

## Director of Diversity search narrows

By Ron Podell

The position may have been vacant for more than 1 1/2 years, but Eastern Michigan University is apparently days away from hiring a new director of diversity.

The position is an upgrade of the former director of affirmative action and employment, which was previously known as the director of affirmative action.

"We have two people in mind (for the position)," said EMU General Counsel Ken McKanders, who said the finalists will have to interview with EMU President Samuel A. Kirkpatrick before an offer is extended. "Obviously, if these two are acceptable candidates, we want to get one here as soon as possible."

While McKanders did not disclose the names of the two finalists, the three candidates are: Thomas L. Kent, Wilbur R. Valentine and Eunice T. Williams. Kent and Valentine interviewed with the search committee in December and Williams was on campus the first week of January.

Kent is an associate attorney with Green, Green, Adams and Palmer, in Ann Arbor, and is an adjunct professor of law at Michigan State University. Kent previously worked as a law clerk for the Michigan Department of the Attorney General, Civil Rights and Civil Liberties Division. He also was once a congressional staff assistant for former U.S. Congressman William D. Ford.

Kent received his bachelor of arts degree from the University of Michigan and his law degree from Michigan State University.

Valentine currently works as a Dallas/Denver regional civil rights officer for the U.S. Department of Labor, Office for Civil Rights. His duties include serving as the central expert in civil rights and workplace conflict resolution deliberations for the Department of Labor. Prior to that, Valentine was the equal opportunity officer for the U.S. Department of Education, Office for Civil Rights, in Dallas, Texas. He also has served in a number of positions, including recruiting and retention manager, for the U.S. Army.

Valentine received his bachelor's degree in administration from Southwest Texas State University; his master of education degree in counseling psychology from Our Lady of the Lake University in San Antonio, Texas; and is attending Walden University in Minneapolis, Minn., for his doctorate in administration/management.

Williams has been an Equal Employment officer with Oakland County government for the last 13 years. Previously, Williams was deputy director for the U.S. Army Tank-Automotive

Command's Office of Equal Opportunity.

Williams received her bachelor's degree in education and her master's degree in library science and information referral systems, both from the University of Toledo.

"Whoever's in the position is going to perform some of the traditional affirmative action functions, like working with departments on diversity of their (employee) pools and providing annual affirmative action reports," said Associate Vice President for University Relations Kathy Tinney, who helped expedite the search process. "Where we see this (position) having a broader function is more training throughout the University related to diversity. We wanted a different kind of position that wasn't focused solely on the employment function."

Moving the position out of human resources eliminated a potential "conflict of interest," Tinney said.

"There are a lot of legal issues dealing with affirmative action," McKanders said. "It seems very natural to put the position in the attorney's office."

McKanders said whoever is named to the position will have to have "good people skills" and be able to relate with deans, department heads, faculty and students.

"The person will be our contact with the larger issues of diversity in the community," he said.



McKanders

## December snow record set at EMU station

By Tricia Coutere

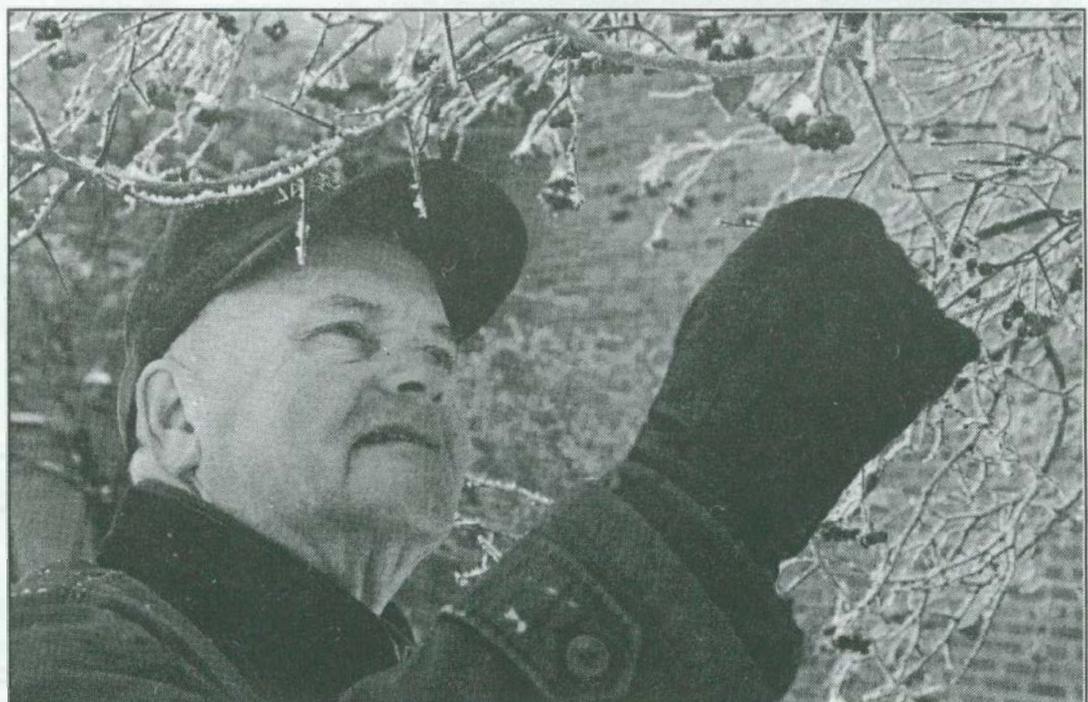
Snowball fights and snow angels may have been fun sights around Eastern Michigan University's campus Dec. 12. But the massive snowstorms in the Ypsilanti area that day were enough to cancel daytime classes for the first time in two decades and usher in the snowiest December on record at EMU.

