

Tech Topics

April 2, 1999
Vol. 31, No. 26

Michigan Tech's Faculty/Staff Newsletter

Published weekly by University Relations

Senate passes equal-benefits proposal

The University Senate passed a proposal March 31 to make all MTU insurance policies the same for all senate constituents.

The proposal will be presented to the Board of Control with a cover letter recommending that the Board re-examine the Management Health Examination benefit for central administrators. Under the benefit, the University provides the MTU president and vice presidents with free check-ups and diagnostic procedures from the health-care provider of their choice.

Alternate **Les Leifer** (chemistry) had argued that everyone should have the Management Health Examination Benefit, saying that anyone with cancer should be able to choose to go to Sloan-Kettering (the Memorial Sloan-Kettering Cancer Clinic, in New York).

Leifer said central administrators can go where they want without a referral. "If we go back to Wausau, the administration could go anywhere, and we'd still be limited to the PPO."

Provost **Fred Dobney** suggested as an alternative that the Management Health Exam benefit simply be eliminated.

Assistant Director for Benefits **Ingrid Cheney** (human resources) said that MTU employees receive care at some of the best facilities in the nation. And, if their Blue Cross/Blue Shield PPO physician refers them to a facility outside the PPO, the University will still cover the cost.

A visit to the Memorial Sloan-Kettering Cancer Center's Web site (<http://www.mskcc.org/am.htm>) reveals that it is a member of the Empire Blue Cross/Blue Shield PPO, and thus treatment there is covered through Michigan Tech's PPO health insurance.

"In my eleven years, no one has ever had a major claim turned down," Cheney said later.

The senate tabled action on a proposal from the Finance Committee to contract with an outside accounting firm to calculate "the per-student marginal costs and revenues for undergraduate and graduate education," i.e., how much it costs the University to educate students. The information would be used "by

(Continued on page 6)

If it feels good, do it. It's the things that feel great that you have to worry about.

—UNKNOWN

Seattle couple gives Michigan Tech \$5 million

Submitted by the News Bureau

Michigan Tech has received the final commitment on one of the largest individual gifts in its history. **Dick and Bonnie Robbins** of Seattle have completed a \$5 million gift to the University's Leaders for Innovation Campaign.

"Bonnie and I are proud to be among the first donors to the campaign," Dick Robbins said, "and we're honored to be a part of something so significant at Michigan Tech."

The gift will support a wide range of programs at Michigan Tech, including the recently completed Dow Environmental Sciences and Engineering Building, the Rozsa Center for the Performing Arts (now under construction), and the University's mining engineering department.

"Dick and Bonnie Robbins have been solid supporters of Michigan Tech and have made a number of programs possible over the last several years," said President **Curt Tompkins**. "Without their support, we would not have been able to build the Dow environmental building or the Rozsa Center for the Performing Arts."

Dick Robbins is one of the most innovative developers of tunneling machine technology in the world. He earned a degree in mechan-

ical engineering from Michigan Tech in 1956 and took over the Robbins Company in 1958, after his father died in an airplane crash. The company had built the first modern tunnel-boring machine in 1952, but a business slowdown reduced it to just two employees in 1960.

Robbins steadily built the company to more than 450 employees before its sale in the mid-1990s to the Swedish industrial giant Atlas Copco. Robbins and his company were responsible for a series of breakthroughs and records in tunnel boring technology, from mining applications to designing the huge machines that bored under the English Channel to create the Chunnel.

The Robbins are long-time supporters of Michigan Tech. They announced their gift at a recent meeting of the Michigan Tech Fund Board of Trustees and were present at the dedication of the Dow building, which includes a three-story atrium named in their honor.

Dick Robbins is chairing the University's Leaders for Innovation capital campaign with a goal of raising \$100 million in private gifts. The five-year effort, now in its early stages, will fund student scholarships, faculty endowments, information technology enhancements, and other critical needs.

Higher ed is changing. Is Michigan Tech?

(Editor's note: In his March 19 remarks to the Board of Control, University Senate President **Bruce Seely** argued on behalf of the fourteen-week-semester academic calendar, reported on senate concerns, and provided an update on curriculum changes. He also sounded an alarm that Michigan Tech, by clinging to tradition and failing to change, may find itself outpaced and out-manuevered in the competitive higher-education market. Some of his remarks are extracted below.)

I've been off campus a bit the past couple of weeks and been reminded about ways higher education is changing, through visits downstate and to the University of Virginia. We are entering a very different world of higher education. And I'm not sure all of us here are always fully conscious of that world as we sit in Houghton, in often pleasant but isolated splendor.

