

March 27, 1998

*More people are  
flattered into  
virtue than bullied  
out of vice.*

—Robert Smith Surtees,  
"The Analysis of the Hunting Field," 1846

Vol. XXX, No.27

## Board of Control chair supports five-year budget proposal

Board of Control Chair **Jim Mitchell** has weighed in heavily on the side of the new five-year budget proposal designed to bring Michigan Tech to national prominence.

"We must decide that either we are going to be a less-expensive version of one of a number of run-of-the-mill technical engineering schools, or we are going to provide the resources necessary to become one of the premier engineering, science, and technology universities in the world," Mitchell told the Board of Control March 20.

A linchpin of the five-year budget is a 26.6 percent increase in employee salaries, designed to bring the pay of MTU faculty in line with that of their peers at similar institutions. Though the University has made progress over the past five years in bridging the gap, faculty salaries still lag behind by about 10 percent.

"Year in, year out, year after year, we cannot expect to continue attracting the brightest and best minds by paying 10 percent less than everyone else," Mitchell said.

Staff salaries also need to be addressed, though in some areas the University cannot hope to compete head-on with other employers. Systems administrators can command \$70,000 to \$80,000 salaries in the private sector, while MTU only pays \$30,000 to \$40,000. Computer experts choose to work at MTU for reasons other than financial gain, Provost **Fred Dobney** said.

Dobney presented the five-year budget draft, which includes salary hikes of 4 percent next year and 5 percent annually for the next four years. Salary increases would be awarded based solely on merit, equity, and marketplace considerations, he said.

Board of Control Member **Robert Thompson** asked how the cost of living in Houghton compared to other university towns. It's difficult to make an accurate comparison because the goods and services used by individuals vary widely, President **Curt Tompkins** said. For instance, while housing is very reasonable, air

*(Continued on page 6)*

## Senate receives draft MTU policy for coping with a financial crisis

Professor **Robert Keen** (biological sciences) presented a draft policy on coping with a University-wide financial crisis to the University Senate March 26.

Keen chairs the senate's Ad Hoc Committee on Retrenchment, which was charged with developing a policy for dealing with financial crises that could lead to layoffs, eliminating programs, etc. Under the proposal, the Board of Control would determine if a financial crisis exists, based on recommendations from the MTU president, the University Senate, and the Financial Emergency Committee (made up of senate officers and members of the Senate Finance Committee).

Once the Board of Control agrees that MTU is in a state of financial crisis, area administrators would prepare budget reduction plans, based on guidelines set down by the Executive Budget Council (composed of all MTU vice presidents and the director of budgeting and planning). The administrators would consult with employees and students as they develop their plans.

Then, the Reconfiguration Committee (including the Executive Budget Council, senate officers, two Senate Finance Committee members, the president of Staff Council, the deans, and a human resources representative) would evaluate the budget reduction plans and recommend to the Board of Control and the MTU president "all feasible measures of cost reduction short of removal of staff and faculty." Provost **Fred Dobney** said that, for example, the

University would first put a freeze on all travel before it considered any layoffs.

If those measures aren't adequate to deal with the crisis, the president would tell the Reconfiguration Committee to make recommendations that include removing employees. The committee would develop those recommendations and present them to the president and the University Senate.

Any employees affected would receive "prompt and explicit notice" that they were being laid off, and the University would make every effort to place them elsewhere at MTU. Laid-off employees would receive preferential hiring treatment for five years.

Faculty who are laid off would be allowed to maintain their fringe benefits by paying appropriate premiums. They would be appointed adjunct faculty; be given access to the library, computing, cultural, and recreational activities afforded regular faculty; have continuation of their status as graduate faculty; and be allowed to use granting and contract offices.

If the recommendations call for the removal of any tenured faculty, the Board of Control would have to approve them. The Board would also have the power to declare that a financial crisis is over.

Senator **Tom Snyder** (biological sciences) said that this seemed like a cumbersome process to use in an emergency situation. "From the time the chief financial officer walks into the president's office and says, 'Boy, are we in trouble,' how long would this take?" he asked.

*(Continued on page 5)*

## Tompkins named to Michigan Technologies Inc.

President **Curt Tompkins** has been named to the board of a new state organization that will help direct funding that promotes technological growth.

Michigan Technologies Inc. has been charged by Governor **John Engler** with allocating the state's technology-related business investments. Michigan missed having a leadership role in emerging fields such as computing, biotechnology, and health care in part because there was no systematic way to promote such industries, Tompkins told the Board of Control March 20.

