

Appendix A**MSU Faculty and Staff Interviewees³¹**

William Abbett
Dean, Human Medicine

Nicholas Altiero
Associate Dean, Engineering

Donald Anderson
Chairperson, Chemical Engineering

Howard Anderson
Assistant Dean, Graduate School

Alvin Arens
Professor, Accounting

Gale Arent
Director, MSU-Southwest

Carole Armstrong
Librarian IV, Libraries

Marilyn Aronoff
Assistant Professor, Sociology

Gerald Babcock
Chairperson, Chemistry

Faye Backie
Librarian III, Libraries

Susan Bandes
Director, Kresge Art Museum

Henrietta Barnes
Chairperson, Teacher Education

Mary Bellows
Extension Home Economist, Wexford Co

Jon Bartholic
Director, Institute for Water Research

Martin Benjamin
Professor, Philosophy

Margaret Bethel
Regional Director, MSU-West Central

Roger Betz
District Extension Agent, Extension
Agriculture Agents

Theodore Bickart
Dean, Engineering

Amy Blair
Librarian II, Libraries

Gerie Bledsoe
Director, Outreach Program Development

Kathleen Bond
Dean, Nursing

James Bonnen
Professor, Agricultural Economics

Ralph Bonner
Director/Senior Advisor, Affirmative
Action Compliance

³¹ Position titles in effect at the time of the interviews

- Douglas Brahee
Director, MSU-Upper Peninsula
- Scott Breckner
Director, Breslin Center
- Howard Brody
Professor, Family Practice
- Larissa Brown
Assistant Professor, History
- Norris Bryson
Specialist, Education
- David Campbell
Professor, Geography
- Gerald Crawley
Chairperson, Physics and Astronomy
- Craig Criddle
Assistant Professor, Civil & Environmental
Engineering
- Kathryn Cummings
Extension Home Economist, Shiawassee
County
- Marylee Davis
Associate Vice President, University
Relations
- Gustaaf DeZoeten
Chairperson, Botany and Plant Pathology
- Nikolay Dimitrov
Professor, Medicine
- Tracy Ann Dobsen
Assistant Dean, International Studies
- Sandra Draheim
Extension Home Economist, Kent County
- Thomas Dudek
District Extension Agent, Ottawa County
- James Dunlap
Public Safety Inspector
- John Eadie
Dean, Arts and Letters
- Carl Eicher
Professor, Agricultural Economics
- Maxine Ferris
Professor, Agriculture and Extension
Education
- Jannette Fiore
Librarian III, Libraries
- Michele Fluck
University Distinguished Professor,
Microbiology & Public Health
- James Forger
Director, Music
- Thomas Getz
Director, Executive Development
Programs
- Barbara Given
Professor, Nursing
- Lori Goetsch
Librarian III, Libraries
- Lynn Gould
Director, Cooperative Extension Service,
Clare County
- Robert Griffore
Chairperson, Family and Child Ecology
- David Guikema
Director, Cooperative Extension Service,
Ionia County
- William Haines
Director, Food Industry Institute
- Margaret Hale-Smith
Assistant Director, MSU-Southwest
- William Harrison
Director, Cooperative Extension Service,
Kent County

- Jon Harrison
Librarian II, Libraries
- Vincent Hegarty
Chairperson, Food Science and Human
Nutrition
- Steven Heidemann
Professor, Physiology
- Frederick Honhart
Director, University Archives and
Historical Collections
- Frank Hoppensteadt
Dean, Natural Science
- Paul Hunt
Vice Provost, Computing and Technology
- Larry Johnson
Extension 4-H Youth Agent, Allegan
County
- Joanne Keith
Professor, Family and Child Ecology
- Sandra Kilbourn
Specialist, Osteopathic Medicine
- Judith Lanier
Dean, Education
- Carl Lee
Librarian IV, Libraries
- Arlen Leholm
Associate Director of Extension, MSU-
Extension
- Richard Lewis
Dean, Business
- Thomas Lovik
Associate Professor, Linguistics &
Language
- Veronica Maher
Associate Dean, Osteopathic Medicine
- Melvin Matchett
Director, MSU-North
- Juan Marinez
Director, MSU-East Central
- Charles McKee
Director & Professor, Alumni Lifelong
Education
- John Melcher
Specialist, Urban Affairs
- Richard Meyer
Vice President, University Development
- Myron Miller
Visiting Professor, International Business
Centers
- Elizabeth Moore
Extension Specialist, Resource
Development
- Kahtryn Moore
Chairperson, Educational Administration
- Merry Ann Morash
Director, Criminal Justice
- Rebecca Murthum
Administrative Assistant III, Natural
Science
- Richard Navarro
Director, Julian Samora Research Institute
- Linda Nierman
Associate Program Director, Extension
Home Economics
- Mildred Omar
Associate Professor, Nursing
- Charles Ostrom
Professor, Political Science
- Linda Patriarca
Associate Professor, Counseling
Educational Psychology & Special
Education

Roger Peacock
Director, Cooperative Extension Service,
Muskegon County

Patricia Peek
Associate Professor, Nursing

Howard Person
Associate Professor, Agricultural
Engineering

Percy Pierre
Vice President, Research and Graduate
Studies

Lawrence Porter
Professor, Romance & Classical
Languages

Joyce Putnam
Professor, Teacher Education

Gail Riegle
Associate Dean, Osteopathic Medicine

William Robb
Director, Cooperative Extension Service,
Allegan County

Donald Sawyer
Professor, Small Animal Clinical Sciences

Lester Schick
Extension 4-H Youth Agent, Muskegon
County

Vern Seefeldt
Director, Youth Sports Institute

Gordon Stewart
Chairperson, History

John Stille
Assistant Professor, Chemistry

Donald Straney
Chairperson, Zoology

Clarence Suelter
Professor, Biochemistry

Marie Swanson
Director, Cancer Center

Geraldine Talarczyk
Associate Dean, Nursing

Moses Turner
Vice President, Student Affairs and
Services

Judith VanWesten
Extension Home Economist, Muskegon
County

Raymond Vlasin
Professor, Resource Development

Charles Webb
Executive Director, MSU Alumni
Association

Steven Weiland
Professor, Educational Administration

Carol Weissert
Assistant Professor, Political Science

Herbert Whittier
Professor, Family Practice

Helene Williams
Librarian I, Libraries

William Wiseman
Purchasing Agent

Pui Kei Wong
Associate Dean, Natural Science

Douglas Wood
Dean, Osteopathic Medicine

Lauren Young
Associate Professor, Teacher Education

Appendix B

EXAMPLES OF OUTREACH AT MICHIGAN STATE UNIVERSITY³²

Outreach to Schools and Children, Youth, and Families

My Brother's Keeper

Geneva Smitherman, Dept. of English

My Brother's Keeper is a mentoring program designed to improve educational self-esteem of at-risk students, with emphasis on African American males. Numerous MSU undergraduates serve as volunteer mentors and role models for fifth and sixth graders from Malcolm X Academy and other Detroit elementary schools. The program attempts to intervene in the children's life experiences at an early age and impact their attitudes about college through interactions with African American role models. The Detroit children participating in the program have shown improved educational self-esteem and college awareness.

Some MSU mentors plan to become teachers and the *Brother's Keeper* experience assists in their development for the teaching profession. It also reinforces their commitment to youth and their sense of social responsibility.

Community Coalitions in Action

Joanne Keith and Norma Bobbitt, Dept. of Family and Child Ecology

The Community Coalitions in Action (CCIA) project links MSU's research and educational strengths to the concerns of Michigan's communities. In particular, the CCIA seeks to identify, document, and evaluate the wide range of collaborative efforts in the state that exist for the benefit of children, youth and families. The goal is to enhance the effectiveness of existing collaborations and assist with the formation of new linkages between agencies and institutions that serve children, youth and families.

By integrating research and outreach, CCIA provides theories and models of community collaboration specifically targeted to different community situations. CCIA is cooperating with selected communities in developing their collaborative efforts, and also provides training for teams of community leaders and older adolescents focusing on youth-at-risk concerns. CCIA involves faculty from five MSU departments, MSU 4-H Youth programs staff and extension field staff from seven Michigan counties.

³² The examples presented here were drawn from input provided to committee staff by the campus interviewees and by MSU deans. The study was conducted by staff members Laurie Wink and John Fallon, and the descriptions were edited by Ms. Wink. The purpose of the study, and the presentation here, are to highlight the diversity and richness of outreach at Michigan State. This is NOT a definitive or exhaustive list of MSU outreach programs and activities; it is presented for illustrative purposes only.

Division of Science Education

Clarence Suelter, College of Natural Science

The Division of Science Education is the College of Natural Science's primary outreach agency to K-12 teachers and students. In addition to offering outreach programs, the Division serves as a link between K-12 educators, statewide science teacher organizations and MSU faculty.

Summer courses and weekend workshops taught by College of Natural Science faculty form the core of a master's degree in biological science for secondary teachers. Degree candidates increase their knowledge and understanding of science and create laboratory and classroom learning materials as part of their thesis projects. Based on the success of the program for secondary teachers, a series of courses and workshops is being developed for elementary and middle school teachers across the state. The Division of Science Education works cooperatively with Lansing Community College on projects targeted for elementary and middle school teachers.

The division coordinates Michigan Industrial Initiatives in Science and Math Education, a program that places teachers in industrial settings during the summer, and the High School Honors Science Program, which places high caliber high school science students from around the nation in MSU laboratories. It also coordinates the Laboratory Enrichment Activities Program (LEAP), providing lab experiences to high school juniors and seniors in a four-county area, and works with Lansing area science education agencies such as Impressions Five Museum and the Capital Area Science and Math Center.

Science Theater

Graduate Student Steering Council, Dept. of Physics and Astronomy

A one-year waiting list for appearances attests to the popularity of Science Theater, an outreach program designed and operated by graduate students in physics and astronomy. The students provide hands-on, scripted science shows tailored to suit individual requests, most of which come from elementary and middle school teachers. More than 10,000 students in mid-Michigan saw Science Theater presentations in 1992. A teacher conference held last fall gave teachers an opportunity to critique the presentations and gather science demonstration ideas for their own use.

Science Theater was created to support science education and contribute to a more science literate public. In addition to weekly school appearances, the graduate students answer science related questions in a weekly newspaper column, "Ask Science Theater".

Exploring SPACES in Edison Neighborhood

Jan Barker, 4-H Youth Agent, Kalamazoo County

Exploring SPACES gives inner-city young people an opportunity to explore science, technology, reading and mathematics. The program uses interactive computer/video systems to help kids develop the problem-solving skills, self-esteem, and knowledge of new technologies that will be necessary for the work force of the future.

Exploring SPACES is conducted at two elementary schools by Kalamazoo County 4-H Youth Development Programs in collaboration with Kalamazoo Public Schools and other community organizations. It draws on expertise in the MSU State 4-H Office, the MSU Institute for Children, Youth and Families and MSU faculty members. The project is supported by a cadre of volunteers from among parents, teachers, senior citizens, high school students, Western Michigan University students, and members of local businesses and community agencies.

Last year, more than 600 youth participated in this innovative in-school, after-school and summer program in the Edison neighborhood, a community adjacent to Kalamazoo's downtown business district. Single-parent households with incomes below the poverty level make up some 60 percent of the community.

Toledo Support Teacher Program

James Gallagher and Perry Lanier, Dept. of Teacher Education

This multi-year effort draws on findings of educational research to improve teaching practices and student learning in science and mathematics. It serves as a model for school restructuring and for collaboration among school administrators, teachers' union members and university faculty.

