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Promotion and Tenure Policy Review

As Northeast moves forward with the implementation of *A Higher Order of Excellence* and the university's mission, governing policies and procedures must keep pace with other developments, including the law. In a recent statement, President Warren noted, "Northeast's policy on promotion and tenure is crucial because it helps assure academic freedom, fairness, and the strength of our faculty."

Because this policy is so critical to the mission of the university, it is reviewed periodically. A special Promotion and Tenure Policy Committee has been established to study the current policy. The committee's charge is:

1. To examine the present tenure and pro-

motion policies (1987 Bylaws and Policies of the Board of Governors and 1991 Faculty Handbook) in the context of Northeast's liberal arts and sciences mission and *A Higher Order of Excellence*.

2. To affirm the basic principle of apportioning workload among teaching/advising, scholarship, and service, coupled with annual goal-setting and periodic review.

3. To examine current national literature on promotion and tenure, as well as the policies and procedures of selected peer institutions.

4. To study the implications of the last North Central Association accreditation report on promotion and tenure.

5. To make recommendations to President Warren about proposed changes in the present policy and procedures.

6. To work with Dr. Jack Magruder, Vice President for Academic Affairs, Ray Klingensmith, General Counsel, and division heads to ensure that administrative, legal, and procedural requirements are addressed.

The committee will solicit and review faculty suggestions, in part, through open hearings. It will generate a draft document, to be reviewed by President Warren in March of 1993. Recommendations will then be placed on the Faculty Senate agenda in April or May, 1993.

Education Head Resigns

Dr. Jack Magruder, Vice President for Academic Affairs, announced on Nov. 16 that Miles H. Lovelace, head of Northeast's Division of Education, will resign effective June 1, 1993. Lovelace will resume his role as professor of education.

Lovelace has been head of the division for almost two years. During that time, Lovelace notes that the Division of Education "launched some significant innovations in improving teaching and learning both in and outside the classroom."

Under his leadership, the MAE Program began operation and received accreditation from the Missouri Department of Elementary and Secondary Education and the National Council for Accreditation of Teacher Education. Lovelace believes that now is an ideal time

for the division to recruit a person who will make a long-term commitment to lead the MAE Program into the next century. "It is only because the program is now on solid ground that I feel it is appropriate for me to ask to be relieved next June so that I can pursue other professional interests and opportunities," he stated in his letter of resignation.

Lovelace plans to return to teaching, reading and writing, as well as active involvement with international education.

"I hope I have been a good steward of the Education Division during my term of service," Lovelace stated.

"We've sincerely appreciated Dr. Lovelace's energetic leadership and clear vision as division head," Magruder said.

Northeast's 125th: Violette Museum

Not only does 1992 mark the 125th Anniversary of Northeast, but it also marks the 50th anniversary of the re-dedication and official opening of the Violette Museum in the Kirk Memorial Building.

When Eugene M. Violette was professor of history at the University of Chicago, he began to experiment with presenting visual materials in his teaching. Eventually, he had collected a good number of historical items. When he came to teach at Northeast, he began to store the collection in his own classroom in Baldwin Hall, which soon had the appearance of a museum.

President Kirk began to take interest in the collection and soon the Department of History and Government assumed the responsibility of expanding the holdings of the historical museum. In that year, a room was constructed by partitioning off six feet of the west end of Violette's classroom, in old Baldwin Hall.

The museum contained 219 items by Jan. 1, 1914. Shortly after the museum was organized, the department began to advertise for contributions of items that would illustrate the past way of life of the American people. In 1923, when Violette resigned from the faculty, the Museum contained several hundred items and the Museum quarters soon overflowed with larger items being placed in the corridors of "old" Baldwin Hall.

Joseph Lyman Kingsbury, professor of ancient history and the head of the Department of History and Government, was then ap-



Right to left: Dennis Markeson, director of Professional Food Management, Paul Barton, Food Fast Coordinator, and James Osgood, Chairman of the Student Drive, present a check for \$2446.60 to United Way co-chairs Duane Ford, assistant professor of biology, and Jenny Dimuzio, Academic Planning Services Advisor. The NMSU United Way campaign is currently at 94% of its goal.

Northeast Students Included In Annual Directory

The 1993 edition of *Who's Who Among Students In American Universities and Colleges* will include the names of 28 students from Northeast who have been selected as national outstanding leaders.

