

Dobney proposes new vice provost for instruction, renaming dean of student affairs, IT director

Someone needs to be paying more attention to undergraduate education here, Provost **Fred Dobney** told the University Senate February 19.

"I'd like to have one person thinking about that full time," he said. "It's a statement of what's important at Michigan Tech."

Dobney noted that the responsibility for ensuring quality instruction technically lies with him. But with about 95 percent of University operations reporting through the provost, "I can't give as much time as I want to undergraduate education," he said.

So in March, Dobney plans to ask the Board of Control for a new position, vice provost for instruction. The new vice provost would oversee International Programs, the Center for Teaching, Learning, and Faculty Development, Distance Education, Educational Opportunity, and the preprofessional programs; as well as the Assessment Council, the University Curriculum Review Committee, and the Rhodes, Marshall, and Fulbright Scholarships.

Senator **Les Leifer** (chemistry) asked how much the new position would cost.

The position would be filled from within the ranks of MTU faculty, Dobney said, with secretarial support provided by the Center for Teaching, Learning, and Faculty Development. The cost would be the addition of an assistant professor to replace the person hired as the new vice provost. In addition, the vice provost for instruction will probably teach at least one class per quarter, he said.

Senator **Jim Gale** (SBE) said that the position would centralize responsibility and be a drain on the budget, siphoning resources away from faculty and departments. And

It's a statement of what's important at Michigan Tech And it will bring some diversity to central administration.

Professor Emeritus **Duane Thayer** (MME) charged that the University has too many administrators already, saying that when MTU had 1,000 more students, it had fewer administrators. And, providing quality instruction is the responsibility of individual faculty, he said.

Dobney agreed that faculty are the individuals most concerned with providing a quality education. But no one now serves as an advocate for instruction University-wide. He noted that the learning centers are now receiving more attention in the budget process because **Bill Kennedy**, director of the Center for Teaching, Learning, and Faculty Development, is lobbying for more support. No one does that for instruction, he said. The new vice provost could also address such issues as class scheduling and disparities in class size. "It's a quality issue," he said, and deserves attention at the University level that goes beyond what department and senate committees can give. "I'm not convinced that anyone is approaching this in a

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Senate supports Dobney's TIAA-CREF ideas, with changes

The University Senate voted February 19 in favor of a revised version of Provost **Fred Dobney's** plan to upgrade TIAA-CREF retirement benefits.

Dobney's proposal, which he expects to present to the Board of Control March 14, would give MTU's TIAA-CREF participants two options. They could choose a 2-plus-2 plan, in which the University would match employee contributions to their retirement program up to 2 percent of their salary; or, they could have the University cover the cost of their health insurance premiums after retirement. TIAA-CREF participants choosing the 2-plus-2 option would have the right to buy health coverage from MTU. Employees hired after June 30 would only have the 2-plus-2 option. (For more information on the proposal, see the January 31 edition of *Tech Topics*.)

The Senate Benefits Committee made a counterproposal that would let employees have their 2-plus-2 and health coverage, too. In addition to a new 2-plus-2 program, the committee recommended that all TIAA-CREF retirees receive health coverage from the University. They would pay a co-pay for health benefits, which would be determined based on the year in which they retire and the accumulation in their TIAA-CREF accounts. Committee Chair **Freydoon Arbabi** said later that the committee's intent was to have a smaller co-pay for retirees who had not had the opportunity to build a large enough TIAA-CREF income to pay for health insurance. He noted that the proposal is preliminary and that specifics would be worked out with the administration.

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Blue Key gets national recognition

The Michigan Tech chapter of the Blue Key National Honor Fraternity has been acknowledged by its national office as one of the top two chapters in the country for 1995-96.

"We've had the distinction of being the most active chapter in the nation," said senior **Brady Frederick**, president of the MTU chapter. "Each of us probably put in about thirty or forty hours a week around Winter Carnival."

The thirty-five-member group shoulders the organization of Winter Carnival, which puts Michigan Tech on the map for countless people who think civil engineers are the polite ones. The amount of work, not to mention stress, involved in staging the event is awesome.

"I got sick for two weeks after carnival," Frederick said. Rest and home cooking did restore his health. Junior **Steve Wyrembelski**, when asked if the Winter Carnival effort was worth it, responded with ambivalence. "I don't know," he said flatly. "This is my first year, and I'm still alive. Ask me next year."

