

Communication Disorders Receives National Accreditation

Northeast's Master of Arts program in communication disorders was recently awarded national accreditation by the Educational Standards Board of the American Speech-Language-Hearing Association.

The period of accreditation is for the eight year period beginning Aug. 1, 1993, and ending Aug. 1, 2001, the maximum period allowed under the Association's recently implemented variable length certification program. According to the head of Human Potential and Performance Division,

Cornelius Koutstaal, the distinction of accreditation for the longest possible time-period speaks highly of the program, faculty, staff, students and the administrative support given by the president and vice president.

Certification by the Association makes inclusion possible in all published lists of accredited programs during the accreditation period, including the *Guide to Graduate Education in Speech-Language Pathology and Audiology* and the journal *Asha*. According to Koutstaal, this inclusion is

important in furthering the program's reputation of excellence and assisting in recruiting highly qualified students.

The graduate program in communication disorders functions as a course of preparation for students to become speech-language pathologists who are proficient in providing assessment, consultation, intervention and rehabilitation services for children and adults who have communication disorders. Completion of the program qualifies graduates for Missouri State Teaching Certification

as a speech and language specialist, a license to practice in speech pathology by the Missouri State Board of Registration for the Healing Arts, and Certification of Clinical Competence in speech-language pathology from the American Speech-Language-Hearing Association. □

SAB Brings Pale Divine

SAB will open its concert season with Pale Divine on Nov. 6 at 8 p.m. in Pershing Arena.

Pale Divine is described as an "alternative power, pop band" by Greg Miller, drummer of the St. Louis-based band. They have been together for six years. Their hit album "Straight to Goodbye" came out in 1990. They are currently working on a new album.

"Pale Divine was highly requested - they scored very well on the survey we did last year," said Marni Laverentz, SAB member in charge of small concerts.

Opening for Pale Divine will be the local band Excalibur.

Tickets, on sale in the SAB office, are \$2 for Northeast students and \$6 for the general public. □

Civil Rights Activist to Speak

Judy Richardson, a Civil Rights Movement activist, will speak at Northeast on Nov. 3. On the agenda for the day, Richardson will discuss "Student Non-Violent Coordinating Committee" at 3 p.m. in the SUB Activities Room. At



Judy Richardson

7:30 p.m. in Baldwin Auditorium, she will present "Will the Circle be Unbroken." She will discuss the Civil Rights Movement and its relevance to today, as well as the making of *Eyes on the Prize*, a documentary series in which she was the associate producer. The presentation is part of the University Speaker Series.

Richardson has been a leader in the Civil Rights Movement since her college years. She served as a staff member of

the Student Non-Violent Coordinating Committee and worked with the United Church of Christ Commission for Racial Justice.

Richardson lectures nationally and has appeared on several television shows including "Nightline." She is currently co-producing the documentary *Malcolm X: Make it Plain*, which will air in January 1994 on "The American Experience," PBS's national historical documentary series.

Segments of *Eyes on the Prize* will air on cable channel 19 on Nov. 3 and 4 at 9:45 p.m. □

New Faces

Joseph Hemmeter, associate professor of math and computer science, received his bachelor's in earth and planetary science from Massachusetts Institute of Technology, his master's in



Joseph Hemmeter

mathematics from the University of Massachusetts-Boston and his doctorate in mathematics from Ohio State University. He has served as a graduate fellow and a graduate teaching assistant at Ohio State University and he was an assistant professor at the University of Delaware. His research interests include combinatorics, graph theory and association schemes.

Holly Hobaugh, assistant women's basketball coach, received her bachelor's in English with a minor in physical education from Ball State University. Hobaugh was a junior varsity basketball coach at Seeger Memorial High



Holly Hobaugh

School in West Lebanon, Ind. She also taught English and physical education, and served as the varsity assistant basketball coach and at Benton Central High School in Oxford, Ind.

Daniel Janik, assistant professor of biology, received his bachelor's and master's in zoology from the University of Wisconsin-Madison and his doctorate in biology from the Institute of Neuro-science at the University of Oregon.



Daniel Janik

He has been a postdoctoral fellow at the Max-Planck-Institut Fuer Verhaltensphysiologie in West Germany and the Department of Psychology at the University of Illinois. He was also a research associate in the Department of Zoology at the University of Toronto. His special interests include circadian rhythms and neuroendocrinology.

