

Janners: Why More Students Are Failing

Under the new academic dismissal policy, a total of 439 undergraduates were eligible for academic dismissal at the end of fall semester, Vice Provost and Dean for Student Affairs **Marty Janners** reported February 14 to the University Senate.

Starting in 2000-01, students may be dismissed if they earn no credits or a GPA of less than 1.0 in any one term. (Previously, students were generally subject to dismissal if their cumulative GPA was less than 2.0 for three consecutive quarters.) Under the old policy, only 135 would have received dismissal letters, Janners said. But the ultimate impact of the change may be far less than those numbers suggest.

Of the 439 students eligible for dismissal, nearly half were granted an appeal. The total who actually were asked to leave the University at the end of the semester was 225. And it's possible that those students soon would have left anyway, under their own volition.

"My hope is that we've identified the dismissible students earlier, and that we won't see such an increase in academic dismissal numbers next semester," Janners said.

Nevertheless, the numbers are somewhat alarming. "We were shocked by the number of students on the academic dismissal list," Janners said. "But under the old policy, faculty would ask us, 'Why is this student still here?'" They were here because the old policy allowed it, she said. "These new rules allow us to see the students who are really crashing, and we've been surprised at how many there are."

The ballooning number of failing students coincides with an overall erosion in academic performance as measured by GPA, despite pervasive grade inflation. "But I don't think it means students are learning less," she added. Until this year, almost every student got an A in their PE classes. Now, those classes are pass-fail. "One A can make a difference between a 1.9 and a 2.0 GPA," Janners said.

Also, the curriculum has been overhauled with the change to semesters, which may

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Creative minds have always been known to survive any kind of bad training.

—ANNA FREUD

Tompkins Talks on MTEP, State \$, Enrollment

President **Curt Tompkins** asked University senators February 12 to consider whether Michigan Tech should, in the future, support a planned Michigan Tech Enterprise Park (MTEP) to the tune of about \$110,000 a year.

MTEP is being considered by the Michigan Economic Development Corporation (MEDC) for designation as a SmartZone. As conceived, SmartZones link universities with local communities to promote technology transfer and high-tech development and employment. The MTEP proposal was submitted by the cities of Houghton and Hancock, with the cooperation of Michigan Tech.

The park's operational expenses will be covered largely by "capturing" a portion of commercial property taxes, which are levied locally and then sent to the state. After a certain date, any new property tax revenues generated by an increase in the value of commercial holdings in Houghton and Hancock will be allocated to a Local Development Financing Authority. The LDFA then provides revenue for MTEP.

Though these new property tax monies are given to the LDFA, the local school districts

and the cities of Houghton and Hancock will not see their revenues reduced, said **Peter Radecki**, executive director of corporate services. After the commercial property taxes are sent to the state, they are redistributed among local units throughout Michigan. Under the current formula, the funding received by Houghton, Hancock, and the local school districts will be unaffected.

Radecki stressed that SmartZones are a new phenomenon, and that MTEP's projected budget, including any state support, is therefore in flux. However, current figures show the park running a \$110,000 deficit in its third year of operation. For the first two years, corporate sponsors, including UPPCO, are providing grants to support the park, but that support ends the third year. If that deficit continues, Michigan Tech may want to fill the gap as part of its mission to support industry in the state and local community.

"This is a new concept, and the state is making it up as it goes," Tompkins said, noting that the numbers could change significantly. "We need to ask ourselves, 'Is it worth \$110,000 a year for Michigan Tech to do this

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Capital Campaign Passes \$100 Million

Michigan Tech's Leaders for Innovation Capital Campaign has raised \$116 million toward its goal of \$140 million. The campaign ends June 30, 2003.

National Campaign Chair **Dick Robbins** of Seattle said everyone involved with the campaign is delighted with its progress. "We started with an original objective of raising \$100 million, but raised that bar several months ago when it became apparent we were going to surpass that goal. The current goal is \$140 million, and I wouldn't be surprised to see it increase again."

Robbins said he was especially pleased that the leadership giving continues to develop a lot of enthusiasm. "A number of our earliest donors at leadership levels are currently considering increasing their gifts," he said. "We have some truly generous alumni and many who feel that MTU has made an outstanding case for the institution's needs. They want to help the University be in a position to take advantage of its future opportunities."

Campaign staff and volunteers are continuing to concentrate on large- and medium-level gifts, according to Robbins, and several trips are planned to visit alumni across North America and abroad. The next concentration of activity will focus on the thousands of donors who have contributed in one form or another since the beginning of the campaign.

"The final effort," said Robbins, "will be directed at trying to contact many other alumni from whom we haven't yet heard. This is a big task that will take a lot of effort, but we don't want to leave any alumni without an opportunity to contribute to the campaign."

President **Curt Tompkins** echoed Robbins' enthusiasm.

"I have believed for the past four years that we could raise \$200 million by June 30, 2003, against an announced target of \$140 million," said Tompkins. "Achievements to date indicate that my belief has reasonable validity. Now we should all do what is necessary to bring in another \$80 million during the next two years. Beyond that, we should increase Michigan Tech's permanent endowment to at least \$400 million by 2010, which will be the University's 125th anniversary."

The Leaders for Innovation Campaign will provide funds for scholarships, facilities, and the University's endowment.

Splitting Research, Grad School Benefits Both

Michigan Tech is splitting its research and graduate school functions to provide the added attention and support that both programs need, Provost **Kent Wray** said. The change supports Michigan Tech's vision of becoming a national university of choice, in part through the excellence of its graduate program and research activities.

"Our sponsored research program is growing so quickly that it will need a separate vice president in two or three years to focus on those priorities," Wray said. "[Former Vice Provost for Research and Dean of the Graduate School] **Sung Lee**'s retirement gave us the opportunity to position ourselves in this way right now instead of having to address the need to create a separate position in the near future. It became apparent to me during the numerous visits that I had with Dr. Lee during the weeks prior to beginning my position that he was overburdened with the dual responsibility. Additionally, the University's strategic plan calls for us to increase the number of graduate students, particularly doctoral students. A new, separate graduate school dean will be able to devote the time needed to build the Graduate School."

