

April 18, 1997

*True eloquence
takes no heed of
eloquence, true
morality takes no
heed of morality.*

—Blaise Pascal, *Pensées*, 1670

Vol. XXIX, No. 30

Senate supports new constitution that includes professional staff

Without a single dissenting vote, the University Senate took its first vote April 16 on a new constitution that includes nearly all nonunion staff among the senate constituency.

If the senate again approves the the new document, it will be placed on the ballot before the senate's former constituency, made up primarily of faculty. The constituency vote is expected in May.

The new constitution passed the senate with only minor revisions and without any debate on the major issue—staff participation. The senate voted in spring 1995 to add professional staff to its constituency for a one-year trial, anticipating a final vote last year. However, it later opted to put the matter to a vote of its former constituency and to extend staff representation until spring 1997.

Debate was notable this time by its absence. In 1995, it was lengthy and heated. Some senators argued that staff representatives would override their faculty counterparts on critical votes. Many reported

that their faculty constituents opposed including staff on the senate at all, claiming that it would dilute their "clarity of voice." Other senators responded that opposition to staff was rooted in shallower concerns relating to turf and pride. They countered that having staff on board would give additional perspective the senate deliberations, as well as widen its influence.

Their experience with staff has apparently allayed the concerns of faculty senators. Whether the faculty at large are willing to extend the two-year courtship into a long-term relationship will be revealed in the upcoming election.

In other business, the senate

- recommended that the University establish a Research Advisory Board. Senator **David Reed** (SFWP), who chairs the Research Policy Committee noted research brought over \$20 million to MTU this year, more than triple the 1985 amount, and that policies and procedures are lagging behind. If

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Alan Segal, who has spent the last three years as an assistant coach at Florida Southern College, has been named head women's volleyball coach at Michigan Tech, Athletic Director **Rick Yeo** announced April 15.

"I'm very happy to have the opportunity to coach at Michigan Tech," said Segal. "I know the program is in good shape. My challenge is to continue what's been put in place and hopefully win a national title. I like Michigan Tech's setting, with strong academics and strong athletics. I look forward to becoming part of the community and helping develop volleyball in the area as well."

Segal brings a vast and varied background to the Huskies. The California native was head girl's volleyball coach at Agoura High School (1989-92), where in 1989 he led the team to the Division 3A finals in the California Interscholastic Federation. Among his other positions, he was assistant men's coach for Pierce Junior College in Woodland Hills, California (1989-91), and assistant women's coach at Western Illinois University in Macomb, Illinois, (1988-89).

He will also serve as the assistant men's coach for the USA in the Macabiah (mack-a-bee) Games in Israel this summer, a capacity he also held in both 1985 (silver medal) and 1993 (bronze medal).

Segal has club coaching experience and is one of the top-rated officials on the Professional Beach Tour.

"We're extremely pleased to have Alan join our staff," said Yeo. "We were very impressed with Alan's background and his many contacts in the volleyball world. Although he hasn't been a head coach at this level, I'm confident he has prepared himself for this opportunity well and I believe he is the right person to help us maintain and enhance the national prominence this program now has."

Segal replaces **Mary Kaminski**, who resigned to accept the head coaching job at Northeastern University.



Segal new women's volleyball coach

Michigan Tech to restore Ford sawmill

Submitted by Dean Woodbeck, director, alumni/advancement communications

When history books discuss Henry Ford, the term "lumber" does not jump off the page. In his own way, though, Ford was on the cutting edge of the timber industry.

Thanks to a \$100,000 grant from the Ford Motor Company Fund, the University will restore one of Henry Ford's pet projects in the Upper Peninsula: the sawmill at Alberta. The School of Forestry and Wood Products will administer the grant.

The gift will allow the University to modify the sawmill to accommodate visitors, modify the buildings and grounds to resemble the original conditions, and develop historical displays at the site.

The sawmill, no longer used, sits about ten miles south of Keweenaw Bay. It was a key part of the development of Alberta, a town Ford carved out of the woods as a model lumbering and agricultural community.

Starting in 1935, Ford created a community of

twelve houses, two school houses, accessory buildings, and a steam-powered sawmill. In keeping with the self-sustaining model, Alberta employed selective logging, cutting only mature and diseased trees.

Throughout the first half of the twentieth century Ford Motor Company was one of the largest landowners in the U.P. Henry Ford sought to control the raw materials his company consumed. At the time, one of the chief materials was wood, primarily for the popular "woodie" station wagons.

As the company's demand for wood decreased, it began to scale back its U.P. operations, including the sawmill at Alberta. In 1954, the Ford Motor Company Fund donated Alberta, its mill, and 2,100 acres to Michigan Tech. The University operated the sawmill for a time as part of the newly named Ford Forestry Center in Alberta.

