

## VALUE ADDED!

### EMU honors Institutional Values Award winners



By Ron Podell

You are valued!

The first-ever Institutional Values Awards at Eastern Michigan University have been announced in six categories. Winners ranged from a secretary to a biology lab instrument technician to two faculty members who enhance and promote campus diversity.

Individual awards were given in four categories and two awards were given to honor team excellence. Each of the awards carries a \$3,500 monetary stipend, funded by the EMU Foundation. In cases where a team won an award, the stipend will be divided equally among the team's members.

"Our first Institutional Values Award winners are truly EMU champions who make our institution an absolutely outstanding place to work and learn," said Martha Tack, senior executive for presidential initiatives. "Their loyalty, hard work and devotion to excellence are refresh-

ing; and their enthusiasm for everything about EMU is contagious."

The purpose of this institution-wide award program, implemented by EMU President Samuel A. Kirkpatrick in April, is to recognize the exemplary efforts of individuals or teams working to support the EMU mission, guiding principles and institutional values.

Institutional Values award winners will be formally honored at a fall convocation Friday, Sept. 26, 10:30 a.m.-noon, Pease Auditorium. Following the "State of the University" address, winners are invited to join the president for lunch at the University House.

Winners and their respective categories are as follows:

■ **The Developmental Mathematics Program** won the award for Contribution to the Quality of Student Learning Experiences. Team members included: **Elaine Richards**, program administrator; **Karen Holmes**, **Jill**



**PROBLEM SOLVERS:** The Developmental Mathematics Program won the Institutional Values Award in the category, "Contribution to the Quality of Student Learning Experiences." (from left) Jo Warner, Fred Hughes, Karen Holmes, Mary Jo St. Louis, Elaine Richards, Jill Nugent, Shelley Walker and Nancy Oestrike.

**Nugent and Jo Warner**, teacher/placement specialists; lecturers **Nancy Oestrike**, **Mary Jo St. Louis** and **Shelley Walker**; and **Fred Hughes**, a part-time lecturer.

The program was created in 1992 to provide support for lower division mathematics courses. According to the nomination form information, the program provides place-

ment testing for more than 1,200 students a year and more than 1,000 students per year are enrolled in developmental math courses at EMU. In 1992, the year the program was implemented, the percentage of students completing 100-level math courses with a "C" or higher was 60

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**GREAT GATHERING:** A number of guests mingle in the "Great Room" in the new University House. Nearly 500 invited guests attended the opening of the University House, where they were treated to tours, refreshments and a short program Sept. 16.

## University House opens

By Ron Podell

After walking through most of the 10,000-square-foot University House, Ypsilanti resident and former mayor John Calder took another look in the Great Room and declared, "It's very large, but homey. It's a wonderful ad-

dition to the community."

"To me, it's beautiful," chimed in Martha Walton, Calder's neighbor. "They've thought of everything."

Calder and Walton were two of nearly

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## Board of Regents name Beaghan treasurer

John Beaghan, interim vice president for business and finance at EMU, was appointed interim treasurer of the Board of Regents during its regular meeting Sept. 16.

Beaghan, 42, of Farmington, replaces Patrick Doyle, who retired from the University after 24 years of services. Doyle had been the treasurer of the board since 1994.

Beaghan joined EMU in 1991 as assistant controller. He was named controller for EMU in 1998. In 2002, he was promoted to assistant vice president and controller.

Beaghan received his bachelor's degree from the University of Michigan-Dearborn in 1983 and his MBA from EMU in 1988.

The Board of Regents is the governing body of EMU and has eight members, appointed to eight-year terms by the governor.



Beaghan

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percent. In the last two years, that percentage has been 68 percent.

"The Developmental Mathematics Team is committed to offering quality mathematics instruction and advising, as well as a supportive mentoring program," Richards said. "It is certainly an honor to be recognized by the University for our contribution in providing a positive learning environment for preparing students to be successful in their college-level mathematics courses."

■ **Akosua Slough**, certification secretary in the Office of Academic Services, College of Education, was awarded the Continuous Improvement, Innovation, and/or Customer Service Award.