About 40 teachers in eight departments of four junior high schools in Toledo have participated and report positive effects in their general motivation and commitment to teaching, as well as their preparation to teach science and math. The program has fostered collegial working relationships among science and math teachers in support of instructional changes, experimentation, reflection and peer interactions in and out of the classrooms.

As a result of the program, students are achieving at higher levels as measured by standardized tests, locally developed tests and reports of teachers in high schools that these junior high students enter. MSU teacher education faculty involved in this program have integrated their experiences and insights into their courses for the benefit of MSU undergraduate and graduate students.

Minorities and Females in Juvenile Justice System

Timothy Bynum, School of Criminal Justice

The Michigan Committee on Juvenile Justice requested this project to examine the extent of and possible causes for differential treatment of cases involving minority and female youth in the juvenile justice system. Through an intensive study of more than 4,000 cases in seven juvenile courts and 3,000 cases in eight police departments in Michigan, MSU researchers developed a profile of case processing in each location. In addition, interviews were conducted with court personnel, police officers and juvenile offenders.

The MSU research team presented research findings to a policy board and the two groups are working together to develop policy and program recommendations. The Michigan Committee on Juvenile Justice will draw on federal funding to develop programs aimed at lessening the impact of race and gender on juvenile justice practices.

Secondary School Forensic Science Education Program

Jay Siegel, School of Criminal Justice

Advanced high science students have an opportunity to use scientific methods, observation, logic and imagination to solve real crime problems in a forensic science course. Developed by an MSU faculty member in collaboration with a high school chemistry teacher, the 17-week course integrates principles of chemistry, physics, biology, math and criminal investigation in lecture and laboratory modules. In addition to encouraging students to integrate and apply knowledge, the course is intended to interest talented high school students in pursuing science careers.

Single Parent Family Institute

*Roy A. Hayes, Community and Economic Development Program
MSU West, Grand Rapids, Michigan*

The Single Parent Family Institute was created in 1986 to help single parents make the transition from dependency to self-sufficiency. The nonprofit Institute coordinates both public and private sector resources to prepare single parents for further education and/or employment. Services are available to those who are 18 years of age or older and have incomes at or below the poverty level. The Institute was formed through the collaboration of Trumark, Inc., a Lansing-based minority-owned corporation, and the Grand Rapids-based Community and Economic Development Program of the MSU Center for Urban Affairs.

Technical Assistance to Children's Trust Fund

Robert Caldwell, Anne Bogat, William Davidson II, Dept. of Psychology

A team of MSU faculty and graduate students is providing technical assistance to the Children's Trust Fund in areas of grant monitoring, program evaluation, and special projects aimed at child abuse prevention. This nine-year collaboration between MSU and the Children's Trust Fund has helped placed Michigan among the leading states in child abuse prevention. The collaborative program provides a community laboratory for MSU graduate and undergraduate students to learn about delivery and evaluation of child abuse prevention programs. It also enables faculty members to remain at the leading edge of theory and research in this critical societal issue.

Graduate students, under the supervision of MSU faculty, serve as grant monitors and make site visits to each of the Trust Fund's 16 direct service prevention programs throughout the state. Faculty members design and implement program evaluation research that advances knowledge about effective child abuse prevention strategies and helps the Trust Fund decide on future funding priorities.

Mentoring of Adolescent Mothers

G. Anne Bogat, William Davidson II, Robert Caldwell, Dept. of Psychology

A mentoring program for adolescent mothers attending an alternative school in Lansing, Michigan has been developed by MSU faculty and graduate students. Last year, some 50 pregnant and parenting teens ranging in age from 12 to 18 participated in the program.

During the last trimester of pregnancy, the adolescents are assigned to women in the community who have had children and who agree to serve as mentors by meeting weekly with the teens for a nine-month period. During this time, the teens also meet weekly in support groups held at the alternative school, and the mentors meet weekly in their own group. The program is intended to contribute to the well-being of adolescent mothers and to the positive parenting of their newborns. The MSU faculty and graduate students collect data at various stages before and after birth to keep track of social support, stress, self-esteem, general health, and family relationships.

Family Ties

Harry Perlstadt, Dept. of Sociology

MSU faculty are assisting Mott Children's Health Center in conducting a five-year study of teenage mothers' parenting practices and the development of their children from birth to kindergarten. About 140 teens ranging in age from 13 to 17 and family incomes at the poverty level were recruited for the study during pregnancies with their first children. They were

randomly assigned to either a treatment group in which they had weekly contact with a mentor or to a standard group in which only monthly phone contact was made. Participants were required to bring their children to Mott Children's Health Center for checkups at six and twelve months, and to answer a set of parenting surveys.

One and a half years into the program, the retention rate is high. Participating teens are learning about differences in parenting approaches and techniques. Babies with health or developmental problems are treated or referred elsewhere.

Building Strong Families

Pam Boyce, Extension Home Economics Programs

Building Strong Families is a parent education program for limited resource families. The goal is to contribute to child development by increasing the parenting knowledge and skills of adults who are caring for children up to three years of age. Building Strong Families identifies and builds on individual's parenting strengths. The program is delivered in the home by a peer instructor in four units: How Kids Develop; Helping Kids Behave; Playing to Learn; and Smart Living, which is devoted to helping adults set and reach goals.

This program is a collaborative effort involving MSU Extension, the Michigan Departments of Public Health and Social Services, the Children's Trust Fund, and United Way.

School, Community and Family Readiness Project

Marvin McKinney, Institute for Children, Youth and Families; Elaine Allensworth, Dept. of Sociology

A rural pilot program based on community collaboration to improve school readiness is underway in six targeted school districts located in three Michigan counties with high percentages of children living in poverty—Lake, Mecosta, and Osceola. These counties rank among the top four in the state for the percentage of children receiving special education services, and among the top ten for children needing nutritional support.

The project promotes optimum development of children from conception to kindergarten. This collaborative project has brought together a diverse group of partners, including MSU Extension and the Institute for Children, Youth, and Families; Ferris State University, the Big Rapids Public Schools, and the Human Service Coordinating Body. Michigan State is assisting by training a corps of community members and professionals as specialists in early childhood development. These community specialists will coordinate programs in local school districts that are designed to meet the early developmental needs of area children.

Philosophy for Children

Stephen Esquith, Dept. of Philosophy

Over the past five years, fifth grade students at an East Lansing elementary school have been encouraged to think philosophically through a 17-session enrichment activity conducted by an MSU faculty member in philosophy. The book *Harry Stottlemeier's Discovery* forms the basis of discussions in which students explore and clarify their reactions and views. Through these discussions, students learn how to draw logical inferences and learn what it means to give reasons for their feelings, reactions and convictions. They also learn how to describe human emotions, reactions to works of art and strong personal convictions.

Reading and Writing at Greenfield Village

Marilyn Wilson, Dept. of English; Michael Steinberg, Dept. of American Thought and Language

This two-week intensive program is organized as a workshop for teachers of English, social studies, and history in middle school, high school, and college. Participants explore American culture through the historical and cultural artifacts of the Henry Ford Museum and Greenfield Village and through reading American literature. Special lectures on American language, literature and culture are given by museum curators and outside consultants. The course is designed to model interdisciplinary learning through an integrated reading and writing program. As part of the course requirements, students submit a series of lesson plans for their own classrooms using museum experiences.

Red Cedar Writing Project

Sharon Thomas, The Writing Center

The Red Cedar Writing Project (RCWP) is a five-week summer institute that provides teachers at all levels (K-20) the opportunity to study current theory and research in the teaching of writing while, at the same time, writing and responding to the writing of others. RCWP was chosen as one of nine new participants of the National Writing Project, a program supported by the National Endowment for the Humanities and several private foundations. The program is based on the model of teachers teaching teachers and has reached over 820,000 educators since its founding 19 years ago.

Seventeen teachers from schools in and around Lansing, Grand Rapids, Battle Creek, and Kalamazoo participated in the 1993 summer institute, the first one held at MSU. RCWP participants shared their best teaching strategies with each other, and made plans to visit one another's classrooms and conduct monthly follow-up meetings during the coming school year. Plans have also been made for a project newsletter and a mini-conference in January. The project is co-directed by an MSU faculty member and a Lansing secondary education teacher. They select outstanding writing teachers from among the applications to participate in the project, which is expected to have a positive effect on preparing students to meet the literacy demands of the future.

Service-Learning Outreach

Adolescent Diversion Program

William S. Davidson II, Dept. of Psychology

Each year, more than 100 MSU undergraduates who enroll in a year-long credit course in the Dept. of Psychology engage in experiential education by being paired one-on-one with adolescent delinquent youth and their families. The students provide advocacy and family-based intervention on a weekly basis to adolescent offenders. The program has significant positive effects on both the adolescents and MSU undergraduates.

Under the direction of William Davidson, this program blends research, teaching, and outreach in a long-term effort that, since 1976, has involved five other MSU faculty members, more than 60 graduate students, 1,400 undergraduate students, staff of the Ingham County Probate Court, and some 1,400 adolescents from the local community. The initial phase of this program involved research by Davidson and others on effective diversion programs for juvenile offenders. In the second phase, research findings are being applied through education and outreach activities.

Peer Mediation Program

William Donahue, Dept. of Communication

The Peer Mediation Program teaches elementary school students to resolve disputes through discussion rather than violence. It also gives MSU students an opportunity to learn dispute resolution skills and teach them to children. The program is conducted at two elementary schools in Lansing with high percentages of "at risk" students. MSU undergraduates enrolled in a communication course develop and teach after-school sessions in conflict mediation for elementary students who have been selected to serve as "conflict managers". During playground duty, MSU students observe and facilitate the conflict managers' performance in resolving disputes among their peers, who are given the choice of working with the conflict managers or with school principals.

The program has demonstrated positive effects on all children at the participating schools. Skills and strategies they learn at school are being applied in a variety of settings off the playgrounds. In addition, students trained as conflict managers develop friendships with the MSU students and often express an interest in attending college themselves.

Community Development and Environment Program

William Ewens, Dept. of Sociology; Mary Edens, Service-Learning Center

This program provides social science undergraduate and graduate students with experience in working directly with community groups in Lansing or other regions of the state. Participating students may receive academic credit as an academic internship through the College of Social Science. They are placed through the MSU Service-Learning Center in a variety of projects in one of four general categories: community service and education projects, designed to inform residents about problems or provide them with skills to address problems; research projects, such as data base searches, field studies, social surveys, and experiments; technical assistance projects, enabling community groups or agencies to identify, describe, and solve local problems; and community self-help projects, enabling local grassroots volunteer organizations to address issues they view as important.

In addition to the on-site community work, students complete academic assignments related to the community field experience under the direction of faculty members in the sociology department and the Center for Urban Affairs.

Field Experiences in Park and Recreation Resources

James Bristor, Dept. of Park & Recreation Resources

Undergraduate majors in park and recreation resources can earn credits and gain professional experience in several field related courses that match their academic goals. Through PRR 293: Professional Field Experience course, opportunities exist for students interested in commercial recreation; interpretation, planning, and design; recreation program management; natural resource administration; or therapeutic recreation. Students enrolled in this field course have worked with local parks and recreation departments, YMCAs, intermediate school districts, schools, senior citizen programs, family crisis centers, and hospitals. Another field experience is offered through PRR 215: Recreation Program Management. This course is open to park and recreation resources majors and non-majors from a broad base of academic backgrounds. Students are responsible for planning, implementing, and evaluating special events, such as a Holiday Festival for Big Brothers/Big Sisters or a Women's Weekend Get-a-Way at the Holiday Inn in East Lansing.

These field experiences help bridge classroom theory with practice and enable students to acquire professional competence, knowledge and skills.