Michigan Technologies Inc. will report to the Michigan Strategic Fund/Michigan Jobs Commission. Its mission is "to create jobs by serving as the state's lead organization responsible for increased economic competitiveness and long-term industrial diversification through technology and innovation."

Michigan Technologies Inc. could help promote technology transfer and result in additional jobs for the Upper Peninsula, he said. Executive Director of Corporate Relations **Peter Radecki** will also serve as an MTU representative to MTI.

## MTU notables

Associate Professor **Chuck VanKarsen** (ME-EM) has been recognized by General Motors as an outstanding professor in their Technical Education Program, MTU's distance-learning BSE program for GM employees. VanKarsen's fall-quarter student evaluations ranked him as excellent (4.0 or better on a 5.0 scale).

Instructor **Anne Wysocki** (humanities) has been awarded a grant for \$3,850 from the Michigan Council for Arts and Cultural Affairs to fund an August workshop introducing K-12 teachers from the western Upper Peninsula to multimedia design and composition. Matching funds will be provided by the Copper Country Independent School District. "This workshop will contribute in major ways to our community outreach and support efforts," humanities department chair **Cynthia Selfe** said.

## New staff

**Eric Oman** has joined the staff of the Department of Civil and Environmental Engineering as a research engineer I. He was previously a programmer and systems analyst for Ford Dealer Computer Services. Oman earned a BS in Chemical Engineering from MTU in May 1997 and expects to complete his MS in April. He lives in Hancock.

## Computer classes

If you'd like to sign up for any of the computer classes listed last week in *Tech Topics*, contact Sharon Tyrell (487-2416, sktyrell@mtu.edu).

## TECH TOPICS

is published weekly by

### University Relations

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Gail Sweeting, composer

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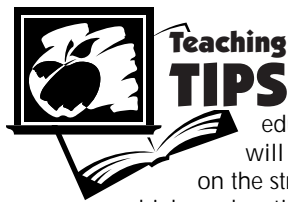
Information to be included in *Tech Topics* should be submitted to the *Tech Topics* editor in one of the following ways:

- By e-mail to [ttopics@mtu.edu](mailto: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



Some educators hope and believe that computer-based educational technologies will have little or no impact on the structure and delivery of higher education. Conversely, there are those who believe that these increasingly powerful technologies, which are pervading and transforming virtually every other aspect of human endeavor, will almost inevitably result in unimaginable and unforeseen changes in higher education in the not-so-distant future.

Those who underestimate the influence of computer technology are in good company. Only fifty-five years ago, Thomas Watson, then chairman of IBM, said he thought "there was a world market for maybe five computers." Six years later, *Popular Mechanics* forecasted that "computers in the future may weigh no more than 1.5 tons." Just over forty years ago, the editor in charge of business books for Prentice Hall wrote, "I have traveled the length and breadth of this country and talked with the best people, and I can assure you that data processing is a fad that won't last out the year." Just twenty-one years ago, Ken Olson, president, chairman, and founder of Digital Equipment Corporation, said, "There is no reason anyone would want a computer in their home." Even Microsoft head Bill Gates said in 1981, "640K ought to be enough for anybody."

On the other hand, there is no doubt that, just as naysaying has been one persistent motif of those commenting on the influence of technology on education, exaggerated claims have been featured in this landscape, as well. Thomas Edison overshot the mark estimating the monumental effects that his motion picture technology would have on education. Similarly, the early proponents of radio and television predicted revolutionary impact on public education. Many would hold that the actual educational effects of these media have been marginal, at best.

In 1992, Robert McClintock, professor of history and education, Teachers College, Columbia University, wrote *Power and Pedagogy*, discussing some of the potential ramifications of the digital onslaught on education. McClintock suggests that, beginning somewhere around 1500, many features of our present educational system came into being as a result of the increasing availability of move-

## Higher education and technology, part 1

by William Kennedy, director

able type. Over time, he argues, a series of educational strategies emerged that made our present "mass schooling" model possible. Key steps in this process included

1. developing a specific place where education would take place (classrooms), organized into a sequential system (school), where students would meet for fixed periods of time (sessions), to follow a course of study in measured units (lessons).
2. creating a workable value system that defined student progress or success as being related to the ability to out-memorize or to solve provided "problems" better and faster than other students (on examinations) and to better emulate the intellectual and behavioral modes of the instructor (in recitations).
3. creating a cultural mythology that verified that this vision of educational progress was proper and good.
4. focusing instruction around the reading and classroom elucidation of textbooks.
5. developing a system of teacher education to provide sufficient personnel who subscribed to and were able to manage this "mass schooling" educational process.
6. securing support for funding and student participation by arguing that these educational processes were key to societal development and cohesion (economic and political).