Campus nominating committees and editors of the annual directory have included the names of these students based on their academic achievement, service to the community, leadership in extracurricular activities and potential for continued success.

They join an elite group of students selected from more than 1,400 institutions of higher learning in all 50 states, the District of Columbia and several foreign nations.

Outstanding students have been honored in the annual directory since it was first published in 1934.

Students named this year from Northeast are:

Cathleen Anne Arnold	Carol Amy Gamm	Lucy Jane Hlavac	Diane Elizabeth Richmond
Theresa Lynn Brickey	Jane Marie Gargus	Jennifer Sue Kjar	Marcia Ann Roberts
Jenelle Christine Cox	Brenda Lea Goering	Jennifer M. Klein	Bettina Schubert
Donald H. Crossley	Matthew John Gorman	Eric Jon Laverantz	Kathryn Elizabeth Shaw
Douglas Allen Eichholz	Terrilyn Renee Hansel	Sharon Musha Milsap	Leigh Ann Smith
Stephen E. Eiken	Tammy Lynn Hantak	Karin Ilene Moore	Sandra Ruth Strain
Becky F. Evans	Catherine Ann Hood	Elizabeth Lucvina Rancy	Cynthia Elizabeth Wilson

Northeast Students Participate in MoSNA Convention

Five Northeast nursing students recently attended the 40th Annual Missouri Student Nurses Association (MoSNA) Convention in Springfield. The convention was held in late October.

Keri Bjork, senior, presided over all business meetings as the acting president/vice president of MoSNA. Sandi Strain, senior, completed her term as MoSNA public relations director, and Shelly Ladd, senior, completed her term as MoSNA secretary/treasurer and will remain in

office until a new secretary is found.

Shari Gann, sophomore, was a candidate for the 1992-93 North/West Area Coordinator and served as Northeast's voting delegate. Gann also won a \$100 MoSNA Board of Directors scholarship.

Tracy Hill, senior, was the recipient of the \$250 Dee Lesseig Award for Writing Competence and the first place winner of the Breakthrough to Nursing Essay Contest.

Northeast Student Receives Fulbright

Demetra Demetriou, a senior from Cyprus, has been awarded an \$11,000 Cyprus-America Scholarship by the Cyprus Fulbright Commission.

Demetriou came to Northeast in 1990 with a President's Honorary Award and an International Student Award. At her request, the International Student Office helped her apply for the Fulbright Scholarship while she was at home in Cyprus this summer. She is from Lamaca, a city of 150,000.

Demetriou is working toward a degree in exercise physiology, with a minor in biofeedback, and is planning to get a master's and doctorate as well. Exercise physiology is a field of athletic research. People in this area can prescribe exercise, do research to improve the field, and design exercise machines.

When she has finished her schooling, she says she and her husband, who is studying athletic training here at Northeast, would like to have their own human performance lab and athletic training clinic, which would do screening tests and prescribe exercise. The lab can custom-design exercise programs for specific bodies in specific sports and also work for rehabilitation after injuries.

Starting their own clinic would be very ex-

pensive, Demetriou said. For example, the Biodex, an isokinetic machine, is just one necessity of that type of clinic and it runs about \$30,000. "My dream is to have my own clinic," Demetriou said.

The government of Cyprus is now opening the first human performance lab in Cyprus. There will be a need for trained people, and Demetriou expects to be among the first people trained for this type of work from her country. If she works at the government's athletic research clinic, she said she would be able to work with the Cyprus national teams.

Established in 1946 under Congressional legislation introduced by former Sen. J. William Fulbright of Arkansas, the Fulbright Program is designed "to increase mutual understanding between people of the United States and the people of other countries."

Some 5,000 Fulbright grants are awarded each year to American students, teachers and scholars to study, teach and conduct research around the world, and to foreign nationals to engage in similar activities in the United States. Individuals are selected on the basis of academic and professional qualifications, plus their ability and willingness to share ideas and experiences with people of diverse cultures.

Graduate Student Awarded ASHF Scholarship

Kelley Reeves, a graduate student at Northeast from Monroe, Iowa, was awarded a \$4,000 scholarship from the American Speech-Language-Hearing Foundation, one of only four given nation-wide.

Reeves graduated from Northeast in May 1992 with a bachelor's of science in communication disorders and is now working toward a master's degree in the same area. "Right now my goals are to work in a hospital or rehab setting, with stroke patients," Reeves said. She plans to go on to get her doctorate, but after she's had some work experience.

