

## Guinier: MLK was more than dreamer

By Ron Podell

Martin Luther King Jr. did not see his efforts alone as successful in forwarding the civil rights movement. The key, King said, was to have people, as a collective whole, work together to create change — a notion just as timely now in the face of recent American tragedy.

“He was not just a dreamer and a prophet,” said Lani Guinier, the keynote speaker at Eastern Michigan University’s Martin Luther King, Jr. celebration Jan. 21. “He was a democrat who knew that the real power was with all of the people around him to make change. King wrote, ‘It was the people who moved their leaders, not the leaders who moved the people.’”

Guinier, a one-time candi-



**KING DISCUSSION:** Keynote speaker Lani Guinier (left) addresses a large crowd at the Convocation Center during the President’s MLK Day Luncheon Jan. 21. Award winners include (from left) Chenoa McGee, Margaret Crawford Trail Blazer Award; Diane Agy, Strand-Evans Diversity Award; Lisa Salinger, Ypsilanti Public Schools Essay Contest; Guinier, Toyin Olatunji, MLK Jr. Humanitarian Award; and Patrick Melia, MLK Jr. Honor Award. Vanessa Reffitt, winner of the Drs. Lee and Nora Martin Scholarship, is not pictured.

date to head the Civil Rights Division of the Department of Justice and the first black woman to be a tenured professor at Harvard Law School,

addressed a crowd of approximately 850 at the Convocation Center during the President’s MLK Day Luncheon

Guinier linked King’s civil rights efforts during uncertain times for black Ameri-

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## Recreational resources: Paciorek’s book highlights sports opportunities for the physically disabled

By Carol Anderson

World War II veterans in rehabilitation centers wheeled onto a basketball court and started playing what is now one of the most popular disability sports, wheelchair basketball. Vietnam veterans with amputations started the U.S. Disabled Ski Team while quadriplegics established Quad Rugby.

“Many sports are started by the disabled — someone with a desire to participate and try different things,” said EMU’s Michael Paciorek, a professor of adapted physical education and program coordinator for physical education teaching at EMU.

But how does anyone know where to go for information on disability sports? That’s a question Paciorek asked himself. The answer produced the book “*Disability Sport and Recreation Resources*.”

The book, now in its third printing, was co-authored by Paciorek and Jeffery A. Jones, director of the Center for Health and Fitness, Rehabilitation Institute of Chicago.

New features of this edition include electronic resources that list Web sites and e-mails for related organizations, alphabetical listing of 46 sports, and the history of each sport.

Recommended by the Library of Congress, the 341-page paperback introduces ways individuals with disabilities can access sport and recreational activities.



**IDEAL WHEELS:** Michael Paciorek, a professor of adapted physical education, poses recently with a child’s racing wheelchair. Paciorek is co-author of “*Disability, Sport and Recreation Resources*,” a reference book of sports and recreational activities for the physically handicapped.

“Sports participation helps many people deal with their injury,” said Paciorek. “Especially those people who acquired their injury later in life. For them, life is different from what it was

before, both physically and mentally.”

People who participate in a disability sport remain healthier, Paciorek said.

Certain activities have been developed for specific disabilities. For example, goal ball was developed for the blind or visually impaired. The game is structured so: All players are blindfolded and must listen for the location of the basketball-sized ball, which contains metal bells. The object of the game is to roll the ball into the home goal, past the opponent’s team.

The game has achieved popularity in physical education classes because of its inclusive nature, Paciorek said.

Disability sports made the headlines recently when golfer Casey Martin sued the PGA Tour for the right to use a golf cart during competition. Martin has a rare circulatory disorder, which makes walking very painful.

Disability sports have also received international attention, Paciorek said. Since the Olympic Games in Australia, the U.S. Olympic Committee requires that any country that bids to host the Olympic Games must also hold the Paralympic Games 10 days later at the same location.

This year, Salt Lake City will host the Winter Olympic Games, beginning Feb. 24. The city will host the Paralympic Games following the completion of the Winter Games.

The book is available at the EMU Book Store.

