

Search for tomorrow

Special meeting with expert helps regents plan course for presidential search

By Ward Mullens

The process of selecting a university president can be a lot like walking through a minefield in oversized clown shoes.

To help navigate their upcoming presidential search, the Eastern Michigan University Board of Regents held a special meeting May 12 with Dr. James L. Fisher, a consultant who specializes in higher education presidential searches.

"We covered a lot of territory," said Board Chair Philip Incarnati, who was elected to chair the search committee. (The Board of Regents will select a consulting firm at a June 1 meeting in 201 Welch Hall.)

Fisher, professor of leadership studies at the Union Institute in Cincinnati, has authored and co-authored several books on presidential leadership, including the lone study on presidential effectiveness with EMU's Martha Tack.

"The presidential search is clearly the most important function of a governing board," Fisher said. "The search process in Michigan is one of the louisiest I have ever seen, yet Michigan is one of the most attractive states for a presidency." Fisher said that EMU's presidency would be one of the most attractive presidencies in the country.

Fisher pointed to four key conditions of conducting a good search for a president. He said that a good committee; a good, outside consultant; referencing; and confidentiality are the ingredients for landing quality candidates and the right person.

Fisher said that some of Michigan's state statutes can make it difficult to keep quality candidates interested. The primary drawback is confidentiality. Michigan has a statute that requires the institution to publicly identify five finalists then wait 30 days before a vote can be taken on the final selection.

"The college presidency is the toughest CEO in the country. They have to pander to many different groups. It brings out the best and tempts the worst."

- Dr. James L. Fisher,
 professor of leadership
 studies at the Union
 Institute

That becomes an issue because most candidates don't want their current employers to know that they are actively seeking other jobs.

Another key to the process, according to Fisher, is acting quickly.

As for the characteristics of an effective president, Fisher said they include a person who is somewhat distant, retains final authority, is a strong action-oriented visionary who acts out of educated intuition and someone who is committed to shared governance.

"The college presidency is the toughest CEO in the country. They have to pander to many different groups," said Fisher. "It brings out the best and tempts the worst."

Other questions raised by board members included hiring someone outside of the academic community.

Fisher recommended that the regents look at persons who are current presidents because they have a "record of change."

Another question was posed regarding the problems of hiring from within the University.

See SEARCH, PAGE 4

Milhouse joins Regents

By Ward Mullens

Donna R. Milhouse of Detroit became the newest member of the Eastern Michigan University Board of Regents May 7.

Milhouse, who earned a bachelor's degree in business administration from EMU in 1981, was appointed to the board by Gov. John Engler. Engler also reappointed Joseph E. Antonini to the board.

Milhouse, who was appointed to replace Gayle Thomas, and Antonini will serve terms expiring Dec. 31, 2006.

"I'm very excited about the opportunity to make a positive impact on my alma mater," said Milhouse, assistant general counsel for AAA Michigan.



Milhouse

"As an EMU graduate who has gone on to great success in her career, Donna is uniquely qualified to help make the decisions that will help guide the university and its students into the new millennium," said Engler.

Milhouse earned her Juris Doctor degree from Wayne State University in 1984. She has served as a Wayne County defense mediator, a volunteer lawyer for the Domestic Assault Injunctions Project and is a member of the faculty for the Institute of Continuing Legal Education.

Antonini, of Bloomfield Hills, was originally appointed to the EMU Board of Regents in 1997. He is the retired chairman and CEO of Kmart Corporation. He served as chairman of the board, president and chief executive officer of Kmart Corp. from 1987-95.

Riccinto returns to Carnegie

By Ward Mullens

The old saying about how you get to Carnegie Hall is probably true.

And while it takes practice, practice, practice to get there, getting asked to come back takes something else.

"It's not a normal thing" said EMU's Dr. Leonard Riccinto of his recent invitation to return to the stage at Carnegie Hall in New York. "To be invited back is a real compliment. For them to in-

vite us, they have to had liked it the first time and appreciate what you are doing."



Riccinto

Riccinto, who has been at Eastern Michigan for 14 years, recently directed a group of choirs from

See CARNEGIE, PAGE 4

Organ dedication postponed

Music was scheduled to fill Pease Auditorium June 21 when the Frederick Alexander Memorial Organ was to be dedicated with an inaugural concert.