McClintock, and many others, argue that though these educational strategies may have served us well for the last 500 years, emerging computer-based technologies are already bringing into question the continuing desirability of these practices. In this book, and related writings and presentations, McClintock explores some provocative possibilities of how emerging computer-based educational technologies might be fundamentally changing the educational enterprise of the new millennium. Next week, we'll delve into a vision of these possibilities.

N.B. You can read McClintock's book and related articles on the Web by going to the center's home page (<http://www.admin.mtu.edu/ctlfld/>) and clicking on the "Teaching and Learning with Technology Web Resources."

## Board gives go-ahead to Hockey Education Center planning

The Board of Control agreed March 20 to allow the University to proceed with planning for the Hockey Education Center.

The center will be supported by a \$5-million fundraising drive spearheaded by the Hockey Advisory Council, which will be part of the University's Capital Campaign. It includes \$2 million for the center and \$3 million to create a Hockey Endowment Fund.

The renovation will include the addition of a study room for hockey players that houses about ten computers; a new thirty-stall locker room; and enlarging the strength and conditioning room, the press box, the training room, and the equipment storage area.

In May, the Board will receive a report on the center's progress and is expected to vote on whether to continue with the project.

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## I Musici de Montreal at Michigan Tech April 4

As mixtures of nationalities go, the combination of Russian-born cellist and conductor Yuli Turovsky and the French-speaking Canadians of I Musici de Montreal is, to say the least, unusual. But it's a combination that works extraordinarily well. This world-class chamber orchestra visits Michigan Tech on Saturday, April 4, for an 8:00 p.m. performance in Fisher 135. The performance is funded by the Katherine M. Bosch Endowment and tickets are on sale 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.).

Before emigrating from Russia, Turovsky was a member as well as a soloist with the Moscow Symphony Orchestra. Since his arrival in Canada in 1977, he has founded three internationally recognized ensembles: I Musici de Montreal (1983), the Borodin Trio, and the Turovsky Duo, with his wife Eleonora, who is also the concertmaster of I Musici. Turovsky is known for his energetic conducting style. He is like an actor who portrays all the emotional moods called for in the music. It's a very Russian approach, and, not surprisingly, I Musici is often compared to the Moscow Symphony Orchestra. Turovsky's musicians respond with "committed performances of great sweep and emotional point" and with "an instrumental virtuosity that finds a singing line in whatever they play" (*Fanfare Magazine*).

The program at Michigan Tech will be decidedly international, traversing the works of Franz Joseph Haydn, Giuseppe Verdi, Benjamin Britten, and José Evangelista. The concert begins with *Airs d'Espagne*, arranged by Spanish-born Canadian Evangelista, composer-in-residence with the Montreal Symphony Orchestra. A sequence of Spanish folk melodies, *Airs d'Espagne* is a work of charm and simplicity demonstrating the Moorish, flamenco, and Sephardic influences that have contributed to Spanish music. Verdi's string quartet (arranged for string orchestra) is the only piece of chamber music he ever composed. Verdi wrote the quartet merely to pass the time when his opera *Aida* was delayed due to the illness of the diva. Several of Verdi's biographers claim that he slept with the quartets of Haydn and Beethoven on his bedside table. True or false, the influence of these

two composers can be heard in this beautiful work.

Turovsky exchanges his baton for his cello in Haydn's *Divertimento* for cello and strings. He has performed as guest soloist with a number of leading orchestras around the world and has been heard at Carnegie Hall and Lincoln Center in New York and the Kennedy Center in Washington, DC, as well as many other notable concert halls. He has recorded more than sixty albums on the Melodia, CBS, CBC, and Chandos labels. Described as an "electrifying cellist" (*Chicago Tribune*) who "plays like a one-man orchestra" (*San Francisco Chronicle*), Turovsky gives a romantic performance of this classic work originally written as a divertissement by Kapellmeister (music director) Haydn for his patrons, the wealthy Esterhazy family. The final work in the program, *Variations on a Theme of Frank Bridge*, by the British composer Benjamin Britten, is stern and deeply emotional and showcases the skill and versatility of I Musici's players. Written as an affectionate tribute to his teacher, Britten composed the piece as a musical portrait of Bridge, representing him in a variety of moods—his humor, charm, enthusiasm, and sympathy.

