

Tech Topics

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Michigan Tech's Faculty-Staff Newsletter

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Robbins to Receive Medal of Distinction

Seattle area businessman **Richard Robbins** receives the Melvin Calvin Medal of Distinction during commencement May 12.

The award, honoring the late Nobel Prize winner Melvin Calvin, who graduated from Michigan Tech in 1931, is presented to persons associated with MTU who have achieved a notable reputation in their field. It is the highest award given by MTU. Robbins will be only the third person to receive the medal since it was established 16 years ago. The inaugural award went to Dr. Calvin.

Robbins graduated from Michigan Tech in 1956 with a degree in mechanical engineering and has since become an international leader in tunneling machine technology. From 1958 to 1993, his company, The Robbins Company, set records in tunnel-boring technology, from mining to the boring of three huge tunnels under the English Channel. When he sold the company in 1993 to Swedish manufacturer Atlas Copco, Robbins continued as vice chairman for five years. In 1998, he established The Robbins Group, which handles research and product development for The Robbins Company.

He is a member of the National Academy of Engineering, has received the Daniel C. Jackling Award from the Society of Mining Engineers, and has served in leadership positions in numerous professional associations. He is a member of MTU's Academy of Distinguished Mechanical Engineers, an honorary member of MTU's Academy of Distinguished Mining Engineers and has received the Board of Control Silver Medal, Distinguished Alumnus Award, and an honorary Doctorate of Engineering.

Robbins has been granted 11 U.S. and 56 foreign patents and has authored 76 professional papers. He and his wife, Bonnie, are members of the Hubbell Society, Second Century Society, and Presidents Society, and have been dedicated advocates for quality educational opportunities for MTU students. They have contributed more than \$5 million to various University projects. Robbins has served on the Michigan Tech Fund Board of Trustees and is national chairman of MTU's Leaders for Innovation capital campaign.

I will write of him who fights and vanquishes his sins, who struggles on for weary years against himself—and wins.

—CAROLINE B. LE ROU

Position Review, Travel Cut in Face of Tight State Funding

What news there is from Lansing is not good, Provost **Kent Wray** reported to the University Senate May 2.

"What I have to share with you is a great deal of uncertainty," he said. Faced with lower-than-expected tax revenues, Governor John Engler has rolled back his recommended increase in the state's higher-education budget for MTU from 1.5 percent to zero. The State House has OK'ed a 2 percent increase. The State Senate has yet to act. But with major increases forecast in the 2001–02 costs of health care (\$1.4 million), utilities (\$1 million), and the MPSERS tax (\$1.9 million), Michigan Tech would have to hike tuition by 35 percent to break even if the state increases its appropriation by 2 percent.

Michigan Tech isn't alone in its plight, Wray noted. State Senator John Schwarz, chair of the Senate Appropriations Subcommittee on Higher Education, asked all public universities what their tuition increases would be with a variety of state appropriation hikes, and other universities uniformly reported figures of over 20 percent, Wray noted.

Because of such uncertainty, the University's budget, including salaries and tuition rates, is still up in the air. "At this stage, we don't know what revenues will be," he said.

In the meantime, to help cope with tighter revenues, the administration has moved to

cut expenses by reducing department travel budgets by 10 percent and instituting position review, Wray said. Any open position that has not reached the point of calling for interviews will be subject to review. Some positions could be eliminated, critical ones could be filled immediately, while some could be left open for a period of time and filled later.

But current employees needn't fear for their jobs, Wray stressed. "The situation is different from 1991," he said, referring to the last time the University laid off employees. "We are not facing layoffs; there will be no discharges. We will spread things out and not fill some positions for awhile." Wray said he will be sending a letter to MTU employees explaining position review.

