

News for
Eastern Michigan
Faculty and Staff

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EMU celebrates Martin Luther King, Jr.

Dyson: MLK was imperfect, but extraordinary



CONTEMPLATING KING: (above left) Author, professor and minister Michael Eric Dyson, the keynote speaker at EMU's Martin Luther King Jr. celebration, describes what King meant to America. (above right) Faculty, staff and students remember King during a candlelight walk that started at McKenny Union and went across campus.

By Ron Podell

The history books mythologize Martin Luther King Jr. as a deity for civil rights. Michael Eric Dyson — author, professor and minister — describes MLK as an imperfect human being who did extraordinary things, and only became popular for his notions of equality after he died.

"King took the risk of telling the truth about

America," said Dyson, the keynote speaker for Eastern Michigan University's MLK Jr. celebration Jan. 15. "Those who often tell the truth take the risk of having their reputations soiled. If you take the risk of telling the truth, America will not love you until you are no longer here. Now that he is dead, we celebrate him and he is remembered as a prophet. We hear his call for justice."

Dyson electrified the audience (and sometimes made them cringe) during the President's Luncheon at the Ypsilanti Marriott and at a Pease Auditorium speech.

Dyson is presently the Visiting Distinguished Professor of African-American Studies at Columbia University.

His most recent work, *I May Not Get There With You: The True Martin Luther King Jr.*, released last fall, takes an

in-depth look at the real King, considered the key figure in the civil rights movement.

According to Dyson, King's importance is that his life was characterized by sacrifice, service and redemption.

"King matters, in the ultimate sense. Here was a man who placed truth over

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O'Connor, Patterson, Sayles receive EMU's MLK Awards

By Rashid S. Umar

Martin Luther King Jr. was a minister, scholar and a social activist. Interestingly enough, a priest, a scholar and a man who dedicated his life to the Eastern Michigan University community were named this year's recipients of the MLK Humanitarian Awards.

Bernard O'Connor, professor of arts and sciences and a priest; Sherry L. Sayles, former assistant to the Provost and director of Community College Relations; and the late Ralph Patterson, who served as a member on the EMU Alumni Association Board, were honored at the President's Luncheon, the central event of EMU's Jan. 15 MLK celebration.

Nominated by their colleagues, candidates had to be a member of the University community or the broader local community; exemplify the values and ideals of Martin Luther King, Jr.; and have contributed significantly to the University and/or community.

"I've been deeply moved by this award," O'Connor said, shortly after the luncheon. "The challenge now is for us



THREE KINGS: Judy Patterson (second from left with daughter Leslie and accepting for her late husband, Ralph Patterson), Sherry L. Sayles and Bernie O'Connor are all smiles after being named winners of EMU's Martin Luther King Jr. Humanitarian Awards at the President's Luncheon Jan. 15.

the expand our hearts as a university to be one that examines Dr. King's dream."

O'Connor, who serves on a number of EMU committees, is a member of the State Board of Ethics and the Washtenaw County Dispute Resolution Center.

"This is a great honor, and I've been blessed," Sayles said.

SEE AWARDS, page 4

Incarnati, Griffin elected to lead Regents in 2001

Philip Incarnati, president and chief executive officer of McLaren Health Care Corp. of Flint, was re-elected to a third term as chairman of the Eastern Michigan University Board of Regents at its regular meeting Jan. 16.

Incarnati, a resident of Fenton, has been an EMU regent since 1992 and chair of the Board of Regents since 1995. He earned a business administration degree in 1976 and a master's degree in 1982, both from EMU.

Rosalind E. Griffin, of Bloomfield Hills, was elected vice chair. She was appointed to the board in 1997. Griffin is a psychiatrist in private practice.

Dana Aymond, of Jackson, was re-elected secretary to the board and EMU Vice President of Business and Finance, Patrick J. Doyle, of Hartland, was re-elected treasurer. The regents also reappointed Andrews, Hooper & Pavlik of Okemos as the University's internal auditor.

College of Technology dean among 41 new staff members

The Eastern Michigan University Board of Regents approved the appointments of 41 staff at its regular meeting January 16.

Of the 41 appointments, 24 (59 percent) are female; four (10 percent) are African American; one (2 percent) is Asian; and one (2 percent) is Hispanic.