First: The facts of life on other campuses increasingly include such concerns as an intense competition for students; constant program revisions; much attention to packaging, positioning, and jockeying for recognition; cooperative endeavors between multiple campuses; and a significant struggle to convince the public and legislators of the value of our efforts and the validity of our needs. . . . My sense is that these factors are not always part of our daily consciousness about Michigan Tech.

A case in point is the situation in Grand Rapids. Perhaps the most rapidly growing community in the state, Grand Rapids is home to Grand Valley State, of course. But you can also find in Grand Rapids campuses from Central Michigan University, Western Michigan University, and Michigan State University. Ferris State has just purchased the Kendall College of Art and Design as its beachhead in Grand Rapids.

(Continued on page 6)

MTU dodges Melissa

Michigan Tech has apparently dodged the Melissa virus—so far.

"We haven't heard any reports of the virus on campus," said **Mary Zanoni**, director of System Administration Services.

Melissa clogged computers nationwide earlier this week, and might still be a threat. If you think you've been infected, MTU has McAfee anti-virus software that can cure your machine. Ask your system administrator for details.

To avoid catching Melissa or other nasty viruses, don't open any e-mail attachments unless you're sure they are legitimate. The most likely to carry viruses are .exe attachments, though Melissa comes in .doc.

Guidelines announced

Take Our Daughters to Work Day April 22

Michigan Tech is inviting employees to again participate in Take Our Daughters to Work Day, set for Thursday, April 22. The University has developed the following guidelines to assure the safety of all participants and minimize disruption of regular work activities.

- If you plan to bring a daughter or other youth to work with you, you must get permission in advance from your department chair or director.
- Children must be age 9 or older to participate.
- Children under 16 may not enter laboratories (except for computer labs) without the approval of the department chair. Laboratory activities involving visiting youths must be planned in advance and supervised at all times.
- Children under 12 must be supervised at all times.

These guidelines are taken from the University's Children in the Workplace policy and were developed to ensure that children have a level of knowledge, maturity, or supervision that is appropriate for the work area they will be visiting.

MichiganTech

Bill Curnow, executive director, University Relations
Marcia Goodrich, Tech Topics editor
Gail Sweeting, electronic marketing assistant

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.

Michigan Tech Fund Merit Award nominees sought

If you know an outstanding senior student at Michigan Tech, consider nominating them for a Michigan Tech Merit Award.

The awards are presented annually to a senior man and woman who have demonstrated extraordinary leadership and service to the University. Recipients are given a personal memento and a cash gift, and their departments each receive a \$500 grant. Nominees must be full-time seniors in good standing with a minimum 2.5 GPA.

President **Curt Tompkins** will present the awards May 7.

The deadline for submitting nominations is April 16. Nomination forms are available at the Wadsworth Hall manager's office, the J. R. Van Pelt Library circulation desk, the Campus Store, and the Meese Center. You can also call Jennifer at 487-3324 to have a form sent to you.

Tae Kwon Do Club takes top tournament honors

The Husky Tae Kwon Do Club, under the direction of **Jon Henkel** (general engineering), took first place in the Twenty-First Annual South Dakota State University Tae Kwon Do Championships, held March 13 at SDSU.

Twelve teams participated. The MTU team scored 82 points, with the second-place team receiving 42 points. The Huskies took the overall trophy, as well as the outstanding sportsmanship trophy.

The club will host its Ninth Annual Tournament on Saturday, April 10, at 11:00 a.m. in the SDC Wood Gym. Members range in age from 9 to 50, and anyone interested in becoming a member may contact Henkel at 487-3057.

Passing the buck or passing the baton

Center for Teaching, Learning, and Faculty Development

By **William Kennedy**, director



Do the parents of our entering students have a right to know how well their sons and daughters are doing in school? The federal government says no. Privacy laws prevent the University from disclosing student grades to parents, even if they personally call to inquire. Imagine how insulting it is to tell the folks writing the checks for tuition and room and board, the ones who spent eighteen years nurturing this emerging adult, that they don't have the right to know their academic progress.

I believe that we ought to provide parents and entering students the opportunity to have copies of grade reports sent home under certain conditions. We could provide students with a release form to be discussed and signed by students and their parents/guardians giving us permission to disclose academic progress during their first few terms at Tech.

This would accomplish several things. First, it would provide parents with accurate and timely information that they need to properly support their daughter or son through the difficult transition from high school to college. Second, it might provide additional incentive and opportunity for students and their parents to discuss early academic struggles and successes. Thirdly, it would allow parents and MTU's student support personnel to form partnerships to assist students in their adjustment to the rigors of college study.