Reeves applied for the scholarship late last spring. She was required to write an essay and send her transcripts along with faculty recommendations. Reeves said three faculty members were required as part of the application process to write a "group recommendation."

The ASHF offers the scholarships to promising students who are pursuing graduate education in speech-language pathology and audiology. The \$4,000 scholarship is to be used as the student chooses.

Study-Abroad Program in Spain

A four-week study-abroad program in Southern Spain is open to Northeast students this summer. Participating students can receive up to six hours of credit for the foreign language requirement, a Spanish minor, or humanities. However, it does not count towards a Spanish major.

The program includes three weeks of intensive instruction in the Spanish language and culture at the Colegio de Espana in Salamanca, and students live with Spanish families during this time.

Day trips with professional guides to Segovia, the Alcazar, Toledo, the Mezquita, Seville, and the Costa del Sol are also part of the package. The program is arranged through EF Educational Tours.

The cost includes round trip airfare, hotels while traveling, 19 overnight stays and meals with a Spanish family, transportation, and excursions. Final details have not yet been worked out, but Silvia Pites, assistant professor of Spanish and director of the program, estimated the cost would be about \$2500, plus Northeast tuition. The trip is set to begin June 3 and last for 28 days.

"I have called several different companies, and I really feel that EF offers the most extensive program and the best deal," Pites said.

An informational meeting will be held in early December, and a staff member from the Financial Aid Office will be present to discuss students' options.

Notes

Residence halls and colleges will close for the fall semester Dec. 19 at 10 p.m. All residents will be required to leave by that time. If students, faculty and staff living in the Kirksville community would be willing to provide space for a resident in case of a last minute emergency, they should contact the Residential Living Office, 785-4227, Missouri Hall 120.

1992 Echo yearbooks are still available in the SUB Media Center to those students, faculty and staff who have not obtained one. Books are free to full-time students that were enrolled during the 1991-92 academic year as well as faculty and staff. A photo ID is required to obtain a book.

The Catholic Newman Center is sponsoring a food and clothing drive. Non-perishable food and clean clothing that is in good condition will be accepted at the Newman Center, 709 S. Davis, through Dec. 21.

The Third Annual Missouri Conference on Blacks in Higher Education will be held 15-17, 1993. Students, faculty and staff are invited to submit proposals for sessions at the conference. Presentations should be 30-45 minutes long allowing time for an additional 15-20 minute discussion period. Presentations may evolve from the conference theme "Preparing African American Students for the 21st Century: Access, Accountability, and Achievement" as well as other aspects.

Send submissions to Alfred Robinson, Missouri Conference on Blacks in Higher Education, 303 Young Hall, Lincoln University, Jefferson City, Missouri, 65102. The deadline is Dec. 18, 1992.

Organization of Students Concerned About Resources (OSCAR) would like to thank everyone who was involved in the 1992 SEAC Midwest Regional Environmental Conference hosted at Northeast. Without student, faculty, and staff participation the conference would not have been the success that it was.

Dog Days Positions Available - applications are now available in the Campus Activities and Organization Center, SUB, for Dog Days Celebration Coordinator and Asst. Coordinator positions. The deadline for applications is Dec. 4th by 4 p.m. in the CAOC. Selection will occur the week of Dec. 7-11. For more information, call the CAOC at 785-4222.

Guidelines for the Jepson Fellowships in Active Learning are now available in academic division offices. The deadline for submitting a proposal is Dec. 1. Faculty can find the resources referred to in the fellowship guidelines on reserve in Pickler Memorial Library.

Unsubsidized loans will be available to students for the 1993 spring semester, regard-

less of their parents' financial status, due to the reauthorization of the Higher Education Act of 1965. For more information contact the Financial Aid Office, McClain Hall 100.

Raffle tickets for a Christmas Shopping Spree will be sold by the Accounting Club from Nov. 30-Dec. 3, 10 a.m.-3 p.m. outside Mainstreet Market, SUB. Tickets cost \$1.

Early retirement—A study is under way of our early retirement program. This may or may not result in some recommendations for changes. Your division head has to the current policy on file if you wish to review it. Applications are due by Nov. 30, 1992 for participation in the original early retirement plan providing lump sum payments during the 1992-93 fiscal year.