Among her contributions, Slough created a new post-baccalaureate



Slough

database system, which allows student information to be produced in different reports and forms, and provides the ability to automate and track student progress through the post-baccalaureate program.

"Aside from the financial reward, which means a lot to me and my family, I am delighted to be part of an organization that recognizes and rewards its support staff to this degree," Slough said. "There are many hard-working and accomplished clerical professionals at EMU, and I am extremely honored to have been singled out from among their ranks."

■ **Kathleen Russell**, assistant dean of students and director of Project YES, received the award for Diversity, Human Dignity, Multicultural/International Involvement.

Russell was recognized for her many humanitarian efforts, including serving as adviser of Tri-Pride, a student group for lesbian, gay, bisexual and transgendered (LGBT) social work students; developing and implementing the Role Models and Mentors Program for LGBT persons; and securing funding to create Project YES: Youth for Equality and Safety. The purpose of Project YES is to eliminate homophobia and heterosexism in Michigan's youth-specific social service systems.



Russell

"I am profoundly honored to be acknowledged for my contributions in enhancing understanding, respect and inclusion of diversity among members of the EMU community and all of its constituencies," Russell said. "Indeed, they speak to my core values and to so publicly receive this prestigious award deeply moves me."

■ **Gerald Hartenburg**, an instrument technician in the biology department, took home the award for Support Role in Teaching, Learning, Scholarship, Research and/or Creative Activity.



Hartenburg

"I am humbled and honored that the biology department faculty and staff nominated me for this award," Hartenburg said. "It is one way that they have expressed their appreciation and respect for the work that I do for them and the University."

Because of his expertise in main-

taining and fixing lab equipment, Hartenburg has saved the department countless dollars. For example, because he has learned the basic requirements for the department's \$200,000 scanning electron micro-



**TEAM EXCELLENCE:** The Undergraduate Symposium XXIII Cross-Divisional Team (21 members) won the Institutional Values Award for Team Excellence. Some of the team members include: (front row, from left) Dennis Beagen (team chair), Wendy Kivi, Jill Hunsberger and Ron Podell; (back row, from left) Steve Martin, Jon Cooper, Barry Pyle and Carl Ojala.

scope (SEM), the department does not have to bring in an SEM technician, which costs \$250 per hour, plus travel, said CAS Associate Dean Robert Neely, who nominated Hartenburg.

■ **Elvia R. Krajewski-Jaime**, professor of social work and director, Community Outreach Partnership, took home the Public Engagement and Community Service Award.

Krajewski-Jaime was honored for her focus on developing and leading international experiences for EMU students, includ-



Krajewski-Jaime

ing the International Exchange Programs for Mexico and England, for the department of social work. Over the years, she has developed and taught eight courses that specifically dealt with various issues of diversity and cross-cultural/cross-national social work practices.

■ **The Undergraduate Symposium XXIII Cross-Divisional Team** won the Team Excellence Award for its efforts in organizing the Undergraduate Symposium this past spring.

Members include: **Dennis Beagen**, department head, communication and theatre arts (CTA), and chair of the Undergraduate Symposium Team; **Rita Abent**, executive director, University Communications; **Nina Contis**, associate dean, CAS; **John Cooper**, professor, CTA; **Steve Dotson**, director, technology support services, CAS; **Patrick Doyle**, former vice president for business and finance; **Susan Gardner**, room rental operations, McKenny Union; **Cindy Hall**, associate director, public safety; **Jill Hunsberger**, development director, CAS; **Wendy Kivi**, special events manager, CTA; **Sally Lucas**, administrative secretary, Dean's Office, CAS; **Paul Majeske**, assistant professor, interdisciplinary technology; **Steve Martin**, engineer, CTA; **Bernard Miller**, professor, English language and literature; **Michelle Nelson**, assistant professor of art; **Carl Ojala**, professor of biology; **Ron Podell**, assistant manager, news services, University Communications; **Barry Pyle**, assistant professor of political science; **Laura Ramm**, secretary, Dean's Office, CAS; **Linda Sanderson**, special projects audiovisual technical, McKenny Union and Campus Life; and **Marilyn Szymanski**, Dining Services.