A national search, led by Professor **Walter Milligan** (MSE), is under way for the vice president for research.

The search for the graduate dean will commence in early March when guidelines for forming the search committee are finalized by the University Senate. An internal search is planned to fill the graduate school dean position.

Currently, Professor **David Reed** (SFWP) is serving as interim vice provost for research, while Assistant Dean of the Graduate School **Marilyn Urion** is administering the University's graduate program until a new dean is brought on board. Both positions report to the provost.

MichiganTech

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Marcia Goodrich, *Tech Topics* editor
Tech Topics Web site: www.mtu.edu/level3/ttpics.html

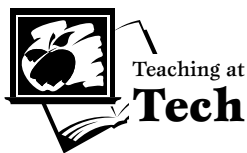
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- By e-mail to ttpics@mtu.edu
- By campus mail, send typed copies to *Tech Topics*, University Relations.

Each week, the deadline for submitting information is **Friday at 5:00 p.m.** for publication the following Friday.

A Snapshot of the Freshman Class

Center for Teaching, Learning, and Faculty Development | By *William Kennedy*, director



Founded in 1966, the Cooperative Institutional Research Program (CIRP) is the

longest-standing longitudinal study of the American higher education system. The 2000 CIRP survey gathered data from some 717 institutions from 404,000 students. The 2000 MTU Institutional CIRP Summary compares the responses of nearly 1,200 MTU entering students with those from students entering colleges across the country.

The 2000 MTU CIRP report presents a picture of an entering class of students with great confidence in their ability to succeed. These are students who express great intellectual self-assurance. Ninety-two percent of our entering class, for example, reported "B" or better high school grade averages. Twenty-eight percent of MTU males and 41 percent of female students reported "A" or "A+" grade averages. Eighty-one percent of our entering students said they felt they were above average in academic ability, compared with only 58 percent in the national sample. A higher percentage of MTU students, when compared to the national sample, rated themselves above average in computer skills (45 percent v. 32 percent), mathematical ability (72 percent v. 38 percent), and intellectual self-confidence (68 percent v. 57 percent). Only 1 in 6 entering MTU students predicted that they might need some tutoring in mathematics, while nearly a third of the national sample predicted such a need. These self-assessments are particularly interesting given the historically poor performance of a significant percentage of our entering students in their early mathematics course.

Eighty-five percent of our entering students said MTU was their school of first choice. Nationally, only slightly more than two-thirds of students could say the same.

Despite national publicity regarding the amount of homework being assigned to primary and secondary students, nearly half of our entering students said they spent two

hours or less per week studying during their senior year of high school. Less than 13 percent reported spending more than ten hours per week studying as seniors. During their senior year of high school, over half of our entering students said they worked at an outside job more than 10 hours per week, and nearly a quarter of our students worked over twenty hours per week.

Nearly a quarter of our entering students said that they spent absolutely no time reading for pleasure during their senior year of high school. Eighty-five percent said they had used a personal computer. Nearly 60 percent said they played videos or computer games each week. Three-quarters of the MTU students surveyed said they had used e-mail, compared to only 58 percent for the national sample. Most interestingly, consistent with the national sample, while 54 percent of male MTU students rated themselves above average in computer skills, only 19 percent of female students reported being so confident.

Forty-five percent of our entering students reported that MTU was over 500 miles from their permanent home compared to only 7 percent of the national sample. Eighty percent of our freshman class said they come from homes with two parents presently living together. Only about half of our students come from homes where Mom or Dad has graduated from college. Less than half of our incoming students said they had socialized with someone from a different ethnic group, while more than two-thirds of the national sample reported such an experience.

The CIRP data paint an interesting picture of the perceptions of the students filling our first-year classrooms. It is a picture of an amazingly homogeneous group of self-confident young adults; many whiz kids in high school and many living a very long way from home for the first time. For many, it seems clear that MTU will prove to be an academic experience that will rigorously test their interpersonal as well as their intellectual mettle for the very first time. Creating an environment that encourages them to rise to the occasion is our mutual challenge.

SEARCHES START FOR FORESTRY, BUSINESS DEANS

In accordance with School charters, committees have been formed to search for deans of the School of Forestry and Wood Products and the School of Business and Economics.

Eugene Klippel is retiring as SBE dean on June 30. Members of the SBE Dean Search Committee are SBE faculty **Jim Frendeway**, **Sonia Goltz**, **Dean Johnson**, **Paul Nelson** (associate chair), and **Mark Roberts**; external faculty members **Neil Hutzler** (chair) and **Sheryl Sorby**; staff representative **Bob Erickson**, undergraduate representative **Gary Copley**, grad student representative **Jo Deaton**, and alumni representative **Edward Robinson**. Alternate members are **Alan Brokaw** (SBE faculty), undergraduate **David Beaudette**, and alumnus **Paul Masini**.

Ed Frayer has retired as dean of forestry and wood products, with **Glenn Mroz** serving as interim dean. Search committee members are SFWP faculty members **Jiquan Chen**, **Peg Gale** (chair), **Peter Laks**, **Ann Maclean**, **Kurt Pregitzer** (co-chair), and **Chung-Jui Tsai**; staff representative **Dennis Baril**; graduate student **Sara Blumer**; external faculty member **Ted Bornhorst**; and undergraduate **Richard Goupell**.

\$100,000 Kimberly-Clark Gift Supports SBE Computerized Classroom

A \$100,000 gift from the Kimberly-Clark Foundation to the School of Business and Economics (SBE) will support the creation of a computerized classroom at Michigan Technological University.