The music department recently found out that the restoration process is taking longer than expected and that the earliest the organ will be ready could be the fall.

"We don't have a date yet," said Professor Kristy Merreta of when the dedication might take place.

The restoration process began in 1993. The organ was originally dedicated in 1960. The Aeolian-Skinner Company built the organ, which was designed and voiced by Erich Goldschmidt, professor of music at EMU from 1955-1978. The organ was a gift from Frederick Alexander, who left \$85,000 in his will so that EMU could purchase it.

Alumni learn how to succeed in show business

By Ward Mullens

According to actor/director Dennis Cockrum, about one percent of the actors in the Screen Actors Guild are movie stars. A slightly larger percentage make a living acting. The majority, according to Cockrum, are just trying to work enough to earn insurance coverage.

Cockrum ('77, '84) and fellow EMU alumnus Michael McCafferty ('93) count themselves fortunate to be making a living as actors.

Cockrum and McCafferty have returned to campus to perform in *The Fantasticks* at Sponberg Theatre, June 4-12.

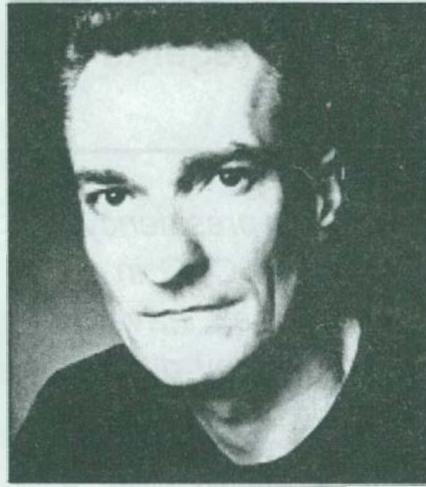
"I played this same part when I was here (in college)," said Cockrum of his role as a father named Bellamy. "Now I'm the right age!" he said with a laugh.

"It's not that different (being back)," said McCafferty. "Some of the professors have retired, but it's not as weird as I thought it would be."

Cockrum and McCafferty have been busy since leaving Ypsilanti.

Both have extensive stage, screen and television experience.

McCafferty is a guest artist with



Cockrum

Lamb's Players Theatre in San Diego. Since moving to the west coast in 1996 McCafferty has done several independent films, numerous commercials and recently completed a role on television's *Silk Stalkings*.

Cockrum's credits include movies such as *Above the Law*, *Uncle Buck* and *The Glimmer Man*. His television credits include *Home Improvement*, *ER*, *The Pretender*, *Chicago Hope*, *Star Trek: The Next Generation* and *Cheers*.

"I married Carla's daughter," said Cockrum of his role on *Cheers*. "It was the least I could do, I got her



McCafferty

pregnant," he said of his character. "That was a big thrill, but no one knew my name," Cockrum added as an inside joke to the show's theme song. Cockrum will appear in the upcoming Showtime remake of *Inherit the Wind* with George C. Scott and Jack Lemmon.

"My career is not as extensive as Dennis'," said McCafferty, 30. "But I have been able to make a living as an actor without working in food service."

Both Cockrum and McCafferty said making a living by acting can be hard and isn't all that glamorous.

One of McCafferty's jobs was working at Sea World. He said part of his performance consisted of getting kissed by a walrus.

"I enjoyed it," he said of performing before a live audience and not the kiss.

Cockrum and McCafferty said their experiences at Eastern Michigan have served them well, both on stage and off.

"I got a pretty good education here," Cockrum said.

"I got more out of the less structured program here because we were able to sample and experiment," McCafferty said. "It gave me the freedom to be creative and make mistakes."

Cockrum and McCafferty said they hope to impart some of what they have learned in the workshops they will be conducting for EMU students.

As for advice for up-and-coming actors and actresses, Cockrum and McCafferty agree that tenacity is a key characteristic to possess.

"You have to have a tough skin," McCafferty said. This business is about failure."

"You have to be yourself," Cockrum said. "Don't try to be someone else's idea of who you are."

