

Senate Passes Budget Resolution

The University Senate unanimously supported a resolution March 22 calling for an "open, participatory process in which the administration provides full information about its budget scenarios and discusses alternative priorities."

The Senate Resolution on the 2000-01 Academic Year Budget also states that "personnel cuts should be the last resort in achieving a balanced budget," that MTU "must develop improved budget reporting and better management and budgeting capabilities," and that budgeting should be linked to strategic planning.

"I agree 100 percent that we should have an open, participatory budget process," President **Curt Tompkins** said later. "The strategic planning process was developed to get everybody involved in setting priorities for the University, which are used in developing the budget."

Because some budget variables are unknown, including the state appropriation and unit priorities developed through the reallocation process, the administration must rely to a certain extent on guesswork in developing early budget drafts for University comment. "Our intention, once we get the data, is to have a full, participatory discussion," Tompkins said. "We haven't been able to do anything substantial yet."

Later, Interim Provost **Stephen Bowen** said the senate would be included in the budget process, and that he hoped to be invited to give a presentation to the senate in April. Initially, the vice presidents and the Strategic Planning Working Group will develop a draft budget to present to the senate, based on priorities addressed in the strategic plan. After senate input is incorporated in the budget, it will be presented to the Finance Committee of the Board of Control.

The senate backed away from language urging Michigan Tech to "explore a carefully constructed retirement incentive program" when senators objected that it sounded as if the senate were proposing an expensive golden-parachute program. Instead, they said

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Committee Announces Four Provost Finalists

Three deans of engineering and Michigan Tech's own dean of sciences and arts are the four finalists for the position of provost and senior vice president for academic and student affairs.

The Provost Search Committee selected the finalists and will be bringing candidates to Michigan Tech over the next few weeks. Their curriculum vitae will be available shortly at the J. R. Van Pelt Library.

GREGORY A. CAMPBELL is dean of engineering at Clarkson University, in Potsdam, New York. He came to Clarkson in 1984 as an associate professor and in 1996 was promoted to professor and named chairman of the Chemical Engineering Department. In 1997, he assumed the role of acting chief information officer, charged with upgrading the university's communications and information technology. He held that position concurrently with the chairship until being named dean of engineering in 1998. Clarkson's School of Engineering is attempting to expand its undergraduate enrollment and research programs, and this year achieved a 13 percent increase in the size of the freshman class and a 30 percent increase in research funding. During Campbell's tenure as chair of chemical engineering, he instituted a student marketing program that resulted in a 10 percent increase in freshman students in its first year.

Before coming to Clarkson, Campbell was the supervisor of polymer fabrication research development at Mobil Chemical Corporation, where he expanded the

research staff from three to twenty and built a new research complex. He held a variety of research positions with GM Research before accepting the position at Mobil.

Campbell has generated over \$4 million in research and equipment funding and was named Omega Chi Epsilon Outstanding Teacher of the Year twice while at Clarkson. He has nine patents and has authored or coauthored fifty-five journal publications and fifty-seven other papers and contributed to three books. Campbell earned BS, MS, and PhD degrees in Chemical Engineering from the University of Maine.

THOMAS R. HANLEY has been professor and dean of engineering in the Speed Scientific School at the University of Louisville, in Kentucky, since 1991. During his tenure, funded research has quadrupled, the endowment has tripled, and the *Princeton Review* listed the Speed School among its best engineering graduate schools. State funding was secured for a center for pollution prevention, and interdisciplinary initiatives were established in bioengineering, materials research, computer science and engineering, engineering logistics, and advanced product design and engineering. School enrollment has increased to more than 2,100, with graduate students comprising about one-third. Two new international master's programs were implemented, and annual fund giving by alumni and friends was increased by 20 percent. An industrial advisory board was formed, and a recognition program for corporate donors was developed.

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Bowen Named Interim Provost

President **Curt Tompkins** announced March 23 that **Stephen H. Bowen** has been named interim provost and senior vice president for academic and student affairs.

Bowen, who currently serves as vice provost for instruction will serve until the search is concluded for a new provost. The Provost Search Committee recently announced four finalists for the position.

Tompkins said Bowen will play a key role in the interim. "Steve will work to strengthen communications across campus, particularly in the budget development process that is currently underway." Tompkins praised Bowen for his work in leading faculty efforts to entirely retool the curriculum for Michigan Tech's conversion to the semester system this fall.