"Right now, it's extremely difficult to make computer presentations in any of our School of Business classrooms," said Paul Aho, a lecturer in the SBE. "This new facility will be beautiful, effective, and let us deliver a quality education much more efficiently."

In addition to 40 to 45 computer workstations for students and teachers, plus software, the room will feature an advanced audio system, controlled lighting, and projection screens. The new technology will allow instructors to conduct formal presentations, host guest lecturers, and provide distance learning to the world.

Student and faculty workstations will be outfitted with software and network access to provide an enhanced learning environment and increased team collaboration. Total cost of the room is estimated at \$295,000; the \$195,000 balance is being raised from outside the University.

"Michigan Tech and Kimberly-Clark have had a long and productive relationship, which is exemplified by their generous gift," Michigan Tech President Curt Tompkins said. "Thousands of students will benefit from this computerized classroom, and not only from the enhanced instruction it will provide. It also gives students first-hand experience with a technology that's commonplace in the business world, better preparing them for the global marketplace."

The School hopes to have the room completed in time for fall 2001 classes. It will be located in Chemical Sciences and Engineering Building Room 101 and will be used by students across campus. Currently, about 1,800 non-majors are enrolled in business classes at Michigan Tech.

The Kimberly-Clark gift will be credited to the University's Leaders for Innovation Campaign. The campaign, with a goal of \$140 million, will provide funds for scholarships, facilities, and the University's endowment. The campaign will run through 2003.

CelticFusion Date Change

The Great Events staff at the Rozsa Center regretfully announce a date change. The CelticFusion performance will take place at 8:00 p.m. on Sunday, March 11, not on March 24 as originally scheduled. An instruction sheet offering several options will be sent from Rozsa Center Ticketing Services to all ticket holders.

Survey Shows Few U.P. Frogs with Deformities

Submitted by the News Bureau

A two-year survey conducted by middle and high school students and teachers in western Upper Michigan suggests that amphibians here are apparently much better off than their counterparts in other states, especially nearby Minnesota.

Principal investigators **Joan Chadde**, education program coordinator for the Center for Science and Environmental Outreach at Michigan Tech, and Assistant Professor **David Flaspohler** (SFWP) say samples collected in five Upper Peninsula counties showed an incidence of frog deformities at 2 percent, compared to more than 70 percent at some Minnesota sites.

Frog deformities became a national environmental concern in 1995 when a group of students found large numbers of deformed frogs at a pond near Henderson, Minnesota. Since then, more than forty states have recorded deformities in local frog populations, with the highest rates found in Minnesota and Vermont. Wildlife specialists and environmental agencies across the country have been trying to determine the scope of the problem and the cause of the deformities.

Chadde and Flaspohler knew that hiring professionals or graduate students to conduct large scale surveys would be cost-prohibitive, so they opted instead to try to accomplish their goals with volunteers. After consulting with experts from several states, in spring 1999 and again in 2000 they conducted ten-hour teacher training workshops for sixth through twelfth grade teachers in western and central Upper Michigan. Education and sampling materials were provided by the Wege Foundation and the Michigan Department of Natural Resources Non-Game Wildlife Program. Sessions included species identification and distribution in Michigan, an overview of frog population declines and deformities found in other areas, why frogs are bioindicators of environmental changes, and how to conduct frog population and deformity surveys. Workshop participants used their biology students to conduct surveys at local rivers, ponds, lakes, swamps

and other wetland areas.

"Over the two-year period, teachers and students from Houghton, Gogebic, Marquette, Menominee, and Ontonagon counties conducted surveys and submitted their results," said Chadde. "We feel it was important to collect these data so we have a baseline for future comparison in Upper Michigan. We also wanted to show that trained volunteers, such as teachers and students, can help professionals by monitoring a much larger area than would otherwise have been possible, given the shortage of available professionals."

During the survey years, more than a thousand specimens were captured from nine species of amphibians. Only two species, however, exhibited deformities, green frogs and mink frogs. Both of these species spend more of their life cycles in water, compared to tree frogs, which only return to the water to reproduce in the spring. Deformities, such as deformed limbs, missing eyes, extra limbs, and missing limbs, were found in 1.5 percent of green frogs and in 1.7 percent of mink frogs surveyed during the two years.

"While the survey was not a rigorous scientific study, it still generated a lot of useful information," said Flaspohler. "We had a pretty good sample size, and it certainly showed what can be accomplished with a cadre of trained volunteers."

As for what might be causing deformities here and elsewhere, Flaspohler said nobody knows for certain at this point. "In Minnesota and other states, scientists are looking at parasites, pesticides, and even solar radiation as possible causes, but nobody has been able to pin it down as yet, and some researchers think it may be due to a combination of factors."

Chadde, along with Tony Murphy of Hamline University in St. Paul, Minnesota, and Hancock High teacher Kristan Schuster, presented a teacher-training program, "Frogs As Bioindicators," at last year's National Science Teachers' Association convention in Orlando. Their presentation was selected for posting on the NSTA's web site: www.nsta.org/conv/sessions/biology/orl1430.asp

New Group to Tackle Course Proposal Schedule

The new Course Proposal and Scheduling Working Group has been formed by Vice Provost for Instruction **Stephen Bowen** to develop a better time line for faculty and departments to add, drop, or change courses.

Because of the lengthy procedures involved, changes for one academic year need to be submitted by the previous October, almost a year in advance. This means that experience gained during a fall semester course can't be used to improve the course for nearly twenty-three months.

The group will investigate the feasibility of having change proposals due on February 1, or the possibility of having two deadlines per year, so spring courses also could be improved more quickly.

The working group co-chairs are **Terry Reynolds**, chair of social sciences, and Registrar **Sharron Paris**.



