

Strategic plan receives help from committees

By Ron Podell

Crosscutting committees have been playing a key role in the development of what eventually will comprise a University-wide strategic plan for Eastern Michigan University.

Crosscutting committees are essentially planning groups made up of representatives of different divisions or departments on campus that have interrelated topics of interest to address.

Since mid-February, nine crosscutting committees have been meeting to formulate goals and initiatives for their respective areas that will be used to help create a final strategic plan for EMU.

The crosscutting committees, as well as seven administrative units, have until

June 8 to submit their group plans to the University's Strategic Planning Committee.

Each crosscutting committee will submit a strategic plan that specifies the goals of the crosscutting committee; includes external and internal analyses; and an executive summary of proposed strategic initiatives.

"Their charge, in general terms, is to look 5-7 years ahead and analyze those topics relevant to their areas," said Don Loppnow, assistant to the president for strategic planning and associate vice president for extended programs.

Crosscutting committees include: Institutional Advancement; Diversity, Inclusion and Affirmative Action; Facili-

ties Planning; Information and Communication Technology; Institutes, Centers and Interdisciplinary Research; Interdisciplinary Programming; International Initiatives and Programming; The Graduate Experience; and The Undergraduate Experience.

For an example of how a crosscutting group works, Loppnow pointed to the International Initiatives and Programming Crosscutting Committee. Representatives from Academic Affairs, Student Affairs and Enrollment Services serve on the committee.

"All three divisions have important contributions to the broad area of interna-

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A CONVERSATION WITH STABENOW



CONVEYING CONCERNS: Michigan Senator Debbie Stabenow (D), right, paid an impromptu visit to Eastern Michigan University April 17 to meet with President Samuel A. Kirkpatrick.

Student financial aid, challenges facing education and health care were discussed.

Figuring prominently in the student financial aid issue is the proposed cut by President Bush in the Pell Grant Program. A federal Pell Grant, unlike a loan, does not have to be repaid. Without Pell Grants, EMU students would be more dependent on loans and graduate with more debt.

"EMU has a great message to tell and that will support our push for education (at the federal level)," Stabenow said.

Faculty, tutors garner appreciation for efforts

By Ron Podell

Faculty and tutors who have assisted The Holman Learning Center in achieving its goals this past year were honored during the first-ever Faculty and Tutor Appreciation Day April 11.

"Being in existence for four years, the support of faculty members has grown tremendously. All of our services and student usage have tripled since the learning center's inception in 1997," said Lynette Findley, director of The Holman Learning Center. "This is a way to start honoring the support and people who are trying to assist us in achieving our goals and helping students be successful in the classroom academically."

In all, 16 awards were handed out during a reception at Hoyt Conference Center.

Faculty awards were as follows: "Outstanding Faculty in Classroom" awards were presented to Linda Woodland, College of Business; Elizabeth Butch, College of Arts and Sciences; Gregory White, College of Technology; and Elizabeth Johnson, College of Education.

"Outstanding Faculty in a Supporting Role" (outside classroom) awards went to Donna Killingbeck, College of Arts and Sciences; and Patricia Barry, College of Health and Human Services.

Desire Anastasia won the "Outstanding Graduate Assistant" award for The Holman Learning Center; Christine Miller, "Outstanding Supplemental Instruction Tutor;" Rachel Wiertella, "Outstanding Academic Enhancement



GREATLY APPRECIATED: These faculty and tutors were recognized April 11 for their assistance in helping The Holman Learning Center achieve its goals. The awards were presented at the first-ever Faculty and Tutor Appreciation Day event at the Hoyt Conference Center.

Program Tutor;" and Susan Arslanian, Jacqueline Fleischer, Brit Klanert, Victoria Peplin and Alison Scottearned "Outstanding Individual Tutor awards."

"Beyond the Call of Duty" awards, the highest bestowed at the reception, went to TeResa Green in the faculty category and Diana Agy won in the tutor category.

