

Tech Topics

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Michigan Tech's Faculty-Staff Newsletter

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Help Others, Help Yourself Enroll in Sick Leave Pool

The month of April is open enrollment time for the voluntary sick leave pool. Employees who want to participate donate three days of their sick leave, and in the event of a catastrophic illness or injury, may receive up to 100 days of additional sick leave per year. The pool has helped many employees through difficult times, such as cancer treatments, accidents, degenerative diseases and more.

Employees can apply to the sick leave pool to care for family members also. The Michigan Tech Benefits Office has given away well over 2,000 sick leave pool days since the inception of the program in 1993. Currently, there are about 1,800 days in the pool, and employees never have been asked to re-donate sick days once they became a member.

People who are not currently members of the voluntary sick leave pool will be getting a notice in the mail to join. If you are not sure that you are a member, e-mail the benefits secretary, Nancy Bykkonen, at nabykkon@mtu.edu to find out.

If you have any other questions,, call 487-2517, or e-mail mawilcox@mtu.edu.



Volunteer for Open House

The Admissions Office is looking for volunteers to assist with the Campus Open House on Saturday, April 27. Volunteers are needed for a variety of tasks (set up, staffing information tables, driving shuttle vans, etc). Any faculty, staff, students or organizations interested in volunteering to help on Friday, April 26 (for set up) and April 27 (during the event) are asked to contact Allison Granik at aagranik@mtu.edu or 487-2335 by April 15.

On the whole, human beings want to be good, but not too good and not all the time.

—GEORGE ORWELL

SmithGroup Named Architect for New Center

Detroit-based SmithGroup, Inc. has been selected as the architect for the Center for Integrated Learning and Information Technology.

When the two-phase project is completed in 2005, the J. R. Van Pelt Library and Fisher Hall will be transformed. The first phase includes renovation and expansion of the library and new space for the computer science department. Phase 2 will include renovation of Fisher Hall and new spaces for the College of Sciences and Arts, and the mathematical sciences and physics departments.

"One of the primary goals of the project is to create spaces that students, faculty and staff find exciting and interesting to use and that integrate the learning process, especially

for first- and second-year students," said Jeff Hausman, AIA, SmithGroup principal for the project and leader of SmithGroup's Research Studio.

Recently completed SmithGroup designed projects include the newly opened McNamara Terminal at the Northwest WorldGateway, Detroit Metropolitan Airport, part of a \$1.2 billion airport expansion project. SmithGroup is lead architect for the \$300 million Ford Field, the new domed stadium for the Detroit Lions, slated for completion in August 2002.

SmithGroup (www.smithgroup.com) ranks as the nation's sixth-largest architecture, engineering and planning firm and employs 1,000 people.

Happy Birthday, HARP

Program Uncovers \$22,000 in Erroneous Charges

The Healthcare Audit Reward Program celebrated its first anniversary last month. Since its inception in March 2001, HARP has recovered over \$22,000 in healthcare dollars paid in error by the University.

Want a share of that money? Here's how it works. Carefully check over your Explanation of Benefits forms that you receive from Blue Cross Blue Shield in the mail. (MTU is self funded; Blue Cross administers Michigan Tech's health-care program but the University pays the bills.) If you think that Michigan Tech was charged in error for a service listed on your Explanation of Benefits, contact the Benefits Office. Benefits staff will investigate your concerns, and if they recover payments that were made mistakenly, you'll receive 35 percent of that amount up to a maximum of \$500. The minimum reward is \$5.

Most HARP claims involve honest clerical errors, such as billing twice for the same service. Sometimes MTU is charged for a service that should be paid by another policy or carrier, such as workers' compensation, Medicare or a spouse's Blue Cross program. Sometimes, claims are paid for dependents who were taken off the policy.

The Benefits Office takes all HARP claims seriously. Even the small ones help them identify procedural problems that could result in big errors in the future. So check your Explanation of Benefits carefully. If something isn't adding up, stop by and see them.

What's coming in 2002? The Benefits Office is currently investigating thousands more dollars in potentially erroneous payments, thanks to MTU employees and HARP.

If you have any questions, call 487-2517 or e-mail Maryann Wilcox at mawilcox@mtu.edu.

