



Student Division Report

Mobile Robotic Manipulator Contest Returns for 2003!

By Dr. John R. Wright, Jr., Division President
Millersville University

Dr. Wright can be reached at john.wright@millersville.edu, President Elect
Dr. Haig Vahradian at haig.vahradian@millersville.edu, and Past President
Dr. Lesta Burgess at l.burgess@uni.edu.

The Student Division is proud to hold the 2nd Annual Mobile Robotic Manipulator Contest next November at the 2003 National Convention in Nashville. The new updated contest rules and FAQ's are now posted in the Student Division area of the NAIT Website, www.nait.org. We've also posted evaluation categories (Performance, Robot Construction, and Poster) and the judging criteria for the 2003 contest. If your chapter plans to enter a team, please review the contest rubrics. To add to the excitement, we will introduce unknown objects into the course this year (see the web site for examples

of possible objects)!

For the 2003 Contest, we are requiring a \$30 non-refundable entry fee for the contest, to help cover contest costs, and preserve Student Division funds for cash prizes. We are asking that each student chapter register their team by October 1st. This early registration date also allows us to plan for the contest in advance via helping us identify how many teams are planning to enter.

For the Poster Session aspect of the contest, posters must be 3' x 4' flat boards to allow their display during the convention. Student [page 2](#)



Executive Director's Report

What's Hot? Check the NAIT Website!

By Rick Coscarelli, NAIT Executive Director

Rick can be reached at rcoscarelli@nait.org.

We would like to remind all of our members to visit the NAIT Website, www.nait.org. The NAIT National office has been working hard to update the Website on a timely basis and to continue to enhance the layout and information provided.

If you are a frequent visitor, you should go to the "What's Hot!" section first. We try to list areas on the Web site



that have been changed, updated or added to for easy and quick lookup. Time sensitive material, like the Call for Presentations or Convention Registration information, is also linked on the "What's Hot" page. If you are a new visitor, select an area of interest from the menu section on the left side of the home page to get you started. It is highly unlikely that [page 2](#)

NAIT
Foundation
News

[page 3](#)

NAIT
Leaders
Recognized

[page 4](#)

CCTI
Division
Report

[page 4](#)

Industry
Division
Report

[page 5](#)

EECT
Division
Report

[page 5](#)

Research
Division
Report

[page 6](#)

University
Division
Report

[page 6](#)

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University of Southern Maine

Dr. John W. Wright, Jr., President - Student Division
Millersville University

Mr. Rick Coscarelli, NAIT Executive Director
National Association of Industrial Technology

Mobile Robotic Manipulot Contest Returns for 2003! - *continued from front page*

Chapters will set their posters up early in the convention prior to the competition. Exact dates and times will be announced in the preconvention program and on the NAIT Website by mid-August. I am also thrilled to announce that the Research Division has agreed to sponsor an award for the best poster.

I am really excited! We hope to see 12 to 15 teams and would love to see even more. If you know a colleague at another institution that may be interested in forming a chapter and getting involved in the contest, challenge them and build a friendly rivalry. Sports teams thrive on this idea. In the end, we all win by raising the bar of the competition and student involvement. I anticipate even larger prizes for the contest this year. Rixan Associates has once again agreed to sponsor the grand prize (Two seats of Advanced Robotic Training worth over \$2000) and will be on site to award the top prize. Steve Harris, Rixan's President,

will also lend a hand in the contest judging this year. If your chapter has any questions regarding the new contest information, please send me an email and I will post all of the new questions and our responses to the FAQ section on the website. Please have your teams visit the site periodically to check for any clarifications, etc. This way everyone has equal access to any pertinent information.