# Strategic plan stresses diversity opportunities

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

**By Ron Podell**

Eastern Michigan University has been nationally ranked for diversity by *U.S. News & World Report* for four out of the last five years, and continues to increase its international student numbers at both the undergraduate and graduate levels, with a record 1,150 taking classes this year. In addition, the University's Access Services Web site was listed, in 2001, by *The Chronicle of Higher Education* as one of the best in the country for students with disabilities.

Still, there are steps that can be taken to ensure the institution continues to focus on providing a diverse campus culture and broadening its definition of diversity as a whole.

EMU President Samuel A. Kirkpatrick has emphasized four initiatives directly related to improving diversity for the University.

Direction 4 of the University's strategic plan states that EMU will become a model for the principles of diversity and inclusion.

"Probably the most important part of this diversity initiative is that we have supported, at this stage of strategic planning, a more forward-looking way to develop a comprehensive diversity plan," Kirkpatrick said. "One of the things a plan will do is allow the University to address any patterns of (employment) underutilization."

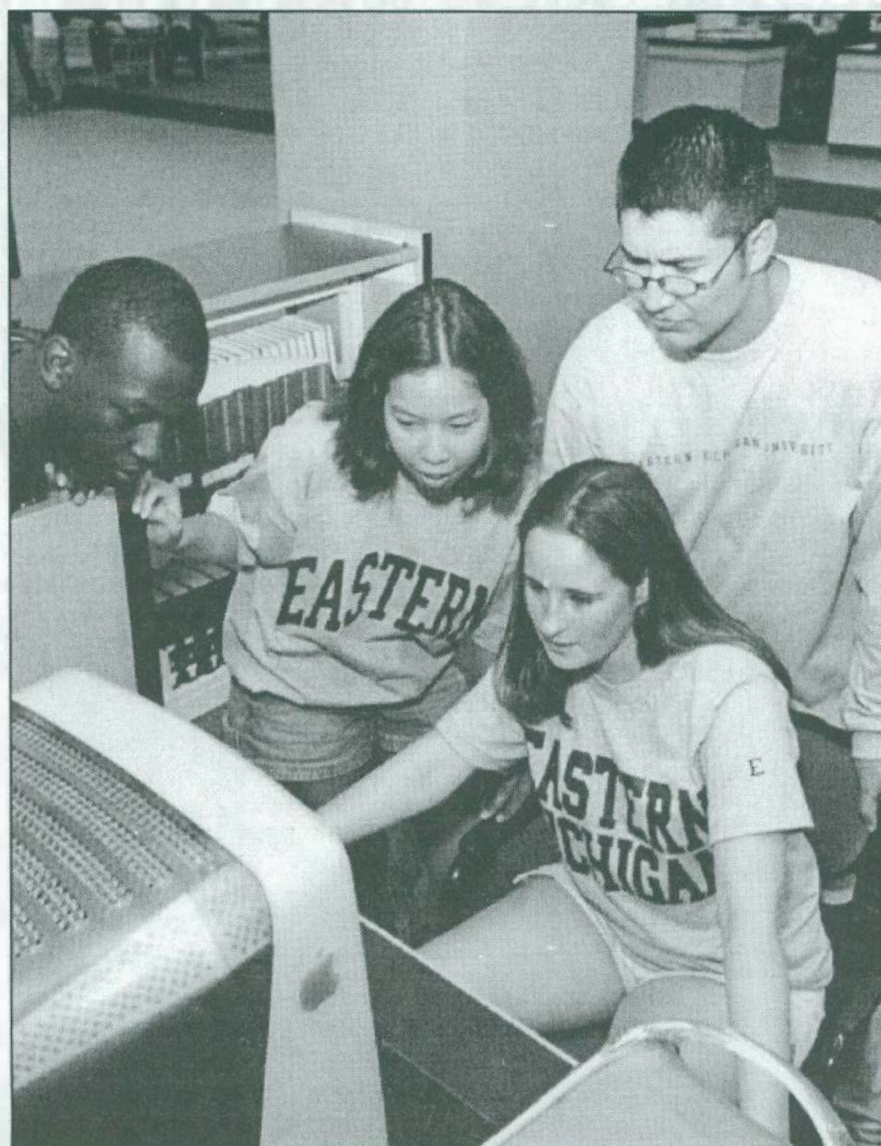
These initiatives include:

- Develop a comprehensive institutional diversity, equity and inclusion action plan. A comprehensive affirmative action and diversity plan is expected to be complete by November 2002 for Board of Regents approval.

