

April 3, 1998

Some days
you're the pigeon,
some days
you're the statue.

—Joel Goodman

Vol. XXX, No.28

Senate passes policy on threatening, violent behavior

The University Senate passed a proposed Policy on Threatening or Violent Behavior April 2. However, the proposal has been put on hold until procedures are developed to enforce it.

The University already takes action against employees who assault or threaten another employee, said Senator **Chuck Ouellette**, chair of the Institutional Planning Committee, which drafted the proposal. But having a policy in place provides legal support for disciplinary action taken by MTU against violent employees, and it also educates the workforce as to what is considered unacceptable behavior.

The original version had read "there is no place for threatening or violent behavior that is forbidden by law." Human Resources Director **Ellen Horsch** said that behavior can be threatening but not illegal, as when someone throws a shredder on another person's desk. Senate President **Bruce Seely** reported that one of his constituents had said the "forbidden by law" phrase could "open a huge door" to unacceptable yet perfectly legal behaviors. And other senators noted that illegal behavior is forbidden at MTU in any case.

Senator **Barry Pegg** (humanities) asked whether the policy included threatening speech, as in "I know where you live," and asked that speech be specifically included in the policy language. Some senators responded that speech is behavior, and others worried that by specifically including speech, "harm" could also be interpreted as hurting someone's feelings.

"Since this is grounds for termination, a lot of us could be subject to termination," Senator **William Shapton** (ME-EM) said.

As to whom would be fired for what, employees are unlikely to be dismissed over a minor infraction, Horsch said. Senator **Tom Snyder** (biological sciences) asked what processes are in place now for terminating employees. The University has official procedures to deal with union staff and faculty, she said, as well as termination procedures for nonunion staff. And the University is preparing procedures for nonunion staff to present to the Board of Control that include binding arbitration.

The senate passed the proposed policy with the understanding that it would not be forwarded to the administration until enforcement procedures, either specific to the policy or linked to other termination proceedings, are developed.

In other business, the senate

- heard a report from Senator **Jim Pickens** (SFWP) stating that, because the cost of educating college students is far higher than the tuition revenues, increasing enrollment can only help the University financially if the added students fill up any "excess capacity," i.e., take classes that are underenrolled so that no new faculty need to be hired.

(Continued on page 5)

Weather advisory eliminated

Based on a request from the University Senate, MTU will no longer declare weather advisories.

Weather advisories were declared during extreme (but not always impassable) weather. Under the policy, students were excused from reporting to class and staff were excused from reporting to work.

Many faculty objected to the policy, since often on-campus students would be absent, while many off-campus students would brave the weather and attend class anyway. With half-empty classrooms, teachers were faced with rescheduling tests, quizzes, and labs for a portion of their students.

In addition, Staff Council opposed the Weather Advisory policy, since non-exempt staff were required to take vacation or time off without pay when they did not come to work, while exempt staff were not, creating a morale problem in some areas.

And lastly, Michigan Tech has a tradition of remaining open in all but the most severe weather.

Policy on Threatening or Violent Behavior

Michigan Technological University is a diverse community that requires an environment of trust, openness, and physical safety where productive work, teaching, and learning can thrive. The University recognizes the necessity of protecting individual rights and encouraging free speech, but also recognizes that certain conduct can threaten the mutual respect that is the foundation of scholarly communities. This policy is intended to secure freedom of expression while maintaining the safe and cooperative environment that is vital to a university community.

This policy does not abrogate other policies, rights, and regulations set forth by the university. Further, federal and state laws and local ordinances will be enforced notwithstanding any provision of this policy.

At Michigan Technological University, there is no place for threatening or violent behavior. Acts of violence include any physical action, whether intentional or reckless, that harms or threatens the safety of another individual in the workplace. A threat of violence includes any behavior that, by its very nature, could be interpreted by a reasonable person as an intent to cause harm to another individual.

These behaviors by any member of the Michigan Technological University community are prohibited, and individuals engaging in these behaviors are subject to disciplinary procedures ranging from reprimand to termination or expulsion.

This policy shall be administered in accordance with procedures established by the executive vice president and provost in consultation with the University Senate.