Bowen came to Tech in 1978 as an associate professor. Over the years, he rose in rank to professor and became head of the Department of Biological Sciences in 1986. In 1995 he was appointed associate dean of the College of Sciences and Arts before being named vice provost in 1997.

He received a BA degree in Zoology from DePauw University before earning an MA from Indiana University and his Ph.D. in Zoology from Rhodes University, South Africa in 1976.

Bowen replace Provost **Fred Dobney**, who is on a paid leave of absence prior to taking a new position of academic leadership July 1 at Western Michigan University.

Vanity plays lurid tricks with our memory.

—JOSEPH CONRAD

News You Can Use

File Your Taxes on the Web

The Michigan Department of Treasury is encouraging taxpayers to file their state taxes electronically. Not only are returns faster and more accurate; on average, Michigan refunds are also received in seven days compared with up to eight weeks for paper returns. If your adjusted gross income is less than \$20,000 or if you are filing a US1040EZ, there's a bonus: filing is free.

A Department of Treasury Web site gives information on how to file both your state and federal forms. You can buy tax software or file (maybe for free) directly from tax-filing Web sites. To get started, go to http://www.treasury.state.mi.us/mitax/indv-tax/efile_ind.htm

Computer Classes

The following classes will be offered in April at dL Education Center. To register, contact the Center for Professional Development and Quality Improvement, 487-2416 or rwchrist@mtu.edu. When you reserve a space, please include the account number to be interaccount billed for the session. You will be notified via e-mail with your confirmation. The cost is \$60 for half-day sessions, \$120 for full-day sessions.

- Access level 1, Friday, April 7, 9 a.m.-noon
- Access level 2, Friday, April 14, 9 a.m.-noon
- Excel level 1, Thursday, April 27, 9 a.m.-noon
- Excel level 2, Thursday, April 27, 1-4 p.m.
- HTML, Friday, April 28, 9 a.m.-4 p.m.
- Intro to Internet, Wed., April 12, 7-9 p.m.
- PowerPoint, Thursday, April 13, 9 a.m.-4 p.m. (Additional \$25 for PowerPoint manual, total is \$145)
- Windows level 1, Thursday, April 6, 9 a.m.-noon
- Windows level 2, Thurs., April 6, 1-4 p.m.
- Word level 1, Thursday, April 20, 9 a.m.-noon
- Word level 2, Thursday, April 20, 1-4 p.m.

MichiganTech

Bill Curnow, executive director, University Relations
Marcia Goodrich, *Tech Topics* editor

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

- By e-mail to ttopics@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.

Student Rating of Instruction

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



Teaching at
Tech

A number of faculty members have asked for some basis of comparison for interpreting their student rating of

instruction scores. The generally acknowledged principles that student rating of instruction scores vary by discipline, class size, and initial level of student interest tend to be supported by an analysis of MTU scores.

During the winter 1999-2000 academic term, we processed 19,711 student evaluation of instruction forms. This response represented 74 percent, considerably higher than the 66 percent response rate generally reported at other schools.

The average score on question 20 ("Taking everything into account, I consider this instructor to be an excellent teacher") was 4.01 of a possible 5. Across the 943 sections we machine scored, without regard to the biasing factors of class size, student interest, or discipline, the tenth percentile average scores on question 20 fell at 3.2, the twentieth at 3.6, the thirtieth at 3.83, the fortieth at 4.0, the fiftieth at 4.13, the sixtieth at 4.26, the seventieth at 4.4, the eightieth at 4.56, and the 90 percentile at 4.75.

Grouping question 20 scores by class size and roughly by discipline (Engineering and Technology v. Sciences and Arts, Forestry, and SBE) we observed the following: Engineering and technology classes with enrollments over 35 had a mean score of 3.9 on question 20, while sections with 15-34 students enrolled

had a 4.02 average, and sections with between 6 and 14 students had an average score of 4.15. In Sciences and Arts, Forestry, and SBE, large- and medium-sized classes both had an average score of 4.02, and small classes had an average score of 4.18.

Not surprisingly, we observed a positive correlation ($r = .35$) between a student's report of initial desire to take the course and their global evaluation of the instructor on question 20. For example, students reacting to the statement "I wanted to take this course" (question 1) by marking "strongly disagree" had an average response on question 20 of 3.24. If they responded to question 1 by marking "disagree," their average response on question 20 was 3.47. If they were neutral on question 1, their average response on question 20 was 3.73. If they responded "agree" to question 1, they averaged 4.02 on question 20. If they marked "strongly agree" on question 1, they averaged 4.5 on question 20. Researchers from the Kansas State IDEA (Instructional Development and Educational Assessment) Center found that end-of-term student reports of initial student interest in a given course correlated highly with reports taken at the end of the term.