Whitney Harris, EMU's director of diversity, has already completed an important step — an affirmative action audit — in creating a comprehensive affirmative action and diversity plan. The audit provides "a snapshot" of what EMU's workforce currently looks like, Harris said.

"Your workforce ought to correlate with your available hiring pool," he said. Translated, minority percentages of employees at EMU should reflect the availability of talent in a local or national pool, based on Census data, Harris said.

For example, the University, as of Sept. 15, 2001, had nearly 10.8 percent African-Americans in secretarial positions, much higher than the available talent pool of 6.7 per-



**WORKING TOGETHER:** This group of students working at a computer represents a familiar sight at EMU — its wide diversity. Direction 4 of the University's strategic plan focuses on strengthening campus diversity.

cent, Harris said. On the other hand, the University had no women employed in skilled trades positions, a job category in which there is an available 4 percent pool of potential applicants.

There are a number of ways to better ensure representative employee pools are considered for job openings at EMU, Harris said.

These include: having faculty and staff network with professional associations for potential job candidates; research which universities are producing minorities earning Ph.Ds; talk to relevant business and industry that may have experts in fields of study at the University; and "grow your own," a concept of recruiting EMU graduates who now teach in public schools or at other higher education institutions.

"The key to an effective affirmative action plan is not to get bogged down in numbers, but to be programmatic," Harris said. "We don't want to recruit for departments, but we want to provide the resources for them."

- Create a Summer Institute on Diversity for faculty and staff in 2002. Approximately \$25,000 in seed

money is earmarked for this initiative, which will be evaluated for future years.

This expands the work of the Academic Affairs Committee on Curriculum Diversity (AACD) and will provide additional opportunities for faculty to infuse diversity into campus courses as well as develop staff training, Kirkpatrick said of the pilot project.

Under the initiative, roughly 15 faculty fellows will be selected to participate in the Summer Institute. The diversity institute will be similar to previous institutes, which covered Writing Across the Curriculum, Undergraduate Studies, and Technology, said Michael Harris, associate provost.

"This will help faculty to elevate their acumen in thinking about incorporating matters of diversity into their curriculum or courses," said Ron Woods, professor of African American Studies and chair of the AACD. "We're trying to create a culture of curricular inclusion so that it becomes common and ordinary thinking."

Harris stressed the importance of attracting a broad representation of faculty from all of the colleges to the

institute to ensure multiple views will be considered.

"That is important because that will be reflected in diversifying the curriculum," Harris said. "We hope those participating will go back to their faculty and champion diversifying the curriculum."

- Fund a full-time director for the Women's Studies program. Funding will be determined for fiscal 2002-03. Part-time directors have come and gone, but a full-time director is needed to advance the Women's Studies program, Kirkpatrick said.

Margot Duley, a professor of history and current director of women's studies, said a full-time director would "allow Eastern to really draw together the threads of an already-strong program, mobilize resources it hasn't been able to before, bring the program more prominence and attract more students."

EMU's Women's Studies program has a 25-year history, which makes it one of the oldest in the nation. It also is one of the few programs regionally to also offer a master's program, Duley said. Approximately 60 EMU faculty are currently involved in gender or women's studies research, she said.

Student credit hours in women's studies at EMU have grown 150 percent in the last decade, and a full-time director would ensure that course offerings are improved and expanded, Duley said.

- Increase staffing for the Access Services Office. One additional staff employee was funded in fall 2001 and that person is expected to be hired within a month, said Jim Vick, vice president for student affairs.

Access Services currently has only one part-time person to address the needs of more than 550 disabled EMU students.

