

## Cover Story

**FOCUS** EMU  
*Online*

Nov. 17, 2009 issue  
**Tuskegee Airmen, other  
 veterans recall military  
 experience**

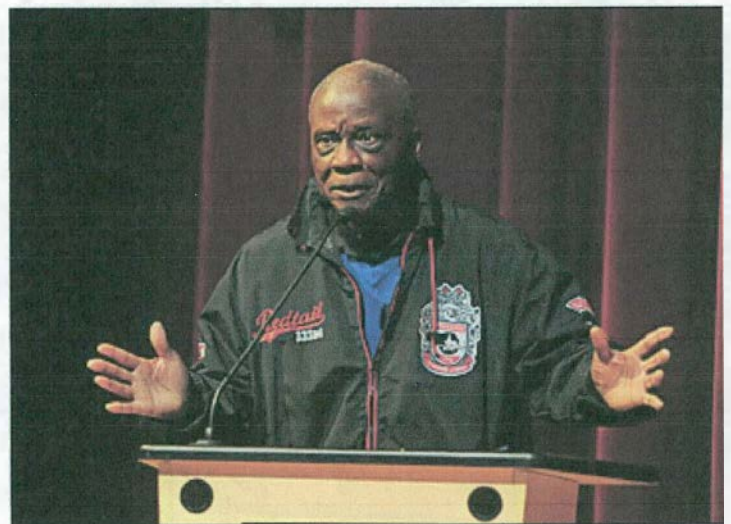
By Geoff Larcom

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How would you like to try to land a jet fighter plane aboard an aircraft carrier at night? Or can you imagine being shot down over southern France and captured by the Nazis during World War II?

Those were just two of the vivid images shared by three American veterans who spoke on Veterans Day (Nov. 11) to a large audience in the Student Center. The three told stories of their service while noting the valor and challenge of military service.

The keynote address, which took place in the Student Center Auditorium, was part of a week of activities that honored veterans. Earlier that day, a ribbon-cutting ceremony marked the official opening of EMU's Veterans Service Office. Other events included an item drive, a letter-writing campaign and a flag-raising ceremony at Westview Apartments.



**MAN ON A MISSION: Tuskegee Airmen Lt. Col. Washington Ross, 90, flew 63 missions to escort bombers and protect battleships during World War II. Ross was one of three veterans who spoke during a Veterans Day keynote address at the Student Center Auditorium.**

Lt. Col. Alexander Jefferson, who turned 88 last weekend, earned his pilot wings at the famous Tuskegee Airfield. He and his fellow African-American pilots gained fame for their proficiency and skill in escorting bombers to targets.

Their efforts flew in the face of grossly flawed, racist notions about what African-Americans could accomplish as soldiers, and served to help integrate the armed services and advance civil rights.

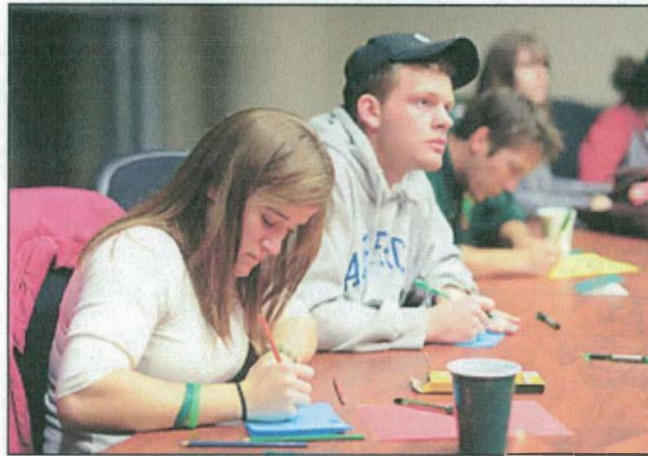
"We had to fight for the right to fight for our country," Jefferson recalled.

Jefferson recalled how, after his plane was shot down, he was taken to Stalag Luft III, a prisoner of war camp for captured British and American Air Force officers in Poland. After the Russians invaded Poland, Jefferson and his fellow prisoners were marched to Munich by the Germans. Gen. Patton's Third Army freed them.

Jefferson and his fellow aviator prisoners were treated relatively well by the Germans. But, after he was freed, Jefferson traveled to see the horror of Dachau concentration camp, where the ovens that incinerated humans were still warm.

Having valiantly served his country, Jefferson returned to New York Harbor, only to be told as he got off the ship to go to a line reserved for blacks.

"Slowly, but surely, we helped change the country," said Jefferson, an EMI graduate who now lives in Detroit.



Fellow Tuskegee Airman Lt. Col. Washington Ross, 90, recalled avoiding the draft, but happily signing up to fly and then scoring the highest grade on a qualifying test.

Ross, who lives in Southfield, helped escort bombers and also protected battleships in flying 63 missions. The two Tuskegee Airmen recalled how

**IN OUR HEARTS: Eastern Michigan University students wrote letters to veterans overseas as part of Veterans Week activities on campus.**

they'd have to fly in an "S" pattern while escorting bombers, which had a cruising speed of 160 mph. At that speed, the smaller fighter planes would stall out.

"I never got scared," Jefferson said, noting that included even when he got shot down. "I was too busy doing what I had to do."

Retired Major General William Henderson, who flew 125 combat missions while serving in Vietnam, recalled the challenge of landing on an aircraft carrier, particularly at night. Once you touched the deck, you had to slam on the power, to avoid simply tumbling into the water in case you didn't catch one of the restraining cables. Performing such a landing was a great challenge the first time, and you had to get it right or be eliminated from such flying, Henderson said.

