

Campus Capsules

The second Bicentennial Colloquium, sponsored by the Department of History and Philosophy, will be held today, Oct. 27, from 3:30 to 5 p.m. in 404 Pray-Harrod. Douglas W. Marshall, coordinator of the Program in the History of Discovery at the University of Michigan, will present an illustrated lecture describing the expedition in which he and five others retraced the route that Benedict Arnold followed two hundred years ago this fall to attack Quebec. A discussion will follow and refreshments will be served. The meeting is free and open to the public.

The Cooperative Career Planning Program will sponsor the third annual National Career Guidance Week on campus Nov. 16-22. Departments are reminded to submit program information to the CAPP Office, 420 West Forest, by Monday, Nov. 3.

The Office of Academic Records and Teacher Certification reports the following summary of degrees and certificates, Aug. 22, 1975:

Degrees			
BA	20	MA	463
BS	204	MS	59
BAE	4	MBA	12
BBE	5	MBE	12
BME	2	SpA	23
BFA	16		569
BBA	80		
	<u>331</u>		
Certificates			
State Elementary Prov.	90		
State Secondary Prov.	59		
	<u>149</u>		
Business Technician	1		
Industrial Technician	1		

Bob McElya will direct Thursday's (Oct. 30) Brown Bag Theatre production of the second act of George Kelly's "The Torchbearers," a spoof of community theatre, between 12:15 and 1 p.m. in the Quirk Lounge. The act takes place backstage during a performance and illustrates everything that can go wrong. Admission is free and coffee will be available.

The second series of Career Exploration Groups will begin this week and meet twice each week for five weeks. Topics covered include skill assessment, vocational interest inventories, occupational information and other career planning strategies. For details, please contact the Career Planning Office, 420 West Forest, 497-1074.

Michigan International Week activities continue today through Thursday, Oct. 30. See Activities Calendar on page 3 for complete schedule.

Word has been received telling of the death of Johanna A. Sabourin on Sept. 23 in Farmington Hills, Mich. Mrs. Sabourin was hired by the Department of Modern Languages in 1909 and retired as an associate professor in 1949. Born in South Africa in 1881, she earned a bachelor's degree at EMU, a master's degree at Columbia University and did additional study at The Sorbonne in Paris and the University of Berlin.

Clerical Union Negotiations Proceeding; Administrative/Professional Negotiations About To Begin

When clerical and administrative/professional employees at the University voted to join separate locals of the United Auto Workers (UAW) last year, approximately ninety percent of all EMU employees had joined union ranks. Progress in contract negotiations for the two new unions seems to be proceeding on schedule, according to union representatives.

Local 1975 of the UAW, representing EMU clerical employees, began formal contract negotiations with the University on Sept. 5 when non-economic proposals were submitted.

Local 1976 of the UAW, representing EMU administrative and professional employees, expected to have presented its non-economic proposals to the University by the end of last week.

The clerical union was certified by the Michigan Employment Relations Commission on March 31, while the administrative/professional union didn't receive certification until June 3. However, both A. Wayne Douglas, director of personnel and chief University negotiator, and George Raub, supervisor of laboratory services in the Chemistry Department and interim president of Local 1976, feel that the administrative/professional union will be able to "catch up" to the clerical union in the negotiation procedure.

Members of the clerical bargaining committee, which includes Maureen Dorn, Vice-President for Student Affairs Office; Diane Schick, Vice-President for Student Affairs Office; Jill Daum, Graduate School; Becky Root, Student Accounting; Anne Dufour, Mathematics Department; Anna Kelly, Academic Records and Teacher Certification; Marianna O'Key, Library; and Chief Negotiator Dave Nicholson, University Bookstore; have been meeting in negotiating sessions twice each week since Sept. 29 when the University presented non-economic counter proposals.

Nicholson indicated that the non-economic issues, or "contract language," included seniority and layoff procedures, union security and bargaining unit security. "In a lot of areas, we are ironing down past practices," he said. "There are also areas, such as bargaining unit security, where no real precedent has been set.

"We are making progress, and initialing proposals as we go along."

Nicholson explained that the non-economic proposals were approved by the Local membership at an August meeting. At the same meeting, recommendations were made regarding economic proposals.

