

Senate OKs New MS Program, Accounting Procedures

Bill McGarry laid it on the line.

"We have to implement this resolution by June 30," he told the University Senate January 17, "or we lose state funding."

"Call the question!" quipped Senator **Kelly Strong** (SBE).

The senate did not vote on the measure immediately, however, but entered into a few minutes' discussion before passing it unanimously on a voice vote.

Proposal 8-01, Financial Reporting Standards, calls for the administration to adopt a combined fund accounting system, as required by the Government Accounting Standards Board. Under combined fund accounting, activities in all of the University's separate funds, including the general fund, auxiliaries, retirement and insurance, etc. would be rolled into a single statement. The University has traditionally used a fund accounting system, in which the balance sheets for each fund are presented separately.

"The twelve universities have been told we will do this," said McGarry, the vice president of finance and administration. The University of Michigan, Michigan State, and Wayne State are exempt, he said.

GASB action coincides with a request from the University Senate to adopt combined fund accounting. Senator **Larry Davis** (SBE) backed the change, saying that it would make it much easier for casual observers to understand Michigan Tech's finances. In particular, transfers between funds and the budgetary impact of some decisions can be difficult to understand, he said.

Senator **Barry Pegg** (Humanities) asked if the Michigan Tech Fund would be included in the combined statements. Davis said no, because it is a separate entity from the University, reporting to its own board.

The senate passed a proposal to establish an MS in Applied Science Education. The degree would be the first offered through the Department of Education, and would cater

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National honor is national property of the highest value.

—JAMES MADISON, FIRST INAUGURAL ADDRESS, 1817

Researchers Get \$2 Million to Study XXL Aspen

Thanks to a \$2.01-million state grant, researchers from the School of Forestry and Wood Products hope to unlock the genetic secrets behind what makes some trees grow big while other trees grow bigger.

"We will use the grant to understand the complex, genetic mechanisms that control why some of our transgenic aspen trees are growing so fast," said Assistant Professor **Chung-Jui Tsai**. "We didn't expect that when we first started this line of research, and we still can't explain it."

Tsai and three other MTU researchers received one of the 63 Life Sciences Corridor grants issued in December by the state. A total of \$100 million will be distributed to recipients statewide over the next three years to promote life sciences research in Michigan. Funding for the Life Sciences Corridor grants comes from Michigan's share of a legal settlement with tobacco companies.

The proposal, "Functional Genomics of Fast-Growing Transgenic Aspen Trees," is one of only two funded Life Sciences Corridor projects that involve plants, and the only one that deals with trees. Nearly all of the grants support medical research.

The big-aspen puzzle began a few years ago, when MTU scientists led by Professor **Vincent Chiang** genetically altered aspen to reduce the amount of lignin they produce. Lignin, a fibrous component of wood, is chemically extracted during the pulp and paper-making process. The team, including Tsai, succeeded in growing the low-lignin trees. To their surprise, these transgenic aspen also grew far more quickly than the control aspen, which had not been genetically modified.

Once the researchers have determined the exact genetic and biochemical mechanisms that prompt the transgenic aspen to grow so

quickly, they hope to apply that knowledge to other, commercially valuable trees. "If we're successful, this could be very important to the agricultural industry," Tsai said.

The grant will fund a DNA microarray core facility at MTU, including a specialized robot that can place thousands of genes onto a single glass slide. Using these so-called DNA chips, researchers will be able to compare genes from control aspen with genes from a variety of transgenic aspen to determine which ones differ.

In addition, hundreds of metabolites (substances important in the aspen's metabolism) will be measured to develop metabolite profiles of the fast-growth aspen. By integrating gene and metabolite profiles, they hope to sort out which mechanisms regulate growth. For example, genes in a fast-growing transgenic aspen may play a key role in producing a hormone that regulates metabolism.

"We'll be able to study at the most fundamental level why organisms function as they do," Tsai said. "There could be many spinoffs to this work, and we're very, very excited."

Though other tree species may have greater commercial value, aspen is a good guinea pig for Tsai's studies. Aspen is an important forest crop in Michigan, where it is used primarily in the pulp and paper industry. And Tsai perfected the technique for cloning aspen, which is fundamental to the project's success.

In addition to Tsai, other project investigators are Research Assistant Professor **Scott Harding**, Assistant Professor **Chandrashekhhar Joshi**, Chiang, and former MTU research scientist **Jacqueline Leshkevich**. The grant will support three PhD students and three post-doctoral scientists, and provide numerous opportunities for undergraduate research.