MTU notables

Presidential Professor **John Crittenden**, director of the National Center for Clean Industrial and Treatment Technologies (CenCITT), has been named as an associate editor of the journal *Environmental Science & Technology* (ES&T), a publication of the American Chemical Society. Crittenden will serve as editor for environmental technology, with assistance from Technical Staff Assistant **Katie Murtomaki** (CenCITT). ES&T is an international publication, published biweekly, and reaches an audience of over 10,000 engineers and scientists.

In print

The Seaman Mineral Museum's Web page received recognition in a recent edition of *Mineral News*. Alan Goldstein, in his article "Minerals and the World Wide Web, Part 1," described the page as "the best of the bunch." The page, located at <http://www.geo.mtu.edu/museum>, was constructed by Adjunct Curator **John Jaszczak** (physics).

Associate Professor **Craig Friedrich** (ME-EM) published the paper "Precision of Micromilled X-ray Masks and Exposures" in the journal *Microsystems Technology*, Vol. 4, No.1, December 1997, with coauthors P. Coane (Louisiana Tech University), J. Goetter (Forschungszentrum Karlsruhe, Germany) and N. Gopinathin (Read-Rite, Inc).

Assistant Professor **Sylvie Dangeville** has published a book, *Comment en finir avec la révolution: L'Apothéose de Charlotte*

(Continued on page 3)

TECH TOPICS

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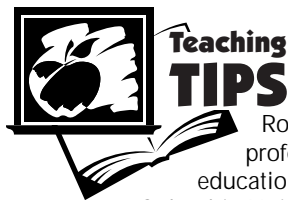
Information to be included in *Tech Topics* should be submitted to the *Tech Topics* editor in one of the following ways:

- 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.

Our URL is <http://www.sas.it.mtu.edu/urel/ttopics/index.html>

Center for Teaching, Learning, and Faculty Development



Last week, we explored a few of the observations of Robert O. McClintock, professor of history and education, Teachers College, Columbia University, in his book *Power and Pedagogy*. In this 1992 book and in his subsequent writings, McClintock suggests that we may be standing on the verge of a fundamental change in the understanding and practice of higher education. McClintock suggests that the long-standing assumptions of the academy are being challenged as never before by a unique combination of political, economic, and technological forces.

Last week, we explored McClintock's characterization that our present "mass education" model is based on certain long-standing principles and practices involving a particular "design of educational space and time; a chosen pattern of educational motivation; pedagogical materials suitable for use in such places with such motivations; methods of instruction suited to the organization of the cultural materials, teachers adept at using such tools and strategies; and arguments demonstrating that the substantial costs of it all were worthwhile."*

So what is this unique constellation of political, economic, and technological forces challenging the status quo of higher ed? Politically and economically, McClintock argues that the current levels of federal and state aid to support the infusion of instructional technology into all levels of education is unprecedented. Beginning in 1995, the federal government initiated the US Technology Innovation Challenge Grant Program, which annually funds about twenty projects. Each project receives, on average, \$5 million in federal support matched one to three times from other sources. From 1997 to 2001, the Technology Literacy Challenge fund will disburse a total of \$2 billion through state governments to support educational technology innovation at the local

Higher education and technology, part 2

by William Kennedy, director

level. In 1996, the FCC moved to extend the "universal access" provisions of federal law to explicitly guarantee low-cost connections to basic Internet services for individuals, schools, and libraries to be funded through communications surcharges. Taken together with other governmental initiatives, McClintock says these programs represent over \$15 billion to support the development of a broad range of information and communication technologies to fundamentally alter the delivery of education.[†]

This trend continues to this day. The February 27, 1998, *Chronicle of Higher Education* describes a multimillion-dollar US Department of Commerce initiative to provide direct funding to for-profit companies to inspire technical advances and products related to teaching and learning on the Web. Just two weeks ago, the *Chronicle* described another federal initiative that would provide increased levels of financial aid to support students participating in distance-education offerings.

Recent collaborations between an affiliate of Sylvan Learning Systems and Johns Hopkins University, as well as substantial forays into the distance education arena by such staid and prestigious institutions as Cornell, Duke, Rice, and Stanford, are causing other schools to reevaluate their initial distaste for and apparent disinterest in distance education. The financial success of for-profit schools like the University of Phoenix and the grand plans of the Western Governor's University loom on the horizon. It seems like corporations have discovered that higher education represents an untapped market and the common theme in many of these efforts seems to be delivering quality educational products through the innovative utilization of computer-based instructional technology.

