

News for  
Eastern Michigan  
Faculty and Staff

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## International Week celebrates EMU's diversity

By Summer Wilhelm

Take a trip around the world and experience its many cultures and traditions during Eastern Michigan University's International Week, Oct. 23-31.

From lectures and music to potlucks and brown bag lunches, International Week offers a variety of activities for all to learn from and enjoy.

"We're hoping to raise awareness of our place in this world," said Don Staub, director of EMU's Office of Collaborative Education. "We want to show people there's a much larger world out there and we want to give everyone more exposure to the various discussions, activities and events taking place around us."

Begin the week by attending the Academic Programs Abroad World Scholars Open House, Thursday, Oct. 23, 4-7 p.m., Room G-11, Boone Hall. The event will welcome back returning study abroad students and recognize faculty who have taught abroad and encouraged students to study abroad.

Then, find out about "American Education Through the Eyes of Eurasian Students," when a panel of six students from the countries of Ukraine, Russia,

Tajikistan, Azerbaijan and Bulgaria present their views on education in America and their countries. The event is scheduled Oct. 23, 10 a.m., Graduate School conference room.

Take a rest and bring a brown bag lunch to the International Lecture Series, scheduled every weekday from noon-1 p.m. Topics include South Africa's children, teachers learning to be multicultural and a Haitian elementary school.

Hear the story of Bill and Sophie Leng Stagg Tuesday, Oct. 28, 4-5:30 p.m., Halle Library Auditorium. Sophie Leng Stagg, a native of Cambodia, will talk about her years of hardship in the Khmer Rouge killing fields. Her husband, co-founder with her of the non-profit corporation Southeast Asian Children's Mercy Fund, also will speak. The Staggs take food, medicine and supplies to needy Cambodian villagers, and bring orphans back to this country for adoption.

Attend a presentation on the Fulbright experience, Thursday, Oct. 30, 11:30 a.m.-1:30 p.m., Gallery II, McKenny Union. Learn about the Fulbright program and application process. Then hear from re-



**FANCY FOOTWORK:** EMU students enjoy a competitive game of soccer in Bowen Fieldhouse during last year's International Week on campus. The soccer tournament will again be part of International Week, which runs Oct. 23-31.

cent faculty Fulbright recipients and an international Fulbright student.

Sample a variety of home cooked

**SEE WEEK, page 3**

### FAMILY FUN



**POP THE PINATA:** This little girl was one of many children who took their best shot at hitting the piñata during Family Day Oct. 11. If children successfully hit the piñata, they were awarded a prize. More than 5,000 persons attended the annual event, which included more than 50 fun activities for parents and their children.

## Funds earmarked for 33 strategic initiatives

*Editor's Note: This is the first in a series about the implementation and funding of strategic plan initiatives for 2003-04.*

By Ron Podell

Eastern Michigan University's second round of strategic initiatives again focuses strongly on student-based needs.

During this academic school year, students will see funding boosts in a number of areas, with particular attention given to the Honors Program.

"This will be our watershed year for finalizing our plans to enhance honors activities, to create an Honors College and to search for an Honors leader," said EMU President Samuel A. Kirkpatrick. "In the interim, we will add additional scholarships for honors students and expand support for un-

dergraduate research activities."

Bolstering the honors program is one of seven initiatives funded under Direction 1 of the strategic plan. Direction 1 stresses that EMU will be recognized for its strong undergraduate programs and will provide research oppor-

tunities, excellence in co-curricular programs, and support systems that enhance the success of a talented and diverse population.

In addition, these initiatives under Direction 1 will be funded:

■ Based on demonstrated initial success with the first two cycles of SummerQuest, \$50,000 in one-time funding has been earmarked toward a third year of the program

### STRATEGIC NUMBERS

The following is a breakdown of funding of 33 initiatives for the second round of strategic planning.

Base Funding 2003-04	\$1,406,525
Base Funding 2004-05	\$308,283
One-Time Funding	\$1,462,000
Combined total allocation	\$3,176,808

**SEE FUNDS, page 4**

# HR consultant among 26 staff appointments

The Eastern Michigan University Board of Regents approved the appointments of 26 staff at its regular meeting Sept. 16.