The University expects to open the restored sawmill during the summer of 1998.

Silent film comics at Club Indigo

The Charlie Chaplin classic *The Gold Rush* will be featured at the next Club Indigo, set for Thursday, April 24, at the Calumet Theatre.

In *Gold Rush*, the Little Tramp is found prospecting in the Klondike with thousands of others. The movie is crammed with memorable Chaplin moments: a Thanksgiving Day's feast of a coiled boot, romance with a dance hall girl, living dangerously on a house teetering on a cliff edge, doing a bread roll ballet, etc. Chaplin also composed the fully orchestrated score that accompanies the film. Also showing will be one of Laurel & Hardy's most celebrated shorts, *The Music Box*.

As usual, the movies will be preceded by a gourmet buffet provided by the chefs at the Keweenaw Co-op, and they promise delicacies that originate in Alaska. The all-you-can-eat buffet begins at 6:00 p.m. (\$7), with the movies following at 7:00 p.m. (\$3 or 2/\$5). Since this is all family affair, half prices for kids.

Club Indigo is partly sponsored by the Mu Beta Psi music fraternity.

Companies coming

The following employers will be recruiting on campus next week. If you'd like to meet with any of them, call the Career Center, 487-2313.

- Monday, April 21: Hillshire Farms
- Thursday, April 24: Marathon Electric

TECH TOPICS

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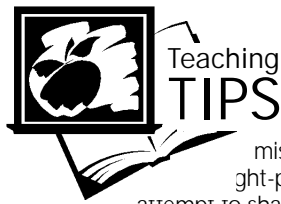
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Center for Teaching, Learning, and Faculty Development



If you were unable to attend the Upper Midwest Faculty Forum at MTU last week, you missed some excellent, thought-provoking sessions. I will attempt to share a few of the highlights of the sessions that I attended in the next few "Teaching Tips." Keynoter MaryEllen Weimer, professor of communications at Penn State and leading authority on college teaching, made some valuable comments about the teaching improvement process.

In "Discovering and Developing Your Teaching Style," Weimer began by exploring common myths associated with teaching improvement. The "nobody knows what good teaching is" myth typically arises because the academic community tends to devalue teaching by not considering it in intellectually robust ways, according to Weimer. In fact, there is a considerable and consistent body of research that (if we define good teaching as those behaviors and practices which positively influence student learning) identifies practices and attributes associated with good teaching. Those who cling to the myth that teaching cannot be defined tend to defend their positions by citing an anecdotal reference or two to a teacher they once had who was "really good" (in some undefined sense) but didn't follow any of the "rules." These arguments, because they rely on the critic's own idiosyncratic notion of good teaching, are not particularly meaningful, Weimer pointed out.

A second often-repeated myth associated with instructional improvement, according to Professor Weimer, is that "good teachers are born and not made." Appealing to the nature/nurture defense that "I'm just not gifted" seems to fly in the face of the research that would indicate that a considerable portion of what constitutes good teaching (i.e., teaching that facilitates learning) has to do with attitudes and skills that can be learned, practiced, and improved upon.

Weimer detailed the consistent pattern of

Systematic improvement of teaching

By William Kennedy, director

teaching methods or attributes that has emerged from the research that seems to be positively related to student learning. Teaching that leads to student learning 1) is well-organized, 2) demonstrates the teacher's enthusiasm for the subject matter, 3) is thought provoking and stimulating, 4) demonstrates the teacher's mastery of the field, and 5) is clearly understandable. These attributes, which appear over and over, in the research and general pedagogy literature, lead Weimer, in her keynote speech, to a discussion of broader issues related to the entire college teaching enterprise.

Weimer called for us, individually and as a faculty, to examine our practices and policies in four broad areas. First, have we achieved the proper balance between content and process in our teaching? Have we given ourselves over to furiously trying to "cover the material" in disciplines that are growing at explosive rates at the expense of losing the students in our frenetic pace?

Second, have we examined the issue of who does, should, or could hold power in the classroom? Does the fact that, in most classes, the teacher controls everything—the content, the method, the pace, the place of learning, the interaction, all the rules and regulations, and ultimately evaluates and certifies student learning—encourage students to become lifelong learners and active problem solvers?

Third, have we addressed the issue of maintaining academic standards by solely looking to the past rather than also addressing the actual needs of the future?

Finally, she asked, have we examined the changing role of the teacher in the classroom? Are we locked into being the "sage on the stage" and is the only alternative to this teaching model to become the "guide on the side"?

We will look into these and other issues related to our teaching practice in the weeks ahead. As always, I look forward to hearing your ideas and comments at 487-2046.

