

University Diversity Council to expand scope of inclusion

DIVERSIFIED GROUP

Whitney Harris, director, Office of Diversity and Affirmative Action, will serve as Diversity Council chair. Other members include:

- **Margot Duley**, interim associate dean, College of Arts and Sciences.

- **TeResa Green**, department head, Department of African American Studies.

- **Linda Schott**, director, Women's Studies Program.

- **Darcelle White**, associate professor, Department of Business and Technology Education.

- **Victor Okafor**, associate professor, African American Studies.

- **Don Anderson**, director, Office for Access Services.

- **Jesus Hernandez**, assistant director, Student Judicial Services.

- **Kathleen Russell**, assistant dean of students and director of Project YES.

- **Milt Jackson**, development director, College of Technology, EMU Foundation.

- **Cindy Hall**, associate director, Department of Public Safety.

- **Lynette Findley**, director, Holman Learning Center.

- **Alberto Perales**, assistant director, Admissions Office.

- **Tracy Scott**, assistant director, Athletic Rules and Compliance.

- **Malverne Winborne**, assistant director, Charter Schools.

- **Kevin Merrill**, senior publications editor, University Marketing and Communications.

- **Leatrice Shacks**, graduate student.

- **Sarah Armstrong**, undergraduate student.

- **Irma Casonova**, alumnus.

Ex-officio members are: **Joanne Hansen**, chair, Women's Commission; and **Lisa Cerroni-Long**, chair, Academic Affairs Committee on Curriculum Diversity.

By **Ron Podell**

In the past, Eastern Michigan University's efforts to enhance diversity focused on race and ethnicity when it came to making new job hires. In the future, that inclusion effort will be more broad-based in scope, and will include more emphasis on women, the disabled, and the lesbian, gay, bisexual and transgendered (LGBT) community.

"We're going to look at more inclusion and take a real proactive stance," said Whitney Harris, director of the Office of Diversity and Affirmative Action, and chair of the newly formed University Diversity Council.

The University Diversity Council, established in 2003, serves as a broad-based advisory group for EMU President Samuel A. Kirkpatrick on issues related to diversity and inclusion in the workplace, the student body, the curriculum, the co-curriculum and the University community in general.

"The overall purpose of the Council is to facilitate the institution's goal of being a 'model for diversity and inclusion' by engaging in the comprehensive, systematic analysis of diversity issues, facilitating institutionally embedded diversity planning, and ensuring a vigor-

ous and proactive stance toward curricular and academic diversity," Kirkpatrick said.

The University Diversity Council supplants the President's Commission on Racial and Ethnic Issues and the Diversity, Inclusion and Affirmative Action Strategic Planning Committee, and complements the ongoing programmatic activities of the Women's Commission.

In addition to working to broaden the diversity of candidate pools for University jobs and bolster minority numbers in particular departments or majors, the Council will look at how particular campus events affect different organizations. For example, Harris said EMU's annual Martin Luther King, Jr., Celebration has tended to emphasize what King means to the African-American population.

"How can we adjust the program to include people with disabilities, something that is more in line with King's vision of inclusion of all people?" said Harris, who suggested that a future keynote speaker for the MLK event could be someone with a disability. "How do we make this event more meaningful for international students?"

The Council also will be ad-

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Decking the walls!

EMU art professor creates mural for CompuWare World headquarters

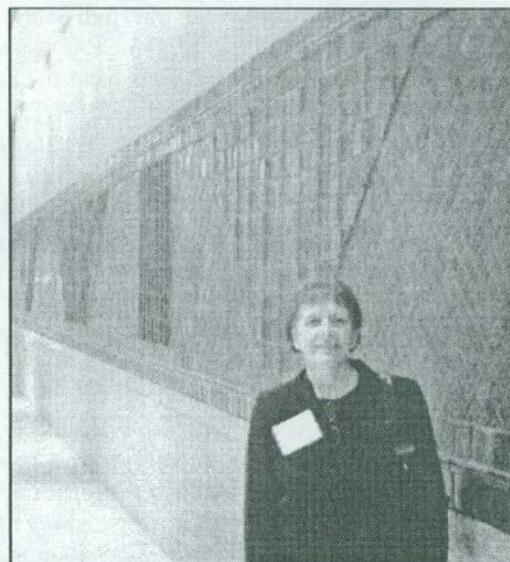
By **Carol Anderson**

The work was physical and exhausting, but the product is quiet and historic.