On another note, the Student Division is soliciting your nominations for NAIT Outstanding Student Chapter Award, to be announced at the 2003 Convention Awards Banquet. The award is based on both the quantity of students holding membership in the chapter and the quality of activities sponsored by the chapter. The chapter receiving the award is selected by the President of the Student Division in consultation with Division Regional Directors. Send your nomination to me with an explanation of why your chapter deserves the award for 2003! ●

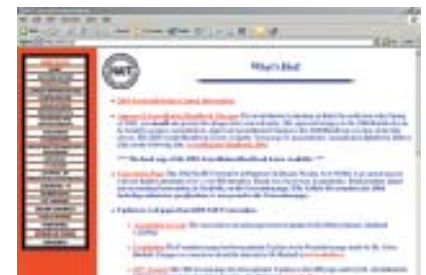
What's Hot? Check the NAIT Website! - *continued from front page*

you won't find what you are looking for as our site contains over 1000 pages of information.

Keeping a Website up-to-date and vibrant is not an easy task. We have two NAIT staff members who work on the Website daily. Additionally, we have a publications specialist who assists with the more detailed and complicated layout work, not only for the Website, but also for all NAIT professional publications. We are also training a third NAIT staff member in Website updating to provide even more support. The NAIT National office would estimate that we

spend up to 30 hours a week maintaining the Website for our members. ●

Visit the NAIT Website, www.nait.org; let us know how you like it and how we can improve upon it. Contact us at nait@nait.org.



IT Insider

The IT Insider is issued four times annually and is circulated to approximately 5,000 industrial technology professionals across the United States. The IT Insider is an official publication of the National Association of Industrial Technology. Questions or comments about this publication can be directed to NAIT, 3300 Washtenaw Avenue, Suite 220, Ann Arbor, Michigan 48104-4200. Telephone: (734) 677-0720, FAX: (734) 677-0046, E-mail: nait@nait.org, Web site: www.nait.org

Executive Director - Mr. Rick Coscarelli
Associate Director - Mr. Dave Monforton
Association Manager - Ms. Mary Stewart
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IT Insider Production Schedule

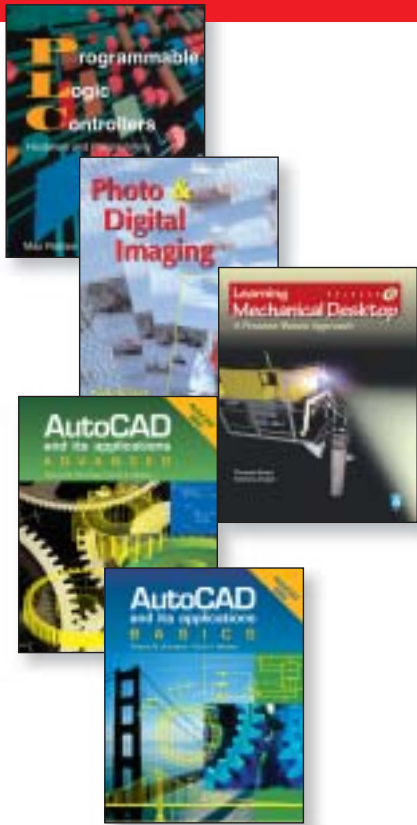
<u>IT Insider Issue</u>	<u>Copy Deadline</u>	<u>Mailing Date</u>
Spring 2003*	March 3, 2002	March 30, 2003
Summer 2003**	July 14, 2002	August 18, 2003
Fall 2003	December 2, 2003	December 22, 2002
Winter 2004	January 15, 2004	February 12, 2004

*Last IT Insider until Fall Convention issue

**PreConvention Issue - Deadline applies to all Convention related articles and ads!

Contact the NAIT office at (734) 677-0720 or nait@nait.org for questions about advertising or submitting copy. We prefer text and photos submitted as attached documents, but we can accommodate your capabilities. Full information about advertising options and submission guidelines is available in the IT Insider section of www.nait.org.

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NAIT Foundation Board Approves 2003 Goals

By Dr. Alvin E. Rudisill, Chair, Foundation Board

Dr. Rudisill can be reached at rudisill@nait.org. More information about the NAIT Foundation can be found in the Foundation section of www.nait.org.

The NAIT Foundation Board has approved the following goals for 2003:

Goal 1 – Obtain commitments from thirteen (13) additional institutions/organizations to become Charter Institutional Members of the Foundation. Twenty-seven (27) institutions/organizations have signed up as Charter Institutional Members of the Foundation. Thirteen (13) institutions/organizations are needed to complete the forty (40) slots on the charter institution plaque.