Community Service Project

Richard Bernsten, Dept. of Agricultural Economics; Mary Edens, Service-Learning Center
In the course PAM 260: World Food, Population and Poverty, some MSU students encounter poverty for the first time—in their own community. About 30 students a year opt to complete the extra credit assignment of volunteering 15 hours of their time to assist a community agency in service to the needy. Through the MSU Service-Learning Center, the students are given volunteer assignments in Lansing area soup kitchens, Salvation Army outlets, homeless shelters, domestic violence shelters, and YMCA or YWCA programs for needy children.

These volunteer experiences highlight the similarities in the problems faced by the poor in the United States and in developing countries. Students write reports describing their service and evaluating the agencies' performance. According to the instructor, students come to realize that the homeless often are victims of circumstances beyond their control.

Family and Child Ecology Capstone Experience

Esther Fergus, Dept. of Family and Child Ecology; Mary Edens, Service-Learning Center
Undergraduate students enrolled in FCE 270: Introduction to Human Services each complete about 30 hours of volunteer work in two sites per semester. The MSU Service-Learning Center helps students secure placements at selected sites, such as Headstart, the Black Child and Family Institute, the Beekman Center, Burcham Hills Retirement Center and Cristo Rey.

The purpose of this course is to assist students in learning about methods of identifying basic human needs across the lifespan and finding resources to meet those needs. Through their field experiences, students develop a working knowledge of human service systems and organizations. They also explore personal issues related to careers in the human services arena through course readings, written assignments, and classroom discussions.

Data Collection in Developing Countries

Richard Bernsten, Dept. of Agricultural Economics
Graduate students enrolled in the internationally oriented course, AEC 868: Data Collection in Developing Countries, have gained applied research experience by conducting survey research studies for the East Lansing Environment Commission. This course integrates classroom study of survey research theory with practical field experience and, in addition, produces data that assists the city with policy and program decisions. One research study assessed community participation in the city's new curbside recycling program and identified ways to improve the program. Students designed the study in collaboration with the commission and interviewed some 240 single-family households. For another study, students interviewed 140 East Lansing residents to assess community participation in bicycling and perceived needs for improved bicycling facilities.

While the course does not replicate conditions students are likely to find in developing countries, it gives them experience in working as a research team and dealing with the major methodological issues they are likely to face in conducting surveys in developing countries.

Senior Design Studio

Warren Rauhe, Landscape Architecture

In December 1992, Prof. Warren Rauhe and his landscape architecture students were honored with a special State of Michigan tribute from Rep. Thomas L. Hickner (D-Bay City) for their work in developing master plans and site designs for the Bay City State Park, the Downtown Bay City Riverfront, and the U.S. Environmental Protection Agency's proposed Great Lakes Research Institute. The plans were completed as part of a senior capstone course taken by some 40 MSU landscape architecture students each year. Under Rauhe's direction, each student produces designs for a community service project selected from among the numerous requests received by Rauhe each year. Community representatives make several trips to campus to talk about their projects, and provide funds for student travel, lodging, and supplies at the various sites.

This service learning experience gives students experience in working with real life planning and design projects, provides faculty members with case studies for research investigations, and delivers workable ideas to communities that could not otherwise afford to pay for professional design expertise.

Professional Education, Adult Education, and Specialized Training and Conferences

National Center for Community Policing

Robert Trojanowicz and Bonnie Bucqueroux, School of Criminal Justice

The concept of community policing emerged from research by MSU criminal justice faculty on the Flint Neighborhood Foot Patrol Program. An evaluation of the program showed that a partnership between people and their police can have a dramatic impact on the overall quality of life in a community. The National Center for Community Policing (NCCP) was established at MSU, through a grant from the Charles Stewart Mott Foundation of Flint, to disseminate information about community policing to a broad audience.

Since its inception 10 years ago, NCCP outreach efforts have reached more than 8,000 police professionals, community leaders, civic officials, public policy makers, academics, media representatives, and concerned citizens. NCCP staff provide training, technical assistance, research, evaluation, public education, and information. A community policing newsletter, *Footprints*, and 23 booklets in the "Community Policing Series" have been widely read. The director and associate director write a regular editorial column for a Detroit newspaper.

MSU became the first major university to implement community policing through the cooperative efforts of the NCCP and the campus Department of Public Safety. The Lansing Police Department also serves as an unofficial laboratory for new ideas in community policing. Last fall, the NCCP co-hosted a seminar on, "Community Policing for the 21st Century" with the FBI Behavioral Sciences Unit at the FBI Academy in Quantico, Virginia.

Forensic Pathology: The Investigation of Violent Death

Jay Siegel, School of Criminal Justice; Norman Sauer, Dept. of Anthropology

One of the most successful criminal justice training seminars of its type in the nation, "Forensic Pathology: The Investigation of Violent Death" has been taught to more than 800 professionals over the past 14 years. Seminar participants come from all over the country and include criminal

investigators, medical examiners and coroners, prosecuting and defense attorneys, and judges. The seminar provides the most current information on patterns of injury; crime scene investigation; collection, preservation, and analysis of physical evidence; postmortem examinations and methods of human identification; and presentation of expert testimony in court. Presenters emphasize a team approach to these types of investigations, and work in teams themselves to cover the seminar material.

A unique seminar feature is the "bring your own case" session, in which participants can discuss actual case problems with the presenters, who have expertise in specialties such as forensic pathology, forensic dentistry, forensic anthropology, and legal aspects of violent death cases. The seminar is offered through the MSU School of Criminal Justice in cooperation with the Department of Pathology of Lansing's Sparrow Hospital.

Hazardous Materials Training Project

Dale Brickner and Scott Tobey, School of Labor and Industrial Relations

For the past five years, faculty from the MSU Labor Education Program (LEP) have provided hazardous materials training to assist employers in complying with new state and federal regulations designed to protect the health and safety of employees. More than 80 emergency response programs have been conducted to train firefighters to respond defensively to releases of hazardous materials. LEP has provided similar emergency response training for personnel of companies such as Ford Motor, General Motors, NutraSweet, and Kraft General Foods.

The instructional programs are tailored to the specific needs of client organizations. In developing training materials and evaluation instruments for these programs, LEP has worked cooperatively with other academic institutions in the Midwest Consortium for Hazardous Waste Worker Training. Funding has come from the National Institute of Environmental Health Sciences and the Michigan Department of Labor. LEP has also been asked to provide information about the program by fire departments in four other states and New Brunswick, Canada.

UAW/General Motors Paid Educational Leave

Labor Education Program, School of Labor and Industrial Relations

As the need for major changes in the U.S. automobile industry became clear in the 1980s, the Paid Educational Leave (PEL) program was negotiated as part of the 1984 contract between General Motors and the United Auto Workers. The program was based on the premise that people at all levels of GM need to be able to make informed decisions about the auto industry and their part in it.

Participation in the PEL program is optional for each GM plant, but participation is required of all employees at plants that opt for it. As part of the PEL program, eight MSU faculty and staff in the School of Labor and Industrial Relations conduct intensive one-week educational sessions attended by a total of some 375 UAW members and managerial staff at three GM plant locations in Michigan. The MSU team frequently presents model PEL programs in other areas of the country where participation is under consideration. Their services are contracted by the UAW/GM National Human Resources Center in Auburn Hills (MI) which coordinates the PEL program throughout the United States.

Worker Adjustments to the Global Economy (WAGE)

Dale Brickner, School of Labor and Industrial Relations; Thomas Carroll, Center for the Advanced Study of International Relations

With funding from the U.S. Agency for International Development, the three-year WAGE project is developing a curriculum to help unionized workers understand their relationship to workers in developing countries and other economic linkages in a global economy. The global industrial relations curriculum is being created under the direction of two MSU faculty members, who developed the concept through a grant from MSU's annual competitive outreach grants program. The MSU grant was used to explore the development of a six-state Midwest consortium of labor educators, outline a core curriculum, and write a proposal that won USAID funding.

WAGE represents a unique collaboration of university labor educators, international development experts and labor organization representatives. MSU graduate assistants with expertise in resource development and labor and industrial relations are involved in the project. An intended outcome of WAGE is to make working people into better informed consumers and participants in the worldwide workplace.

United Association Instructor Training Program

Labor Education Program, School of Labor and Industrial Relations

The United Association Instructor Training Program is the first joint labor-management program to provide teaching and communication skills to instructors in apprenticeship training programs nationwide. The program is jointly sponsored by the United Association of Plumbers and Pipefitters and the National Contractors Association. The Labor Education Program (LEP) of the MSU School of Labor and Industrial Relations is responsible for recruiting and preparing some 50 instructors to present the courses on teaching skills. LEP also evaluates the instructors, and certifies all classes for Continuing Education Units. The instructor training program offers an opportunity for MSU doctoral students and faculty members to broaden their teaching experiences. In addition, LEP has been assisted by faculty and administrators at six other state universities, three community colleges and an independent college.

Each year, some 1,200 apprentice instructors from 480 sites throughout the United States and Canada convene at Washtenaw Community College for a five-day training program. To become certified, the apprentice instructors attend a five-year program that provides them with 100 hours of training in teaching skills and 100 hours in teaching specific technical skills.

Project on Innovative Employment Relations Systems

Neil VanderVord, School of Labor and Industrial Relations

The Project of Innovative Employment Relations System (PIERS) assists public and private sector organizations that are interested in and/or involved in joint labor-management initiatives. PIERS responds to requests for training and technical assistance made by practitioners in the field of labor relations and human resource management. The project has developed a comprehensive range of training and technical assistance programs by drawing on faculty in the School of Labor and Industrial Relations and other MSU schools and departments. In addition to contract work with public and private organizations, PIERS conducts a series of open enrollment seminars, conferences and workshops on topics such as the changing nature of collective bargaining in the public sector and joint approaches to disability issues.

Reinventing Michigan Government

Richard Hula, Dept. of Political Science; John Beck, Labor and Industrial Relations

The conference, *Reinventing Michigan Government*, brought together policy analysts, consultants, government leaders, unions, academicians, and citizens to discuss the possibilities for change within Michigan's public sector. The one-day conference attracted more than 450 participants from state, county, and municipal governments; public schools; university administrations; public sector unions; and the media. Four topics explored in-depth were: privatization in Michigan; innovations in the public sector workplace; public-private sector collaboration in human services; and future health care strategies.

The conference was a collaborative effort among three units of MSU's College of Social Science: the School of Labor and Industrial Relations; the Program in Public Policy and Administration; and the Institute for Public Policy and Social Science Research. Follow-up conferences and forums are being planned.

Transgenic Plants and Michigan Food and Agriculture

Lawrence Busch, Dept. of Sociology

A workshop sponsored by the Michigan Agricultural Experiment Station (MAES) was organized to encourage a public dialogue among persons concerned about the impact of biotechnology on the state's food and agriculture system, at a time when Michigan has issued release permits to biotechnology companies for several genetically engineering crops. The day-long workshop brought some 60 leaders from Michigan farm organizations, consumer groups, agricultural suppliers, environmental organizations and university educators together at MSU to discuss issues associated with the use of genetically engineered—transgenic—plants in Michigan.

Participants were given background information on biotechnology and development of transgenic plants from four perspectives: industry, university, environmental, and consumer. In small group discussions, participants raised critical issues related to ethics, education, research agendas, food safety, environmental impacts, and regulatory policy. The final part of the workshop focused on synthesizing the issues and suggesting policy recommendations to address them. Recommendations have been widely distributed and used to guide MAES planning.