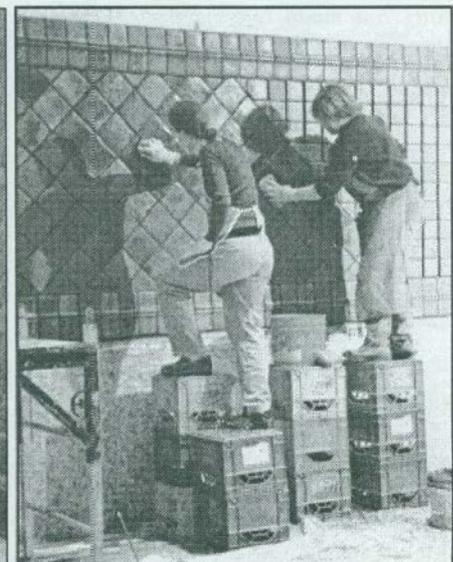
Diana Pancioli, EMU professor of art, has created a ceramic mural at Detroit's CompuWare World Headquarters. The wall's ivy green Pewabic tiles provide pedestrians with a sense of quiet as they walk through the heavily traveled, first-floor hall connecting CompuWare with visitor parking.

"It's a homage to Mary (Chase Perry Stratton)," said Pancioli, about the arts patron in Detroit who founded Pewabic Pottery in 1903. Pewabic tiles became nationally recognized for the unique glazes used for architectural commissions.

Titled "*Passage*," the wall, dedicated



THE WALL: (above) Diana Pancioli, EMU professor of art, poses with the ceramic mural she created for CompuWare World headquarters in Detroit. Titled "*Passage*," the wall is made up of more than 1,000 Pewabic tiles. (above right) Pancioli and a tile installer work on the ceramic mural, which measures five feet high and 65 feet long.



Nov. 21, 2003, is made up of more than 1,000 Pewabic tiles created years ago by the hometown industry.

"It's in the right location," said Pancioli, who suggested an historic element be added

to the new 12-story headquarters.

The immense 5-foot-high and 65-foot expanse creates a feeling of quietness, she said.

SEE MURAL, page 3

Fifteen earn EMU's most prestigious award

By Summer Wilhelm

EDITOR'S NOTE: This story features six of the 15 Presidential Scholars. The second part of this story will be published in the Feb. 17 issue.

The Board of Regents honored Eastern Michigan University's 2003 Presidential Scholarship recipients during its regular meeting Dec. 2, 2003.

The scholarship is a four-year award that pays 30 credit hours (15 per semester) per year of in-state tuition, housing, food allowance and mandatory fees. Students who receive the scholarship must live in the University residence halls the first two years of the award, with at least 15 credit hours per semester and maintain a 3.5 GPA.

Scholarship recipients are selected during EMU's annual Presidential Scholarship Competition. Awards are based on a competitive exam. To compete, high school seniors must have either a 3.7 GPA, or a 3.5 to 3.69 GPA with a minimum 25 ACT or 1,150 SAT. Each scholarship winner also must complete a successful interview.

"Presidential Scholars are well-rounded students with strong communication skills, high levels of intellectual curiosity and leadership experience," said Susan Anderson, assistant director of the University Honors Program. "They give a lot back to the University and are a great representation of EMU."

Shana Baber, (Livonia, Mich.)

Shana Baber graduated from Livonia Stevenson High School with a 4.3 GPA and a variety of school activities, awards and community involvements under her belt.