State Appropriation Remains Steady

Michigan's public universities will receive the same appropriation next year as they have during 2001-02 under a bill signed April 1 by Gov. John Engler.

The measure was drafted in cooperation with state lawmakers and the 15 public universities. Each school agreed to cap its average tuition increase for Michigan resident students at 8.5 percent or \$425 per student, whichever is greater, in exchange for no decrease in state funding.

"While we fought hard for more money, we were facing a decrease of up to 10 percent," said **Dale Tahtinen**, vice president for governmental relations. "From that perspective, this is an excellent outcome."

Michigan Tech's appropriation will remain at \$55,241,600.

The University's Board of Control has yet to approve a budget or set tuition rates for the upcoming fiscal year. Annual tuition and fees for 2001-02 were \$5,887 for resident lower-division students, while upper-division students paid \$6,315.

Baltensperger to Chair Education

Brad Baltensperger has been appointed as chair of the Department of Education, Dean of Sciences and Arts. Max Seel has announced.

Baltensperger, a professor and former chair of the Department of Social Sciences, had served as interim chair of the Department of Education since August. "Brad is highly respected by the faculty in the education department, by the faculty associated with teacher education at Tech, by the local school districts and by the education community at large," Seel said. "He has extensive administrative experience as former department chair, and he has an excellent understanding of Michigan's statewide education organizations."

Baltensperger has been a faculty member at Michigan Tech since 1974, teaching a wide range of courses in geography and related fields over the past 28 years. He has authored publications on the geography of the Great Plains, including a book and articles in leading geography journals. He has been principal investigator on several grants and received a 1990-91 Fulbright scholarship, which allowed him to spend a year as guest professor at Philipps University in Marburg, Germany. From 1996 to 2001, Baltensperger served as director of the environmental policy graduate program.

"In addition to his extensive academic and administrative experience at Michigan Tech, Brad always has shown a keen interest in issues related to secondary education," Seel said. Baltensperger has been a member of the Houghton-Portage Township school board since 1988, serving as president from 1997 to 2000. In 1999, he not only became the first president of the Copper Country Association of School Boards, but he served also, until 2000, as president of the Michigan Association of School Boards. As president, he was the chair of the

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MichiganTech

Bill Curnow, executive director, University Relations
Marcia Goodrich, *Tech Topics* editor
Tech Topics Web site: www.mtu.edu/news/ttopics/

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Information to be included in *Tech Topics* should be submitted to the *Tech Topics* editor in one of the following ways:

- By e-mail to tttopics@mtu.edu
- By campus mail, send typed copies to *Tech Topics*, University Relations.

Each week, the deadline for submitting information is **Friday at 5 p.m.** for publication the following Friday.

The Case Against Teaching

By William Kennedy, director

Center for Teaching, Learning,
and Faculty Development



The excited young man burst into Professor Larry Spence's office describing a terrific course

he had just completed, a course that changed his whole view of learning and education. Spence asked the student who taught the course and he just laughed, "We did all the work; he just assigned problems and helped out. He doesn't know how to teach." The student went on to describe in some detail the range of experiences he had in the course primarily working in student teams solving real-world problems using the vast resources of the research university.

Spence, founding director of the Schreyer Institute for Innovation in Learning and now director of undergraduate learning initiatives at the School of Information Sciences and Technology both at Penn State, described this experience in an article with the peculiar title, "The Case Against Teaching," in a recent issue of *Change Magazine*, a publication of the American Association of Higher Learning.* Spence puts forth three premises in the article: namely, 1) classroom teaching, essentially unchanged since the Renaissance, does not prepare students for the modern world, 2) human beings are fantastic natural learners, and 3) human beings don't learn very well in teaching-focused classrooms. He concludes that improving student learning requires that professors stop acting primarily as providers of information and come to see themselves as designers of student learning experiences. Spence argues that the rising chorus of complaints about growing class sizes, indifferent professors and unprepared students and plans to expand the use of technology, reward good teaching, and train faculty to be better teachers all miss the mark. As he sees it, the problem is that classroom teaching is increasingly not producing the kind of learning contemporary college graduates need to survive, much less to thrive, in the world.