A proper landing resulted in a wrenching G force that stopped you in an instant. Takeoff offered a similar sensation, bringing your knees up to your chin as you took off and suddenly saw the sea below, Henderson said.

Another speaker, Steven Ramold, an EMU professor who specializes in military history, noted how 160 young students of Michigan State Normal School, EMU's earliest ancestor, fought in the Civil War. But very few returned to school, coming back as grown men and, instead, choosing to become farmers or begin earning a living. Now, veterans are welcomed back and celebrated on campus, Ramold said.

In summing up the day, Henderson spoke of how many soldiers have died serving their country, but noted that Veterans Day honors the living, and that soldiers deserve our deepest appreciation and respect.

Henderson, who lives in Ypsilanti, said a strong military is essential for America in an increasingly complex world with a changing, global economy and competition for energy and other resources.

"Even through tough times, this country will survive and continue to be the standard in the world for democracy and freedom," he said.

## Feature

FOCUS EMU  
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Nov. 17, 2009 issue  
**EMU selects finalists  
for chief of  
governmental and  
community relations**

By Walter Kraft



Eastern Michigan University (EMU) has narrowed its search for a new chief of governmental and community relations to three finalists. The search, which began Sept. 23 when the position was posted, netted 95 applicants before it was closed Oct. 24.

A search/screening committee reviewed the applicants and initially narrowed the group to seven. On Oct. 30, members of the search/screening committee conducted telephone interviews with the seven candidates. The search/screening committee consisted of EMU President Susan Martin, Regent Gary Hawks, EMU alum and former State Representative Kirk Profit, Secretary for the Board of Regents Jackie Kurtz and EMU Chief Financial Officer John Lumm.

The three finalists are:

**Jon Cool**, chief of staff, Michigan Sen. Jud Gilbert

**Brian O'Connell**, director, state government affairs, Wyeth Pharmaceuticals

**Felicia Wasson**, associate state director-government affairs, AARP Michigan

The finalists will be scheduled for an on-campus visit, which will include an open campus forum and an interview with President Martin, and with the interview committee. The interview committee is chaired by Chief Financial Officer John Lumm and includes Provost Jack Kay, Vice President for Student Affairs and Enrollment Management Bernice Lindke, Vice President for Communications Walter Kraft, Professor of Social Work Marcia Bombyk and Associate Professor of Communication, Media and Theatre Arts Jessica Alexander. The interview committee will provide recommendations to President Martin, who will consult with the personnel and compensation committee of the Board of Regents before making a final appointment.

Campus forums and interviews with the three finalists are expected to be completed in early December.



## Feature

FOCUS EMU  
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Nov. 17, 2009 issue  
**Faculty and Staff  
 Giving Program  
 underway**

By Lisa Donovan

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The goal of Eastern Michigan University's annual Faculty and Staff Giving Program is to raise money for scholarships and programs that benefit EMU students. And with this year's campaign underway, the focus continues to be on increasing faculty and staff participation with a message that the gift — no matter the size — is what counts.

In prior years, more than 30 percent of current and emeritus staff and faculty members have donations to the giving program. In fiscal year 2009, their contributions totaled more than \$890,000.

"The annual giving participation rates from faculty and staff are impressive," said Susan Rink, senior director of development for the EMU Foundation. "The amount that is given back to the University really highlights the strong sense of community on campus. It's great to see such a strong tradition in place."

There are significant financial needs all across campus, so individuals can designate their gift to the department, program or fund of their choice. One hundred percent of each gift will go directly to the designated recipient.

For the convenience of donors, a variety of payment options are available. Donations can be made online at [www.emufoundation.org/fs\\_index](http://www.emufoundation.org/fs_index) or by completing the online gift form at the same site and mailing a check or money order to the EMU Foundation at 1349 S. Huron Street, Ypsilanti, Mich. 48197. Faculty and staff also may elect the payroll deduction option. To maximize the number of payments on a pledge, the payroll deduction form needs to be submitted by Dec. 4.

"We don't really set a dollar goal. To target a goal that builds off of last year or previous years may not be attainable," Rink said, explaining that large gifts that periodically come in make it difficult to set a dollar goal from one year to the next. "We focus on trying to get as much participation as we can."

Michael and Karen Paciorek are two members of the EMU community who have regularly chosen to participate in the Faculty and Staff Giving Program. Michael, a physical education professor, and Karen, an education



**CONSISTENT DONORS: Karen and Mike Paciorek, both EMU professors, have consistently been proud donors to the Faculty and Staff Giving Program. The campaign is currently underway.**

professor, see the University's needs every day and have responded with contributions to the giving program.

"We are so lucky to work with college students on a daily basis and feel fortunate to play a key role in the education of students who will leave EMU one day and go on to achieve great things in life," said Karen Paciorek who, along with husband Michael, has taught at EMU for 29 years. "We support the Faculty and Staff campaign because we see firsthand all the good it does in the lives of our students and the ways it makes our University even better."

Former faculty and staff members also remember the University in their financial plans. This year, EMU received more than \$59,000 as the final distribution from the estate of Helen B. Rubin, an emeritus staff member. Rubin designated her bequest to support two scholarship funds: the Dorothy James Music Endowed Scholarship and the Associated Women Students Endowed Scholarship No. 2.

"We hope you join our annual tradition of giving back," said Jackie Thorpe, director of annual giving. "Your contributions make the real difference for our students, programs and facility improvements."