AT
TECH
TEA

They start with a plain cotton rag doll. With fabric, paint, and the addition of other items, as many as it takes, they fashion the doll into a symbol, a reflection of their own

lives. Other autobiographical details are added in a brief statement that accompanies the doll. The dollmakers are a group of women who are HIV positive, women who may have suffered devastating losses and whose futures are not certain. Nevertheless, they have hope and participate in a unique project that encourages public awareness of HIV and documents their life experiences for future generations. Kathy Gerus-Darbison and Candice Moench, the two women who developed "Stitches: A Doll Project," are the guests at Tech Tea Time on Wednesday, February 21, at 4:00 p.m. in the Memorial Union Alumni Lounge.

Gerus-Darbison and Moench will introduce the dolls, "although they tell their own stories," and talk about the project. They'll present some statistics and talk about women who are living with HIV infection, about their issues, and about how the disease affects the entire family.

"We'll bring dolls from different women across the country, from all walks of life," says Gerus-Darbison, who will leave a group of dolls at MTU to be displayed for a month.

Moench is deputy director of MAPP, the Midwest AIDS Prevention Project. She was a middle school teacher for thirteen years before she came to MAPP. The tragic loss of two of her bosses, who died from complications resulting from AIDS, propelled her into AIDS prevention and community activism.

Gerus-Darbison has been working at MAPP for ten years as an HIV educator. She came to MAPP through the Hemophilia Foundation of Michigan to learn more about the psychological aspects of HIV disease and safe sex issues. Her late husband, a hemophiliac infected in a contaminated blood transfusion, died of AIDS-related complications. She has been living with HIV since 1985 and has had an AIDS diagnosis since 1993. She has a fifteen-year-old daughter, who has lived with her parents' diagnosis for

Free Teaching Newsletter on the Web

Michigan Tech now has access to the Web edition of *National Teaching and Learning Forum*, a bimonthly newsletter that gives practical insights into improving teaching and learning. While the information is geared toward instructional personnel, the site is open to all users in the mtu.edu domain.

The current issue includes articles on "When Students Feel Stupid," "Collaborative Learning in the Virtual Classroom," publishing your best teaching ideas, and more.

The Forum is provided to MTU employees courtesy of the Center for Teaching, Learning, and Faculty Development. To view it, visit <http://www.ntlf.com/restricted>. If you have trouble accessing the site, call 487-2046.

Georgia Mass Choir at the Rozsa February 25

Submitted by University Cultural Enrichment

The Georgia Mass Choir, one of the leading gospel choirs in the U.S., comes to the Rozsa Center at 7:00 p.m. on Sunday, February 25, to present an evening of lively, soul-stirring, traditional gospel music. The concert is the last in the series of concerts celebrating Black History Month and highlighting jazz and gospel, two of the major contributions that African Americans have made to the tapestry of American music. The series also includes performances by the South African group Ladysmith Black Mambazo and by the Frank Mantooh Quartet with the outstanding African American jazz trumpeter and vocalist Byron Stripling. Tickets for the Georgia Mass Choir are available from Rozsa Center Ticketing Services (487-3200, 8:00 a.m.-5:00 p.m., Monday-Saturday) or on line at <http://www.tickets.mtu.edu>.

Founded in 1983 by the Reverend Milton Biggum, the Georgia Mass Choir has recorded eight albums, all gospel chart hits, and many hit singles. They've received many awards, as well as Grammy, Dove, and Stellar nominations. Although already well known in the field of gospel, the choir made their debut on the national scene when they appeared alongside Whitney Houston in the movie *The Preacher's Wife*. Director Penny Marshall and producer Robert Greenhut auditioned many choirs, but chose the group for their outstanding charisma and in Marshall's words, "the joy on their faces when they sing." The spirit the group brought to the set was contagious, and crew members and extras found themselves clapping their hands and stomping their feet. "This was the first time in the history of gospel music that a real choir was used to such an extent in a major film," declares conductor Biggum, who was used as a consultant on the movie to make sure that the music and the church appeared authentic. Following the movie's release, the choir appeared on *Good Morning America* and on *Saturday Night Live* with Whitney Houston.

The choir figured prominently in the celebrations for the Olympic Games in 1996 and has since appeared in TV specials and other programs. They have also been featured in numerous publications including *Billboard*, *Jet*, *Ebony*, and *Gospel Today*.

The visit of the Georgia Mass Choir is made possible by funding from the James and Margaret Black Endowment and the MTU Committee for Campus Enrichment and sponsored by **Rick** (Electrical and Computer Engineering) and **Randi Brown**. The Great Events Series is coordinated by University Cultural Enrichment, 487-2844.

14 years. Gerus-Darbison was a member of the President's HIV/AIDS Advisory Council for four years.

Moench and Gerus-Darbison have worked on many projects at MAPP that target underserved populations, especially women. These programs will be highlighted during these area presentations:

AIDS 101

Tuesday, February 20

6:30 p.m., Ojibwa Resort Motel Meeting Room

Safer Sex

Wednesday, February 21

8:30 p.m., Wadsworth Hall Campus Cafe Annex

Tech Tea Time is coordinated by University Cultural Enrichment. For further information or to propose a topic for a future program, call 487-2844.

Major Engineering Database Revised

Engineering Information, Inc. has released its newly redesigned Web site, Engineering Village 2.

Its core product, Compendex, is fully operational in this new release, with all records from 1970 onward available in one database. It includes Quick Search and Expert Search. A new search engine and rewritten search grammar should eliminate discrepancies.

Additional enhancements include one seamless interface for searching Compendex, Website abstracts and affiliated partner databases; greater concentration on engineering information; and continuously available customer service.

To learn more about upcoming enhancements, click on "Personal Profile" found on the main page. To familiarize yourself with the changes before the old version is discontinued, please visit the new site, <http://www.ei.org/engineeringvillage2>

Engineering Village 2 is listed on the Library's Indexes and Databases page along with the original sites, El Compendex and El Village. The date for discontinuing the older sites had not been set. The "More information" link leads to some tip sheets and guides to the new product. A link to the revised site can also be found on the "Trials" portion of the Library's Indexes & Databases page.