Next week, we'll look at what some educational theorists see in their crystal balls as they attempt to fathom the ultimate effects of instructional technology on the academy. As always, we are interested in hearing your comments at 487-2046.

* You can read McClintock's book and related articles on the Web. Go to the center's home page, <http://www.admin.mtu.edu/ctlf/>, and click on "Teaching and Learning with Technology Web Resources."

† "The American Experience: A Look Ahead at the Future of ICT in Education," Robert McClintock, a talk at the Information and Communication Technology Conference, Lunteren, The Netherlands, November 8, 1997.

Take Our Daughters to Work Day April 23

Michigan Tech employees are invited to participate in Take Our Daughters to Work Day, set for Thursday, April 23.

Faculty and staff are encouraged to bring their daughters between the ages of 9 and 15 to work with them for all or part of the day. You can also bring girls who are relatives, neighbors, or friends.

"A day watching women in the workplace helps heighten girls' aspirations at a time in their lives when they need it the most," organizers said. "Research shows a distressing shift that often occurs in girls in early adolescence." Their strong self-confidence fades to intense insecurity by age 16, when their focus on their appearance and how boys view them prevents many girls from competing with or in front of boys.

Take Our Daughters to Work Day was founded in 1993 by the Ms. Foundation for Women to help girls stay focused on their future during adolescence. "These girls are the next generation of leaders and it is important that we help them remain healthy, confident, and strong on their road to a bright future," organizers said.

No special tours or events are planned for this year's Take Our Daughters to Work Day, but everyone is welcome to participate.

Correction

Lisa Anderschat was incorrectly identified as a student in the March 27 edition of *Tech Topics*. She is residence hall coordinator for East Wadsworth Hall.

Sachs: Writing for fun in the Sun

"Was Elvis the Messiah?"

When they talk about "publish or perish," they probably have a slightly more-academic query in mind. But for **Harley Sachs**, associate professor emeritus with the humanities department, tenure is no longer an issue. And publishing can be just for fun.

Sachs, who has authored hundreds of legitimate articles and stories and is a contributing editor to *Northern Express*, has also been published in the *Sun*, one of those periodicals known loosely as an "entertainment tabloid."

"I used to buy it about once a year for the laughs and to clip the outrageous headlines for our comic Christmas letter," Sachs said. "I had read the masthead and knew they accepted freelance stuff, so I sent them a number of pieces that they rejected," including the aforementioned Elvis story and "Mars Is Hollow!" He's received no response for his submission of a doctored-up stained-glass window graphic showing the infant Jesus as an alien baby.

He struck pay dirt with "Couch Potato Takes Root," a rewrite of a short story he'd written for broadcast on the BBC. "The *Sun* published it, totally rewriting it," he said, though they did use

the photo of him, complete with branches. "And they found a photo of a woman purported to be the wife of the couch potato."

His second *Sun* article, "Dog Goes Cyber Crazy," appeared in the January 6 edition. "It was about a dog that ran up its owner's credit bill by ordering doggy products off the Internet," Sachs said.

Sachs has been making up funny stories for a long time, and they do get published elsewhere, though maybe without the *Sun's* vast readership. In the current issue of the *Journal of Irreproducible Results*, he has authored "Sewage Sludge Recycled as Predigested Food."

It's nice to have one's fiction published anywhere, even in periodicals that present it as fact ("They do admonish readers, in the fine print, last line, not to take the contents too seriously," Sachs says).

"They pay well for stories that might have happened but, well, didn't," he said. "If I could only sell my short stories as easily. One is lucky to get a free copy of a 3,000-word short story, if you can even find a publisher. But the *Sun* pays \$100—more if you make the front page—for 300 to 500 words."

"That's the freelance life," he sighed. "Nobody wants my real literature—just my jokes."

Jazz bands win awards

Submitted by the Department of Fine Arts

Two MTU jazz bands and two students won top awards at the Thirty-first Annual University of Wisconsin-Eau Claire JazzFest on March 27.