Ethical Decision Analysis for Municipal Clerks and Treasurers

Bruce Miller, Dept. of Philosophy

This program was developed to increase awareness of ethical issues involved in the routine professional work of municipal clerks and treasurers and to promote discussion of ethical issues in municipal government. Participants learn to identify ethical principles involved in various case studies, and some methods of decision making that can be used for these issues. Cases proceed from general *Ann Landers*-type cases to those involving ethical issues specific to municipal government. Small group discussions allow participants to observe the extent of agreement and disagreement among themselves on ethical issues. Through the program, Professor Miller hopes to move participants away from the commonly held polar positions on ethical issues: that there is a right answer to every ethical dispute vs that any answer to an ethical issue is just as good as any other.

Leadership and Management Program in Security

Merry Morash, Director, School of Criminal Justice

Building on nearly 50 years of experience in security education, MSU's School of Criminal Justice has established the Leadership and Management Program in Security as a cooperative effort involving MSU and a number of federal agencies, industrial associations, and security executives. In addition to undergraduate and master's degree programs, security executive training seminars are offered as a continuing education program for senior managers. The executive training seminars focus on critical issues currently facing security leaders in areas of business management, human resources, finance, trade, and public policy. The Leadership and Management Program in Security takes a comprehensive approach to security education that stimulates sound business practices. The program addresses the needs of security professionals in the public and private sectors who are responsible for monitoring and regulating global competition, international trade, economic activity and national security.

Police Executive Training/Police Executive Research Forum

David Carter, School of Criminal Justice

A number of states regularly schedule "command colleges" through which they offer police executives special training on cutting-edge issues. Dr. Carter is a frequent presenter at these training sessions in Florida, Texas, Kentucky, and Ohio. The training allows him to put research findings into a policy format for use by police executives. He receives numerous inquiries from participants of the programs, or from referrals they have made, for copies of publications and research reports on topics addressed during training. As a result of the training, awareness of MSU and its School of Criminal Justice has been heightened among a wide range of police leaders.

Dr. Carter also has directed several national survey research projects for the Police Executive Research Forum (PERF), a Washington-based national professional organization of chief executives of large city, county, and state police departments. PERF is a highly respected think tank in the area of policing and frequently advises the U.S. Department of Justice, Congress, and a wide range of law enforcement organizations around the world.

Public Mental Health Provider Training

John Herrick, School of Social Work

In collaboration with the Michigan Department of Mental Health, Dr. Herrick has developed training materials and conducted training sessions for public mental health professionals at various sites in Michigan. The purpose of the training is to improve the effectiveness of these professionals by providing them with the knowledge and skills necessary to integrate culturally relevant concepts into their clinical practice. The ethnic groups focused on in the training have included African-Americans, Arab/Chaldeans, Latinos, and Native Americans.

Forensic Science Seminars for Michigan Judicial Institute

Jay Siegel, School of Criminal Justice

Professor Siegel conducts a series of seminars on forensic science and controlled substances that are designed to provide court reporters and recorders with the background they need to make accurate recordings and transcripts of court proceedings. The seminars are part of the judicial education program offered by the Michigan Judicial Institute, the training component of the Michigan Supreme Court Administrators Office.

The general forensic science programs consist of two eight-hour seminars taught to 75-100 participants each. Four four-hour seminars on controlled substances are offered throughout the state to 50 participants per seminar. Participants receive extensive glossaries and bibliographies for their future reference.

Building a Responsive County Government Team

*Lorilee Sandmann, Director; Maggie Bethel, Regional Extension Director
MSU West Central Regional Exchange, Grand Rapids*

This two-day program for newly-elected Newaygo County commissioners was designed to better acquaint them with the county government system and staff members, and orient them to their upcoming responsibilities. All county department heads and officials had an opportunity to give presentations on their operations. The program promoted open, positive communications, fostered team building and set the stage for visioning and positive communications in the future.

Personnel Management Program Service

Theodore Curry, School of Labor and Industrial Relations

Open-enrollment seminars for human resources and labor relations managers and professionals nationwide are offered by four MSU faculty in the School of Labor and Industrial Relations through the Personnel Management Program Service (PMPS). Programs range from one to five days in length and cover topics such as: negotiating the labor contract, equal employment opportunity and affirmative action, and total quality management for human resources executives. In any given year, about 2500 people attend more than 100 of these programs. Seminars are usually limited to 32 participants and feature case studies, group discussion, and problem-solving exercises. Participants receive extensive seminar materials, including results of research conducted by PMPS faculty.

Nissan Research and Development, Inc.

Theodore Curry, School of Labor and Industrial Relations

Faculty in MSU's School of Labor and Industrial Relations conduct annual training sessions in human resources management for newly hired and promoted managers and staff of Nissan Research and Development, Inc. (NRD), the U.S. based engineering and design arm of Nissan Motors. NRD has offices in Phoenix, Los Angeles, Washington DC, and Farmington Hills, Michigan, and employs both Japanese and American staff members. Training sessions foster an understanding among participants of basic societal and cultural differences between the United States and Japan. Company specific case studies and exercises are used in training materials. Emphasis is given to the application of U.S. personnel laws, policies and practices.

Alumni Lifelong Education

Charles McKee, MSU Alumni Association

Alumni Lifelong Education offers university-level noncredit education programs throughout the state, nation and the world for alumni and friends of Michigan State University. It focuses on personal growth and development through multidisciplinary educational approaches involving cultural, intellectual and social dimensions. In 1992, more than 1,800 adults registered for some 150 educational activities. The three major components of Alumni Lifelong Education are: Travel-Study Programs; Evening College on campus; and Special Programs, such as Summer Alumni University and Elderhostel. A pilot program for MSU regional alumni clubs was launched

last year. The Alumni Club Study Group promotes self-learning among a group of 15-18 club members who meet four times over a 12-week period to discuss a selected topic, using a syllabus developed by an MSU faculty member.

Many of the Alumni Lifelong Education programs involve MSU faculty as well as faculty members in other countries. Several travel-study programs have been conducted cooperatively with other Big Ten universities.

Health and Human Services

Community/University Health Partnerships

Gwen Andrew, Human Health Programs

MSU is committed to promoting change within health professions education in order to increase the number of primary care practitioners who pursue careers in community-based health care. To that end, the Community/University Health Partnerships have been initiated as a means of improving access to quality care for residents of rural Michigan. Partially funded by the W. K. Kellogg Foundation, the program is a collaborative effort of three MSU colleges, the MSU Extension Service, other outreach/support arms of the university, and partners in selected communities around the state. Community-based academic health centers are being established to provide comprehensive, primary care health services to medically underserved populations while also providing instruction to MSU medical and nursing students and opportunities for faculty to conduct community-focused primary care research.

The evolving network of community-based academic health centers will be a focal point for efforts to influence health policy by engaging policy makers from state government and key community constituencies in the governance of the network.

Just Caring: Conflicting Rights, Uncertain Responsibilities

Leonard Fleck and Andrew Hogan, Center for Ethics and Humanities in Life Sciences

The basic premise of the *Just Caring* project is that health care reform involves essentially moral and political problems—rather than economic, managerial, organizational or technological ones—that need to be addressed in a democratic manner by the general citizenry. The project begins by focusing on value conflicts in a series of clinical and policy decision scenarios. Audience members use electronic keypads to signal their agreement with various position statements offered in connection with these scenarios. Through computer technology, the responses are integrated and projected in the form of a graph onto a large screen to start a public conversation that is the essence of the project.

The project has been organized at 25 sites around Michigan through the cooperation of state and local political and health care organizations. A total of 800 individuals have participated in the initial forums. The project goal is to conduct 30 follow-up sessions over a two-year period at each of the 25 sites, and to have 30 community leaders in each location commit themselves to participating in the follow-up sessions. *Just Caring* serves as a model for social problem-solving by enabling community leaders and other responsible citizens to talk through policy-setting issues. The project dovetails with the teaching and research interests of the participating MSU faculty members. Based on his work with *Just Caring*, MSU associate professor Leonard Fleck was asked

to join the Clinton administration's effort to revamp the health care system by serving on the working group that considered "Ethical Foundations for the New Health Care System"

Cancer Center

G. Marie Swanson, Director, College of Human Medicine

The Cancer Center at Michigan State University is the only such center in the United States focusing on cancer prevention, early detection, treatment, and supportive care to rural populations. The National Cancer Institute recently awarded the MSU center a three-year planning grant because the center is viewed as a potential model for cancer prevention and control in rural areas. The cancer center has brought multifaceted educational outreach to more than 40 counties across Michigan. For example, a rural cancer prevention program focused on skin cancer and breast cancer has reached more than 3,000 people in the Thumb area of Michigan. The center's treatment consortium provides cancer care for several thousand patients in 10 communities through a network of 27 hospitals and more than 80 physicians. Outreach is carried out collaboratively by more than 25 faculty and staff from the main campus and the Cooperative Extension Service, and representatives of some 17 organizations, including the American Cancer Society and the Michigan Department of Public Health.

Through the cancer center program, university activities in research, outreach, and teaching are directly linked. Research on prevention, early detection, treatment, and supportive care is conducted directly in communities throughout the state. Research findings are immediately implemented in those communities and others. MSU faculty use the research and related outreach activities to enrich their teaching in on-campus classes.

South Washington Park Senior Health Clinic

Sharon King and Catherine Lein, College of Nursing

A Senior Health Clinic developed by MSU nursing faculty is a model for cost-effective alternative care delivery that uses early intervention to avoid health crises for low-income elderly and/or disabled persons, enabling them to live independently rather than relying on foster or nursing home care. The clinic is in the South Washington Park Apartments, a HUD unit overseen by the Lansing Housing Commission. MSU nursing graduate and undergraduate students and faculty provide health monitoring services, such as blood glucose tests and blood pressure reading, and health promotion programs, such as stress management and coping with loss. The clinic is open 16 hours a week and handles more than 100 client visits each month, at little or no cost to the clients.

In addition to providing nursing students with clinical experience, the Senior Health Clinic is part of the Geriatric Clerkship of residents from the MSU Colleges of Human Medicine and Osteopathic Medicine. MSU faculty who practice at the clinic report their experiences have enriched their teaching.

Lodge and Supported Employment and Long-Term Training

Esther Fergus, Dept. of Family and Child Ecology

MSU staff provide training and technical assistance to community-based psychosocial programs that serve people with mental illness through 21 supported employment sites in Michigan. The training and assistance helps people with disabilities to develop vocational plans, to get jobs and to maintain them. In addition, MSU staff have helped develop trainers in Michigan, Ohio and Indiana who are able to teach basic skills to people in field positions in job coaching and job

development. More recently, training and technical assistance has been provided at sites that are developing clubhouses, which are support programs with vocational and social elements for people with mental illness.

Center for Healthy Beginnings

Mildred Omar and Rachel Schiffman, College of Nursing

Two faculty members in the MSU College of Nursing are working with staff at the Center for Healthy Beginnings in Jackson, Michigan on an evaluation project designed to uncover factors motivating pregnant women to seek prenatal care. The data will be combined with data from a similar project in Battle Creek with the ultimate goal of identifying ways to decrease infant mortality. The Center for Healthy Beginnings is a private, nonprofit center which collaborates with the Jackson County Health Department, MSU, Foote Hospital, and other community agencies to provide prenatal and postpartum care for women. This collaboration has enabled the MSU College of Nursing to provide clinical placement opportunities to both graduate and undergraduate nursing students.