Goal 2 - Induct a minimum of five (5) additional individuals/organizations into the Charles Keith Circle. Ten (10) individuals/organizations have contributed or pledged a minimum of \$10,000 to the NAIT Foundation and become members of the Charles Keith Circle.

Goal 3 – Establish the minimum contribution level required to establish a Named Endowment Program and solicit a contribution or pledge for at least one named endowment. The Board set a minimum contribution level of \$25,000 for the establishment of a named endowment.

Goal 4 - Develop and approve a “Deferred Pledge Agreement” to be used with current and future deferred pledges for Charles Keith Circle Members. The Board approved a “Deferred Pledge Form.” A copy of the form can be downloaded from the Foundation Section of the NAIT web site.

Goal 5 – Activate the Industrial Technology Leadership Series selection process and identify several new members to be added to the IT Leadership Series. The Industrial Technology Leadership Series can be viewed in the Foundation Section of the NAIT web site.

Goal 6 – Promote Foundation programs and activities through articles in the IT Insider, through the use of a booth at the 2003 convention, and through the Foundation Section of the NAIT web site. Foundation Board members will staff the booth at the 2003 NAIT Convention in Nashville.

Goal 7 – Hold a Foundation Board dinner meeting at 6:00 pm on Wednesday evening at the 2003 NAIT Conference and have at least 75% of Board members present at the meeting. Past meetings of the Foundation Board have not been well attended because of the many conflicts with other meetings during the day on Wednesday.

Goal 8 – Hold a Foundation Recognition Dinner at the 2003 NAIT Convention in Nashville on Thursday evening to recognize contributors, leaders and others who have supported Foundation programs and activities. The dinner has been scheduled and detailed plans are being developed. ●

Epsilon Pi Tau (EPT), the Official Honorary of NAIT

NAIT Leaders Recognized at Exemplary Initiation; Scholarship Honors Rudisill

By Dr. Jerry Streichler, EPT Executive Director

The Epsilon Pi Tau Exemplary Initiation, an enduring tradition that recognizes academic and leadership excellence, was continued at NAIT's 2002 Convention in Panama City. As customary, NAIT members were initiated in recognition of their contributions to the academy and industry, and for continued leadership excellence. Several current members and NAIT leaders were bestowed Laureate Citations and EPT's highest recognition, the Distinguished Service Citation.

The traditions of the event were enriched with the introduction of "The Alvin Rudisill - Epsilon Pi Tau National Association of Industrial Technology Annual Convention Attendance Scholarship." A long-time EPT Distinguished Service Citation holder, Dr. Rudisill was further recognized for his impressive academic and professional leadership achievements including NAIT president, executive director, and chair of the NAIT Foundation Board. One scholarship will be presented in 2003; by 2005, three \$500 scholarships will be presented annually to support NAIT Membership and convention attendance for deserving individuals.

EPT exemplary initiates for 2002 included Kevin Berisso, Jeffrey A. Bernstein, Anthony D. Blakeney, Rick Coscarelli, Joseph O. Nyamwange, Maximo J. Ortega, Sophia Scott, and Patricia A. Thompson. Ahmad Zargari received the Laureate Citation. Distinguished Service Citations were presented to David Devier, A. Raj Chowdhury, J. Mark Estep, and John W. Sinn.

Epsilon Pi Tau, the International Honorary for Professions in Technology, has members in more than 49 countries of the world. They include practitioners and students of technology (technicians, technologists, engineers, scientists, and educators) in the private sector, government, and education. EPT is dedicated to recognizing academic excellence and leadership achievement. It is also devoted to supporting and strengthening technology professions, and its programs supplement and support NAIT endeavors and programs. For more information about EPT and its programs, e-mail the International Office at ept@bgnet.bgsu.edu.



For more information on the CCTI Division, contact Dr. Earl W. Godt II at (309)649-6228 or egodt@SpoonRiverCollege.edu.