Workshop April 29 on coalition building

"Understanding Others and Ourselves: Building Coalitions" will be held Tuesday, April 29, at 3:00–7:00 p.m. in the ROTC Graduate Student Lounge. All members of the University community are invited.

The workshop will be led by the National Coalition Building Institute, an internationally known organization whose workshops have been given at the United Nations, hot spots such as the Middle East, universities, community organizations, etc. The workshop will help you identify oppressive behaviors, plus offer ways to intervene, build coalitions, and handle controversial issues.

Pizza will be served at the mid-point break. To register for this free workshop, e-mail Nancy Byers Sprague at nspr@mtu.edu, Rosie Juntunen at rmjuntun@mtu.edu, or Sherry Kauppi at skauppi@mtu.edu, or call 487-2755 or 487-3310.

Nifty free stuff to do during Tech Arts Festival

A series of workshops for fun and, well, more fun, will be held as part of the Tech Arts Festival. All are held at 11:00 a.m.–1:00 p.m. Everything's free, and everybody's invited.

- Finger Painting, Monday, April 21, Keweenaw Commons
- Jewelry and Bead Making, with Joyce Farr, Wednesday, April 23, Memorial Union Red Metal Room
- Making Balloon Animals, Thursday, April 24, Memorial Union Red Metal Room

Plus, the Tech Arts Festival Art Competition will be on display through April 18 at 10:00 a.m.–2:00 p.m. in the Memorial Union Red Metal Room.

And, the Tech Arts Festival Main Event, The Dirty Dozen performance, is set for Saturday, April 19, at 8:00 p.m. in Fisher 135. For more information, call 487-2844.

Bones, airplanes, and computer chips

don't have much in common, except, of course, they can break, causing considerable discomfort to the aggrieved parties.

Associate Professor **Young Huang** (ME-EM) claims no special expertise in any of these things. He is very interested, however, in how they break and why.

Huang's specialty is fracture mechanics, and he applies it in unusual ways. "I view it as a tool in all categories," he said. Most recently, with colleagues from Johns Hopkins and Columbia University, he has been investigating what he calls 'biomechanics stuff,' trying to predict the strength and reliability of bones.

Bones

Using mechanics principles, Huang is studying the microstructure of bones and developing models to predict their strength and reliability. "We hope to determine what will fail next," he said.

Doctors have long known that bones become brittle with age, and, using tools such as X-rays and MRIs, they can see how the microstructure deteriorates. "But they can't tell exactly how strong it is," Huang said. "They can make a guess, but of course, it's impossible to verify."

Huang and his fellow researchers hope to give physicians more to go on than an educated estimate. Using bones from cattle, which deteriorate with age in the same way as human bones, they are developing models that relate bones' strength to their microstructure. Then, if their models hold true in further tests with animal bones, they can then be used to predict the strength of human bones.

The researchers have more than bone size and shape to contend with. "Different parts of the human body have their own healing mechanisms," Huang said, something that separates people from ships and the other dead things that are the usual concerns of fracture mechanics. The model has to take that into account.

Ultimately, their model could help determine a course of treatment *before* a patient suffers a painful, debilitating fracture. Using information from X-rays or MRIs, the model could predict how long a given bone would be likely to last. Then, the patient and physician could work together to head off an injury before it happens.

Computer chips

In the computer industry, no one expects anything to last as long as bones, but they'd still like to know what to expect in terms of lifespan. With Professor **Abhijit Chandra** (ME-EM), Huang is also examining the failure of computer chips. Working with Motorola, they are trying to develop actuarial tables for the computer hardware industry.

Most electronics companies want to have better quality, to make chips smaller, faster, and with more memory," he said. "But when you make chips smaller, there's less surface area to dissipate heat." And, when a chip is heated and cooled, it's prone to crack and fail.

The researchers want to be able to predict how long the chips will keep on working. And what it all boils down to is marketing.

"Electronics companies want to give a warranty," Huang said, but nobody really knows how long they will last. Warranties are all based on empirical data from short-term lab experiments.

In this particular investigation, they've found that traditional mechanics are inadequate in the realm of the ultra-tiny.

"Those electronic packages have very thin layers, on the order of 1 micron," Huang said. A speck of dust would seem mountainous. "In the submicron landscape, conventional mechanics don't work very well."

So, with the help of a National Science Foundation grant, the researchers are developing new mechanics to explain the behavior of materials on a nanoscale. "People are realizing that this is different from the mechanics in car engines," Huang said. "This research will help make mechanics grow as a science."

