

## Regents approve plan to ease parking shortage on main campus

Finding a parking space on Eastern Michigan University's campus just got a little easier.

The EMU Board of Regents, at its regular meeting Nov. 27, authorized the administration to proceed with construction of a new parking structure and two surface lots.

"Almost every college campus has a parking issue. We hope this plan will help alleviate some of the problem for us," said Patrick Doyle, vice president for business and finance for EMU.

The plan includes building a new 260-space parking structure on the south side of



Pease Auditorium, the current site of the business and finance building. In addition, a 1,031-space surface lot would be constructed on the

site of the existing intramural softball fields north of Phelps Hall. A second, smaller, 72-space lot also would be built east of the Alexander Music

**PARKING PLAN:** In an attempt to provide more parking and eliminate scenes like this jam-packed student parking lot near Halle Library, the Board of Regents approved to expand parking on campus. A 1,031-space surface lot would be constructed on the site of the existing intramural softball fields north of Phelps Hall. A 260-space parking structure and a 72-space surface lot also will be built.

Photo by Ron Podell

Building.

"The projects collectively will increase main campus

**SEE PARKING, PAGE 2**

## Kirkpatrick sets strategic plan funding priorities for next six months

*Editor's Note: This is the first in a series about the implementation and funding of strategic plan initiatives over the next six months.*

By Ron Podell

Come January, Eastern Michigan University's Strategic Plan will begin to shift from theory on paper to funded realities, with the bulk of major initiatives expected to benefit students, said EMU President Samuel A. Kirkpatrick.

In the next six months, students will see, among other things, the creation of collegiate academic advising centers, commuter student and transfer student centers, and a Summer Institute in Foren-

sics, Media and Theatre. The University also will develop a first-year experience mentorship program; expand its community college articulation and transfer programs; make freshmen orientation mandatory; expand supplemental instruction; produce a comprehensive student handbook; and engage in general education curriculum reform and planning for heightened honors program development.

"The strategic plan pays first attention to students," Kirkpatrick said. "You realize that when you go down the list and see the emphasis in the initiatives and the resources we've supplied."

In early 2002, Kirkpatrick

will authorize the use of \$1.07 million in monies set aside in the budget to fund a number of strategic planning initiatives under the University's six key directions. Within those six directions, there are 54 initiatives that will be addressed in the next six months.

Forty of those have been earmarked for funding, including a number that were initiated this fall. In some cases, money has been budgeted to further study promising initiatives that are not yet fully developed.

"We are changing gears. It takes a different set of skills to administer (these initiatives) than to brainstorm and plan," Kirkpatrick said. "The

implementation stage is important. It will be the proof of our ability to do strategic planning effectively."

The funded initiatives will be discussed in greater detail in subsequent FOCUS EMU articles.

Kirkpatrick expects the initial strategic plan investment will create new and more diverse ways for the University to generate even more funding — a concept sorely needed in light of the state's education funding shortfalls. In addition to state appropriations, funding for the initiatives will come from tuition, fees, grants and gifts,

**SEE FUNDING, PAGE 4**

## Provost to address December graduates

Paul T. Schollaert, Eastern Michigan University's new provost and vice president for academic affairs, will be the keynote speaker for EMU's winter commencement, Sunday, Dec. 16, at the Convocation Center.

Dr. Schollaert, 54, became EMU's provost July 1. Before coming to EMU, he was dean of the College of Arts and Sciences and professor of sociology at Illinois State University since 1993. Schollaert earned a Ph.D. and a master's degree in sociology from the University of Wisconsin-Madison and a bachelor's degree in social welfare from Pennsylvania State University.

EMU President Samuel A. Kirkpatrick will preside over

the ceremony, which begins at 2 p.m. Doors will open at 12:30 p.m. There will be 1,150 undergraduates and 450 graduate candidates. Two candidates — Patricia A. Taylor, of Mt. Pleasant, and Meagan Van Gelder, of Portland, Oregon — are eligible to receive a doctor of education degree in educational leadership.



Schollaert

Sally McCracken, chair of the Faculty Council and professor of communication and theatre arts, will serve as grand marshal. For tickets, call 487-2282.

# Regents approve 29 staff appointments

The Eastern Michigan University Board of Regents approved the appointments of 29 staff at its regular meeting, November 27.

Of the 28 appointments, 15 (54 percent) are female, nine (32 percent) are African American, two (7 percent) are Hispanic, and one (4 percent) is Native American.