The International Student Office, Kirk Memorial, has applications for students wishing to purchase the International Student Identification Card. The card allows students who will be traveling abroad many discounts on travel expenses. Cost of the card is \$15 and a picture is needed for the card.

Ronald E. McNair Post-Baccalaureate Achievement Program applications must be received on or by Nov. 30, 1992 in McClain Hall 103. The program is designed to assist Northeast students pursue graduate degrees.

Notables

David Cicotello, assistant professor of English, took part in a program during the 82nd Annual Convention of the National Council of Teachers of English in Louisville Nov. 18-23, 1992. He is the Associate Chair of a panel on Doublespeak and Civic Literacy. He is a member of the NCTE Committee on Public Doublespeak that is sponsoring the program.

Adam Davis, assistant professor of language and literature, had his poem titled "First of March" accepted for publication in *Cape Rock*.

Jerrold Hirsch, assistant professor of history, served on the awards panel for the Traditional Arts Apprenticeship Program of Missouri Council on the Arts and presented a paper, "Beyond Columbia: Continuity and Discontinuity in American Oral History Research," at the Oral History Association Annual Meeting in Cleveland, Ohio.

Northeast's Army ROTC Battalion was recently recognized as one of the top ROTC programs within the U.S. Army Second ROTC Region by winning the Bold Leader Achievement Award. The award is given annually to Army ROTC battalions who excel in various administrative and training areas.

Sara E. Orel, assistant professor of art history, had her article titled "An Old Kingdom Relief in the Collection of the Spencer Museum of Art" published in the current issue of *The Register of the Spencer Museum of Art, University of Kansas*.

Barry Cole Poyner, assistant professor of communication, delivered the lecture titled "Our Christian Heritage" to the Shelbina, Missouri Chapter of PEO, an organization devoted to women's education.

Steve Smith, assistant professor of mathematics, recently had an article titled "Maximum Sustainable Yield of a Density Dependent Sex-Age-Structured Population Model" published in the *Journal of Mathematical Biology*, Oct. 1992. The journal is available in Pickler Memorial Library.

David Cratis Williams, associate professor of speech communication, was selected as "Program Planner" for the Speech Communication Association branch of the Kenneth Burke Society. Williams will be in charge of Burke Society programs at the 1994 and 1995 annual meetings of the Speech Communication Association.

Museum cont.

pointed director of the museum. He had the museum moved once again to Kirk Building six days before Baldwin Hall was destroyed by fire. With the completion of Pickler Memorial Library in 1925, the Museum was moved there to allow more space for classrooms due to the fire.

In 1929, Walter H. Ryle, professor of history, was appointed by President Eugene Fair as the director of the College Museum, which was at that time in poor condition. Little attention was paid to the museum at that time until 1940 when Ryle became president and reorganized the museum, naming it the Violette Museum in honor of his founder.

At this time a director of Libraries and Museum was established with Ethel Hook as the first to hold the office. Containing 1,000 items, the museum was then dedicated and officially opened on June, 4, 1942. By 1967, that number had grown to 20,000 catalogued items.

For more information about the Violette Museum, call the museum tour guide, Odessa Ostad, at 785-4537. The museum is open by appointment Mon.-Fri. from 8 a.m.-5 p.m. Large groups may set up alternative appointments.

This Week

30 MONDAY

- ▶ 7 p.m.—A cultural discussion as part of the "International Extravaganza" sponsored by Centennial Hall, Centennial Hall main lounge
- ▶ 8 p.m.—**Faculty Recital** featuring Jacqueline Collett, assistant professor of voice, accompanied by Nancy Hueber, assistant professor of music playing piano, Karen Becker, assistant professor of music playing cello, and Andrea Gullickson, temporary part-time instructor in fine arts playing oboe, SUB Activities Room.