EMU to host Relay for Life June 19

By Ward Mullens

Martha Emerich, manager of EMU's University Park, got involved with the American Cancer Society's Relay For Life last year.

As a member of a team, she had to raise at least \$100. One method she used was sending letters to family and friends encouraging them to make a pledge.

"A man I didn't know sent back \$50 and ordered three luminaries for siblings who had cancer. That touched me," said Emerich.

Emerich is trying to get more people involved and is the site manager for this year's event, which is set for June 19-20, 10 a.m.-10 a.m., at EMU's University Park.

"What I have discovered is that there isn't one

person out there who doesn't know someone who is living with cancer or has died from it," Emerich said.

Registration for a team of 8-12 is \$150, but Emerich said any cancer survivor can walk the first lap of the relay. There is also the Luminary Lighting Ceremony at dusk. Luminaries are small bags with lights that are used to illuminate the course during the 24-hour long event. Each luminary bears the name of someone with cancer. The luminaries can be purchased for \$10 each.

"This is a true town and gown event," said Emerich. "There are so many community and business people involved with this event. It's a great opportunity for EMU to be involved."

For more information, call 487-1338.

Sesquicentennial TIMELINE

World War II takes toll

More than 1,000 men, including 22 faculty members, from Michigan State Normal College went off to fight in World War II. Of those who fought in the war, 63 did not return. Leroy Grindle, a former track captain, was the first Normal student to die. He was killed in a bomber crash near Pendleton, Ore. The war also caused hardship for Normal. Enrollment dropped in three years from 1,900 to less than 700. Normal faculty started teaching in public schools to help curtail a teacher shortage. Despite hardships and while other schools closed, Normal remained open throughout the war.



For a more extensive listing of University events, go to the Office of Public Information home page at www.emich.edu/public/public_information/

Regents have two meetings in June

The Eastern Michigan Board of Regents will meet twice this month. The first meeting is June 1, 8:30 a.m., 201 Welch, to choose a consulting firm to assist with the presidential search. The regular meeting is Monday, June 21. There will be no Student Affairs or Faculty Affairs meeting. The Student Committee meets June 14. The Finance Committee will meet at 10 a.m. Call 487-2410.