However, student ratings should only be one source of information used to evaluate teaching. To rely solely on these surveys is to discourage instructional innovation and to deemphasize the importance of several critically important dimensions of teaching that are beyond the students' ability to meaningfully evaluate.

Internet2 Day April 18 at Michigan Tech

What resources are available on and off campus for doing high-performance computing? How are faculty using Internet2 at Michigan Tech and around the nation? If you're interested in data visualization and modeling, digital library, desktop video conferencing, or other computer- and network-intensive applications, mark your calendar for Internet2 Day: A Focus on Advanced Applications on April 18.

Internet2 Day features speakers from the National Center for Supercomputing Applications at the University of Illinois, Champaign-Urbana and the National Partnership for Advanced Computational Infrastructure. You can also see demonstrations and get information on the research and teaching applications of the high-speed Internet2 backbone. After the free lunch, browse the advanced applications and technologies at the Technology Fair.

If you plan to attend Internet2 Day, please register at <http://www.i2.mtu.edu/i2day/> or call 487-2827. Advance registration is required to determine lunch attendance. Mitel Corporation and Information Technology are cosponsoring this conference.

In 1999, Michigan Tech joined the Internet2 Project, a consortium of university, government, and industry partners working on the next stage of Internet development in academia. Internet2 is sponsored by the University Corporation for Advanced Internet Development. Visit <http://www.internet2.edu/html/about-i2.html#> for more information.

New Web Policy Adopted

The University has adopted a new Web policy.

The initial proposal was drafted by the Webbo Committee, approved by the University Senate, and, with some amendments, adopted in February by the administration.

The new policy can be seen at <http://www.sas.it.mtu.edu/usenate/proposal/99/proposal6-99sub.htm>.

NMU President Here March 29

Judith Bailey, the president of Northern Michigan University, will give a talk, "Climbing Mountains, Moving Boulders," on Wednesday, March 29, at noon in the Memorial Union Ballroom.

Bailey has been president of NMU since 1997. She came to Northern Michigan from the University of Maine, where she was vice president for academic affairs and provost. She had served the university previously as vice president for research and public service and assistant vice president and director of cooperative extension.

Bailey earned a BA in English from Coker College, in South Carolina, in 1968 and taught middle school language arts and high school English before returning to school to earn an MAEd in Administration and an EdD in Administration and Supervision from Virginia Tech. She held administrative positions in the public schools and in 1976 was named human relations coordinator and assistant professor for the cooperative extension service at the University of Maryland. From 1980 to 1988, she was deputy director of the cooperative extension service at the University of the District of Columbia.

Bailey's visit is part of the five-day Women's Week Power Lunch series. A free salad bar will be served at all lunches, with a pasta bar available for an additional \$3 on March 29.

Other Power Lunch speakers are Lisa Marks, executive director of the Western U.P. Chapter of the Red Cross, on Monday, March 27; Mary Lee Mikkola, who will speak on "Our Story: A Living Donor's Account of a Spouse Kidney Transplant," on Tuesday, March 28; Truth Freemy, co-director of 9 to 5, "Working Women in the New Millennium," Thursday, March 30; and Valerie Troesch, "Women: Single, Married, Divorced, Widowed—What Do We Do in the Event Of . . ." on Friday, March 31.

Resolutions Solutions Workshop April 13

Feeling tension in your office? Facing situations that you just don't know how to resolve? Want to understand how your style impacts conflicts in your area? Come and learn some basic conflict resolution strategies at the upcoming workshop Resolution Solutions.

The workshop is open to all MTU employees and will be held on Thursday, April 13, from 9:00 a.m. to noon in the Wadsworth Hall Oak Room.

Resolution Solutions is offered by the Center for Professional Development and Quality Improvement. To reserve a space, contact Sharon Tyrell at 487-2416 or sktyrell@mtu.edu.

Heyman Honored for Paper on High-Scale Morality in the Border Patrol

Morality as a scholarly pursuit is nothing new. Anthropologists routinely investigate the moral systems of different cultures and debate the existence of an overarching morality. Associate Professor **Josiah Heyman** (Social Sciences) studies the US-Mexico border, and his investigations into the attitudes of the Border Patrol prompted him to offer up a new area of moral studies, what he calls high-scale morality.

