosure. They are harnessed to a light-weight structure with a fabric wing and weight-shift to maneuver an un-powered, ultra-light aircraft. The launch is usually a tow by an ultra-light powered aircraft. The landing mimics a bird — feet first in a vertical position.

"Hang gliding requires skill. It's aviation. There's no room for errors," Tillman said. "You have to know what you're doing."

Throughout Tillman's 26 years of flying, he has never had to use a parachute. Still, having some fear is healthy since mid-air collisions can occur when there are too many hang gliders in one area or

they are trying aerobatics.

Experienced pilots like to fly mid-day when the air is most turbulent. Good training times for beginners are the calmer morning and evening hours, Tillman said. The hang-gliding season runs from May through October.

Tillman, who has a pilot's license, said the sport may produce a few sprains, but since the speeds are slow, there aren't many fatalities. In fact, the one time he broke an arm and a couple fingers, Tillman was riding a bicycle.

He competes in world-class hang-gliding competitions throughout the United States and has placed in the top 30 among professionals and amateurs. He and his wife, Lisa Colletti, go to Florida once a year to practice the sport, most recently over spring break.

The two teach the sport at an airfield they own in Webberville, located 50 miles northwest of Ypsilanti. Students must be at least 18 years old and take a dozen lessons before making their first solo flight.

"When we married, Lisa and I agreed to exchange sports and common interests. Since learning to hang glide, she hasn't gone scuba diving very often," Tillman said.

## Smoke on the water: Kieft gets thrills from trick skiing

**By Kathleen Shields**

When he's teaching "Technology Education for Children" to technology education majors, Lew Kieft is often asked, "Will our students learn better with help or by doing it on their own and making mistakes?"

Kieft, an EMU professor of business and technology education, doesn't illustrate his answer with an example from the more than 50 different projects or activities he uses for that class, or pull from his 32 years of experience at EMU. Rather, he tells the students about his hobby, "trick" water skiing, and a high point-earning trick he wanted to perform in competition.

"I decided to keep track when I was trying to learn that trick," Kieft said. "I probably fell 500 times before I even did it the first time. Of the next 1,000 tries, I made it about 250, or only one-quarter of the time. It took a little more than 10 seasons of water skiing before I could put it in a tournament run."

Although it sounds like Kieft is advocating a

"try, try again" theory, he's not.

"I don't remember a single thing about any of those many falls. But, I clearly remember every single detail of the very first time I did that trick," he said. "Every successful completion is as clear as



**Kieft**

a bell. And, I took that information and used it. Students will learn with guidance and good instruction. But, they will learn faster with that kind of hands-on success. It's important."

Kieft joined the university's water-skiing club when he was in graduate school at Ohio State

University. He'd skied often growing up in Michigan, and just wanted to have the occasional opportunity to get out and have some fun while in Columbus.

Some of the club members he skied with were

*"I probably fell 500 times before I even did (a particular trick ski). Of the next 1,000 tries, I made it about 250, or only one-quarter of the time. It took a little more than 10 seasons of water skiing before I could put it in a tournament run."*

—Lew Kieft  
Professor

Business and Technology Education

into trick water skiing. Trick skiers do jumps or turns using a special, smaller water ski.

Kieft was hooked, and has been ever since.

Now in his 25th year of trick ski competition, he is looking forward to competing in a national competition scheduled in Texas in August.

# NCAA workshop helps athletics department learn more about importance of diversity in the workplace

By Ron Podell

After college, Stan Johnson recalled going in for his first job interview. Although it is a cultural practice for African Americans to not look authority in the eye out of respect, Johnson said he fortunately had been told to look a potential employer in the eye to make a good first impression.

It worked and Johnson began his career with International Harvester Company, where he received six promotions in five years.

That example of a cultural difference was demonstrated during an NCAA diversity workshop that Eastern Michigan hosted April 28 at the Convocation Center. The University's athletics department was one of only 34 nationwide and one of two in the state (the other was the University of Detroit-Mercy) to recently be awarded an on-campus diversity workshop by the NCAA.

Johnson, president and founder of Stan Johnson & Associates, a Kansas City, Mo.-based consulting firm and a consultant for the NCAA, served as facilitator for two, four-hour training sessions attended by EMU athletics

administrators, coaches, student-athletes and faculty and staff.