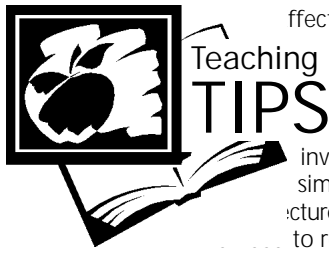
Clemson University also received a national Blue Key award. We don't know what they did, but it probably wasn't as nifty as Winter Carnival.

February 21, 1997

A doctor can bury his mistakes, but an architect can only advise his clients to plant vines.

—Frank Lloyd Wright

Vol. XXIX, No. 22



Turning the Tables

by William Kennedy, director

Effective college teachers develop the ability to put themselves in the place of their students. This is far more difficult than it sounds, since each of our students comes to class with differing needs, learning experiences, and learning styles. Some students learn more when they are actively involved in the learning process (class discussions, projects, simulations), while others do quite well taking notes during lectures reinforced with textbook readings. We need to remember that students also bring to class preconceived notions of the relative importance of the material that we teach. Meeting the complex learning needs and levels of motivation of our students takes patience, empathy, and a well-defined sense of purpose.

Let's face it. We probably differ significantly from the majority of our students in terms of our motivation, focus, and interest. After all, we're the ones who've pursued our academic disciplines by devoting a significant portion of our lives to specialized, rigorous graduate education in narrow fields of inquiry. The half-hearted efforts or lukewarm responses of our students to material that we deem important can be insulting and frustrating. Professors tend to respond to this gap in motivation and interest in characteristic ways. Some hunker down and develop a we vs. them mentality, plunging full speed ahead with their lecture notes while mumbling about declining standards. Others shrug and consciously or unconsciously lower their expectations and course requirements in an effort to successfully teach to some subgroup of their students. Still others become disenchanted with teaching and put their energies into other areas.

A more productive response to student indifference or poor performance must occur on two levels. First, we must acknowledge that our own learning style usually informs our teaching style. It seems right to us because it works for us. However, the one principle that educational researchers universally agree upon is that different people learn differently. Some students respond well to lectures, some to Socratic dialogue. Some students need practical examples to lock down a concept or idea, while others may need to visualize the same idea for mastery. The conventional wisdom is that we should use our creative energies to vary our teaching methods regularly to facilitate effective learning for a broad range of students.

On another level, we must constantly endeavor to give our students some insight into the value of what we are teaching and show them how it fits together with what they have learned and will learn in school and need in their lives. Again, we may face a mismatch of our perceptions and the students'. Relevance for students may be translated, "Do I need this for work?" I believe that part of our responsibility as professors is to share our enthusiasm for learning as well as our mastery of our disciplines. Perhaps the greatest gift that we can share with our students is the appreciation that it is fulfilling to learn and to know something for its own sake.

Feel free to call the Center for Teaching, Learning, and Faculty Development at 487-2046 if you have questions about these ideas or anything else related to your teaching.

Day care available for infants, toddlers

Teddy and Me Child Development Center has openings for infants and toddlers in its new facility. For more information, call the center, located at 706 East Houghton Avenue (the former St. Ignatius Loyola School), at 482-8603. You can also check with them for information on preschool openings.

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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.** or publication the following Friday.

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

Companies coming

Representatives from 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.

- Tuesday, February 25: GE Motors and Industrial Systems

You're invited: Nat'l Society of Black Engineers breakfast April 25

Submitted by *Dion-Yel Fells*, PCI chairperson

The National Society of Black Engineers will host their third annual Pre-College Initiative Program at Michigan Tech April 23-27. The program is geared toward encouraging minority students accepted by the University to enroll in fall 1997-98. The NSBE chapter of Michigan Tech invites you to help by joining prospective students for breakfast on April 25 at 8:00 a.m. in the Oak Room of Wadsworth Hall.

This engagement will give you the opportunity to meet prospective students and answer any questions they may have about your department or the University as a whole.

If you plan to attend, R.S.V.P. to Dion-Yel Fells at 487-4131 by March 10. Remember that there is no charge for this event except for a little time, which we are hoping you're willing to share. Thank you in advance for your participation.

Marketing/Image workshop February 25

MTU and the Keweenaw Peninsula Chamber of Commerce are presenting a workshop, "Laser Focused Marketing for Small Business Success," on Tuesday, February 25, at 10:00-noon at the Super 8 Motel in Houghton.