His paper on the subject, "Respect for Outsiders? Respect for the Law? The Moral Evaluation of High-Scale Issues by U.S. Immigration Officers," earned him the 1999 Curl Essay Prize, awarded by The Royal Anthropological Institute of Great Britain and Ireland for the best paper submitted on any topic of anthropology.

Most moral questions are framed quite personally and the answers can vary, depending on who you are, Heyman notes. "Some people used to think it was highly moral to ferret out and persecute witches, but we'd consider it brutal," he said. Even within cultural groups, moral judgments can be all over the ballpark. For example, Heyman asks, how immoral was Bill Clinton's relationship with Monica Lewinsky? And how immoral was it of him to lie about it? Being American doesn't guarantee that individuals will offer up the same answers to those questions.

In contrast, high-level morality deals with how people think about and act toward people who belong to other groups or cultures, and with whom they may have limited contact. "For example, watching TV of the Kosovo refugees could pull your heartstrings and prompt action," Heyman said. Not all cultures may have the same reaction, but at this point, nobody really knows. "So I've proposed this as a subject of study," he said. "It has to do with people thinking on a national or global scale about groups they don't have an intimate association with."

In his study of Immigration and Naturalization Service (INS) officers along the Mexican border, Heyman studies the high-level morality of one group (the officers) vis a vis another, vastly different group (the

illegal immigrants they are charged with intercepting).

Like most other Americans, INS officers view the immigrants with sympathy. "They don't think of them as nonentities," Heyman said. "At the same time, they are enforcing a stratifying kind of law." Officers understand fully why poor, hungry, jobless people would try to enter the US, and at the same time they enforce laws keeping them out. "The sanctity of the law trumps the immigrants' need to work," Heyman said. "It results in a sort of hierarchical humanism. From the officers' standpoint, the immigrants are OK, because they are doing something I understand, but they are not my equal."

"I'm sympathetic to the moral dilemmas of the officers," he added. "If they arrest children, do they use them to find the parents? The job morality is ambiguous, and many reach stopping points. They don't push their moral reasoning to the point that they'd have to quit their jobs."

How that mental machination works intrigues Heyman. "I'm interested in how reasoning tells us how to relate to other people," he said. Like it or not, people do categorize and stratify each other, and how we think about and treat one other is driven at least in part by what rank they belong to. And you don't have to live in a caste system to be pigeon-holed. "Ranking happens even in a society of radically free individuals, like the United States," Heyman notes.

Noting that Michigan Tech is not exactly famed as a hotbed of anthropological studies, Heyman said he was as surprised as anyone to receive the Curl prize. "It's one of the more long-standing awards in the field," he said. "I just entered this paper on the fly—I didn't expect to actually win."

Even though his specialty dovetails with the long tradition of British social anthropology, he does work 6,000 miles across the Atlantic at a technological university, and Heyman had figured that scholars from Oxford or Cambridge would have a lock on the award. The fact that they didn't may say something about the high-level morality of the Royal Anthropological Institute.

Seminar March 31 on Metallurgy and Ski Lifts

David K. Matlock will give a seminar, "Metallurgical Engineering and the Ski Industry: Applications of Metallurgical Failure Analysis," on Friday, March 31, at 4:00 p.m. in M&M U113.

Matlock is a professor in the Department of Metallurgical and Materials Engineering and director of the Advanced Steel Processing and Products Research Center, at the Colorado School of Mines.

He will discuss the importance of design, inspection, and maintenance on the metallurgical integrity, and in particular the fatigue behavior, of ski systems and aerial tramways. New technological developments have led to their increased capacity and speed, which need to be considered to avoid potential failure.

Fred Winters: Forever a Favorite at Michigan Tech

Submitted by University Cultural Enrichment

Every year, the Student Entertainment Board has the same discussion: whether or not to bring Fred Winters, Tech's favorite hypnotist, back again. The answer for the last six years has been a resounding yes! Last year, there were two sold-out shows. This year, the SEB is hoping for a third, with shows scheduled for 8:00 p.m. on Friday, March 24, and for 7:30 and 9:30 p.m. on Saturday, March 25, all in Fisher 135. For tickets, call the Performing Arts Ticket Center (487-3200, Tuesday-Saturday, 11:00 a.m.-7:00 p.m.), stop by the Memorial Union Box Office (Monday-Friday, 11:00 a.m.-3:00 p.m.) or the SDC Central Ticket Office, or purchase tickets online at <http://www.tickets.mtu.edu>.