Baber was a member of the National Honor Society, Freshman Focus Tutoring, French club, community service club, ski club and the marching band. She received Summa Cum Laude distinction on the honor roll and was recognized by "Who's Who Among American High School Students."



Baber

She also was an Early Literacy volunteer at Tyler Elementary School, a religious education teacher and a Salvation Army bell ringer.

Baber plans to get a master's degree in speech-language pathology and work in a school system with children who have special needs. She said she decided on her major when she went to visit a school that taught hearing-impaired children.

"It's been my dream to work with children," Baber said. "I want to help them reach their potential and I want to make a difference in their lives."

Although a college degree will bring her one step toward her career goals, Baber said that wasn't the only reason she came to Eastern.

"I wanted to go to college to have new experiences of my own," she said. "I have so much more to learn and I thrive on all the new information."

Carrie Bowen, (Lincoln Park, Mich.)

Carrie Bowen graduated sixth in her class at Cabrini High School with a 3.85 GPA.

While the Presidential Scholarship was a motivating factor in Bowen's decision to attend Eastern Michigan, she had other reasons for coming.

"EMU first caught my eye because it was reasonably close to home," said the biology major. "I also

Presidential Scholars receive a four-year award that pays 30 credit hours (15 per semester) per year of in-state tuition, housing, food allowance and mandatory fees. Students who receive scholarships must live in university residence halls the first two years of the award, complete at least 15 credit hours and maintain a 3.5 GPA.

liked the size of the campus and how beautiful it looks in the fall."

In high school, Bowen was involved in the drama club, French club and the National Honor Society. She also received many awards, including French, NHS, theology and honors biology awards.

Despite her busy schedule, which includes working two days a week at a bowling alley, Bowen still makes time for hobbies such as the pre-med club and theatre.

"Through involvement in theatre, I have come to learn many lessons that apply to everyday life as well as performing," she said. "Theatre also has helped me learn how to work with other people as a team striving for a common goal, each helping the other."

After she graduates from Eastern, Bowen said she aims to attend medical school at Wayne State University or the University of Michigan. After that, she intends to become a medical examiner in Detroit.



Bowen

Ruth Chrisom, (Farmington, Mich.)

Ruth Chrisom led a very active school and community life. At Farmington High School, she maintained a 3.5 GPA, was involved in marching band and theatre, was a member of the Thespian Honor Society and made the honor roll all four years.



Chrisom

As for community interests, Chrisom was a vacation bible-school counselor, a babysitter at her church and a member of the first student-run clothing drive in her school's history. She and four friends collected clothes for six days, sorted them and delivered them to the Covenant House of Detroit and the City Rescue Mission of Saginaw.

"I'm very glad I was a part of it," she said. "I don't know of a better way to spend my time."

While college is quite different from high school, Chrisom is enjoying the new experience.

"It's nice being away from home," she said. "I get along with all the people here, especially the girls on my floor. I'm very happy at Eastern."

Christine Fairbanks, (Manchester, Mich.)

Christine Fairbanks attended Manchester High School and graduated with a 3.65 GPA. During high school, volunteering was a big part of her life. She was involved in the National Honor Society and the student

council. Through those organizations, she organized an adopt-a-family program, volunteered at a local nursing home, cleaned up public parks and mentored younger children.



Fairbanks

She also organized fundraisers for charities that help battered women and children, those with AIDS and Sept. 11 victims.

Fairbanks, who plans to major in nursing, participated in a health sciences class and became a Certified Nursing Assistant.

"I got to shadow doctors and nurses in many different settings," she said. "That helped me decide that being a nurse was what I really wanted to do."

Fairbanks said the scholarship wasn't her only reason for coming to Eastern. After researching various nursing programs, she found EMU's to be the most promising.

"I felt that the program offered here was the one that would fit me," she said. "It's more hands-on and career focused than others, and that is just what I want."

Dean Garrity, (Livonia, Mich.)