Schollaert wants to be provost where change occurs

By Ron Podell

Paul T. Schollaert wants to be provost of an academic institution that is in the midst of moving in new directions. He sees Eastern Michigan University as meeting that criteria.

Schollaert, dean of the College of Arts and Sciences and professor of sociology at Illinois State University since 1993, is a finalist to fill the position of EMU's provost and vice president for academic affairs.

Schollaert, who interviewed on campus April 5-6, gave three main reasons for his interest in being the provost at EMU.

"First, it's a good fit for my previous experience," said Schollaert, who has also worked at Old Dominion University in Virginia and South Carolina University. "I have worked both with a residential population and I also know how to work in a metropolitan environment."

Second, Schollaert said he was interested in a university large enough where he could focus his energies

on faculty resources and; third, he has only looked at provost opportunities where a new president is new or has only been in place a short time.

"I don't want to go where the way of doing things is already set," he said. "Your president certainly struck me as a person who has strong ideas about moving the University forward. That's exciting."

Schollaert was in agreement with the University's plans to restructure Human Resources, saying the hiring and evaluation of faculty should be under the auspices of the provost's office.

As dean at Illinois State University, Schollaert helped engineer a major overhaul of the faculty evaluation and reward system, and was involved in the reform of undergraduate general education.

He also served on the university's strategic planning committee. As a member of the president's select committee on university governance, Schollaert helped address fac-



PROVOST PITCH: Paul Schollaert, dean of the College of Arts and Sciences at Illinois State University, talks with faculty during a portion of his interview April 5. Schollaert is a candidate for EMU's provost.

ulty concerns about campus governance and created, with 10 faculty members, a freshman gateway course, "Foundations of Inquiry," which is now a requirement for incoming students.

In terms of technology, through the university budget process, he set aside funds for the regular recapitalization of computers used by faculty and staff so that all employees

currently have a machine no more than five years old. He also established the Laboratory for Integrated Learning Technology and the Schroeder Hall Academic Computing to provide technical support and faculty development in the effective use of instructional technology. He has been actively involved in securing money for capital projects including a science laboratory building.

Schollaert also supported the establishment of two new programs: an interdisciplinary bachelor of science program in biochemistry/molecular biology and a master's in social work. He also aided the early development of Ph.D. programs in mathematics education and school psychology.

"We've taken the perception that if you have a doctorate program, it should push up the levels of all faculty in the program," he said. "We don't want five superstars to do just the doctoral program."

It is also important to build doctorate programs on the strength of existing undergraduate programs and do

everything possible to keep the two integrated, Schollaert said.

Prior to his position at Illinois State, Schollaert was associate dean of the College of Arts and Letters at Old Dominion University in Virginia from 1987-1993 and was chair of the university's department of sociology and criminal justice from 1983-1987. He joined the university as an assistant professor in 1976.

From 1972-1976, he was assistant professor of sociology at the University of South Carolina, Columbia.

During his tenure at Old Dominion, he chaired the Ph.D. in International Studies Program committee, which created an interdisciplinary doctoral program. He also chaired the academic standards subcommittee for the NCAA Athletic Program Accreditation from 1992-93.

Schollaert earned a Ph.D. and master's degree in sociology from the University of Wisconsin-Madison, and a bachelor's degree in social welfare from Pennsylvania State University.

Foley looks to return to EMU as vice president for student affairs

By Shaun Horrigan

Taking a tour of Eastern Michigan University this month was not the first time Constance Foley — a candidate for vice president for student affairs — has been on campus. Foley served as assistant director of housing at EMU from 1980-1983.

"It's an opportunity for me to serve as a vice president. It's something I've been looking forward to most of my career," said Foley of her interest to return to EMU. She has been assistant vice president for student affairs at Florida Atlantic University since 1998. "EMU is an institution that I'm very familiar with because of my experiences."