* *Change*, November/December 2001, pp. 11-19.

Friends of the Library Book Sale Next Week

The Annual Book Sale of the Friends of the Library will be held Wednesday, April 10, from 10 a.m. to 4:30 p.m. in the Memorial Union Ballroom.

All kinds of books, priced from 25 cents to over \$15, will be on sale, including books withdrawn from the MTU Van Pelt Library. At 3:30 p.m. on April 10, the books go on super-sale during the Bag Sale, when \$2 buys a grocery bag full of books.

For the best choice, become a member of the Friends (only \$15 at the door) and shop

"Modern, flexible production demands people who are creative, critical, and decisive. Having a broad understanding of technology, organizations, markets, and cultures, today's workers constantly appraise and modify their work systems. They interact intensively using subtle social skills of negotiation, consensus-building, and confrontation," Spence observes. Listening to lectures, answering exam questions and doing problem sets do not prepare a graduate for the actual demands required of leaders in the modern work world.

Why do we continue to teach this way? Spence observes that our manner of teaching comes natural to most people. We teach our children from infancy by telling them things and use many of the same teacherly mannerisms and techniques in classroom instruction regardless of the level. "We haven't improved teaching for 4,000 years because it works so well one-on-one that we believe we understand how it works in general," he writes. The talking teacher approach works fine one-on-one, when the student can interact with the teacher, but as the number of students increase, the teaching becomes less and less effective. Some learn well enough to pass the exams in spite of our antiquated teaching. Many students sense the futility of the situation and simply stay in their residence hall rooms and choose to read the book or visit the class web page. Spence says, "combining the attributes of a talk-show host with the vaudeville shtick, award-winning teachers entertain and inspire. University publicity flacks use phrases like classroom pizzazz, high-velocity learning, the magic of great teaching, and lessons coming alive.

Outstanding lecturers . . . come to class with carts piled with enough props for an opera, sport eye-slammung costumes, and give high-voltage performances. But what do students actually learn from all of these shenanigans?

Next week, we'll explore Spence's case further and take a look at his suggestions for improvement.

at the Friends-Only Pre-Sale on Tuesday, April 9 from 5 to 7 p.m. (No library withdrawals will be sold at the pre-sale).

This popular event raises money for the Van Pelt Library, supporting the popular collection (rental books that include best-sellers), the paperback collection and special projects like the Friends Lounge in the north-east corner of the library's first floor. This event is made possible in part with considerable support supplied by Tau Beta Pi and the Society of Intellectual Sisters.

SPWG Develops Measurables, Your Comments Wanted

Submitted by the Strategic Planning Working Group

At the annual Michigan Tech Board of Control retreat held on March 14, 2002, the Board directed the Strategic Planning Working Group (SPWG) to develop university-level measurables for the University's Strategic Plan. The SPWG is soliciting comments from the campus community on the first draft of these measurables. Please send all comments to Nancy Seely (nsseely@mtu.edu) by April 17, 2002.

Measurable 1 (Related to Goal 1:

Learning—Provide an outstanding and relevant learning environment, consistent with a national university of choice.)

Student success is measured by several factors: the number of job offers and starting salaries offered to our graduates, the number of students admitted to top graduate programs, first- to second-year student retention rate, undergraduate six-year graduation rate and percentage of graduate students receiving their degrees in a timely fashion relative to national norms.

Explanation: The first principle of the Strategic Plan is that the success of our students will always be the most important measure of the success of the university. These are some important measures that, while obvious, can be used in the short term to evaluate the success of Michigan Tech at providing a quality education in a relevant learning environment.

Measurable 2 (Related to Goal 2:

Scholarship—Expand our scholarship and research activities, sustaining successful existing programs while pursuing new endeavors in carefully targeted areas.)

Increase research funding and expenditures and increase peer-reviewed scholarship consistent with a national university of choice.

Explanation: Foundational measures that will define Michigan Tech's success in becoming a national university of choice rest on scholarship and in obtaining increased external resources to foster its growth.

Michigan Tech seeks a growth in scholarship both in total, in per capita efforts, and in percentages of tenure-track faculty who are actively engaged in peer-reviewed scholarship on an annual basis. The definition of scholarship is left to departmental/unit definition although it is required that the definition be the highest standard possible in each respective area as recognized by their peers.