Community College and Technical Institute Division Report

Website Launched; Award Nominees Sought

By Dr. Earl W. Godt II, Division President
Spoon River College

Winter is here, but spring is just around the corner. As the New Year begins, many of you will be attending regional and state conferences. If you need brochures for state or regional conferences, they will be available via your regional directors or the NAIT office. Distribution of the brochures and the URL for the CCTI web site at local, state, and/or regional conferences will be crucial in marketing the benefits of NAIT affiliation. The CCTI web site is now available at <http://isweb.redwoods.edu/instruct/cad/nait/index.html> and through the CCTI section of the NAIT Website. Please visit the site soon and give feedback so that we can constantly improve the site.

Spring also means it is time for you to nominate colleagues for a NAIT "Outstanding Industrial Technology Faculty Award." Each year the CCTI Division may bestow the award upon a colleague from each of the six NAIT regions. Goodheart-Wilcox Publishers generously sponsors the award, based on excellence in teaching and service. Nominees do not have to be NAIT members, but must join NAIT to receive the award. It would be fantastic if we could salute faculty members from all six regions in Nashville this fall, as awards can boost awareness of NAIT and the CCTI Division. Please send your nomination(s) to your CCTI regional director (see above).

CCTI Regional Directors

Region 1 (East/Midwest):

Dr. Nicholas Akinkuoye -
nakinkuoye@ccac.edu

Region 2 (Upper Midwest):

Ms. Kim Travers -
kim.travers@heartland.edu

Region 3 (Southeast):

Mr. Michael Helmick -
Michael.Helmick@ws.edu

Region 4 (South Central):

Mr. Jeff Barratt -
jbarratt@crowdercollege.net

Region 5 (Mountain West):

Mr. Steve Brown -
steve-brown@redwoods.edu

Region 6: (West Coast):

Dr. Frank Trocki -
frank-trocki@redwoods.edu

If we work together and coordinate our activities through the Regional Directors, the CCTI presence at the conference in Nashville will definitely increase. More CCTI Division members will help fulfill all of the goals set at the last annual conference. We are poised and ready for great things in the future with NAIT and our division has huge potential for growth. With your help we can rise to new heights. ●

Let NAIT Certification Work for You!

- **Graduating with a NAIT-Accredited Industrial Technology degree?** You are eligible for NAIT Certification – all you have to do is apply and pay the appropriate fees!
- **Teaching full-time in a NAIT Accredited Industrial Technology program?** You are eligible for NAIT Certification – all you have to do is apply and pay the appropriate fees!
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For more about NAIT Certification, check out the Certification section of www.nait.org, contact dave@nait.org or call (734) 677-0720 and ask or Dave Monforton.



Industry Division Report

How Can NAIT Serve Its Industry Members?

*By Dr. Ronald Meier, Division President
Illinois State University*

Ron Meier can be reached at rimeier@ilstu.edu or at (309) 439-2905; Bruce DeRuntz can be reached at bruce@siu.edu or at 618-453-7829.

Greetings from the Industry Division. It is my privilege to serve NAIT as the Industry Division President for 2002-2003. While in Panama City last November I was asked by the Chairperson of the NAIT Executive Board to assume the responsibility of Industry Division President due to an unexpected resignation. Mr. Bruce DeRuntz from Southern Illinois University was elected to the President-Elect position and will assume the role of President at the 2003 conference in Nashville.

The Industry Division has set the following goals for FY 2003: 1) develop a long range strategic plan, 2) conduct a survey of all Industry Division members to determine how the NAIT Conference can better serve their professional careers, 3) contact ASQ, SME, and PMI to determine if NAIT presentations, seminars or workshops can qualify for CEUs or PDUs, and 4) work with the student division leadership to stress the importance of certification and continued involvement as professional members of the Industry Division.