Those receiving appointments are:

■ **Jill Pollock**, of Detroit, executive director of human resources. Pollock comes to EMU from the University of Detroit Mercy, where she was director of human resources and equal employment officer since 1998. She also was the owner of Pollock



Pollock

Consultants of Detroit. A graduate of Michigan State University, Pollock earned a master's of business administration from the University of Detroit.

■ **Steven Press**, of Ann Arbor, director of the College of Education Clinics. From 1992-2001, Press worked at the Huron Valley Consultation Center and also has worked at Northwestern Guidance Clinic and the Family Awareness Center. A graduate of Columbia University, Press earned both a master's degree in social work and a master of arts degree from the University of Michigan.

Other appointments include:

■ **Margaret Bogle**, of Willis, payroll manager, payroll;

■ **Connie Michalak**, of Whitmore Lake, information and communications technology human resources analyst, payroll;

■ **Michael Joseph**, of Ypsilanti, assistant coach, strength and conditioning;

■ **Elizabeth Davis-Cahimba**, of Ypsilanti, coordinator, health edu-

cation, health service/health education;

■ **Ruth Clark-Johnson**, of Onondaga, adviser, foreign student affairs.

■ **Patricia Henry**, of Detroit, senior secretary, Women's Studies;

■ **Karen Vandenburg**, of Ann Arbor, customer service representative II, continuing education;

■ **Nicholas Graham**, of Lakeland, carpenter, physical plant;

■ **Matthew Nareski**, of Ypsilanti, laundry operator, athletics;

■ **Kathleen Shields**, of Belleville, writer I, public information;

■ **Michael Weisbrodt**, of Ann Arbor, cook, Dining Commons One;

■ **Ian Burgens**, of Ypsilanti, fast food worker, Eastern Eateries;

■ **Jeffery Fletcher**, of Ypsilanti, fast food worker, Eastern Eateries;

■ **Jesus Lion**, of Bellville, fast food worker, Eastern Eateries;

■ **Byron Patterson**, of Ypsilanti, fast food worker, Eastern Eateries;

■ **Shondella Patterson**, of Ypsilanti, fast food worker, Eastern Eateries;

■ **Charlotte Richardson**, of Ypsilanti, fast food worker, Eastern Eateries.

■ **Marie Harris**, of Detroit, se-

nior secretary, Small Business Development;

■ **Tamalon Overton**, of Highland Park, administrative associate I, Commerce Schools;

■ **Tina Richardson**, of Chelsea, financial aid adviser, financial aid;

■ **Michael Sheehan**, of Southfield, conservator, CEITA geography and geology;

■ **Lewis VanHoose**, of Ruston, La., supervisor, athletic equipment;

■ **Andrew Holmes**, of Trenton, media tech services assistant, continuing education;

■ **Jonathan Jennings**, of Ypsilanti, operations specialist I, information and communication technologies;

■ **Deborah Burhans**, of Ypsilanti, collection specialist, student accounting;

■ **Julia Delagarza**, of Melvindale, financial aid processor, financial aid office;

■ **Shields**

## Former finance director earns emeritus status

The Eastern Michigan University Board of Regents granted emeritus status to retired executive director of University Planning, Budgeting and Analysis, **George A. Johnston**, at its regular meeting November 27.

Johnston, of Ann Arbor, retired Aug. 8, after 29 years of service to EMU.

"George Johnston has been critical to this Johnston institution's success in so many ways for such a long time," said EMU President Samuel A. Kirkpatrick. "He has helped build EMU into the institution it is."