"A half-time person for handling that population is just not workable," Vick said.

This plan of action was taken in response to a North Central Association (NCA) recommendation last spring that the University needed to increase resources available for disabled students.

In addition to more effectively accommodating students with disabilities, educating faculty and staff about ADA compliance regulations and better meeting the needs of disabled students is a component of the initiative, said Greg Peoples, dean of students.

"Many faculty and staff are not aware that there may be disabled students in their classes and, if they are aware, they are not sure how to accommodate these students or remove barriers that prevent them from learning," he said.

# Leighton named ASC's "Criminologist of the Year"

By Kathleen Shields

Paul Leighton compares our nation's current response to crime to "mopping the floor while the tub overflows."

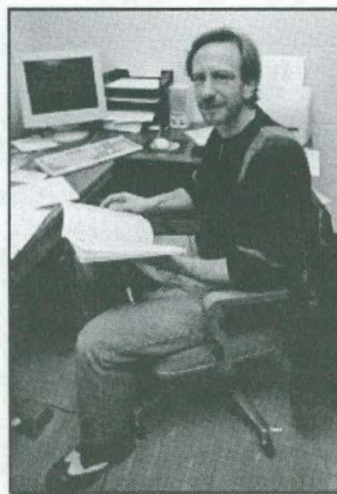
Rather than wage war on crime and drugs, Leighton believes, practices and teaches that society needs to explore solutions that contribute to social justice and promote a just peace. Which, in itself, is a task akin to mopping that floor as the tub gushes.

The American Society of Criminology recently recognized Leighton's approach to the subject. Leighton, an assistant professor in the department of sociology, anthropology and criminology, received the "Critical Criminologist of the Year" award from ACS's Division of Critical Criminology.

The award honors the criminologist who best symbolizes the spirit of the division and has made outstanding contributions in teaching, research and service.

"A lot of the people who have received this award have done so for rigorous but unconventional work; work that is a little bit out of the mainstream of criminology, but is still done well and makes a difference in a lot of ways," Leighton said. "It's good encouragement for continuing the projects I'm working on with my classes."

The ASC is an international organization whose more than 3,000 members study or are active in the fields of criminology, crime, legislation, criminal law, law enforcement, and the judicial



**CRIMINAL MIND:** Paul Leighton was recently named The American Society of Criminology's "Critical Criminologist of the Year." Photo by Myah Benjamin

and correctional systems.

The Division of Critical Criminology is the division of the ASC most devoted to

the "justice part of criminal justice," said Leighton. Critical criminologists focus on how the issues of race, gender and social class affect the field.

Leighton is a big proponent of instructional technology and all it has to offer; online courses, using the Web to enhance his classes, and in one class, having students create their own Web page, [www.stopviolence.com](http://www.stopviolence.com). Subsequent and current classes update the material.

"It's a lot of work. But it immediately exposes the students to the problem of violence in our society," he said. "Even better, the Web page has become a reference desk/clearinghouse of information for students, educators and victims of violence alike. Stu-

dents that have gone into the field often refer back to it or send me new material."

Leighton came to EMU in 1997 with his master's and doctoral degrees from American University.

He has co-authored two books, "Class, Race, Gender and Crime" and "Criminal Justice Ethics: The Realities of Justice in America," and recently became editor of *Critical Criminology: An International Journal*.

Leighton's upcoming projects include co-authoring and co-editing "Teaching and Understanding Sept. 11," a resource for educators faced with teaching about issues surrounding the World Trade Center and Pentagon attacks.

## MLK, continued from page 1

cans in the 1960s with allusions to the present-day uncertainty created by the terrorist events of Sept 11, 2001.

"It is the heroism of ordinary citizens willing to link their fate one to another to keep the spirit (of King) alive that makes a difference," Guinier said.

Guinier also presented a one-hour lecture, "Equality Revisited," to a crowd of 650 at Pease Auditorium.