Since he was young, Dean Garrity knew he wanted to be a pilot. And when EMU opened its flight school, he knew he wanted to attend to fulfill his dream.

"I love flying," said Garrity, who wants to work for an airline or in corporate aviation. "There's nothing quite like the thrill of being in an airplane."

While he did look into other schools, such as Western Michigan University, Garrity decided that Eastern was the best choice because of the proximity of the flight center to campus.

Garrity graduated from Livonia Stevenson High School with a 3.5 GPA. During high school, he was active in the Global Education program and was a head delegate at the Mid-American Model UN conference, which has students act as delegates of different nations in the UN. He also was on the honor roll and was a recipient of a Michigan Merit Award.

When he's not flying or attending classes, Garrity is a manager at Little Caesar's and a member of the ski club.



D. Garrity

Gordon Garrity, (Detroit, Mich.)

Gordon Garrity graduated from Detroit Catholic Central High School with a GPA of 4.2 on a 5.0 scale. While he hasn't yet declared a major, Garrity is leaning toward biology, a pursuit that carried over from high school.



G. Garrity

"I've always been very interested in biology," Garrity said. "Being a biologist and making a difference scientifically is one of my career goals."

During high school, Garrity participated in the Science Olympiad, Quiz Bowl and played hockey in various leagues. He also volunteered at the Salvation Army and many church events.

"My school encouraged volunteer work," he said. "And my parents supported it as well, so I volunteered continuously."

Haslam puts personal touch into fitness training

By Summer Wilhelm

At the end of every semester, Diane Haslam takes a trip to Singapore. But it's not a vacation. In fact, she's busier than if she was at work.

Haslam, adjunct lecturer for the health, physical education, recreation and dance department (HPERD), lived in Singapore for 10 years, before coming to the United States in fall 2002. Work-

experience. I'm lucky to be a part of it."

Certification courses consist of 60 hours of hands-on lectures, a two-hour practical exam and a three-hour theory application.

During the lectures, Haslam teaches the would-be trainers everything from sports injuries and safety issues to designing gym programs and administering blood-pressure tests.

"We're teaching trainers how to work with the community and how to set up their own personal network for safety," Haslam said. "We work with doctors, dieticians, nutritionists and more. Depending on the lecture topic, we have an expert there to guide the lesson. It gives credibility to the course."

After the 60 hours of lecture, Haslam administers the theory and practical exams. The theory exam is written, while the practical involves role-playing.

Students act out everything a personal trainer would do with a client. They give lifestyle screenings, blood pressure and body composition tests. Students also



PUT A LITTLE MUSCLE INTO IT: Diane Haslam, an adjunct lecturer for health, physical education, recreation and dance (HPERD), helps an EMU student with his physical fitness program at the Rec-IM. Before coming to EMU, Haslam worked for the Federation of International Sports, Aerobics and Fitness (FISAF) and has taught personal trainer courses in Singapore since 1994.

take the clients through exercises, using free weights, machines and stretching techniques.

"During the practical exam, we give them feedback and kind of nurture them through the situation," Haslam said. "Combined, the exams are very practical and hands-on. Not everyone who

takes the course is guaranteed certification. There's an 80 percent pass rate, which keeps the caliber up. We're not only looking for knowledge. We also consider communication skills, professionalism, experience and things like that."

Experience, however, is not

needed to enroll in Haslam's class.

"Unlike other countries, you don't have to have a degree to be a personal trainer," she said. "If you haven't gone to school and you don't have any experience, you can enroll in 60 hours of foundation courses to teach you the basics. From there, you can attend the regular lectures and take the certification exams."

Haslam said she feels it's very important to have hands-on experience before entering any type of career.

"You can learn a lot from books. But can you actually do it in a practical situation?" Haslam said. "It's very sad that we have so many on-line degrees for fields that actually require experience. You definitely need to learn about your field, but you also have to apply that knowledge."

"The courses offered through FISAF allow students to have the best of both worlds and I'm really glad I have the chance to be a part of that."