For questions about making a donation to the Faculty and Staff Giving Program, contact Thorpe at (734) 481-2330 or e-mail [jthorpe@emich.edu](mailto:jthorpe@emich.edu)  
— *Ron Podell contributed to this report.*

## Feature

FOCUS EMU  
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Nov. 17, 2009 issue  
**EMU, Chevron  
 Energy Solutions  
 collaborate on  
 energy-saving  
 projects**

By Ward Mullens



Having a window open when it's 20 degrees outside used to be a regular occurrence for residents of Wise Hall. The problem was that there was only one thermostat on each floor. That made some rooms so hot that some residents just opened the window to cool things off.

A partnership between Eastern Michigan University and Chevron Energy Solutions has changed that and a few other things on campus, helping improve energy efficiency at EMU and saving the University money in energy costs.



**A NEW VIEW: As part of a partnership between EMU and Chevron Energy Solutions, energy efficiency is being improved at Brown-Munson Hall (above), Wise Hall and the Dining Commons for Hill, Hoyt and Pittman halls. All 727 windows in Brown-Munson are in the process of being replaced and will result in an energy savings of approximately \$30,000 a year when finished.**

"We performed energy audits on our buildings and entered a partnership with Chevron Energy Solutions," said Steven Moore, energy and sustainability manager at EMU. "We wanted to address the most pressing issues."

While 16 buildings were part of the audit, priority was given to three areas with the most immediate needs. Those included Wise Hall, Brown-Munson Hall and the Dining Commons for Hill, Hoyt and Pittman Halls.

Wise Hall was the last residence hall on campus to use steam to heat the building. The old steam system was causing overheating in many spaces in Wise. Moore said that to combat that overheating, windows would be opened, even in very cold weather.

Wise Hall was converted to a hot water system that allowed thermostats to be placed in each room, giving students greater control of the climate.

Another pressing issue was the need for a new boiler plant for Dining Commons III, which affects Hill, Hoyt and Pittman Halls.

Moore said the condensate line was failing, forcing the dumping of thousands of gallons of heated water.

The new system, when completed in December, will be more efficient and should generate a savings of more than \$300,000 a year for EMU.

The final project is ongoing and will result in the replacement of the 727 windows in Brown-Munson. The windows are 50 to 60 years old and well past their useful life, Moore said. The new windows will not only improve the look of the building, but will prevent air infiltration, thus reducing heat gain and loss. This project will save approximately \$30,000 a year when completed next year.

The three projects cost approximately \$6.9 million, but Moore said they would pay for themselves within 10 years.

"With projects like this, we have reduced EMU's energy budget by \$3 million in two years," said Moore. "This is the first major step in our goal toward sustainability. It all adds up."



## Feature

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**EMU Marching Band  
 to perform in  
 Detroit's  
 Thanksgiving Day  
 Parade for second  
 consecutive year**

By Lisa Donovan

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All 180 members of Eastern Michigan University's Marching Band will pile into chartered buses at 6:15 a.m. Nov. 26 for their second appearance in America's Thanksgiving Parade. After the short ride to Detroit, the band will take its place near the head of the parade to entertain thousands of people gathered along Woodward Avenue for this exciting holiday tradition.

"Millions of people watch the parade on TV, so it puts the University in the national spotlight," said John Zastoupil, EMU's marching band director. "And the students are really excited about being in a parade they've watched since they were kids."



**EAGLE MARCH: EMU's Marching Band performs in last year's Detroit Thanksgiving Parade. They will again make an appearance this year.**

Chad Mielens was one of those kids who gathered around the TV to watch the parade with his family every Thanksgiving. Last year, as drum major, he experienced the thrill of leading the band down the parade route.

"My favorite part was hearing EMU alumni singing along to our fight song when we marched by," said Mielens, a senior from Bay City, Mich. "It also was a great feeling to go home and watch the DVR recording of the parade and see myself on national TV."

Mielens is anxious to entertain the crowds again this year.

The EMU Marching Band's parade performance is part of a collaboration begun last year between EMU and The Parade Company, based in Detroit. In return for EMU's help in creating an educational component for their Studio Tours Program, the band was invited to play in the parade.

Brigid Beaubien, EMU professor of education, worked with The Parade Company to create five curriculum guides: "The Parade Company," "Celebrate Detroit," "It's a Michigan Thing," "Energy Innovators" and "Big Red Chair". These guides are intended to give lesson plan ideas for students in grades pre-K through fifth grade before, during and after their tour of the Parade Studio. Educators can download the units at [www.theparade.org/thankskids.php](http://www.theparade.org/thankskids.php).

"Together We Shine" is the theme for the 2009 parade. The band will perform a variety of rock, patriotic, movie and Motown music from this year's halftime shows.

They also may add some holiday tunes to the eclectic mix. At EMU's Annual Bandorama Nov. 21, the band will have a final chance to polish their performance before the parade.

"It doesn't take a lot of extra time to prepare," said Zastoupil. "The band performs so often, we're always prepared."

They are even prepared for Detroit's chilly November weather. Last year, one of the band members knitted white fleece headbands for all of her band mates and they will probably do something similar this year.

Freshman Adam Sniezek is eagerly awaiting his first appearance in America's Thanksgiving Parade.

"I have been watching the Thanksgiving Day parade for as long as I can remember," said Sniezek, a saxophone player from Dearborn Heights. "This is my first year in the EMU Marching Band and I'm really excited to be part of the parade."

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**Two suspects  
arrested in relation  
to recent rash of  
burglaries in  
Phelps/Sellers Hall**

By Geoff Larcom



Eastern Michigan University police used surveillance tapes and doorway entry records this month to quickly catch two students whom officers believe are responsible for at least five burglaries in the Phelps/Sellers residence hall complex.