Opponents argue that disclosing academic progress to parents works against building the kind of independence college students need to succeed in later life. In theory, I agree. Clearly,

college should be a transition period from adolescence to early adulthood. I do think it is a little abrupt, however, to expect students to instantly assume total responsibility for their actions the moment the parents' minivan pulls out of the residence hall parking lot.

Some of our entering students handle instant independence quite well. They don't engage in binge drinking. They attend classes and make use of the various resources we provide to enrich their academic experience. They do their homework. They do their reading. They make some friends, develop a productive lifestyle, and do quite well. Many others do not.

Instructors talk about classes with 30-50 percent of the students missing. We hear accounts of students holed up in their residence hall rooms playing computer games hour after hour oblivious of the classes, quizzes, and examinations they are missing. Some students find out the hard way that repeated binge drinking sessions carry a much higher price than a nagging hangover. Remember, at the current rate, over 40 percent of our freshman class will find itself on academic probation, with a significant proportion putting their financial aid support in jeopardy due to a lack of academic progress. All of this can be occurring while Mom and Dad are sitting home thinking everything is going along just fine.

I favor offering our students and their parents the opportunity to provide a more gradual transfer of responsibility through these difficult years. We need to use all the resources at our command to ensure the success of a higher percentage of our entering students. Those resources include parents whose love, support, guidance, and counsel should not end at the residence hall door.

Family Fun Day a success

About 500 MTU employees and their families skated, played ball, swam, ate, and generally had a good time during Family Fun Day, held February 27 at the SDC and the Memorial Union.

In addition to all this free fun and food, many participants received door prizes.

David Caspary (chemical engineering) won a twelve-day SDC pass and two Sbarro pizzas.

Pete Cattelino (engineering) received a basketball autographed by the women's team, with **Allan Hoffman** (public safety) winning the men's team-autographed basketball.

Katie Murtomaki (CenCITT) was awarded the team-autographed hockey stick.

Other winners were Kristin Garnell, Kathy Clawson, Sam Parker, and David Dixon, receiving golf certificates; Elizabeth Daavettiila, Alexandra Dixon, Jamie Sertich, and Kaye Garnell, Mt. Ripley pass; Tammy LaBelle, Xincheng Lu, Bixia Xiang, Mitch Kelloff, Jim Schultz, and Ed Glowacki, public skating pass; Kristie Walivaara, Mark Nordstrom, and Kyle Maki; Smoothie coupon; Stacy Kramer, Michael Asiala, Paul Aho, Anna Backman, Joe Latendresse, Amanda Caspary, Chris Harsh, Xiaodi Huang, David Hollenson, and Daniel Perram, Sbarro pizza; and Nicholas Hendricks, Dan Crane, Niles Rothenberger, Katie Joosten, Rachel Crane, and Janelle Olson, skate sharpening.

Among the positive comments, employees wrote "Good event for the whole family. Helps keep Tech workers happy," "Had a wonderful time, a great day!" and "I love the rifle range."

Family Fun Day is sponsored annually by Staff Council.

Distinguished Service Award approved

At the request of the University Senate, the administration has approved the creation of a Distinguished Service Award for faculty. The award would recognize "superior and exceptional service activities by a member of the MTU faculty."

As planned, the first award will be presented at the 1999 President's Convocation.

Memorial Union shortens hours over Easter

On Friday, April 2, the Memorial Union will close at 3:00 p.m. Also closing early on Friday are the Food Mall and the Convenience Store, at 2:00 p.m.; and the Campus Store, Manager's Office, bowling alley, pool room, and Tech Express, at noon.

On Saturday, the Campus Store will be open noon-4:00 p.m.; bowling alley and pool room hours will be 1:00-6:00 p.m. Sunday hours for the bowling alley and pool room will be 4:00-10:00 p.m.

Researchers find way to minimize evolution of phosphine

Submitted by the News Bureau

Michigan Tech researchers have found a way to reduce the evolution of toxic gas from ferrosilicon.

Assistant Professor **Claudia Nassaralla**, Professor Emeritus **Richard Heckel** (MME), and their students spent four years studying the process that controls the development of phosphine gas in ferrosilicon.

"Ferrosilicon alloys are important materials for the steel industry because they are used as de-oxidants and alloying additions in the production of steels used in the manufacturing of transformers and electric motors," says Nassaralla. But when ferrosilicon alloys are exposed to water and water vapor during transportation to steel mills and prior to the steelmaking process, they evolve phosphine gas, which smells like garlic and rotten fish and is toxic. Phosphine has been blamed for several accidents in the early 1900s, and at that time many people died from exposure to it. The most recent accident with fatalities was reported in 1997 in Japan. It occurred in a Chinese cargo ship transporting an inferior quality ferrosilicon.