TRIP, Employee Education Benefits Now Taxed by IRS

Michigan Tech is required by the IRS to collect taxes on certain courses taken under the Employee Educational Benefit Program and the Tuition Reduction Incentive (TRIP) program.

Federal taxes will be levied on all graduate-level courses in which eligible employees are enrolled. In addition, taxes will be levied on graduate classes taken by spouses and dependents participating in the TRIP pro-

gram. "Fun" courses involving sports, games, or hobbies will also be taxed, unless you or your dependent are enrolled in an undergraduate degree program.

The applicable taxes will be deducted from your paycheck immediately following the end of the semester in which you or your dependents are enrolled.

For more information, contact the Benefits Office at 487-2517 or iecheney@mtu.edu.

Sertich New Hockey Coach

Mike Sertich, who took over as Michigan Tech's interim ice hockey coach on November 8, had the word "interim" removed from his title January 17.

"We're extremely excited to have Mike Sertich guiding our program into the foreseeable future," said Athletic Director **Rick Yeo**, who signed Sertich to a contract that will run through the 2004-05 season. "Mike is a tremendous teacher and motivator and has the support of our players, community, and alumni. There is no doubt in my mind Mike Sertich is the right person for this job."

"In Mike Sertich, we have someone with tremendous experience who is really a perfect fit for Michigan Tech," said President **Curt Tompkins**. "Perhaps the thing that impresses me most about Mike is his positive vision of the role collegiate athletics can have on the student-athlete, the school, and the community."

Sertich says that all he can do is smile. "I can't express in words how happy I am. I've had such great respect for the Michigan Tech hockey program all my life, and to think now that I am the head coach here is quite humbling indeed. I look forward to the challenge ahead. My wife and children are excited to be Huskies as well. I'm thankful to Rick Yeo and President Tompkins for giving me this chance. It's kind of a new lease on life for me, and I intend to make the most of it."

Prior to his arrival at Michigan Tech, Sertich spent 18 years (1982-2000) as the head coach at Minnesota-Duluth, where he amassed a 350-328-44 record and led the Bulldogs to the NCAA Championships four times. In addition, Sertich guided Minnesota-Duluth to three Western Collegiate Hockey Association titles and shares with legendary Michigan Tech coach **John MacInnes** the distinction of being the only four-time WCHA Coach of the Year.

Sertich is 4-9-0 since taking over at Michigan Tech, with 11 of the 13 games against nationally-ranked teams. Michigan Tech will host Alaska Anchorage Friday and Saturday.

MichiganTech

Bill Curnow, executive director, University Relations
Marcia Goodrich, *Tech Topics* editor
Tech Topics Web site: www.mtu.edu/level3/ttpics.html

To get *Tech Topics* via e-mail, send a message to MAJORDOMO@MTU.EDU saying `SUBSCRIBE TECH-TOPICS-L`. 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 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.

The Problem with Assessment

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



Many of the external stakeholders who take an active interest in higher education remain high on the idea of educational accountability through the systematic assessment of student academic achievement. All of the regional and disciplinary accrediting boards are firmly aboard the assessment bandwagon, as well. Assessment proponents argue that educational institutions must rigorously and regularly measure and analyze student learning if any productive curricular change is likely to occur.

Opponents of programmatic assessment argue that human nature dictates that most university-level assessment efforts are more likely to result in increased emphasis on lower-order learning as teachers struggle to teach to whatever tests are put into place to measure the learning of their students. Even attempting to define and then measure the actual accumulation and interaction of the "educational experiences" that cumulatively impact the intellectual, physical, and affective development of students during their four or five tumultuous years as undergrads seems a daunting task, ever fraught with the temptation to indulge in wanton reductionism.

John Biggs, honorary advisory professor of the Hong Kong Institute of Education, says that programmatic assessment most commonly gets a bad name because such assessment activities are often poorly aligned with the actual educational objectives they are intended to assess. Poor alignment exists, he says, because of administrative convenience and confused thinking about the epistemological implications of typical assessment practices. The confusion arises when the wrong assessment model is employed for programmatic (degree-level) assessment.

According to Biggs, there are two general models or approaches to educational assessment: a measurement model and a standards model. The measurement model is "norm referenced" and is intended to compare the per-

formance of one student against another. Norm referenced measures are built upon the notion that good teaching separates the good students from the bad ones. Biggs argues that truly good teaching should not increase variance in student performance but should actually reduce variance between students by increasing net learning across the entire class.