Those receiving appointments are:

■ **John C. Dugger** of Ann Arbor, dean of the College of Technology. Dugger was an associate professor from 1986-1999 and department chair of the Department of Industrial Education and Technology from 1989-97 at Iowa State University. Previously, he was an assistant professor at Iowa State University from 1982-86. He earned his Ph.D. in industrial education in 1982 from Texas A&M University and his master's degree from Virginia State University.



Dugger

■ **Susan Patalan** of Saline, director of employment and recruiting. Patalan was vice president of The Loft Recording in Saline from 1999-2000. Previously, she was human resources/recruitment coordinator for Peabody & Arnold in Boston, Mass., from 1997-99. Her other professional experience was as manager of human resources for Tantara Transportation in Canton, Michigan, from 1992-97. Patalan earned her bachelor's degree in organizational communication and psychology in 1991 from Eastern Michigan University.



Patalan

■ **Erica Smith** of Belleville, manager, risk management and worker's compensation. Smith was workers' compensation claims administrator/administrative business management assistant for four years in EMU's Department of Risk Management and Workers' Compensation. She earned her bachelor of science degree from Eastern Michigan University.

■ **John Goodridge** of Ann Arbor, assistant men's track and field coach. From 1984-99, Smith served as head men's track and cross country coach before becoming an associate athletic director at Wake Forest

University. While at Wake Forest, Goodridge was named ACC Coach of the Year four times, and served as a national coach for the World Cross Country Championships and vice president of the U.S. College Cross Country Association. He also served as assistant women's track and field coach from 1980-83 at Michigan State University. Goodridge received his master's degree in physical education in 1974 from the University of Michigan.

■ **Jerome Howell** of Ypsilanti, platform specialist senior, University Computing. Howell previously was a software engineer from 1996-2000 with Freese Enterprises in Plymouth and a lead programmer with Testron Corp. in Livonia in 1996. He also was a programmer analyst from 1994-96 at Eastern Michigan University. Howell is currently working on a bachelor's degree in computer science at EMU.



Howell

■ **Janet Gerding** of Saline, pharmacist in the Health Service Pharmacy. Gerding had been a contractual staff pharmacist from 1985-2000 at EMU's Health Service Pharmacy. Gerding also is currently employed as a staff pharmacist at Busch's Pharmacy in Saline. She earned her bachelor of science degree in pharmacy in 1975 from the University of Michigan.

■ **Susan Johnson** of Ypsilanti, Web analyst programmer II in University Computing. Johnson was most recently self-employed as a contractor for the testing and delivery of software applications. Prior to that, Johnson taught a course during the winter 2000 term at Eastern Michigan University and was a systems software developer from 1998-2000 at Vector Research Inc., in Ann Arbor. Johnson received her bachelor of business administration degree in computer information systems in 1995 from Eastern Michigan University. She is currently working toward her master's degree in information systems from EMU.



Johnson

■ **Heidi Sisson** of Ann Arbor, assistant director, academic and athletics scholarships, financial aid. Sisson

was the senior financial aid counselor from 1998-2000 at the University of Michigan Business School. Prior to that, she was a financial aid officer I and II at the University of Michigan's financial aid office. She received her bachelor's degree in communications in 1992 from Eastern Michigan University.

■ **Robert Bishop** of Madison Heights, infrastructure specialist I, University Computing. Previously, Bishop was a technical support representative for Creative Solutions and was a network infrastructure specialist from 1993-97 for University Computing at EMU. Bishop is currently pursuing his bachelor's degree in public safety administration from Eastern Michigan University.

■ **Anne Eschtruth** of Ann Arbor, research associate II, CEITA. Eschtruth was a teaching assistant in 1999 at Yale University and was an in-house solid waste planning intern with the Washtenaw County Department of Public Works from 1997-98. She received her master's degree in environmental science in June 2000 from Yale University.



Eschtruth

■ **Thomas Gillis** of Livonia, workplace education specialist, Center for Management and Leadership. Gillis was a senior account executive from 1994-2000 for Golin-Harris Communications. Prior to that, Gillis was a news center assistant from 1992-94 for Chrysler Corporation. Gillis earned his bachelor's degree in liberal studies in 1991 from the University of Michigan.

■ **Donna Kapelanski** of Garden City, workplace education specialist, Center for Management and Leadership. Kapelanski was an assistant to the branch manager at Gray Company Inc., a national automotive equipment manager. She received her master of art degree from Central Michigan University and her bachelor of art from Madonna College.