Founded in 1983, I Musici de Montreal, one of the few permanent full-time orchestras in the world, now plays over 100 concerts a year and boasts an impressive 30-plus digital recordings on the London Chandos label, distributed in 39 countries around the world. Acclaimed as the premier chamber orchestra in Canada, they also tour extensively in the US, Asia, Mexico, and Europe. International awards, rave reviews from the critics, and their numerous recordings have established their international reputation.

The performance of I Musici de Montreal is made possible with funding from the Katherine M. Bosch Endowment. For ticket information call the numbers above. For additional information call University Cultural Enrichment at 487-2844.



Submitted by University Cultural Enrichment

## Violin, piano recital March 29

Submitted by the Department of Fine Arts

Two of our area's finest musicians, violinist Eric Lawson and pianist Nancy Royce Martin, will give a recital on Sunday, March 29, at 3:00 p.m. in Walker Theatre.

The program features sonatas by Mozart, Ravel, Debussy, and Leclair. 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 general public, \$5 senior citizens, and \$3 students.

Lawson has been an active recitalist and soloist since joining the fine arts department two years ago as Keweenaw Symphony Orchestra concertmaster. He teaches private and group lessons for students of the Copper Country Suzuki Association. Last summer, he taught and performed in three summer programs, including the Pine Mountain Music Festival's Youth Honors Orchestra Program and the Superior String Alliance program headquartered in Little Lake (Marquette County).

Martin, a Negaunee resident, first played with Lawson during last summer's Superior String Alliance programs. She has performed throughout the United States and Germany, and taught on the faculties of Kent State University, the Wisconsin Conservatory of Music, and the College of St. Scholastica, where she was artist-in-residence.

For more information, contact the fine arts office, 487-2067.

## Library friends seeking book donations

The Friends of the Van Pelt Library are asking for donations for their annual book sale, set for on April 15.

Such an opportunity to make room on your bookshelves or clean out the attic! A container for donations is in the lobby of the library or, if you have too many to carry, call Bob Marr (487-2899, [rmarr@mtu.edu](mailto:rmarr@mtu.edu)) for pick-up. If you would like to join the Friends, which makes you eligible to attend their special pre-sale on April 14, contact Kim Hoagland (487-2113, [hoagland@mtu.edu](mailto:hoagland@mtu.edu)).

### Learn to work smarter

## Direct marketing class coming

If you recruit students, generate memberships in an organization or club, sell merchandise or ideas, or meet alumni, recruiters, or prospective students and their parents, you are in the direct-marketing business.

If you handle inquiries about MTU and its programs, you are in the direct-marketing business.

If you run a small business, chances are you are in the direct-marketing business.

By applying direct-marketing techniques, many MTU faculty and staff can see much greater returns on their time and effort. To learn how, enroll in the Fundamentals of Direct Marketing, offered June 9–July 15 by **David Rudd** (SBE), assistant professor of marketing.

Last year, about two dozen students, staff, faculty, and local business people took the course. The results speak for themselves.

- a tripling of registration for a specialty course at MTU
- doubling the revenue for an MTU catalog operation, despite a 33 percent reduction in total catalog circulation
- two successful fundraisers by the Seaman Museum

Now is your opportunity to learn the basics of a very powerful style of marketing. Registration begins on April 20. For more information, contact Rudd at 487-2439 or [dvrudd@mtu.edu](mailto:dvrudd@mtu.edu)

## Teams invited to Randy McKay Classic

Three-person hockey teams are invited to participate in the Randy McKay 3-on-3 Classic, being held through April 5 at the MacInnes Student Ice Arena.

Teams are made up of three players plus a goalie and compete in several categories ranging from Squirts (ages 9–10) through Men over 35. Goalies register on their own—teams do not bring their own goalie.

Games are made up of two ten-minute periods, with teams switching goalies during the rest period. All teams are guaranteed two games during double-elimination play.

For more information or to register, call Mark Maroste at 487-2975 or Dave Nordstrom, 487-2578.