There's no doubt that hypnotism is fascinating, and watching a master like Fred Winters is a real experience. There's never any lack of enthusiastic volunteers to go up on stage and strut their stuff while under hypnosis, and they are often joined by others who become hypnotized in the audience. Don't worry, however, that you'll automatically become hypnotized if you're in the audience. It only works if you want it to. And it is quite amusing to watch the person sitting beside you gradually succumb, while you are stone cold "sober," so to speak!

Under Fred's spell, macho guys believe they're cute poodles or dainty ballerinas who pirouette and preen to the delight of the audience. Participants act out their parts like real comedians, as if what they're doing is perfectly normal, and don't seem to notice that 500 people are watching them do it. Fred always keeps the show fresh by introducing new segments and always watches his subjects carefully, making sure that they don't harm themselves in their enthusiasm to follow his often hilarious instructions. And if you doubt that it's all real, talk to someone who's been hypnotized after the show. It'll make a believer out of you.

Call 487-2844 for further information.

Computer Science Colloquium March 24

Jean-Yves Hervé will give a talk, "Controlled Autonomy: Telerobotics, Action, and Perception for Unstructured Environments," on Friday, March 24, at 8:00 a.m. in Fisher 231.

Hervé is visiting Michigan Tech from the Groupe de Recherche en Perception et Robotique, Département de génie électrique et génie informatique, at the École Polytechnique de Montréal, in Quebec.

Asian Odyssey, Part 2

A Photo Diary of India, Pakistan, and Afghanistan

Submitted by University Cultural Enrichment

Celebrate Mela with millions of Hindu faithful on the banks of the Shipra River; hike in the high, rugged Karakoram Mountain Range; glimpse strife-torn Afghanistan and Kashmir; fall under the charm of a seductive snake dancer in Rajasthan's Great Thar Desert; and meet the Dalai Lama, spiritual leader to Tibetan Buddhists, at his home-in-exile, Dharamsala. All this and more at Tech Tea Time on Wednesday, March 29, at 4:00 p.m. in the Memorial Union Alumni Lounge when **Ron Martin** shows slides from the second year of his two-year journey in Asia, including Pakistan, India, and Afghanistan.

Last September, Martin showed slides of the first year of his epic journey through Hong Kong, China, Mongolia, Siberia, and Tibet. His fascination and delight in experiencing other cultures shows in his enthusiastic and interesting commentary.

Martin has traveled independently by plane, train, bus, and hitchhiking to some of the world's most beautiful and remote places as well as to some of the most populous and bustling cities. "I am motivated to travel partly to see the world's natural beauty, but even more by my curiosity about the unknown and my desire to see different places, meet new people, and experience their culture. I

can think of no other country as diverse in geography, wildlife, art, food, music, religion, language, and history as India. One lifetime is not enough to see all India has to offer."

Next week's Tea Time will present a different view of India, that of Raka Bandyo, the daughter of first-generation immigrants to the US. Her program will focus on her impressions of seeing the land of her parents and the culture they left behind to come to America.

Martin is working on a PhD in Environmental Engineering and is enrolled in the Peace Corps Master's International Program. Born and raised in Toledo, Ohio, he received a BS in Chemical Engineering from Ohio State University and an MS in Chemical Engineering from the University of Kentucky. He has worked as an environmental engineering consultant, taught environmental engineering at the University of Tuzla in Bosnia, worked on an environmental project in Siberia, and performed election work in the war-torn Balkans and the Caucasus. He has traveled extensively throughout Asia, Europe, Latin America, and Africa and is an avid windsurfer, climber (ice and rock), and skier.

Tech Tea Time is coordinated by the University Cultural Enrichment Department. For further information, call 487-2844.

Vietnam War Poet to Visit Michigan Tech

Writer and former US Army infantry soldier Phillip Woodall will read his poetry and talk about his experiences in Vietnam on Thursday, March 30, at 7:00 p.m. in the Memorial Union Alumni Lounge.

Woodall was nineteen years old when he arrived in Vietnam with the 101st Airborne Division, just before the 1968 Tet offensive. His collection of war poetry, *Rhymer in the Sunset*, has been made famous through the Emmy-Award-winning TV movie, *Dear America, Letters Home from Vietnam*, and in the musical *Schrapnel in the Heart*. In addition to his public presentation, Woodall will also be addressing several Michigan Tech classes during his campus visit, from March 29 to April 2.