■ **Jeremiah Shinn** of Ann Arbor, student services associate (Greek Affairs), dean of students. Shinn previously worked as a graduate intern for the Office of Greek Life at the University of Michigan. Shinn earned his master's degree in higher education in December 2000 from the University of Michigan.

■ **Judith Stokes** of Howell, administrative associate II, College of

Health and Human Services. Prior to joining EMU, she was an administrative assistant to the Ann Arbor District Library Board of Trustees. Stokes was assistant to the dean in EMU's College of Health and Human Services from 1998-2000 and, prior to that, was senior secretary from 1994-98 in the college. Stokes is currently attending Eastern Michigan.

■ **Vincent Tocco** of Brighton, infrastructure specialist I, University Computing. Tocco was a network communications specialist II from 1997-2000 at EMU's University Computing. He received his bachelor's degree in computer science in December 2000 from Eastern Michigan University.

■ **Holly McFaul** of Ann Arbor, program coordinator, Children's Institute. McFaul was previously a contract analyst for Washtenaw County CMH.

Prior to that, she was a director/head teacher from 1997-2000 at the Ypsilanti Housing Community. Faul received her bachelor's degree in developmental psychology/early childhood in 1993 from Wayne State University, and is currently pursuing her master's degree in families and children at Eastern Michigan University.

Other appointments are:

- **John Lange** of Ypsilanti, assistant wrestling coach.
- **Joseph Brescol** of Ypsilanti, user consultant I, LR&T-library
- **Amy Hirshman** of Ann Arbor, pre-school teacher, Children's Institute
- **David Knight Jr.** of Tecumseh, area foreperson, physical plant
- **Karyn Vaughn** of Farmington Hills, pre-school teacher, Children's Institute
- **Jessica Wellwood** of Ypsilanti, research assistant II, Oregon Foster Homes Review
- **Judy Niles** of Ypsilanti, senior secretary, social work
- **Usha Raghu** of Canton, library assistant III, LR&T-library
- **Frances Dorr** of Ann Arbor, senior clerk, records and registration
- **Debra Lay** of Ypsilanti, secretary II, College of Arts and Sciences
- **Tia Moody** of Ann Arbor, secretary II, biology
- **Tewesda Perkins** of Ann Arbor, secretary II, McKenny Union and Campus Life
- **Stacey Seidl** of Allen Park, secretary II, Children's Institute
- **Scott Cejmer** of Pinckney, motor vehicle and equipment mechanic, physical plant
- **Randy Encisco** of Ann Arbor, carpenter, physical plant
- **Michael Kohne** of Plymouth, plumber/maintenance, physical plant
- **Anthony Douglas** of Romulus, cook/stock-keeper, dining services
- **Sharie Cannon** of Ypsilanti, cook, dining services
- **Thea Forester** of Ypsilanti, custodian, physical plant
- **Geraldine Green** of Wayne, custodian, McKenny Union
- **Daniel Lund** of Ypsilanti, custodian, physical plant
- **Kenneth Rice** of Belleville, custodian, McKenny Union
- **Nadine Runyon** of Ypsilanti, custodian, physical plant
- **Robert Woolridge** of Ypsilanti, pot and pan utility, dining services
- **Tiajuana White** of Ypsilanti, fast food worker, Eastern Eateries

Regents authorize renegotiation of joint operating agreements with EMU Foundation and Eagle Crest

The Eastern Michigan University Board of Regents authorized the University to proceed with the renegotiation of the joint operating agreements between EMU, the EMU Foundation and Eagle Crest Management Corporation at its regular meeting Jan. 16.

The current JOA, established in 1995, intertwines the duties and responsibilities of all three entities.

It is requested that a new approach be adopted, authorizing the administration to negotiate separate agreements with the Foundation and Eagle Crest.

"We have learned a lot in the five years that we have had the JOA and have built a strong foundation. Now is a good time to look at it and see how we can enhance it further," said Patrick Doyle, vice president of business and finance at Eastern Michigan.

"This strategy will further emphasize that the focus of the Foundation is advancement activities," Doyle said. "The new agreement with Eagle Crest will provide opportunities to strengthen the relationship and expectations of ECMC if it is to



Doyle

continue to manage university assets."

To achieve that distinction between fundraising, EMU President Samuel A. Kirkpatrick searches have been initiated for a vice president of advancement and executive director of the EMU Foundation.