## Proposals in progress

Researchers, their proposals, and their potential sponsors are

- **Thomas Van Dam** (civil and environmental engineering), "A Study of Materials-Related Distress (MRC) in Michigan's PCC Pavements," MSU-MDOT; and "Modernization of the ILLI-SLAB Finite Element Analysis Program for Concrete Pavements," MDOT
- **Peter Laks** (IWR), "Treatment of Termite Specimens for DPF Threshold Determination in Douglas Fir," DowElanco
- **Francis Otuonye** and **David Carlson** (mining), "Mine Safety Technical Services to Companies," various sponsors
- **Sudhakar Pandit** and **John Sutherland** (ME-EM), "PhD Fellowships in Environmentally Conscious Manufacturing," Department of Education
- **Martin Auer** (civil and environmental engineering), "Phosphorus and Nitrogen Cycling in Onondaga Lake," NSF
- **David Perram** and **David Hand** (civil and environmental engineering), "Analytical/Research Support for NASA VRA Flight Evaluation," ION
- **Chandrashekar Joshi**, **Vincent Chiang** (IWR), and **Xiaoqiu Huang** (computer science), "Expressed Sequence Tags for Xylem Development in Aspen," USDA CREES
- **Michele Miller** (ME-EM), "Machinability Comparison of Virgin and Recycled Magnesium," Dow Chemical

## Mines, mountains, copper, and gold at Tech Tea Time

Submitted by University Cultural Enrichment



surveyed the Kennecott copper mine and the Bremner mining district, two divergent, yet equally impressive early-to-mid-twentieth century mining sites. As a New Zealander, White may be used to seeing spectacular scenery, but little prepared him for this Alaskan experience. White will be the guest at Tech Tea Time on Wednesday, April 1, at 4:00 p.m. in the Memorial Union Alumni Lounge. He'll talk about the trip and show slides of the spectacular mountain vistas and scenic locations of the Kennecott copper mine and Bremner gold mining district, as well as showing some surprising Keweenaw connections.

"Despite the passage of 60 to 100 years, the sites of Kennecott and Bremner exhibit phenomenal preservation, offering unique insights into living and working conditions and the general Alaskan mining experience," says White. "In bunkhouses perched 2,000 feet above massive glaciers, we found food, clothing, books, and magazines dating from the 1930s and even much earlier, lying exactly where miners had left them."

During its period of operation, the Kennecott Mines produced almost all of Alaska's copper. As a large-scale mining operation, Kennecott influenced the success of other mining ventures in the region. It also played a key role in Alaskan politics, including a scandal that indirectly brought down a US president. The remote Bremner gold mining district provides an interesting contrast. Worked off and on for over forty years, rarely more than a dozen miners operated in the area. Considerably less productive, Bremner required great determination and perseverance among the miners to turn a profit.

Documenting the mining sites involved as much education in mountain climbing as in mining history. "It proved thrilling enough just to reach the sites, but then we had to find ways to get safely down," recalls White. "The fear of being buried by a rock slide or mauled by a bear was a real and constant companion. In this place, Nature doesn't hesitate to point out who is in charge."

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

## Women's History Month display winners named

Submitted by Assistant Professor Patricia Sotirin (humanities)

The extraordinary contributions of ordinary women is a prominent theme of this year's winning displays in the second annual Women's History Month Bulletin Board Contest, sponsored by the Presidential Commission for Women.

Two displays received \$100 awards: "Famous Women in History," by students **Lisa Anderschat** and **Debbie Hermes**; and "Nora Made a Difference," by the Traprock 4-H Club.

"Women of Computer Science," by the MTU Chapter of Women in Computer Science, is a \$50 winner. "I'm Every Woman," by the Society of Intellectual Sisters, and "Making A Difference," by Strange Crew, are \$25 winners. The public is encouraged to view these displays through April 3.

"Famous Women in History" is in East Wadsworth Hall on the first floor. The display presents both well-known and little-known women whose words and deeds made significant contributions across a range of endeavors including politics, science, medicine, and space travel.

"Nora Made a Difference" is in Administration/Student Services outside the Registrar's Office. The display honors women's

In the summer of 1997, a small team of researchers from Michigan Tech conducted archaeological field work in the Wrangell-St. Elias National Park and Preserve, in south-central Alaska. The largest national park in the United States, the Wrangells is home to some of America's most beautiful mountain scenery. Four major ranges, including nine of North America's sixteen highest peaks, reside within its borders.

Surrounded by glaciers and wildlife, graduate student **Paul White**, with Associate Professor **Pat Martin** and graduate student **Will Urdike** of the industrial archaeology program,

documented the mining sites involved as much education in mountain climbing as in mining history. "It proved thrilling enough just to reach the sites, but then we had to find ways to get safely down," recalls White. "The fear of being buried by a rock slide or mauled by a bear was a real and constant companion. In this place, Nature doesn't hesitate to point out who is in charge."