Airplanes

Huang is also interested in the composites that could be used to make large structures, such as airplanes and automobiles, faster, lighter, and stronger. These include both the expensive, high-end ceramics and low-cost, polymer-based composites that are reinforced by fibers. The major problem is the interface between the fibers and the polymer matrix, the weakest link in the composite.

Many researchers have worked to strengthen the interface. However, if the interface gets too strong, the composite itself will fail—either the matrix will break or the fibers will pull out. Therefore, Huang says, "strengthening interfaces is good, but only to a point." In a project funded by NASA, Allied Signal, and Alcoa, Huang has been studying the interface, hoping to achieve an optimum design of composites.

"We need to do a better job connecting these fields together," he said.

Huang's perfectly happy being a Renaissance man of mechanics, investigating whatever intrigues him. "I don't want to limit myself," he says. "Mechanics is a tool—I've purposely expanded the field by doing different things."

If he does have a specialty, it's the confluence of three areas: mechanics, materials, and manufacturing, what Huang calls "3M."

"Traditionally, these areas were separate," he said. "Now people realize it's important to consider them together in engineering. A materials engineer should consider where and how the material will be used, while mechanical engineers should always keep in mind the materials they are dealing with."

With so much research going on in so many fields, Huang has published more than sixty

Huang breaks new ground in fracture mechanics

journal papers and his presentations are in high demand. He was chosen as one of only seven Plenary Lecturers to present at the Ninth International Congress of Fracture held recently in Sydney, Australia. Convened only once every four years, it's the Olympics of the field.

"I'm very pleased with that; awards are important," Huang said. "But it's more important to establish the research in society, and to let people know that Michigan Tech faculty are doing excellent, top-rated work."

He credits Chair **Klaus Weinmann** and Associate Chair **William Predebon** (ME-EM) for the support he's needed, both to conduct his research and communicate with researchers worldwide. "I've given over fifty invited presentations to universities, industry, government labs, and conferences since I joined Michigan Tech in 1995," he said. "With their support, I've been able to do my research, as well as get out and establish collaborations with researchers all over."

Getting out of the Copper Country has an impact that goes far beyond resume-building, Huang notes. "Science is developing so fast, you can't learn everything yourself," he said. "You really need to collaborate with people from other areas to tackle multidisciplinary problems."

It's these collaborations that bring what could be a somewhat sterile field into fruition.

"I want to use fracture mechanics to bring an understanding of structure and material failure in science and engineering and to help people," Huang said. "We're just getting started."

Seminar April 25 on cellular automata

Paul Seybold, of Wright State University, will give a seminar, "Cellular Automata: A New Approach in Chemical Dynamics," on Friday, April 25, at 3:00 p.m. in Chemical Sciences and Engineering 102.

Seybold's visit is part of the chemistry department's Spring Colloquia series, and all interested persons are invited.

Seminar cancelled

Lila Gierasch's April 18 Chemistry Colloquium has been cancelled.

Sacred music and dance at Calumet Theatre

Submitted by University Cultural Enrichment

A dramatic and colorful spectacle of sacred music, dance, and ancient Buddhist rituals dating back thousands of years will be presented on the Calumet Theatre stage at 8:00 a.m. on Saturday, April 26.

Nine Tibetan monks from the Drepung Loseling Monastery wearing gorgeous ceremonial costumes and masks, playing exotic instruments, and chanting, give a performance showing Western audiences how spiritual festivals are celebrated in Buddhist monasteries.

In conjunction with the performance, which falls during Earth Week, the monks will present Man and Nature, a short program focusing on Buddhist attitudes toward the environment, at 4:00 p.m. on Friday, April 25, in the Saint Albert the Great Hall on MacInnes Drive.

Tickets for the April 26 performance are on sale now at the Memorial Union Box Office (487-3200, Monday–Friday, 10:00 a.m.–2:00 p.m.), and the SDC Central Ticket Office (487-2073, Monday–Friday, 8:00 a.m.–6:00 p.m.). The Friday 4:00 p.m. session is free and open to the public.

The Saturday performance will transport the audience to the "Forbidden Land" of Tibet. Ringed by some of the highest mountains in the world, the centuries-old culture of this land is rich and fascinating. In Tibet, people from surrounding villages and nomadic tribes gather in the monastery courtyard for three or four days of music and dance. The performances on this international tour are designed to recreate this tradition. In addition to the singing, chanting, and music, they'll perform several masked dances including the Yak Dance, the Dance of the Sacred Snow Lion, the Skeleton Dance, and the Dance of the Black Hat Masters.