## EMU BY THE NUMBERS

Eastern Michigan University employs approximately 2,000 students during the fall and winter semesters, according to Career Services. Here are the top four employers on campus by number of student employees:



SOURCE:  
University  
Communications

## Regents announce nine retirements

The Eastern Michigan University Board of Regents approved the retirement of one faculty member and eight staff members at its regular meeting Sept. 16.

Those retiring from the University and their years of service are:

■ **Patrick Doyle** of Howell, vice president for business and finance, 24 years of service.

■ **Kenneth Young** of Ann Arbor, associate professor, accounting, 28 years of service.

■ **Thomas Fleming** of Ann Arbor, assistant to the provost, academic



Doyle

affairs, nine years of service.

■ **Gwendolyn Reichbach** of Saline, director, National Institute for Consumer Education, 28 years of service.

■ **Karen Cline** of Traverse City, project coordinator, Continuing Education Regional Programs, 19 years of service.

■ **Susan Gundry** of Canton, secretary, administrative support services, 13 years of service.

■ **Edward Phillpotts** of Ypsilanti, facilities maintenance worker, custodial services, 19 years of service.

■ **Floyd Schultz** of Canton, custodian/housekeeper/group leader, custodial services, 18 years of service.

■ **David Darmofall** of Wayne, custodian, Brown Munson Apartments, 33 years of service.

# United Way campaign chair sets high goals

**Editor's Note:** Eastern Michigan University's United Way campaign runs Sept. 30-Oct. 31 this year. The following is an introductory letter from David Diles, director, intercollegiate athletics, and this year's United Way Campaign. This is the first year Diles has served as chair of the campaign.

Dear EMU Family Members:

I am tremendously honored to have been extended the opportunity to chair the 2003 EMU United Way Campaign. Now, in my fifth year at the University, I have witnessed the strength of our community and our willingness to work together — often with limited resources — to make substantive contributions in the lives of others. We are a caring, resilient and passionate community.

On Sept. 30, 2003, we will kick off our United Way Campaign. I am

joined by a spirited and dedicated Steering Committee, and we are enthusiastically approaching our opportunity to support a cause that makes an enormous difference in the lives of countless individuals in our community. The

sincerity and dedication of the Steering Committee has been evident, and I am grateful for their collective wisdom and commitment.

I believe that it is important to lead by example. Hence, we, in the Department of Intercollegiate Athletics, have quietly completed a United Way campaign in advance of the formal program that commences later this month. I am pleased to report that 100 percent of our department participated



in the campaign.

Similarly, our opportunity to support the United Way coalesces with our existing Eagle Outreach Program. This community outreach initiative, now in its fourth year and conducted by our student-athletes and staff, annually completes more than 50 service projects in our community.



Diles

It's a great opportunity to give back to the community throughout the year, and we get back much more than we provide.

Our goals for this year's campaign are ambitious. They are:

- 50 percent campus participation
- 100 new participant donors
- \$150,000 in total contributions.

In summary, our goals are 50-100-150K! Please strongly consider supporting the 2003 EMU United Way campaign.

As 2001 and 2002 EMU United Way Chairman Earl Potter stated appropriately one year ago, "Our neighbors are in need. We have the capacity to help and, last year, nearly 800 EMU faculty and staff chose the United Way as the way to help."

Thank you, in advance, for your thoughtful consideration of a gift to the United Way.

Sincerely,

*Dave Diles*

Dave Diles  
Director,  
Intercollegiate Athletics  
Chair,  
2003 EMU United Way  
Campaign

## Homecoming Week offers more than 60 events

By Summer Wilhelm

Get ready for some football and many other activities!

Eastern Michigan University's Homecoming celebration is scheduled Sept. 28-Oct. 4.

While the Eagles and Western Michigan University won't officially do battle until 2

p.m., Oct. 4, more than 60 events for alumni, faculty, staff, students and community members are taking place during the week leading up to the big game.