Timothy Johnson, assistant professor of language and literature, received his bachelor's in religious study from Grace College, his master's in classics from the University of



Timothy Johnson

Pennsylvania and his doctorate in classical philosophy from the University of Illinois. His professional experience includes an instructor at Luther College and visiting college professor at Cornell College in Illinois. □

1993-94 Jepson Fellows

Ray Barrow, associate professor of sociology, will restructure an introductory sociology class to include active learning techniques



Ray Barrow

by using cooperative learning groups which are organized around principles associated with structured exchange theory - a social psychological parallel to behavioral psychology and utilitarian economics. Application of this theory requires reinforcement schedules for achieving course objectives. Groups that successfully achieve these objectives will be awarded classroom privileges. In order to assess the effectiveness, Barrow created a number of instruments to measure changes in students' performances, beliefs and values. This will make it possible to compare responses from one semester to another. □

Mary Ellen Simpson, assistant professor of nursing, will create a program in which nursing students provide health promotion, education and prevention to the campus community. Student nurses will distribute information and referral mechanisms about health-related topics. Also, students will design their own wellness program and use journal entries to integrate theoretical applications learned in class into their own belief



systems. Students, working in small groups, will critically analyze public health problems and their impact on society. An innovative proposal for health promotion at Northeast, based on data analysis and public health principles aligned with the liberal arts and sciences philosophy, will serve as the course's Capstone Project. □

The STRESS-TRAUMA-DISASTER COURSE

will begin a second block

Nov. 2

6 p.m.

SUB Georgian Room

All students are welcome

Food Drive Open to Students

The Heartland Food Drive will kick off its fifth annual drive on Nov. 6. Northeast has been invited to show its support by participating in the drive. All campus organizations and residence halls are encouraged to participate in this community-wide event.

The NMSU portion of the drive will begin Nov. 6. Participating groups should collect non-perishable foods. There will be a central location on campus for food drop-off on Dec. 1. Judges will decide the winning organization, based on the amount of food collected per membership size.

The winning organization will receive 25 free pizzas, courtesy of Dominos Pizza, and have their name engraved on a traveling plaque which they may display for the entire year. Additionally, the winning group and their achievements will be publicly recognized by the *Northeast Today*, *Index*, *KTVU TV*, *Kirksville Daily Express*, *KTUF* radio and *KLTE* radio.

All food items will go to the Salvation Army for distribution to the needy of Kirksville and the surrounding areas during Christmas time and throughout the year.

If any organizations, residence halls, groups or individuals would like to contribute to the Heartland Food Drive, please contact Mark Mlynarczyk, Public Relations intern, at 785-4016 or stop by McClain Hall 106. □

Notables

Dawood Afzal, assistant professor of chemistry, reviewed a paper for the journal *Synthesis and Reactivity in Inorganic and Metal-Organic Chemistry*. □

Dawood Afzal, assistant professor of chemistry, **Yinfa Ma**, assistant professor of chemistry, and students **David Bourdon**, **Dharshan DeSilva**, **Matt Doscotch**, **Kelvin Franke**, **Tom Nally** and **Kathleen Riskowski** have had their abstracts accepted for research paper presentations at the fourth annual Argonne Symposium for Undergraduates in science, mathematics and engineering. The symposium will be held Nov. 5-6 at the Argonne National Laboratory, in Argonne, Ill. The laboratory is opened by the University of Chicago for the United States Department of Energy. □

R. Paul Crabb, associate professor of music, had his edition of Mozart's "Schon weichet dir, Sonne!" from *Mozart's Thamos Konig in Agypten*, K. 345/336a, accepted for publication by Lawson-Gould Music. □

Adam Brooke Davis, assistant professor of

English, had his article "The Ends of Fiction: Narrative Boundaries and Chaucer's Attitude towards Country Love" appear in the most current issue of *The Chaucer Review* (28:1 54-66). □

Roger Festa, associate professor of chemistry, had an article, "Thomas A. Leemon's *The Rites of Passage in A Student Culture: A Thirty-year Retrospective*," appear in *Delta Epsilon Sigma Journal*. □

Donna Ford, assistant professor of biology, attended a joint meeting of the Missouri Native Plant Society and the Eastern Native Plant Alliance in St. Louis on Sept. 24-26. □

Jason Haxton, director of residential living, is co-editor of the Professional Standards Forum for the national news magazine at the Association of College and University Housing Officers-International. The Standards Forum is a permanent feature of the monthly magazine. □