EMyou

ing for the Federation of International Sports, Aerobics and Fitness (FISAF), Haslam has taught personal trainer certification courses in Singapore since 1994.

FISAF is an international organization that trains and certifies personal trainers, aerobic instructors and fitness leaders. After certification, graduates can teach anywhere in the world.

"The courses are full-on for ten days," Haslam said. "You're busy, but it's a very rewarding

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Its mood is transmitted through the interplay of reflected light on the mat surface of each individual tile that varies in size and thickness, she said. The dark grouting also lends itself to the overall mood.

The project took three weeks for her and two students to design. They physically laid out each tile on pieces of plywood laid in the courtyard of Sill Hall. They then boxed each segment of the wall and numbered it.

For another six weeks, Pancioli and two professional, third-generation tile installers assembled the mural at Compuware headquarters, Pancioli said.

Art can't be made by guesswork or drawings," she said. "You have to see it. Visual decisions must be made

visually."

The tiles in the mural are part of the commercial and cultural heritage of Detroit. In 1912, the Stroh Brewery Co. commissioned Pewabic Pottery to make tiles for the Stroh brew house. Pewabic Pottery produced identical tiles in 1956 for an addition to the brewery, but all of the tiles were not used.

Since then, the remaining tiles have been used in several public installations in Detroit, including the walls of the Cadillac Center People Mover Station, which is adjacent to the Compuware building.

"Every five years, I do a wall," said Pancioli, who also created a mural for the Barbara Ann Karmanos

Breast Cancer Center at Wayne State University's medical school and a mural, using ceramic tile of her own design and Pewabic tiles, at Detroit Receiving Hospital.

Pancioli also is writing a cookbook and traveling throughout the world, gathering images of pots and sculpture for a book on ceramic history from 3000 B.C. to 1750 AD.

Pancioli has been teaching at EMU since 1991. She earned her bachelor of fine arts degree from Wayne State University and a master of fine arts degree from the New York State College of Ceramics at Alfred University.

EMU BY THE NUMBERS

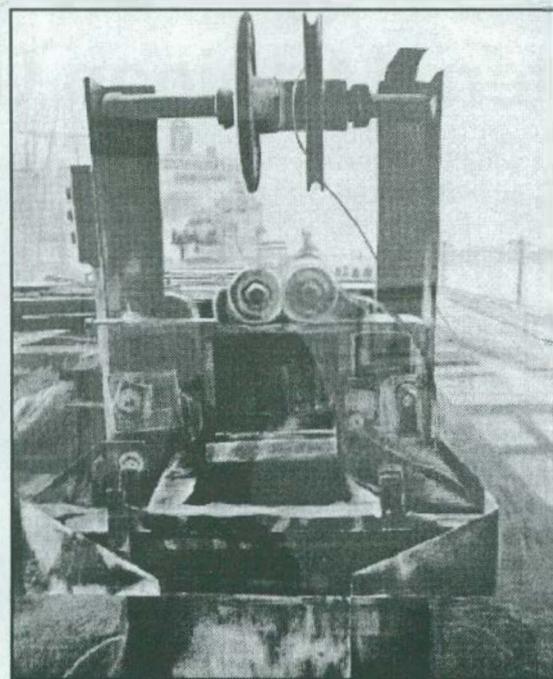
Eastern Michigan University has 253 African Americans in its workforce, which represents 12.18 percent of all regular faculty and staff employees at EMU. Here are the top five job classifications at EMU where African Americans are employed.

Professional/Technical	58
Faculty	52
Food Service/Maintenance	48
Clerical/Secretarial	43
Administrative Professionals	31



Source: Office of Diversity and Affirmative Action

FEAR FACTOR



IT'S ALIVE: "Fear Monger Machine," a charcoal pencil drawing by Ypsilanti artist Susan Crawley, is one of three winning entries currently on display at the 2004 Great Lakes Drawing Biennial Art Show.