Accompanied by ten-foot-long Himalayan gyaling horns, drums, cymbals, and tinkling bells, the monk's chants tell of the mystical and visionary experiences of the great saints and sages of the past. These stories have been passed on from generation to generation in an unbroken oral legacy. The Drepung Loseling monks are renowned for their multiphonic singing, and the Tibetans are the only culture on earth that cultivates this extraordinary vocal ability. After many years of training, the chantmasters are able to simultan-

eously intone three notes, creating a chord by controlling the muscles of the vocal cavity and reshaping it while singing. This unique sound has brought them a considerable measure of success in the world of contemporary music. They have toured with Paul Simon, Natalie Merchant, and the Grateful Dead's Mickey Hart. Their recording *Tibetan Temple Music* held a top 25 listing on the New Age charts for a full year in the U.S., and, in Canada, it achieved a number one listing.

The Drepung Loseling Monastery was at one time Tibet's largest and most prestigious spiritual institution. The home of the early Dalai Lamas, it was founded in 1416 to collect and transmit the ancient Buddhist arts and sciences. At its height, it often housed more than 10,000 monks, training them not only in the spiritual and philosophical traditions, but also in various sacred performing arts. The monastery was closed in 1959, shortly after Mao Zedong's invasion of Tibet. About 250 of the monks managed to escape to India and were able to re-establish the monastery in the refugee camps of Karnataka.

The international tours that the monks undertake have three basic purposes: to make a contribution to world healing and peace movements; to generate a greater awareness of the endangered Tibetan civilization; and to raise support for the refugee community in India.

The visit of the Tibetan monks to our area is funded by the Committee for Campus Enrichment and the Michigan Tech Fund, and is part of the Great Events series at Michigan Tech. The visit is coordinated by the University Cultural Enrichment Department with assistance from the Student Entertainment Board. Call 487-2844 for further information.

Undergrad Slade receives Donovan Award

Darnishia L. Slade, a senior studying business administration, has been chosen to receive the 1997 Clair M. Donovan Award for Outstanding Service. She is only the sixth student to receive the award since it was founded in 1964.

The Donovan Award is given annually to a member of the Michigan Tech community who has demonstrated exceptional service during the previous year. The MTU chapter of the Blue Key National Honor Fraternity presents the award, which honors Michigan Tech alumnus Clair Donovan. Donovan served several years as national president of Blue Key and was an outstanding civic leader.

Slade, the first student to receive the award since 1991, has worked as an administrative assistant in MTU's Educational Opportunity Department since 1995. She has helped organize a host of activities ranging from the Parade of Nations and Martin Luther King Day to Black Student Annual Retreats and enrichment programs for high-school and middle-school students.

Slade has served as a counselor for MTU's Summer Youth Programs, as well as its Minorities in Engineering and Women in Engineering programs. In cooperation with Michigan Tech staff and the National Society of Black Engineers, Slade promotes the University to high school students



April 24

Take our daughters to work

The Presidential Commissioner for Women will sponsor the Fifth Annual Take Our Daughters to Work Day on Thursday, April 24. This year's national Ms. Foundation program is titled "Five Years of Work Towards a Lifetime of Confidence."

The program is open to all girls ages 9–15 and gives girls a chance to get hands-on experience in areas of interest, enhance their educational opportunities, and interact with role models.

Participants will spend the morning with a parent, relative, or sponsor in the workplace. In the afternoon, they can take two tours of their choice.

Girls will register and sign up for tours in Memorial Union Ballroom B at 7:30–9:00 a.m. Get there early—tour registration is limited.

Guest speaker **Kerry Hicks** (Educational Opportunity/Youth Programs) will give a talk in the ballroom during lunch. Fruit, vegetables, juice, and cake will be provided; bring your own sandwiches or entrees. Tours begin promptly at 1:00 and 2:00 p.m.

Tours include Arts on Parade (fine arts), Experimenting with Computer-Aided Design (MEM), Chemistry: the Study of Matter, Chemical Engineering Labs & Discovering, Computer Arts (humanities), Electrical Engineering: Hands-on Fun, Research & MTU Archives (library), Seaman Mineral Museum, Telecommunications & Fiber Optics (IT), Zebra Finches and Their Feathers (SFWP), and An Interactive Chat—Videoconferencing (ETS).

For more information, please contact TODTW chair Diane Koskela at 487-2827 or Renee Marion at 487-3026.

and serves as an excellent role model. She also works as a resident assistant in McNair Hall, providing social and educational programs and monitoring the academic progress of 28 residents. In addition, she has served as a math tutor for students at Suomi College.

She has worked as an intern and replacement supervisor at General Motor's Pontiac East Assembly Plant, supervising 37 employees and negotiating with United Auto Workers representatives.

Slade sings in Michigan Tech's ECHOES from Heaven Gospel Choir and serves as its business manager. Her vocal skills also earned her a major role in the musical *Purlie*, produced by the Department of Fine Arts.