The leader will be Tania von Allmen, owner of LogoLab, a company image development firm in Folsom, California. She will discuss the marketing strategy behind naming a business, how to make the most of a limited marketing budget, and how a company's logo, letterhead, packaging, and signage relate to marketing.

The cost is \$20. To register, call the chamber at 482-5240.

Union announces spring break hours

The entire Memorial Union will be closed Saturday and Sunday, March 1-2, and have reduced hours March 3-9.

Monday-Friday, March 3-7, the Union will be open 7:00 a.m.-4:30 p.m. The manager's office, Tech Express Office, bookstore, and Convenience Store will be open 8:00 a.m.-4:30 p.m.; and the Food Mall will be open 7:30 a.m.-4:00 p.m. The bowling alley and pool room will be closed.

On Family Fun Day, Saturday, March 8, the Union, the bookstore, and the Convenience Store will be open 11:00 a.m.-4:00 p.m.; the bowling alley, pool room, and the Food Mall will be open 11:00 a.m.-3:00 p.m.

On Sunday, March 9, only the the Food Mall will be open. Hours will be 4:00 p.m.-midnight.

Regular hours resume Monday, March 10.

Call for sleigh ride photos

Do you have pictures of the Winter Carnival Sleigh Ride? If so, you could win big bucks! Blue Key is offering a \$50 prize for the best picture of the sleigh ride. The entry deadline is March 17. For more information, contact the Blue Key office (Memorial Union 106 or 487-2818).

New staff

David Chard has joined Educational Technology Services as a telecommunications engineer. He was previously employed by Bresnan Communications as a communications engineering technician. Chard holds an AAS in Electronics Technology from Northern Michigan University. He and his wife, Amy, and daughter, Rachel, previously lived in Negaunee.

Eat, drink, and be merry at winter Family Fun Day, set for Saturday, March 8.

All MTU employees and their families are invited to come out and play between 10:00 a.m. and 5:00 p.m. at the SDC and the Memorial Union.

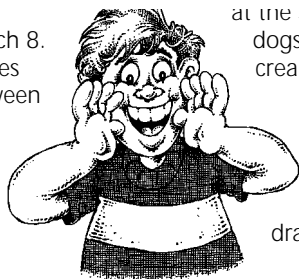
At the SDC, you can play badminton, basketball, volleyball, racquetball, handball, and wallyball throughout Fun Day. The pool and the weight room are open 11:00 a.m.–5:00 p.m.

Yes, the ice rink will be open, and no, you can't play hockey or broomball. But you can skate just for fun—hours are 11:00 a.m.–2:00 p.m.

The rifle range will be open 11:00 a.m.–1:00 p.m. and staffed by Army ROTC. Don't bring your own gun—firearms will be issued. You must be over age 10 to shoot.

At the Memorial Union, you can bowl and play billiards for free between 11:00 a.m. and 3:00 p.m.

The free lunch will be served 11:00 a.m.–3:00 p.m.



Fun Day food and frolic March 8

at the Student Ice Arena Blue Line Room. Hot dogs, sloppy joes, chips, beverages, and ice cream are on the menu.

Everyone attending is automatically entered into a drawing for a Personal Family Fun Day package, including two Sbarro pizzas and a twelve-day pass to the SDC. Other drawings for additional door prizes will be held throughout Fun Day.

Also at Fun Day, you can get your blood pressure checked by the Western U.P. Health Department, from noon to 3:00 p.m. And free child care for children 2-1/2 and older will be provided at the SDC by Teddy and Me.

To register, fill out the form you received via campus mail and return it to Peggy Gorton in Mining Engineering. For more information, call Glenn Ekdahl at 487-2688 or Dave Nordstrom at 487-2578.

Winter Family Fun Day is sponsored by Staff Council, the SDC, and the Memorial Union.

On the Road

Former graduate student **Dianne Marsh** (computer science) presented a paper, "Distributed Processing: Requirements for an Object-Oriented Approach," coauthored with Associate Professor **Linda Ott** (computer science), at the 30th Annual Hawaii International Conference on Systems Sciences held January 7–10 on Maui.