The standards model, designed to measure changes in performance in order to understand what, and how well, something has been learned, is appropriate for programmatic assessment, while the measurement model is not. The standards model is based on the idea that real, transformational learning is much more than the accumulation of factoids and the mastery of problem-solving protocols. Biggs says that significant learning changes the way students understand and interact with the world around them. He argues that meaningful assessment should be holistic and never resort to factoid counts or measures of facility at memorization.

If programmatic assessment is to actually produce more good than harm, the temptation to measure concrete, discrete edu-bits must be assiduously avoided. Moreover, as we redesign and re-implement our assessment protocols to fit the new curricula, we must give more than passing attention to the question of the range of beneficial cognitive and affective changes that we truly intend for the sorts of students who enroll at Michigan Tech.

Our strategic plan says that MTU's vision is to be an institution that prepares students to create the future. As President Tompkins pointed out during his most recent state of the university address, teaching students to solve problems requires the mastery of a useful skillset, but teaching them to be creative requires something different. The ability to create requires the curiosity, the courage, and the confidence to challenge that which others find comfortable, coherent, and joyfully complete. If our assessment efforts could help us to make this goal a reality, then we should all get on board.

Raffle Benefits Maki Family Win an Afternoon of Student Labor

The MTU Chapter of Habitat for Humanity and MTU's Inter-Fraternity Council are sponsoring a raffle to benefit the Maki Mortgage Fund.

All proceeds will go to help the Brenda Maki family finance the mortgage on their recently completed Habitat for Humanity home. Maki's husband and son were killed when their vehicle was hit by a drunk driver.

The tickets are on sale in January. The drawing will be held February 8 during the

intermission of the Winter Carnival Stage Revue at the Rozsa Center.

Tickets will be \$25, and each of the thirty winners will be awarded the services of an MTU student organization for an afternoon. The students have volunteered to do housework, yard work, or whatever else the winners put them up to. Anyone interested in buying tickets can contact the IFC office at 487-2717. Checks can be made payable to the Maki Mortgage Fund.

Educational Opportunity Gets Grants

By Rachel Pobocik

Michigan Tech has been awarded two grants from the Michigan Department of Career Development's King-Chavis-Parks Initiative. The University's Department of Educational Opportunity received a \$145,845 Select Student Support Service (4-S) Grant and a \$79,198 Michigan College/University Partnership Grant.

The 4-S Grant is part of Michigan Tech's Project RISE (Retention Initiative in Science and Engineering) and supports the ExSEL pilot program, Excelling in Science and Engineering Learning. According to **Chris Anderson**, director of educational opportunity, every three years RISE pilots a new program to improve retention at MTU.

"The 4-S grant gives MTU the opportunity to test strategies," explains Anderson. "Once they are assessed, and we know they work, the University can adopt and expand them to help improve overall student retention."

One of the goals of the current program is to try to identify reasons why many students aren't successful in calculus. By examining different research, the ExSel program coordinators found that ACT scores, along with factors such as high school courses taken and rural vs. urban vs. suburban schools, are possible predictors. Using these criteria, they invited students in the targeted group to take part in the ExSel program. Fifteen students are involved in the program, taking a class before calculus or pre-calculus to work on basic math skills.

"Although this course may add a semester to a student's time here at the University, it may also ensure their success," Anderson says. "Often, students who do not succeed in calculus drop out."

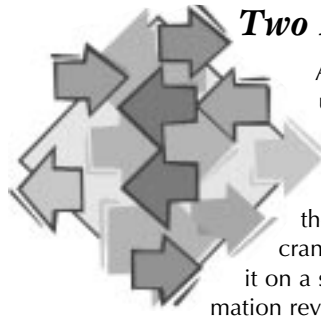
An ExSel coordinator will also work to monitor students who are having difficulty and try to match them with the University support services they need.

"Students may be directed to a learning center on campus for peer tutoring, but they may have other issues that are affecting their school work," explains Anderson. "If they are having social or personal problems the coordinator may refer them to counseling or outreach programs, or if they are having financial problems, the coordinator can find advice for them from Financial Aid."

The MICUP grant includes a partnership with Northwestern Michigan College and Delta College. The goal of the grant is to encourage the transfer of underrepresented students from community colleges to four-year programs.