Johnston

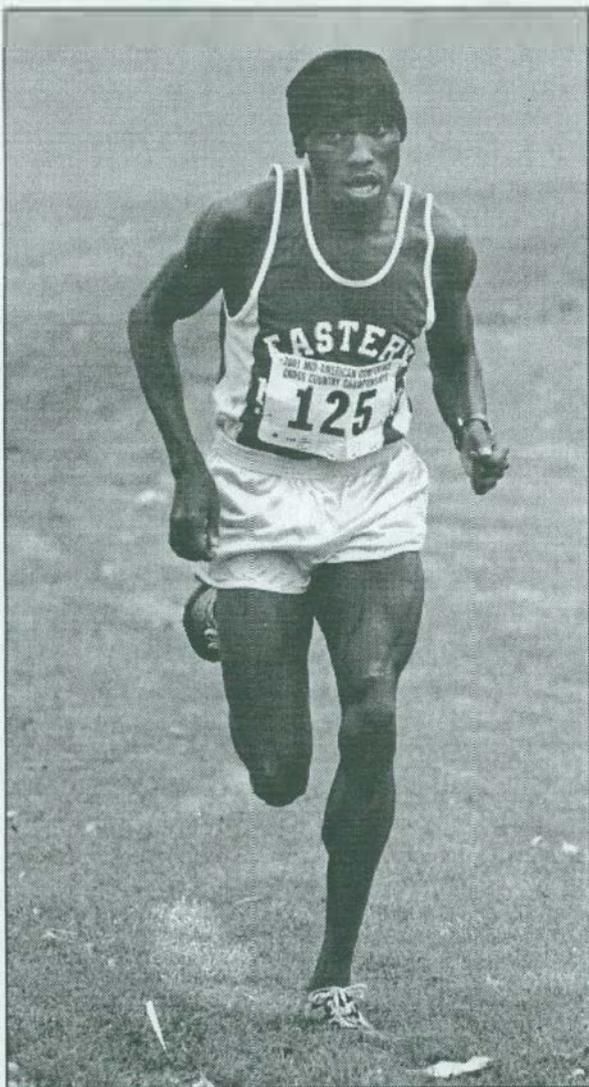
## NCAA CHAMPION

**ALL ALONE:** Boaz Cheboiywo (left, during the Mid-American Conference championships) won the NCAA Cross Country championships Nov. 24 in Charleston, S.C.

Cheboiywo set his fifth course record this year in winning the 10,000 meter race in 28:47 (the fifth-fastest time ever recorded at the NCAA championships since the NCAA increased the distance to 10,000 meters in 1976).

Cheboiywo, a student transfer from Tambach Teacher's College in Kenya, is EMU's first NCAA cross country champion.

For his efforts, the Board of Regents recognized Cheboiywo at their Nov. 27 meeting.



## PARKING, from page 1

parking by 1,363 spaces," Doyle said. "That is approximately a 25-percent increase in central campus parking capacity."

"I think this plan is the most cost effective and would add a significant number of parking spaces," said Regent Michael Morris.

The cost to complete the identified projects is \$6.7 million and would be funded from bond proceeds. The bond indebtedness would be paid with parking system revenues.

Doyle said that all or part of the business and finance building would be removed and that the staff would be relocated into a restored Hover building. Efforts are underway to determine if part of the business and finance building's original structure can be incorporated into a project.

In a subsequent action, the Board of Regents authorized the issuance of general revenue bonds and other matters relating to financing additional parking facilities and related projects.

In other actions:

■ The Board of Regents approved an increase in central campus parking rates for fiscal year 2003. The cost of parking permits will increase from \$100 per year (\$50 per term) to \$130 per year (\$65 per term).

In addition, premium reserved parking spaces will be determined by

location and demand. The price for these spaces is expected to range from \$200 to \$800 annually per space.

■ The Board of Regents approved a request to make the modernization of Pray-Harrod its top capital outlay priority. The estimated cost to modernize the University's largest classroom building is \$37.8 million, with the University's cost share at \$9.45 million.

The University will continue to pursue using insurance proceeds in the range of \$8.5 million as part of the matching requirement.

■ The Board of Regents approved the inclusion and participation of employees of The Eastern Michigan University Foundation and Eagle Crest Management Corporation in the EMU group medical benefits plan.

"We believe that the participation of these employees in EMU's plan will enhance the level of health care benefits provided to their employees," said Doyle.

The EMU Foundation and its wholly-owned subsidiary Eagle Crest Management Corporation are separately incorporated entities which jointly maintain a group medical benefits plan. The Foundation and Eagle Crest will be required to pay the full cost of their employees' participation in EMU's group medical benefits plan.

# Reviewing EMU weather policy can save time, trouble for faculty, students

With winter officially just around the corner, please review the following official closing policy for Eastern Michigan University:

When bad weather occurs, the president will make the decision on whether Eastern Michigan University remains open. This decision is based on campus and regional conditions.

During an alert, the physical plant staff monitors conditions on campus including roads, sidewalks and parking lots.

The public safety department monitors county and state roads with the help of other police agencies and through the computerized Law Enforcement



ment Network (LEIN).

When severe weather interferes with the University's ability to keep the campus clear and the roads are bad, the president will be informed. He will then make a decision after consulting with designated staff.

If the decision is to close Eastern Michigan or cancel classes, the public information and the public safety departments are notified.

Public information will then disseminate the information to the EMU Newline, the EMU switchboard, WEMU radio station and other media. Public Safety will disseminate the information through the LEIN network.

If the university closes, the news will be carried on the EMU Newline at 487-2460; the switchboard (487-1849); WEMU (89.1 FM); WJR (760 AM); WAAM (1600 AM) and other radio and television stations. This weather information also will be available at [www.emich.edu](http://www.emich.edu)

## Harris named director of diversity

By Carol Anderson

From teaching high school in Africa to studying theology in Canada, Whitney G. Harris brings a diverse background to Eastern Michigan University as recently named director of diversity.