Assistant Professor **Douglas Swenson** (MME) gave two presentations at the Materials Research Society 1996 Fall Meeting, held December 2–5 in Boston, in the symposium on Solid-State Chemistry of Inorganic Materials: "The Ir_3Ge_7 (D8f) Structure: An Electron Phase Related to Gamma Brass"; and, with B. Morosin (Sandia National Laboratories), "On the Preparation and Crystal Structure of a New Form of PtGa_2 ."

Milligan, Aifantis get \$1 million to study jet-engine metal fatigue

Submitted by the News Bureau

MTU researchers have received a \$1 million grant from the Air Force Office of Scientific Research to pursue one segment of a multifaceted study of metal fatigue in jet engines.

The Michigan Tech effort is part of a Multinational University Research Initiative (MURI) involving scientists from the University of California at Berkeley, MIT, and Harvard. MTU's study will be directed by Associate Professor **Walter Milligan** (MME) with assistance from Professor **Elias Aifantis** (ME-EM). The project has been funded for five years.

"The MURI program is aimed at understanding the fundamental aspects of metal fatigue failure in jet engines operating under severe conditions of high temperature, high stress, and vibration," said Milligan. Metal fatigue is a process in which a crack initiates and then grows slowly until the part finally breaks, often leading to engine failure.

"Engine failure in a fighter plane usually results in loss of the plane and sometimes the life of the pilot," he said. "In the case of fighter engines, the cracks usually begin due to the ingestion of foreign objects such as birds or runway debris into the engine. The cracks then grow under the stress of vibration." Cracks may also initiate due to other damage mechanisms such as rubbing of contacting metal parts, or material defects, according to Milligan. The Air Force has determined that high cycle fatigue in engines is their most important and most costly technical problem.

The MTU team, which will employ the services

of three graduate students and one undergraduate, is focusing on the behavior of nickel-base components that make up the turbine components of jet engines, while the Berkeley, MIT, and Harvard teams are concentrating on the titanium-base alloys used in compressor sections of the engines.

MTU is leading the high-temperature research, while the other researchers are concentrating on room-temperature behavior, according to Milligan. The MTU work will involve mechanical testing of metal specimens at frequencies up to 1,000 hertz and at temperatures as high as 1,000 degrees Celsius. This research will include the first tests ever conducted at kilohertz-level frequencies and such high temperatures. Milligan said this type of testing is now possible due to recent advances in servohydraulic testing machines, and the MURI team is working closely with MTS Systems Corporation of Minneapolis to develop and perfect the testing equipment.

The MURI team is also collaborating with engine manufacturers, GE Aircraft Engines, and Pratt & Whitney. "Researchers from these companies are participating in the design of the program and students from the four universities will interact with corporate researchers in their laboratories as well," said Milligan.

The kick-off meeting for the MURI project, which will involve Air Force personnel, university researchers, and representatives from the engine companies, is scheduled for February 24–26 in Berkeley.

In print

Associate Professors **Ibrahim Miskioglu** and **David Nelson** (ME-EM) and former graduate student **Gregory Leece** (Electro-Wire Products) published "An Experimental Investigation of the Effects of Cycling Frequency and Temperature on the Fatigue Life of 60 Tin/40 Lead Solder" in the December 1996 edition of the *ASME Journal of Electronic Packaging*, Vol. 118, No. 4.

Assistant Professor **Douglas Swenson** (MME), along with coauthors D. Y. Chen and Y. A. Chang (University of Wisconsin at Madison), published a paper, "Thermally Stable Pdn Ohmic Contacts to n-GaAs via an Exchange Mechanism," in the January 1 issue of the *Journal of Applied Physics*. With coauthor B. Morosin (Sandia National Laboratories), he published "On the Preparation and Crystal Structure of a New Form of PtGa_2 ," in the October 15 issue of the *Journal of Alloys and Compounds*, Vol. 243.

MTU notables

Jennifer Jermal, an undergraduate majoring in biology with an emphasis on aquatic ecology, has won the \$1,000 MTU Botany Scholarship. The scholarship, sponsored by the Federated Garden Clubs of Michigan, is awarded based on financial need, academic standing, statement of interest, character, and references.

Student paintings at Marie's

Paintings by students in MTU's oil painting classes are on display at Marie's Deli and Gallery in downtown Houghton through March 12.

The artists are beginning- and intermediate-level students in Professor **Bette Sellars'** FA450 classes. Oil painting instruction is new this year in the fine arts department.