"This December, there was more snow than any other December in the history of the weather station," said Carl Ojala, a professor in the geology and geography department at EMU. "This December, we had 32.1 inches [of snow] at this station and that set a record for December."

The previous record of 31.6 inches was set in December 1974.

Ojala explained patterns in weather systems that led to old man winter's outburst.

"The jet stream in December [2000] was far south," Ojala said. "There was a



**ICY CONDITIONS:** Carl Ojala, a professor in the geography and geology department, inspects rime ice, ice crystals with liquid water droplets inside them. The weather phenomenon, rarely seen in Michigan, occurs in air that is below freezing.

trough in the eastern United States. A trough is when the jet stream makes gyrations in the north and the south. The jet stream was in the south and that caused the snow this

past December." Ojala also said the colder-than-normal temperatures played a major role in the largest snow accumulation. The cold temperatures are associ-

ated with the trough which, when combined with the jet stream, creates larger accumulations of snow.

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# Textiles Research Institute changes industry patterns

By Ron Podell

Forget the little old lady who pumps her foot repeatedly on a treadle machine (akin to a large sewing machine) to create a dress or an upholstery cover from raw materials. Michigan apparel, auto and furniture manufacturers are moving toward creating their merchandise using computers and mechanized, or automated cutters.

And they are looking to Eastern Michigan University's Textiles Research and Training Institute (TRTI) to eventually provide their companies with employees trained in computer-aided design (CAD). CAD is a process where products — in this case, leather or textiles — are created on the computer screen and, literally, electronically stitched to specific proportions.

"We're trying to utilize these unusual applications and there are more uses for this than just apparel," said Julie Becker, director of the TRTI. "There are a lot of

companies out there looking for students with pattern capabilities and the ability to use software."

Becker's students have helped develop hospital scrubs, coal-mining bags, protective skirts for robotic paint sprayers and, most recently, created a 24-person rubber lifeboat for the U.S. Navy. And La-Z-Boy, Becker's former employer, has requested the institute conduct some experimental layouts of their upholstery. Adrian-based AMCO is talking with Becker about having students design convertible tops for automobiles.

Creating such products with the help of a CAD program can be so exacting that saving a few inches of fabric on one leather chair can add up to huge savings in production costs when those chairs are mass-produced by an auto manufacturer.

"We saved three inches of fabric" on the design for the robot cover, Becker said. "That translates to 15-20 cents an inch. That could be mi-



**PIECING THE PUZZLE:** Post-graduate student Laurel Secord (seated) plots a pattern for material that was used by students in Eastern Michigan's Textiles Research and Training Institute to create a rubber life raft for the U.S. Navy. Julie Becker, director of the institute (standing) said Michigan's apparel, automotive and furniture industries are looking to EMU to provide students trained in CAD, or computer-aided design, to help them create their products more precisely by computer, thereby saving construction materials and cutting budgetary costs.

lions of dollars in savings."

The TRTI computer laboratory in Rackham Hall opened January 2000. Approximately 20 computers, complete with CAD tools, were installed.