The process that controls phosphine gas

evolution in ferrosilicon is directly related to the presence of specific impurity phases in the alloys, Nassaralla says. The MTU team found a relationship between the evolution of phosphine gas and the presence of reactive phosphide-forming elements in ferrosilicon—especially aluminum, calcium, magnesium, and phosphorus. They discovered that suppressing the formation of the reactive phosphide phases in ferrosilicon alloys can reduce the evolution of phosphine gas.

The MTU study has shown that "a chemically inactive phosphide phase can be formed by adding the appropriate alloying elements to the ferrosilicon alloy," Nassaralla explains. The MTU research team found that phosphine gas evolution can be dramatically reduced when sufficient amounts (10 percent or more) of magnesium are added.

Nassaralla believes that this technique "could have a significant economic impact for the producers and consumers of ferrosilicon alloys, as well as improve the safety of its handling and transportation."

The project is being funded by a grant from the Norwegian Ferroalloy Producers Research Organization.

Jazz combo takes TOP HONORS at JazzFest

Submitted by the Department of Fine Arts



The Michigan Tech jazz combo JAZTEC, under the direction of **Mike Irish**, was selected as the Outstanding Jazz Combo at the 32nd Annual University of Wisconsin-Eau Claire JazzFest on March 26.

This is the second year in a row that JAZTEC has received this honor. As a result, they were invited to perform in the prestigious evening concert for an audience of 2,800 in Zorn Arena. Members of JAZTEC are **Jay Manley**, trumpet/arranger; **Andy Gabrielski**, tenor sax; **Philip Wells**, trombone; **Rob Redburn**, piano; **Pat Valencia**, guitar; **Tim Havens** and **Jack Matheson**, bass; and **Matt Hurt**, drums.

The Jazz Lab Band placed third in the big band division, with a stellar group from the conservatory at Gustavus Adolphus College taking the top honors. Only 2 points out of 100 separated the top 4 groups in this division.

Receiving individual Outstanding Musicianship Awards from the International Association of Jazz Educators for their solo work with the Jazz Lab Band were **Philip Wells**, trombone; **Andy Grevstad**, trombone; and vocalist **Matt Wright**.

Featured guest artists for the Eau Claire JazzFest were trombonist/composer Slide Hampton and the brilliant young lion of the jazz saxophone, Ed Calle. JAZTEC and the Jazz Lab Band were among 14 college combos and big bands appearing at the festival, with MTU being the only school whose bands included no music majors.

"I am really pleased with the performances of the Tech bands," Irish said. "The competition was fierce, and when only two points separate the top four groups, you know that it is a real horse race. Any of those groups could have won. JAZTEC had a dynamite performance in the evening concert, and the audiences love our jazz groups; they are always amazed that our scientists and engineers make such swinging music."

This is the twentieth time that Michigan Tech has competed in this festival and the fourth time that an MTU jazz group has been selected for top honors.

Seely to speak on changes in engg education

Professor **Bruce Seely** (social sciences) will be the next speaker in the Department of Chemical Engineering's Arthur and Dorothy Sigel Lecture Series.

Seely will discuss "Walking the Tightrope: Changes in American Engineering Education, 1900-2000" on Monday, April 5, at 10:00 a.m. in Memorial Union Alumni Lounge A.

All interested persons are invited.

Expert in Japanese business, history visiting MTU

Professor William M. Tsutsui of the Department of History at the University of Kansas will be at MTU April 18–25 for a series of lectures and classroom discussions about Japan, Japanese management techniques, and Japanese industrial organization.

Tsutsui will visit classes and make four public presentations. The public is invited to attend, and refreshments will be provided at most of these lectures.

"Paternalism in Japanese Economic History," hosted by the Department of Social Sciences, will be on Monday, April 19, at 2:30 p.m. in the ROTC Blue Room.

"The History of Quality Control in Japan," hosted by the College of Engineering, will be on Tuesday, April 20, at 2:00 p.m. in ME-EM 111.

"Japan at the Millennium: Will the Sun Rise Again?" on Wednesday, April 21, at 4:00 p.m. in the Memorial Union Alumni Lounge, is part of the Tech Tea Time series.

"The Development of Lean Production in Japan," on Thursday, April 22, at 1:00 p.m. in Academic Office 101, will be hosted by the School of Business and Economics.