The paintings are on view 7:00 a.m.–8:00 p.m., Monday–Friday, and 8:00 a.m.–5:00 p.m. on Saturday.

KSO Presents



Submitted by the Department of Fine Arts

Award-winning flutist Jeffery Zook joins the Keweenaw Symphony Orchestra in Walker Theatre for two concerts to delight the "Heart and Soul" on Saturday, February 22, at 8:00 p.m.; and Sunday, February 23, at 3:00 p.m.

A member of the Detroit Symphony Orchestra, Zook is considered one of America's most talented young flutists, performing frequently as a soloist throughout the United States and in Europe. His visit to the Keweenaw is supported by a grant from the Michigan Council for Arts and Cultural Affairs.

A graduate of the Interlochen Arts Academy and the University of Michigan, Zook received the coveted

Recitalist's Diploma from the Royal Academy of Music in London. He has been a prize winner in many competitions, including the National Concerto Competition sponsored by

General Motors and *Seventeen Magazine* and the National Flute

Association Young Artist Competition. Zook joined the Detroit Symphony Orchestra in 1992 and is recording many of the major works of the solo flute repertoire for the educational series produced by the Music Minus One label.

Zook will perform a new concerto for piccolo and orchestra by American composer Lowell Lieberman, which premiered at the 1996 International Flute Association Convention. *New York Times* reviewer Anthony Tommasini called the piece "unabashedly romantic, a sure-fire crowd pleaser." The KSO will also present Haydn's Symphony No. 22 (*The Philosopher*) and Howard Hanson's popular Symphony No. 2 (*The Romantic*), which KSO conductor **Jeffrey Bell-Hanson** says will be familiar to anyone who's attended Interlochen Music and Art Camp.

Zook will also perform for children from four area schools during his residency. His program "Alex In Wonderland," by Robert Spano, introduces musical concepts to children in a fun and entertaining way. Its characters, Alex, the Rhythm Brothers, Dr. Harmony, and Professor Counterpoint, teach children how music is composed. Pianist for these performances will be MTU's artist in residence **Inetta Harris**. The narration will be provided by Bell-Hanson. Students from Hancock, Houghton, Chassell, and Adams Township will participate.

Concert tickets are available from the Memorial Union Box Office (487-3200), SDC Central Ticket Office (487-2073), and the Calumet Theatre (337-2610) for \$10 general admission, \$7 seniors, and \$3 students. Refreshments will be available in the theater lobby.

Proposals in progress

Researchers, their proposals, and their potential sponsors are

- **Gary McGinnis, Jagdish Rughani, Wayne St. John (IWR), Susan Bagley, and Robert Donofrio** (biological sciences), "Development of a Biofiltration Scheme Utilizing Moderate Thermophilic Microorganisms for the Removal of VOCs," EPA
- **Judith Perlinger** (civil and environmental engineering), "Reduction of Polyhalogenated Alkanes in the Environment: Verification of Model Systems," NSF
- **Tony Rogers, Bruce Barna, and Andrew Kline** (chemical engineering), "Development of Multi-Criteria Decision-Making Strategies for Designing Clean, Safe, and Economical Chemical and . . ." EPA
- **Stanley Vitton** (civil and environmental engineering), "Seismic Detection of Tornadoes: Design and Testing of Seismic Equipment," Engineering Analysis
- **Jianzhong Gene Cao, Allan Struthers** (mathematical sciences), and **Ashok Goel** (electrical engineering), "Computational Laboratory for Semiconductor Modeling and Simulation," NSF
- **Mary Hindelang** (SFWP) and **Adrian Frank** (Uppsala University, Sweden), "Isle Royale Moose: A Fast and Sensitive Monitor of Environmental Changes by Liver and Kidney Chemistry Analyses," National Park Service Challenge Cost Share Program
- **Hindelang** and **Ludwig Carbyn** (University of Alberta/Canadian Wildlife Service), "Bison Ecology and Wolf Predation in Wood Buffalo National Park: Examination of Wood Bison Skeletal Remains for Disease Effects," Wood Buffalo National Park, Canada.
- **Komar Kawatra** and **Timothy Eisele** (MME), "A Study of Coal Fly Ash in Particulate Binding Applications," EPA
- **Gerard Caneba** (chemical engineering) and **Douglas Gardner** (SFWP/IWR), "Influence of Copolymer Chain Architecture on the Wood Fiber/Polymer Interface," USDA
- **John Williams** (chemistry/chemical engineering), "The Influence of Viscosity on the Mechanism of Polymerization of Epoxy/Amine Systems," NSF
- **Calvin White** (MME) and **John Lukowski** (technology), "The Effects of Induced Nitrogen on the Delayed Failure Properties of Boron and Non-Boron Steels," Chrysler Corporation