Framing her comments around King's pursuit of equality for all people and her own experiences as a candidate to head the Civil Rights Division of the Department of Justice (her name was withdrawn as a candidate without a confirmation hearing), Guinier focused on new ways of approaching old problems, including issues of affirmative action, gender equity, and what Guinier terms "the testocracy" to describe how she believes standardized tests are biased against minorities.

To make her point, Guinier compared minorities to the canaries coal miners use to test oxygen toxicity underground.

*"It is the heroism of ordinary citizens willing to link their fate one to another to keep the spirit (of King alive) that makes a difference."*

**Lani Guinier,**  
Keynote Speaker  
Martin Luther King, Jr. Celebration

"We think the solution is to fix the canary; give the canary a little gas mask," Guinier said. "Rather, we need to watch the canary and heed the signals of

the canary."

For example, she pointed to a study in which a college professor at the University of Texas discovered that African-American students were studying harder for calculus class than Chinese students, yet were receiving lower grades.

The professor learned that the Chinese students were discussing calculus between classes and during lunchtime, while the African-American students tended to study alone.

The professor had the African-American students study together. The results: after one semester, test scores went up; after two semesters, the test scores were higher than the Chinese students.

"By watching the canary, we can help fix the atmosphere, not only on tests, but throughout our democracy," Guinier said. "If we do that, we will not only be remembering King's dream; we will be living it."



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/)

## Buckwheat Zydeco highlights annual WEMU Mardi Gras party

Buckwheat Zydeco returns to WEMU's annual Mardi Gras Party, scheduled Friday, Feb. 8, at the Convocation Center.

The event, for faculty, staff and students, include a Louisiana-style buffet dinner, warm-up band "Sheila Landis and Brazilian Love Affair," 8 p.m.; and Buckwheat Zydeco, 9:30 p.m. Doors open at 7:30 p.m.

Tickets are \$40 each or a table of eight for \$280. Purchase tickets by cash, check, charge (Mastercard, Visa, Discover), or by department requisition at 426 King Hall (WEMU), or online at [www.wemu.org](http://www.wemu.org)

For more information, call 487-2229.

## CRS director takes sabbatical for winter term

Center for Research Support Director Stuart Karabenick is on sabbatical and is unavailable for winter term 2002. He will return for the spring 2002 term.

Silvia von Kluge, a faculty member in the department of psychology, is filling the position in the interim. Von Kluge is available Wednesday, noon-5 p.m., and by appointment in the Faculty Commons.

For more information, call Von Kluge at 487-2037 or e-mail her at [psy\\_vonkluge@online.emich.edu](mailto:psy_vonkluge@online.emich.edu)

## Help support literacy for area's school children

Help support the "America Reads" program by bringing in new or gently-used books to the VISION Office, located in 11 McKenny Union.

The books will be donated to four community sites in Ypsilanti to assist K-5 children in developing literacy skills. Suggested topics include books celebrating diversity, African-American poetry and autobiographies.

Books will be accepted through Friday, Feb. 22. 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, Feb. 4. 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)

CSAA0227 CS05 \$25,113  
Library Assistant II, Bruce T. Halle  
Library (hours may vary. Evening  
and weekend hours required.).

CSAA0229 CS05 \$25,113  
Senior Secretary, Geography/Geology  
(proficient in ISIS, MS Word,  
Excel or Lotus. Ability to work in  
high traffic area. Knowledge of com-  
pleting PAF forms desired.).

CSAA0230 CS05 \$25,113  
Senior Secretary, College of Arts &

Sciences Advising Office.

CSBF0211 CS05 \$25,113  
Senior Secretary, Student Business  
Services.

CSAA0228 CS05 \$12,556  
Customer Service Representative II,  
(50% appointment) College of Health  
& Human Services.

## PROFESSIONAL/TECHNICAL

(Hiring Range)

PTAA0235 PT08 \$34,482-  
\$41,396 Academic Advisor II, Col-  
lege of Health and Human Services

(MS degree, professional credentials  
in one of the disciplines in CHHS  
desired).

PTAA0236 PT08 \$34,482-  
\$41,396 Academic Advisor II, Col-  
lege of Technology (knowledge of  
technology programs, COT pro-  
grams, program requirements and  
guidelines desired).