"We currently are working on our economic proposals and hope to present them to the University within a month.

"At the bargaining table, we currently are going through the non-economic proposal page by page, comparing our proposals with those of the University, picking out the major differences from the minor ones.

"We're hopeful of completing negotiations by the end of the year as we are making pretty fair progress. We hope to continue to meet at least twice each week to complete negotiations with all due haste.

"We're pretty happy with the way things have been going and feel the University has been very cooperative so far in arranging meetings and providing facilities."

The University team negotiating the clerical agreement includes, in addition to Douglas, William Smart, employee relations manager in the Personnel Office; Bette White, associate dean of students; Robert Thayer, chief fund accountant; and Fred Blum, director of the Center of Educational Resources.

In regards to administrative/professional negotiations, Interim Local President Raub said the bargaining committee had held off

on its approach to contract language in order to try to deal with the layoff of 12 employees during the summer. "We worked to get an agreement with the University concerning the preferential rehiring of laid-off employees, and we have an agreement with the University in this area.

"We also prepared proposals concerning future layoffs and are close to an agreement on this issue."

Raub indicated that these interim agreements will be effective for one year or until a contract agreement is reached.

Raub also explained that since the union was certified in June, it has written and approved its Bylaws and elected interim officers. In addition to Raub, interim officers include Linda Snitgan, interior designer, recording secretary, and William Prevost, stores and inventory manager in the Chemistry Department, financial secretary.

Nominations for permanent officers were held at a meeting Oct. 12 and elections will be held in November.

Raub said that the bargaining committee, which includes Charles Wyse, associate director of university housing; Ruby Belcher, nurse, Sncw Health Center; Ray Cryderman, Media Services; Howard Carr, Physical Plant; Wayne Esch, Instructional Computer Services; and Kathy Eiler, assistant dean of admissions and financial aids, has completed its work on a proposal for non-economic language and has submitted it to the regional UAW office in Taylor for review and preparation for distribution to the University bargaining team.

"We are still working on the economic proposal," Raub said. "We will see how non-economic issues proceed and how the economy of the University proceeds before deciding on any economic language."

Raub listed four features the bargaining committee will be looking for in the new contract.

First, he said, will be a solution to problems caused by the Hayes Study. The union will propose the establishment of a joint committee of union members and University personnel to review job descriptions and classifications of union members, with ultimate resolution of disagreements to be submitted to binding outside arbitration.

Second, the union will seek a definition of a regular work week and of what might be overtime, and approach overtime from the classic point of view of time and a half or compensatory time and a half.

Third, Raub said the union will seek to establish a grievance procedure which includes final resolution by an outside arbitrator.

Fourth, the union will seek to have any personnel evaluation or efficiency report devised by a joint committee of union members and University representatives, if an evaluation system is to continue.

"Essentially," Raub said, "we are asking for a rewrite of the professional handbook and are trying to establish more uniform personnel guidelines."

He said the union was hoping for a speedy agreement to a contract, possibly by the first of the year, but that until formal negotiations actually began, it would be difficult to predict how long negotiations would take.

Douglas said the University was ready to begin negotiations with the administrative/professional union as soon as the proposals were ready. The University bargaining team will include, in addition to Douglas, William Smart, Robert Thayer, George Linn, associate dean of academic records and teacher certification and Shirley Green, director of the Academic Services Center.

Salary Adjustments for Non-Union Personnel Approved

Salary adjustments for some 160 non-union administrative and professional employees and academic department heads at the University were approved by the Board of Regents at its Oct. 22 meeting.

The adjustments result in salary increases for most of the group, which comprises about ten percent of the University's work force. Employees in this category are not represented by any collective bargaining agent.

Non-union employees in pay grades 1 through 12 (clerks through some deans and directors) will be given increases of five percent plus \$400 annually, while those in pay grades 13 through 15 (deans through vicepresidents, excluding academic department heads) will receive a flat four percent.

Salary ranges - the minimum to maximum pay scale for each grade - will be increased five percent for grades 1 through 12 and four percent for 13 through 15. No salary adjustments will exceed the newly-established maximum

for the appropriate pay grade.