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traditional roles and activities through a biographical pictorial of a local 4-H leader.

"Women of Computer Science" is on the second floor of Fisher Hall. The display reviews the historical and contemporary presence of women in the computer science field.

"I'm Every Woman" is in McNair Hall near Room 108. It portrays the contemporary variety of possibilities for women inspired by Maya Angelou's poem "Phenomenal Woman" and includes a short history of National Women's History Month.

"Making a Difference" is in West McNair Hall between Rooms 243 and 244. The subtitle of this display, "As Always Women Were There," is depicted with pictures and text about famous and little-known women who participated in important historical events.

Awards will be made on Tuesday, March 31, at 2:00–2:20 p.m. in the Women's History Month Reading Room, Memorial Union Ballroom B. The Presidential Commission for Women congratulates these winning displays for making the diversity and significance in women's historical roles and contributions more visible.

## Montemagno guest lecturer March 30–31

Carlo Montemagno, an assistant professor in the Department of Agricultural and Biological Engineering at Cornell University, will be giving two lectures at MTU next week.

"Evaluation of Biological Molecular Motors as a Power Source for Nanofabricated Devices" will be held Monday, March 30, 4:00–5:00 p.m. in Fisher 139. Montemagno will discuss his research using electron beam lithography for nanoscale surface chemical modification and molecular-scale protein engineering to harness the mechanical motion of a biological motor protein, F1-ATPase. The goal is to combine chemical and biological manipulations as a source of power for nanomechanical devices.

"Experimental Measurement of the Functional Relationship between Capillary Pressure, Saturation and Interfacial Area" will be on Tuesday, March 31, noon–1:00 p.m. in M&M U113. Montemagno will discuss Photoluminescent

Volumetric Imaging (PVI), a new method of conducting pore-scale measurements of the interfacial area and pore geometry over a representative volume of porous medium. He will describe the analytical techniques used to extract interfacial area and other data from these measurements.

Montemagno's visit is the first in the new University Lectures in Science and Technology series. The series focuses on highly interdisciplinary research at the cutting-edge of science and technology. The lectures are supported by the Center for Teaching, Learning, and Faculty Development, the College of Sciences and Arts, the College of Engineering, and the Departments of Physics, Civil and Environmental Engineering, and Chemical Engineering. For more information on the series, please contact David Odde (487-2140, odde@mtu.edu), Alex Mayer (487-3372, asmayer@mtu.edu), or Michael Renn (487-2045, mrenn@mtu.edu).

## On the road

Presidential Professor **John Johnson** (ME-EM) presented the Bachelor of Science in Engineering degrees from MTU at the General Motors Technical Education Program Annual Commencement Ceremony, held March 5 in Warren. Professor **David Sikarskie** (ME-EM) and ME-EM Industrial Advisory Committee Members **John Schweikert** (General Motors) and **Geoffrey Weller** (General Motors) were present and assisted in a separate ceremony to induct the graduates into the Order of the Engineer Ceremony. Also attending the commencement and Order of the Engineer Ceremony was **Martha Banks-Sikarskie**, interim director of Extended University Programs.

## New ombudsperson sought

The Ombudsperson Committee is seeking applicants for the position of MTU ombudsperson.

The ombudsperson, who operates independently of the University administration, receives and investigates complaints made by any member of the academic community. This person must have integrity and an understanding of the principles of simple justice and academic due process. Also, the ombudsperson maintains a position of neutrality in all campus political and social matters.

The ombudsperson must be a tenured MTU faculty member. Their department will receive an amount equivalent to 25 percent of their salary and the ombudsperson receives release time for performance of their duties.

To apply or nominate a candidate, contact one of the following committee members: Jim Carstens (487-1662; jrcarste@mtu.edu), Gil Lewis (487-2918, lewis@mtu.edu), or Sharron Paris (487-2936, sparis@mtu.edu)

## Stairway to Health program in April

Wellness Coordinator **Erin Carter** is inviting MTU employees to eschew the elevator for the staircase, at least during the month of April.

The Stairway to Health program is designed to encourage a little extra activity during the work day. Taking the stairs not only burns off a few calories, it also strengthens and tones your legs and alleviates some of the stiffness that comes from too many hours sitting at a desk.