Madeline Voelker, the coordinator of Hispanic/Latino outreach, will be the outreach coordinator for this program also. Her

Battling Port Scanners, Rescuing Switches



Two New Salvos in the IT Revolution at MTU

Anyone who's was using their computer at Michigan Tech the first week of 2001 noticed that their machine had its cranky moments. Blame it on a skirmish in the information revolution.

"Obviously, we've been having trouble," said **Brenda Helminen**, director of telecommunications engineering. "We've been having all sorts of performance problems with the network backbone switch."

This particular switch functions like a post office for e-mail and other electronic information that flows into the University, shooting data from all over the planet into the right account. During the week before Christmas, the switch began misbehaving.

"It was being given fits by unusual network activity. An example is port scanning," Helminen explained: wanna-be hackers probing the mtu.edu network to find unsecure computers. "Though we only have about 6,000 active accounts, we have 65,000 addresses we could use, and these port-scanning messages systematically go through every address," she said.

Hackers generally aren't trying to wreak havoc with university systems. Rather, they hijack vulnerable computers to bombard other sites with messages and shut down their systems. Yahoo!'s site recently collapsed under this type of attack.

Port scanning goes on all the time in many places, but because Michigan Tech has such a big backbone (is wired to send and receive massive amounts of data), the switch was hit with a flood of these "bad" messages.

"We've just spend \$1.2 million in the last seven months, and we'll be spending more, to upgrade the entire campus's main network infrastructure," Helminen said. "We have

main responsibility will be to work with the students and faculty at the community colleges to create a seamless transfer to Michigan Tech, including campus visits and internships with faculty.

Once the students are at Tech, Voelker will also work to retain them by identifying their unique needs and providing personal support.

"This program is good for the University because it will help increase student enrollment and diversity on campus," says Anderson. "It will also give students an opportunity they might not otherwise have to earn a four-year degree."

massively more bandwidth, and it's allowing port scanning at a much higher rate. In one second, we'd have 40,000 new conversations. The switch was having fits."

Enter Marconi, the \$20-billion communications electronics giant that provided the switch. They took a look at Michigan Tech and were very impressed with the amount of network traffic moving across campus. "They were thrilled," Helminen said, because Michigan Tech was providing them a chance to test their equipment under extreme conditions.

Working overtime, Michigan Tech's IT staff installed a beta release from Marconi that stabilized the switch and will allow computers all over campus. And, because of MTU's experience, the company is rewriting the software it installs in all similar switches.

Based on the cries of anguish that arose from every corner of campus during the switch breakdowns, "It's so clear that Michigan Tech lives and dies by that network," Helminen added. "In about ten years, we've gone from being followers to testing equipment for leading corporations, all because demand has risen so much."

In the last decade, the capacity of the off-campus link has gone from 1 million bits per second to 45 million bps. "And it's all full," Helminen said. "Every time we add more, it all fills up."

While legitimate use has skyrocketed, port scanning contributes mightily to the overflow. "We've been trying to figure out how we can prevent this," she said. "We can see it happen, but no technology is fast enough to stop them."

"It's kind of analogous to the Wild West," she added. "Things are happening that have never happened before. But we're seeing these outlaws prosecuted, and we're working on the tools to stop them."

"It's very stressful, but it's fun and exciting, too," she said. "We're right on the edge of what's known."

Blood Drive Jan. 23 at McNair

The Office of Residence Life and the U.P. Regional Blood Center are holding a blood drive on Tuesday, January 23, from 10:00 a.m. to 4:00 p.m. in the west lounge of McNair Hall.

To schedule an appointment, contact Steve Miner at 487-2556, or e-mail sminer@mtu.edu. Walk-in donors are also welcome.

Refreshments will be provided to all donors.

This is a competition with Northern Michigan University, and a rare opportunity to open a vein on behalf of Michigan Tech.

Big Foot Snowshoe Event January 27

Everyone is invited to enjoy a day of snowshoeing along the Lake Superior coastline on Saturday, January 27, at McLain State Park.

The Big Foot Snowshoe Event includes a 6K event at 10:00 a.m. and a 2K event at 10:30 a.m., and snowshoes will be available. All registered participants get a free T-shirt, and many other prizes will be awarded during a random drawing.

Preregistration is \$5 for students, \$8 for everyone else, before the event. To preregister, go to the Hamar House. To register by campus mail, send a check payable to MTU Wellness to MTU Wellness, along with the registration form you received in campus mail. The registration cost is \$2 more the day of the event.

Groups of up to five, including families, can participate for \$35. The registration cost for student groups (five maximum) is \$20. Groups must register together to qualify for the reduced rate.