Tsutsui holds an AB, *summa cum laude*, in East Asian Studies from Harvard University, an MLitt in Modern Japanese History from Oxford University, and a PhD in History from Princeton University. He is a Fulbright Fellow and the recipient of a Marshall and John Harvard Scholarship. Tsutsui is a member of the East Asian Studies Advisory Committee, has served as a consultant to the Bank of Japan, and sits on several editorial boards. He is the author of two books, *Banking Policy in Japan: American Efforts at Reform During the Occupation* (Routledge, 1988) and *Manufacturing Ideology: Scientific Management in Twentieth-Century Japan* (Princeton University Press, 1998) and several articles on Japan. Tsutsui recently edited a three-volume collection of articles, *Banking in Japan*, which appeared in print in March.

His visit to MTU was made possible by a grant from the Visiting Minority Scholar Series and additional funds from the College of Engineering, College of Sciences and Arts, Department of Social Sciences, and School of Business and Economics. Professor Carl H.A. Dassbach (socials sciences) is coordinating Tsutsui's visit. Anyone interested in arranging a classroom visit or an informal discussion with Tsutsui may contact Dassbach at 487-2115 or dassbach@mtu.edu

Tech Tea: Caribbean spring break Sugar, geophysics, and archaeology on St. Croix



Submitted by University Cultural Enrichment

During spring break 1999, an interdisciplinary team from MTU ventured to St. Croix in the US Virgin Islands.

Though the tropical surroundings were delightful, this was not just a respite from winter in Houghton.

Instead, this trip was a preliminary geophysical study of an 18th- and 19th-century sugar plantation and factory destined to be the focus of a master's thesis in industrial archaeology. The sunburns are healed, the sand has been cleaned from the shoes, and members of the team are now back on campus and reacclimated to the gray of Houghton's winter. Memories of soaking up the sun and dodging wasp's nests in the brush are still vivid, however, and the team is looking forward to showing slides and sharing their experiences at Tech Tea Time on Wednesday, April 7, at 4:00 p.m. in the Memorial Union Alumni Lounge.

Led by **Patrick** and **Susan Martin**, archaeologists in the industrial archeology (IA) program, the team consisted of IA grad student **David Hayes**, geophysicist **Chuck Young**, and geology undergrads **Len Mankowski** and **Seth Lemke**.

Hayes, a St. Croix native, had proposed to study the Whim Plantation sugar factory as a thesis project, and the team decided that an initial geophysical prospecting survey would be useful to guide future archaeological excavation. The team used three different geophysical techniques to explore the buried dimensions of this fascinating complex. Using magnetics, radar, and resistivity, the team was able to locate structures, walls, and floors, as well as other unidentified features beneath the surface without turning a shovel of earth. These techniques will allow traditional excavation to focus on interesting features with minimal wasted effort. Hayes hopes to expose parts of the slave village and sugar factory to increase our knowledge of this important Caribbean industry from the past. The College of Engineering, the Department of Geological Engineering and Sciences, the Department of Social Sciences, and the Faculty Scholarship Grant Program provided travel funding; a Century II equipment grant funded necessary equipment.

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

Two teleconferences in April on using the Web, technology in education

Information Technology is sponsoring two, free satellite programs from PBS on using technology, including the Web, to improve teaching.

"Innovative Uses of the Web to Enhance Learning" will be held Friday, April 16, 1:30–3:00 p.m. in EERC B11. Thanks to the World Wide Web, learning opportunities that didn't exist a few years ago are now widely and readily available. Educators can use the Web to link students in the classroom, in different communities, across the country, even around the world. For more information, visit <http://www.pbs.org/adultlearning/als/programs/live/web99/index.html>

These exciting possibilities, however, bring with them new considerations, which will be addressed in "Pitfalls and Progress: Cost-Effective and Appropriate Use of Technology in Higher Education," which will be held on Thursday, April 22, 1:00–2:30 p.m., in EERC B11. Technology has transformed the way colleges and universities do business. It's an integral part of the higher education environment, whether in administrative services, student support, course delivery, or curriculum enhancement. But ask anyone who has been involved in a major technology initiative and most will tell you that it also has the potential to be a very expensive experiment gone awry. For more information on the workshop, see <http://www.pbs.org/adultlearning/als/programs/live/pitfalls/index.html>

No registration is required to attend the teleconferences. Call Patty Lins at 487-2925 or plins@mtu.edu if you'd like more information.

Behavior problems in your classroom? Have we got a workshop for you

Are your students disrupting class when they arrive late or leave early? Do they sleep in the back of the room, talk with their friends, or read the *Lode*? Do your students seem apathetic, disrespectful, or just plain rude?

Many instructors feel they are losing control of their class. If this sounds familiar, come and be part of a national forum to learn some strategies for addressing this kind of behavior.