His poetry speaks about the reality of war, leadership at the platoon level, and the commitment of friends and fellow soldiers.

"The nickname of my unit in Vietnam was Geronimo," Woodall said. "The native American nineteenth-century warrior was deadly, defiant, and defeated. I felt the same when I began writing the rhymes that led to publication of *Rhymer in the Sunset*. I really did not attempt to impress other Nam vets with my poetry as much as I sought to find a method of telling the Nam experience that I faced to young people or others who did not directly face the perils of guerrilla fighting in Indo-China."

Woodall describes his poetry as a tribute to his buddies, both those who died and those who survived. "Maybe some day war can be eradicated from the human experience, but since the beginning of time, no cure has yet be found," he said. "There continues to be a need, then, in the words of Stephen Vincent Benet, to 'unriddle the doubtful scrawl of war and courage and love and death.' I hope *Rhymer in the Sunset* can help unriddle the scrawl a little."

Copies of *Rhymer in the Sunset* will be available for purchase on campus during Woodall's visit and are also available from amazon.com.

Woodall's visit is sponsored by the Presidential Commission on Diversity, the Army and Air Force ROTC departments, the Center for Teaching, Learning, and Faculty Development, and the Department of Social Sciences.

For more information, contact Jon Henkel at 487-3057 or jchenkel@mtu.edu

Working Group Formed in Response to Straw Polls

In response to straw polls of faculty and staff concerning possible collective bargaining units, the University has formed a working group of staff and administration members to identify critical issues and collect relevant information.

The members are **Gene Klippel**, dean of business and economics; **Max Seel**, dean of sciences and arts; **Robert Warrington**, dean of engineering; **Tim Collins**, dean of the School of Technology; **Kirk Schulz**, chair of the Department of Chemical Engineering; **Stephen Bowen**, vice provost for instruction; **Glenn Mroz**, acting dean of forestry and wood products; **Neil Hutzler**, associate dean of engineering; **Bill McGarry**, vice president for finance and administration; **Mike Abbott**, executive director of the budget office; **Bill Blumhardt**, director of facilities management; **Bill Curnow**, executive director of university relations; **Roberta Desselier**, staff associate to the president; **Joe Galetto**, executive director of the career center; **John Rovano**, director of residential services; and **Ellen Horsch**, director of human resources.

Klippel outlined the group's purpose. "We are wrestling with several different issues right now. We need to focus on those issues that are likely to lead to solutions that work for Michigan Tech," he said. "At this point, we don't believe unionization will solve these problems."

The group plans to meet frequently in the coming weeks and will report directly to the University community through the alldepts-l e-mail list.

In Print

Former PhD student **Charles L. Roe** (now with General Electric) and Associate Professor and Chair **Kirk H. Schulz** (Chemical Engineering) published a paper, "Reaction of Ethanethiol on Clean and Carbon-Modified Mo(110) Surfaces as a Function of Sulfur Coverage," in *Surface Science*, Vol. 446 (2000). They also published "Modeling Molybdenum Carbide-Based Hydrodesulfurization (HDS) Catalysts Using Carbon-Modified Mo(110) Surfaces," in *Studies in Surface Science & Catalysis: Hydrotreatment and Hydrocracking of Oil Fractions*, Vol. 127 (1999).

Bird Seminar March 24

Ecologist/ornithologist William C. Scharf, professor emeritus of Northwestern Michigan College, will present "Why Does One Good Tern Deserve Another?" at 3:00 p.m. on Friday, March 24, in the ROTC Blue Room. All interested persons are invited.

Provost Finalists *Continued from page 1*

Hanley was previously professor and chairman of chemical engineering at Florida State University/Florida A&M, professor and head of chemical engineering at Louisiana Tech, associate professor of chemical engineering at the Rose-Hulman Institute of Technology, and assistant professor of chemical engineering at Tulane University. He was also a development engineer in the materials laboratory at Wright-Patterson Air Force Base.

He has been an investigator on \$2.7 million in sponsored research projects and published fifty-three papers. Hanley received the SAE Ralph R. Teeter Educational Award in 1989 and the KSPE Outstanding Engineer in Education Award in 1994, and has served twice as a divisional advisor at the National Science Foundation. He has BS, MS, and PhD degrees in Chemical Engineering from Virginia Tech and an MBA in Management from Wright State University. He is currently a principal investigator for Colgate-Palmolive.