Lecture Feb. 23 on Historically Black Colleges

Guest speaker James Satterfield will give a lunch-n-learn talk, "The History of Historically Black Colleges and Universities," on Friday, February 23, from noon to 1:00 p.m. in the Black History Month Reading Room (Memorial Union Ballroom B). Refreshments will be served.

Satterfield is a King Chavez Park fellow at Eastern Michigan University, where he is working on his doctorate. He will provide interesting facts about some of America's first universities, as well as information on the rise of today's premier HBCUs and their graduates. Everyone is welcome to come out and learn why, where, and how HBCUs came to exist.

Satterfield is hosted by Educational Opportunity and the Office of Outreach and Multicultural and Ethnic Programming. For more information, call 487-2920.

Black History Music and Videos Next Week in MUB

Music and videos exemplifying African American history and art will be featured Tuesday-Thursday, February 20-22, in the Black History Month Reading Room (Memorial Union Ballroom B). The reading room will be open Monday through Friday, throughout the day.

On Tuesday, music by Bob Marley will be featured in "Caribbean Awakening." Ken Burns' epic PBS series *Jazz* will be played from 11:30 a.m. to 6:00 p.m.

Wednesday's music, "Afrobeat: Transglobal African Funk Grooves," includes works by Femi Kuti, Tony Allen, Egypt 80, Hugh Masekela, and more. The movie *Mandingo* will be shown between 10:00 a.m. and 6:00 p.m.

Music by Nathan and the Zydeco Chas-Chas, "I'm a Zydeco Hog!" will be featured Thursday. A video of the C-SPAN broadcast *State of the African American in America* will be shown from noon to 6:00 p.m.

CLEAN OUT THOSE BOOKCASES!

The Friends of the Van Pelt Library have scheduled their popular spring book sale for April 5 from 10:00 a.m. to 4:00 p.m. in the Memorial Union Ballroom. So you have less than two months to search out your old books, records, CDs, videos, and software to donate to the cause.

All proceeds benefit the library. Please drop your donations in the orange drop-box in the library lobby or contact Dana Richter (dlrichte@mtu.edu) or Terry Reynolds (treynold@mtu.edu) to arrange for pick up.

Speaker to Talk on Supreme Court, Affirmative Action

Abraham Davis, professor of political science at Morehouse College in Atlanta, will visit Michigan Tech Thursday and Friday, February 22-23, to present a lecture, "Contemporary Supreme Court Issues: Education, Race, Affirmative Action, and Other Issues."

He will give his talk twice, on February 22, from noon to 1:00 p.m. in Memorial Union Ballroom B; and on February 23, from 1:00 to 2:00 p.m., in the Memorial Union Alumni Lounge.

Davis is the author of three books, including *The Supreme Court, Race and Civil Rights*, which was named the 1995 outstanding book on human rights in North America by the Gustavus Myers Center for the Study of Human Rights. He has been a distinguished visiting professor and/or lecturer at numerous universities, and in 1995 received the distinguished alumnus award from Ohio State University, where he earned his PhD in 1969.

Davis's visit is sponsored by the Graduate Student Council. For more information, contact Otha Thornton, 487-2650, oethornt@mtu.edu.

KSO Announces Concerto Competition Winners

Submitted by the Department of Fine Arts

Three young musical stars have won the Keweenaw Symphony's first Concerto Competition, and will appear in two Houghton concerts in March. Ashu Kejariwal, Eunice Keem, and Elizabeth Chung, all from the Chicago area, will display their extraordinary musicianship in the KSO's March 18 "Competition Winners" concert in the Rozsa Center, and also present a recital on March 15 in McArdle Theatre.

"We're very lucky to have the chance to host such truly gifted young musicians," **Milton Olsson**, chair of the fine arts department, said in announcing the winners. "They are remarkable in every way, and I know that everyone who loves music, particularly young musicians, will want to hear and meet them." The three winners were selected from more than fifty applicants from throughout the Midwest.

The Collegiate Division winner, Ashu Kejariwal, is a world-class musician and veteran performer, says **Jeffrey Bell-Hanson**, music director of the KSO. During the last five years, he has won numerous national, regional and international concerto competitions and performed as soloist with symphony orchestras in New York, Washington, DC, Houston, Hawaii, and Europe. His musicianship on alto saxophone dazzles both judges and audiences. Ashu is a 21-year-old music major who graduates this spring from Northwestern University, Evanston, Illinois.

Entries Wanted for Women's History Bulletin Board Contest

The Presidential Commission for Women is sponsoring its fifth annual Bulletin Board Contest in honor of Women's History Month. Five cash awards will be given: \$100, \$75, and \$50 for the top three long-term displays, and \$50 and \$25 for the top two short-term displays.

The contest is open to individuals, groups, and organizations, both on and off campus. Entry deadline is March 14. Judging and the awards ceremony will be during the week of March 26, MTU's Women's History Week. The theme is "Celebrating Women of Courage and Vision." Entry forms are available at residence hall desks, Student Affairs, and Educational Opportunity.

Long-term bulletin boards will be displayed March 19-30 at various locations across the campus and local community; short-term bulletin boards will be displayed in the Memorial Union Reading Room the week of March 26-30.

Displays will be judged on their informational or educational value; originality and creativity; clarity, consistency, and significance of theme; and design quality.

Details are on the entry form. Contact Peg Balachowski at mmbalach@mtu.edu or 487-2938 for more information or to enter.

CPDQI Spring Sessions

The Center for Professional Development and Quality Improvement is offering the following sessions for spring. All MTU employees are eligible to attend. The cost is \$25 for each session. Cancellations must be received by our office 48 hours prior to the workshop to avoid being charged a \$25 fee. Substitutions can be made any time by notifying our office prior to the workshop.