"Faculty on the Front Lines: Reclaiming Civility in the Classroom" will be held Thursday, April 8, at 2:30–4:00 p.m. To register for this live broadcast, contact Nancy Seely at 487-2046 or nsseely@mtu.edu. Seating is limited, so register early. This PBS workshop is sponsored by the Center for Teaching, Learning, and Faculty Development and the Office of Student Affairs.

Bulletin board contest winners announced

The winners of the annual Women's History Month Bulletin Board Contest have been announced.

Award recipients in the long-term board contest are the MTU Rowing Club, "Milestones for Women in Sports," first place, \$100; **Kelly Fodrocy**, "Amelia Earhart: A Legend in Aviation," second place, \$75; and *W.I.S2.E.*, "Women Who Took a Stand Against Laws Created by Man," third place, \$50.

Winners in the short-term board contest were **Jane Nordberg**, "Important Women in Copper Country History," first place, \$50; and Trap Rock 4-H Club, "Grandmothers: Part of Our History/Our Heritage," second place, \$25.

Archives announces local history grant recipients

The MTU Archives and Copper Country Historical Collections has announced the recipients of its 1998-99 Local History Grants.

Debra Pindral of Painesdale receives \$150 to research and publish a map of the Painesdale area denoting historical sites associated with the Copper Range Company. Gene LaRochelle of Calumet was given \$100 to support an exhibit of historical photographs of the Calumet-Laurium area taken by turn-of-the-century photographer Adolph Isler. The project has the support of the Calumet Village Council.

Funding for the grants was provided by the Friends of the Van Pelt Library. For more information on the Local History Grant program, contact Kim Hoagland at 487-2113 or Erik Nordberg at 487-2505.

Wildlife expert to speak on seabirds, women in science

Dr. Christine Ribic, associate professor and assistant unit leader of the Wisconsin Cooperative Wildlife Research Unit, Department of Wildlife Ecology at the University of Wisconsin-Madison, will give three talks at Michigan Tech. All members of the MTU community are invited.

Ribic will discuss "Seabird-Habitat Relationships in Pacific Equatorial Waters," on Tuesday, April 13, at noon in Dow 642; and "The Structure of Antarctic Seabird Communities with Special Reference to Adelle Penguins," on Wednesday, April 14, at 1:00 p.m. in Fisher 138.

In addition she will be the featured speaker at an informal talk, "Issues of Gender in Science: The Second Generation," on April 14 at 4:00 p.m. in Noblet 123.

Faculty Scholarship Grants announced

Twenty-nine faculty are receiving Faculty Scholarship Grants totalling \$66,785. They include the following:

- **Mary Ann Beckwith** (fine arts), \$3,000, "Creative Painting to New Heights—Exploration of New Materials/Processes in Watermedia Painting"
- **Gerard Caneba** (chemical engineering), \$1,500, "Development of a Monograph—The Free Radical Retrograde-Precipitation Polymerization Process"
- **Fritz Erickson** (education), \$4,810, "Assessing Foreign-Trained Math and Science Teachers for Teaching in U.S. Schools"
- **David Flaspohler** (SFWP), \$1,000, "Edit and Coauthor a Book—*Strange Bedfellows: Academic Research, Resource Management, and the Conservation of Biological Diversity*"
- **Craig Friedrich** (ME-EM), \$2,500, "Attend a Workshop on Silicon Microfabrication"
- **Glenda Gill** (humanities), \$500, "Photographic Services/Fees for a Book, *No Surrender! No Retreat! Pioneer African American Performers of Twentieth-Century America*"
- **Sonia Goltz** (SBE), \$2,500, "Writing a Book—*Fighting the Good Fight*"
- **Hugh Gorman** (social sciences), \$2,765, "Research for a Manuscript—Historical Response of the Petroleum Industry to Pollution Concerns"
- **Sheila Grant** (biomedical engineering), \$3,000, "Enroll in Short Course, Microelectromechanical System Technology"
- **Alison Hoagland** (social sciences), \$1,060, "Travel to Cornwall, A Brief Examination of Workers' Housing in Cornwall"
- **Jong Lee** (MME), \$1,700, "Partial Travel Support for Invited Presentation at the International Conference on Solid-Solid Phase Transformations, Kyoto, Japan"
- **Rudy Luck** (chemistry), \$2,100, "Travel Support to Attend American Chemical Society Short Course, Crystallography for Chemists and the ACS National Meeting Symposia on Metalloporphyrins in Chemistry"
- **Alex Mayer** (geological engineering and sciences), \$3,000, "Pre-Sabbatical Travel to The Netherlands"
- **Faith Morrison** (chemical engineering), \$1,000, "Final Manuscript Preparation for Text, *Understanding Rheology*"
- **Kurt Paterson** (civil and environmental engineering), \$4,000, "Development of a Comprehensive Air Quality Management Capability Based on the U.S. EPA Models-3/Community Multiscale Air Quality Modeling System"
- **Linda Phillips** (civil and environmental engineering), \$3,000, "Contract Specification Project Development"
- **James Riehl** (chemistry), \$1,000, "Participation in the Third International Workshop in Spectroscopy and Structure of Rare Earth Systems"
- **Ciro Sandoval** (humanities), \$3,000, "Book Manuscript—*Cultural Landscapes: Scientific, Technological, and Literary Intersections*"
- **Adrian Sandu** (computer science), \$1,750, "Writing a Book, *Numerical Insights in Atmospheric Modeling*"
- **Ching-Kuang Shene** (computer science), \$2,100, "Embark on New Research Direction Investigating the Possible Use of DNA-Based Computing to Geometric Computing"
- **Barry Solomon** (social sciences), \$1,000, "Workshop to Organize a U.S. Society for Ecological Economics"
- **Patricia Sotirin** (humanities), \$3,500, "Proposed Book—*The Significance of Women's Informal Talk at Work*"
- **Kelly Strong** (SBE), \$3,200, "Data Collection and Research Regarding the Impact of German Green-Dot Law on European Union Member and Non-Member Operations"
- **Ghatu Subhash** (ME-EM), \$1,500, "Attend Workshop on Modeling and Advanced Testing for Unbounded Granular Materials"
- **Steve Vanden Avond** (education), \$1,100, "Attend the Electronic Entertainment Expo"
- **Stanley Vitton** (civil and environmental engineering), \$3,000, "Participate in the Third International Workshop on the Use of Paper Industry Sludges in Environmental Geotechnology and Construction"
- **Craig Waddell** (humanities), \$500, "Manuscript Preparation—*And No Birds Sing: Rhetorical Analyses of Rachel Carson's Silent Spring*"
- **Laurie Whitt** (humanities), \$3,500, "Travel/Research for Book, *Biocolonialism and Indigenous Peoples*"
- **Charles Young** (geological engineering and sciences) and **Susan Martin** (social sciences), \$4,200, "Archaeological-Geological Fieldwork—Non-Invasive Archaeological Investigations at the Estate Whim Plantation Museum, Frederiksted, St. Croix, USVI"

New staff

Roseanne Kempainen has joined the Ford Forestry Center staff as a kitchen aide. She previously owned and operated a day-care service and has worked at the Houghton County Medical Care Facility in Hancock. Kempainen lives in South Range, has three sons, Ronald, Michael, and Jason, and is the "proud grandma of two beautiful girls."

Darlene Rantanen has joined the Ford Forestry Center staff as a kitchen aide. She was previously a cashier-programmer at the Watton IGA.

April

Fair Housing Month

- 2 **Friday**
6:00/7:00 p.m.—Club Indigo: French buffet/Mon. Oncle—Calumet Theatre
- 4 **Sunday**
4:00 p.m.—“Superior Celebration of Structure and Sound”—WNNMU-TV Channel 13
- 5 **Monday**
10:00 a.m.—Bruce Seely, “Walking the Tightrope: Changes in American Engineering Education, 1900–2000”—Memorial Union Alumni Lounge
- 7 **Wednesday**
4:00 p.m.—Tech Tea: Sugar, Geophysics, and Archaeology on St. Croix—Memorial Union Alumni Lounge
- 8 **Thursday**
2:30 p.m.—“Faculty on the Front Lines: Reclaiming Civility in the Classroom”
- 10 **Saturday**
10:00 a.m.—Men’s tennis, Grand Valley State at MTU—Gates Tennis Center
- 11 **Sunday**
10:00 a.m.—Men’s tennis, Ferris State at MTU—Gates Tennis Center
- 13 **Tuesday**
noon—Christine Ribic, “Seabird-Habitat Relationships in Pacific Equatorial Waters”—Dow 642
- 14 **Wednesday**
1:00 p.m.—Christine Ribic, “The Structure of Antarctic Seabird Communities with Special Reference to Adelle Penguins”—Fisher 138
4:00 p.m.—Christine Ribic, “Issues of Gender in Science: The Second Generation”—Noblet 123
- 16 **Friday**
1:30 p.m.—Teleconference, “Innovative Uses of the Web to Enhance Learning”—EERC B11
- 17 **Saturday**
1:00 p.m.—Men’s tennis, Lake Superior State at MTU—Gates Tennis Center
- 19 **Monday**
2:30 p.m.—William Tsutsui, “Paternalism in Japanese Economic History”—ROTC Blue Room
- 20 **Tuesday**
2:00 p.m.—William Tsutsui, “The History of Quality Control in Japan”—ME-EM 111

No New Job Postings

Michigan Tech has no new job openings this week. For information on previously posted positions that may be open, e-mail JOBS@MTU.EDU or call Human Resources at 487-2280.