The exhibit, which features 30 artists from six Great Lakes states, runs through Feb. 27 at EMU's Ford Gallery. The winning entries will become part of the University's permanent collection and will be on exhibit at various campus sites.

For gallery hours, call 487-0465.

JOB SLINE

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. 16. **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.-5 p.m.

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(Hiring Rate)

CSAA0429 CS05 \$26,118 Senior Secretary, Academic Programming. Detailed experience and demonstrable proficiency with Banner and the full Microsoft office suite: Excel, Powerpoint, Word and Outlook. Bookkeeping experience strongly desired. Evening and weekend hours are often required.

CSEN0409 CS05 \$26,118 Senior Secretary, Records and Registration.

CSEN0410 CS05 \$26,118 Graduation

An Affirmative Action/
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Auditor/Evaluator, Records and Registration.

CSAA0430 CS05 \$26,118 Library Assistant III, Library. Evening and weekend hours required. Must be able to work in a high-volume, public service area.

An Affirmative Action/Equal Opportunity Employer.

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vising Kirkpatrick on issues of diversity in the curriculum as well as all aspects of the community, Harris said.

The Council had their first meeting Feb. 10, with the agenda focusing on discussion of the Council's mission and creation of a work plan, Harris said.

In order to fulfill its purpose, the Council will engage in the following activities:

- Assist with empirical studies about the EMU workforce and development of the University's affirmative action

and diversity plans, including the monitoring of institutional progress toward achieving stated goals.

- Review the institution's diversity impact analysis that is focused on assisting leaders and managers in considering diversity as a critical element in the decision-making process, and provide recommendations for improvement.

- Review and recommend improvements in the comprehensive, integrated plan for achieving diversity and inclusion at EMU (student diversity, workforce diversity and academic/co-curricular diversity).

- Provide input to the University Strategic Planning Committee about issues of diversity and inclusion at EMU.

- Foster strategic thinking, common approaches and interdisciplinary practices as administrative units implement diversity goals.

- Ensure compatibility of University policies, procedures and practices with the goal of a diverse, inclusive campus.

- Recommend strategies for stimulating diversity research, both internal and external, as well as theoretical and applied.

- Develop recommendations for faculty and staff professional development experiences focused on diversity issues.