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BIG Rotary scholarships available for study abroad

Rotary International is offering scholarships for study abroad valued at up to \$22,000. Applicants can be of any age. They must have completed two years of university study or have equivalent professional experience, and must be a citizen of a country that has Rotary clubs. Spouses and descendants of Rotarians are ineligible.

Academic Year Ambassadorial Scholarships fund tuition, transportation, room and board, and books for one academic year's study abroad—vocational, undergraduate, or graduate—up to a maximum of \$22,000.

Multi-Year Ambassadorial Scholarships provide \$11,000 annually for two or three years to students seeking a degree abroad.

Cultural Ambassadorial Scholarships support three to six months of intensive language and cultural study abroad. Language studies may be in Arabic, English, French, German, Hebrew, Italian, Japanese, Korean, Mandarin, Chinese, Polish, Portuguese, Russian, Spanish, Swahili, or Swedish.

For more information or to apply, contact Cheryl DePuydt, a member of the Hancock Rotary, at 487-2994 or cadepuydt@mtu.edu

LeaderShape making return visit in May

LeaderShape, a leadership program for students, is coming back to Michigan Tech May 26–31, and it would like your help. But first, here's what it is.

Last year, about fifty students spent six days at the Ford Forestry Center learning communication, conflict resolution, teamwork, and leadership skills. At the end of the retreat, they each developed a personal project to complete during the following academic year. Projects ranged from generating enthusiasm among club members to addressing oppression in Serbia—no project is too large or too small.

Last year's LeaderShape graduates hosted the MTU National Advisory Board meeting here. They stressed the importance of such programs, noting that employers seek out workers with leadership and team-building abilities.

Groups of ten students work with "cluster facilitators"—faculty or staff who lead students through the LeaderShape program. If you're interested in serving as a facilitator, contact the Office of Student Affairs at 487-2212.

And, LeaderShape is funded in large part by participants' tuition—\$250 plus \$300 room and board for the six-day program. Departments can support LeaderShape and help their students by underwriting one or more participants, or by making a donation.

If you'd like to contribute, contact Dean of Student Affairs Martha Janners, 487-2465. Your help would be greatly appreciated, and students will directly benefit from your support.

The application deadline for LeaderShape '97 is Friday, February 28. Applications are available from the Undergraduate Student Government Office, Graduate Student Council Office, Office of Student Affairs, residence hall coordinators, Educational Opportunity, International Programs, and all academic departments.

New vice provost?

Continued from page 1

systematic, global way," Dobney said.

As to administrative staffing, Dobney responded that some of the new positions are legally required, and that "life is more complicated than it was thirty or forty years ago." The move to computers, for example, has done nothing to reduce the need for support staff. He noted that over the past few years, the reallocation process has moved about \$400,000 from administration to academic functions.

"I'm not in favor of more central administration positions, but undergraduate education needs more attention," Senator **Christa Walck** (SBE) said. "I don't think it can be dealt with through a decentralized system." Michigan Tech bills itself as an institution that emphasizes undergraduate education, she noted, but no one is truly responsible for instruction.

Senator **Jim Lutzke** (University Relations) said creating the new position seems like a positive approach. "The executive vice president and provost has so many duties consolidated in one position that when that job was posted, I couldn't imagine that anyone would want it," he said. "I think Fred must be in a constant state of mental crisis."

Since the new vice provost would assume some of Dobney's duties, it would have the effect of decentralizing responsibility, he added.

Senator **Glenn Mroz** (SFWP) noted that the new position would remedy an imbalance. MTU has a vice provost for research but no corresponding position focussing on instruction. The new vice provost could also work to enhance programs beyond undergraduate education, such as summer school, Mroz said.

In addition to the new position, Dobney proposed that the dean of student affairs be renamed vice provost and dean of student affairs, and that the information technology director be the vice provost for information technology.

"It's a statement of what's important at Michigan Tech," he said. "And it will bring some diversity to central administration." The new titles do not bring an increase in salaries, he said.