The new technology offers two-dimensional pattern design software, pattern grading and marking, a nesting system for optimal fabric utilization, a digitizer and a plotter. Product-data management software for costing and manufacturing specification sheets, along with merchandising CAD packages, also are used.

Gerber Technology, Inc., provided the institute with more than \$600,000 worth of software and hardware. The Richardson, Texas-based company manufactures mechanized cutters and software for CAD systems. Gerber is the largest cutting business in the world, said Jim Collins, a Gerber sales executive.

"What we see now are people going to mass customization," Collins said. "You don't see companies any more that make 40 different fabrics. CAD jobs in Michigan are going to explode in the next couple of years."

Michigan is first in the United States in auto production, second in furniture

manufacturing and seventh in apparel output, said George Liepa, professor and head of the Human, Environmental and Consumer Resources Department. Michigan, Ohio and Indiana combined employ more than 58,000 people in the textile industry, he said.

"Until we were here, there was no support system in the state for the auto industry. This is long overdue," Liepa said, since EMU is the only state university where a textiles research and training institute exists.

Catawba Community College in Hickory, N.C., Purdue University and North Carolina State University have the only other similar programs, and those don't dwell into the automotive arena, Liepa said.

The process involves a number of steps. The mechanized cutter punches out a pattern, which is then transferred to the computer. Changes are made using the CAD system. Patterns can be "nested really tight like a puzzle," which removes excess material from the pattern, Becker said. After alterations are made, the actual leather or material is fed to the Gerber cutter.

"It cuts in three minutes," Liepa said. "The old (hand or manual) leather cutters took an hour."

"We have everything here but the (mechanized) cutter," said Laurel Secord, a post-graduate student. "We can do everything here, up to plotting the part. If we could get more space, we could have a cutter. We could do it all here."

Becker said the institute is looking for more space to house a mechanized cutter, which Gerber may provide.

"We'd use it as a training tool, to let students have all applications of the process," Becker said. "Not having a cutter is like not having a printer to print your document."

Becker said she is constantly getting calls from the industry with inquiries about the availability of students for jobs or internships.

"For example, last year we placed 17 students (out of 22) in either full-time or internship positions at companies, including La-Z-Boy, K-Mart, Greenfield Village and Tom D'Andreta Industrial Coverings," Becker said.

Collins said he is working to get Becker certified as a Gerber trainer, which would result in business representatives coming to EMU for training and instruction.

"This would get the students in front of the people who will do the hiring," Collins said.



**ROBOTIC RITUAL:** Joo Young Kim, a graduate assistant in the Textiles Research and Training Institute lab, fits a robotic arm (used to spray paint automobiles) with a protective skirt. The skirt, designed by students at the TRTI, protects the arm from becoming saturated in paint.

# Rec/IM makes physical improvements

By Rashid S. Umar

Some faculty, staff and students may be contemplating keeping their New Year's resolutions to drop that annoying 10-15 extra pounds.

If they didn't use the Olds-Robb Student Recreation/Intramural Complex during the fall semester, they may soon see the facility received its own facelift before the new school year officially opened.

For two weeks — between the summer and fall semesters — the building, also known as the Rec/IM, was closed to give way to the facility's yearly improvements.

"The university has an investment in this building in the neighborhood of \$30 million dollars," said Bob England, director of the Rec/IM. "We are just trying to keep it up."

The building received a fresh coat of paint on the inside; all wood floors (of the basketball and racquetball courts were refinished and received a new coat of varnish; and the gymnasium was installed with new lights, which are highly efficient but not as bright as the previous lighting.

New weight room equipment, estimated at a cost of \$30,000, also was on the list of improvements.

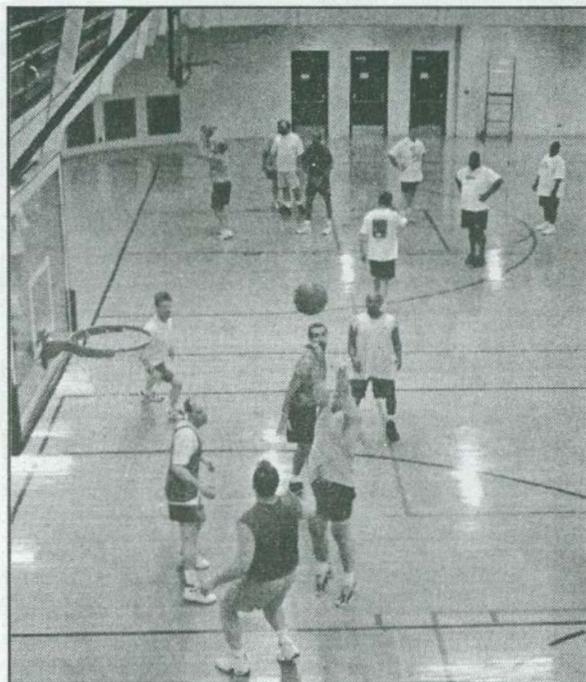
That investment is typical of prior years and represents an annual replacement of 10 percent of the weight equipment, England said.