Johnny C. Ho, assistant professor of business, had his article "A New Heuristic for the *n*-Job *m*-Machine Flowshop" published in

European Journal of Operational Research (Vol. 52, 1991) included in the book *Mac Quantitative Systems* by Chang and Sullivan, Prentice-Hall, Englewood Cliffs, pp. 560-577, 1993. □

Victor Hoffman, associate professor of chemistry, received a \$200,000 cooperative grant with Robert Theobald of KCOM for "Purine Function in the Lower Urinary Tract." □

Mike Jackson, associate professor and director of health and exercise science, was elected vice president of the Missouri Public Health Association. This position constitutes the first year of a four-year presidential term of office. Jackson will progress next year to president-elect, then to president, then past president. MPHA is an association of 1,000 individuals who provide advocacy for public health in Missouri. □

Ronald A. Knight, professor of mathematics, had his paper "Iterates of homeomorphisms of locally compact Hausdorff spaces" printed in the most recent issue of the journal *Topology and its Applications*. □

United Way Update

The NMSU United Way Drive has yielded \$34,285, which is 97.9% of this year's goal of \$35,000.

Northeast students have raised more than \$600 of their \$5,000 goal. Remaining events include the annual Food Fast on Nov. 10 and a 4-on-4 basketball tournament on Nov. 13-14 at the YMCA.

Anyone wishing to contribute may drop their donations off to Jenny DiMuzio at McClain Hall 102.

This Week

1 Monday

- ◆ 7:30 p.m.—*Camp Logan*, sponsored by NMSU Lyceum Series, Baldwin Auditorium
- ◆ 8 p.m.—*German Film Festival: "M,"* Ophelia Parrish 218
- ◆ 8 p.m.—*Dennis Gaylor*, national Chi Alpha director, SUB 4

2 Tuesday

- ◆ 12:30 p.m.—*"Gold Clusters,"* seminar by Paul Sharp, professor of organic chemistry at University of Missouri, Science Hall 116
- ◆ 7 p.m.—*"Good Touch, Bad Touch,"* seminar on sexual harassment, Kyle Hall main lounge
- ◆ 8 p.m.—*German Film Festival: "Die Ehe der Maria Braun,"* Ophelia Parrish 217B

3 Wednesday

- ◆ 12:30 p.m.—*Wednesday Lunch Series on Teaching Approaches: "Library Assignments: Making them Effective,"* SUB Spanish Room
- ◆ 8 p.m.—*German Film Festival: "Everyman for Himself and God Against All,"* Ophelia Parrish 218
- ◆ —*"Black Religion: A Declining Tradition,"* forum by Alpha Phi

Alpha, SUB Conference Room

4 Thursday

- ◆ 8 a.m.-5 p.m.—*Last day to drop courses*
- ◆ 5:30 p.m.—*All-girl Cheerleading Squad informational meeting,* Pershing Building 232
- ◆ 7:30 p.m.—*Sigma Tau Delta's "Performance Hour,"* Ryle Hall main lounge
- ◆ 9 p.m.—*German Film Festival: "Das Boat,"* Ophelia Parrish 218

6 Saturday

- Fall Premiere High School Visit Day*
- ◆ 1 p.m.—*Bulldog Football vs. Pittsburg State University,* Stokes Stadium

7 Sunday

- ◆ 1 p.m.—*Bulldog Soccer vs. Wisconsin-Parkside,* Soccer Field

8 Monday

- ◆ 8 p.m.—*NMSU Jazz Ensemble Concert featuring premiere performance of "Prayer" by Rick DiMuzio,* instructor of music, Baldwin Auditorium
- ◆ —*Indian Film Festival: "Panther Panchali,"* Ophelia Parrish 218

Notes

The Office of Multicultural Affairs is accepting applications for the Ronald E. McNair Post-Baccalaureate Achievement Program. For more information, contact Bertha Thomas in 110 Missouri Hall or at 785-4142, by Nov. 19.

The Phi Kappa Theta Fraternity will host a charity soccer tournament Nov. 6-7. The cost is \$30 per team of 7 people. Contact Gerald Kuehl at 785-4915 for more information.

Omicron Delta Kappa, an honorary leadership group, has membership applications available in the CAOC. Applicants must be a junior or senior with a minimum 3.24 GPA.

Full-time faculty may apply for a visiting professorship at Pusan National University in Asia. For more information, contact the Vice President for Academic Affairs, McClain Hall 203.