Of the 26 appointments, there are 17 females (65 percent) and nine males (35 percent). The group includes 18 Caucasians (69 percent), six African-Americans (23 percent), one Hispanic (4 percent) and one American Indian (4 percent).

Those receiving appointments are:

■ **Wendy Moher** of Sterling Heights, human resources consultant-employee relations. Moher previously was human resources coordinator at Faygo Beverages, Inc., from 2001-2003. Prior to that, she was employment coordinator for Training and Treatment Innovations in Oxford. Moher earned her master's degree with a concentration in human resources and her bachelor's degree in science, both from Central Michigan University.

■ **Tracy Scott** of Broadview Heights, assistant athletics director for compliance, intercollegiate athletics. Scott previously was

director of compliance for the Mid-American Confer-

ence from 2002-2003. Prior to that, Scott was an administrative associate in the EMU Athletics Department. Scott earned her master's degree in sports administration from Wayne State University and her bachelor's degree in criminal justice from EMU.

■ **Scott King** of Williamsburg, Va., head coach, women's golf, intercollegiate athletics. Before coming to EMU, King was director of golf at the College of William and Mary from 1999-2003. King earned his bachelor's degree in physical education from North Carolina Wesleyan College and received his teacher certification from Appalachian State University.

■ **Mahogany Green** of Lakewood, Ohio, assistant coach, women's basketball, intercollegiate athletics.



Green

Green earned her bachelor's degree in psychology from Cleveland State University.

■ **Larry Holton** of Coralville, Iowa, assistant coach, football, intercollegiate athletics. Holton previously was assistant football coach at Western Illinois Uni-

versity from 2001-2003. Holton earned his bachelor's degree in liberal studies from Iowa State University.

■ **Melissa Gentile** of Ann Arbor, assistant coach, women's basketball, intercollegiate athletics. Before coming to EMU,



Gentile

Gentile was director of softball operations/head instructor at the Michigan Sports Academy from 2002-2003. Prior to that, she was an assistant softball coach at Central Michigan University from 2000-2002. Gentile earned her bachelor's degree in kinesiology from the University of Michigan.

■ **Michael Szerszen** of New Windsor, N.Y., assistant coach-strength and conditioning, intercollegiate athletics. Szerszen previously was assistant strength and conditioning coach at the United States Military Academy from 2002-2003. Prior to that, he was a graduate assistant strength and conditioning coach at West Virginia University.

■ **Daniel Dailey** of Novi, workforce education specialist, Continuing Education Workforce. Dailey previously was president of Time Tech Solutions from 2001-2003. Prior to that, he was a consultant for NorthEast Enterprises

from 1999-2000. Dailey earned his bachelor's degree in science from Purdue University.

■ **Sushma Ellendula** of Canton, Web analyst/programmer I, ICT. Before coming to EMU, Ellendula was an analyst at DTE Energy from 2002-2003. Ellendula earned her bachelor's degree in sciences from HKES in India.

■ **Justin Jackson** of Detroit, enterprise support tech, ICT. Jackson previously was a technical support specialist for Comcast Cablevision in Ann Arbor in 2003. Prior to that, Jackson was a support technician LVI at EMU's ICT HelpDesk from 2002-2003. Jackson earned his bachelor's degree in communication technology/information technology from Eastern Michigan University.

■ **Catherine Powers** of Dearborn, workforce education specialist, Continuing Education Workforce.

■ **Caleb Brokaw** of Ypsilanti, coordinator, marketing and events, Continuing Education administration. Before coming to EMU, Powers was a staff writer/Web editor at the Southeast Michigan Council of Governments (SEMCOG) from 1999-2002. Brokaw earned his bachelor's degree in English from Wayne State University and is currently pursuing his master's degree in written communication from EMU.