Senators asked for information on the MPSERS tax. Human Resources Director **Ellen Horsch** said the state was mandating that universities pay additional funds for past liability for the retirement and health-care costs of MPSERS retirees, above and beyond what the University had originally paid for the program. The payments extend for another thirty-seven years. "We'll have to pay till everyone is actuarially dead, even if we have no one else in the program," said Senator **Tony Rogers** (Chemical Engineering), who serves on the Benefits Liaison Group.

Wray said the University is also reworking the budget process. "For several years, we've

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GE Executive to Speak at Commencement

Submitted by the News Bureau

John D. Opie, retired vice chairman and executive officer of General Electric Company in Weston, Connecticut, will address 836 graduates at Michigan Tech's spring commencement ceremonies on Saturday, May 12.

Opie graduated from Michigan Tech in 1961 with a BS in Metallurgical Engineering. During his years at MTU, he was an honor student, was active in several student organizations, and played intramural sports. He joined General Electric after graduation and stayed with the company throughout his professional career.

He began his career as a development engineer at GE's Magnetic Materials Section in Edmore, Michigan. He quickly advanced through the company's marketing and manufacturing training program, working in sales

in both Detroit and Chicago. Up until his retirement, Opie held several managerial positions and was promoted to vice president within many GE departments and divisions across the country.

Opie has had extensive university involvement. He served as vice chair of MTU's 1983–87 Century II capital campaign, as trustee of the Michigan Tech Fund for thirteen years, and as its president for two years. He has received the Board of Control Silver Medal and has been named a distinguished alumnus.

In 1999, Opie and his wife, Ruanne, donated \$5 million to the University's Leaders for Innovation capital campaign. His gift is one of the largest ever received by the University from an individual donor.

Opie will receive an honorary Doctorate of Business degree during commencement.

Tucker Gets Silver Medal

MTU alumnus **Gary Tucker** will receive the Board of Control Silver Medal at Spring Commencement May 12.

After graduating from Michigan Tech in 1959 with a BS in Forestry, Tucker began his career in timber management. In 1989, he established his own company, Trees Incorporated, a consulting business with offices in Montana and Arizona. The firm directed a unit of John Hancock Mutual Life Insurance Company, developing a diversified pension fund portfolios through buying and managing timber and timberland. In four years, the timberland assets increased fivefold and investments increased ninefold.

Tucker became president and chief executive officer of Pope Resources in 1996. The company gained national recognition for using an open-forum, community-centered approach to land management that addressed diverse ownership and interests and sought consensus on land use. The company's services extended beyond the US to Canada, Argentina, Chile, and Jamaica. Since retirement from Pope Resources, he has continued as president of Trees Inc.

Tucker has served as a member of the Board of Governors of the National Forest Products Association and chairman of its Public Timber Division; director of the Intermountain Forest Industry Association; a member of the Board of Directors and Executive Committee of the Federal Timber Purchasers Association; and a member of the Society of American Foresters.

He is an active Michigan Tech alumnus and is a member of the School of Forestry and Wood Products Honor Academy.

Sign Up for Wellness Tests

The Wellness Department is holding Employee Fitness Day on Wednesday, May 9, from 7:00 a.m. to 3:00 p.m. in the ROTC Gym. If you'd like a health-risk appraisal, which includes tests for cholesterol, contact Carter at 487-2172 or ejcarter@mtu.edu. It's important to fast for eight hours before having your blood drawn.

MichiganTech

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

A Broader Assessment

Center for Teaching, Learning,
and Faculty Development



By *William Kennedy*, director

When many faculty members hear the word "assessment," they bristle. They say, "I already assess student

learning in my class; it's called a test, you (expletive deleted)!" Indeed, routinely determining what knowledge students have mastered in a course is an expectation of college teaching. But the assumption that grades and GPAs are sufficient to inform instructional innovation has been challenged by accrediting agencies for the last twenty years.