"Diversity can affect how we work together. We all want to be as productive as we can," Johnson said. "We believe you have a competitive advantage when you diversify your workforce."

Johnson said a diversified workplace is a given in today's environment.

Johnson, who worked 11 years at the NCAA before becoming a consultant, was the moderator for a pair of workshops on diversity. During one exercise, each person in a group had to tell the group about the first time in their lives where they knew they were different from others. They also shared their values and the happiest days of their lives, and why.

"This exercise builds community and a sense of trust," Johnson said. "You find commonness in your differences, and acceptance."

During another drill, called the "diversity name game," Johnson asked those present to name prominent Americans in different categories, including women, blacks, Native Americans, Asian American, gays and

the elderly. The exercise was used to gauge how much a person is aware of our country's diversity.

"The definition of diversity is respecting and honoring the gamut of human difference, by providing each person the opportunity to contribute and achieve their full potential in meeting the objectives of an organization," Johnson said. "Use diversity to understand and manage your organization."

The workshops, provided at no cost to schools, are designed to help institutions of higher education recruit and retain top student-athletes, coaches and athletic administrators, and understand why diversity is important for a program's success.

"Our department is thrilled to have successfully competed to receive an NCAA Diversity Training Program," said EMU Athletics Director David Diles. "This is a great opportunity to advance our understanding and appreciation of diversity. Intercollegiate athletics brings together people from all backgrounds and this program is another step in our continued efforts to enhance our knowledge base in this critical area."

To be awarded an NCAA visit, an institution had to guarantee not less than 20 and no more than 40 participants per session, provide lodging for a facilitator (if necessary), a meeting location and audiovisual equipment.

While 120 schools combined in Divisions I, II and III applied for the diversity workshops and met those criteria, only 34 were actually chosen to host the workshops. Factors included the institution's geographic location; its proximity to other universities and colleges interested in hosting workshop(s); the number of workshops an institution wanted to host; and the type of audience that would be present at the workshops, said Arthur Hightower, assistant director of professional development for the NCAA.

"One of the guiding principles under which the NCAA governs itself is the principle of non-discrimination," said Melody Reifel, assistant athletic director/compliance. "I really think these workshops help us better understand how to be sensitive to cultural and ethnic differences."

## Diles named chair of United Way Campaign

David Diles, director of intercollegiate athletics, will lead Eastern Michigan University's 2003 United Way campaign. Diles was selected by EMU President Samuel A. Kirkpatrick to succeed Earl Potter, dean of the College of Business.

"For the past two years under Earl's leadership, the

University has shown a positive growth in not only the amount of dollars contributed, but also in the percentage of faculty and staff participating in the campaign," Kirkpatrick said. "I'm positive that Dave will provide the leadership and enthusiasm to keep this momentum going."

Within the next several

weeks, a campus-wide steering committee will be assembled to help Diles and implement campaign strategies, Kirkpatrick said.

"The United Way makes an immeasurable difference in our community. I am proud to be asked to lead EMU's efforts," Diles said.

The Washtenaw United

Way raised more than \$8.35 million during the 2002 campaign. The 2003 campaign kicks off Sept. 9, 2003, with the annual Day of Caring.

Cathy Lower, director of University Licensing, and Cynthia Ellis, assistant director of special events, will serve as EMU co-chairs of the annual event.

## FOCUS EMU goes on-line in summer

FOCUS EMU will be available solely on-line this summer, beginning with next month's issue.

This move is being made for two main reasons. One, statewide budget cuts have affected budgets at all department levels, including University Communications, at Eastern Michigan University. Second, because a good number of faculty are away during the summer months and many EMU employees vacation during this time, checking FOCUS EMU on-line will be more convenient.

The on-line version will be posted in PDF format at [www.emich.edu/focus\\_emu](http://www.emich.edu/focus_emu) on the following dates: June 10, July 8 and Aug. 12.

FOCUS EMU returns to its regular, weekly print publishing schedule Sept. 2.