■ **Jacqueline Davis-Green** of Jackson, regional

manager, Continuing Education Regional Center, Jackson. Davis-Green previously was director and outpatient mental health therapist in the Choice Supports Division at Case Management Corporation in Jackson from 2000-2003. Davis-Green earned her master's degree in counseling from EMU and her bachelor's degree in psychology from Central Michigan University.

■ **Melissa Pohorence** of Shaker Heights, Ohio, assistant athletic trainer, training room, intercollegiate athletics. Before coming to EMU, Pohorence was a graduate assistant in the sports medicine department at John Carroll University at University Heights, Ohio, from 2000-2003. Pohorence earned her master's degree in community counseling from John Carroll University and her bachelor's degree in athletic training/exercise physiology from Ohio University.

Others receiving appointments are:

■ **Shalonda Casanova** of Kalamazoo, area complex director, housing.

■ **Robert Eccles** of Carleton, radio reporter/announcer, WEMU.

■ **Angelica Flores** of Ypsilanti, supervisor parking operations, parking and paving.

■ **Stephanie Percy** of Frankfort, Ind., area complex director, housing.

■ **Heather Schray** of Toledo, Ohio, area complex director, housing.

■ **Alaina Tabaczynski** of

SEE STAFF, page 4

## EMU BY THE NUMBERS

One of Student Judicial Services' (SJS) primary duties is to provide a disciplinary process for Eastern Michigan University students who violate the Student Code of Conduct. Below is a look at how student disciplinary activity handled by SJS has declined over the last two school years.



	2001-02	2002-03
Total Referrals	799	667
Disciplinary Actions	526	500
Consults to Campus Staff	197	73

Source: Student Judicial Services

## Duncan awarded research/creative fellowship for 2003-04

Jeffery Duncan, professor of English language and literature, has been awarded a Faculty Research and Creative Activity Fellowship for the 2003-04 academic year.

Duncan's creative activity is "3 Little House Out West 2," in which he will write a stage adaptation of the "Little House on the Prairie" series for A Wild Swan Theatre production.

Faculty award winners are released from up to one-half of their normal teaching schedule in order to apply themselves to a carefully planned research or creative project. Up to \$2,000 also is available for each awardee for specific needs associated with his or her project.

Duncan is no stranger to this type of research. In 1999, he earned a sabbatical leave in



Duncan

which he consulted with Irish storytellers in preparation for the writing of two plays for children based on Celtic folklore.

FOCUS EMU, in its Sept. 30 issue, previously spotlighted 10 faculty who received these awards. Duncan's name was not listed on the press release initially provided by Academic Affairs.

# EMU employees help determine where United Way need is greatest

By Summer Wilhelm

Volunteering on a United Way fund distribution panel isn't just a way to provide service to the community. It's a way to find community.

Every year, volunteers from various places, including Eastern Michigan University, have the opportunity to go behind the scenes of the United Way campaign and discover the agencies and people requesting funds.

"You really learn a lot about the various nonprofit organizations around the county," said panel member Becky Figura, EMU director of housing. "It's a great community service experience."

United Way fund distribution panels are composed of seven to eight members per panel. Each group is assigned three to four agencies that are requesting United Way funds, such as the American Red Cross, Food Gatherers, HelpSource and Ypsilanti Meals on Wheels. After the panels receive their assignments, members meet and decide what days and times they should visit their agencies.

Depending on the size of the organization, visits may take up to 2 1/2 hours. During that time, members assess how agencies are utilizing their resources and if they have met projected goals. From there, members make recommendations to their panel chair to increase, decrease or maintain funds. Panel chairs then meet, deliberate and make

their allocation recommendations.

As United Way funds are given on a two-year basis, panel members spend the first year of each cycle allocating money and the second year checking up on the agencies and making suggestions on how to improve fund usage.

"Serving on the panel gives me a little bit of hope," said Sarah Kersey Otto, manager of career planning. "When you tour the agencies, you see that people are doing good things out there."

During tours, panel members may get the opportunity to not only meet the people working for the various organizations but to meet those helped by them.

"It's a very moving experience to speak with clients of the organizations," said Mike Erwin, director of the Career Services Center, and a current panel chair.