The festival, the oldest of its kind in the United States, featured 21 college bands and 217 musicians. Jaztec, under the direction of **Mike Irish**, was named top small ensemble, and the MTU Jazz Lab Band was runner-up in the big band division, behind perennial jazz powerhouse University of Northern Iowa. Jazz vocalist **Matt Wright**, of Houghton, and trumpeter **Paul Munsterman**, of Eagan, Minnesota, won Outstanding Musicianship Awards presented by the International Association of Jazz Educators for individual excellence.

The crowning moment of the festival for the MTU groups was Jaztec's performance of Thelonius Monk's "Straight, No Chaser" for a standing-room-only audience of 2,500 enthusiastic jazz fans at the Friday evening Honors Concert at Eau Claire's Zorn Arena. The original arrangement of this composition, by Wright and Irish, sparked a rousing reaction from the audience.

"This was such a thrill for all of us," said Irish, the director of jazz studies. "This is only the second time that a Tech band has won in its division in the history of the festival. The first was in 1977. It's particularly sweet because we were one of only two colleges competing at the festival that don't offer music degrees. We have really bright students, and they love to play jazz."

Safety and Health staffing expanded

Jill Pietila-Bachelor has joined the Occupational Safety and Health Services staff, filling the new position of safety and health specialist. She previously worked in the College of Engineering as an advancement officer.

Pietila-Bachelor will help departments implement MTU's safety program and provide safety training to employees, according to **Allen Niemi**, director, Occupational Safety and Health Services.

Pietila-Bachelor earned a BS in Civil Engineering from MTU and spent several years at Ford Motor Company's Advanced Engineering Center, where she was responsible for safety and environmental compliance at their Research and Engineering Vehicle and Component Testing Laboratories.

**Spring
Commencement
May 23** Faculty
commencement
reminders

All MTU faculty are welcome to take part in Spring Commencement ceremonies, set for May 23. If you plan to participate, be sure to sign up with your department chair or dean as soon as possible. In addition, if you need to rent a cap and gown, stop by the Campus Store to be measured; there will be a late charge of \$10 for orders placed after April 17.

Free tennis for kids on Saturdays

The Gates Tennis Center is holding free Kids' Hour tennis on most Saturdays from noon to 1:00 p.m.

About thirty children have been participating, but there is still room for more. "If you have children between 5 and 16 years of age, bring them out to learn to play tennis," said **Jim Loshaw**, recreation area manager. "The Kids' Hour has been very well received."

Kids' Hours are held on Saturdays when no varsity tennis matches are scheduled. Racket and balls are provided free of charge. No registration is required—just come to the Gates Tennis Center at noon on any of the following dates: April 11, 18, 25, and May 2, 9, and 16.

In print (Continued from page 2)

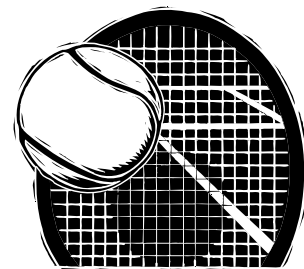
Corday et d'Élisabeth de France dans le théâtre de Thermidor (How to End the Revolution: Charlotte Corday and Elisabeth de France Apotheosis in Thermidor's Theater). The book, published by the University of Saint-Étienne, is an annotated edition of two plays from the Thermidor period of French theater.

Professor **Vladimir Tonchev** (mathematical sciences) published a paper, "Computing Linear Codes and Unitals," in *Designs, Codes and Cryptography*, Vol. 14 (1998), jointly with David Jaffe (University of Nebraska, Lincoln).

Director of Tech-Based Instruction **Richard Selfe** (humanities), former Visiting Research Scholar **Art Young** (Clemson University), and Donna Reiss (Tidewater Community College—Virginia Beach) co-edited the book *Electronic Communication across the Curriculum*, based in part on Young's graduate course taught at MTU and Selfe's and Reiss's work in the summer institute, Computers and Writing-Intensive Classrooms. The book includes a chapter by Assistant Professor **Dennis Lynch** (humanities), "E-Mail in an Interdisciplinary Context."