"Homecoming is the perfect opportunity for alumni, family and friends to return to campus, reminisce with college friends and introduce future Eagles to life at EMU," said Vicki Reaume, director of alumni relations. "It is a campus-wide initiative and this year's Homecoming promises to be the best one yet."

Students can get down and dirty at the Sixth Annual Oozeball Mud Volleyball Tournament, scheduled Sunday, Sept. 28, 1 p.m., on the Hoyt Conference Center

Lawn. Competition is four-on-four co-ed teams and team registration is \$45. The event will feature a D.J., food and give-aways. To sign up, call 487-1338.

Football coach Jeff Woodruff and his staff will demonstrate concepts and strategies of football during the third annual "Football 101" workshop Tuesday, Sept. 30,

*"Homecoming is the perfect opportunity for alumni, friends and family to return to campus, reminisce with college friends and introduce future Eagles to life at EMU."*

**Vicki Reaume**  
Director  
Alumni Relations

6:30-8:30 p.m., Rynearson Stadium. Students get in free. General admission is \$5, with the proceeds benefiting Ypsilanti Meals on Wheels. To R.S.V.P., call the athletics department at 487-5642.

giveaways.

Join in the celebration with the department of communications and theatre arts (CTA) Friday, Oct. 3, 11:30 a.m.-1:30 p.m., Quirk-Sponberg Theatres. Events will include

the 40<sup>th</sup> birthday "brown bag" lunch, Wall of Fame dedication honoring CTA emeritus faculty, and a "Brown Bag Burlesque" in memory of Parker Zellers, former CTA professor. Call Wendy Kivi at 487-3198.

Faculty-staff-student competitions will take place Monday, Sept. 29-Friday, Oct. 3., and include an inflatable obstacle course at McKenny Union; a quiz masters challenge in Halle Library; rodeo bull riding in the Eastern Eateries; gladiator jousts in Pray-Harrold; and human foosball at the Rec/IM.

The class of 1953 has scheduled a Golden Years Reunion Friday, Oct. 3, 10:30 a.m.-2 p.m., McKenny Union Ballroom. Baseball team alumni, Rec/IM alumni staff, student media alumni, alumni marching band and Greek groups also plan reunions.

A student tailgate is scheduled 11 a.m.-2 p.m. and a "Go Green" alumni tailgate is scheduled noon-2 p.m., both outside Rynearson Stadium before the Homecoming game.

For a complete listing of Homecoming events, call Alumni Relations, 487-0250; or visit their Web site at [www.emich.edu/alumni](http://www.emich.edu/alumni)



## Princeton Review names EMU one of Midwest's best

Eastern Michigan University has been named "A Best Midwestern College" by Princeton Review's "The Best Midwestern Colleges: 150 Great Schools to Consider" (Random House/Princeton Review Books, 2003). The guidebook, the first in a regional series by the authors of "The Best 351 Colleges," showcases the best 150 schools in 11 Midwestern states.

"Each college had to meet two criteria," said author Robert Franek. "First, it had to meet our criteria for academic excellence within its region. Second, we had to be able to survey its students anonymously, either through our on-line survey or a paper survey that we distribute and collect on campuses."

EMU is featured in a statistical and student-opinion driven profile that includes information on academics, admissions, financial aid, and student body demographics, supplemented by data provided through institutional research and EMU's admissions office. The narrative profiles include direct student quotes and a segment entitled "Survey Says," which lists topics students had the highest consensus about in their answers.

## 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, September 29. **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.

### CLERICAL/SECRETARIAL

(Hiring Rate)

CSAA0415 CS04 \$23,113 Secretary II, Center for Quality.

CSAA0416 CS04 \$11,556.50 Secretary II, Sociology, Anthropology, and Criminology (50% - 20 hours per week).

CSAA0417 CS04 \$23,113 Secretary II, Art.