If you preregister, you can sign up to take a 9:00 a.m. shuttle from the Hamar House to McLain State Park. If you plan to drive, you'll need a \$4 state park pass to park.

For more information, contact Erin Carter at ejcarter@mtu.edu or 487-2172.

C²E² Grants Announced

At the recommendation of the Century II Campaign Endowed Equipment Fund Committee, Provost **Kent Wray** has approved the following C²E² grants.

Assistant Professor **Paul Charlesworth** and Associate Professor **David Chesney** received \$962 for "Educational Technology Development in Chemistry," with the department providing matching funds.

Assistant Professor **Chung-Jui Tsai** and Research Assistant Professor **Scott Harding** (SFWP) received \$4,800 for a "Vibratome for Microscopy Study of Fresh Plant Tissues" and an additional \$4,851 in external funding.

Assistant Professor **Judith Perlinger** (Civil and Environmental Engineering), Associate Professor **Jiquan Chen** (SFWP), and **William Cantrell** (Physics) received \$5,000 for "Micrometeorological Equipment for Cross-Campus Atmospheric Science Research and Teaching." The Department of Civil and Environmental Engineering contributed \$5,036, with the physics department giving \$1,679.

C²E² grants support small equipment purchases. Proposals may be submitted at any time. Visit www.admin.mtu.edu/rgs/graduate/c2e2.htm for more information.

Great Events Big Ticket Sales Day January 23

Submitted by *University Cultural Enrichment*
Tuesday, January 23, is the big day when tickets go on sale for all second semester Great Events Series at the Rozsa Center for the Performing Arts. Judging by advance sales by subscribers, it looks as if the second semester of the year will see as many sold-out shows as the first. Many people were disappointed when they were unable to get tickets for *A Christmas Carol*, Collin Raye, the Canadian Brass, and Capitol Steps.

Subscription packages for the Great Events Series at the Rozsa Center are on sale now. If you're interested in making your life a little less complicated and getting a good deal in the bargain, you can choose between two subscription packages with savings of up to 20 percent over the single ticket price. The Second Semester Subscription saves you 20 percent off the single ticket price and will be on sale through February 16. This subscription includes Ladysmith Black Mambazo, the Frank Mantooth Quartet with Byron Stripling, the Georgia Mass Choir, the Reduced Shakespeare Company/The Complete Works of William Shakespeare (abridged), Celtic-Fusion, Beausoleil avec Michael Doucet and friends, and the Parsons Dance Company.

You can also opt for the Wildcard Subscription, which allows for greater flexibility and a discount of 10 percent. This package allows you to choose any five events from the second semester series. If you subscribe to either of these two packages, you are eligible to purchase additional tickets for family and friends at a 10 percent discount. If you want to be assured that they will be able

to sit with you, it's necessary to take advantage of this benefit when you purchase your package.

As a subscriber, you will receive other attractive special benefits, including invitations to "meet the artist" post-show private receptions, which will be open to all subscribers this year only. You'll also have the ability to choose available seating locations if you renew for the 2001-02 season. Services designed to make life easier for busy people who enjoy good music, dance, theater, and other great entertainment are also included in the ticket packages. If you lose your tickets, the Box Office can replace them easily. If you find you can't use your tickets, they can be donated back to the Rozsa, and you can receive a tax deduction.

If you've lost your Great Events Calendar, the annual book that describes the Great Events Series in detail and lists the fine arts productions and the activities of the Memorial Union Board, you can get a new one at the Memorial Union Box Office, the SDC Central Ticket Office, Rozsa Center Ticketing Services, or the circulation desk in the J. R. Van Pelt Library. In the community, calendars are available at the Houghton and Calumet Chambers of Commerce, the Portage Lake District Library, and the Community Arts Center.

For subscription and ticket information, call Rozsa Ticketing Services at 487-3200 (Monday-Saturday, 8:00 a.m.-5:00 p.m.). For information about individual shows and the calendar, call Great Events at the Rozsa at 487-2844.

Staff Council Election Results Announced

Staff Council has announced the results of its recent elections. Members are **Mary Jurgensen** in the professional/administrative category; **Patti Myllyoja**, secretarial/clerical; **Ozzie Klein**, technical/paraprofessional; and **Charles Dlubala**, crafts/maintenance.

Officers elected December 19 are Chair **Beverly Auel**, Vice Chair **Gina Goudge**, Secretary **Cynthia MacDonald**, and Treasurer **Bruce Wagner**.