The Joseph Baldwin Academy Summer Academic Program, an enrichment

program for children 13-15 years old, is taking applications for activities director, assistant to the director, and other positions. For more information, contact Sherry Cass at 785-4105.

The Stress-Trauma-Disaster class will begin its second block on Nov. 2 at 6 p.m. in the SUB Georgian Room.

The YMCA will offer aerobics classes beginning Nov. 1 and self defense classes for women beginning Nov. 3. For more information, call 665-1922.

Auditions for the Concert Band and the Pep Band are being held now. Call the Band Office, 785-4436, for more information.

The Student Health Center will offer free anemia screenings as part of "Wellness Wednesdays" on Nov. 10 from 2-4 p.m.

Applications for the Dog Days committee will be available on Nov. 5 in the CAOC.

SAB Notes

3 Wednesday

6:30 p.m.—SAB's Contact Committee, SUB Conference Room

5 Friday

7 & 9:30 p.m.—*Malcolm X*, Baldwin Auditorium

6 Saturday

8 p.m.—*Pale Divine with Excalibur*, Pershing Arena, \$2 NMSU students, \$6 general public

November Employee of the Month

Mona Davis has been selected November Employee of the Month. She is the secretary for the Professional Development and Commuter College department and began working at Northeast in December 1980. Mona's duties include working closely with area school administrators, businesses, and industries to select sites, arrange for faculty, handle enrollment, and prepare and maintain records for the continuing education program. Davis also does any legwork necessary on campus for the students. In addition, she is the contact person for the freshmen commuter students and assists them with their on-campus needs or prob-

lems. She coordinates one social and one cultural activity each month for them. Davis also supervises student workers in her office.

Davis's husband John works at KCOM. They have two daughters, Andrea, 7 and Brittany, 5. Mona is currently taking classes at NMSU. Her hobbies include spending time with her family, flying, and the out-of-doors.

Wayne Newman, department head, nominated Davis for this award. In his nomination, Newman described Davis as self-motivated, industrious and courteous in dealing with students and co-workers. She treats every student courteously and with con-



Mona Davis (center) receives surprise congratulations upon being named November Employee of the Month. Pictured are (l-r): Kathy Young, Employee of the Month Committee chair; Vonnie Nichols, Human Resources director; Vice President Jack Magruder; and Wayne Newman, Professional Development director. □

sideration and has earned their support and respect. "Because of her superior time management skills, Mona is able to focus on people as well as her job duties. Although she is a very busy person, Mona is always able to find time for those who need help and advice," said Newman.

"When you accept employment and a salary from an organization, you should be committed to it. At Northeast, we are proud of our reputation for academic excellence. Commitment is a natural outgrowth of that pride," said Davis. □

Affirmative Action/ Equal Employment Opportunity

Joyce Hearn, Ph.D., has a quarter-time appointment in Human Resources as the Affirmative Action/Equal Opportunity officer (AA/EEO) for Northeast. In this capacity, she may be reached in McClain Hall 101, 785-7480, Tuesday afternoons and Friday mornings.

The AA/EEO position is a new addition to the University.

"I believe that the creation of this position under-

lines the University's commitment to diversity on our campus," Hearn said.

"In AA the goal is to build upon ways that the University has fostered cultural pluralism in the past to move toward achieving greater diversity among members of the administration, faculty and staff. In EEO, the goal is to ensure that policies and procedures used in recruitment, hiring, advancement, and retention are fair and equi-

table to all University employees. AA/EEO work together to encourage the kind of welcoming environment advocated by the Commission on Community," Hearn said.

A key first step for this year is the establishment of a campus-wide AA/EEO committee. This committee will then work with Hearn and the University to develop an Affirmative Action Plan and to monitor applicable university policies. □

Cafeteria Plan Update

A meeting to inform employees about the cafeteria program will be held on campus Nov. 2 in the SUB Alumni Room. The meeting times will be 9 a.m. and 2 p.m.

All employees who participate at the present time and all other employees who have the family health insurance deducted from their paychecks will receive an application at home. Everyone is invited to attend. □

Health Insurance Bulletin

We are pleased to be able to announce that for the month of January 1994, we will pay no premium for that month's health insurance. This means that no health insurance will be deducted from your

January 1994 paycheck! The premium will be paid through Missouri Health Consortium funds. We are able to do this because health insurance claims Consortium-wide have been less than projected

and sufficient reserves have been established.

As a result of this holiday, the 8.3 percent annual insurance premium increase for 1994 will be 0 percent for those employees with any family cover-

age. The new rates are listed below.