Foley said there doesn't seem to be one pressing issue driving the responsibility of the position at EMU, but said there are several smaller issues to address, including the McKenny Union expansion/renovation and budget issues. If chosen, Foley said she would be highly involved in reviewing the University's strategic planning process, especially for student affairs. She said this would help her learn specifics and help her determine priorities for the division.

"I feel that I have had a lot of experience with a wide breadth of



STUDENT INTEREST: Constance Foley, assistant vice president for student affairs at Florida Atlantic University, is vying for the position of vice president for student affairs at EMU.

student affairs areas," Foley said. "I've had opportunities to work with a university in areas such as budget process and strategic planning."

As assistant vice president at Florida Atlantic University (a campus of 25,000 students), she helped

develop and implement a comprehensive student development/student support program and provided leadership for the following areas: housing and residential life, multi-cultural affairs, university police, traffic and parking, vending, the bookstore, mail services, ID card and office services.

Foley collaborated with the Honors College, financial affairs, university development, and facilities planning to develop the Honors College residence complex on a newly constructed partner campus. Foley also developed and implemented an on-campus housing plan that expanded on-campus housing for undergraduate students, graduate students, students with families, international students and members of Greek student organizations. She also coordinated efforts for planning a traditional dining program and the construction of a new residence dining facility and bookstore, and chaired the university's institutional effectiveness committee which reviewed assessment plans for administrative offices.

Foley served as director of residence services and adjunct assistant professor at Kent State University from 1990 - 1998. During her tenure, she provided leadership for a comprehensive on-campus housing program

for 6,400 students. She also provided direction for a \$60 million, ten-year residence hall renovation program and implemented network access for residence halls and family housing units.

From 1987-1990, Foley was director of residence life and coordinator of staff development for the University of San Francisco. She was a graduate associate at Arizona State University from 1986-1987 and assistant director for education at the university from 1983-1986. Prior to joining Arizona State, Foley was assistant director of housing at Eastern Michigan University from 1980-1983; assistant director of residence life at the University of North Carolina/North Carolina School of the Arts, from 1979 - 1980; and residence hall director at Bowling Green State University from 1977-1979.

Foley earned a doctor of education in higher and adult education from Arizona State University, a master's in guidance and counseling from Syracuse University and a bachelor's degree in mathematics from the University of Michigan.

"I feel that I have been involved in numerous programs that have helped, whatever institution in which I am working, to better serve the students," Foley said.

40th Annual Alumni Awards Dinner set for May 12

By Rashid Umar

Eight alumni will be honored at Eastern Michigan University's 40th Annual Alumni Awards Dinner, scheduled Saturday, May 12, at the Ypsilanti Marriott. A cocktail reception begins at 6 p.m., followed by dinner and the awards ceremony at 7 p.m.

Jonathan D. Dean, '95, '95, shareholder-partner, Doeren Mayhew; and Zhihua Tang, '97, concert pianist-instructor, will receive Outstanding Young Alumni Awards. This award is presented to alumni whose achievements have been signified by personal honors bestowed upon them by their peers and who have demonstrated the worth of their education through their post-college achievements. Generally, they have been graduates of EMU for less than 10 years.

The Honorable Donna Robinson

Milhouse, '81, judge, 36th District Court, State of Michigan; and Joseph



Milhouse

Michaels, '85, director of marketing and corporate communications, Barbara Ann Karmanos Cancer Institute, will receive Alumni Achievement Awards. This award is given to alumni who have

achieved distinction in their chosen field, clearly demonstrated the value of their college education, and maintained a continuing interest in EMU. Generally, they have been graduates of EMU for 10-25 years.

Robert H. Holman, '74, executive vice president and chief administrative officer, Discount Tire Company;

and Abe A. Karam, '62, '65, agent, Equitable/AXA Advisors, will be honored with Distinguished Alumnus/Alumna Awards. This award is given to alumni who have achieved extraordinary distinction in their chosen field, demonstrated unusual service to humankind, and maintained a continuing interest in EMU. Generally, they have been EMU graduates for more than 25 years.