The accrediting agencies argue that grades and grading practices vary widely from instructor to instructor and department to department. Some profs use grades to encourage performance while others use grades to provide comparative rankings. Being privy to such data, I can attest to the veracity of the accreditors' concerns. Another issue involves the profoundly different picture of a student's education gleaned from course-by-course evaluations (transcripts) v. the more cumulative program-level assessments we are presently using on campus. Put bluntly, a coherent university education should encourage complex growth and development insufficiently characterized by student GPAs.

Richard J. Light, professor in the Graduate School of Education and the John F. Kennedy School of Government at Harvard, recently wrote "Making the Most of College: Students Speak Their Minds."* The book centers around two key questions: 1) What choices can students make to get the most out of college? and 2) How can faculty members and campus leaders translate good intentions into practice? Light explores several facets of university life, both from student and faculty perspectives, including 1) advice to students on getting a good start, 2) what makes classes memorable, 3) the importance of personalized, constructive advising, 4) the profound

More Employees Get HARP Checks

Four more MTU employees have received HARP awards for discovering errors on their Blue Cross Blue Shield statements.

Under the new Healthcare Audit Reward Program, employees who find errors on their statements that would have resulted in an overpayment receive 35 percent of the savings, from a minimum of \$5 up to \$500.

Employees helped identify the following billing errors: lab work that was never done, minor surgery that wasn't performed, and charges to MTU that should have been billed to another insurance company.

In addition, the Benefits Office has received inquiries from employees who believe they have found mistakes. One received a statement including medical treat-

ment given to a different person with a similar name. Another claim may have been paid erroneously because of a typo in the contract number (Social Security Number), accidentally changing it from that of an employee belonging to another employer group to an MTU employee's number. Lastly, another Tech employee asked that insurance not pay for ineffective medical or orthotic equipment.

The Benefits Office encourages everyone to look over their BC/BS Explanation of Benefits forms. By taking a little extra care, you can help the University and earn some extra cash in the process. For more information, call 487-2517 or e-mail mawilcox@mtu.edu or iecheney@mtu.edu.

impact of certain faculty members on students, and 5) the actual effects of changing campus demographics. Light argues that faculty must develop and retain ownership of assessment processes if those activities are to result in useful change. External or administrative mandates don't work; they usually produce generalized results that don't support change.

Light suggests that assessment should be seen as an orderly process of encouraging educational innovation both in and out of the classroom based on demonstrating needs and then systematically measuring the effectiveness of those innovations on student development. At Harvard, for example the faculty discovered that improved academic advising and the use of "one-minute papers" had a much more profound effect on student learning and development than did a host of other seemingly more sophisticated or relevant instructional interventions.

Light suggests that students be encouraged to participate in the assessment process. He found that many undergraduate and graduate students have keen interest in and a host of useful skills and insights that can be put to use in pursuing educational innovation. Other advice from Light's experience includes 1) assuring ongoing administrative support for innovation, 2) identifying the policy implications of assessment early on, 3) developing a plan for disseminating positive results across campus, and 4) coming to recognize that substantive innovation usually involves many more failures and near misses than outright successes.

Coming to see assessment as the complex data gathering functions and organizational processes underlying continuous improvement and adaptation is the necessary first step to taking assessment, and systematic institutional change, seriously.

*2001, Harvard University Press, Cambridge, MA.

Advancement VP Candidate Here May 10

Fred W. Hensley, a candidate for the position of senior vice president for advancement and marketing, will be on campus Thursday, May 10. He will meet with the Michigan Tech community during an open forum set for 3:00 p.m. in Chemical Sciences and Engineering 102. All MTU faculty, staff, and students are welcome.

Hensley is the chief public affairs officer at Western Kentucky University, in Bowling Green, a position he has held since 1999. He came to WKU in 1980 as director of public information. In 1989, he was named director of university relations; seven years later, he was promoted to the position of vice president for institutional advancement and director of the WKU Foundation. From 1998 to 1999, he served as executive assistant to the president for public affairs and governmental relations.