For more information on Staff Council, including their members, minutes, and other stuff, check out their Web site at http://www.admin.mtu.edu/staff_council

New Staff

Scott Lurn has joined the McNair Hall staff as a custodian. He was previously a custodian with Houghton-Portage Township Schools. Lurn and his wife, Beth, live in Dodgeville.

Peter Anttila Jr. has joined the College of Engineering staff as a training specialist in welding.

Lisa M. Karttunen has joined the Office of Student Records and Registration as an office assistant. She was previously an administrative assistant with Smurfit/Stone Container Corporation. Karttunen has two children, Dennis, 12, and Eli, 8, and lives in Ontonagon.

Christine M. Codere has joined the staff of the Transportation Center as an office assistant. She was previously a registration clerk with Portage Health System. Codere has an associate degree in accounting from Suomi College, has two children, Christopher and Teryn, and lives in Lake Linden.

Justin J. Plichta has joined the staff of University Relations as a video reporter. He was previously a reporter/videographer with WBKP studios. Plichta has a BS in Scientific and Technical Communication from MTU and lives in Houghton. He enjoys playing basketball, as well as singing and playing his guitar with local bands.

MTU Notables

Associate Professor **Barry Solomon** (Social Sciences) has been elected to a two-year term as secretary-treasurer of the new U.S. Society for Ecological Economics, starting on January 1.

The seminars offered by the Local Technical Assistance Program, directed by **Terry McNinch**, were featured in the December 2 edition of *Michigan Contractor and Builder*. In an editorial, "Michigan Tech's LTAP Seminars Get a Gold Star," Aram Kalousdian praised the seminars, calling them "some of the best that I've attended." Staff Assistant **Diane Benda** coordinates the seminars, which bring in experts from a variety of agencies and disciplines to discuss topics relating to road construction and maintenance.

Doctoral candidate **Hui Chen** (Chemical Engineering) was named the winner of the ASEE Green Engineering Poster Contest at the Annual Meeting of the American Institute of Chemical Engineers, held November 12–18 in Los Angeles. The award is presented annually by the American Society for Engineering Education for the best poster presentation of original research in the area of green engineering, i.e., environmentally benign chemical processing. Chen receives an honorarium of \$1,000 for her poster, "A Screening Methodology for Improved Solvent Selection Using Economic and Environmental Assessments," which was presented in the session "Recent Developments in Systems and Process Design." Hui's research advisor is Associate Professor **David R. Shonnard**, with the collaboration of Associate Professor **Tony N. Rogers** and Professor **Bruce A. Barna** (Chemical Engineering).

Also at the AIChE meeting, MS student **Prasad Patgaonkar** (Chemical Engineering) received an honorable mention in the AIChE CAST (Computers And System Technologies) Director's Award competition for the poster "Optimizing Chemical Process Performance with a Reduced Set of Tuning Parameters." Coauthors were MS student **Pariyachat Chatkun Na Ayuttaya** and Patgaonkar's advisor, Rogers.

In Print

National Geographic has listed Michigan Tech's Volcanos Page, <http://www.geo.mtu.edu/volcanoes/>, among its "Nature's Fury" resources and links, at <http://www.nationalgeographic.com/eye/links.html>. An article in the November 2000 issue lauded the site as a great resource for its satellite images of volcanos. The site is maintained by System Administrator **Mike Dolan** (Geological Engineering and Sciences).

Research Scientist **Matthew Peterson** was quoted in the December 25 edition of the *Dallas Morning News*. Read about it at

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NCBI: Bringing Michigan Tech Together

Just because nobody's getting lynched doesn't mean we don't have problems.

"Right here in our MTU community, behaviors range from insults to injury," said **Sherry Kauppi**, affirmative programs director. "We have comments about foreigners, to their face and behind their back; and ugly name-calling on public message boards. I've dealt with incidents involving a male student repeatedly humiliating a female student with very personal details about her in front of a group of snickering male students, and we see violent acts, like pushing and punching, because of one party's disapproval of another person.

"Tensions around color, national origin, gender, religion, and sexual orientation are present and hurting folks at MTU," Kauppi said. "A lot of us are sheltered from that, and we don't see it. But it does happen. If we agree that inclusion matters, and is even crucial for a healthy learning community, then addressing these behaviors constructively and leading all persons to understanding and appreciating each other is very valuable.

"NCBI works on just such a principle," she said. "They build coalitions where there first may have been conflict."