More information will be made available concerning all changes soon. □

	Monthly	Annual with paid holiday deducted	Current Monthly	Current Annual
Employee/Spouse	207.67	2284.37	191.75	2301.00
Employee/Child	49.09	539.99	45.33	543.96
Employee/Children	110.46	1215.06	101.99	1223.88
Emp/Spouse/Child	237.88	2616.68	219.75	2637.00
Family	311.51	3426.61	287.34	3448.08

Focus On Lacy Lee Baker

Lacy Lee Baker is the associate athletic director. She and her husband, Jay Miller, have one daughter, Nicole. Baker is from Jackson, Miss. She received a Bachelor of Science in Education from Delta State University in



Lacy Lee Baker

Cleveland, Miss., and a Bachelor of Arts degree from the University of Southern Mississippi in Hattiesburg. Baker was previously employed at the National Collegiate Athletics Association as an associate director of championships. Her

duties included administering championships for different divisions, acting as a liaison to different sports, organizing meetings, and providing guidance concerning NCAA rules.

Her outside interests include golf, tennis, and traveling. □

Worker's Compensation

Worker's compensation is a benefit available to all full or part-time employees. Benefits cover injury or illness arising out of and in the course of employment.

Please note that all injuries must be reported immediately to your supervisor, documenting the time, place, and names of witnesses and the nature of the injury in a written report. Unless it is an emergency, do not seek aid without informing your supervisor and going to an authorized medical provider. If it is an emergency, seek initial treatment at the nearest hospital emergency room or medical clinic. Then notify your supervisor as soon as possible. Supervisors should then notify the benefits coordinator in Human Resources within 24 hours after the accident. If the accident occurs on a weekend, notify the coordinator before noon on Monday. □

Current Job Listings

Telecommunicator
Public Safety
(part-time)

Carpenter I
Physical Plant

Secretary
Multicultural Affairs
(part-time)

Division Secretary
Education Division

Housekeeper
Physical Plant

Welcome

New Staff

Xuming Chi
Instructional Technology

Robin Gryting
Career Placement Center

Cinda Mitchell
Vice President for
Academic Affairs

Jane Story
Business Office

Elaine Tilman
Athletics

In Memoriam

Clifford May, husband of
Judith May, Library,
Oct. 28

NORTHEAST MISSOURI STATE UNIVERSITY
EMPLOYEE OF THE MONTH
NOMINATION FORM

Nominated for the month of _____

Nominee's Name: _____

Your Name: _____

Dept/Div _____

Dept/Div _____

A. Please list specific examples that demonstrate the employee's courtesy and consideration toward students:

B. Please list specific examples that demonstrate the employee's courtesy, cooperation, consideration, and good communication with co-workers and/or visitors: _____

C. Please list specific examples that demonstrate the employee's time efficiency and conservation of supplies:

D. Please list specific examples that demonstrate the employee's dependability: _____

E. Please list specific examples that demonstrate the employee's positive role model and favorable reflection on NMSU: _____

EMPLOYEE OF THE MONTH NOMINATION GUIDELINES

Thank you for taking the time to nominate an employee for the Employee-of-the-Month Program. Employees must have been with NMSU at least a year in order to be considered. Our purpose is to recognize NMSU employees who consistently perform above and beyond their required job duties.

The committee selects a winner based on a rating system for each category on the nomination form. In case of a tie, prior nominations and the employee's length of service at NMSU will also be considered.

Nominees not chosen will automatically be included in the next month's selection. If they are not chosen the second month, their nomination form will be filed and they would have to be re-nominated to be considered again.

For each category, list **specific** examples of the employee's attributes. For example, rather than saying, "Mary Jane is always courteous to the students," say, "After finals week, Mary Jane brought lunch in for the student workers in her office to help them celebrate the completion of finals while maintaining a complete work schedule." Another example would be (for the category of time efficiency and conservation of supplies) "Tom found that by ordering enough pens and pencils to last three months saved his time as well as the time of Central Supply staff" or "Liz always lets Central Supply know well in advance when she needs a large supply of file folders." Being specific allows the selection committee to rate the actual events that make the employee stand out, rather than the writing ability of the nominator.

Nominations from students are welcomed and encouraged. When you have filled out the nomination form, please return to Human Resources, McClain Hall 101, by the deadline listed at the bottom of the front page of this form.

Thank you again for taking the time to honor NMSU's employees.