1 TUESDAY

- ▶ 2 p.m.—**Major Field Achievement Test: SS, SUB Activities Room**
- ▶ 7 p.m.—A discussion about study abroad programs as part of the "International Extravaganza" sponsored by Centennial Hall, Centennial Hall main lounge

2 WEDNESDAY

- ▶ 9 a.m.-5 p.m.—**Individual photo retakes**, SUB 5
- ▶ Noon-1 p.m.—**"Don't Worry, Be Happy! - Part 1,"** the discussion topic of reducing stress as part of the "Lunch on the Lawn" discussion series at the University Counseling Center, 202 E. Patterson.
- ▶ 12:30-3:30 p.m.—**"AIDS in the Healthcare Workplace Teleconference,"** SUB Tangerine Room. The teleconference is free for students, faculty and staff. Register in the Nursing Program Office, Kirk Building 104, or by phone at 785-4557.
- ▶ 12:30-1:30 p.m.—**"Guiding Student Research,"** discussion topic as part of the Lunch Series on Teaching Approaches, SUB Spanish Room
- ▶ 2 p.m.—**Major Field Achievement Test: BU, SUB Activities Room**
- ▶ 4-5:30 p.m.—**"Critical Thinking and College Teaching,"** discussion topic featuring June Ruger, assistant professor of communication, and Al Weitz, instructor of communication, as part of the Faculty Development Topic Series, SUB Alumni Room.
- ▶ 5:45 p.m.—**Cardinal Key Interest Party** for Rush '93, Violette Hall 119
- ▶ 7 p.m.—**Food Fest** as part of the "International Extravaganza" sponsored by Centennial

- Hall, Centennial Hall main lounge
- ▶ 8 p.m.—**University String Orchestra Concert**, Baldwin Auditorium

3 THURSDAY

- ▶ 7:30-11 a.m.—**Bizarre Bazaar**, McClain Hall. Phi Theta Kappa transfer organization will provide donuts, mulled cider, cocoa, and white elephants.
- ▶ 2 p.m.—**Major Field Achievement Test: LL, MT & CS, SUB Activities Room**
- ▶ 8 p.m.—**Brass Choir Concert**, Baldwin Auditorium

4 FRIDAY

- ▶ 7 p.m.—**House decorating party**, Campus Christian Fellowship House, 1010 S. Halliburton
- ▶ 7 and 9:30 p.m.—**"Deceived,"** SAB movie, Baldwin Auditorium. Cost is \$2 or free with and SAB sticker.

5 SATURDAY

- ▶ 8:30 a.m.—**Law School Admissions Test (LSAT)**, Violette Hall 119, 120, 140
- ▶ 9 a.m.—3:30 p.m.—**Christmas Market**, Ryle Hall main lounge. Proceeds go to Violence Intervention Services.
- ▶ 10 a.m.-3 p.m.—**Tye-Dye Day**, Science Hall 260. Alpha Chi Sigma professional chemistry fraternity will be making tye-dye t-shirts for \$8 each. T-shirts are provided as part of cost.
- ▶ 5:30 p.m.—**Lady Bulldog Basketball** vs. Mt. Mercy College, Pershing Arena
- ▶ 6 p.m.—**"Tender Mercies,"** directed by Bruce Beresford with Robert Duvall and Tess Harper, Trinity Episcopal Church, 124 N. Mulanix. The film deals with finding oneself, finding others, and finding love.
- ▶ 7 p.m.—**Graduate Students Association Christmas Caroling**, meet in front of the SAB Office, SUB
- ▶ 7:30 p.m.—**Bulldog Basketball** vs. University of Nebraska-Omaha, Pershing Arena

6 SUNDAY

- ▶ 3 p.m.—**Lady Bulldog Basketball** vs. Augustana College (Ill.), Pershing Arena
- ▶ **NEMO Singers Concert**, Baldwin Auditorium

- ▶ 6 p.m.—**International Dinner**, SUB Georgian Room. Tickets are \$5 for children, \$6 for students, \$10 for adults, or \$18 for couples and are available in the International Student Office, Kirk Memorial.
- ▶ 8 p.m.—**Northeast's Symphony Orchestra** performance. Under its new director, Russell Guyver, will present a varied program of music, Baldwin Auditorium.

7 MONDAY

- ▶ 2 p.m.—**Family Sciences Test (Senior)**, SUB Activities Room
- ▶ 5:30 p.m.—**Randall Parker**, coordinator of Field Experiences, will be speaking about Early Field Experiences/MAE Program, Violette Hall 119.
- ▶ 7 p.m.—**Bulldog Wrestling** vs. Central Missouri State University, Pershing Arena
- ▶ 8 p.m.—**NMSU Jazz Ensemble Concert**, Baldwin Auditorium

Congratulations Bulldogs and Lady Bulldogs:

Football
NCAA Division II Playoffs

Men's Cross Country
MIAA Champions

Women's Cross Country
MIAA 2nd Place