But perhaps the biggest upgrade involved the purchasing of new air handlers for the swimming pool. The air handlers, which cost an estimated \$500,000, are essentially large fans used to circulate the chlorine in the swimming pool.

"The pool is filled with chlorine," England said. "(The chlorine) gets in the air and the handlers are necessary for people to avoid breathing the chlorine in. Without the handlers, the pool can get rusty and deteriorate."

"This is the first time since we've opened that we have ever done a renovation this big to improve or replace something in the building," said England, who said the old air handlers were nearly 20 years old.

Since the first day the Rec/IM opened its doors



**HARDWOOD ADJUSTMENTS:** Faculty and staff who play noon hoops at the Rec/IM enjoy some of the facility's improvements, including refinished wooden floors and the installation of more efficient lighting.

in the fall of 1982, the facility has been looked at as a standard for universities in the state.

"People want to look at it as a model, not just for our building but also as a business operation," England said.

Western Michigan University, Central Michigan University, Ferris State University, and Grand Valley State University are some of the schools in the state that have followed the EMU blueprint for a campus recreation facility.

"Some of my former students or assistants are currently running those facilities, so it has worked out well," England said.

As for future work, England says that the building undergoes changes every year around the same time. So, faculty, staff and students can expect continued improvements in future years.

# 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/)

## Flu shots still available

The first flu cases have been reported in Michigan, but it's not too late to get your flu shot. Come to Snow Health Center Monday thru Friday, 8:30 a.m.-4 p.m. No appointment is necessary. There is little or no wait in the morning. Cost is \$10. Call 487-1107.

## Alumni Award nominations due

Nominations for the EMU Alumni Awards are due Friday, Jan. 19, Alumni Relations Office, 13 Welch Hall. The awards include: Outstanding Young Alumnus/Alumna Award; Alumnus/Alumna Achievement Award; Distinguished Alumnus/Alumna Award; and the John W. Porter Distinguished Service Award.

The 40th Annual Alumni Awards Dinner is scheduled May 12 at the Ypsilanti Marriott. For applications and criteria for each award, call Alumni Relations, 487-0250.

## Dance concert slated for Quirk

The EMU Dance Program presents its 49th annual dance concert Jan. 26-27, 8 p.m., and Jan. 28, 2 p.m., Quirk Theater. Tickets are \$8/ students, \$10 adults.

The program will include choreography by EMU faculty Sherry Jerome and Julianne O'Brien Pedersen, with guest artists works by Doug Elkins, Gregory Patterson and EMU alumna Apryl Seech. Call 487-1221 for tickets.

## Dazzo to speak at Jiffy Mixes Distinguished Speaker Series

Olga Dazzo, president of Physicians Health Plan, presents, "Higher, Better, Faster, Cheaper" as the first speaker in the Winter 2001 Jiffy Mixes Distinguished Speaker Series. Dazzo's presentation is scheduled Monday, Jan. 22, 6:30 p.m., EMU Eagle Crest Conference Center. The presentation is free and open to the public. For more information, call Stewart L. Tubbs, 487-5875, or e-mail him at [Stu.Tubbs@emich.edu](mailto:Stu.Tubbs@emich.edu)

## Car raffle tickets available

Support scholarships in the College of Arts and Sciences by purchasing a \$100 raffle ticket to help support EMU students and provide a chance to win a 2001 Chrysler P.T. Cruiser. Only 1,000 tickets will be sold. The drawing is Feb. 3 at the Beaux Arts Ball. Call Elisia Payne, EMU Foundation, 484-3237.