Among her other honors, Slade has received the Dean of Students 1996 Exceptional Student Leader Award, the 1995 Outstanding Multicultural Program Award, and was named Society of Intellectual Sisters 1995 SIS of the Year.

"Darnishia is an outstanding leader known for her smile, good will, and ambitious efforts to make everyone's life better," said her coworkers. "She exemplifies the best of MTU—a good academic student who is willing to go extra miles to produce good work and present a powerful, positive image of Michigan Tech to the rest of the world."

Gay, Lesbian, Bisexual, Transgender Pride Week

Monday, April 21

- Free movie : *Jeffrey*, 7:00 p.m. Walker 134, discussion to follow

Tuesday, April 22

- Read-in featuring a variety of GLBT reading material, 10:00 a.m.–2:00 p.m., Memorial Union 105A
- "Coming Out and Joining In" — GLBT people speak out about campus environment issues, 4:00 p.m., moderated by Sanlo in the Keweenaw Commons

Wednesday, April 23

- Faculty/Staff Forum on the University of Michigan services for GLBT students, presented by Sanlo, 10:00–11:30 a.m., open to faculty/staff, Memorial Union Ballroom A
- Tech Tea Time with Sanlo, "Working towards a Supportive Campus Environment," 4:00 p.m., Memorial Union Alumni Lounge
- CCGLBA meeting open to all friends, 8:00 p.m., Memorial Union 105A

Thursday, April 24

- Speakers panel answering questions about GLBT life, 7:00 p.m., West McNair Lounge,
- Free movie: *The Incredibly True Story of Two Girls in Love*, 8:00 p.m. Walker 134, discussion to follow

Friday, April 25, Blue Jeans Day

- Blue Jeans Day, a traditional spring event, is used to show support for GLBT students, staff, and faculty at the University. If you are supportive, wear your blue jeans.
- Kiss-ing Booth—stop by the Memorial Union Promotions Counter between 10:00 a.m. and 2:00 p.m. to grab a Hershey's Kiss and get information about the CCGLBA.

During the week of April 21–25, the Copper Country Gay, Lesbian, Bisexual Alliance is sponsoring its First Annual Gay Lesbian Bisexual Transgender (GLBT) Pride Week to promote diversity, understanding, and open communications.

Pride Week Activities

The guest speaker will be Ronni Sanlo, director of the University of Michigan Lesbian Gay Bisexual Transgender Campus Resource Center. Sanlo's presentations are sponsored by MTU's Human Relations Events Series.

A Brief History of the CCGLBA by the CCGLBA

The CCGLBA first met in 1987 and could have been more appropriately named Two Gays and a Lesbian Alliance. The original group met with a member of Counseling Services in an undisclosed room, and admittance to the group was done through an interview process to protect members' identity. The force behind the formation of the group was a homophobic remark from a staff member at Tech and the resulting letters in the Michigan Tech *Lode*.

The Copper Country Gay and Lesbian Alliance became an official student group in 1989, holding open meetings. We participate in events such as Winter Carnival Statue building and Spring Fling activity booths.

In 1996, to promote diversity within the group and to be more welcoming, the name was changed to include bisexuals.

We now have a network of alumni who actively participate with the group and help our members. Alumni are now in positions at corporations such as IBM, Ford, and Chrysler, in addition to institutions like MTU. Our alumni are providing our group with financial support, job leads, and advice on how to help diversify campus. We continue to work with alumni and members of the Tech community to further promote the understanding and acceptance of gay, lesbian, bisexual, and transgender people.

Tech Tea on Sexual Orientation: invisibility to inclusion

Submitted by University Cultural Enrichment

Ronnie Sanlo, director of the University of Michigan Lesbian, Gay, Bisexual, Transgender Campus Resource Center, is the guest at Tech Tea Time on Wednesday, April 23, at 4:00 p.m. in the Memorial Union Alumni Lounge. All are invited to join in a lively discussion about sexual orientation issues on campus and in the workplace.

What can a university administration do, and what can individuals do, to make the campus safe and welcoming for all of its staff and students? Sanlo has had years of experience in dealing with such questions. Her solutions go a long way toward building a campus environment that supports a truly diverse population.

In her current position, Sanlo develops educational, social, support, referral and resource programs, and services for students around issues of sexual orientation. She runs several training programs and a harassment reporting system, and develops activities that foster supportive student interactions within the university. In addition, she represents the views of students to the university and to local communities.