Tang

Anthony A. Derezinski, EMU regent emeritus and associate director, Michigan Association of School Boards; and William E. Shelton, president emeritus and EMU professor, will receive Dr. John W. Porter Distinguished Service Award. This award

is given to individuals who have made an outstanding contribution to EMU or the Alumni Association of EMU. Recipients need not be EMU graduates.



Karem

"Each year I am more and more impressed with the accomplishments of our graduates and this program is the perfect opportunity for us to recognize them on behalf of the University," said Alumni Relations Director Vicki Reaume Mishisky.

Tickets are \$45 and can be purchased by calling Alumni Relations, 487-0250, or stopping by 13 Welch Hall.

COT Spring lecture series focuses on technology problem solving

By Shaun Horrigan

"Technological Problem Solving and Innovation for the 21st Century," is the theme for the 20th Annual Spring Lecture Series presented by EMU's College of Technology, May 9-June 20.

Series topics include: problems in technology in the past and how they were handled, current problems, and innovations in technology. Several of the lectures will use group work to discuss assigned problems.

All six lectures are scheduled for Wednesdays, 7-10 p.m., Eagle Crest Conference Center, Ypsilanti. Graduate and undergraduate credits are available.

■ The lecture series begins May 9, with "Creativity Assessment," a mandatory session that includes a pre-test, introduction and review of the Spring Lecture Series course requirements.

■ On May 16, Dr. Denise Pilato, associate professor, and John Bowditch, curator of Ann Arbor Hands-on Museum, will present "Historical Perspective of Innovation," a discussion of ob-

stacles great inventors face and techniques used for resolution.

■ Jack Hipple, senior consultant for Idea Connections will discuss "Group Dynamics and Problem Solving," May 23.

This lecture will focus on how group dynamics affect the problem-solving process. A practice problem will be presented to the audience for discussion.

■ Hipple will again be the guest speaker May 30 and will present "TRIZ," a 21st century, innovative, problem-solving approach.

Hipple also will discuss causes of failure, failure analysis, prediction and prevention. He will introduce the IDEALITY approach to the problem-solving process and the application of "separation principles" and the concept of "contradictions" in innovative problem solving.

■ Hipple, along with Chris Wood Foreman, co-director of EMU's Center for Creativity and Innovation, will present "Breakout Groups," June 6. They will assign groups based on their TRIZ evalu-

ations, determined during the previous seminar. The groups will be assigned a technological problem that will require analysis, evaluation and an innovative approach to resolution using TRIZ.

■ On June 13, groups will discuss their assigned problem, the dynamics of their group makeup, analysis of the problem, and the creative solutions generated using the TRIZ method during "Group Discussions."

■ The series concludes June 20 with "Out-of-the-Box Problem Solving for the Future," presented by Walter Di Mantova, director of EMU's Centers for Corporate Training. He will conduct an exploration into the future of creative problem solving and creative innovations.

The series is sponsored by EMU's Continuing Education Department and was developed by the graduate students of Wayne B. Hanewicz, professor of interdisciplinary technology, and Charlene Warner, an adjunct professor.

For more information, call Interdisciplinary Technology at 487-1161.



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

Campus invited to meet EMU Foundation candidate

The campus community is invited to meet with John B. Shorrock, vice president for advancement at Bradley University, and candidate for the position of vice president for advancement and executive director of the EMU Foundation.

An open meeting for faculty, staff and students is scheduled Tuesday, April 24, 9-10 a.m., in 205 Welch.

Shorrock also will meet with the search committee; the foundation staff; the alumni staff; the Deans' Advisory Council; and the vice presidents.

Dept. of Public Safety hosts Safety Seat Fair April 26

Eastern Michigan University's Department of Public Safety and The Washtenaw County Safe Kids coalition will host a Safety Seat Fair Thursday, April 26, 3-6 p.m., Rackham Circle.

No registration is required. Just bring your vehicle, children and child's safety seat. Coalition technicians will be available to answer questions and demonstrate proper installation of child restraints.