To keep track of your progress, use the grid Carter has distributed to all MTU employees and check off a box each time you climb a flight (floor) of stairs. When you've filled in the grid, campus mail it to Carter in Human Resources for a drawing. First prize is a Michigan State Park pass and two nights at McLain State Park (off-season). Second prize is a \$10 gift certificate to the Lockerroom shoe store.

## Senate *(Continued from page 1)*

To peals of glee from the senate, Keen said it could be implemented in about one week. He noted that similar policies were used at the University of Washington and Washington State University in the mid-1980s, when the state was hit by a serious economic downturn.

"The whole purpose of this process is to come up with a reasonable policy that protects people's interests under the worst of circumstances," Dobney said. "Once someone's ox is getting gored, it's hard to come up with a rational process."

The senate is expected to review the proposal, which would require Board of Control approval to be implemented. For a copy of the entire draft proposal, consult a senator.

The Board of Control is also considering a change in employee termination procedures. The University is developing arbitration procedures that could be implemented if the Board cuts language on the staff employment application saying that employees serve "at will." Under the proposal, employees who felt they were terminated unfairly could bring their case to an outside arbitrator, whose decision would be binding on both the University and the terminated employee.

Such a change would bring MTU's official policy more in line with its current procedures, Dobney said. "We don't fire people on the spot," he said.

A Senate Finance Committee proposal, "Calendar Transition Early Retirement," has no chance of being adopted in its present form, Dobney said. The proposal would give faculty and staff with 80 points (age plus years of service) a payment of anywhere from 2.5 percent to 5 percent of their salary times their years of service, up to a potential maximum of \$200,000.

"When I first saw the proposal it was much more modest, and I opposed it then because it wasn't a no-cost option," Dobney said.

Committee Chair **Bruce Barna** (chemical engineering) said the proposal could cost \$500,000 in its first year, but could save \$1.5 million in the long run. Dobney said it would still be unacceptable because it would eat into salary increases.

The proposal was designed to save money in the long run, since new faculty would be receiving lower starting salaries than senior faculty. Senator **Pat Joyce** (SBE) disagreed, saying that in some cases, senior faculty are making less than new hires.

Dobney objected to a provision that would allow departments to retain the positions vacated by faculty retiring under the program. To create a pool of money for new programs, he is exercising position control, and to exempt those positions would undermine that program.

Senate Secretary **Janice Glime** asked what the program's objective was, and was told it was to provide a retirement incentive, particularly for faculty who don't want to retool their courses in preparation for a change to semesters. If that's the case, Dobney said, a program should be instituted in fall 1998 and have a finite life, since the semester change could be implemented in fall 2000. "People need to plan, and we need to look at the realignment of resources," he said.

To break even and be acceptable to the administration, the program would have to leave departments with enough money to cover the cost of teaching the retirees' classes, after distributing any retirement bonuses. Dobney suggested that senators talk to the deans and department chairs to determine that amount.

The senate approved a new pre-law option for the BS in Social Sciences. The new option could increase enrollment in the Department of Social Sciences; because the department is underenrolled, no new faculty would be needed to support the option. Before being implemented, the pre-law option must be approved by the administration.

## Board of Control *Continued from page 1*

transportation in and out of Houghton is far more expensive than in metropolitan areas.

The budget plan also calls for adding fourteen new faculty and fifteen new staff. While faculty numbers have risen by about fifty in the past few years, the number of staff positions has not kept pace, and support staff will be needed in some areas, Dobney said.

Tuition over the next five years would increase from \$3,936 to \$4,986 for resident lower-division students, \$3,936 to \$5,486 for upper-division students, and \$3,276 to \$5,426 for graduate students.

**John DeVoi**, president of the Undergraduate Student Government, protested the proposed hikes. "We're concerned that Michigan Tech remain affordable," he said. He suggested that the tuition increases only apply to incoming students, not those already enrolled "who expected a 'best buy.'" And the proposed tuition hikes will affect enrollment, he said. "Cheap tuition equals more students."

Board of Control Member **Bronce Henderson** disagreed. "I would take exception to the statement that cheap tuition means more students," he said. Cal Tech and MIT are considerably more expensive than Michigan Tech, yet they are considered among the nation's best buys. "After the investment, they have a huge rate of return," he said.

A new federal tax law will allow for a two-year, \$1,500 tax credit to offset the cost of tuition for many middle-class families, Henderson said, which would offset the impact of the proposed tuition increases.