MAX SEEL has been dean of the College of Sciences and Arts at Michigan Tech for ten years. During that time, graduate programs have been developed in industrial archaeology, environmental policy, computational science and engineering, and applied mathematics. The writing, math, and chemistry learning center program has gained national visibility, and a new calculus curriculum has been implemented. The College has also seen an increase in interdisciplinary research, including biotechnologies, combinatorics, communication, computational science and engineering, materials, remote sensing, and statistics. External research support has tripled, from \$1 million in 1990 to \$3 million in 1999.

Seel came to MTU in 1986 as an associate professor of physics. He was head of the computer science department from 1988 to 1990 and was promoted to professor of physics in 1989. After serving one year on an interim basis, Seel was named dean of sciences and arts in 1990.

He was a finalist for both the MTU Distinguished Teaching Award and the State of Michigan Teaching Excellence Award, and has served as a reviewer for the National Science Foundation panel on physics lab instrumentation. He chaired the Michigan Council of Colleges of Arts and Sciences in 1994 and is a member of the Michigan Tech Fund Board of Trustees. Seel has approximately eighty refereed publications to his credit.

Seel received his MS in Physics from the Technical University of Munich and a PhD degree in Quantum Chemistry/Physics and a Habilitation degree from the University of Erlangen-Nuremberg in Germany.

W. KENT WRAY is dean of engineering and the Cruse. W. Moss Professor of Engineering Education at Ohio University, in Athens, a post he has held since 1996. As dean, he helped two research centers restructure as institutes, resulting in several substantial federal research awards and collaborations. He negotiated the establishment of the prestigious Fritz J. and Dolores H. Russ Prize in Engineering with the National Academy of Engineering and acquired \$7.8 million in additional gifts to the College, raising the endowment from \$28 million to \$40 million. He added two endowed professorships and developed a long-term advancement plan for the College.

Wray negotiated faculty and student exchanges and research agreements with five European research universities and has been active promoting collaboration among Ohio engineering colleges. He was named chair of the Ohio Engineering Deans Council in 1998. He appointed a special assistant for women's and minority programs, and the College now has a higher percentage of minority enrollment than the university as a whole. In addition, first-to-second-year retention has reached 87 percent for the College, also higher than the university's rate.

He was previously chairman of the Department of Civil Engineering at Texas Tech. During his tenure, undergraduate enrollment in the department increased by 96 percent and graduate enrollment rose 178 percent. In addition, female and ethnic minority enrollments increased by 70 and 133 percent, respectively, and the retention rate improved to 86 percent, compared to less than 50 percent for the preceding five years.

Wray joined the Texas Tech faculty as the only assistant professor specializing in geotechnical engineering and was charged with developing a program in the field. When he left, his department had three faculty and twenty graduate students in the field and \$1.2 million in research contracts.

He received the College-level Halliburton Outstanding Research and the Halliburton Outstanding Teacher awards at Ohio University, along with several other teaching awards. Wray has more than forty publications to his credit.

Before entering academia, Wray was an engineer with the Kansas Highway Department and a civil engineering officer with the US Air Force. He has a BS in Physics from Washburn University and BS, MS, and PhD degrees in Civil Engineering from Kansas State, the Air Force Institute of Technology, and Texas A&M, respectively.

Senate *Continued from page 1*

MTU should explore a "voluntary separation program to encourage orderly turnover."

The resolution follows on the heels of the administration's new reallocation method, in which supervisors develop hypothetical budget scenarios for their areas based on 5-percent cuts in expenditures in each of the next three years. Tompkins has stressed that no across-the-board cuts are planned; and that, while the exercise is uncomfortable, it can provide useful information on what areas may be consolidated or eliminated to free up funding for new programs.

The "Background" section of the resolution describes the reallocation strategy as a "short-term budget-balancing action" made necessary by "priorities chosen by the administration."

The administration has said the 2000-01 budget will be balanced by the time it is presented to the Board of Control.

The current budget draft includes an average 4.5 percent annual increase in salaries to be implemented in two stages: a 3 percent hike in July 2000 with another 3 percent increase in January 2001.

The 4.5 percent salary increase did not come from the senate, Senator **Barry Kunz** (Electrical Engineering) said.

"Actually, the salary increase did come from the senate, in the sense that the senate has pushed constantly for salary equity with our peer institutions," senate President **Bruce Seely** said. "The irony is delicious."

Tompkins said later that the 4.5 percent average salary hike included in the draft budget was driven by campus-wide objectives expressed in the strategic planning process. "We are doing what we've been called on to do by the priorities expressed by the University community," he said.