Dobney said he brought the vice provost proposals to the senate for informal feedback before discussing them with the Board of Control. The senate took no formal action on the issue.

POSITIONS AVAILABLE AT MTU

The following positions will be posted Friday, February 21, 1997, at 1:00 p.m. through noon, Friday, February 28, 1997, in the Human Resources Office.

Head Women's Volleyball Coach—Athletic Department
Licensing Assistant—Intellectual Property (REGULAR, PART-TIME)
Visiting Assistant, Associate, or Full Professor (dependent on qualifications)—Chemical Engineering

University employees are reminded to apply in writing prior to noon, Friday, February 28, 1997, to be considered as internal candidates. 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.

TIAA-CREF proposal

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Dobney expressed concern that the proposal lacked a cost analysis, but ceased his objections when committee members said the co-pays would be determined by administration with the goal of keeping the program affordable.

Senators also noted that, by supporting Dobney's proposal with amendments, they were giving it a show of support before the Board of Control. The Board is expected to consider TIAA-CREF retirement health benefits at its March 14 meeting.

In other business, the senate

- expressed dismay at a "Retirement Medical Benefit Plan" in force at MTU that informs TIAA-CREF participants upon retirement that their health coverage may be terminated or their premiums increased at will by the University. Dobney said he also opposes "the Plan" and would never enforce it, and that the Board of Control, in collaboration with its attorney, has the authority to address the issue.
- received proposed revisions to the University Senate Constitution. The primary change would be to formalize the current constituency, which includes most non-union staff except for top administrators, deans, and equivalent directors. The amendments require a two-thirds majority vote of the senate at two different meetings, and a majority vote of the former constituency, which was primarily made up of academic faculty.

Proposals in progress

Continued from page 4

- Edward Lumsdaine** (ME-EM), "C3P Education and Training," Ford Motor Company
- Xiaoqiu Huang** (computer science), "Automated Annotation of Genomic DNA Sequences," NIH
- Marvin McKimpson** (IMP), "Mechanical Alloying with 19 x 6 Mill," Waubik Inc.
- Scott Bradley** (KRC), "Dynamic Characterization and Analysis of the Timberline 3510 Log Length Measurement System," Lakeshore Inc.
- Mark Osborne** (KRC), "Winter Test Support," General Motors Truck Group
- Noel Urban** (civil and environmental engineering), "Retention of Sulfur in Lake Sediments," ACS Petroleum Research Fund
- Mark Osborne** (KRC), "For Winter Test Support Week of February 17," Chrysler

calendar



February

BLACK HISTORY MONTH

- 21 Friday**
1:30 p.m.—"Sexual Harassment: What's that All About?"—Memorial Union Ballroom 1
3:00 p.m.—Alex Bridges, "Synthesis of Polycyclic Heterocycles as Specific Inhibitors of Kinase Enzymes in Cancer Cells"—Chem Sci 102
6:30 p.m.—"Mo' Better Blues"—Walker 134
- 22 Saturday**
7:05 p.m.—Hockey, NEMU at MTU—MacInnes Student Ice Arena
8:00 p.m.—Keweenaw Symphony Orchestra with Jeffery Zook, "Heart and Soul"—Walker Theatre
- 23 Sunday**
3:00 p.m.—Keweenaw Symphony Orchestra with Jeffery Zook, "Heart and Soul"—Walker Theatre
- 27 Thursday**
7:00 p.m.—Women's basketball, GLIAC tournament opener, MTU vs. ?—Northern Michigan University
- 28 Friday**
6:30 p.m.—*Kansas City*—Walker 134
7:00 p.m.—Women's basketball, GLIAC tournament, winner of Thursday game v. ?—Northern Michigan University

March

NATIONAL WOMEN'S MONTH

- 1 Saturday**
2:00 p.m.—Women's basketball, GLIAC tournament third-place game—Northern Michigan University
4:00 p.m.—Women's basketball, GLIAC tournament championship game—Northern Michigan University
- 8 Saturday**
10:00 a.m.-5:00 p.m.—Family Fun Day—SDC, Memorial Union
- 18 Tuesday**
8:00 p.m.—Lecture, Dean Kamen—Fisher 135
- 21 Friday**
8:00 p.m.—Jazz singers spring concert—Walker Theatre