Christopher Reid, of Detroit, and Anthony Colucci, of Dearborn, a pair of 18-year-old EMU freshmen, were arraigned Saturday, Nov. 7, at Washtenaw County Court. They were each charged with two felony counts of breaking and entering, along with one count each of receiving and concealing stolen property. They are being held in the Washtenaw County Jail.

Based on the investigation, EMU Department of Public Safety officers believe the two are responsible for four recent burglaries in Phelps Hall and one in nearby Sellers Hall, Lt. Bob Heighes said.

All of the Phelps Hall burglaries occurred on the first floor, the same floor the two men lived on in separate rooms, Heighes said.

The two were identified Nov. 6 by surveillance videos that showed them leaving Phelps Hall earlier that morning during the time a burglary had been reported in the hall, police said.

Early morning entrance records kept at the hall verified the two had entered and left the building during that time. The two told the entryway guard they'd left their IDs in their rooms, police reports said.

Later that day, EMU police arrested the two students at their residence hall rooms. Police concluded the two also were responsible for a Nov. 3 burglary in Phelps Hall, as well as other similar burglaries in late October.

On Nov. 6, the two put stolen items into a suitcase and loaded it into Colucci's car, which was parked near the residence hall, police said.

Items taken that morning included two laptop computers and their power cables, video games, a cell phone and an i-Phone. The residents who reported the Nov. 6 burglary said they were asleep in their unlocked room when the items were taken, according to police.

Public safety officers went to a Dearborn pawn shop and an area computer store, where they recovered some stolen items, police reports said.

Those involved in the EMU investigation included officer Shana Thompson, Community Relations Officer Candace Dorsey, Det. Charles Mosher and Heighes.

EMU Police Chief Greg O'Dell and Heighes noted that despite several timely warnings about such crimes that were sent to all students and staff, too many students are still failing to lock their residence hall doors. The message is simple, but important: Don't leave your residence hall room door unlocked, because doing so can invite theft.

Officers regularly visit campus residence halls and check doors in a "Gotcha" program with housing staff that attempts to educate students on the need to lock doors. In each burglary, the thieves simply opened an unlocked door and no force was used, police said.

The two students will be facing formal disciplinary action under the Student Code of Conduct. Possible outcomes for similar behavior, if found responsible, might result in suspension or permanent dismissal from the university.

Reid's bond was set at 10 percent of \$30,000, or \$3,000. Colucci's bond was 10 percent of \$40,000, or \$4,000. A preliminary hearing is set for Nov. 17.



## Feature

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**Summer Institute  
 for special  
 education teachers  
 broadens reach**

By Kimberly Wilcox,  
 EMU Foundation

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Three years ago, Eastern Michigan University faculty saw a need in Michigan to provide continuing education for special education teachers. So, they decided to do something about it.

Special education professors Karen Schulte, Phil Smith and Linda Polter began the Summer Institute. This program is designed to bring special education teachers back to EMU for continuing education credits and collaboration in the field of special education. The Summer Institute is an intensive, immersive educational experience that qualifies for three credits, earned over five consecutive days. This year, the number of participants doubled over previous years, thanks to additional scholarships funded by Delores and William Brehm.



**SPECIAL SUMMER: An EMU Summer Institute allowed special education teachers the opportunity to come back to EMU for continuing education credits and collaboration in the field of special education. (from top middle going clockwise) Erin Kanouse (in blue), Heather Vandesteene, Alisha Adleman, Casey Harhold, EMU Professor Linda Polter, Amy Chabot, Liz Howard and Michele Alvarez. Photo by Phil Smith**

"This program is a way to build a powerful educational community. These participants get to network with colleagues, mentors and students to share ideas and issues in the field of special education," Smith said. "This collaboration and relationship building helps them grow and develop as educators and leaders. It is a powerful thing to watch and I am very proud to be a part of it."

The focus of this year's institute was on transforming

special education in creative ways. Participants included teachers, administrators, graduate students and principals. All participants presented a macro- and micro-change plan they committed to using in their classrooms, programs, research or districts in the near future.

This year, eight Brehm Scholars also joined the group. Brehm Scholars are students studying special education that have been awarded a significant scholarship from the Brehms. They donated an additional \$28,000 this year to support the Summer Institute and pay for current and past Brehm Scholars to attend.

Casey Harhold, an EMU senior and Brehm Scholar, attended the institute for graduate credits.

"We were able to explore important issues relating to disabilities and special education topics. I really learned a great deal from these two professors," Harold said of Smith and Polter. "They are so passionate about what they do and are truly dedicated to the learning and growth of their students. I am very grateful to the Brehms for the wonderful opportunities they have given me through these scholarships. It has allowed me the opportunity to focus on research, which I plan to present at the Undergraduate Symposium this spring (2010)."

Polter and Smith also are very grateful to the Brehms and their contributions to EMU's Special Education Department. They see firsthand how it enhances the student's educational experiences and the impact it has on the greater educational system.

"Our students are now steps ahead because of the challenging, yet nurturing environment the Institute provides. As professors, we challenge these leaders to do research in the special education field and develop new skills," Polter said. "These leaders can then make positive changes within families, communities and society by changing how people with disabilities are perceived and educated."

## Feature

## FOCUS EMU *Online*

Nov. 17, 2009 issue  
**Former education  
professor and  
assistant dean of  
COE dies**

By Ron Podell



Francis M. Daly, a former EMU professor of education, died Oct. 30 at the Sunrise Senior Living Center in Ann Arbor after a long illness. He was 85.