Harris has been on campus since early September but wasn't officially approved by the Board of Regents until Nov. 27.

Harris' responsibilities are to monitor hiring at the University to ensure the process is in compliance with the plan approved by the Board of Regents.

"I am happy to be here," said Harris. "Affirmative action is the process or tool to achieve diversity, thus creating the best pool of candidates for a position and not picking from the same pool all of the time."

He simplifies the concept of affirmative action and diversity by explaining the "apples and bananas" story. Some people go to the grocery store and always head for the apples and bananas. While they are good for you, there are other fruits that are also good — perhaps a pear.

"In other words, look at all of the candidates for a job," Harris said. "Give yourself as many choices as possible to find the best person for the position. Use inclusion, not exclusion."

"He has a lot of similar experience in higher education," said Ken McKanders, EMU legal counsel. "Harris' department is within the Legal Affairs area."

Harris comes from McNeese State University, in Lake Charles, La., where he was executive di-

rector of the Office of Human Relations and Social Equity, and a tenured professor in the department of teacher education at Burton College of Education.

He also recently resigned as an impartial hearing officer for the Louisiana Rehabilitation Services, Department of Social Services, at Baton Rouge, La., and is on leave as an adjunct associate pastor with the Sacred Heart Catholic Church, in Lake Charles.

Harris said he is comfortable with EMU's commitment to diversity, pointing to one of the University's strategic plan goals, which is to be a model for the principles of diversity and inclusion.

In addition, EMU's commitment to campus diversity has been recognized in the annual "America's Best Colleges," published by *U.S. News and World Report*. The University is ranked 12th among Midwest regional institutions.

Harris said his first challenge has been gaining peoples' trust and becoming a resource for them to achieve diversity goals. He has been meeting with faculty, staff, students and the College of Business's Diversity Committee to look at issues of diversity on campus and has recently completed an affirmative action audit. He's currently working on an

affirmative action program for EMU, which should be completed by the end of the year.

In the short term, he plans to develop a viable affirmative action plan for EMU and set up a training program for faculty and staff on diversity development.

"The events of Sept. 11 have heightened our awareness of diversity and how to deal with it," Harris said.

Harris, whose experience is mostly on college campuses, has 10-12 years of affirmative action and diversity experience in Louisiana. That includes serving as an educational consultant at Sacred Heart Catholic School; an adult education instructor at Calcasieu Parish Schools; a youth consultant for the Southern Development Foundation; an associate pastor at St. Anthony Catholic Church; and a special education teacher at Calcasieu Parish Schools.

Harris also gained international experience. From 1983-88, he was a principal and teacher at College Bonneau, Ebolowa, Cameroon, Africa. He also is bilingual, as he speaks French.

Harris earned a bachelor's degree in elementary and special education from McNeese State University; two bachelor's degrees in theology, from St. Paul University and the University of Ottawa, both in Ottawa, Ontario, Canada; his master's degree in special education from Louisiana State University; and a doctorate of philosophy from The Union Institute, in Cincinnati, Ohio.



Harris

# W5

For a more extensive listing of University events, go to the Office of Public Information home page at [www.emich.edu/public/public\\_information/](http://www.emich.edu/public/public_information/)

## Dalbey named interim head of extended programs

Dr. Marcia Dalbey has accepted the position of interim executive director for extended programs. Dalbey previously served as a professor, department head in English language and literature, and interim associate vice president for academic affairs. Dalbey will be working on a half-time basis. Her office is located in 200 Boone Hall and she can be reached at 487-8288.

## Academic affairs accepting distinguished faculty candidates

Academic Affairs is currently accepting nominations for the 2001 Distinguished Faculty Awards. These awards recognize faculty who excel in teaching, scholarly activity or service to the University. Submit nomination forms and supporting documents to the appropriate department head by January 18, 2002.

For more information, call Lori Ristau, office of the provost, 487-2237.

## Four earn All-MAC honors

The Eastern Michigan University women's soccer team was recently honored with four players being named to the All-Mid American Conference first and second teams.

Senior Katie Lewis and junior Heather Pedersen were named to the first team and senior Amanda Kulikowski and sophomore Jessica Hupe were named to the second team at the 2001 MAC Women's Soccer Tournament Banquet Nov. 8.

In addition, head coach Scott Hall was named MAC Coach of the Year.