"After hearing stories of how a particular agency has changed their lives and how the panel has contributed to that, you walk out with a different feel about what you're doing."

Volunteers of various ages and occupations, especially those affiliated with organizations that are donors to the United Way campaign, are welcome to volunteer on a fund distribution panel.

"We're always looking for new people," Erwin said. "It would especially be nice to see more students sign up. It's a great experience and they would really enjoy and benefit from all there is to learn."



**UNITED FRONT:** (from left) Mike Erwin, director of Career Services; Becky Figura, director of housing; and Sarah Kersey Otto, manager of career planning, review the records of a United Way agency. The three volunteer on United Way fund distribution panels.

# Diles recognized nationally for work

David Diles, Eastern Michigan University's athletic director since 1999, has been selected to receive the 2003 General Robert R. Neyland Outstanding Athletic Director Award by the All-American Football Foundation. Diles received the national award at the 54<sup>th</sup> Banquet of Champions in Chicago Oct. 16.

Under Diles' guidance, EMU's student-athletes improved their overall GPA above 3.0 and graduation rates have increased significantly. The athletics department was singled out as one of 12 recipients of the USA Today-NCAA Academic Achievement Awards for 2001-02. Eastern Michigan earned the award because it was ranked No. 1 in Division I-A for the greatest increase in percentage of student-athletes graduating over a previous year. The Eagles improved 24 percent from 1994-2000.

Diles helped the E-Club, a group of EMU varsity letter winners, develop a new site for EMU's Hall of Fame in the atrium of the Convocation Center. In addition, he had a workout room built in the Convocation Center for the rowing team; lights were added to the baseball stadium; and the Football Ring of Honor, highlighting the major accomplishments of EMU's football greats, was added to the top of Rynearson Stadium.

The All-American Football Foundation is located in Jackson, Miss. The foundation was started in 1994 and is supported by colleges and universities nationwide. It was established to honor individuals for distinguished contributions to the game of football in all phases. The group hosts regional awards banquets to raise scholarship funds that are presented to institutions for their outstanding college seniors.



**Diles**

## WEEK, from page 1

foods from around the world at The College of Education Global Potluck, scheduled Thursday, Oct. 30, 11 a.m.-1 p.m., first floor, Porter Building.

Learn about teaching jobs abroad; work permits for U.S. students in Britain, Australia and New Zealand; and work abroad programs in Germany and Africa at the Work Abroad Mini-Fair, scheduled Friday, Oct. 24, 10 a.m.-2 p.m., McKenny Union.

Brighten up your day with music at the Piano Four-Hands Recital Wednesday, Oct. 29, 4 p.m., Alexander Recital Hall. The event features a recital of original works for piano, four-hands, by Brahms, Mozart and Ravel. Each duo (two pianos) or duet (one piano) team includes one international student and one student from the U.S.

Put on your best face when the International Students Association (ISA) hosts a Halloween party Friday, Oct. 31, 9 p.m.-2 a.m., Tower Inn. The party features games, music and prizes for the best costumes. Tickets are \$3 at the ISA office (225 King Hall) and \$5 at the door. Go to [www.emich.edu/iw03](http://www.emich.edu/iw03) for a complete events list.

EASTERN MICHIGAN UNIVERSITY™

<p><b>WEEK #2</b> <b>\$11,915</b> (Total: \$7,245 raised)</p>	<p><b>WEEK #3</b> <b>\$27,298</b> (Total: \$15,383 raised)</p>
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Our goal:  
50 percent participation  
and \$150,000

CAMPAIGN RUNS THROUGH OCT. 31

Washtenaw  
United Way

## 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, October 27. 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

CSBF0409 CS04 \$23,113 Data Entry Clerk II, Payroll.

### PROFESSIONAL/TECHNICAL

(Hiring Range)

PTUR0401 PT06 \$16,253-\$18,981 Site Coordinator, Institute for Community and Regional Development (ICARD). (80% - 32 hours per week). 9-month appointment (9/1-5/30).