Currently, Hensley is responsible for WKU's external relations programs in governmental and legislative relations, media relations, public relations, marketing, advertising, publications, special events, and community relations. He was previously responsible for the Division of Institutional Advancement, which includes alumni affairs, development, university relations, and the WKU Foundation.

Among his accomplishments, Hensley developed and implemented WKU's first integrated marketing plan. During his tenure as executive director of the WKU Foundation, total giving and scholarship support increased by 70 percent and he developed the infrastructure for a comprehensive major gifts campaign. He created WKU's first governmental relations program and accomplished all of its 1998–2000 priorities.

Hensley has been active in CASE, the Council for Advancement and Support of Higher Education, chairing and judging a variety of awards programs in writing, design, and public relations. He has a Master of Higher Education with a concentration in administration from Morehead State University, and has undertaken postgraduate work in higher ed at the University of Mississippi. Hensley earned an AB in Radio-Television with a minor in journalism from Morehead State.

May 17 Slide Show on Russian Far East

MTU alumnus **William Cox '74** will give a slide presentation, "Siberia and the Russian Far East: Culture, People, and Nature," on Thursday, May 17, at 4:00 p.m. in the Memorial Union Alumni Lounge.

Cox is a world traveler and humanitarian. His slide shows document his travels, as well as his philanthropic efforts and adventures around the globe.

KSO and Concert Choir Present *Carmina Burana*

Submitted by the Department of Fine Arts

The Keweenaw Symphony Orchestra and Michigan Tech Concert Choir round out the school year with an extravaganza, Carl Orff's *Carmina Burana*, on Saturday, May 5, at 8:00 p.m., and Sunday, May 6, at 3:00 p.m., in the Rozsa Center. KSO music director **Jeffrey Bell-Hanson** will conduct. *Carmina* is a dramatic piece of music famous for the enthusiasm it inspires in both audiences and performers. "Singers who were here for our first performance of *Carmina* more than ten years ago remember it vividly and say they can't wait to sing it again," says **Milton Olsson**, chair of fine arts and Concert Choir director.

Lovers of *Carmina* say it expresses the most elemental human feelings and experiences in music that connects powerfully to twentieth-century audiences. Writing in the 1930s, Orff used as his text a well-known collection of medieval literature, discovered in a monastery library in his native Bavaria, which includes love poems, drinking songs, ballads, humorous stories, and religious lyrics. The result has often been described as "unforgettable," "dramatic," and "sublime."

"The piece seems to connect the listener to the whole of human experience as it has been expressed in music from time immemorial," Olsson says. Parts of *Carmina* evoke the

beauties of nature in springtime, or a beloved person. Others are earthy celebrations of the passions of youth, and one recreates a rowdy student drinking party. "It's true to life," Olsson says. "There is an unselfconscious, innocent quality to the music, along with its drama and energy."

The Hancock Middle School Chorus, directed by Victoria Baltensperger, will sing the Children's Chorus section of *Carmina*. Three professional soloists also join the KSO for these concerts. Paul Sahuc, baritone, and Victoria Walker, soprano, will both make their first appearances in the Keweenaw. Sahuc performs regularly with the Minnesota Opera, and has appeared with the Michigan Opera Theatre, Opera Roanoke, and New Orleans Opera, among others.

Victoria Walker, an alumna of Michigan State and the Eastman School of Music, has performed extensively in the United States and Europe in opera, oratorio, and art song. Anthony Beacco, tenor soloist, performs frequently with the KSO, most recently in Handel's *Messiah* last December.

Tickets for *Carmina Burana* are available from Rozsa Center Ticketing Services (487-3200), other Michigan Tech box offices, the Calumet Theatre, and at www.tickets.mtu.edu for \$14 general, \$5 students.