Current EMU Foundation President Roy Wilbanks, who currently handles fundraising for the Foundation, is expected to retire June 30, 2001.

"(The position would) provide new cabinet-level leadership for an organization that will focus on fundraising and alumni affairs on behalf of EMU, and will be distinct from the management of our assets and conferencing activities at Eagle Crest," Kirkpatrick said. "Both University leaders and Foundation trustees share a belief that new approaches are necessary if we are to achieve a higher level of private and public support."

The new agreements will be presented to the Board for final approval at a later date.

In other action:

■ Eastern Michigan University has renewed the contract of its first charter school. Kirkpatrick signed the renewal of the Gaudior Academy in Inkster, Jan. 9.

The EMU Board of Regents had renewed a five-

year contract for the school in January 2000. The present contract expires at the end of the 2000-01 school year.

Gaudior Academy was the first charter school to be authorized by the regents in 1996, and is ranked as one of the most innovative and successful public school academies in Michigan.

■ The regents amended the University's alcohol and drug policy to include a title modification, add a statement related to Parental Notification, clarify the purpose and responsibility for the Biennial Review, and add a statement related to alcohol marketing on campus.

■ The board approved the sale of property located at 605 West Cross Street for \$192,000.

The property, which consists of a two-story house, was purchased by the University last spring for \$160,000. The original intent of the purchase was to improve the appearance of the campus border by demolishing the house and paving the site for use as additional parking.

The site will be sold to local realtor Robert Barnes. Barnes has agreed to give the University "the right of first refusal/option to purchase" if he elects to sell the property in the future.

■ The board approved its meeting schedule for 2001. Meeting dates are: April 3, June 19, Sept. 18 and Nov. 13.

Regents approve emeritus status for one, retirement for eight

The Eastern Michigan University Board of Regents approved emeritus status for Jerry Williamson and the retirements of eight staff members at its regular meeting Jan. 16.

Williamson, an associate professor of chemistry, has 33 years of service and retired in September 2000. He earned his Ph.D. and master's degrees from the University of Iowa and his bachelor's degree from the University of Illinois.

The board approved the following



Beginin

■ Robert Crouner, of Saline, professor of management, 24 years;

retirements:

■ Jim Angle, of Ann Arbor, professor of English language and literature, 36 years of service;

■ Igor Beginin, of Canton, professor of fine arts, 32 years;



Haynam

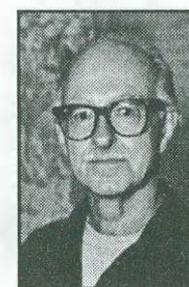
■ George Haynam, of Melbourne Beach, Florida, professor of computer science, 14 years of service;

■ John Loree, of Ypsilanti, professor of fine arts, 38 years of service;

■ Bob Parks, of Ypsilanti, men's track coach, 34 years of service;

■ Sharon

Seiber, of Ypsilanti, secretary for marketing and student affairs, 42 years of service;



Loree

■ Zepherine Chapman, of Whitmore Lake, senior secretary for athletics, 14 years of service.

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/

Leadership conference offers courses Jan. 27

Faculty, staff and students are invited to attend "Making Connections in the 21st Century," the 2001 Winter Leadership Conference, scheduled Saturday, Jan. 27, Burton Manor, Livonia.

The event, sponsored by McKenny Union and Campus Life, will include the following sessions: Developing Your Leadership Style, Recruitment and Retention of Organization Members, Understanding Diversity, Budgeting and Fundraising for Organizations, Life Balance and more. Cost is \$20 and includes lunch, dinner and transportation. Cash, a personal check or University requisition are accepted for payment.

For information, call 487-3045.

Beaux Arts Ball set for Feb. 3 at Ypsi Marriott

Eastern Michigan University's Beaux Arts Ball 2001 is scheduled Saturday, Feb. 3, 6 p.m., Ypsilanti Marriott.

The event features cocktails, dinner, music by the Simone Vitale Band and a silent auction. Auction items include golf packages, acting and dancing lessons, a John Loree painting and other fine artwork, and a Canadian Getaway package.

Ball tickets are \$125 each. Sponsorships range from \$500-\$3,000, and include gala tickets and advertising in a commemorative program book. Sponsors also may provide a gala ticket for an EMU student entertainer or artist. Call Elisa Payne, EMU Foundation, 484-3237.