When you sign up, please provide your name (as you want it on your session certificate), phone number, e-mail address, and account to be charged.

- **Tools for Successful Hiring**, Thurs., Feb. 22, 1:30–4:30 p.m. When it comes to hiring, many of us know what we're looking for in an employee, but the process to locate and successfully complete the hire is more than a little murky. Not only that, having to replace an employee who leaves for another position is an expensive proposition. This workshop will disclose tips for hiring smart, what to look for in resumes, hiring mistakes employers make and how to avoid them, and beyond the interview and hiring—retaining employees.
- **Working Relationships—Part 1 of 2**, Wed., March 14, 9:30–11:00 a.m. Having a hard time getting along in the office? Is there someone with whom you just can't work? Looking for a solution? This workshop will teach guidelines for improving communication and interactions in the work environment. Learn how you can contribute to a better work environment.
- **Interviewing Skills—On Stage!!!** Thurs., March 15, 10:00 a.m.-noon This session provides the opportunity to prepare for a role-playing session. Participants will receive a job description prior to the workshop and will be expected to prepare for an interview situation. Participants will receive feedback on their presentation from the workshop coordinator and other participants.
- **Working Relationships—Part 2 of 2**, Wed., March 21, 9:30–11:00 a.m. In part two, participants examine their own situations and have an opportunity to practice improving common difficult situations.
- **Dealing with Workplace Change**, Tues., April 10, 8:30–11:30 a.m. How has your job changed in the past three years? Do you feel like you are in a time warp and don't know where to turn? What responsibilities do you have that you may not feel fully prepared to fulfill? This session will help you understand how change affects you, understand your responses to change, move beyond resistance toward change, make it through the transition period, deal with new roles and chal-

Round 2: Supervising Student Employees

The Center for Professional Development and Quality Improvement is offering a series of Supervising Student Employees lunch 'n learns for spring semester. All MTU employees are eligible to attend any (or all) of the sessions listed below. Registrations are limited to twenty-four participants for each session. All sessions run from noon to 1:00 pm.

- Wednesday, February 21: **"Of All the Jobs I've Loved Before..."**
Student employees will share their insight about what makes employment on campus a wonderful thing and also, what could make it better.
- Wednesday, March 7: **"Managing Your Technologically Savvy Student Employee,"** Mary Zaroni and Eleanore Kyllonen
How do you manage students who might know more than you do? How do you keep your student employees from using your computer system for fun, folly, or federal offenses? This session will focus on hiring, training, and managing students, highlighting the information technology area. Since we manage groups of students, we have formalized scheduling procedures and guidelines. Handouts will be provided with documentation used.
- Wednesday, March 21, **"Student Recruiting and Interviewing,"** Shannon Vairo
If you're planning on hiring students to work in your area, how do you find them? This session will cover recruiting and advertising: where to advertise and what to say in your ad. Shannon will also talk about good questions to ask students in the interview, what she looks for in a student employee, and general rules to follow on how to manage students as far as following and enforcing the rules you've set.

lenges during change, build and maintain positive attitudes, and develop a support system to make change easier.
- **Coaching in the Workplace**, Thurs., April 26, 1:30–4:30 p.m. As a manager or supervisor, you are expected to face the challenges of today's workplace while keeping those you supervise up-to-date and on task. Coaching has proven to be one of the most powerful one-on-one management techniques for getting the best out of every employee. This session will help you identify situations where coaching may be helpful, give positive feedback effectively, give constructive feedback effectively, analyze performance problems, conduct a performance improvement discussion.
Contact Becky Christianson at rvchrist@mtu.edu to register Call 487-2416 if you have any questions.

- Wednesday, April 11, **"Work Place Issues—Laws Count and People Matter,"** Sherry Kauppi
Hiring and harassment are two hot issues where the responsibility and liability sit on the manager's shoulders. We'll help you guide your employees through and out of trouble spots by learning about the law and the local standards. You'll become more familiar with the AA office as one of your campus resources.
- Wednesday, April 25, **"One Ringy Dingy, Two Ringy Dingies—Quick Tips to Train Students on Professional Telephone Skill,"** Shalini Suryanarayana and John Lehman
Join Shalini and John for a fun and entertaining session on how to help your students improve their phone skills. Review some basic ground rules that all students should be taught when answering the phone, discuss and brainstorm solutions to trouble spots you've encountered (how calls are screened, how messages are taken, how difficult callers are handled, etc.), and pick up several handouts of tips & techniques.
- Wednesday, May 2: **"Student Employment and Discipline,"** (repeat of fall semester session) Steve Tyrell
Students ascribe to a code of conduct. Participants will learn about the disciplinary process, some of the most common code of conduct violations, and what employers can do to help students modify their behavior through the student discipline system.

MaCH-1 on Tap for Summer

Michigan Tech's successful summer college preparatory program now has some new options. MaCH-I, a six-week program with courses in mathematics, English, and chemistry, will be offered June 30-August 10.

Two workshops will be held: a Pre-Calculus Workshop, designed to boost forgotten skills and strengthen students' abilities in algebra and trigonometry, will be offered July 8–14 and July 22–28. The new Problem Solving Workshop will focus on applying engineering concepts. This workshop will be held July 15-21 and July 29-August 4.

"The transition from high school to college can be difficult at times," says **Peg Balachowski**, director of first-year mathematics and the MaCH-I program. "Our goal is to provide students with the essential ingredients for a successful first year at MTU. Developing successful study habits will increase the probability of success in any college curriculum."

For more information, visit the MaCH-I Web site at <http://www.math.mtu.edu> or call 487-2068.

Martin to Speak on Prehistoric Copper

The story of ancient copper working in the Lake Superior basin and the lives of the prehistoric peoples of Isle Royale will be topics of the next Archival Speakers Series presentation at the MTU Archives and Copper Country Historical Collections. The presentation is scheduled for Thursday, February 15, at 4:00 p.m. in the Archives Reading Room on the third floor of the Van Pelt Library.