Daly was hired as a full-time professor of education at EMU in 1964. He was appointed acting head of the department in 1967. In 1968, he became assistant to the dean and, a year later, became assistant dean in the COE. He retired from EMU in 1987 and was inducted into the EMU College of Education Hall of Fame in September 2009.

Daly enlisted in the Army Air Force in 1942. He was a B24 radio operator and gunner, and flew 24 combat missions in the Central Burma and India Burma campaigns. His plane was shot down and he was held in a Japanese prison camp in Rangoon, Burma, and was reported as killed in action. Rescued when the allies retook Rangoon, Daly spent a year in medical rehabilitation.

He received the Purple Heart, the Distinguished Flying Cross, two Bronze Stars and other medals.

After his medical discharge, Daly received his bachelor's and master's degree and doctorate, all from Wayne State University.

He was a member of Phi Kappa Delta and the Southeast Michigan Association of Schools and Colleges. He was a longtime member of the Ann Arbor First Unitarian Universalist Church.

After he retired, Daly returned to his first interest, art, and produced many landscapes and still-life pictures. His pictures were exhibited in the Ann Arbor City Club and the First Unitarian Universalist Church.

Survivors include his wife, Shirley; two sons, Steven Daly of Piermont, N.H., and Brian Daly of New York City; and three grandchildren.

A memorial service will take place at the Ann Arbor First Unitarian Universalist Church Dec. 12, at 3 p.m. To sign his guestbook or to leave a memory, visit his personal page at [www.niefuneralhomes.com](http://www.niefuneralhomes.com)



## Featured Photo

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**TURKEY TIME:** Eastern Michigan University employees load up their plates during the 25th Annual Thanksgiving Luncheon, which took place in the Student Center Ballroom Nov. 11. Nearly 700 EMI employees enjoyed a meal that included ham, turkey, mashed potatoes and gravy, carrots, creamed green beans, rolls and three salads to choose from. Desserts were apple, pumpkin and chocolate chiffon pies, and sliced apples with caramel sauce.

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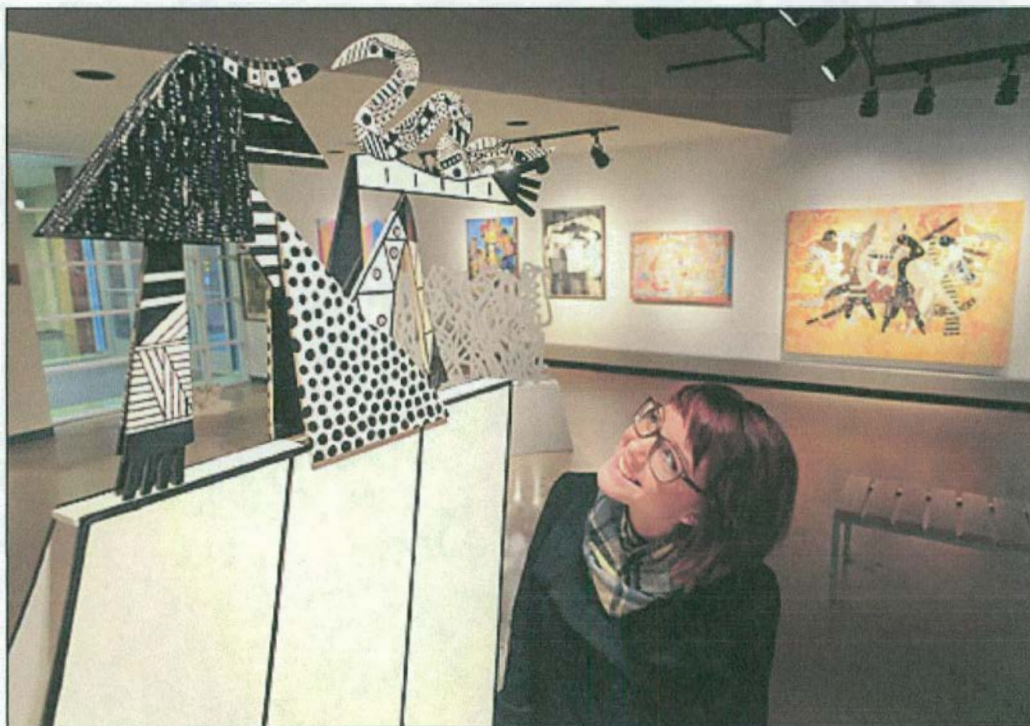
**FROM THE FRONT LINES:** Army Major Sgt. Juan Garcia, who works with EMU's ROTC Rifle Team recalls his experiences in Iraq and how he felt when he returned home in front of a group in the Student Center Nov. 9. Garcia was one of three EMU student veterans who spoke during "The Veteran Experience – An Open Conversation," which was part of Veterans Week activities on campus Nov. 9-13. Photo by Anthony Gattine

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**SOPHISTICATED LADY:** Kristen Drozdowski, an EMU sophomore from Canton, admires "Sophisticated Lady," a 1988 sculpture on display as part of the "Energy — Charles McGee at 85" exhibition in University Gallery. The exhibition continues through Dec. 9.