Calling the adjustments "no more than a cost of living increase," University President James H. Brickley explained that the lower pay grades (1 through 12), with an average increase of 6.62 percent, are being favored in the measure.

"Someone earning \$10,000 a year would receive a nine percent increase," he explained, "while an employee earning \$15,000 would receive a 7.2 percent increase. Someone earning \$20,000 a year would get an increase of seven percent, and an employee making \$30,000 would get six percent more."

"The average increase for this entire group is 6.62 percent," he said. "It should be noted that this salary increase is approximately the same as granted those for whom wage agreements have already been negotiated."

Salary increases for those at the top end of the pay scale (13 through 15), on the other hand, average 3.35 percent.

The salaries of academic department heads were adjusted by a new formula

which brought them to a minimum of a full professor's salary, plus an administrative "add-on" designed to "keep their salaries from falling behind those whose activities they direct."

The average increase for this group is 7.59 percent, which is comparable to the increase negotiated for the faculty by the EMU - American Association of University Professors.

The department heads' salaries will be adjusted so that no individual will receive more than a ten percent increase.

President Brickley explained that "since 90 percent of the University employees' salaries have been or will be adjusted pursuant to the bargaining process, I do not think it is equitable to wait any longer on the remaining ten percent. I do not think that they ought to be denied a pay adjustment because they are not unionized."

"I understand the average of all pay adjustments in the United States this year is running at approximately eight per-

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FOCUS ON faculty:

Robert Holland Advocates Computer Use in Decision-Making

By Kathy Tinney

"We all need to make decisions. How do we go about it? Some people use intuition. Some people use case studies or a market analysis. Other people try to gather data in an analytical fashion to try to develop operations research models for making a decision."

Dr. Robert Holland, head of the Operations Research and Information Systems Department in the College of Business (formerly the General Business Department), is an outspoken advocate of the use of computers in business decision-making.

"Too many times managers operate through 'seat of the pants' decisions when it would be just as easy to turn to a computer for subjective and quantitative analysis that would lead to alternate decisions.

"But managers don't feel comfortable using computers. For one thing, they're not used to doing it that way as it has only been in the last ten years that the technology has been available. The quality of information systems has not been what it should be — information must be timely, valuable, reliable and cost effective.

"We haven't had information systems in the past exhibiting these characteristics. Recently, the development of methodology has made them available."

Dr. Holland says the key to understanding computing is to view its history.

The first computers, designed in 1946 for use by one person, such as a scientist, were large, cumbersome and not capable of handling much information processing.

The second generation of computers, Dr. Holland explains, in the 1950's, was noted by transistorized circuitry. They were smaller machines with greater computing capability. The major problem with this generation was that "peripheral devices," such as high speed printers, storage units and telephone equipment for interaction computing, were not available.

The third generation of the early 1960's, Dr. Holland says, featured integrated circuitry which gave the computer the capability of carrying out multiple tasks within a short span of time. This further development saw the advent of packages which could be implemented into functional areas of business, industry, government and consumer affairs. These programming packages handle such things as accounting, scheduling and inventory control.

"The problem today," says Dr. Holland, "is not hardware — the computer itself or its capability. It is not the computer packages we have to deal with.

"The true problem is defining the role of people in their interaction with the computer.

"How can a manager sift through all the information available to him to make a good decision? Without a computer, this is impossible.

"We need to determine where computer-based information systems can aid in the decision process."

Dr. Holland says that there are 38 colleges and universities in the United States offering programs in information systems. Eastern's program, which is three years old, is the only one in Michigan. Undergraduate students can major in computer-based information systems on the Bachelor of Business Administration curriculum and graduate students can concentrate in this area on the MBA program. A Master of Science degree in information systems has been approved and hopefully will be implemented next fall.

"Our particular program," explains Dr. Holland, "tries to show the span of opportunity for information systems. This opportunity must incorporate business with quantitative analysis and computer technology. Unless we can generally reach the individual through programs such as ours, we'll never be able to cope with aspects of information systems.

"Contemporary managers in transportation, publishing, research, utilities, manufacturing, government, retailing and hospitals need computers for traffic flow analysis, inventory control, text editing, monitoring environmental usages, analysis of growth, impact projections, comparative diagnosis and recommended



Robert Holland

follow-up care.