Lesbian, gay faculty offer Stonewall Scholarship

Members of the Lesbian and Gay Faculty and Staff are offering the Stonewall Endowed Scholarship for undergraduate students attending EMU. The scholarship will be awarded to students who demonstrate leadership and/or involvement in organizations, activities, or issues that promote a positive gay/lesbian environment on campus.

"We're really pleased with the response from the EMU community as well as the outside community," said Michael McGuire, a music professor who heads the faculty group.

The scholarship is endowed at more than \$10,000, with a goal to raise an additional \$10,000 within the next two years. To contribute, call 487-0292.

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. 29. 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)

CSSA0110 CS04 \$21,369
Senior Account Clerk, Apartment Prorate.

CSBF0106 CS04 \$21,369
Police Dispatcher, Public Safety (shift work varied).

CSAA0134 CS04 \$21,369
Secretary II, Social Work (previous supervisory experience with student workers desirable; Microsoft Word, Excel, Access database, ISIS).

CSAA0135 CS04 \$10,850
Library Assistant II, LR&T (50% appointment, Monday-Friday, 8 a.m.-12 noon).

CSAA0133 CS04 \$10,850
Secretary II, Leadership & Counseling (50% appointment. Good human relations skills, Microsoft Office, FilemakerPro, Macintosh computers).

CSEN0112 CS05 \$24,147
Financial Aid Processor, Financial Aid.

PROFESSIONAL/TECHNICAL

(Hiring Range)

PTSA0124 PT08 \$34,482-\$41,396
Career Development Associate, Career Services Center.

ADMIN./PROFESSIONAL

(Hiring Range)

APAA0109 AP13a \$78,742-\$93,436
Associate Academic Dean, College of Arts & Sciences (previous administrative experience).

FOOD SERVICE/MAINT.

(Hourly Rate)

FMSA0114 FM06 \$8.00
Custodian, McKenny Union/Camp Life (6 a.m.-2:30 p.m. Monday-Friday).

DYSON, from page 1

habit," Dyson said.

Dyson pointed out that America tends to remember King's "I Have A Dream" speech, but few note that King's dream became a nightmare as he later realized the limits of man's capacity and willingness to change.

"As King grew, his philosophy expanded. As his philosophy expanded, his ability to challenge America deepened," Dyson said.

Dyson related to young and old, black and white. At times he spoke in an introspective professorly tone. At others his speech pattern was a passionate, machine-gun paced Sunday sermon that vented a today's hypocrisy toward acceptance of all people.

For example, Dyson said that if he wore dreadlocks and had darker skin rather than possess his current "pedigree," he would not, due to stereotypes, have the same access he has now to speak at universities and to the media.

"I am a Trojan horse and when we roll them in, I represent every one of them (minorities)," he said with a sly smile.

"If we believe all individuals are created equal, live it, just don't say it," Dyson said.

AWARDS, from page 1

Sayles, a nationally known educational leader for scholarship, research, teaching and service, has won numerous awards, including the Faculty of the Year Award from the EMU Black Faculty and Staff Association.

Patterson, who died Dec. 4, 2000, at age 69, was remembered as "one who rarely missed a Board meeting, athletic function, or an opportunity to help a student, contribute to a program, or support EMU."

"He worked tirelessly for the university, said Judy Patterson, who accepted the award on her husband's behalf. "We are very proud of him."

Why I teach at Eastern Michigan University

My understanding of the breadth and scope of learning and the ability to really respect other ways of looking at the world was put into place for me when I studied and taught in many communities throughout the world like Paris, Zurich and the Virgin Islands. I not only learned other languages, but was confronted with many kinds of diversity that radically changed my notion about how we can all live in an interconnected way.

So when I came home to EMU in 1993 to teach, I was delighted to find a university with true racial and cultural diversity, a large number of international faculty members and a really strong international student population.

As a faculty member, I have been able to participate in the sweeping changes in curriculum in my department. And I feel very much a part of the wider university body as a whole by serving on university-wide committees. I have learned so much from being able to have close contact with colleagues from other colleges. We have many opportunities to discuss our classroom experiences and our research.

It may sound like a TV commercial, but it's really true. I am privileged to be at an institution where diversity is honored and faculty members are encouraged to affect the entire university community.



Heather Neff, Ph.D.
Associate Professor,
English Literature
author of *Blackgammon*

EASTERN MICHIGAN UNIVERSITY™