New Degrees on Board Agenda

The Board of Control is expected to act on two new degree programs when it meets Friday, May 11, at 10:00 a.m. in Memorial Union Ballroom B. The MS in Applied Science Education is up for final approval. The Board is also expected to take initial action on a new BS in Bioinformatics. It would then be subject to final approval at a later meeting. Also on the agenda are preliminary discussion of the 2001–02 budget, 2001–02 room and board rates, and a proposal to establish a Department of Biomedical Engineering. Board of Control meetings are open to the public, and all members of the University are welcome.

Somero-MTU Agreement Pays Dividends

A cooperative effort between Somero Enterprises of Houghton and Keweenaw Research Center (KRC) is paying big dividends.

Starting with seed money from a \$100,000 Michigan State Research Fund Grant, Somero and KRC designed and then built a control system attachment for the company's laser screeds that allows them to lay concrete on complex contoured surfaces, according to Somero's engineering manager, Jim Desrochers. "We needed a system that could be used on such areas as industrial and commercial floors with drains, parking lots, loading docks, service ramps, and driveways—something that would allow us to gain a share of the outdoor markets."

The computerized system allows the user to duplicate a surface anywhere in the world, an advantage where structures need to be exact the same, such as racetracks, street intersections, and vehicle test tracks. Their 3-D Profiler is also being used to white top and repair roadways, runways, taxi ways, and bridges.

Recently the patent for this technology was approved. The agreement between MTU and Somero gives the company exclusive rights in exchange for royalties. The Profiler has generated about \$5 million in sales for Somero and the University just received its first royalty check, for \$143,000. Another royalty check will be forthcoming in July of this year. The inventors of the system are Carl Kieranen and Charles Hallstrom from Somero and **Glen Simula, Nils Ruonavaara**, and **Jim Waineo** from KRC.

"I hope we can continue to have similar success stories like this between Somero and Michigan Tech," said Somero Vice President of Manufacturing Jim Torvinen. "It has been a good partnership." **Jim Baker** of Corporate Services agreed. "It is always gratifying to see the University's technology transferred to the private sector," he said. "In the case of the continuing partnership between Somero and Michigan Tech, the local economic impact is an added benefit for everyone involved."

Senate Continued from page 1

been using one-time money to balance the budget," he said. The University needs to get away from that practice, and Wray said he would present a budget to the Board of Control that would balance the budget in two years using state appropriations and tuition funding without relying on one-time money, he said.

Regarding the 10 percent reduction in travel funding, Wray said he expected that some of the cost could be picked up by other, non-general fund sources if the travel were urgent.

"I applaud your comments regarding balancing the budget," said Senator **Mike Roggemann** (Electrical Engineering). He asked if anything was being done to curb the practice of waiving overhead charges on research grants and discounting tuition.

"[Interim Vice Provost for Research] **Dave Reed** has dug in his heels" on the practice of lowering overhead rates for some funding agencies, Wray said. The issue of discounting tuition is being discussed with the Board of Control, he added, and is included in the next draft budget he will present the Board of

Barna, Keen Tie for Senate Presidency

The University Senate split 17–17 May 2 in an unsuccessful attempt to choose either incumbent **Robert Keen** (Biological Sciences) or Senator **Bruce Barna** (Chemical Engineering) as its president for the 2001–02 academic year.

After the first tie vote, the senate took a second tally. The total remained unchanged, and the senate agreed to refer the matter to a vote of its constituency. The senate will be sending out ballots soon that include a short statement from each candidate, with the goal of completing the election in about a week.

Both candidates gave short speeches before the senate vote. Keen reviewed his ten years' experience in the senate, including work on two major constitutional revisions in 1991 and 1997, semester conversion, and on policies dealing with conflict of interest and faculty grievances. Because of faculty and staff concerns expressed in the senate's MTEPS survey, the University hasn't budgeted money for the project, he said. In the future, he said he planned to address fourteen-week semesters and tenure and reappointment policies.

As to what the president's main role is, at its most basic, the president serves as a "paper boy," passing information between the administration and the senate. More importantly, the president can promote communication with the administration, answering the question, "What do the faculty think?"