Sanlo earned an EdD in Educational Leadership from the University of North Florida in Jacksonville where she was an adjunct instructor. She is a former AIDS surveillance officer and HIV educator for the Northeast Florida area, and served as the executive director and lobbyist for the Florida Gay Lesbian Bisexual Transgender Concerns Network for the National Association of Student Personnel Administrators. She is cofounder of the National LGBT Campus Resource Center Directors Association. Sanlo is the mother of two children and the proud grandmother of Elizabeth.

Sanlo's visit Tech is part of the Human Relations Series funded by the Presidential Commission for Women and is coordinated by the Human Relations Series Committee, MTU University Cultural Enrichment, and the Suomi College Office of Cultural Enrichment. Tech Tea Time is free and open to the public. Call 487-2844 for further information.

New staff

Jaak Sober has joined the School of Forestry and Wood Products staff as an electronics/computer technician. He was previously employed at the University of Tartu, in Tartu, Estonia, as a research scientist.

Theodore "Ted" Streiter has joined the Energy Management staff as a mechanic/operator. He was previously shop foreman at Ground Heaters Inc. He and his wife, Sharon Streiter, live in Calumet.

Mineral collecting in the arctic

George Robinson, curator of the Seaman Mineral Museum, is giving a slide presentation on his adventures collecting minerals north of the Arctic Circle.

The event is set for Friday, April 25, at 8:00 p.m. in the museum and EERC L103, and everyone's invited. Robinson's presentation is sponsored by the Seaman Mineral Museum Society.

Greeks volunteering for Academic Profile test

MTU's Assessment Council and the Interfraternity Council are teaming up to conduct a pilot project: measuring the general education of MTU seniors.

Sixty seniors who are members of Greek organizations will take the ETS Academic Profile Examination on April 26. The project will collect information on how well MTU students are learning the skills taught in Michigan Tech's general education curriculum, and will provide seniors with more ammunition for their resumes.

The Academic Profile scores in seven areas: Humanities, Social Sciences, Natural Sciences, College-Level Reading, College-Level Writing, Critical Thinking, Mathematics, and an aggregate score. Only students taking the test will receive their individual scores; the University is interested only in how the group as a whole performs.

"All nationally normed tests designed for general education are somewhat controversial," said **Stephen Bowen**, chair of the Assessment Council. "There is never a perfect fit between the test and a university's specific goals, and the results can't pinpoint specific strengths and weaknesses. But we believe it will be useful to get an initial reading, and will plan subsequent assessment projects after we see what can be learned from the Academic Profile."

Participating students will receive concrete benefits. Since MTU's students are expected to perform well above the national norm, students who take the exam will be able to put in their resumes something like "Scored in the top 97th percentile nationally on the ETC Academic Profile Examination."

This pilot test will also be included in the University's drive toward NCA reaccreditation.

"This is an important part of the assessment program, and the assessment program is an important part of the NCA accreditation review," Bowen said.

approved by University administration, the board would promote research, develop a research policy manual, review and possibly recommend changes to research administration.

- passed a new Academic Freedom Policy after deleting a clause saying that faculty should consider "the opinions and circumstances of others." Senator **Robert Keen** (biological sciences) suggested that the clause could be used to inhibit teaching of controversial subjects such as evolution. The senate previously deleted sections saying that faculty "have the responsibility to avoid introducing controversial material which has no relation to classroom subject matter" and, when acting as citizens, should "at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution." The proposal states that faculty are free to "pursue scholarship in an open and creative environment," that students have the right to question their teachers without reprisal, and that the tenure system should be compatible with academic freedom. The policy is subject to approval by the Board of Control.

- discussed a proposal that would allow nonunion staff to be fired only for "just cause." Currently, nonunion staff are "at-will" employees, and technically can be terminated "with or without cause, and with or without notice, at any time," in accordance with Michigan law. Senator **Jim Lutzke** (University Relations) presented the proposal to strike language from MTU job applications saying that applicants know that they can be terminated "with or without cause." In addition, the proposal would have Human Resources work with a committee to develop a policy giving "non-tenured workers" a "fair and thorough hearing in cases where job security is jeopardized." The senate amended the proposal to add a clause supported by Staff Council: "It is recommended that the MTU administration adopt the philosophy of just cause and provide due process in instances of job security." The senate is expected to act on the proposal at an upcoming meeting.

TV star featured

Echoes from Heaven concert: "Explosions in Sound"

Submitted by the Department of Fine Arts

MTU's Echoes From Heaven Gospel Choir promises to raise the roof of Walker Theatre on Sunday, May 4, at 4:00 p.m., with "Explosions in Sound," their gala spring concert.

"Be prepared for something special!" says choir-master **Inetta Harris**. "We'll use lights, sound, and drama, along with the things we're internationally known for—gospel singing and precision moves." Guest artist William Thomas, Jr., of Los Angeles, joins Echoes for what promises to be one of the best concerts in the choir's five-year history.