Continuing Care Needs of Patients with Prostate Cancer

Barbara Given, College of Nursing; Charles Given, Family Practice-College of Human Medicine

Incidents of cancer of the prostate gland increased significantly between 1973 and 1988. Because prostate cancer occurs in older males and has a relatively long survival rate, it often creates needs for continuing care by family members. A pilot study is being conducted to identify, for the first time, the financial and social impact of prostate cancer on patients and family caregivers. Participants will take part in an initial home interview, followed by five telephone interviews at monthly intervals and a concluding focus group interview.

Three groups of patients and families are being studied: those receiving radical prostatectomy; those receiving hormonal therapy; and those receiving radiation. Researchers will compare reports from family caregivers and patients at different points in the course of the disease. Research and teaching are closely tied together in this project, and student graduate theses are expected to emerge from the work.

Caregiver Responses to Managing Elderly Patients at Home

Barbara Given, College of Nursing; Charles Given, Family Practice-College of Human Medicine

Research by MSU faculty members on family caregiving for elderly patients at home has demonstrated the heavy demands in terms of hours of care and cost. Families, particularly daughters, can be involved in family care for 20 to 30 hours a week over as many as seven years. The researchers have shared their findings with state and national legislative and policy experts in order to influence reimbursement, eligibility criteria, and types of services available to assist and support family care givers.

Some 50 community hospitals, health departments, clinics, and physician offices in the Upper and Lower Peninsulas of Michigan provided access to 2,000 patients and their family caregivers for this research. MSU medical students and graduate nursing students, as well as students in social work, psychology, family ecology and communication have gained research experience and insights into important issues of family care through the program.

Institute for the Study of Youth Sports

Vern Seefeldt, Institute for the Study of Youth Sports

The Institute for the Study of Youth Sports—the only one of its kind in the United States—conducts research on the positive and negative effects of sports competition on children and youth. Research has examined the effects of physical stress on runners, ice hockey players, wrestlers and children who were not involved in any activities. Most recent research has focused on the epidemiology of sports-related injuries in gymnastics, baseball and softball.

Research results are disseminated through educational materials written for coaches, athletes, parents and administrators, and are used in six states including Michigan. Each year, about 5000 coaches and program directors attend some 125 workshops conducted throughout Michigan by Institute faculty members. The contact with the real world of coaches and administrators through the educational outreach activities keeps Institute faculty members focused on practical problems.

Sports Skills Program

Gail Dummer, Dept. of Physical Education and Exercise Science

The Sports Skills Program offers coaching and instruction in sports skills to children and adults with disabilities who live in the greater Lansing area. Program participants meet once a week to work on improving their skills and fitness, and some prepare for competition through such organizations as Special Olympics. About 50-65 individuals participate in the program each semester.

About 80 undergraduate students each year enroll in PES 465: Physical Activity for Special Populations to gain experience as coaches for the Sports Skills Program. These students usually are majoring in physical education and exercise science, therapeutic recreation, special education, or related fields. Few programs are available in the Lansing area that provide sports and recreation services to persons with disabilities. The Sports Skills Program is offered at low cost to participants and is supported by various community funding agencies. The program's advisory committee includes community leaders with disabilities.

International Programs and Awareness Outreach

International Leadership Program

R. James Bingen and George Rowan, Dept. of Resource Development

International graduate students who attend MSU often assume top-level managerial and leadership positions in developing countries upon completion of their degrees. Yet, many of these students have not had leadership development training and experience. The International Leadership program links future leaders of the international community with leaders from Michigan business, nonprofit, state and local government organizations who serve as mentors. The international student fellows observe their American mentors in professional settings and attend a series of leadership training sessions.

Both fellows and mentors have commented about the cross-cultural understandings that have emerged as an outgrowth of the program. Several ongoing relationships have been established. One fellow and mentor are pursuing business opportunities in Nigeria, and another pairing led to an American Red Cross presence in a town in the Philippines.

International Business Centers

S. Tamer Cavusgil, Eli Broad College of Business and Graduate School of Management

The International Business Centers at MSU include two units: the Michigan International Business Development Center (MI-IBDC) and the MSU Center for International Business Education and Research (MSU-CIBER). The former unit serves as a resource to the state and region on international business development issues, and maintains close working relationships with client businesses and with other technical assistance and economic development agencies in Michigan. The latter unit is one of 16 centers of excellence in the United States created in the fall of 1990 to enhance management education and research, and to assist businesses in addressing challenges of a globally competitive marketplace.

The International Business Centers grew significantly in the 1991-92 academic year. In the nine-month period, the Centers assisted in 10 international "start-ups", the expansion of 5 firms from domestic to international markets, and increased sales of over \$1.8 million. The centers' outreach programs offer technical assistance, advice, and training to the Michigan business community at large, as well as individual counseling for small- and medium-sized businesses, to facilitate their involvement in international business. Faculty and staff have developed materials to assist businesses, such as an *import reference* packet, providing basic resources regarding importing; a general *resource directory*, assisting with international research and development; and a *finance resource* packet, on developing sources of capital. In addition, the centers designed microcomputer software called CORE (COmpany Readiness to Export) that has been acquired by the U.S. Department of Commerce for use as a training and counseling tool by its international trade specialists.

Internationalizing Business and Economics Program

S. Tamer Cavusgil, MSU International Business Centers; Lorilee Sandmann, MSU Outreach Program Development

The ability of higher education business faculty to address issues of the global economy often is limited by their lack of formal training in international affairs. To help colleges internationalize their curricula, the Internationalizing of Business and Economics Program was developed by a consortium of ten high education institutions in western Michigan, known as the College Consortium Assisting Business and Industry (CCABI). Some 650 faculty and administrators have participated in the program's series of sequential semi-annual workshops held over the past 2½ years. A directory has been produced listing 500 names of faculty from CCABI schools who are qualified to serve as resources to businesses in western Michigan.

The MSU Center for International Business Education and Research has provided faculty with international expertise and educational resources to the program. In addition, the MSU Partnership in International Education competitive awards program is supporting projects in faculty development or internationalizing the business curricula at some of the regional colleges and universities. MSU's Internationalizing Business and Economics Program received a 1993 Innovations in Continuing Education Award from the American College Testing Program and the National University Continuing Education Association.

Women and International Development

Rita Gallin, Director

The MSU office of Women in Development (WID) offers guidance to international project partners, both within and outside the university, for the purpose of incorporating issues of gender into development assistance work. WID identifies individual women and women's organizations

in host countries to assist in project design, implementation and evaluation. For example, MSU-WID participated in the planning team for a proposal submitted to USAID for a collaborative research support project on sustainable agriculture and natural resource management. As a result of WID input, a gender/social impact evaluator position was added to the proposal to ensure that the centrality of women to sustainable development was addressed in all project activities.

A form designed by MSU-WID must be completed for every MSU international project proposal to explain how gender issues will be incorporated into the project. The forms are reviewed by the Advisory/Consultative Committee to the Dean for International Studies and Programs before proposals are submitted to potential funders.

Linkages with Corrections Departments in Korea

Timothy Bynum, Vincent Hoffman, and Merry Morash, School of Criminal Justice

The MSU School of Criminal Justice has established formal linkages with the Department of Criminal Justice in Korea's Kyonggi University, where both the head of the department and a professor are MSU Ph.D. graduates of criminal justice. The faculty at Kyonggi University are interested in developing the fields of juvenile and adult corrections in Korea by establishing formal arrangements for future collaborative research, teaching and student exchanges with MSU. The MSU faculty members plan to integrate knowledge of crime, its causation and control in the Pacific Rim into their MSU research, outreach and teaching programs. The MSU faculty members have also made connections with faculty members in three other Korean universities to better understand their research interests. In addition, they discussed potential research initiatives with the director of the United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders, located in Tokyo.

Food Security in Africa

Michael Weber, Dept. of Agricultural Economics

With financial and programming assistance from the U.S. Agency for International Development (AID), the MSU Department of Agricultural Economics has been engaged over the past eight years in a Food Security in Africa project that applies the land-grant approach of research, service and training to problems of food security and economic development facing selected African countries. Eight tenured faculty members in agricultural economics constitute the core group responsible for conducting the project in developing countries of sub-Saharan Africa. The goal is to increase food security, defined as access for all, at all times, to a level of food sufficient for an active, healthy life. The emphasis is on analyzing food security issues; formulating policies, plans and processes to promote food security; and building capacity through on-the-job training of researchers and analysts within host countries and through graduate degree training at MSU.

The Food Security in Africa project has attracted a large number of outstanding students from the United States and host countries who have completed master's and doctoral degrees at MSU. Because the graduate training of host country nationals is relevant to conditions in their home country, they are able upon their return to make good use of the knowledge and skills they have acquired.

African Historical Sources

David Robinson, Dept. of History; Fred Bohm and Julie Loehr, MSU Press

MSU history professor David Robinson is co-editing, with colleague Jay Spaulding of Kean College in New Jersey, a series of volumes entitled, *African Historical Sources*. The MSU Press

is publishing the series authored by a wide variety of Africanist scholars, many of whom are faculty members at leading universities for African Studies located throughout the world. The project involves transcription, translation and annotation of important African historical sources, both oral and written. Some of these sources are being made available for the first time and are expected to enrich research and teaching programs of university faculty throughout North America and beyond. The completed series will total about 18 volumes. Funding for the project has been contributed by the National Endowment for the Humanities, the MSU Foundation and the MSU College of Arts and Letters.

Environmental Education Curriculum for Thailand

Chris Wheeler and James Gallagher, Dept. of Teacher Education; Maureen McDonough, Dept. of Forestry; David Campbell, Dept. of Geography

MSU faculty members are working with educators in Thailand to design and conduct a pilot project that will revise the K-12 environmental education curriculum for Thailand. Community-based case studies focused on forestry issues will be used to illustrate the interaction between people and the environment. The basic concepts for the curriculum will be based on models prepared by the MSU faculty team, and the pilot case studies will be developed by Thai educators.

Michigan International Development Outreach Network

Marilyn Aronoff, Dept. of Sociology; David Campbell, Dept. of Geography; John Metzler, African Studies Center

Faculty members from Michigan universities and community colleges who are concerned with teaching international development issues have formed the Michigan International Development Outreach Network (MIDEON) to exchange ideas and experiences, sponsor workshops and promote the idea of development education. MIDEON was developed by some of the 85 postsecondary educators who had participated in the MSU Center for Advanced Study of International Development (CASID) Summer Institute for Curriculum Development, held over the course of eight summers. CASID serves as the administrative hub of the network and facilitates access to resources available at MSU. However, MIDEON members define their own objectives and implement programs.

Membership is open to any educator in Michigan who is interested in development issues. Recently, a consortium of 20 Michigan institutional affiliates of MIDEON submitted a grant proposal to the U.S. Department of Education for funding to support MIDEON members' efforts to develop new curricula, conduct research, and participate in workshops.

Dairy Industry Restructuring in Australia

Harry Schwarzweller, Dept. of Sociology

With partial funding from the Michigan Agricultural Experiment Station, an MSU sociology professor has studied changes in agriculture at four sites within a rapidly urbanizing area of Australia. The goal of the field study is to contribute to the understanding of comparable situations in Michigan's Thumb region and the Upper Peninsula. Another purpose of the project is to build bridges between research institutions in the United States and Australia. Schwarzweller was awarded a visiting scientist fellowship to work with faculty and students at four universities and research institutions in Australia on aspects of the changing agricultural structure. He interviewed farm families, researchers and outreach specialists in the area and gave seminars to report preliminary findings of the field investigations. Some of his early findings have been distributed to audiences in Australia and Michigan through a bulletin jointly published by the MSU Agricultural

Experiment Station and the University of New England in Australia. Other reports on the research are forthcoming.