## EMU BY THE NUMBERS

Eastern Michigan University's Ford Gallery, located in Ford Hall, hosts 6-8 major art exhibitions and three student art shows during the academic calendar year. The spring and summer calendar is reserved for graduate thesis exhibitions, which are open to the public. Ford Gallery was opened in 1982 as a replacement for Sill Gallery. For Gallery hours, please call 487.0465. The following are the top attended events at Ford Gallery in 2002-03:



1,154 - FACULTY ART SHOW



1,048 - PROPAGANDA/PATRIOTIC ART



689 - CZECH ART EXHIBIT



614 - ANNUAL STUDENT EXHIBIT



SOURCE: Ford Gallery

## JOBSLINE

An Affirmative Action/  
Equal Opportunity Employer

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Employment Services Office in 204 Bowen and received no later than 5 p.m., Monday, May 19. 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. Employment Services office hours are Monday - Friday, 8 a.m. to 5 p.m.

### PROFESSIONAL TECHNICAL (Hiring Range)

PTPR0310 PT06 \$27,089-31,638  
Marketing & Communications Associate I, University Marketing & Communications.

### ADMIN./PROFESSIONAL (Hiring Range)

APBF0305 AP09 \$39,601-48,325  
Human Resources Consultant II/Employee Relations, Human Resources  
Two years' experience in labor relations.

## SKYDIVING, from page 1

parachute and the flight.

Crouch and Reed both chose a static line jump their first time out. Doing so immediately cleared them of many of the misconceptions they had about the sport. One important thing, they say, is that the parachutes they use are not round, like military-type parachutes. They are rectangular and have handles, called toggles, which allow students to actually steer the parachute.

"Landings are much easier and much softer, with jumpers standing up," Crouch said. "It's not at all like the image you have of paratroopers crashing to the ground."

The training is quite rigorous, but 90 percent of the time in class is spent talking about things that almost never happen, Reed said.

"I'll go ahead and say it," said Reed. "Skydiving is not dangerous. If it were dangerous, we wouldn't do it. We're

not stupid. The most dangerous thing we do is drive to the airport."

Crouch and Reed do not consider themselves to be thrill-seekers. Although the couple had been avid hikers, Crouch did not consider herself to be particularly athletic before she tried skydiving. She found that skydiving made her more confident physically.

"It changed our lives when we started doing it," Reed said. "It just took over."

"Now, if it's a beautiful day, we say, 'let's go skydiving,'" Crouch said.

In the summer, the couple skydives three times a week. If the temperature is above 35 degrees on the ground, they jump on weekends during the winter. They can jump just about any time the weather permits, as long as they have at least 3,500 feet of ceiling, meaning that the clouds can be no lower than 3,500 feet.

"It's a unique experience," he said. "You forget about yourself. You forget about everything. And of course, it's a rush. It's an adrenaline rush."

## SERVICE ANNIVERSARIES

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

### 20 years

Clark Smith (20 years)  
WEMU FM

### 15 years

Terry Blackmon (15 years)  
University Services

Jennifer Jones Barnes (15 years)  
admissions internal operator

Marvin Bechtol (15 years)  
HDC support services-housing

### 10 years

Patricia Hooley (10 years)  
University Computing-application development/support



**"I teach a course where we study art from Africa in a multi-media manner. This summer, I'm teaching a one-week introduction to art course in Traverse City where, for six days, the students are focused exclusively on art."**

Carol Pawloski  
Associate Professor and  
Visual Resources Librarian  
Department of Art

## Why I teach at Eastern Michigan University

In 1989, I came to EMU to take a one-year lectureship as a slide librarian and, 14 years later, it seems like I just got here. I enjoy the friendliness of the faculty and students, and the more casual, yet stimulating, campus atmosphere.

As visual resources librarian, I catalog, organize, digitize and keep track of the more than 100,000 slides in the art department's collection. The slide library is my primary responsibility, but I also love to teach. I can stay current, better communicate with the faculty and meet the needs of the students by teaching.

Ever since I received a grant in the 1960s to live in Liberia and teach at Cuttington College, my passion has been African art. I teach a course where we study art from Africa in a multi-media

manner. This summer, I'm teaching a one-week introduction to art course in Traverse City where, for six days, the students are focused exclusively on art.

I show them art created by other students and they tell me, 'I can't do that.' I tell them that they can. Certain skills in art can be taught. They end up doing a collage, drawing, print and painting all in one week. A few of my students are so excited that they convert to art majors.

I like teaching and working at EMU. Even though I'm a Midwesterner and came here from southern California, I still feel the move was well worth it.

*Carol Pawloski*