"Coupled with our usual excitement, we'll be coming off a workshop with our guest artist, which will heighten our musicality and brighten spirits, which are already high," Harris says. "This concert will definitely be 'off the hook!'"

Best known to television viewers as Dabnis Brickey on *The Cosby Show*, Thomas is a versatile performer, appearing center stage in many media. He has guest starred on TV shows including *Hill Street Blues*, *Fresh Prince of BelAire*, *Sister, Sister*, *Home Improvement*, *Hanging with Mr. Cooper*, and *Star Trek, The Next Generation*. He has been a series regular on *Frank's Place*, *Cop Rock*, and *Snoops*, as well as *The Cosby Show*.

On Broadway, Thomas appeared in the role of Singing Jesus at the Lyceum Theatre in Carol Vinette's *Your Arm's Too Short To Box With God*, and, at the Palace Theatre, created the role of Jacob the Maid in the original production of *La Cage aux Folles*.

Thomas is a frequent guest soloist in such works as Handel's *Messiah*, Mendelssohn's *Elijah*, Menotti's *The Consul*, and Faure's *Requiem*. He has appeared as guest artist at many colleges and universities, and was tenor soloist for the Michigan Tech Chamber Chorus' concert tour of Eastern Europe in June. Thomas was music director and featured soloist at the 1993 General Assembly Synod of the Christian Church-Disciples of Christ and the Christian Church-Church of Christ, which was attended by over 12,000 people and featured Bishop Desmond Tutu.

The single performance of "Explosions in Sound" is expected to be a sell-out, so early purchase of tickets is recommended. Tickets are available at the Memorial Union Box Office (487-3200), SDC Central Ticket Office (487-2073), Calumet Theatre (337-2610), and at the door for \$7 adults, \$5 senior citizens, and \$3 students.

POSITIONS AVAILABLE AT MTU

The following positions will be posted Friday, April 18, 1997, at 1:00 p.m. through noon, Friday, April 25, 1997, in the Human Resources Office.

- Assistant or Associate Professor of Psychology (dependent on qualifications)—Department of Education
- Visiting Assistant Professor of Economics and Finance—School of Business and Economics
- Visiting Assistant or Associate Professor (dependent on qualifications)—Department of Chemistry

University employees are reminded to apply in writing prior to noon, Friday, April 25, 1997, to be considered as internal candidates for bargaining unit positions. Applicants from the recall pool will be given first consideration for non-bargaining-unit positions. 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.

Calendar



April

Fair Housing Month

- 18 Friday**
8:00 p.m.—The Dirty Dozen—Fisher 135
8:00 p.m.—*Sylvia*—Walker Theatre
- 19 Saturday**
8:00 p.m.—*Sylvia*—Walker Theatre
- 21 Monday**
4:00 p.m.—Scott Russell Sanders, "How Did a Physics Major Become a Storyteller?"—Memorial Union Alumni Lounge
7:00 p.m.—*Jeffrey*—Walker 134
7:30 p.m.—Scott Russell Sanders, "Do We Want to Live in the Future?"—Fisher 139
- 22 Tuesday**
10:00 a.m.-2:00 p.m.—Gay, lesbian, bisexual, transgender read-in—Memorial Union 105A
11:00 a.m.—Finger painting workshop—Keweenaw Commons
4:00 p.m.—"Coming Out and Joining In"—Keweenaw Commons
7:00-11:00 p.m.—Copper Country International Wildlife Film Festival—Fisher 135
8:00 p.m.—Copper Country Gay, Lesbian, and Bisexual Alliance meeting—Memorial Union 105A
- 23 Wednesday**
10:00 a.m.—Ronni Sanlo on University of Michigan services for GLBT students—Memorial Union Ballroom A
11:00 a.m.—Jewelry and bead-making workshop—Memorial Union 105
4:00 p.m.—Tech Tea Time: Ronni Sanlo, "Working toward a Supportive Campus Environment"—Memorial Union Ballroom
7:00-11:00 p.m.—Copper Country International Wildlife Film Festival—EERC 103
- 24 Thursday**
all day—Take Our Daughters to Work Day
11:00 a.m.—Balloon animals workshop—Memorial Union 105
7:00 p.m.—Gay, lesbian, bisexual, transgender speakers panel—West McNair Lounge
6:00/7:00 p.m.—Club Indigo Alaskan buffet and *The Gold Rush*—Calumet Theatre
7:00-11:00 p.m.—Copper Country International Wildlife Film Festival—Fisher 135
8:00 p.m.—*The Incredibly True Story of Two Girls in Love*—Walker 134
8:00 p.m.—*Sylvia*—Walker Theatre