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, by calling 487-2280, or by e-mailing JOBS@MTU.EDU. 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.

Seely (Continued from page 1)

My point here is that these schools are playing in a world that just does not look like ours, although we still draw the majority of our students from southern Michigan. In this environment, we have to show the advantages and the differences that Michigan Tech offers. We have to offer a superior academic program. But I also fear that there is a pitfall in that effort if we are not careful—thinking that we are unique and defining that term as if to imply that we cannot be compared to anyone else.

Second: There are substantial changes evident in student preparation and readiness for college-level work. We are seeing, as other schools are seeing, students who have met all the national norms for excellence in math and science and who yet struggle academi-

cally. Some 40 percent of our first-year students earn a D or F in a math course, despite high-school performances well above the national average. We have to have an academic program that responds to this situation.

My point is that we are making adjustments in academic programs and the calendar against a larger canvas than many of us stop and contemplate on a regular basis. We can't afford much longer the traditional thinking that has occasionally characterized this institution—than we are totally unique, a bastion of the hard-work ethic where failure is simply a product of individual shortcomings, and there's not much to be done about it. We have to be careful that our physical isolation does not lead to self-imposed insulation from this wider world of changes.

Senate (Continued from page 1)

the entire campus community for planning and decision-making in the following year.” Senator **Bruce Barna** (chemical engineering), who chairs the Finance Committee, estimated the cost of the proposal at less than \$5,000.

Barna reported that the committee's marginal cost/revenue analyses of several proposed programs, including the Master of Engineering (which it supported) and the BS in Computer Engineering (which it opposed), showed that “tuition is not adequate to cover the marginal costs for either undergraduate or graduate programs”

“This mechanism could be used just to shoot down programs,” Senator **Vernon Watwood** (ME-EM) said, noting that all programs cost money. “To me, it's a no-brainer to approve computer engineering. What we ought to be doing is arguing why we didn't start this five years ago. It's part of our mission.”

Barna said that the methodology would be a tool to determine which proposed programs would be excessively costly. The initial computer engineering proposal had involved the hiring of many new faculty and was deemed too expensive by both the senate and the administration.

Dobney said he would agree to using this sort of cost-benefit analysis for existing programs as well. And he denied that students per se are a revenue drain. “If we brought in the 600 students we've lost in electrical engineering, we wouldn't have budget problems,” he said. “We could accommodate a lot more students in the University with our existing faculty.”

Senator **Martin Jurgenson** (SFWP) questioned whether the University should hire an outside firm to conduct the analysis, since the Michigan Tech community includes a number of competent professionals. Barna said a third party could develop a methodology acceptable to both administration and the senate.

“The problem is, we're trying to come up with a generic, one-size-fits-all number,” Dobney said. “I'm willing to sit down with the Finance Committee and discuss the budget realities regarding every program proposal,” including enrollment, tuition revenue, new faculty, financial aid, etc. “But to come up with a generic number that we lose \$3,500 per student is meaningless. We can always come up with a formula, but it has to be adjusted to reality.”

The debate prompted the following exchange after Barna left the meeting.

“I think the senate has a short memory, that Bruce Barna presented data and Fred said he didn't believe him,” Leifer said. “Now Bruce said, OK, let's get an outside person in and we're going to find out whether I'm right or Fred is right. I think this is what this stems from. I wish Bruce were here to correct me if I was wrong.”

“I will,” Dobney said.

“You don't have any constituency here, Fred. You shouldn't be speaking at all and nobody will dare tell it to you except me, so that's unfortunate,” Leifer said.

“Are you suggesting I shouldn't come to these meetings?” Dobney asked.

“No, I'm suggesting that you should come and provide information when you're asked for it. That's the function you have,” Leifer said.

The senate tabled a proposal to have all employees' raises begin at the same time. A few years ago, Dobney made raises for twelve-month employees effective July 1. Faculty raises still go into effect at the beginning of the academic year. “Faculty who work in the summer should get raises in July, just like everyone else,” Leifer said. Dobney said that summer salaries are negotiated based on the previous year's salaries, and Seely said that granting agencies also determine salaries based on the previous year.