Associate Professor **Vernon Dorweiler** (SBE) is publishing a two-part paper, "Global Warming: Science or Politics," in the April and May issues of *Hydrocarbon Processing*.

Interim Associate Dean **Anant Godbole** (mathematical sciences/mathematics and arts) and Pawel Hitzzenko (North Carolina State) published a paper, "Beyond the Method of Bounded Differences," in the *DIMACS Series on Discrete Mathematics and Theoretical Computer Science*, Vol. 41, 1998.



Topper featured at April 16 Club Indigo

Mu Beta Psi-sponsored Club Indigo goes American this month with a screwball comedy out of the 1930s. *Topper*, starring Cary Grant, Constance Bennett, and a host of MGM stars, will be the next event at the Calumet Theatre. The date is Thursday, April 16.

Topper is a charming comedy about a meek banker haunted by his swinging neighbors, who die in a car accident and reappear to Topper at awkward moments. Their intent is to encourage him to live to the fullest, but while the results are hilarious to us, they cause the poor fellow much public and family embarrassment. This film classic gave rise to several sequels and a famous TV series, but none came up to the level of this original.

Club Indigo includes an appropriate banquet (an amazing array of American cuisine) in the theater ballroom, for \$7.50 at 6:00 p.m. *Topper* follows at 7:00 p.m. for \$3 or two for \$5. Children, as always, pay half price.

Club Indigo benefits the Calumet Theatre.

Paravonian at Comedy Night April 3-4

Comic Rob Paravonian is featured this Friday and Saturday, April 3-4, at 8:00 p.m. in the Memorial Union. Tickets for this Comedy Night event are available only at the door, for \$2 for students and \$4 for nonstudents the night of the performances. For more information, contact Matthew Allington at 487-2422 or mjalling@mtu.edu

"Your and Your Baby" April 8

An EAP-sponsored lunch and learn on "You and Your Baby" will be held on Wednesday, April 8, from noon to 1:00 p.m. in Memorial Union 105.

The workshop includes a video, "The Temperament of Your Baby," and additional discussion on parents and their infants. Margaret Sottile, director of the Keweenaw Family Resource Center, will lead the workshop. In addition, participants will receive information on resources for parents of infants and toddlers.

The Russians are coming—direct from Moscow! The Red Star Red Army Chorus and Dance Ensemble comes to Michigan Tech, bringing an evening of spectacular entertainment. Stunning acrobatic displays, colorful traditional dances, and magnificent choral singing alternate in this fast-paced production from these polished, talented, and wildly enthusiastic performers. The MTU Great Events series presents one performance only on Wednesday, April 8, at 8:00 p.m. in the SDC Varsity Gym.

Tickets are on sale at the Memorial Union Box Office (487-3200, Monday-Friday, 10:00 a.m.–2:00 p.m.), and at the SDC Central Ticket Office (487-2073, Monday-Friday, 8:00 a.m.–6:00 p.m.).

This dynamic Russian ensemble keeps audiences on the edge of their seats, gasping with amazement as the extraordinarily athletic men leap and tumble, and the women spin like tops. They look like low-altitude fireworks exploding airborne across the stage. It's impossible not to tap feet in time with the crisp choral numbers or sway to the romantic rhythms of others. And those Russians just love to ham it up, delighting audiences with comedic touches throughout the program.

The show begins with the "Star Spangled Banner" followed by the Russian National Anthem—this is after all a military ensemble! But the sound of this chorus is pure art. They sing some lesser-known folk songs, though the audience will recognize, if not

the names, certainly the tunes of the "Flight of the Bumblebee," "The Volga Boat Song," "Dark Eyes," and "Kalinka." In the famous "Meadowland" song, they demonstrate that uniquely Russian sound as the chorus begins in a whisper as if heard from far away, gradually building to a volume big enough to lift the roof off, as if multitudes of people are coming over the brow of a hill, passing the audience and gradually moving off into the distance, the sound fading to a barely audible hum.

The orchestra includes strings, brass, drums, and tympani. The addition of a balalaika (a stringed instrument something like a guitar with a sound that's rather like silver raindrops) and a bayan, a cousin of the accordion, gives the music that special Russian style and tone.