Control Finance Committee.

Senator **John Williams** (Chemistry) asked if utility increases were due to price increases or new buildings. Wray said he couldn't say, but noted that MTU has the second-lowest utility costs per square foot among all of Michigan's public universities.

In other business, the senate

- passed on a unanimous voice vote new search procedures for university administrators, the president, and college deans.
- unanimously approved the creation of the Department of Biomedical Engineering.
- unanimously approved Proposal 21–01, Framework for Professional Master of Science degrees: An Interdepartmental Professional Master of Science Degree with Specific Areas of Concentration. The measure, if approved by the Board of Control, allows for the formation of new professional MS degrees requiring course work and an internship but no thesis. These degrees would be analogous to degrees such as MBAs or JDs, which prepare graduates for professional work outside of academia.

Barna cited his career, first in industry and, for the last twenty-three years, in academia. "I have been around the block a few times which sometimes helps me to cut through the smoke," he said.

He said the senate should be represented by "someone with [financial] experience to represent us during this crisis and help us identify the root causes of the problems since they appear to be chronic." The senate should also find out why "enrollment is a chronic problem even in the current 'echo boomer' period," adding that the academic calendar was linked to enrollment problems.

When asked whether his election to senate president would affect his union organizing activities, Barna said that, in the current environment, he supported a bargaining unit. "That could change," he said. Senator **Christ Ftaclas** (Physics) said the AAUP was a good organization, but that the roles of senate president and union organizer seemed to be at cross purposes. Barna said that, if elected, he would relinquish his membership on the AAUP organizational committee.

Asked to describe the senate president's most important role, Barna said it was to represent the senate constituents to the administration, whether or not they hold the same views as the president.

Senator **Becky Christianson** (Human Resources) was elected vice president of the senate. Incoming senator **Craig Waddell** (Humanities) was named secretary.



May

- 4 Friday**
3:00–5:00 p.m.—Retirement reception for Richard Goldstein—Rozsa Center lobby
- 5 Saturday**
8:00 p.m.—KSO and Concert Choir, *Carmina Burana*—Rozsa Center
- 6 Sunday**
3:00 p.m.—KSO and Concert Choir, *Carmina Burana*—Rozsa Center
- 9 Wednesday**
7:00 a.m.–3:00 p.m.—Employee Health and Fitness Day—ROTC Gym
noon—Virginia Valian, "The Advancement of Women in Science and Engineering: Why So Slow?"—Memorial Union Ballroom A
2:30–4:30 p.m.—Retirement reception for Narisipur Suryanarayana and John Johnson—ME-EM 1021
- 10 Thursday**
3:00 p.m.—Open forum with Fred Hensley, candidate, senior v.p. for advancement and marketing—Chem Sci 102
- 13 Sunday**
Summer hours start
- 17 Thursday**
4:00 p.m.—William Cox, "Siberia and the Russian Far East: Culture, People, and Nature"—Memorial Union Alumni Lounge

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>.

The following positions will be posted Friday, May 4, 2001, at 1:00 p.m. through noon, Friday, May 11, 2001, in the Human Resources Office.

Food Service Helper—Memorial Union (Regular, part-time position; AFSCME internal and external posting)
Dean—Graduate School

University employees are reminded to apply in writing prior to noon, Friday, May 11, 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.

**MICHIGAN TECHNOLOGICAL UNIVERSITY
CLASSIFICATION DESCRIPTION**

Job Title: DEAN OF THE GRADUATE SCHOOL
Department: GRADUATE SCHOOL
Salary Range: COMMENSURATE WITH EDUCATION AND EXPERIENCE
Exempt (Y/N): YES
Supervisor: PROVOST AND SENIOR VICE PRESIDENT FOR ACADEMIC AND STUDENT AFFAIRS

SUMMARY: The Dean of the Graduate School will provide strong leadership and vision for the advancement and growth of Graduate Studies at Michigan Technological University. He or she will commit to the advancement of graduate education and research consistent with University's strategic planning priorities.