"Between 1972 and 1975, there was a thousand percent growth in the number of computer-based information requests.

"The question now is 'what is the role to be played by computers in management decision-making?'"

Bicentennial Notes

The EMU Bicentennial Committee is mailing information sheets suggesting campus Bicentennial Presentations with return forms for describing planned events to all University departments and organizations.

Many groups are well underway with their planning and organizing of programs designed to observe our nation's Bicentennial Celebration.

The Committee hopes that the information sheets with the suggested list of possible events and projects will encourage a variety of presentations and will reflect the rich diversity of which our University is capable. A Bicentennial Activity may be large or small, continuing or one-time.

In order that Eastern's overall effort may be properly coordinated with appropriate publicity and an official calendar maintained, the Committee requests that Bicentennial Planning Forms be returned to Gary D. Hawks, 141 Pierce Hall, including a brief description of the planned activity, scheduled date and time and the name of the contact representative. It is preferred that these planning forms be submitted by Nov. 15, 1975.

Interested persons are cordially invited to attend meetings of the Bicentennial Committee. For information, call Vice-President Hawks' office at 487-2420.

REGENTS ROUNDUP

The Board of Regents on Oct. 22:

Approved salary adjustments for about 160 University employees not represented by a collective bargaining agency. These include administrative and professional personnel and academic department heads.

Appointed George A. Johnston, academic budget officer at EMU since 1972, to the post of planning officer. His appointment is effective immediately.

Appointed Dr. Leonas Sabaliunas, formerly professor of political science, to the position of acting head of that department.

Appointed John Radig, an EMU graduate, to the position of acting associate director of the Center for Community Education.

Appointed Wayne H. MacVey, a member of the history faculty since 1968, to academic adviser in the Academic Services Center.

Promoted Janet Gerding from temporary pharmacist in the Snow Health Center to full-time pharmacist.

Promoted James Nelson from visiting lecturer to supervisor of athletic equipment. He will retain his post as varsity golf coach.

Promoted John Sloane, formerly accountant and payroll supervisor, to senior accountant.

Accepted four educational grants totaling \$34,345 for use by four departments.

Accepted gifts and bequests for the month of September totaling \$10,986.

Heard a report on the projection of academic programs over the next five years.

Approved a University expenditure of \$1,606 for payment to Central Michigan University to cover EMU's pro-rata share of legal expenses incurred in the intervention of proceedings relative to the Michigan Consolidated Gas Company rate increase.

Approved two new options to the TIAA-CREF retirement program: a Supplemental Retirement Annuity Contract and a one-sum death benefit payment; and revisions to the original Retirement Revolution and Tax Deferred Annuity Resolution.

The next meeting was set for Wednesday, Nov. 19, at 1 p.m.

Publications

Dr. Thomas H. Jordan, lecturer in the Department of English Language and Literature, is the author of "The Anatomy of Cinematic Humor." Published in September by the Revisionist Press, the book has a special section on the humor of the Marx brothers.

David Stuppel, assistant professor of sociology, has published an article entitled "The 'I Am' Sect Today: An Unobituary" in the spring 1975 issue of the "Journal of Popular Culture."

SPECIAL PROJECTS AND RESEARCH DEVELOPMENT

The following opportunities for program development are currently available:

National Science Foundation Instructional Scientific Equipment Grants

Matching grants to help institutions acquire scientific equipment needed to improve undergraduate scientific instruction will be supported again this year by the National Science Foundation. Procedures are unchanged from previous years. Based upon its enrollment of 12,000 or over, EMU is eligible to submit six proposals, the maximum number of proposals allowed for an institution. Proposal deadline is *January 19, 1976*.

Ethical and Human Value Implications of Science and Technology (EHVIST)

The National Science Foundation invites proposals for the *1976 EHVIST Program* which supports projects concerning impacts of scientific and technological developments on the values of society; and impacts of societal values on the development of science and technology. Deadline for submitting proposals for case studies is *January 15, 1976*; for other projects, February 15, 1976.