### PROFESSIONAL/TECHNICAL

(Hiring Range)

PTPR0401 PT07 \$31,151-\$36,635

Coordinator, Athletic Promotions and Marketing, Intercollegiate Athletics. (REPOST)

PTAA0410 PT09 \$20,394.50-\$24,887.50 Research Project Manager (Treatment Foster Care), Social Work (50% - 20 hours per week). Grant duration: 9/1/03-9/29/04

### ADMIN./PROFESSIONAL

(Hiring Range)

APEN0404 AP09 \$39,601-\$48,325 Assistant Director, Grants and Scholarships, Financial Aid.

### An Affirmative Action/ Equal Opportunity Employer

APBF0401 AP15 \$86,827-\$107,663 Vice President, Business and Finance, Division of Business and Finance.

### FOOD SERVICE/MAINT.

(Hiring Rate)

FMFA0404 FM06 \$10.52 Custodian, Walton/Custodial Prorate (REPOST) 6:30 a.m.-3 p.m., Monday-Friday.

FMBF0405 FM23 \$17.50 Centrifugal and Steam Absorption Specialist, Plumbing/HVAC, 7:30 a.m.-4 p.m., Monday-Friday.

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500 guests, who stopped by Sept. 16 to tour the house, enjoy refreshments and attend a ribbon-cutting ceremony to officially open the house.

Eastern Michigan University President Samuel A. Kirkpatrick and his wife, Pam, moved into the house off Hewitt Road in late June. Early in 2000, the Board of Regents recognized that the University needed a facility that could enhance EMU's ability to improve fundraising and "friend raising" opportunities. The former president's home, at 602 W. Forest Ave., was deemed too small and inadequate to handle entertaining for large gatherings of constituents and donors.

The new University House is anything but. There was more than ample space in the Great Room for socializing, with plenty of room for the crowd to spill out on to the back porch or into the adjacent "gathering room," a large combination living room/kitchen area.

"I think this house is going to advance the image of EMU and provide a lot of resources from attending donors and scholars," said Raouf Hanna, department head of economics. "I think it's very tasteful, elegant and practical."

That was the intent, Phil Incarnati, chair of the EMU Board of Regents, said during a short program to officially open the house.

"This fulfills a vision we've had for some time. We now have a venue to conduct meaningful fundraising, development and collaboration with the educational and corporate community," Incarnati said. "We expect a very substantial return on it."

During the program, Ypsilanti Mayor Cheryl Farmer and City Councilman Barry LaRue presented the Kirkpatricks with an old photo of the very first president's home at EMU, a Victorian house built in the 1860s. Richard Boone, the first president of what was then Michigan State Normal College, lived in the house, called the Post Mansion, from 1893-99.

"I'd like to welcome the president and his wife back to the neighborhood," Farmer said. "We're proud to have them as part of the fabric of our neighborhood."



*"Our MBA program has quite a few international students and I found it gratifying to break through the challenge of teaching in a multi-cultural classroom. I feel I know how to do it."*

Ray Hill  
Professor  
Management Department

## Why I teach at Eastern Michigan University

**A**fter teaching for 20 years at the University of Michigan, I came to EMU 14 years ago where I found a much better balance between teaching and research.

For the past 10 years, I've taught organizational behavior and, two years ago, I took a sabbatical leave to change the direction of my career. I wrote a research paper, "Managing in Asian Cultures," and this fall I'm teaching "International Management" for the first time. Soon, I'll teach a course at Tianjin University of Commerce in China.

Our MBA program has quite a few international students and I found it gratifying to break through the challenge of teaching in a multi-cultural classroom. I feel I know how to do it.

One student is a good example. She was an Asian MBA graduate student who had a tendency

to not speak out in class. One day, we had a group exercise that hit close to home and she felt compelled to speak out for the first time.

Since that day, we established an atmosphere of psychological safety where she felt secure in voicing her opinions or asking a question. My teaching style is to establish trust, not to put students on the spot.

EMU is a wonderful base that presents me with so many opportunities: teaching multi-cultural classes, having the support of my colleagues and the administration, and feeling like I'm making tangible contributions.

When I retire, which isn't for awhile, I plan to teach golf.

*Raymond E Hill*