For more information, call Candace Dorsey, crime prevention officer, department of public safety, 487-0987 or 487-1222.

FOCUS EMU goes to monthly format in May

This is the last weekly issue of FOCUS EMU for the 2000-2001 school year. FOCUS EMU begins its monthly publication format May 8.

FOCUS EMU will be published the second Tuesday of May, June, July and August. FOCUS EMU will resume its weekly publication schedule Tuesday, Sept. 4.

Summer Camp applications available

The Children's Institute is currently taking applications for its Summer Camp program for children entering kindergarten through second grade. Summer Camp runs July 2 through August 24. Call 487-2426.

JOBSLINE

An Affirmative Action/
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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 5 p.m., Monday, April 30. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

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 5 p.m.

CLERICAL/SECRETARIAL

(Hiring Range)

CSAA0146 CS04 \$21,369
Library Assistant II, LR&T.

CSAA0147 CS05 \$24,147
Senior Secretary, Industrial Technology.

CSBF0109 CS06 \$26,334
Account Specialist Senior, Student Loans.

CCAA0101 CC06 \$26,333
Administrative Secretary, Associate Vice President for Academic Affairs

CCAA0102 CC06 \$26,333
Administrative Secretary, Academic Budget.

PROFESSIONAL/TECHNICAL

(Hiring Range)

PTPR0106 PT06 \$13,150-\$15,358
Writer I, Public Information (50% appointment).

PTPR0107 PT07 \$30,244-\$35,568
Writer II, Public Information (speech writing experience required).

PTAA0136 PT08 \$34,482-\$41,396
Administrative Associate II,

Comer School Development Project (Grant Duration).

FOOD SERVICE/MAINT.

(Hourly Rate)

FMBF0155 FM06 \$8.08
Custodian (REPOST), Physical Plant, Bowen, Warner, REC/IM, Snow, DPS (11 a.m.-7:30 p.m. Tuesday-Saturday).

FMSA0117 FM06 \$8.08
Custodian, Custodian Prorate, Complex 1 (5 a.m.-1:30 p.m., Monday-Friday).

ATHLETICS/COACHING

(Hiring Range)

ACPR0110 AC12 \$32,756-\$39,963,
Assistant Coach, Football.

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tional programs and initiatives," Loppnow said. "Without the crosscutting committees, it is less likely that discussion and ideas would be shared among divisions and some creativity would be lost by not having people from different divisions or departments working together."

Criteria to be used in evaluating strategic initiatives from the crosscutting committees are:

- Institutional impact (extent to which the proposed initiative affects the University broadly)

- Relation to Statement of University Directions

- Feasibility, meaning probability of success relative to competitors; internal and external resources to sustain the initiative; and timing and timeline for implementation

- Relationship to trends in the environment

- Local, state, regional, national and international impact and visibility

- Assessment plan with measurable outcomes

- Priority assigned by the planning unit

Once the strategic plans of the crosscutting committees and administrative units are completed, the University Strategic Planning Committee will use those plans to develop a University-wide strategic plan. That work will take place between June and mid-August, Loppnow said.

Why I work at Eastern Michigan University

Before coming to Eastern Michigan University, I was the athletics business manager at Southeast Missouri State for 2 1/2 years. I came to Eastern Michigan University because I considered it an upgrade in athletics and it got me closer to my family, who live in Wisconsin.

As assistant athletic director for business, I handle everything financially, such as purchasing, payroll, and travel. I handle the budgets for 20 athletic teams and numerous administrative areas.

I like the people here. I think there's a wonderful group of people in all departments. I love the environment, the campus community and the whole area.

As far as athletics, I think we're definitely headed in the right direction. I think our goal is to secure some MAC championships outside of the smaller sports. Now, we just need people to come see them play.



Mike Malach
Assistant Athletic Director,
Business
Athletics Department

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Please send all submissions to Editor, *Focus EMU*, Office of Public Information, 18 Welch Hall. Please direct questions to 487.4400.

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