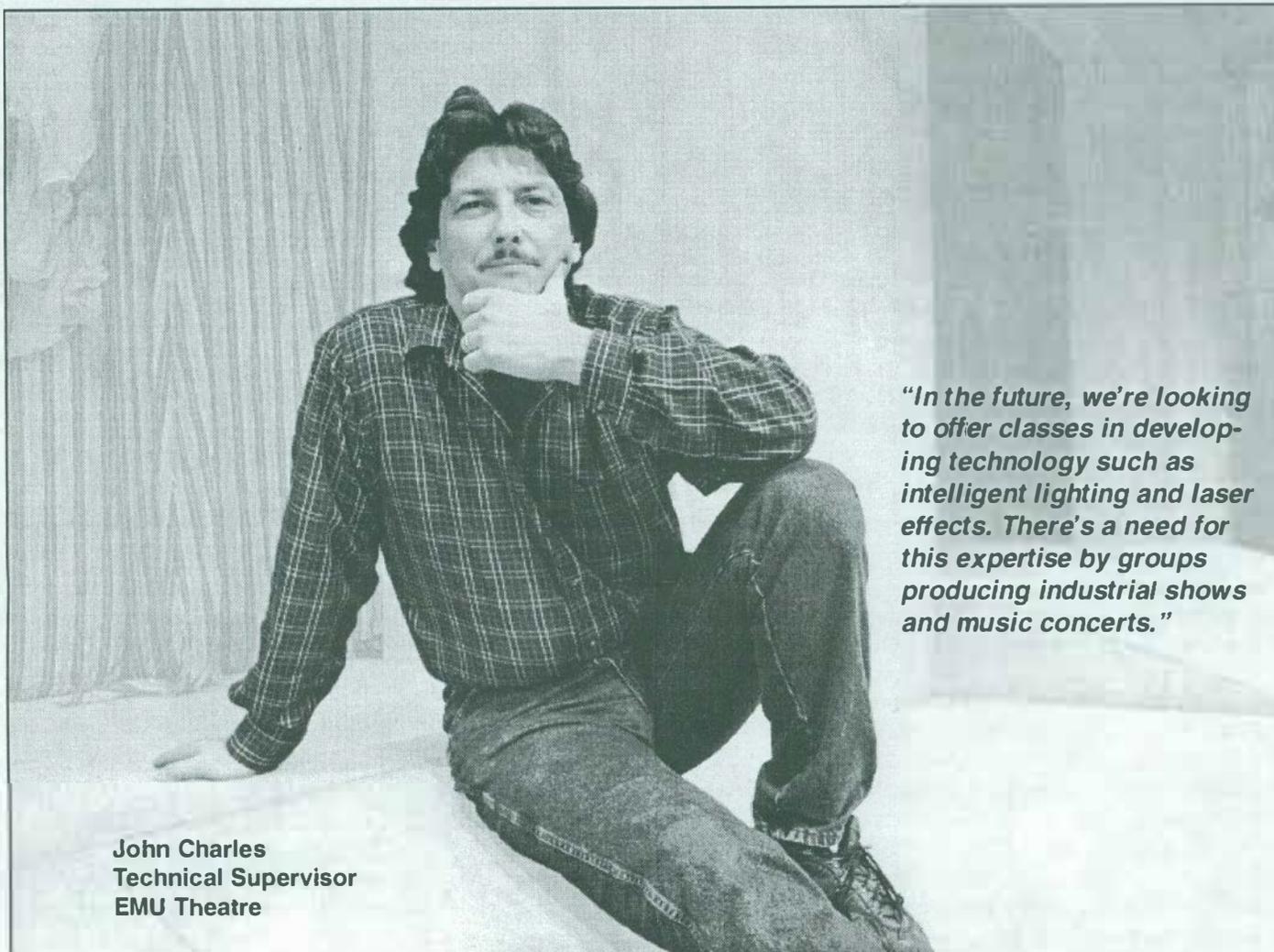
- Examine and analyze the diversity and inclusiveness of the curriculum and make recommendations for improvement.

- Encourage the participation of minorities and women in the decision-making process at all levels of University governance by including minorities as members on committees, councils, and commissions empowered to make decisions.

- Remain abreast of issues and trends affecting diversity concerns in higher education and, as appropriate, make recommendations to the president.

- Research and recommend policy positions for EMU in the state and national dialogue on diversity and inclusion in higher education.

- Provide an annual report to the president that summarizes the Council's activities at the end of each academic year.



John Charles
Technical Supervisor
EMU Theatre

"In the future, we're looking to offer classes in developing technology such as intelligent lighting and laser effects. There's a need for this expertise by groups producing industrial shows and music concerts."

Why I work at Eastern Michigan University

Officially, I've been with the University for 20 years. I was assistant to George Byrd, but the job has grown over the years. I have moved in a direction where I help choose productions, set budgets, and supervise students who build and paint scenery for the six-to-eight theatre productions each year.

At one time I freelanced for the auto shows, but I prefer the educational theatre environment. It offers me an opportunity to push the envelope. The recent *"In the Blood"* production made an important statement and had a nontraditional stage design. It's not something you'd see at a dinner theatre since it doesn't go well with dessert.

I'm also teaching students on a one-to-one basis in the scene shop. There aren't any grades, just pure learn-

ing. And some of our students go on to work in Hollywood, such as one graduate who is doing the lighting for the *"Conan O'Brien"* show.

In the future, we're looking to offer classes in developing technology such as intelligent lighting and laser effects. There's a need for this expertise by groups producing industrial shows and music concerts.

The department also is becoming more interdisciplinary and more connected with industry and other departments. I'm excited about my future here.