ESSENTIAL DUTIES AND RESPONSIBILITIES are as follows. Other duties may be assigned.

Act as principal administrative graduate officer for the University.
Develop and responsibly administer the Graduate School budget.
Foster and support the funding and development of graduate studies.
Advocate vigorously for graduate students and activities both within the University and with outside entities.
Develop and implement a plan for the Graduate School that supports the University's Strategic Plan.
Increase the size of the graduate student population and the overall rate of awarding of graduate degrees.
Coordinate a balanced growth of graduate programs, including the creation of new graduate programs, while ensuring quality of existing- programs.
Develop and implement a nationwide marketing and recruiting plan for attracting high quality and underrepresented graduate students.
Increase and maintain a high quality of living for graduate students.
Advocate research, scholarship, and creative activities of all Michigan Tech constituencies.
Create effective means of stimulating and enabling interdisciplinary interactions that further the goals of the University.
Lead the relevant university constituencies in a discussion on the allocation of support for graduate students.
Work closely with the Vice President for Research, academic deans, and chairs to coordinate research and scholarly programs.
Work closely with the University's Graduate Faculty Council and the Graduate Student Council to develop and implement academic policies and procedures.
Work closely with academic units to strengthen and develop graduate degree programs.
Serve on the Research Advisory Council.
Ensure that periodic reviews of graduate degree programs are performed and recommendations are implemented.
Represent the Graduate School within Michigan Tech and to various state, national and international organizations, committees, conferences and delegations.
Work closely with the Dean of Distance Learning to ensure that Michigan Tech's distance graduate degree programs are offered and conducted at the same high level of quality that we expect of our on-campus degree programs.
Negotiate agreements for distance graduate degree programs with off-campus partners, in conjunction with the Dean of Distance Learning.

SUPERVISORY RESPONSIBILITIES:

The Dean of the Graduate School will lead a unit that presently consists of 5 support staff members

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and EXPERIENCE:

REQUIRED:

Earned Ph.D. or equivalent degree.

Hold the rank of tenured full Professor or tenured, senior Associate Professor.

DESIRABLE (rank ordered with the most important items listed first):

A record of achievement that warrants being appointed as tenured full professor in a department, school, or college at Michigan Tech.

Experience obtaining external support for graduate students.

Experience mentoring graduate students.

(Continued on reverse)

Successfully directed at least one master's and one doctoral candidate to completion of degree requirements.
Administrative experience commensurate with a position of dean of a graduate school.
Experience as a research principal investigator on a project in which graduate students based their thesis or dissertation research studies.
Experience recruiting graduate students.
Experience serving on graduate advisory committees outside of one's own department or school.

OTHER SKILLS AND ABILITIES:

REQUIRED:

Possesses integrity and high ethical standards.
A strong commitment to the education, health and well being of graduate students.
Excellent interpersonal communication skills and an ability to work with people.
Demonstrated fiscal responsibility and ability to manage budgets.
Ability and willingness to travel.

DESIRABLE (rank ordered with the most important items listed first):

Demonstrated ability to apply innovative and creative approaches to problem solving.
Demonstrated ability or potential to develop graduate-studies policy.
A demonstrated strong commitment to diversity in higher education.

The qualifications and specifications mentioned above are intended to indicate the kinds of tasks and levels of work difficulty that will be required of positions that will be given this title and shall not be construed as declaring what the specific duties and responsibilities of any particular position shall be. It is not intended to limit or in any way modify the right of any supervisor to assign, direct, and control the work of employees under his/her supervision. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty. The position will be filled based on qualifications regardless of Race, Color, Disability, Religion, Sex, Sexual Orientation, National Origin, Height, Weight, Age, Veteran, or Marital Status.