Deadlines for 1976 Research Associateships Announced

The National Research Council (NRC) has issued a listing of 1976 application deadlines for research associateships at various federal agency laboratories and centers. Applications for postdoctoral resident research associateships must be submitted by *January 15, 1976*. Three deadlines have been established for associateship applications to perform research at National Aeronautics and Space Administration installations: *January 15, May 15, and September 15, 1976*.

Deadline Reminders: (Programs previously announced by SPARD)

Office of Education, Bureau of Education of the Handicapped Field Initiated Studies: *October 31*; Council on Library Resources Advanced Study Fellowships Program: *November 8*; NSF Student-Originated Studies Program: *November 10*; White House Fellows: *November 10*; NATO Senior Fellowships: *November 15*; DOT Transportation Proposals: *December 1*;

Environmental Education Programs: *December 1*; NIMH Small Grants: *December 1*.

Of Interest to Women

The prestigious *Rhodes Scholarship* will be open to women in 1976. One of the highest awards available to U.S. students, the scholarships have been restricted to men under the terms of Cecil Rhodes' will, which also was embodied in an act of the British Parliament.

Rhodes trustees were instrumental in encouraging Parliament to permit educational charities now bound by single sex restrictions to petition for their removal. According to William J. Barber, American secretary of the Rhodes Scholarship Trust, "There appears no question that their request will win official approval. If the further steps in the legislative and administrative process proceed as now anticipated, no stipulation concerning gender will apply to the Rhodes scholarship competition in 1976."

**Taft Information System News Monitor of Philanthropy, Vol V, Issue 9, September 1975, p. 99.*

CENTER OF EDUCATIONAL RESOURCES



On-The-Job Training In Television Studios

As Prof. Michele Capparelli sees it, teaching a course in television broadcasting and directing is tantamount to providing on-the-job training for as many as five career fields.

That's why she makes full use of the professional facilities available in the two major studios of the Media Services Television Center in Ford Hall for the hands-on experience required by two of her courses.

In the fall she teaches Fundamentals of Television Production and Direction, and follows in the winter with Advanced Television Production and Direction. Both courses are offered in the Speech and Dramatic Arts program as part of a broadcasting minor.

Using the television studios as a laboratory, students are given the opportunity to become familiar with the operation of technical broadcasting equipment and thus acquire qualifications that give them job mobility in the following fields:

1. Television and radio broadcasting as producers, directors, writers and performers.

2. Education as high school teachers of TV, radio and film production.

3. Education as media specialists in libraries and media centers.

4. Industry as audio-visual specialists.

5. Public and private institutions, such as hospitals and medical schools, as audio-visual specialists.

"At Eastern, the size of our TV studios and the diversity of equipment make it possible for our students to simulate actual commercial productions," Prof. Capparelli said. "The experience our students get is the real thing. As time goes on, this will become more and more apparent to employers."

Prof. Capparelli noted that this is a program which appears to fit the objectives of what President Brickley recently described as a communiversity of the future — an educational institution that is committed to serving the growing needs of the community.

In her fall course, she said, "the students become totally familiar with the studio and its components. They learn by doing. The students crew all of their own shows, rotating from one job to the next until all students have performed in all positions.

"They learn to operate the cameras and the lighting. Each learns the duties of the floor manager who acts as the liaison between the director and the talent in the studio.

"In the control room, each takes his turn as technical director, assistant director, audio specialist and director-producer. As technical director, the student learns to operate the electronic switcher board, enabling him to move two or more cameras and selecting the shots he wishes to put on the air."

In the advanced course, offered during the winter semester, students also learn to operate portable videotaping units. "This is particularly important now," Prof. Capparelli said, "in view of the rapid development of portable color cameras in the last two or three years. Television stations are just getting into it, but the new TV cameras will replace film cameras in the coverage of news events. They are just as portable, just as quick in handling and, most important, you can play back the videotape as soon as the event is recorded. That's because you have eliminated the processing of film. Videotape also costs much less than film. For all of these reasons, we are training our students to be able to perform capably in the field of electronic journalism, should they wish to enter it."

Prof. Capparelli pointed out that many new opportunities are opening up in fields other than traditional broadcasting, thereby creating greater job mobility for those with broadcasting skills.