To meet these goals, we will need Industry Division members to complete the aforementioned survey and return it as soon as possible. Additionally, I would like to encourage any members with a desire to become involved in a leadership capacity with the Industry Division to please contact me. The Industry Division is always seeking good people with new ideas and a willingness to help better our profession. ●



Eastern Michigan University

Assistant/Associate Professor in Industrial Distribution

The Department of Interdisciplinary Technology within the College of Technology at Eastern Michigan University invites applications for a tenure track Assistant/Associate Professor in Industrial Distribution. The curriculum of Industrial Distribution develops graduates for career opportunities in industrial and technical sales, sales management, materials planning, quality assurance, purchasing, inventory control and operations management. Requirements for the rank of assistant professor include a Master's degree plus 18 hours; and a master's degree plus 36 hours and a record of effective teaching performance and scholarly activity for the rank of associate professor. Ph.D. preferred. Applicants will be expected to teach and advise undergraduate majors within the program of study as well as perform scholarly activities, publish and perform service within and beyond the university.

Send curriculum vita, letter of application and three letters of reference to: **Posting #F0340, Eastern Michigan University, 202 Boone Hall, Ypsilanti, MI 48197.**

**Eastern Michigan University is an equal opportunity employer.
Women and minority candidates are encouraged to apply.**



*Electricity, Electronics and Computer
Technology Division Report*

Organizing the New Division

*By Dr. Thomas E. Scott, Division President
Ohio University*

For information about the EECT Division, contact Thomas Scott at scottt@ohiou.edu (President), or EECT's President Elect, Steve Hsiung, shsiung@cc.usu.edu.

The Electricity, Electronics and Computer Technology Focus Group achieved Division status at the November NAIT Conference. Thanks to all who worked to make this dream become a reality. The business meetings that were held in conjunction with the conference were very fruitful. Thursday evening an informal get together produced some excellent ideas for goals to achieve during the upcoming year. The formal business meeting on Friday morning produced a plan for achieving those and other goals, and identified eager and willing volunteers to aid in the process.

Last year accomplishments of the Focus Group included: doubling the size of the membership, creating a mailing list for members, creating and managing a web page linked to the NAIT homepage, developing and providing a workshop for the 2002 NAIT conference, and reviewing all proposed papers regarding electronics and computer technology as part of the selection process for presented papers at the 2002 conference.

Goals for 2003 include: establishing a communication medium for intra-divisional member information exchange, developing a list of core electronics and computer technology courses as a NAIT accreditation guide, improving and soliciting presentation topics, improving workshop offerings, and stimulating greater participation among the computer technology members of our division. Several subcommittees were created as part of the 2002 EECT Division business meeting to aid in the achievement of the 2002-03 goals. These included: recruitment, intra-divisional communication, presentation guidelines, core course guidelines, workshop definition, and computer technology.

As we begin our journey as a division, we seek out those interested in having an influence in guiding the direction of our efforts. EECT Division Goals include: developing a list of core electronics and computer technology courses, and improving presentation topics and workshop offerings. ●



Research Division Report

Leadership Tackles Plans, Needs Your Input!

By Dr. W. Tad Foster, Division President
Indiana State University

Tad Foster can be reached at tchfost@isugw.indstate.edu or at (812) 237-3166.

The leadership of the Research Division wishes you a prosperous New Year and we hope your holidays were joyous. As you know, the mission of the Research Division is to promote and facilitate the research function within industrial technology. To that end, we have developed two sessions, the Faculty Forum and Graduate Student Research Presentations/Award, for our annual convention. This is the second year for both sessions and they are growing nicely. In addition, we are working with the Executive Board to improve the on-line listing of the *Journal of Industrial Technology*. I would be interested in hearing from you on your ideas on additional activities or services

you would like to see the division undertake. If you have ideas, please e-mail them to me.

Please note that all NAIT members are assigned to one primary division with their membership, and may designate one additional primary division or special interest division at no extra charge. A significant percentage of our membership has not designated a second division. I encourage you to consider contacting NAIT via e-mail to add the Research Division to your membership. This is particularly relevant for IT graduate students and members of the University and CCTI Divisions. ●



University Division Report

Plans Move Ahead for Mini-Grants, Awards and Elections

By Dr. William Brauer, Division President
Bemidji State University

William Brauer can be reached at wbrauer@bemidji.state.edu or at (218) 755-2760; Niaz Latif can be reached at nlatif@tech.purdue.edu or at (765) 494-1101

NAIT members had a terrific convention this fall, and I look forward to the 36th Annual Convention in Nashville, November 19-22, 2003. At the 35th Annual NAIT Convention, the University Division met several times and based on input from University Division members the strategic plan was developed. For complete details go to <http://nait.org>.