The National Coalition Building Institute, based in Washington, DC, has chapters in forty colleges and universities throughout the US, including Michigan Tech. Local teams hold workshops that help participants explore and unravel all types of prejudice. Everyone is welcome.

NCBI has received a number of honors. In 1998, it was selected as a Best Practice by the U.S. President's Initiative on Race, and in 2000 an English chapter received the National Silver Award in the British Diversity Awards. NCBI worked with Denny's employees after suits were filed against the restaurant chain, and trained Los Angeles community leaders in the wake of the Rodney King incident.

Members of the Michigan Tech NCBI team are involved for a variety of reasons.

"I have observed, from comments in my classes and on student papers, that racism is alive and well on the MTU campus," Professor **Bill Sewell** (Humanities) said. "Yet, there is very little on campus that directly addresses the need to recognize the prejudices that we all, whether student, faculty, or staff, carry with us.

"NCBI does exactly that, and gives its workshop participants some tools to work through prejudicial attitudes, in ourselves as well as in others."

"Having grown up in southeastern Indiana at a time when the KKK openly came to my

high school to recruit, and our African American athletes and their parents had to have a police escort into some of the towns where we played, I have always been aware of the human damage caused by hate," said Residence Hall Coordinator **Beth Smock**. "I believe that as a member of the 'white' race, I have received certain privileges in my life that I did nothing to earn. With privilege comes responsibility. Therefore, it is my responsibility to do all that I can to alleviate hate in the world so that all of our human resources are valued and given the opportunity to meet their potential."

Associate Dean of Students **Gloria Melton** believes NCBI can help others avoid some of the problems she has faced. "Most people can identify with having been left out or different at some point in their lives," she said. "Having been one of those individuals, I want to be part of something that helps

address or change adverse experiences for others."

And **Brenda Cross**, director of development for the College of Sciences and Arts, says she works with NCBI "because its mission, vision, and goals are consistent with my personal philosophy and life mission of promoting harmony among all people. NCBI has provided me with an opportunity to be a member of a team that is committed to helping the MTU community to be a comfortable, welcoming place for all people."

National Coalition NCBI Building Institute

INTERNATIONAL

personal philosophy and life mission of promoting harmony among all people. NCBI has provided me with an opportunity to be a member of a team that is committed to helping the MTU community to be a comfortable, welcoming place for all people."

Getting Involved

The Michigan Tech NCBI chapter is presenting three workshops in the coming months. "Welcoming Conflict into Our Role as Leader" is set for Monday, January 22, from 6:00 to 9:00 p.m. in Memorial Union 105A. Participants will learn how to deal with controversial issues between groups. Refreshments will be provided.

"Working Toward an Inclusive Community" will be held on Thursday, February 22, from 1:00 to 5:00 p.m., in Memorial Union 105A. Workshop leaders will present strategies for dealing with events that can limit or hurt both employees and students. Snacks are provided.

A "Train the Trainer" workshop for those interested in joining the Michigan Tech NCBI team will be held the afternoon of Friday, March 23; all day Saturday, March 24; and the afternoon of Sunday, March 25. Two national leaders from the NCBI organization will head the workshop. Meals and snacks are provided.

For more information or to attend a workshop, contact Kauppi (487-3310, slkauppi@mtu.edu) or Nancy Byers Sprague (487-2755, nspr@mtu.edu).

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primarily to the needs of secondary math and science teachers.

Senator **Don Beck** (Physics) asked if new faculty would be needed for the new MS degree, and if there is sufficient demand to support the program. **Beverly Baartmans**, interim chair of the education department, said the department has received half a dozen inquiries this year alone. Typically, new secondary teachers are hired on the condition that they earn an additional 18 credits, and with many baby-boom teachers nearing retirement age, the region can expect to see many new teachers needing additional credits. Plus, a master's degree offers salary and career benefits to high school teachers. No new faculty would be needed, she said, since the program will rely on adjunct faculty—faculty drawn from other departments throughout the University. Most classes would be offered during intensive summer sessions, at a time when the Copper Country is particularly attractive, and through distance learning, Baartmans said. The program is expected to attract teachers from Minnesota, Wisconsin, and lower Michigan, as well as the Upper Peninsula.

Senator **Carl Vilmann** (Civil and Environmental Engineering) questioned

whether MTU should be offering such a program at all. "We don't offer bachelor's degrees in education," he said. "Why should we do what Northern [Michigan University] does? We're not an education college."