Michigan Tech seeks to continue its favorable trajectory in growth of external research support and to do so in a fashion that sees an ever-increasing percentage of its tenure-track faculty serving a variety of roles consis-

tent with faculty at a national university of choice. In other words, we seek to increase both the numbers of faculty, the proportion of faculty engaged in scholarship and acquisition of external support, and the size(s) of the awards that they are able to secure.

Measurable 3 (Related to Goal 3: *Size and Composition*—Achieve the best size and blend for our educational programs, which includes a diverse student body, faculty, and staff.)

Increase the quantity (total enrollment of 7,000 with 15 percent of students at the graduate level and half of the graduate students pursuing doctorates), quality, (increased ACT/SAT/GRE scores, class rank, and high school GPA) and mix (diversity, undergraduate-graduate student ratio, and geographical location) of our students.

Explanation: Michigan Tech has the capacity to educate more students, particularly at the graduate level. Using our current enrollment numbers means that we will have to add approximately 380 graduate students (237 PhD students) to get to our 2010 goal. Many programs will have graduate enrollments of 20 percent or more. Increased diversity, with respect to gender and race for our faculty, staff and students, will continue to be an important measurable with respect to this goal as we develop a true learning community.

Measurable 4 (Related to Goal 4:

Enrichment—Be the residential campus that provides the sense of diverse community and student experiences that strive to develop the whole person.)

Increased student satisfaction with academics, social and service opportunities, and professional activities as measured by the National Survey of Student Engagement (NSSE) or other measures that may be required by accrediting agencies.

Explanation: The NSSE survey covers a wide array of satisfaction variables—social, cultural, and intellectual. Periodically, Michigan Tech participates in this survey, so the instrument also permits cross-national comparisons of student satisfaction. It may also be useful for Michigan Tech to use a subset of the NSSE survey questions to assess student enrichment experiences in years of non-participation in the national survey.

Measurable 5 (Related to Goal 5:

Administration—Provide an optimized administrative framework, with sound physical, technological, and financial bases, consistent with a national university of choice.)

A balanced budget with appropriate details and spending controls is in place. The

sum of research expenditures, net royalties and licensing fees, philanthropy (gifts and earnings), and other nontraditional revenue streams should increase in proportion to the sum of state appropriations and student tuition and fees.

Explanation: One of the characteristics of a national university of choice is that a larger percentage of its budget is derived from outside sources (e.g., research, philanthropy, etc.). As Michigan Tech moves towards becoming a national university of choice, it must strive to increase its funding from all external sources.

Measurable 6 (Related to Goal 6:

Outreach—Support economic development, public sector outreach, and distance education appropriate for a technological university.)

Increase the number of curricular and co-curricular organizations and activities, as well as the number of students participating.

Explanation: Michigan Tech offers many sporting, cultural and professional organizations and activities to its students. In addition, students may participate in novel curriculum-related projects, such as the engineering enterprise, mini-Baja, and international education programs. These all contribute to a rich campus environment.

Measurable 7 (Related to Goal 7: *Image*—

Build our reputation beyond the borders of Michigan and the Midwest such that Michigan Tech becomes a national university of choice.)

Increase the number of national rankings and other types of national organizational and individual recognition received by our academic, administrative, athletic, and student units and organizations, and improve the rankings and recognition levels of those units, organizations, and individuals already achieving national status.

Explanation: If we are to become a national university of choice, our peers must recognize us as such.

Baltensperger

Continued from page 2

Accountability Task Force, a diverse coalition of statewide education organizations, which advocates school accountability and a meaningful school accreditation system.

As department chair, Baltensperger will provide leadership for the secondary teacher certifications in biology, chemistry, computer science, earth science, English, mathematics, physical science, physics and social studies; and the new master's program in applied science education.

“The Peaks and Valleys” of Tech Transfer at MTU

Nothing can fail like success, notes technology transfer expert Barbara McQuiston. Even the best invention needs proper shepherding. McQuiston, who consults for corporate spinoffs from CalTech and its Jet Propulsion Lab, will give a lecture, “Living on the Edge: Taking Your Technology to the Market,” on Thursday, April 11, at Michigan Tech.