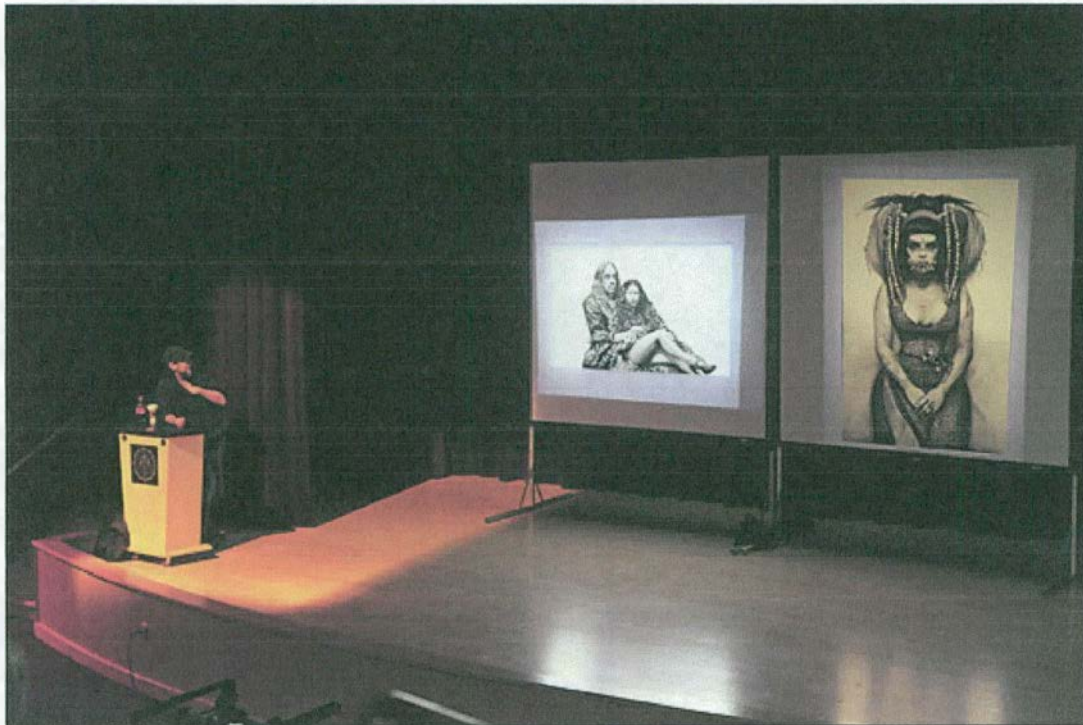
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**SHADOW ART:** New York artist Steven Assael discusses some of his charcoal pencil art during a lecture in the Student Center Auditorium Nov. 10. Working from direct observation, Assael paints large-scale, multi-figure compositions with subjects ranging from nudes to elaborately dressed and studded Goths. His work is in the collections of the Metropolitan Museum of Art, the Hunter Museum of Art in Chattanooga, the Kemper Museum of Contemporary Art and Design in Kansas City, Mo., and the Columbus Museum of Art.

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## Featured Photo

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**EARLY ADVANTAGE:** Eastern Michigan University's highly regarded Early College Alliance (ECA) will be part of an upcoming feature on WXYZ-TV (ABC-Detroit). ECA Director David Dugger (left) was interviewed for the program, which focuses on the success of students at Lincoln Consolidated Schools, one of ECA@EMU's partner districts. ECA@EMU is an innovative program that provides up to 60 college credits to high school students to help give them a jump start on their college education. "The Best Schools in Michigan" will air Wednesday, Dec. 9, at 8 p.m., on WXYZ-TV.

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**VOCAL FOR THE VETERANS:** Air Force Technical Sgt. Christine O. Saalborn, vocalist for The Falconaires, belts out a rendition of "Battle Hymn" during a performance in Pease Auditorium Nov. 13. The Falconaires, the U.S. Air Force Academy's premiere big band jazz ensemble, were part of Eastern Michigan University's Veterans Week celebration.

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## EMU by the numbers

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Eastern Michigan University faculty and staff reached out to others as part of the campus's annual pre-Thanksgiving celebration Nov. 11. In addition to enjoying a great meal, faculty and staff donated canned food and money to Food Gatherers. In addition, 50 cents from every dinner ticket was donated to Food Gatherers. The nonprofit organization provides more than 4,500 meals a day and brings food to more than 150 community programs. Eastern Michigan has contributed to the organization for more than a decade.

Thanksgiving Dinner (number of years) **25**

Attendance **698**

Cans of food collected **478**

Cash donations **\$295**

Ticket sales issued to Food Gatherers **\$346.50**

Total monetary donation to Food Gatherers **\$641.50**

**Source: Ticket Services/Dining Services**





## News Briefs

# FOCUS EMU

Online

The following are news briefs about important activities and events occurring at Eastern Michigan University.

Nov. 17, 2009 issue  
**News Briefs**

By Ron Podell

- McKanders leaving EMU in February
- Your chance to be in film
- Poinsettia sale
- Toledo Zoo Lights Before Christmas
- Calling all faculty pack rats
- MLK call for academics session proposals
- Children's Institute fundraiser
- Did God Survive the Holocaust?
- Energy savings days on campus
- Evans-Strand Diversity Prize
- AQIP Action Projects sought
- McNair Scholars Program
- Flexible Spending Account vendor holiday closing
- FSA 2009 deadline holiday reminder

- **McKanders leaving EMU in February:** Kenneth A. McKanders, General Counsel for Eastern Michigan University, has announced that he is leaving the University, effective Feb. 28, 2010. McKanders, who has served as EMU's general counsel since 1987, states that he will be pursuing other professional opportunities. McKanders further stated that his 22 years of service as EMU's general counsel have been extremely rewarding, both professionally and personally, and that he has enjoyed working with the Board of Regents, the administration, faculty, staff and students. To ensure a smooth transition within the Office of Legal Affairs, the University will promptly proceed with a search for a new General Counsel.