The Red Star Red Army Chorus and Dance Ensemble

was originally created for the entertainment of the Soviet Army's strategic missile troops. In recent years, they have also appeared in the top concert halls of Moscow and in arts festivals throughout Russia and have toured to Switzerland, France, England, Ireland, and Belgium. The visit of the Red Star Red Army Chorus and Dance Ensemble is made possible by funding from the Committee for Campus Enrichment and the Michigan Tech Fund. The Student Entertainment Board provides production assistance, and the visit is coordinated and managed by the University Cultural Enrichment Department. Call 487-2844 for further information.



The Russians are coming!

Submitted by University Cultural Enrichment

No Tech Tea Time April 8

Due to preparations for the performance of the Red Star Red Army Chorus and Dance Ensemble on Wednesday, April 8, there will be no Tech Tea Time next week. The next Tech Tea Time will be on Wednesday, April 15, with a lighthearted slide program by Associate Professor **Anand Kulkarni** (electrical engineering) of cartoon portraits of great scientists.

Teleconference April 21 on the changing college student

A live, interactive teleconference, "The Changing American College Student: Implications for the Freshman Year and Beyond," will be broadcast on Tuesday, April 21, from 1:00 to 4:00 p.m. in the EERC B11.

The teleconference discusses the characteristics of today's new students, how college impacts students, and future trends. It will be presented by three of higher education's most knowledgeable scholars on this subject, Alexander Astin, John Gardner, and Linda Sax.

Astin is the Allan M. Cartter Professor of Higher Education and director of the Higher Education Research Institute at the University of California at Los Angeles. He is founding director of the Cooperative Institutional Research Program (CIRP), which has studied the changing characteristics of American freshmen for thirty-two years. Gardner is executive director of the National Resource Center for the Freshman Year Experience and Students in Transition at the University of South Carolina and has led an international movement to enhance the first-year experience.

Sax is a visiting assistant professor of higher education at UCLA and is the current director of CIRP. She is responsible for the national annual survey of incoming freshmen, as well as an annual survey of continuing college students and a triennial survey of college faculty.

All MTU faculty and staff are invited to participate at no cost; space is limited. Call Ashley at 487-2212 by Tuesday, April 14, to make a reservation.

Copper Country GLBT Alliance Bowling April 8

The Copper Country Gay Lesbian Bisexual Transgender Alliance (CCGLBTA) is holding a Bowling Rush for members of the campus community on Wednesday, April 8, at 8:30 p.m. in the Memorial Union Bowling Alley.

Supportive members of the University community are invited to stop by and join alliance members in a couple games of bowling for fun and relaxation.

For more information about the CCGLBTA, visit <http://www.sos.mtu.edu/ccglba>

Earth Week contests on tap for April

The MTU GEM Center for Environmental Outreach is co-sponsoring three contests to mark Earth Week at Michigan Tech. All members of the campus and local community are invited to enter.

Poster Contest

The poster contest has three categories: Best Effort, describing an already-accomplished environmental effort; Best Solution, proposing a creative (and perhaps over the top) solution to any environmental problem; and Best Proposal, describing a feasible environmental enhancement of the campus or community. Best Proposal posters may include grant proposals; a total of \$2,000 is available.

Prizes of \$150, \$100, and \$75 will be awarded to the top three finishers in each category, plus one \$50 People's Choice award for the best poster overall. Check out the Web site below for more information.

The deadline for registering posters is April 14 with the GEM Center. Posters will be displayed during the Environmental Fair in Memorial Union Ballroom B on April 21.

Costume Contest

Costume contest participants should show up to be photographed at the Environmental Fair on Tuesday, April 14, between noon and 5:00 p.m. in

Memorial Union Ballroom A. Prizes are \$100, \$50, and \$25 for the top three costumes, based on their originality and relevance to Earth Week or to Daniel Quinn's book *Ishmael*. To be considered for an additional \$25 People's Choice award, contestants must be present between 1:45 and 2:15 p.m.

Skit Contest

Skits (ten minutes or shorter) will be performed between 5:00 and 6:00 p.m. on Tuesday, April 21, and will be judged on originality and relevance to Earth Week or to *Ishmael*. Be sure to schedule your skit with the GEM Center on Monday, April 20. Prizes are \$150, \$100, and \$50 for the top three skits.