Her talk is sponsored by the Center for Technological Innovation, Leadership and Entrepreneurship (CenTILE) and begins at 7 p.m. in M&M U115.

Technology companies are living in uncertain times, managing on the edge between the peaks of success and valleys of ruin. McQuiston, who hikes the peaks and valleys with technology companies across the country, will reflect on several case studies involving successful and unsuccessful startup efforts. Her presentation will include making it to market and actually staying in business.

McQuiston is currently a partner in QuanStar Management Group, of Pasadena, Calif., which specializes in management consulting to high-technology companies. She has worked with numerous companies and institutes in global technology management and research and currently supports two CalTech startups, QWIP Technologies and Tuneable Photonics.

McQuiston has a PhD in Biomedical Engineering from Wright State University and a BS in Aerospace Engineering from Stanford University.

Her visit is sponsored by CenTILE as part of its “From Idea to Market” lecture series. For more information on CenTILE or on the lecture series, contact Karol Pelc, 487-2663, kipelc@mtu.edu.

Workshop April 9 on New WebCT

Information Technology will hold a faculty workshop on Tuesday, April 9, to discuss the new version of WebCT software.

More than 100 MTU faculty members use WebCT online courseware to support instruction. WebCT has stated they will no longer provide technical support for the version we use.

Editor/Analyst **Mick McKellar** (IT) will introduce features of this new software and discuss a variety of migration and support issues. The workshop will run from noon to 1 p.m.; call 487-2046 to register.

Weight Watchers Meet April 8

Weight Watchers will hold their regular meeting on Monday, April 8, at noon in Memorial Union Ballroom B1. New members are welcome. For more information, call 487-2517.

Mucho Gusto ¡Cubanismo! at the Rozsa

Dateline: Havana. The night is young, the stars are radiant, and a gentle Caribbean breeze whispers through the sultry night. Take a vacation from the grayness of our current weather and sit back and enjoy one of the most famous and dynamic of Cuba's bands, ¡Cubanismo! The band visits the Rozsa Center on Saturday, April 6. Their contagious traditional Latin dance rhythms will make you forget that summer is still a long way away in the Upper Peninsula. Tickets for the 8 p.m. performance can be purchased at the Rozsa Center Box Office (487-3200, Monday-Friday, 11:30 a.m.-5:00 p.m.) or online at www.tickets.mtu.edu.

The soaring trumpet of Jesús Alemañy, who's known as the Cuban Wynton Marsalis, is the driving force of this all-star, 14-piece, up-tempo Cuban band. He is the leading exponent of the traditional septeto style that originated when trumpet was added to the guitar and percussion ensembles of the Cuban countryside. Born in 1962 in Havana, he began studying music at the age of 13 at the Conservatoire Guillermo Tomas in Guanabacoa, Havana. Three years later, he was invited to join the group Sierra Maestra, Cuba's leading contemporary ensemble specializing in the roots style of salsa known as son, which features the trumpet as solo instrument. Alemañy is one of the new generation of musicians who are classically trained, but who keep their roots firmly planted in the Afro-Cuban popular tradition. This is true "roots" music—the authentic stuff

that includes the mambo jam session you can dance to, the cha cha, the rumba, less well-known rhythms like danzon, pa'ca and the descarga, and many more.

The band first found success in the U.S. in 1996 when they were named in the top 10 bands of that year by Latin Beat and Afropop Worldwide. They also landed in the Billboard Top Ten Tropical/Salsa Album Artists of the year.

Many of the traditional Cuban styles are almost forgotten today, lost among the influences of American pop, funk and rap. “The heart, the very heart of Cuban music is the rhythm,” says Alemañy, who sought help in his research for authenticity from veteran musicians like pianist Alfredo Rodriguez. As a result, Alemañy has succeeded in recreating the pure rhythms, the true sound of Cuba. And the expression *cubanismo* stands for a word or phrase which is specifically Cuban—something unique to the island and not common to the general Spanish culture of Latin America. If the music sounds familiar, don't be surprised. What we know as salsa is really just Cuban emigrant music, which after decades of relative obscurity has reached a new level of popularity all over the world.