Even with the proposed tuition hikes, Michigan Tech would be less expensive than Michigan State

and substantially cheaper than the University of Michigan at Ann Arbor, Dobney said. In addition, MTU is more generous with its financial aid, returning 31.41 percent of tuition revenues to students, compared to 30.35 percent for Ann Arbor and 17.9 percent for MSU.

"We are at a crossroads," Dobney said. "When Curt came here in 1991, we were a blip on the screen." Since then, the University has risen to Doctoral II status in the Carnegie rankings, is now de facto Doctoral I, and is very close to Research II.

"But we can't continue to occupy that position unless we make investments in the institution," he said.

"Everyone is in favor of spending money and no one is in favor of providing it," he said. "It's not a popular decision to raise tuition by this amount, but the value of a Michigan Tech degree will rise as our reputation is enhanced. And you can't hire and keep excellent people if you don't pay them competitively."

### In other business, the Board

- approved a new Master of Engineering degree. The proposal must be supported by the State Board of Academic Officers and again by the Board of Control before it can be instituted, possibly in fall 1998.
- accepted the low bid of the accounting firm Coopers & Lybrand to serve as the University's external auditor.
- instructed the administration to develop arbitration procedures that would minimize the University's legal liability if it were to remove "at-will" language from the staff employment application.

## More Women's Week workshops

Three additional workshops have been scheduled for the Second Annual Women's Week celebration. All workshops are in Memorial Union Ballroom B.

Sandra Harting will present "Women's Bodies and the Earth: A Voice for Sustainable Living" on Tuesday, March 31, at 3:00-4:00 p.m. Also on Tuesday, elder and activist Sylvia Cloud will present "Women in Traditional Anishnabe Culture" at 4:00-5:00 p.m.

**Donna Beels** (public safety) will speak on "What to Do After an Assault" on Thursday, April 2, at 4:00-4:30 p.m.

The multi-talented Regina Vincent Clark, of Nashville, Tennessee, will be performing noon-1:00 p.m. on Friday, April 3. A complimentary pasta bar luncheon will be available to all attending Clark's performance.

## 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, March 27, 1998, at 1:00 p.m. through noon, Friday, April 3, 1998, in the Human Resources Office.

- Senior Clerk (N2)—University Cultural Enrichment, Memorial Union Box Office (REGULAR, PART-TIME, NINE-MONTH POSITION; TWENTY HOURS PER WEEK, WEEKS 1-11 OF FALL, WINTER, AND SPRING QUARTERS; UAW INTERNAL AND EXTERNAL POSTING)
- Secretary II (N4)—Mathematical Sciences (REGULAR, FULL-TIME, UAW INTERNAL AND EXTERNAL POSTING)
- Senior Specialized Clerk (N4)—Registrar's (REGULAR, FULL-TIME, UAW INTERNAL AND EXTERNAL POSTING)
- Administrative Assistant—J. R. Van Pelt Library
- Laboratory Technical Coordinator—Mechanical Engineering-Engineering Mechanics
- Data Entry Operator (N2)—Biographical Records (REGULAR, FULL-TIME, UAW INTERNAL AND EXTERNAL POSTING)

University employees are reminded to apply in writing prior to noon, Friday, April 3, 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.

## March National Women's Month

- 27 **Friday**  
8:00 p.m.—The Troupe's Comedy Show—Walker Theatre
- 28 **Saturday**  
8:00 p.m.—The Troupe's Comedy Show—Walker Theatre  
8:00 p.m.—The Acting Company, *Romeo and Juliet*—Calumet Theatre
- 29 **Sunday**  
3:00 p.m.—Nancy Royce Martin and Eric Lawson, piano-violin recital—Walker Theatre
- 30 **Monday**  
4:00 p.m.—Carlo Montemagno, "Evaluation of Biological Molecular Motors as a Power Source for Nanofabricated Devices"—Fisher 139
- 31 **Tuesday**  
11:00-a.m.-5:00 p.m.—Women's Week workshops—Memorial Union Ballroom  
noon—Carlo Montemagno, "Experimental Measurement of the Functional Relationship between Capillary Pressure, Saturation, and Interfacial Area"—M&M U113

## April

### Fair Housing Month

- 1 **Wednesday**  
10:30-a.m.-4:30 p.m.—Women's Week workshops—Memorial Union Ballroom  
4:00 p.m.—Tech Tea: Paul White, archaeological work in Alaska—Memorial Union Alumni Lounge
- 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

## 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).