In the Background section, the proposal

states that "personnel reductions must be the last resort" if expenditure reductions are required. The senate deleted language saying that other budget-balancing options could include "adjusting the salary increase pool" but left in "delaying building opening or construction plans, instituting a hiring freeze, and changing other spending priorities."

Senator **Pam Long** (Chemistry) said references to a retirement-incentive program should be dropped as inconsistent with the resolution's intent, to urge the University to consult with the community. Senator **Chuck Ouellette** (Facilities) said a "golden parachute" program would be expensive and undercut the University's ability to reallocate resources. Senator **Tom Drummer** (Mathematical Sciences) agreed, saying that the original language said, in effect, "and by the way, there's people that want to be bought out."

Senator **Bruce Barna** (Chemical Engineering) said that retirement-incentive programs are not necessarily expensive buy-outs, but could be as simple as half-time appointments for the last few years on the job. Individual retirement agreements have been negotiated at MTU, he said, and instead a uniform program should be available campus wide.

In other business, the senate

- approved changes to the sabbatical leave policy giving faculty on sabbatical 100 percent of their pay for one-semester leaves and 50 percent pay for year-long leaves.
- passed its Resolution on Enrollment and Recruitment. Among its points, it stated that Michigan Tech must "engage in targeted marketing," and "establish an on-campus advisory committee dealing with enrollment activities and policies."

POSITIONS AVAILABLE AT MTU

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

The following positions will be posted Friday, March 24, 2000, at 1:00 p.m. through noon, Friday, March 31, 2000, in the Human Resources Office.

Mountain Manager—Mont Ripley Ski Hill (Regular, full-time, ten-month position)
Greens Superintendent—Portage Lake Golf Course (Regular, full-time, nine-month position)
Machinist—Keweenaw Research Center (Temporary, part-time position)
Senior Secretary N5—Athletic Department (UAW internal posting only)
Food Service Helper—Memorial Union (AFSCME internal posting only; regular, full-time, nine-month position)

University employees are reminded to apply in writing prior to noon, Friday, March 31, 2000, 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.

March National Women's Month

- 24 Friday**
8:00 a.m.—Jean-Yves Hervé, "Controlled Autonomy: Telerobotics, Action, and Perception for Unstructured Environments"—Fisher 231
3:00 p.m.—William Scharf, "Why Does One Good Tern Deserve Another?"—ROTC Blue Room
8:00 p.m.—Hypnotist Fred Winters—Fisher 135
- 25 Saturday**
7:30 and 9:30 p.m.—Hypnotist Fred Winters—Fisher 135
- 27 Monday**
10:00 a.m.-4:00 p.m.—Women's Week exhibits and demonstrations—Memorial Union Ballroom
noon—Power Lunch: Lisa Marks, "Women in Red Cross: Leadership of the Past, Opportunities for the Future"—Memorial Union Ballroom
- 28 Tuesday**
10:00 a.m.-4:00 p.m.—Women's Week exhibits and demonstrations—Memorial Union Ballroom
noon—Power Lunch: Mary Lee Mikkola, "Our Story: A Living Donor's Account of a Spouse Kidney Transplant"—Memorial Union Ballroom
- 29 Wednesday**
10:00 a.m.-4:00 p.m.—Women's Week exhibits and demonstrations—Memorial Union Ballroom
noon—Power Lunch: Judith Bailey, "Climbing Mountains, Moving Boulders"—Memorial Union Ballroom
4:00 p.m.—Tech Tea: Ron Martin's Asian Odyssey—Memorial Union Alumni Lounge
- 30 Thursday**
10:00 a.m.-4:00 p.m.—Women's Week exhibits and demonstrations—Memorial Union Ballroom
noon—Power Lunch: Truth Freeman, "Working Women in the New Millennium"—Memorial Union Ballroom
7:00 p.m.—Vietnam veteran-poet Phil Woodall—Memorial Union Alumni Lounge
- 31 Friday**
10:00 a.m.-4:00 p.m.—Women's Week exhibits and demonstrations—Memorial Union Ballroom
noon—Power Lunch: Valerie Troesch, "Women: Single, Married, Divorced, Widowed—What to Do in the Event Of . . ."—Memorial Union Ballroom
4:00 p.m.—David Matlock, "Metallurgical Engineering and the Ski Industry: Applications of Metallurgical Failure Analysis"—M&M U113
6:00/7:15 p.m.—Club Indigo: country-western buffet/*The Outlaw*—Calumet Theatre