The event is made possible by funding from the MTU Committee for Campus Enrichment and the James and Margaret Black Endowment. For further information contact the MTU Great Events Series Office (487-2844).

MICHIGAN TECH PRESENTS: “Arsenic and Old Lace”

Submitted by the fine arts department

The Department of Fine Arts will present all-time favorite comedy “Arsenic and Old Lace,” April 11–13 and April 18–20 at 8 p.m. in McArdle Theatre. Associate Professor **Debra Bruch** designed and directs the production, which features a cast of Michigan Tech students and community members plus the talents of Michigan Tech's technical theater crews.

“Arsenic and Old Lace” became famous as a hit Broadway play in the late 1930s and as a popular movie directed by Frank Capra and starring Cary Grant, Raymond Massey and Peter Lorre. An outrageous farce, “Arsenic and Old Lace” combines comic characters with a mystery plot. It's a fast-paced show that audiences of all ages enjoy.

Author Joseph Kesselring turns all the conventions of comedy and mystery stories upside down as New York journalist Mortimer Brewster returns to his hometown with his new bride to visit an array of eccentric relatives, including two sweet elderly aunts and childish Cousin Theodore. Mortimer's ne'er-do-well brother appears with a sinister scientist in tow, obviously up to no good. Meanwhile, the bodies of lonely old gentlemen who formerly rented rooms from the aunts begin to appear in the basement where Cousin Theodore, who imagines he's Teddy Roosevelt, has been “digging the Panama Canal.” Brewster investigates which of his dotty relatives might be guilty of crime, with hilarious (and touching) consequences.

The 15-member cast includes Maija Stadius and Claudia Stadius as the aunts, Aaron Tice as Mortimer and Philip Ribeiro as Cousin Teddy. Bruch designed the multi-level set, which was constructed by crews directed by **Ted Soldan**. **Mary Carol Friedrich**, assistant professor of fine arts, supervised design and installation of lights by MTU's advanced lighting class, and also designed the costumes.

Tickets for “Arsenic and Old Lace” are available from Rozsa Center Ticketing Services, 487-3200, the Student Development Complex, Calumet Theatre, and on the Web (<http://www.tickets.mtu.edu>) for \$8 general, \$4 students. Tickets are \$1 more at the door. More information is available from the Department of Fine Arts, 487-2067.

Kirkish to Receive Donovan Award

Professor Emeritus **Joe Kirkish** has been selected to receive the 2002 Clair M. Donovan Award.

The annual award honors a member of the faculty, staff or student body at Michigan Tech for outstanding service, and is presented by the MTU chapter of the Blue Key National Honor Fraternity.

Kirkish was nominated by Tech chemistry professor **Les Leifer**, who received the award in 2001. Leifer cited Kirkish's devotion to MTU students, which has continued since his retirement a decade ago, and his service to the community.

"It was a very easy selection," Leifer said. "Joe's a very open, caring person, and he's been giving of himself without letup for years."

The award is made in honor of MTU alumnus Clair Donovan, who, as national president of Blue Key and as a civic leader, "made immeasurable contributions to the public image and prosperity of Michigan Technological University."

Kirkish began his career at Tech in 1956, rising to the rank of professor in the humanities department and teaching a variety of subjects, including photography and film. He remains active at MTU as the advisor for music fraternity Mu Beta Psi, which sponsors

Club Indigo. The monthly dinner-theater events benefit the Calumet Theatre and are emceed by Kirkish. He also organizes programs for the Little Gem Theatre in Lake Linden and reads three afternoons a week to seniors in nursing homes.

He maintains a room at his home where students can spend the night when they need to escape the pressures of college life, or where his former students can stop by on their return visits to Houghton.

"Students frequently come to him for help in solving personal problems, proofreading and for help with job applications," Leifer said.

Kirkish also founded and managed WGGL for a number of years, broadcasting a variety of groundbreaking programs, from discussions on controversial local issues to foreign programs that served the needs of MTU's international students.

"Plus, he has consistently supported and given his know-how to many other groups in the arts, on campus and in the community," Leifer said. "He's been a jewel in this community for years. I think he wants to give back what's been given to him, and he's truly done that."