"I think this program draws on Michigan Tech's strengths as a technological university," Dean of Sciences and Arts **Max Seel** said. The U.S. needs well-trained math and science teachers, and this is an opportunity for the University to contribute to the solution, he said.

Senator **Christ Ftaclos** (Physics) agreed. "If we ever complain about the quality of incoming students" then faculty should support a program designed to improve the quality of high school teachers, he said.

The proposal was passed on a nearly unanimous voice vote.

In other business, the senate

- elected three faculty to the Distance Learning Implementation committee:
Associate Professor **Bill Sproule** (Civil and Environmental Engineering), Assistant Professor **Jerry Taylor** (Technology), and Professor **Michael Gilpin** (Mathematical Sciences).

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www.dallasnews.com/science/246265_snowice_25dis..html, "Scientists Study Nature's Role in Destroying Ozone."

Editor/Analyst **Elwin McKellar** (IT) published an article, "Supporting Academic Services, One-to-One," in the ACUTA *Journal of Telecommunications in Higher Education*, Winter 2000 issue. You can read it at <http://www.it.mtu.edu/mcc/mick/acutejrn.pdf>.

Undergraduate **Kevin J. Walker** (Computer Science) was featured in the Sunday, January 14, edition of the *Detroit Free Press* in an article by editorial page editor Ron Dzwonkowski, "Snow, Engineering Students, and Song." The article also lauds the Rozsa Center and mentions other members of the MTU community, including President **Curt Tompkins**, fine arts chair **Milt Olsson**, Echoes from Heaven Gospel Choir choirmaster **Inetta Harris**, and **Ted and Lola Rozsa**, as well as National Endowment for the Arts chair **Bill Ivey**, who spoke at the dedication of the Rozsa Center. You can read the article at www.freep.com/voices/columnists/erdz14_20010114.htm

Professor **Josiah Heyman** (Social Sciences) published a paper, "Respect for Outsiders? Respect for the Law? The Moral Evaluation of High-Scale Issues by US Immigration Officers," in *The Journal of the Royal Anthropological Institute*, Vol. 6 (New Series), 2000.



January

- 19 Friday**
7:35 p.m.—Hockey, Alaska Anchorage at MTU—MacInnes Student Ice Arena
- 20 Saturday**
5:00/7:00 p.m.—Martin Luther King Dinner Theater, featuring "Through Our Eyes"—Memorial Union
7:05 p.m.—Hockey, Alaska Anchorage at MTU—MacInnes Student Ice Arena
- 22 Monday**
6:00 p.m.—NCBI Controversial Issues workshop—Memorial Union 105A
- 23 Tuesday**
10:00 a.m.-4:00 p.m.—Blood Drive—McNair west lounge
- 25 Thursday**
5:30 p.m.—Women's basketball, Northwood at MTU—SDC
7:30 p.m.—Men's basketball, Northwood at MTU—SDC
- 27 Saturday**
10:00 a.m.—Big Foot Snowshoe Event—McLain State Park
1:00 p.m.—Women's basketball, Lake Superior State at MTU—SDC
3:00 p.m.—Men's basketball, Lake Superior State at MTU—SDC

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, January 19, 2001, at 1:00 p.m. through noon, Friday, January 26, 2001, in the Human Resources Office.

- Senior Clerk N2—Mining and Materials Processing Engineering (Regular, part-time position; thirty hours per week; UAW internal and external posting)
- Cashier N4—Accounting Services (UAW internal and external posting)
- Trades Helper—MTU Apartments (AFSCME internal posting only)
- Assistant/Associate Professor (two positions)—Electrical and Computer Engineering
- Secretary II N4—Occupational Safety and Health Services and Facilities Management (UAW internal and external posting)
- Secretary N3—Human Resources Benefits Office (Temporary, full-time, one-year position; UAW internal and external posting)

University employees are reminded to apply in writing prior to noon, Friday, January 26, 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.

Proposals in Progress

Researchers, their proposals, and their potential sponsors are

- **Dae Young** (MMPE), "Rock Bolting Systems: New Analytical Design Criteria," NSF
- **Ibrahim Miskioglu** and **Burhanettin Altan** (ME-EM), "Nanoscale Properties of Interphase in Polymer Matrix Composites," NSF
- **Abdi Majlessi**, **Ghatu Subhash** (ME-EM), and **John Pilling** (MSE), "Process Modeling and Optimization of Parameters for Efficient Tube Hydroforming of Aluminum Extrusions," NSF