For more information, contact the GEM Center at 487-3341, kbradof@mtu.edu, <http://chmac2.chem.mtu.edu/earthweek>

Earth Week activities at MTU are also sponsored by General Motors Powertrain Group, Saginaw Malleable Iron Plant, Interface, Inc. of Atlanta, the Earth Week Committee, and the MTU Initiative for the Environment.

On the road

PhD candidate **Suresh Sampath** presented a poster, "Optical and Electronic Properties of Oxide Spinels," at the American Physical Society Annual meeting held March 16–20 in Los Angeles. The coauthors are former Associate Professor **James Cordaro** and Associate Professor **Ravi Pandey** (physics).

POSITIONS AVAILABLE AT MTU

Job descriptions are available from Human Resources starting at 1:00 p.m. on Friday. You can e-mail us at JOBS@MTU.EDU and we will e-mail you the job description you request.

The following positions will be posted Friday, April 3, 1998, at 1:00 p.m. through noon, Friday, April 10, 1998, in the Human Resources Office.

Assistant Professor of Accounting—School of Business and Economics
Assistant Professor of Management Information Systems—School of Business and Economics
Associate Dean—College of Sciences and Arts (Internal search only; twelve-month appointment, ten months negotiable)
Custodian—Memorial Union (Regular, part-time, third shift, sixteen-hour base, AFSCME internal and external posting)

University employees are reminded to apply in writing prior to noon, Friday, April 10, 1998, 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.

Sturgeon talk April 7

Research Scientist I **Nancy Auer** (biological sciences) will speak on "Sustainability of the Lake Superior Sturgeon Fishery" on Tuesday, April 7, at noon in Memorial Union 105. Auer's presentation is sponsored by Sigma Xi as part of its Lunch and Learn series.

April

FAIR HOUSING MONTH

- 2 **Thursday**
2:30 p.m.—Videoconference, "Am I a Crook? Copyright Issues on the Internet"—EERC B11
10:30–a.m.–4:00 p.m.—Women's Week workshops—Memorial Union Ballroom
- 3 **Friday**
9:00 a.m.–5:00 p.m.—Women's Week workshops—Memorial Union Ballroom
- 4 **Saturday**
8:00 p.m.—I Musici de Montreal—Fisher 135
- 7 **Tuesday**
noon—Nancy Auer, "Sustainability of the Lake Superior Sturgeon Fishery"—Memorial Union 105
- 8 **Wednesday**
noon—"You and Your Baby" lunch and learn—Memorial Union 105
8:00 p.m.—Red Star Red Army Chorus and Dance Ensemble—SDC Varsity Gym
- 16 **Thursday**
6:00/7:00 p.m.—Club Indigo, American buffet/Topper—Calumet Theatre
- 21 **Tuesday**
1:00 p.m.—Teleconference, "The Changing American College Student: Implications for the Freshman Year and Beyond"—EERC B11
- 23 **Thursday**
all day—Take Our Daughters to Work Day

Senate (Continued from page 1)

- deliberated a proposed English Education Option in the BA in Liberal Arts program. Associate Professor **Charles Nelson** (humanities) said the department routinely has majors transfer to Northern Michigan University in their junior year to gain a teaching certification. With anticipated enrollments of about three per year, no new faculty would be needed, and only one new course would be added. The program could conceivably be instituted next fall. The senate tabled action pending a report from the Finance Committee.
- began discussing proposed revisions to the scientific misconduct procedures. Among the revisions, the Research Policy Committee inserted the phrase "It is imperative that due process be followed" instead of "It is imperative that the procedures herein be followed." Snyder said that the Board of Control would never approve due process language. Another senator said legal counsel has questioned why the procedures do not provide for a public hearing or the right to cross-examine witnesses. Senator **John Williams** (chemical engineering) said the procedures were designed to keep any accusations in-house to shield both the accused and the accuser from adverse publicity. Horsch said that allowing either party to have an attorney present to cross-examine could allow, for example, a well-to-do faculty member to hire counsel in a dispute with a penniless, unrepresented graduate student. The senate is expected to act on the matter at an upcoming meeting.