The selection process for the Outstanding Professor of Industrial Technology for each region will begin in February. The regional directors will distribute an email on the process. You should submit your nominations through your regional director. See the University Division area of the NAIT Website for criteria – www.nait.org, "Divisions & Focus Groups."

This last year was the first year the University Division offered mini-grants to selected members that were attending the convention as first time members and presenters. This was part of last

year's strategic plan for increasing membership and developing leadership in the organization. The mini-grants were such a success that we are expanding the mini-grants program this year to three \$250 mini-grants. Start looking for potential candidates for these grant opportunities. An email will be distributed shortly with an application. The deadline is March 7, 2003.

Elections were held in 2002 for several University Division positions in NAIT. Continuing to develop new leadership is key to the success of NAIT. In 2003, elections will be scheduled for: President Elect; Region 1 Director; Region 3 Director; Region 5 Director; Board of Accreditation - Region 1; Board of Accreditation - Region 2; Board of Certification - Region 4. Nominations (you can nominate yourself) are due by May 1 and should be directed to Dr. Niaz Latif, the Nominating Committee Chair. ●

2003 Accreditation Handbook Now Available!

The updated 2003 Edition of the NAIT Accreditation, with changes approved November 2002, is now available from the NAIT office. NAIT Members and accredited institutions can receive a limited number of copies free, and larger number for a nominal fee to cover shipping and handling. Contact nait@nait.org to order your copies! ●



Recent *Journal of Industrial Technology* Postings

We began posting Volume 19, Number 2 of the *Journal of Industrial Technology* on the NAIT Website, www.nait.org, on February 1, 2003. The online *JIT* has search capabilities and an archive of past issues. The *JIT* publishes refereed and non-refereed papers related to the field of Industrial Technology. Listed are articles posted since the last issue of the IT Insider. To read the *JIT* or for information about the publication process, check the *JIT* section of www.nait.org.

Volume 19, Number 2

- "The Implementation of Recycled Thermoset Composites in Thermoforming Molds" (Volume 19-2, February 2003)
Dr. Dru M. Wilson
- "An Investigation of the Perceived Financial Performance of Commercial Printing Firms for Conducting B2C Activities Using Web Technologies" (Volume 19-2, February 2003)
Dr. Devang P. Mehta
- "Determining if Destructive Testing Can be Reduced by Using Pre-Yield Strength Data in Analysis of Composite Reinforced Automotive Hood Assemblies" (Volume 19-2, February 2003)
Mr. Mike Bishop, Dr. Todd C. Waggoner & Dr. Edward C. Kennedy ●

Journal of
**INDUSTRIAL
TECHNOLOGY**

NAIT Membership Application

Fax or mail this form to: National Association of Industrial Technology
3300 Washtenaw Avenue, Suite 220 • Ann Arbor, Michigan 48104-4200
Telephone: (734) 677-0720 • Fax: (734) 677-0046 • Email: nait@nait.org

INDIVIDUAL PROFESSIONAL MEMBERSHIP:

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 - Distance Learning/Internet Focus Group \$15.00 _____
 - Electronics Focus Group \$15.00 _____
 - Graphic Communications Division \$15.00 _____
 - Manufacturing Division \$15.00 _____
 - Research Division \$15.00 _____
 - Safety Division \$15.00 _____
 - Technical Management Focus Group \$15.00 _____

ORGANIZATIONAL MEMBERSHIP:

- Community College & Tech.Institute \$240.00 _____
- Industry \$240.00 _____
- University \$240.00 _____

STUDENT MEMBERSHIP:

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 - University \$15.00 _____
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 Junior Senior Graduate
- Anticipated Graduation Date:** _____

RETIRED MEMBERSHIP:

- Retired Membership \$30.00 _____

PERSONAL INFORMATION

Dr. Mr. Ms.: _____

Title/Position: _____

Mailing Address: Work Home

Address: _____

City: _____ State: ____ Zip: _____

Phone: _____

E-mail Address: _____

Company/School: _____

TOTAL CHARGES: _____ \$ _____

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Money order or Check #: _____ Purchase Order #: _____

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Signature: _____

Certification Application

MEMBERSHIP FEE

Check one box (you must become a NAIT member to qualify for certification)

- I am a current NAIT Member (no additional fees)
- I am not a NAIT member: Professional \$60;
Student - \$15 (Complete Membership Application)

DEGREE LEVEL

- Degree received from a NAIT accredited program
 - Associate
 - Baccalaureate
- Currently teaching full time in a NAIT accredited program

CERTIFICATION LEVEL AND FEE

Check appropriate box

(check ONE BOX ONLY in the first column below:)

- Graduate or faculty of an accredited industrial technology, check one:
 - with less than five years of experience (CIT) = \$30
 - with five or more years of experience and 75 PDUs in the last five years (CSIT) = \$50
- Soon-to-be-graduate of an accredited industrial technology or related program (CIT) = \$30

SIGNATURE OF FACULTY ADVISOR

(If not available, send copy of final transcript.)

CSIT APPLICANTS

PROFESSIONAL DEVELOPMENT

(required for CSIT applicants) - List Professional Development Units (PDUs) completed during the last five years. Include the name and phone number of the contact person to verify professional development activities. See certification section of www.nait.org for PDU information. (Use separate sheet)

WORK EXPERIENCE

(Required for CSIT Applicants) - List professional work experience (A minimum of 5 years of professional work experience. (List company, title, and dates on a separate sheet)

APPLICANT SIGNATURE

Authorization I hereby attest that all information provided is correct. I hereby authorize NAIT officials to verify my credentials for certification.

Signature: _____ Date: _____

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CIT CSIT

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MILLERSVILLE
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INDUSTRY AND TECHNOLOGY DEPARTMENT ASSISTANT PROFESSOR INDUSTRIAL TECHNOLOGY

Full-time, tenure-track, beginning August 2003. Primary teaching responsibilities will be for undergraduate and graduate courses taught to industrial technology and technology education majors. Teach some combination of courses in design and drafting (e.g., Product Design, Technical Sketching & Design, Drafting Communications), communications systems, and production materials and processes. Develop and implement assignments and activities for professional and laboratory-based courses in industrial technology and technology education. Demonstrate effective laboratory organization and management. Supervise industrial interns as assigned in off-campus locations that are accessible only by individual transportation. Teach day or evening courses as scheduled. Additional responsibilities could include teaching industrial training and other management courses associated with Industrial Technology. Courses to be developed and taught could include Computer Graphics for Two-Dimensional Design or Three-D Modeling and Design Presentation based upon interest and expertise. For more information, visit our website at www.millersville.edu/~itec/

Required: Master's degree plus ten earned graduate credits (completion of doctorate required by the time of the reappointment to the fifth year). Earned baccalaureate degree in industrial design, industrial technology, engineering technology, technology education, or a closely related field. Three years of professional experience. Evidence of technical expertise in design, drafting, communication systems, and production materials and processes; demonstrated proficiency in the use of instructional technology equipment; ability to conduct and supervise scholarly activities; commitment to serve diverse populations; commitment to a safe and healthy laboratory environment; ability to work cooperatively with colleagues and a successful interview and teaching demonstration.

Preferred: Completed doctorate. Documented teaching effectiveness as evidenced by student evaluations and peer reviews. Evidence of professional expertise in industrial training and other management areas associated with industrial technology.

Full consideration given to applications received by **April 1, 2003**. Send letter of application addressing qualifications; curriculum vitae; copies of undergraduate and graduate transcripts; and three original, current letters of recommendation to: **Dr. Richard C. Johnson, Search Committee Chair, Industry and Technology Department/IT0203, Millersville University, P. O. Box 1002, Millersville, PA 17551-0302, Phone: (717) 872-3325, Fax: (717) 872-3318, E-mail: itec@millersville.edu.**

An EO/AA Institution