Spring Lecture Series focuses on inventions

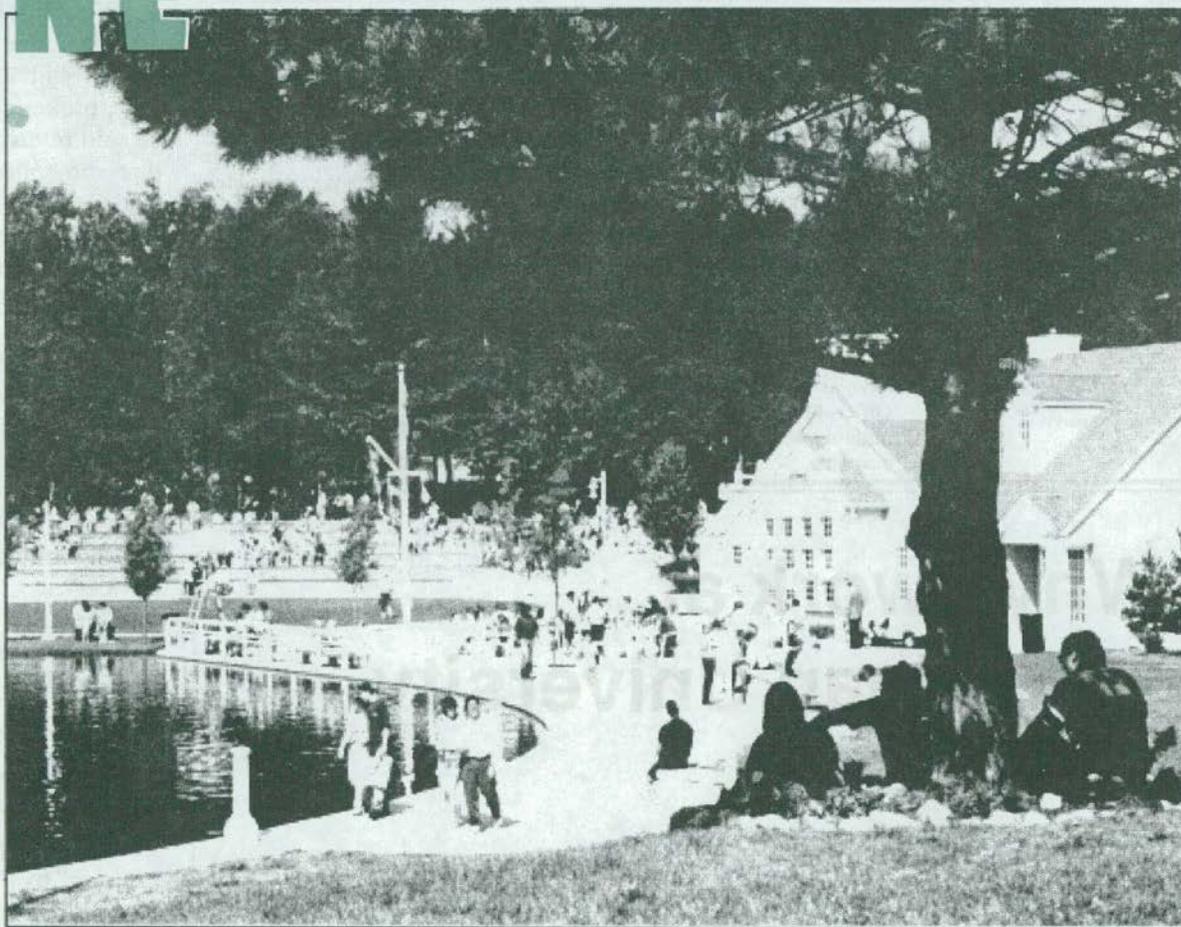
The theme for the 1999 College of Technology Spring Lecture Series is "21st Century Inventions and Technology." There are three lectures scheduled for June. They are "The Artificial Heart," June 2; "Creativity in Industry," June 9; and "Innovations in Ships," June 16. All lectures are on Wednesday, from 7-9:30 p.m., EMU's Corporate Education Center. Free and open to the public. Call 487-1161.

Kings Island offers thrill seekers a break

The Kings Island amusement park near Cincinnati is sponsoring "Public Employee Days," June 12-20. Discount coupons for this event are available in the Employee Relations office, 104 Bowen Field House. Each coupon allows purchase of up to four adult admissions at the reduced price of \$21.99, which is \$13 off the regular admission. Call 487-0083.

Have a ball at one of EMU's summer sports camps for kids

There are several sports camps being offered at EMU during the summer. Baseball camps are scheduled for June 21-24, June 28-July 1 and July 12-15. Cost is \$155 and \$225. Call 487-0315. Basketball camps will be offered June 21-25, June 28-July 2. Cost is \$225. Call 487-0214. There will be a football camp for children 8-13, June 12, 9 a.m.-noon. This event is free. Call 487-2160.



150 FACTS

The Lakehouse and University Park are great spring and summer settings for campus activities. The Lakehouse and park were opened in 1992. The 10-acre complex offers a cafe, paddleboating, tennis, basketball, sand volleyball, running trail, amphitheater, swimming, horseshoe pits and picnic area. The park and Lakehouse are available for rental for campus activities and private functions.

DATE

4-6

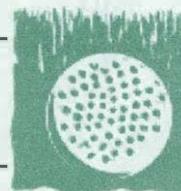
EMU Theatre continues the celebration of the Sesquicentennial with the world's longest running musical, "The Fantasticks." Directed by Ken Stevens, the anniversary production brings back EMU alumni Dennis Cockrum and Michael McCafferty to portray the fathers in the Schmidt and Jones musical, which runs in the Sponberg Theatre. For ticket information call the EMU Theatre Box Office at 487-1221.

10-12

EMU Theatre presents "The Fantasticks" at Sponberg Theatre. For ticket information call the EMU Theatre Box Office at 487-1221.