## EASTERN MICHIGAN UNIVERSITY™

Eastern Michigan University is seeking comments from the public about the University in preparation for its periodic evaluation by its regional accrediting agency. The University will undergo a comprehensive evaluation visit March 19-21, 2001, by a team representing the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools. Eastern Michigan University has been accredited by the Commission since 1915. The team will review the institution's ongoing ability to meet the Commission's Criteria for Accreditation and General Institutional Requirements

The public is invited to submit comments about the college to:

**Public Comment on Eastern Michigan University  
Commission on Institutions of Higher Education  
North Central Association of Colleges and Schools  
30 North LaSalle Street, Suite 2400  
Chicago, IL 60602**

Comments must address substantive matters related to the quality of the institution or its academic programs. Comments must be in writing and signed; comments cannot be treated as confidential.

**All comments must be received  
by Jan. 22, 2001**

# JOBSLINE

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, Jan. 22. 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)

CSEN0111 CS05 \$24,147  
Admissions Processor, Admissions.

## PROFESSIONAL/TECHNICAL

(Hiring Range)

PTBF0103 PT05 \$23,331-\$26,829  
Custodial Foreperson, Physical Plant (11 p.m.-7:30 a.m. Sunday-Thursdays).

PTSA0123 PT07 \$30,244-\$35,568  
Writer II, Public Information (experience in speech writing desired).

## FOOD SERVICE/MAINT.

(Hourly Rate)

FMBF0137 FM06 \$8.08  
Custodian, Physical Plant (11 p.m.-7:30 a.m., Sunday-Thursdays).

FMBF0138 FM06 \$8.08  
Custodian, Physical Plant (11 p.m.-7:30 a.m., Sunday-Thursdays).

FMPR0103 FM12 \$8.81  
Athletic Facilities Attendant, Athletic Maintenance.

## ADMIN./PROFESSION

(Hiring Range)

APPR0102 AP09 \$39,601-\$48,325  
Assistant Athletic Director-Compliance I.C. Athletics.

APPR0103 AP09 \$39,601-\$48,325  
Director, Special Events, University Marketing & Communications.

## Why I work at Eastern Michigan University

**M**y association with Eastern Michigan University began in 1985 as a part-time instructor in the math department. At the time, I was working as senior assistant engineer at a nuclear power station in Ohio.

It was from my experiences as an instructor at EMU that it became clear that I wanted to work here on a full-time basis because I found EMU to be an environment that values both individuality and teamwork. In 1991, I was called back to EMU to help teach a class, but my dream was to work here exclusively.

Then in 1996, I was hired as a principal plant engineer for EMU's physical plant operations.

Our mission at the physical plant is to provide a world-class learning environment that is comfortable, reliable and safe. I am very pleased and honored to work with the new director who is expanding the department and moving our operations forward with modern technology.

We have tremendously talented people who work as a team to provide the university with professional engineering services and I'm so proud to be a part of that team. That's why I drive in from Toledo every day and that's why I will continue to give my best effort to Eastern Michigan University.



Bilal Sarsour, P.E.  
Principal Plant Engineer,  
Physical Plant

EASTERN MICHIGAN UNIVERSITY™

## SNOW, from page 1

"This December, the average was 17.7 degrees Fahrenheit," Ojala said. "The average [temperature] is usually 29.9 degrees Fahrenheit. That's 12 degrees below normal."

The drop in temperature also caused a weather phenomenon — rime ice — seldom seen in Michigan. Rime ice usually occurs in the farther northern latitudes and in the mountains Ojala said.

Rime ice are ice crystals with liquid water droplets that occur in air that's below freezing, Ojala said. When rime ice hits a tree branch, it immediately freezes into a crystal, he said.

Although it might look pretty on trees, rime ice can cause havoc with people's travel plans, Ojala said.

"When the temperature's below freezing and an airplane is going through the runway, (rime ice) hits the wings," he said. "It's called icing when a plane flies through super cool clouds."

Despite the snowy December, Ojala said it's difficult to gauge whether the record-breaking weather is an indication for more of the same for EMU and Ypsilanti in the months ahead.

"In December [1974], it was warmer two out of three months after [the previous record breaking storm]," he said. "In October [1980], it was colder the next three months."

However, there are signs people can look for to predict snowstorms, Ojala said.

"First, it has to be cold enough (usually below freezing) for the atmosphere to produce snowflakes," he said. "If you're out the day before (a storm), there will be high cirrus clouds in a westerly direction. Then, altostratus clouds follow in a lower pattern. The next morning there will be low clouds. This shows that there is a front coming and precipitation. The winds will come out of the east, which means a storm is coming."

**When you need to know if bad weather threatens cancellation of classes or University events!**

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487-2460**