Associate Professor **Susan Martin** (Social Sciences) will detail her research into native prehistoric peoples that once inhabited the Upper Great Lakes and their use of the region's uncommon natural resource, the pure metallic copper occurring along the Keweenaw Peninsula and on Isle Royale. These ancient people discovered this copper thousands of years ago and made it a central part of their lives, their technologies, and their spiritual beliefs. Many of their ancient copper mining pits were subsequently developed into the Keweenaw's greatest modern copper mines.

Martin has extensive experience with archeological sites throughout the Lake Superior basin and her recently published book, *Wonderful Power*, has become the standard source for reliable information on ancient copper culture. In addition to discussing the archeological evidence that survives from this early society, Martin will explain how such artifacts shed light on the social lives and contacts of the Isle Royale native people in prehistory.

The Archival Speakers Series highlights current research utilizing the Archives' collections. The presentation is free and open to the public. Refreshments will be provided by the Friends of the Van Pelt Library.

For more information, call 487-2505 or via e-mail at copper@mtu.edu.

Final Call for Faculty Service Award Nominations

The deadline for submitting nominations for the Faculty Distinguished Service Award is February 20.

The award is open to full-time faculty, including lecturers and research faculty. Information on eligibility and nomination forms are available at www.social.mtu.edu/callnom.html

The Faculty Distinguished Service Award recognizes service to the University community that has significantly improved the quality of some aspect of campus life. The award recognizes exceptional rather than integrated service. It is not a lifetime achievement award. Nominations will be accepted from any member of the University community. Submit nominations to S. R. Martin, Social Sciences.

Why Students Fail *Continued from page 1*

have undermined a long-standing MTU tradition: the use of scoop. "They rely heavily on last year's exams, and this year, with the revised curriculum, they may not be as useful," Janners said.

Some have suggested that lower admission standards may have allowed in more students in who were doomed to fail. The numbers don't bear that out. "When we look at their high school profiles, they have GPAs ranging from 2.3 to 3.9, and ACT scores from 17 to 36," Janners said. "You can use those numbers to predict success, but not failure. . . .

I believe that the most important issues are students' choices and attitudes."

Students fail when they blame outside forces and don't take responsibility for their situation, a process Janner's called "external attribution."

"When I read their appeal letters, they are litanies of life experiences," she said. "I had a flat tire, my grandparents are getting older and its stressful." Such experiences are "a function of living in an imperfect world," she said, and students need to learn to cope with these typical problems.

Faculty may inadvertently reinforce these attitudes. "We have an epidemic of students negotiating grade changes," Janners said. "They say, 'I'm going to be dismissed, but if you change my grade to an incomplete, I won't be.' A student never gets to final dismissal because of one grade. They get dismissed because of a history of problems."

"Only make a grade change if there's an error in calculations," she advised. "We're giving in more and more, and it's a lie to say a student passed a course they didn't pass. It's unethical."

Sometimes, students get so wrapped up in their system administrator job or an Engineering Enterprise that they neglect their academic responsibilities, she said. "Some very bright, very competent students get dismissed" because they lack time management skills, she said. But the main problem for most students on academic dismissal is pretty pedestrian.

"Specifically, too much beer," Janners said. "The students know this is true. Almost half [of those who are dismissed] talk about too much partying."

High percentages say drinking has affected their academic performance, and 41 percent

report binge drinking, she noted. "I've had two students come to an appeal hearing drunk," she said. But considering the demographics, it's impressive that MTU students don't drink more. "Michigan Tech has most of the substance-abuse risk factors," Janners said. Eighteen- to twenty-three-year-olds are at high risk, and men drink more than women. Engineering students drink more than those enrolled in the sciences and arts, and rural students drink more than their urban counterparts.

In other business, the senate

- heard a report from Vice Provost for Information Technology **Jim Cross** on the state of IT's operations. "This University is under attack by cybercriminals," he said. "My staff is overwhelmed." In the last year, there have been 20,000 attempts to break into MTU servers, he said. "And e-mail traffic is growing like crazy," he said, in part because of increasing use, more and more attachments, and hacker activities such as port scanning. Viruses have been a big problem, and IT is considering whether to have all incoming e-mail diverted to a clearinghouse, though that could raise privacy concerns. Senator **Don Beck** (Physics) said he doubted whether MTU would actually have 25,000 networked devices within the next few years, as IT projects, more than twice the 11,500 now on campus. "I hope you're right," Cross said, adding that the predicted growth will probably come from the proliferation of remote-access, high-tech equipment used in research. Senate Secretary **Jim Pickens** (SFWP) questioned the value of Internet2, saying it was costing the University \$500,000 a year and, with the exception of a handful of research faculty, was mainly used to carry traditional network traffic. To be considered a top research university by NSF, Internet2 access is a virtual requirement, Cross said, adding that the decision to participate was made in consultation with deans and chairs. In addition, he said that Data Solutions now has a color printing service.

- approved revisions to the interim Conflict of Interest Policy. The changes take effect upon Board of Control approval. For more information, see www.sas.it.mtu.edu/usenate/propose/01/9-01.htm.

FAMILY FUN DAY COMMITTEE NEEDS PRIZES! DONATE YOUR VALUABLE STUFF

It's spring cleaning time! The Family Fun Day Committee is looking for donations from your department to use as prizes for this year's Family Fun Day. They can be anything from leftover T-shirts from a past event to a department mug. For more information or to make a donation, please contact Rita Smith at 487-2048 rsmith@mtu.edu. They will be happy to send a representative from the Family Fun Day Committee to pick up your items.

MTEP *Continued from page 1*

project or not?' We need to decide if it's that good a deal for our faculty, students, and alumni."