PTAA0412 PT06 \$27,089-\$31,638 Administrative Assistant II, Human, Environmental and Consumer Re-

### An Affirmative Action/ Equal Opportunity Employer

sources (HECR).

PTPR0403 PT06 \$27,089-\$31,638 Athletic Academic Support Program Specialist. Intercollegiate Athletics.

### FOOD SERVICE/MAINT.

(Hiring Rate)

FMSA0409 FM06 \$10.73 Cook, Dining Services DC1. Appointment from September to May. Days and hours are variable.

FMSA0410 FM06 \$10.73 Custodian, DC1/Custodial Prorate, 11 p.m.-7:30 a.m., Sunday-Thursdays.

## FUNDS, from page 1

■ Hiring three out-of-state recruiters for Chicago and northern Indiana; Dayton and Cincinnati; and New York and New Jersey.

“Student recruitment and more dramatic enrollment growth is high on our agenda this year,” Kirkpatrick said.

■ Adding one support staff person to the Transfer Center.

“We will apply additional resources to the Transfer Center and work even harder to

reduce the hurdles for students who wish to complete their degrees at EMU,” Kirkpatrick said.

■ Adding one full-time position and a student tutor to the Mathematics Student Services Center.

■ Provide one-time funding of \$100,000 for a pilot child-care scholarship program. The intent is to provide funding that would allow needy EMU students with children to be able to place their children in the Children’s Institute, thus freeing up the students’ time to take more classes, Kirkpatrick said.

■ Provide \$27,125 in support for the Undergraduate Symposium. Funds will pay for a GA Web page assistant, an Honors journal and student/faculty travel awards.

In all, 33 strategic initiatives under the University’s six key directions will be addressed over the next year. Of those, 19 will receive base funding for the current 2003-04 school year. Another 11 initiatives will receive one-time funding for 2003-04.

Three initiatives — an additional student tutor for the Mathematics Student Services Center, the addition of four tenure-track faculty in strategic program areas, and funding for two McNair Fellowships for minority students — will receive base funding for 2004-05.

“(This strategic plan) includes important points of continuity with our first strategic plan and some creative departures and innovations throughout all areas of university life,” Kirkpatrick said. “We all are very grateful to the University Strategic Planning Committee for its key role in developing this plan and involving stakeholders from throughout the University.”

## STAFF, from page 2

Ypsilanti, research assistant II, biology.

■ Gary Thompson of Canton, teacher I, Children’s Institute.