**McKanders**

- **Your chance to be in film:** The iGroup is looking for extras to participate in a major independent feature shooting now in southeastern Michigan. Extras are being sought for several scenes that will be shooting in Monroe, Dearborn and Ann Arbor. There are many days available from now until the end of November. The iGroup is looking for adults 18-25 years old and 30-60 years old. Send an e-mail to [Extras@theigroup.com](mailto:Extras@theigroup.com). Be sure to include your name, phone number and e-mail in addition to your race, age, hair and eye color, and a digital picture of yourself. Questions about the production should be sent to [Extras@theigroup.com](mailto:Extras@theigroup.com).
- **Poinsettia sale:** The EMU Women's Association hosts its Annual Poinsettia sale. The profits from the sale are added to their scholarship fund. In April 2009, the association awarded eight scholarships and almost \$7,000. The deadline for orders is Nov. 18, with pick-up scheduled Dec. 3. This year the group is offering 8 1/2-inch tri-color and 4-, 6- and 8 1/2 inch in red, white, or pink. It also offers decorated wreaths and garlands. You can choose from pine, cedar or mixed. All orders must be prepaid and the checks payable to the EMU Women's Association. If you do not wish to order, you may still make a contribution to the scholarship fund. For more information, contact Susann deVries at 487-0020, extension 2121.

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**Toledo Zoo Lights Before Christmas:** Join the EMU Office for Alumni and friends at the Toledo Zoo

Lights Before Christmas Saturday, Nov. 21, 6-7:30 p.m. Enjoy hot chocolate and cookies with fellow alumni and friends while touring the amazing displays featuring 1 million lights with more than 200 animal images, strolling carolers, model train displays and even Santa himself. Advanced tickets are required. Tickets are \$8 for adults and \$5 for kids 12 and under. Tickets include zoo admission and parking, refreshments, admission to the alumni hospitality station and a small gift for children.

For more information or to purchase tickets, contact the Office for Alumni Relations at 487-0250 or e-mail [alumni.relations@emich.edu](mailto:alumni.relations@emich.edu).

- **Calling all faculty pack rats:** Are you willing to share your tenure and promotion documents? If so, there is an educational use for them. Professor Betty Brown-Chappell, director of the McNair Scholars Program, and Professor Rosina Tammany, University archivist, are developing a course unit that will illustrate the work of EMU's faculty. Brown-Chappell will teach this unit during the 2010 spring semester for the McNair Scholars, academically talented students in the Honors College whose goals upon graduation include doctoral study and, ultimately, a faculty position. As first-generation college students, the McNair Scholars generally do not have the opportunity to find out what a faculty position in a college or university encompasses or how one would obtain tenure and promotion. If you donate a copy of your tenure and promotion documents, you will give the Scholars an opportunity to learn how to research primary and secondary historical documents in an archives setting, as well as making a significant contribution to the Scholars' knowledge base about an academic career. For more information, e-mail Professor Tammany at [rtammany@emich.edu](mailto:rtammany@emich.edu) or call 487-0020, extension 2301.
- **MLK call for academic session proposals:** The EMU Martin Luther King Committee invites proposals for academic sessions to be offered as part of the MLK Day 2010 celebration. The 2010 theme is "The Dream." The committee seeks academic sessions that explore, analyze or inform our understanding of Dr. King's legacy, and especially how individuals or groups have both interpreted and responded to Dr. King's dream through personal commitment — by "inserting themselves" into that dream and living it. Session content is neither "identity bound" nor "time bound," but may explore past, present or future across issues and populations, and can highlight struggles or successes in "inserting oneself" into Dr. King's dream. Proposals are due, in electronic format, by Nov. 18. For applications and directions for submissions, go to [http://www.surveymonkey.com/s.aspx?sm=uU4MEjlGNyRAKRl8Bi2j7w\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=uU4MEjlGNyRAKRl8Bi2j7w_3d_3d)
- **Children's Institute fundraiser:** The EMU Children's Institute Savory Sweets cookie dough and popcorn sale continues through Wednesday, Nov. 18. The 3-pound dough costs \$10 per tub, due with the order. Approximately \$4 from each tub will go toward Month of the Young Child events in April 2010. Items will be available for pick-up Wednesday, Dec. 9, in the afternoon, room 103, Rackham. For more information, contact Beth Kahl at 487-2348.
- **Did God Survive the Holocaust?:** Eastern Michigan University, EMU Hillel and Holy Trinity Catholic Student Parish present "Did God Survive the Holocaust: A Jewish/Catholic Conversation," Monday, Nov. 23, 7 p.m., Student Center Ballroom. Featured speakers are Guy Stern, director of the International Institute of the Righteous and director of the Holocaust Memorial Center Zekelman Family Campus in Farmington Hills, and Father John T. Pawlikowski, professor of social ethics at the Catholic Theological Union and director of the Catholic-Jewish Studies Program at the Catholic Theological Union's Cardinal Joseph Bernardin Center. Marty Shichtman, an EMU professor of English, will serve as moderator. For more information, e-mail [mshichtma1@emich.edu](mailto:mshichtma1@emich.edu)
- **Energy savings days on campus:** Human Resources is pleased to announce that, as part of our campaign to contain costs and conserve



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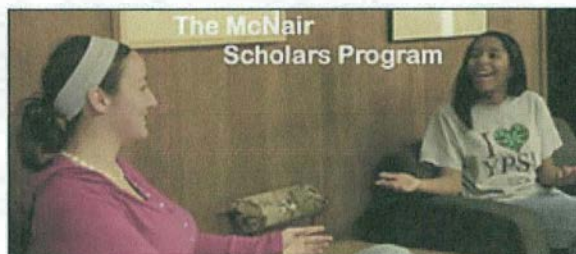


energy, Eastern Michigan University is implementing another Energy Savings Days Program. This year, the University will be closed for business Wednesday, Nov. 25, and Wednesday, Dec. 23. However, some offices critical to the operation of the University will remain open despite these closures.