Michigan Global Awareness Consortium

David Walker, Dept. of History; John Metzler, African Studies Center

Faculty members from MSU and nine Michigan community colleges have formed the Michigan Global Awareness Consortium (MGAC) to encourage international education and awareness of global issues. MGAC sponsors an annual fall event featuring speakers and performances that focus on global issues and cultures. The program is attended by college and K-12 students and teachers as well as community members. For the fall 1992 program, *Focus on Mexico*, MSU assistant professor David Walker visited seven community colleges to present historical background useful for understanding the negotiations for the North American Free Trade Agreement. Also on the program were a Mexican dance troupe from Lansing and an anthropologist from the Universidad Autonoma de Queretaro in Mexico.

As a result of the experience, Walker cultivated personal relationships with students and faculty engaged in international studies at other Michigan higher education institutions. He is an historian of Mexico and is interested in further developing the Latin American history field at MSU.

Project BRIDGES

Jack Schwille, Professor and Assistant Dean, International Studies in Education

Project BRIDGES is a program of collaborative research in education conducted by faculty members from MSU, Harvard University, Research Triangle Institute, the Institute for International Research, and Texas Southern University with colleagues from the countries of Thailand, Burundi, Sri Lanka, and Pakistan. Projects are aimed at improving basic education and topics vary by country. Studies have been conducted on school clusters, education financing, and cost effectiveness of different types of teacher education. Results of BRIDGES research have been reported at many professional meetings and in journals such as the *International Journal of Educational Research*. Six faculty members from MSU's College of Education have participated in the research and have used their work to enrich their teaching at MSU.

MSU's work in Project BRIDGES has been cited as exemplary for its careful design and cultural sensitivity, for close collaboration with researchers in host countries, and for the overall quality of work in improving basic education in those countries. The MSU collaborators received an award from the National Education Commission of Thailand for outstanding research quality.

Health Sector Information System for Indonesia's National Development Planning Board

Frank Zinn, Department of Geography

An MSU faculty member is collaborating with colleagues from the University of Michigan and from Indonesia to develop a health sector planning information system that will meet the needs of Indonesia's Bureau of Health and Nutrition. So far, a database and analytical supports have been developed, and efforts are continuing in order to fine-tune the system.

Third World Development Issues in the Classroom

Tom Carroll and Anne Cusick, Center for Advanced Study of International Development
CASID faculty and staff are working with high school and junior high school teachers in the Lansing school district to incorporate Third World development issues into the curricula. This program goes beyond the usual seminar presentation or lecture series by actually devising ways of making development issues an integral part of classroom instruction. Teachers work collaboratively with MSU faculty experts to explore what "development" means, the connections among issues of the developing world and developed world, and ways to incorporate this knowledge into the curricula. These teachers will act as "teacher ambassadors" to train other teachers at their schools. CASID program coordinators intend to expand this effort to other school districts with the support of U.S. Dept. of Education funding.

Chinese Cultural Presentations to Third Graders

Linda Johnson, Dept. of History

Three MSU faculty members visited a number of third grade classes in the Lansing schools to give presentations on aspects of Chinese culture and language. The presentations were in conjunction with an art project featuring paintings by children from the Chinese province of Sichuan. Among the MSU presenters was Dr. Linda Johnson, a specialist in Chinese history and art who is fluent in the Chinese language. She wore a Chinese costume and presented a basic language lesson to the third graders.

Diversity and Pluralism

African-Centered Education in Public Schools

Geneva Smitherman, Dept. of English

Various MSU faculty and graduate students are offering graduate course work for Detroit public school teachers on the implementation of an African-centered education. Course work emphasizes the application of African and African American culture, history, literature, and experience to the education of Black youth. The graduate courses are part of a collaborative effort to improve education in early years so students will be better prepared for college in later years. Participating teachers and administrators have produced resource manuals, curriculum plans, and instructional units. Parents are encouraged to attend lectures to learn about their children's educational experiences. The MSU lecturers have an opportunity to test their theories and ideas with an audience of teachers and parents who are trying to implement these ideas and theories in the real world.

Diversity/Pluralism Database

Margaret LaShore, Bay County Cooperative Extension; Amy Blair, MSU Libraries

Drawing on the MSU Libraries' broad array of resources, a database is being created to provide information on Michigan demographics and diversity issues to statewide Cooperative Extension personnel and others involved in educational outreach initiatives. Although still in the formative stages, this project's goal is to eventually make the database available on Internet.

Julian Samora Research Institute

Richard Navarro, Director

The Julian Samora Research Institute is the Midwest's premier policy research and outreach center to the Hispanic community. Named in honor of a pioneer scholar in Mexican-American studies, the institute is committed to generating knowledge through research, transmitting knowledge through teaching, and applying knowledge to meet the needs of the Latino community in the Midwest. A number of research-focused community-based projects are underway in three primary program areas: family, youth, and education in neighborhood contexts; community/economic development studies; and social and economic demography. For example, an after-school program called *La Clase Magica* uses computer technology to facilitate language skills of Spanish-speaking elementary school children and their families. Two other programs use the culture and history of Latinos to encourage an interest in science and math among youth.

The Institute also hosts the administrative office of the Midwest Consortium for Latino Research, a community of scholars from nine higher education institutions engaged in collaborative and comparative research on the multitude of economic, political, educational, and social issues confronting Midwestern Latino communities. Institute director Richard Navarro is co-director with his Mexican counterpart of the Mexico-United States Consortium for Academic Cooperation, another collaborative effort among academic institutions on behalf of Mexican-origin peoples.

African-American Voice in The Academy

Darlene Clark Hine, John A. Hannah Professor of History

The Academy gives a voice to the scholarly interests and achievements of African Americans. It is written by MSU graduate students in English, history and urban affairs and provides them with opportunities to hone their analytic and writing skills, and to elaborate on their teaching and research interests. *The Academy* is published several times a year with funding from Darlene Clark Hine, Hannah Professor of History. Issues contain feature stories on noteworthy MSU students, faculty and staff members; information on courses and degree programs; reviews of books and films; and even some poetry. This one-of-a-kind publication is sent to more than 100 academics around the United States, to Lansing area residents, and to all African American students, staff and faculty at MSU.

Our Daily Work, Our Daily Lives

John Beck, School of Labor and Industrial Relations; David Labaree, Dept. of Teacher Education; Kurt Dewhurst and Yvonne Lockwood, MSU Museum

Artist Ralph Fasanella's paintings feature workers in their workplaces, homes, neighborhoods and union halls. Two years ago, Michigan's Local 951 of the United Food and Commercial Workers donated Fasanella's painting, "Don't Mourn, Organize" to the MSU Museum. This and other pieces by Fasanella were showcased at a major exhibit at the MSU Museum in June 1993, along with presentations by the artist himself. The exhibit is part of a joint cultural outreach project, "Our Daily Work, Our Daily Lives: Ralph Fasanella, Worker and Artist," conducted by MSU faculty in the Labor Education Program, Dept. of Teacher Education and the Museum. An instructional video and educational materials on Fasanella and his work is being developed for classroom teachers, with a grant from the Communication Workers of America.

West Michigan African-American Male Conference

Roy Hayes, Community Economic Development Program, Center for Urban Affairs

The West Michigan African American Male Conference, *Working Together to Make a Difference*, is held in May at Grand Rapids Community College's Applied Technology Center. Some 1,400 adults and youth participate in this annual conference, which is designed to bring African American males together with organizations, agencies, community groups, and advocates. The conference features more than 30 seminars and other presentations on family, self-awareness, education, employment, and community. Keynote speeches have been made by nationally known figures such as the Rev. Jesse Jackson, president of "Keep Hope Alive," and Paul Robeson, Jr., president of the Paul Robeson Archives.

Community and Industrial Outreach

Beaver Island Partnership

Warren Rauhe, Landscape Architecture; Cynthia Fridgen, Resource Development

This program aims to empower the residents of Beaver Island to develop and implement a master land use and economic development action plan to guide future growth. MSU faculty in Landscape Architecture, Urban Planning, and Resource Development are providing expertise and guidance for this one-year effort. Also participating are MSU Cooperative Extension Service field staff, faculty from Jordan College Energy Institute and representatives from the Public Service Commission and the Michigan Department of Natural Resources.

The Beaver Island partnership is a prime example of how university research, teaching, and outreach resources can be integrated and brought to bear in addressing a community need. The focus of the partnership is on achieving consensus among residents about the future direction of Beaver Island and developing "doable" solutions. An energy study and other significant data gathering processes are involved. MSU students are engaged in the planning process through courses in landscape architecture and resource development that are directly linked to the program.

Comprehensive Land Use Planning in Old Mission Peninsula

Joanne Westpahl, Landscape Architecture

Through a recently completed outreach project in northern Michigan, MSU landscape architecture students gained valuable real world training and a few obtained summer employment; faculty members further developed their own expertise; and a Township gained key data for its comprehensive land use plan. The historically agricultural area known as the Old Mission Peninsula became the focal point of land use conflicts during the late 1980s in Traverse City, one of Michigan's fastest growing northern resort communities. Recognizing the pressing need to consider new ways to plan and manage growth, Peninsula Township officials obtained resident support to update its 1972 comprehensive land use plan.

In late 1989, the Peninsula Township board approved a cooperative agreement between township officials and MSU faculty and students to gather data to be used for the new comprehensive land use plan. Under the direction of MSU faculty member Joanne Westpahl and Peninsula Township planner Gordon Hayward, MSU students invested thousands of hours over a 15-month period to produce a report for the Peninsula Township board containing major resource inventories and base maps. The township is now working toward implementation of the comprehensive plan.

Adopt a Neighborhood Project

Roy A. Hayes, MSU West, Grand Rapids; William Harrison, MSU Extension, Kent Co.

The Kent County MSU Extension and the Community and Economic Development Program of the MSU Urban Affairs Programs are collaborating with the Garfield Development Corporation and local leaders to identify community and economic development issues in Kent County. A list of priority issues and projects to be addressed through this collaborative effort has been developed. Among the priority projects are the development and implementation of a business inventory and assessment survey of the local business district of the Burton Heights community.

Michigan Manure Management Demonstration Project

Ted Loudon, Dept. of Agricultural Engineering

The state's livestock producers need innovative management techniques for reducing the environmental impact of manure. To meet that need, a coordinating committee made up of a multi-agency team from Ionia County and nearly a dozen MSU faculty members is in the initial planning stages of a manure management demonstration project. Ionia County was selected as the demonstration site on the basis of a proposal for a regional composting facility that would not only accept manure from livestock producers but would also handle yard waste from cities and villages in the county. Yard waste has been banned from solid waste disposal facilities as of 1993.

The technical aspects of the composting facility and assistance to livestock producers are being carefully planned. MSU faculty members are applying their research on compost design concepts and manure management record keeping systems to the design of the project. The Ionia County planning group is working closely with leadership groups throughout the county to gain enthusiasm and support for the project.

Michigan Blueberry Disease Program

Donald Ramsdell, Botany and Plant Pathology; James Hancock, Horticulture

The combination of basic and applied research with outreach programs that extend needed information to growers has worked efficiently and effectively in controlling diseases that have previously caused major destruction to Michigan blueberry crops. One fungal disease that formerly caused crop losses of up to 25 percent a year has been virtually halted as a result of MSU studies and recommendations for effective use of fungicides. Annual losses from blueberry shoestring virus have been reduced from \$3 million a year to less than \$500,000. Recent insights into the spread of blueberry leaf mottle virus hold promise for significantly curtailing damage from this disease as well.

The MSU researchers run a virus-free clean stock program in conjunction with the Michigan Department of Agriculture and two cooperating nurseries in the South Haven area. For a small premium, blueberry growers are able to purchase healthy blueberry plants that have been tested for all known virus and virus-like diseases.