PTAA0237 PT08 \$34,482-  
\$41,396 Academic Advisor II, Col-  
lege of Arts & Sciences (previous  
experience in an academic area or  
assignment within the CAS de-  
sired).

PTAA0238 PT08 \$34,482-  
\$41,396 Academic Advisor II, Col-  
lege of Education, Office of Aca-  
demic Services.

PTAA0239 PT08 \$34,482-  
\$41,396 Project Coordinator, Inter-  
disciplinary Technology.

PTEN0203 PT09 \$39,601-  
\$48,325 Assistant Director, Office  
of Financial Aid, Student Loans (at  
least 2 years in financial aid area  
desired).

## FOOD SERVICE/MAINT.

(Hourly Rate)

FMBF0275 FM06 \$8.36-  
\$13.73 Custodian, Physical Plant.  
Location: Welch/Boone (8 a.m.-5  
p.m., Monday-Friday).

FMBF0276 FM06 \$8.36-  
\$13.73 Custodian, Physical Plant.  
Location: Pray Harrold (11 p.m.-7:30  
a.m., Sunday-Thursday).

FMBF0277 FM06 \$8.36-  
\$13.73 Custodian, Physical Plant  
(50% appointment) Location: Col-  
lege of Business (11 p.m.-3 a.m.,  
Sunday-Thursday).

FMBF0279 FM21 \$14.21-  
\$21.71 Plumber/Maintenance, Physi-  
cal Plant (8 a.m.-4:30 p.m., Tues-  
day-Saturday).

FMBF0268 FM23 \$15.23-  
\$22.19 HVAC Control Specialist,  
Physical Plant-REPOST (8 a.m.-  
4:30 p.m., Tuesday-Saturday).

FMBF0202 FM24 \$17.21-  
\$25.00 Master Skilled Tradesperson  
II-Plumbing/Electrical-REPOST (8  
a.m.-4:30 p.m. Tuesday-Saturday).

## ADMIN./PROFESSIONAL

(Hiring Range)

APBF0206 AP08 \$34,482-  
\$41,396 Human Resources Repre-  
sentative, Compensation Programs,  
Human Resources.

APBF0207 AP12 \$57,088-  
\$70,788 Director, Employee Rela-  
tions, Human Resources.

ACADEMIC ADMIN. AND  
FACULTY

APAA0213 AP09 Program  
Director, Health & Human Services.

APAA0210 AP10 Director,  
Non-Credit Programs, Continuing  
Education (experience in non-credit  
program development, conference  
planning).

APAA0212 AP11 Assistant  
Dean, College of Education.

APAA0211 AP14 Academic  
Dean, Continuing Education.

\*For additional information about  
faculty and academic positions, visit  
the Human Resources Web page,  
click on "employment opportuni-  
ties", "academic", "academic/admin-  
istrative vacancies," or call Academic  
Human Resources, 202 Boone Hall,  
at 487-0076.



*"I love working here be-  
cause it provides an ex-  
cellent environment for  
conducting important re-  
search that links the Uni-  
versity, the students and  
the community."*

Peggy Wiencek, '75, '84  
Director,  
Applied Research  
Interim Associate Director,  
Institute for the Study of Children,  
Families and Communities

## Why I work at Eastern Michigan University

I came to Eastern Michigan University in 1975 as an undergraduate and have been here ever since—first as a student and then as a lecturer and researcher. When I received my master's degree in 1984, I began working in my first research position at the Institute for the Study of Children, Families and Communities.

I love working here because it provides an excellent environment for conducting important research that links the University, the students and the community. We conduct studies on issues like child abuse, foster care, crime victimization,

and substance abuse. Most of our research staff is comprised of students working towards degrees in such fields as sociology, psychology and social work.

It is so gratifying to work in an environment that provides these students with valuable experience that helps them learn to apply what they learn in the classroom. The research we do is so important because it influences policies that affect children, families and communities. I feel very fortunate to have the opportunity to be a part of this experience.