All University employees normally scheduled to work on these days will use four hours of vacation or sick/personal time for each eight-hour day. EMU will cover the second half of the scheduled work hours with paid release time. If an employee's vacation or sick/personal time is exhausted, the employee's future accrual of vacation time will be borrowed against. Employees who are required to work on these days will receive regular pay for a normal work day and will be credited with paid release time generated at one hour for each hour worked up to a maximum of four hours of release time for each eight-hour day.

Through pilot programs like this, we take another step toward our goal of conserving energy in a manner that serves the interests of the University and provides an opportunity for our employees to enjoy more time with their family and friends. For further questions, call Human Resources at 487-3430.

- **Evans-Strand Diversity Prize:** The College of Arts and Sciences is seeking nominations for the Evans-Strand Diversity Prize. This \$1,000 prize is modeled after the Nobel Peace Prize and is annually awarded to recognize an individual for significant contributions to enhancing understanding of and promoting unity among diverse populations at EMU. The prize is open to students currently enrolled in or graduating in the 12 months preceding the semester of the award. The nomination deadline is Dec 1. Nomination forms are available at <http://www.emich.edu/cas/stu-scholarships.html> or the CAS Dean's Office, 411 Pray-Harrod. For questions, contact Diane Winder at 487-4348.
- **AQIP Action Projects sought:** EMU's Continuous Improvement Operations Council (CIOC) requests proposals for AQIP Action Projects to be implemented in January 2010 and beyond. The CIOC will review proposals at its December 2009 meeting. Proposals should be submitted by Dec. 1, 2009. Any member of the EMU community (student, faculty, staff, or administrator) can propose an Action Project. Action Projects are concrete, specific continuous improvement projects that address an EMU area of functioning that can be improved. The project should identify evidence supporting need for improvement. Ideally, an Action Project will document measurable improvement over a period of six months to three-year intervals. Additional information can be found at <http://www.emich.edu/aqip/index.html>, and the application form can be found at <http://www.emich.edu/aqip/actionproject1.html>. Proposals should be submitted electronically by Dec. 1, 2009, to [jeanne.thomas@emich.edu](mailto:jeanne.thomas@emich.edu). For more information, please contact Jeanne Thomas at 487-7120, extension 2742; or e-mail [jeanne.thomas@emich.edu](mailto:jeanne.thomas@emich.edu).



**McNair Scholars Program:** Are you an undergraduate student interested in working towards a doctorate. The McNair Scholars Program can help. This federally funded program mentors undergraduate students to help get them through their program of study with the right research skills and tools

to be ready for graduate school applications and success. Benefits include a summer research stipend, faculty research mentor, travel expenses for presenting research or graduate school visits, advising and graduate

school preparation. The application deadline is Feb. 1, 2010. For an application and eligibility requirements, go to <http://www.emich.edu/honors/mcnair/>. For more information, contact Cindy Rodrigues, 487-8240, or e-mail [crodrigue1@emich.edu](mailto:crodrigue1@emich.edu)

- **Flexible Spending Account vendor holiday closing:** BASIC, EMU's Flexible Spending Account vendor, will close Friday, Nov. 20, at 3 p.m. Their offices also will be closed Thursday, Nov. 26, and Friday, Nov. 27. For questions, call EMU's Benefits Office at 487-3195.
- **FSA 2009 deadline reminder:** The plan year for the 2009 Flexible Spending Account ends Dec. 31, 2009. Please review your account balance and submit your 2009 claims by faxing them to BASIC at 1-800-391-6562. As indicated by IRS guidelines, any unused funds remaining in your account at the end of the plan year will be forfeited. The account plan grace period has a deadline of March 31, 2010 to have claims, incurred during 2009, submitted to BASIC. For questions, call EMU's Benefits Office at 487-3195.

## Why I work at Eastern Michigan University

**FOCUS** **EMU**  
*Online*

Nov. 17, 2009 issue



**M**y husband and I relocated to Michigan 16 years ago for his job. After leaving my position as men's hall director at Bowling Green State University, I was attracted to Eastern Michigan University's size and climate. I joined EMU in a similar position, as area complex director in Phelps-Sellers Hall. I loved interacting with the students on a daily basis and seeing them grow and develop. I especially enjoyed working with my staff and developing a strong team with 10 resident assistants, an office manager and a graduate assistant.

Three years later, I took some time off to have my son and returned to EMU as an admissions counselor. I had worked in admissions at a small private college in Virginia, so it was fun to get back into the field. In that role, I had a real passion for working with students in a positive light and helping them learn how to get scholarships, live on campus, and grow and develop. I could see the dream in their eyes of what a college education could do for their lives. It was exciting to show them how they could make that dream come alive.

Last year, I became assistant director of the McNair Scholars Program. McNair is a federal grant-funded program that helps low-income, first-generation and underrepresented undergraduate students who have a desire to achieve a graduate degree. An important component of the program is the summer research project, where students are paired with a faculty mentor for 10 weeks. This project provides them with the research experience they need to compete with other students applying to graduate programs.

My role is to support and coach the students in the McNair program, and help them learn about graduate programs in their area of interest. These students have inspired me and changed my life. They are high-achieving talented, exceptional students who might never have thought a graduate degree was possible for them. Many of them are up against difficult obstacles, such as working full-time or having a family to care for, but they still have tremendous drive and ambition. I'm passionate about helping these students succeed, so I get very excited when see them get admitted into the graduate program of their choice with full funding. They make me want to work