24

The Lucy Parker Golf Outing, noon, Eagle Crest Golf Club, shot gun start. For more information call the EMU Foundation at 487-0252



24-25

The Department of Special Education presents an Assistive Technology Conference June 24-25. "Celebrate the Power!" will feature EMU alumni who are using assistive technologies in innovative ways to provide children and adolescents with disabilities equal access to classroom participation. For information or to register, call 487-3300.

26

Spring semester closes

27



Summer semester begins

30

Just in case you need help remembering that there are 30 days in this month!

Each month FOCUS EMU highlights some of the upcoming Sesquicentennial activities. Be sure to collect all 12 for your personal record of this special year. Look for the next calendar page July 6. For a more complete listing of events see the University Calendar on the Web at [www.emich.edu/public/public_information/calhome]



JOBSLINE

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Compensation/Employment Services Office and received no later than 4:45 p.m., Tuesday, June 8. NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.

The Compensation/Employment Services Office announces the following vacancies.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-0016. Compensation/Employment Services office hours are Monday - Friday 8 a.m. to 4:45 p.m.

CLERICAL/SECRETARIAL

(Minimum Bi-Weekly Salary)

CSEN9914 CS-04 \$767.23
Data Entry Clerk II, Office of Financial Aid.

FOOD SERVICE/MAINT.

(Minimum Hourly Salary)

FMAA9900 FM-10 \$8.04
Locker Room Attendant, Health, Physical Education, Recreation & Dance.

PROFESSIONAL/TECHNICAL

(Minimum Bi-Weekly Salary)

PTAA9929 PT-06 \$953.46
Accountant I, Continuing Education. (REPOST) Familiarity with Macintosh Computers and FileMaker Pro desirable.

PTAA9935 PT-07 \$1,096.46
Computer Network Systems Admin. I, Office of Research and Development. FileMaker Pro programming, Database creation & management and spread sheet skills desirable.

PTEN9910 PT-07 \$1,096.46
Admissions Officer, Admissions Office. Foreign language skills. Familiarity with International cultures desirable.

The pay rates stated above reflect the probationary minimum rate for a newly hired EMU employee. The pay rate or salary for current employees will be established according to the respective employee group union contract, and/or University salary administration policy guidelines.

An Affirmative Action/Equal Opportunity Employer

SEARCH, from page 1

"You've all heard the expression 'If it ain't broke...,'" Fisher said. "I believe if it ain't broke, make it better," he said referring to his belief that someone from the outside would be preferable.

"It (EMU's presidency) is going to be an attractive presidency," said Fisher. "One of the most attractive in the country."

"He was the instructor and we were the pupils," said Incarnati of Fisher. "He brings an objective presence and when you have that purity it's an opportunity for accurate advice."

The board voted to retain Fisher throughout the process as an adviser.

CARNEGIE, from page 1

Michigan, Illinois and Wisconsin in a performance of "Gloria" by Francis Poulenc.

Part of the Michigan contingent was the 43-person EMU Festival Choir composed of undergraduates, graduate students, faculty and alumni. The other Michigan performers were from Plymouth-Canton High School, Eaton Rapids High School and the Plymouth Oratorical Society.

Colleagues from other universities recommended that Riccinto return to conduct the choirs. Experience also played a part. Riccinto conducted a similar choir at Carnegie in 1996. The members of the choir were selected based on the recommendation of choral directors.

"It's an honor. It's almost a life-altering experience," Riccinto said of being on the Carnegie stage. "It's a place where all of the greatest people perform. It has a special aura."

Why I work at Eastern Michigan University

Eastern Michigan University has been a part of my life for quite some time. While in high school, my brother and I would come here on weekends to play basketball in the gym. It has always been a good place for recreation. Through my 17 years here at EMU, I have worked in the housing department, physical plant, and McKenny Union and Campus Life in the Division of Marketing and Student Affairs.

There are many reasons why I work at EMU. One would be the learning environment. It's a very positive atmosphere. Another reason would be the many faculty, staff and students I have met through the years. I enjoy the diversity here.

I have seen many great changes here, but my commitment to provide the best service possible to the students is still first.



Ron Johnson
Custodian group leader
McKenny Union

EASTERN MICHIGAN UNIVERSITY™
The Learning Edge

Go public!

Find the University information you need at the Office of Public Information Web site.

www.emich.edu/public/public_information