## "Theater on a stick" highlights Lunch With the Arts series

"Ubu Kebabs," theater on a stick, is the next entry in "The Lunch With the Arts" series, scheduled Friday, Dec. 7, noon-1 p.m., in the McKenny Union Ballroom. Scenes from the upcoming play, "Ubu Roi (Ubu the King)," a dark comedy described as "MacBeth meets South Park" will be performed.

The menu includes smokey bacon served with bourbon meatballs on a stick; mahi mahi with a teriyaki glaze on a stick; cheese tortellini kebabs with marinara; and fruit kebabs. For more information, call 487-3045.

## JOBLINE

An Affirmative Action/  
Equal Opportunity Employer

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, Dec. 10. **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 Rate)

CSAA0216 CS04 \$22,224  
Customer Service Representative  
Continuing Education (some week-ends and evenings may be required).

CSAA0217 CS05 \$25,113  
Senior Secretary, College of Arts and Sciences, Dean's Office (Experience in an academic department, strong interpersonal skills, knowledge of university accounting and payroll procedures, ISIS system, Macintosh environment. Experience in Excel, Word, Powerpoint, Pagemaker, Filemaker Pro desired.)

**PROFESSIONAL/TECHNICAL**

(Hiring Range)

PTBF0212 PT05 \$23,331-\$26,829  
Custodial Foreperson, Physical Plant (Tuesday-Saturday, 11 p.m.-7:30 a.m.).

PTSA0211 PT07 \$15,122-\$17,784  
Staff Nurse, Health Services (50% appointment).

**ADMIN./PROFESSIONAL**

(Hiring Range)

APSA0201 API0 \$44,747-\$54,660  
Assistant Director, Housing/ Apartments

**FOOD SERVICE/MAINT.**

(Hourly Rate)

FMBF0269 FM06 \$8.36-\$13.73  
Custodian, Welch Hall, Physical Plant (Monday-Friday, 5 a.m.-1:30 p.m.).

FMBF0270 FM06 \$3.36-\$13.73  
Custodian, Quirk, Physical Plant (Sunday-Thursday, 11 p.m.-7:30 a.m.).

FMBF0271 FM23 \$15.23-\$22.19  
Stationary Engineer, Physical Plant (hours vary, shift work).

FMBF0265 FM24 \$17.21-\$25.00  
Group Leader, Carpenter Shop, Physical Plant (Monday-Friday, 10 a.m.-6:30 p.m.).

**FUNDING, from page 1**

Kirkpatrick said.

For example, the Center for Environmental Information Technology and Applications (CEITA) will be provided additional funding to stimulate grant support for its research programs and to establish an institutional Center of Program Excellence. This new Institute for Geospatial Research and Education would enable CEITA to grow into a leading institute for geographic information systems research and services in partnership with external funding agencies.

The University also has created a private partnership with the EMU Foundation in which the University, rather than pay a fee to the Foundation each year, will fund development officers for each college who can serve as touchstones for fundraising.

"This is a way to provide core support to our alumni and friends so they can generate alumni support," Kirkpatrick said.

In some cases, the University is providing seed money for some programs to jump start, with a goal of being self-sufficient by the second year. For example, the biology and English departments have created projects that would help students develop their skills in those subjects through community-based work.

Freshmen orientation will be mandatory for all First Time at Any College students (FTIAC). In another example of a way to fund initiatives, orientation is paid for through special student fees.

The strategic plan is the primary source of EMU's appropriation request for fiscal year 2003.

"We don't intend for the plans to sit on shelves," Kirkpatrick said. "We do intend for plans to work. We're all counting on the University community to help implement new initiatives in the same way the University community participated so robustly in developing ideas during the planning process."



*"One of our goals is to support the whole person and to create a campus environment that is well in the broadest sense of the word."*

Ellen Gold, '81  
Director  
University Health Services  
Gold Medallion Winner 1989  
Gold Medallion Winner,  
Constituent Services  
Committee 2001

## Why I work at Eastern Michigan University

I have really enjoyed my 19 years at Eastern Michigan University. During that time, I realized that the more things change, the more they stay the same. The faces may change as students graduate but what hasn't changed is our mission — supporting students in their quest for a quality education.

We are always looking to be the best for our faculty, staff and students. This allows me to stay sharp; to focus on reducing barriers facing students; and to support the university in providing a quality learning environment.

I love that EMU endorses change. I like being part of the change process through my work in the department, on committees and by providing programs and services. It's exciting to wear so many hats and to not be boxed into one role.

One of our goals is to support the whole person and to create a campus environment that is well in the broadest sense of the word. Whether it is providing quality child care; assisting a sick student or staff member; or supporting someone with a personal issue, I see the work we do as really making a difference on campus.