Center for Fundamental Materials Research

T. J. Pinnavaia, Director

The Center for Fundamental Materials Research has established outreach programs to make its resources available to Michigan's scientific/industrial community. Through the CFMR Academic Affiliates program, visiting scientists from Michigan industry and academic institutions from around the world come to work with MSU researchers. The CFMR also has established an

Industrial Affiliates program to facilitate technology transfer and promote interaction between CFRM faculty and their research counterparts in participating industries such as Dow, BASF, Amoco, Mobil, Rockwell, and Ford.

Some 35 top MSU scientific and engineering faculty members from five departments are engaged in interdisciplinary materials research projects through the Center for Fundamental Materials Research (CFMR). The CFMR is the only such center in Michigan, and projects are selected on the basis of their potential to enhance the economy of the state and nation. It is supported by Michigan's Research Excellence Fund and funding from the federal agencies, industrial firms and foundations. The CFMR was awarded six U.S. patents in 1991-92, with six more patents pending. Research is conducted in cooperation with companies from Michigan and other states. By participating in CFMR research, graduate students gain experience with the latest research techniques and applications, thus enhancing their career prospects.

Outreach to Small Manufacturing Firms

J. Kevin Ford and Steve Kozlowski, Dept. of Psychology

Manufacturing firms of less than 250 employees make up the largest percentage of Michigan's industrial base. These small manufacturers are facing increasing competitive demands to improve quality, reduce costs and increase response time. Yet, they often lack the expertise needed to develop detailed organizational assessments and reconfigurations. Great Lakes Industries, Inc. (GLI) of Jackson, Michigan is typical of these small manufacturing firms. Two MSU faculty collaborated with GLI managers to help them reevaluate company goals and develop a long-term business strategy with a comprehensive training program.

As a result of the project, training is an ongoing learning process that is fully integrated into the daily work life of GLI employees. The firm now has the expertise and experience needed to continue the process begun by the MSU faculty members. The project not only has had a major impact on the ongoing transformation of GLI, but also serves as a model for similar small manufacturing firms.

Transient Boaters' Needs Assessment

John Schwartz, Sea Grant Extension

For the past five years, surveys of transient boaters have been conducted in coastal communities in Michigan to determine ways of better meeting their needs for facilities and services. The surveys were designed and conducted by faculty and graduate students in the MSU Dept. of Park and Recreation Resources with assistance from district agents of Sea Grant Extension. Sea Grant agents were instrumental in gaining community cooperation for the surveys, overseeing distribution of questionnaires to transient boaters, and reporting the results to marina managers and owner/operators. Several communities have used survey results to implement new policies, services and boating facilities to serve this significant segment of Michigan's tourism industry. For example, the City of Escanaba expanded the number of slips reserved for transient boaters and improved transportation for boaters to the city's downtown area.

Michigan Sea Grant has been nationally recognized for other work with communities in training health professionals to deal with diving accidents and cold water near-drowning, assisting the charter fishing industry with professional development, and developing bottomland preserves.

Going International and Managing International Projects

Kenneth David, Dept. of Anthropology

MSU faculty and administrators are collaborating on an outreach program for small Michigan businesses which are considering international operations. The program potentially has three phases. In a one-day International Business Briefing workshop, participants focus on a self-assessment of their international business capabilities using an inventory of key questions. The second phase is the International Business Orientation involving a more extensive series of workshops on issues to be considered at various phases of going international and managing international projects. The third phase being planned is an International Business Exposure trip to Europe, during which trainers would accompany a group of business people on visits to companies, trade fairs, and meetings with cooperating faculty members at European universities.

The outreach program organizers are from MSU's International Studies Center, the International Business Development Center, the Center for Advanced Studies of International Development, and the Department of Anthropology.

Distance Learning/Information Delivery

Spartan Speakers

W. Richard Dukelow, Endocrine Research Center

The Spartan Speakers program offers MSU researchers an opportunity to share their expertise in presentations geared to junior and senior level undergraduates. Some 35 MSU faculty members and graduate students from 11 departments in biological fields have shared their expertise in more than 250 seminars given over the 12-year history of the program. A total of 38 public and private colleges and universities within Michigan have invited Spartan Speakers presentations in the form of seminars, discussions, and demonstrations to undergraduate classes and, in some cases, to the public. At Lake Superior State University, for example, Spartan Speakers regularly draw up to 200 people from the Soo area and Canada.

The schools pay a nominal fee to cover speakers' travel expenses. The faculty members donate their time to the Spartan Speakers program and find these engagements "intellectually and scientifically satisfying," in the words of one of them.

Turfgrass Information File

Pete Cookingham, MSU Libraries

An academic library outreach program that is far from traditional is the Turfgrass Information File (TGIF), an on-line computer based bibliographic database of literature on turfgrass science maintained through the Turfgrass Information Center of the MSU Libraries. More than half of its subscribers are golf course superintendents and other grounds management professionals. TGIF is sponsored by the United States Golf Association (USGA) and draws on the MSU Libraries' O.J. Noer Memorial Turfgrass Collection, the world's finest publicly accessible collection of information related to turf culture and golf course management. The O.J. Noer Foundation, named in memory of the pioneer turf agronomist, supports development and maintenance of the collection.

The database is built by indexing, abstracting, and entering into the file all current research, technical, and professional journals, monographs, conference proceedings, and newsletters related to turf. Last year, the center responded to requests from more than 40 states and eight countries.

To provide a more cost-efficient alternative, plans are being made to make the data accessible through a quarterly printed index.

Judicial Education Reference, Information and Technical Transfer Project (JERITT)

John Hudzik, School of Criminal Justice

Each year, thousands of educational programs are offered to further the professional development of judges and court-supported personnel. The JERITT Project is an information clearinghouse based at MSU that offers customized database searches and produces quarterly summaries of judicial education programs held throughout the United States. JERITT is jointly sponsored by the MSU School of Criminal Justice and the National Association of State Judicial Educators. It is one of three NASJE technical assistance projects conducted at major universities.

The JERITT Project publishes results of an annual survey of judicial educators identifying emerging issues, problems and trends for future educational programs. In addition, it regularly produces JERITT Bulletins to advise judicial educators, chief justices and state court administrators on national and regional trends in judicial education programming.

The CASID Connection

Anne Cusick, Center for the Advanced Study of International Development

The CASID Connection is an outreach newsletter published three times a year and sent to some 850 educators, students, government workers, and others in Michigan and around the country. The newsletter offers a degree of depth and breadth of knowledge in development issues to readers who are interested in these issues but do not work in the field and cannot easily obtain the information elsewhere. Each 25-page issue offers articles written by MSU faculty and staff or culled from various publications on a particular international development theme. For example, past issues have focused on migration, children of the developing world, and cultural pluralism. One indicator of the publication's popularity is the growth of the mailing list, which has forced a reduction in the number of issues from four to three a year in order to meet the costs of the expanding readership.

Culture and Agriculture Bulletin

Anne Ferguson and Laura DeLind, Dept. of Anthropology

The Culture and Agriculture Bulletin provides a forum for academics, farmers, consumer advocates, and community developers to discuss issues concerning the sociocultural, economic, and political dimensions of U.S. and international food and agriculture industry. The newsletter is sent free of charge to low resource institutions working with farmers and local food systems.

Center for Cartographic Research and Spatial Analysis

Ellen White, Dept. of Geography

The Center for Cartographic Research and Spatial Analysis provides mapping services for a broad spectrum of state agencies and organizations, as well as university departments. Almost all maps are created using the latest computer and laser printing technology. Since its origination in 1976 with the publication of *The Atlas of Michigan*, the MSU Center has developed its reputation for quality and is now among the top cartographic centers in the country. Its clients come from more than 10 campus departments, multiple state government departments and state organizations such

as the Michigan Hospital Association and the League of Women Voters. The Center contributes to the teaching of the cartography specialization in the Department of Geography by hiring undergraduate student interns and hourly workers.

Center for Remote Sensing

Jon Bartholic, Director

The Center for Remote Sensing uses information about land, water, and atmospheric resources gathered from satellite sensor systems to meet the needs of a variety of clients throughout Michigan. Center personnel work cooperatively with both public agencies and private organizations in Michigan to develop a wide range of data applications for improving resource use decisions. For example, the Geographic Information Systems (GIS) technology developed at the Center is now used in more than 100 locations throughout Michigan.

Center staff meet the special needs of each user group through a variety of noncredit educational programs, including familiarization presentations, application workshops and technical training programs. A variety of educational materials are published by the Center, including the newsletter *Spectrum*. The Center houses laboratories for digital image processing, enhancement and interpretation, a library of remote sensing publications and technical reference materials, and classroom facilities. An extensive archive of aerial photography, satellite imagery and land resources maps is also maintained by Center staff.

Michigan Meteorological Resources Program

Judy Olson, Dept. of Geography

A mix of teaching, research and outreach in the area of climatology and meteorology at MSU are coordinated under an umbrella organization called the Michigan Meteorological Resources Program (MMRP), established in 1981 through a cooperative agreement between the MSU College of Agriculture and Natural Resources and the Michigan Department of Agriculture. Under the direction of the Department of Geography, the MMRP has two microcomputer laboratories that receive National Weather Service daily observations, analyses and forecasts, in addition to hourly visible and infrared satellite images from the University of Wisconsin and information from a network of agricultural weather observation stations located in nearly every county in Michigan.

MMRP makes weather information available to farmers and others in Michigan who need it, such as those investigating traffic accident and insurance cases. Courses in climatology and meteorology are provided through faculty members in the Department of Geography, and a few are offered through the Department of Agricultural Engineering. The state climatologist is located on campus and serves as an adjunct MSU professor.

Extending Scholarly Knowledge

Forensic Consultation

Norman Sauer, Dept. of Anthropology

An expert in forensic anthropology, this faculty member is in demand as a consultant on cases involving the recovery or systematic search for human remains, the determination of manner of death, and positive identification by X-ray or other means. Since 1990, he has consulted on more than 100 cases for the Michigan State Police, several sheriff's departments, police departments,

University Outreach at Michigan State University

and medical examiners. He also has handled cases for the U.S. Forest Service and the National Park Service, and testified on three homicide cases in U.S. District or Circuit Courts. Dr. Sauer has conducted training sessions on analysis and recovery of skeletal remains for such groups as the Midwest Association of Forensic Scientists and the State of Wisconsin Crime Laboratory. In addition, he has lectured on forensic anthropology at 10 Michigan higher education institutions.

Organizational Downsizing

Steve Kozlowski, Dept. of Psychology; Georgia Chao, Dept. of Management

The marriage of research and practical application is at the heart of the outreach work being done by MSU faculty members to help organizations and their people adjust to the dislocations of downsizing. They produced a report for the Army Research Institute identifying ways to reduce negative effects on and improve service delivery for some 270,000 people who will be affected by the Army's personnel reductions over a five-year period. The MSU team has begun preliminary research of a similar nature with a unit of IBM.

Michigan Organic Advancement Project

Laura DeLind, Dept. of Anthropology

Department of Anthropology specialist Laura DeLind is a board member of the Michigan Organic Advancement Project (MOGAP), an organization that promotes public awareness of low-input agriculture and local systems of food production and distribution. She writes articles for *Michigan Organic News*, a MOGAP publication, and has developed several funding proposals on behalf of the organization. In addition, she has given presentations to various groups on social dimensions for sustainable food production and strategies for community-based marketing, based on her fieldwork on Michigan agriculture and sustainable agriculture in general. Last March, she organized a session, held in conjunction with Agriculture and Natural Resources Week at MSU, that explored the integration of social and environmental dimensions of organic agriculture at the local and community levels.