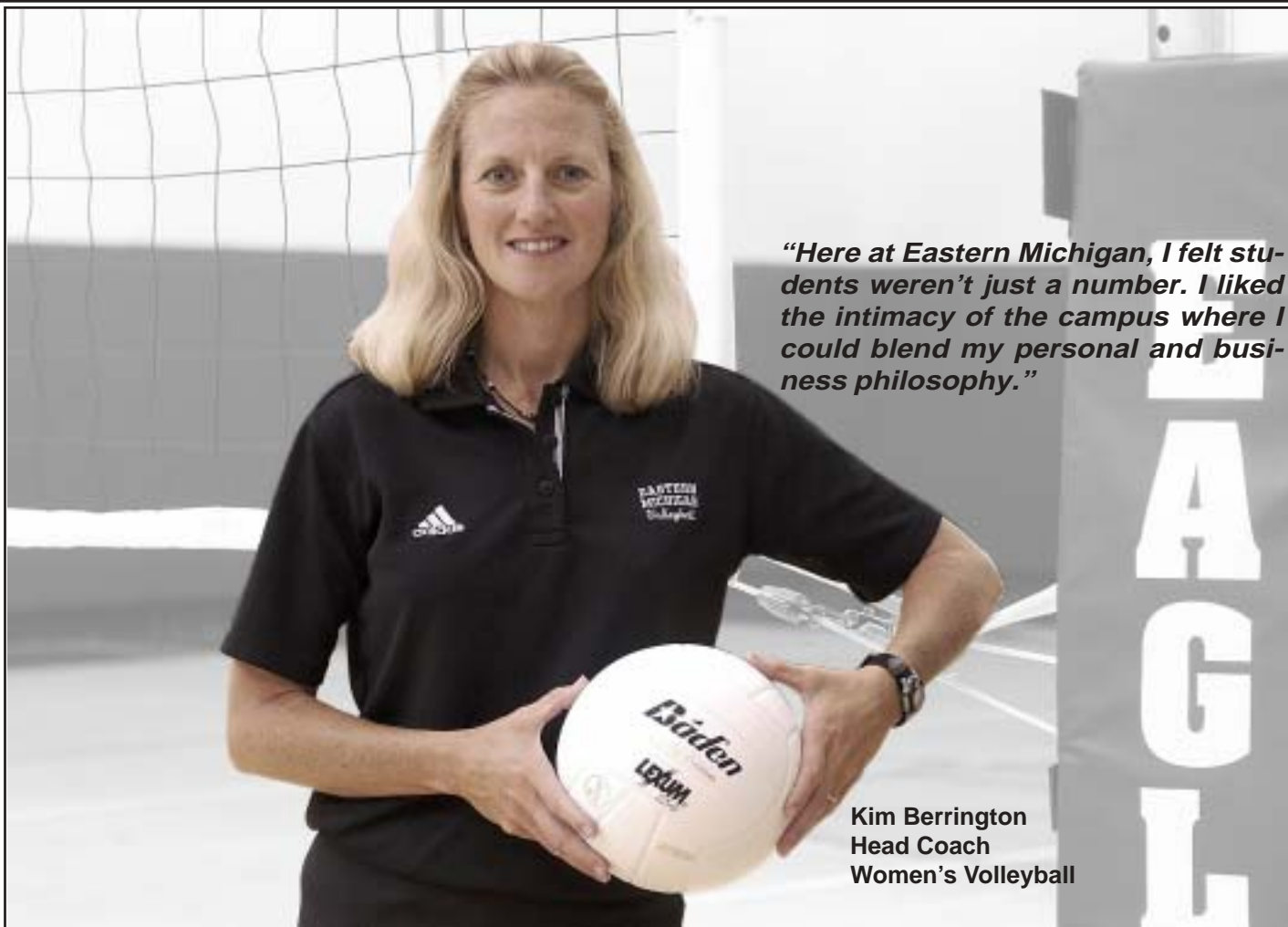
■ Michael Grissom of Dexter, police dispatcher, public safety.

■ Deedra Springgay of Ypsilanti, senior secretary, sociology, anthropology and criminology.

■ Julie Berger of Allen Park, secretary II, history and philosophy.

■ Sherrill Kerby of Clarkston, secretary, Michigan SBT DC.

■ Tiffani Lee of Ann Arbor, secretary II, workforce education-noncredit programs.



*“Here at Eastern Michigan, I felt students weren’t just a number. I liked the intimacy of the campus where I could blend my personal and business philosophy.”*

Kim Berrington  
Head Coach  
Women’s Volleyball

## Why I work at Eastern Michigan University

I’m originally from Pittsburgh. I attended the University of South Carolina and came to Michigan because of my husband’s downriver chiropractic practice.

We only intended to stay two or three years. But in the process of working at various jobs such as marketing and promotions at “The Detroit News” and sales for a sporting goods store, I was discovered by a high school volleyball scheduler. Within a week of meeting her, I was officiating and coaching at various schools.

I came to EMU in 1987 as assistant volleyball coach and left in 1992 only to return in 1996 as head coach of women’s volleyball.

Here at Eastern Michigan, I felt students weren’t just a number. I liked the intimacy of the campus where I could blend my personal and business

philosophy. My priorities are family, education, volleyball and all others.

And that philosophy has worked. My team had a 27-7 record last year and the highest GPA in the country. My goal is to win the MAC championship.

The team members become part of my life. One former student is in medical school, one was Student of the Year in the College of Business and another woman who transferred in with a 1.9 GPA now has a 3.2.

EMU is a people place. I came here because of my husband, but we’re staying because of me. Eastern Michigan is home.

*Kimberly A. Berrington*