BAND FEST MONDAY AT THE ROZSA

A concert featuring the area's finest college and high school band musicians highlights Michigan Tech's second annual Band Festival on Monday,

April 8, at 8 p.m. in the Rozsa Center. Carolyn Barber, director of bands at the University of Nebraska-Lincoln, will conduct an ensemble composed of members of the Michigan Tech Wind Symphony plus selected members of other area bands. Tickets are available from Rozsa Center Ticketing Services, 487-3200, and at the door.

Barber earned her music degrees from Northwestern University and Yale. She teaches music performance, conducting, and related subjects, and directs Nebraska's extensive band program. She is an active clinician and guest conductor throughout the country.

On Sunday evening, April 7, and Monday morning, April 8, Barber will conduct clinics with the Wind Symphony and a number of high school bands. These sessions are free and open to the public. More information is available from the Fine Arts office, 487-2067.

Jeffrey Bell-Hanson, director of the Wind Symphony and the Keweenaw Symphony Orchestra, is host of the Band Festival.

April

Fair Housing Month

- 4 Thursday**
7 p.m.—"Guess the Straight Person: An Exercise in Breaking Stereotypes"—West McNair Lounge
- 5 Friday**
3 p.m.—Nils Walter, "Back to the Future: Realizing the Scientist's Dream to Watch Molecules of Life"—Chem Sci 102
9 p.m.—Keweenaw Pride drag show—Memorial Union Ballroom
- 6 Saturday**
8 p.m.—¡Cubanismo!—Rozsa Center
- 8 Monday**
noon—Weight Watchers meeting—Memorial Union Ballroom B1
8 p.m.—Second Annual Band Festival—Rozsa Center
- 11 Thursday**
1 p.m.—Todd Wagenmaker seminar on immigration issues—Memorial Union 105
7 p.m.—Barbara McQuiston, "Living on the Edge: Taking Your Technology to the Market"—M&MU115
7 p.m.—Opening of Peace, Tolerance and Diversity Art Show—Community Arts Center, Hancock
8 p.m.—"Arsenic and Old Lace"—McArdle Theatre
- 12 Friday**
8 p.m.—"Arsenic and Old Lace"—McArdle Theatre
- 13 Saturday**
8 p.m.—"Arsenic and Old Lace"—McArdle Theatre
- 18 Thursday**
8 p.m.—"Arsenic and Old Lace"—McArdle Theatre
- 19 Friday**
8 p.m.—"Arsenic and Old Lace"—McArdle Theatre
- 20 Saturday**
8 p.m.—"Arsenic and Old Lace"—McArdle Theatre

MTU POSITIONS AVAILABLE

Job descriptions will be available at 1:00 p.m. on Friday, or by e-mail at <JOBS@MTU.EDU>.

The following positions will be posted Friday, April 5, 2002, at 1 p.m. through noon, Friday, April 12, 2002, in the Human Resources Office.

Director and Senior System Administrator/Programmer—Department of Computer Science
Secretary II (N4)—Educational Opportunity-Special Academic Programs (UAW internal and external posting)

University employees are reminded to apply in writing prior to noon, Friday, April 12, 2002, to be considered as internal candidates for bargaining unit positions only. Applicants from the recall pool will be given first consideration for non-bargaining-unit positions only. Vacancy announcements are normally posted every Friday at 1:00 p.m. in the Human Resources Office. Complete job descriptions are available in the Human Resources Office or by calling 487-2280. More information regarding employment opportunities is available by calling the Job Line at 487-2895. Michigan Technological University is an equal opportunity educational institution/equal opportunity employer

Nominees Sought for Research Award

The Research Award Committee is soliciting nominations for the annual MTU Research Award. Criteria can be found on the Web at http://www.admin.mtu.edu/research/res_award/index.htm. You are encouraged to nominate outstanding researchers among your department's faculty and research staff. The nomination deadline is Tuesday, April 30.

Merit Award Reminder

The deadline for submitting nominations for the Michigan Tech Fund Merit Awards is April 10. These leadership awards go to a senior man and woman, who receive a cash gift. Their departments receive a \$500 grant. Nomination forms are available at campus locations or by calling Dorthey at 487-3324