Teaching Culturally Relevant Science

Joseph Spielberg, Dept. of Anthropology

For the past six years, Dr. Spielberg has made presentations to teachers across the country on strategies for teaching culturally relevant science. These workshops have been sponsored by the Society for the Advancement of Chicano and Native Americans in Science (SACNAS).

Police Management and Training

Peter Manning, Dept. of Sociology

Dr. Manning has been a resource person at seminars on resources and police technology sponsored by the Texas Law Enforcement Management Institute and organized by Sam Houston State University. The seminars are part of the accreditation and continuing education effort for Texas police officers and managers.

International Foundation for Protection Officers

Kenneth Christian, School of Criminal Justice

Dr. Christian is president of the board of the International Foundation for Protection Officers (IFPO), a nonprofit corporation formed to address the training needs of security professionals

from private and government organizations. IFPO is affiliated with universities, colleges and security professionals throughout the public and private sectors for the purposes of furthering educational and certification opportunities for protection officers.

The Foundation has developed two comprehensive educational programs—the Certified Protection Officer and the Security Supervisor programs—that are designed as self-paced home study courses. Both programs are adaptable for use in staff development processes within larger corporations or institutions. Through the IFPO training programs, some 1000 security officers and about 100 security supervisors are trained and certified annually. IFPO publishes a quarterly newsletter to keep protection professionals up-to-date on trends within the security industry, and also publishes training manuals, and information bulletins.

Clinical Social Work Services

Cyrus Stewart, School of Criminal Justice

This faculty member provides clinical social work services to a variety of clients on an individual, couple, family and group basis as a member of a local psychological consultants group. He draws on client contacts in developing clinical articles on subjects such as separation, delinquency, parent-child relationships and family management practices. Additional articles stem from Dr. Stewart's group therapy work with women who are referred by caseworkers affiliated with Juvenile Division of the Ingham County Probate Court. As a member of the Lansing Area Black Organization's Subcommittee on Gangs, he is designing a prevention and rehabilitation project focused on adolescent gangs.

Mexican American Migrant Farmworkers

Ann Millard, Dept. of Anthropology

Dr. Millard conducts research and community development projects with Mexican American migrant farmworkers in Michigan. Through the Cristo Rey Community Center in Lansing, she gives presentations and coordinates the program of Summer Visitors to Migrant Farmworker Camps.

Personnel Selection

Neal Schmitt, Dept. of Psychology

Professor Schmitt is internationally recognized for his expertise in personnel selection. Many agencies, organizations and institutions seek his expertise in dealing with selection issues. The National Association for Secondary School Principals and individual school districts have sought his help in developing a model program for selecting school administrators on the basis of job-relevant knowledge, skills and abilities, as opposed to using unstructured interviews and other informal selection methods. Dr. Schmitt and his students developed alternative exercises for school districts' use and validated a selection procedure. The Ford Motor Company asked Dr. Schmitt to examine the validity and fairness to women and minorities of a procedure involving primarily paper and pencil tests to select apprentice tradespeople and clerical personnel. The project required statistical analyses of several thousands of examinees.

Certificate of Need Determination for Michigan Hospitals

Thomas Conner, Dept. of Sociology

A law firm hired Dr. Conner to evaluate the procedure used by the Michigan Department of Public Health (MDPH) to evaluate applications from five Michigan hospitals for a certificate of need for hospital beds. He was asked to determine the adequacy of the standards in measurement and assessment used in MDPH application evaluation procedure. Dr. Conner wrote a report and testified at an administrative law hearing.

Supreme Court of the State of Michigan

Charles Ostrom, Dept. of Political Science

Dr. Ostrom has served for many years as a consultant to the Supreme Court of the State of Michigan on studies of prison population growth; he has co-authored key manuals for the Supreme Court on uniform criminal sentencing guidelines. In addition, he is a nationally recognized authority on methods of political research and their application to the study of the Presidency and U.S. national defense policy.

Children and Youth Initiative of Detroit/Wayne County

Marilyn Flynn, School of Social Work

The Children and Youth Initiative of Detroit/Wayne County brings the collective capacity of multiple health and human service agencies to bear on improving the quality of programs for at-risk children and their families. Dr. Marilyn Flynn, director of the MSU School of Social Work, helped create the initiative and serves as program consultant for planning and research. In 1990, the program engaged more than 300 agencies and organizations in Detroit and Wayne County in an extensive survey of services to at-risk children. Based on the survey research, a conference was held to develop a 10-year blueprint for change. As a result, two integrated service demonstrations have been implemented in Wayne County involving child welfare, public health, mental health, substance abuse, juvenile courts, and private agencies.

Family Strengthening Programs

Ellen Whipple, School of Social Work

Dr. Ellen Whipple, assistant professor in the MSU School of Social Work, is engaged in program development and evaluation for community-based parent education and support programs aimed at strengthening families and preventing child abuse. This program has been shown to improve communication in participating families.

Appendix C

THE OFF-CAMPUS INTERVIEWEES³³

Laura Alley
Office Automation Specialist
Butterworth Hospital
Grand Rapids

John Austin
Flint Roundtable, BOC Group M-Code 1890
Flint

Kellie Barry-Angeli
Dir Spec Prog, Chamber of Commerce
Marquette

Robert Boldrey
Dean, Continuing Education, NCMC
Petoskey

Harry Bonner
Exec Dir, Minority Program Services
Albion

Gloria Bourdon
Genesee Intermediate School District
Flint

Sally Burden
Union Township Supervisor
Mt. Pleasant

Diane Burke
Manager, Bank One
East Lansing

Robert Chisholm
Public Service Director
Oakland Co, Pontiac

Herbert Cleaves
Intervention Specialist Organization
Flint

Jim Connors
Asst to Don Koivisto, Michigan State Senate
Lansing

Vince Cornellier
Cornellier & Cornellier Clinic
Traverse City

Robert Craig
Director, MI Dept of Agriculture
Lansing

Frank Crookes
V-P, Kellogg CC
Battle Creek

Mark Davis
Dir, General Motors
Flint

Gerald Dawkins
Director, Community Outreach
Grand Rapids CC
Grand Rapids

Ed DeJong
Owner, Tender Lawn Care
Grand Rapids

Polly Diehl
Dansville

Beth Dilley
Exec Dir, GR Public Education Fund
Grand Rapids

³³ Titles in effect at the time of the interviews

James Dover
Neighborhood organizer
Flint

James Drue
Consulting Services and Adjunct Faculty
MSU Dept of Educ Adm
Traverse City

Nancy Dudley
Lay leader, NBD Bank
Grand Rapids

Merlin Dumbrille
Public Service Announcer, WTCM Radio
Traverse City

Rhonda Edwards
Director, Media Services/Distance Learning
Northwestern Michigan College
Traverse City

Sharon Eisen
Social Work Tech Program, Mott CC
Flint

Diane Emling
Dean of Liberal Studies
Northwestern Michigan College
Traverse City

Ronald Field
Wayne County CC
Detroit

Ruth Fienup
Regl Coord, Interfaith Respite
Lansing

Lynn Folkert
Dir Secondary Educ, Lansing School Dist
Lansing

William Gonzalez
President & CEO
Butterworth Hospital
Grand Rapids

Leah Graham
Coord Language Arts, Lansing School Dist
Lansing

Robert Graham
President, North Central Michigan College
Petoskey

Andres Guerrero, Jr.
Director, Mexican-American Council
Saginaw

Patricia Hall
Dean, Occupational Studies
Lake Michigan College
Benton Harbor

Ross Hamilton
Coord, Community Services & Cont. Educ.
Southwestern Michigan College
Dowagiac

John Hanieski
President, CEO Council, Inc.
Kalamazoo

Gary Haynes
Mason

Homer Hilner
Dir, Soil Conservation Service
East Lansing

Rudolph Johnson
Coord Soc Sciences, Lansing School District
Lansing

Michelle Johnston
Director, Northern Lower MI Leadership
Teaching and Learning Consortium
Traverse City

Timothy Johnston
Head, Dept of Social Studies
GR Catholic Central HS
Grand Rapids

James Kadlecsek
Director, Office for Economic Expansion
Grand Valley State University
Allendale

Jack Keck
Dir, PACE Telecommunications Consortium
Indian River

- David Kirby
Director, Stryker Ctr for Mgt
Kalamazoo College
Kalamazoo
- Glenda Kraft
Exec Dir, Bay Area Community Foundation
Bay City
- Nan Kreher
Research coordinator, Medical School
Family Health Center
UP Health Education Corporation
Escanaba
- R. Galen Krupka
President, MSU Alumni
Traverse City
- Dwight Link
President, Bay De Noc CC
Escanaba
- Vivian Lott
Mason
- Nancy Madtes
Coord Fine Arts, Lansing School District
Lansing
- Michael McClelland
Dep Co Coord, Grand Traverse County
Traverse City
- Sally McClintock
Principal, Whitehills Schools
East Lansing
- Russell McReynolds
President
Battle Creek Ministerial Alliance
Battle Creek
- Charles Mickens
Department of Civil Services
Lansing
- Keith Miller
Dean, Dept of Cont Education
Montcalm CC
Stanton
- Steven Miller
Michigan DNR, Lansing
- Rachel Moreno
Genesee Intermediate School District
Flint
- Vernie Nethercut
Dir, Alpena Volunteer Center
Alpena
- Daniel Newport
President, Alpena CC
Alpena
- Carolyn Okerchiri
Dir, South Central Educ Assn
Jackson
- Judy Watson Olson
Prog Dir, W.K. Kellogg Foundation
Marquette
- Pat O'Neill
Nutritionist, Sparta Health Center
Sparta
- Herbert Parsons
Exec Dir, Chamber of Commerce
Marquette
- Till J. N. Peters
Dean, Dept. of Occupational Education
Grand Rapids CC
Grand Rapids
- Roxanna Peterson
Tri-County Office on Aging
Lansing
- Roy Peterson
President, Mott Childrens Health Center
Flint
- George Pollitt
V-P United Way of Saginaw
Saginaw
- Kirsten Potter
TV Mktg, WWMT-TV
Grand Rapids

Hubert Price
Board of Commissioners
Oakland Co, Pontiac

Michael Pridgeon
Commercial Swine Producer
Montgomery

Timothy Quinn
President, Northwestern Michigan College
Traverse City

Janet Quiring
Impression Five Science Museum
Lansing

Connie Rau
Youth Services Bureau, Flint

JoAnne Riebschleger
Project Coordinator
MSU Community/University Health
Partnerships-North Region
Roscommon

Frank Ross
Dep Dir, Wayne Co Dept of Economics
Detroit

Bill Scarbrough
Dir, MI Fish Producers' Assn
Garden

John Schwarz, MD
State Senator
State of Michigan

James Schutte
Adm Asst, Keweenaw Bay Tribal Center
Baraga

Sheron Snyder
Physics/Chemistry teacher
Mason High School
Mason

Susan Strupulis
Union City

Gary Sullenger
College Relations
Mott CC
Flint

Judith Taran
East Lansing

Susan Tippet
Teacher, Holmes Middle School
Flint

Elaine Tokarski
Troy

Carol Townsend
Executive Director
Garfield Pk Neighborhood Assn
Grand Rapids

Jill Warren
Executive Director
American Cancer Society
Flint

William Watkins
Hillsdale

Chuck Wiesen
Exec Dir, Ctr for Economic and Human
Resources Development
Alpena CC
Alpena

Appendix D**BIBLIOGRAPHY OF MATERIALS RECEIVED FROM
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