As planned, MTEP would acquire incubator space to lease to qualifying businesses, plus provide additional support services. As proposed, MTEP would buy the Republic Bank building (formerly D&N) in Hancock and the UPPCO building in Houghton, with the payments to be covered by rent. In addition, another facility would be built at the intersection of Sharon and Garnet Street.

"That would be a home for the Engineering Enterprises," Tompkins said. Corporations are sponsoring 11 enterprises now, but that could grow to 125, and they will need space. Ideally, revenue from corporate supporters would cover part of the cost of the new facility, Tompkins said. "It's our intent that, as the Engineering Enterprises grow, we wouldn't need to inject any general fund money for facilities at all," he said.

Senator **Wayne Pennington** (Geological Engineering and Sciences) asked for a projection of the worst-case scenario, should MTEP fail. Radecki said MTEP could lose the buildings.

"The numbers aren't that big," said Senator **Larry Davis** (SBE), referring to MTU's potential \$110,000 annual contribution to MTEP. "My main concern is MTU's reputation."

"If the University gives a substantial sum of public money and we fail to invest it in a successful enterprise park, it will reflect poorly on us as an institution," he said. "However, it would also be an embarrassment if we didn't participate."

The University should develop a graceful way out if the park fails to thrive, Davis said. For example, if MTU eventually opts to withdraw its funding and people are thrown out of work, community relations could be hurt. "We need to have an exit strategy to avoid potentially embarrassing situations," he said.

Regarding potential conflicts of interest within MTEP, they are virtually unavoidable in a small community, Radecki said. To avoid abuses, all conflicts must be disclosed, he said, as is required of MTU employees under Michigan Tech's Conflict of Interest Policy.

In other state-related matters, Tompkins reported that Governor **John Engler** is recommending a 3 percent overall increase in the budgets of most public universities in Michigan, including MTU. While the State House of Representatives tends to support the governor on the education budget, the Senate has been more forthcoming, he said. However, with state revenues tightening up, Engler has told university presidents that 2001-02 is not a good year "to test the upside potential" of state allocations.

Engler has indicated that he won't sign a capital outlay bill that funds higher-education building projects throughout the state.

However, Tompkins said, funding for the Center for Integrated Learning and Information Technology may be approved.

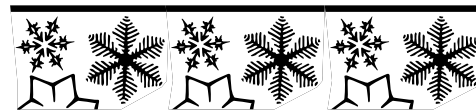
The governor may be making new appointments to the Board of Control soon, Tompkins said. The terms of Board Members **Ruth Reck** and **Rick Berquist** expired in 1998, while **Jim Mitchell's** and **Ken Rowe's** terms ended in 2000. But, in the absence of any new appointments, all four have continued to serve on the Board.

Based on current numbers, enrollment for fall 2001 should be about the same as fall 2000, Tompkins said. He stressed the importance of increasing the number of applicants to assure adequate enrollment and quality students. Currently, Michigan Tech accepts over 90% of applicants, compared to Georgia Tech's 60%.

Tompkins reviewed the Capital Campaign, noting that he'd like to see fifty \$2-million endowed chairs by 2010. Each chair yields about \$100,000 annually, to be used by the chairholder for any of a variety of expenses, from salary to travel to graduate students.

Noting that endowed chairs don't result in new faculty positions, Senator **Bruce Barna** (Chemical Engineering) called them "counter-productive." Tompkins said that the cost to fully endow a stand-alone chair—including salary and other related expenses of the faculty member—would be \$4 million. "A well-chosen chair is a profit center for departments," he added, since it attracts and helps retain a quality chairholder, who draws good students, faculty, and outside funding.

"What does a department name go for?" Senator **Ralph Hodek** asked. "With the agreement of the faculty, \$10 million," Tompkins said. To name a college would cost \$25 million, he said. But in any case, no department or college would be named without the support of the faculty.



February

Black History Month

- 15 Thursday**
4:00 p.m.—Susan Martin on prehistoric copper working—Archives Reading Room
7:00 p.m.—Auditions for *Guys and Dolls*—Walker 210
- 21 Wednesday**
4:00 p.m.—Tech Tea: Stitches: A Doll Project—Memorial Union Alumni Lounge
- 22 Thursday**
noon—Abraham Davis, "Contemporary Supreme Court Issues"—Memorial Union Ballroom B
5:30 p.m.—Women's basketball, Grand Valley State at MTU—SDC
7:30 p.m.—Men's basketball, Grand Valley State at MTU—SDC
- 23 Friday**
noon—James Satterfield, "The History of Historically Black Colleges and Universities"—Memorial Union Ballroom B
1:00 p.m.—Abraham Davis, "Contemporary Supreme Court Issues"—Memorial Union Alumni Lounge
7:35 p.m.—Hockey, North Dakota at MTU—MacInnes Student Ice Arena
- 24 Saturday**
1:00 p.m.—Women's basketball, Ferris State at MTU—SDC
3:00 p.m.—Men's basketball, Ferris State at MTU—SDC
7:05 p.m.—Hockey, North Dakota at MTU—MacInnes Student Ice Arena
- 25 Sunday**
7:00 p.m.—Georgia Mass Choir—Rozsa Center

POSITIONS AVAILABLE AT MICHIGAN TECH

Job descriptions will be available at 1:00 p.m. on Friday, or by e-mail at <JOBS@MTU.EDU>. For a complete list of job openings, visit www.admin.mtu.edu/hro/postings/index.shtml

The following positions will be posted Friday, February 16, 2001, at 1:00 p.m. through noon, Friday, February 23, 2001, in the Human Resources Office.

- Vice President for Research—Research Services
- Senior Specialized Clerk N4—University Images (UAW internal and external posting)
- Secretary N3—College of Engineering (UAW internal and external posting; regular, nine-month, part-time position)
- Custodian—Memorial Union (AFSCME internal posting only)

University employees are reminded to apply in writing prior to noon, Friday, February 23, 2001, 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.