"For example," she said, "there is a need for people to head up programs in industry which employ media as a key training tool. In places like rehabilitation centers, people learn to walk again with the aid of instant replays of themselves

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Activities Calendar

October 27 - November 2

FILMS - CER will show "Hunchback of Notre Dame," starring Lon Chaney, as part of its Classic Films Series. It will be shown over Channel 5, campus instructional TV, and may be viewed in Room 123 Library Wednesday, Oct. 29.

CER will show two films about psychology on Thursday, Oct. 30, in Room 213 Pray-Harold at 7 p.m. "Rollo May and Human Encounter" explores transference in psycho-therapy and obsession with sexuality in society. "Dr. Erich Fromm" illuminates Fromm's approach to psychotherapy and the problem of transference.

MUD will show "SSSSS" at 7 and 9 p.m. Wednesday, Oct. 29. "Phase IV" at 7 and 9 p.m. Thursday, Oct. 30. "Curse of the Werewolf" and "Dracula Has Risen From The Grave" at 8 p.m. Friday, Oct. 31. "The Mutations" at 7 and 9 p.m. Saturday, Nov. 1, and "Frankenstein" and "Bride of Frankenstein" Sunday, Nov. 2, at 7 and 9:30 p.m. All shows are in Strong Auditorium and admission is \$1.

MUSIC - There will be a "Band-C-Rama" Saturday, Nov. 1, at 8 p.m. in Pease Auditorium.

ART - EMU Faculty Exhibition II will be at Sill Gallery through Nov. 7. Sill Gallery is open 8 a.m. through 5 p.m., Monday through Friday.

THEATRE - Auditions will be held Monday and Tuesday, Oct. 27 and 28, from 7 to 10 p.m. in Quirk Lounge for the mainstage production "Dames at Sea." Auditions for Lab Theatre productions of "Opening Night" and "Interview" will be held Thursday, Oct. 30, from 7 to 10 p.m. in 107 Quirk.

Bob McElya will direct the Brown Bag Theatre production of the second act of George Kelly's "The Torchbearer" Thursday, Oct. 30, between 12:15 and 1 p.m. in the Quirk Lounge. The play is a spoof of community theatre and Act 2 takes place backstage during a performance and illustrates everything that can go wrong. Admission is free and coffee will be available.

MEETINGS - The Huron Club will meet for lunch at Noon, Tuesday, Oct. 28, in Hoyt Conference Center.

The Student Senate will meet Tuesday, Oct. 28, at 7 p.m. Place to be announced.

PROGRAMS - Poet b. f. maize will present "May I Poet With You?" Thursday, Oct. 20, in McKenny Union Ballroom at 7:30 p.m.

"Religion in American Literature" will be discussed by Professor Emeritus Notley S. Maddox at the Faculty Luncheon-Discussion series Wednesday, Oct. 29, in Holy Trinity Chapel. Lunch is available at 11:45 for \$1.25; discussion begins at 12:15 and closes at 12:50 p.m.

Washtenaw County Sheriff Fred Postill will discuss "Criminal Justice Administration" on Thursday, Oct. 30, at 3 p.m. in the Tower Room of McKenny Union. Sponsored by the Public Administration Association, the discussion is free and open to the public.

SPORTS - Trap and skeet - Faculty and staff are invited to participate in some shooting fun Tuesday, Oct. 28, from 4 to 6 p.m. at the Washtenaw Sportsman Club. Call Ron Saunders at 487-0092.

The EMU Soccer Club challenges Faithway Friday, Oct. 31 at 4 p.m. in Ypsilanti and the University of Michigan Saturday at 2 p.m. on the EMU West Campus.

The EMU Cross Country team will be at the Central Collegiate Meet at University Park, Pa., Saturday, Nov. 1 at 11 a.m. EST.

The Hurons play football at Youngstown State, Youngstown, Ohio, Saturday, Nov. 1, at 1:30 p.m. EST.

CONFERENCES - The Student Council for Exceptional Children will be at Hoyt Conference Center Wednesday, Oct. 29, through Saturday, Nov. 1.

Participants

Matilda Sayegh, assistant professor of health, physical education and recreation, was a panel member on "Women and World Society" at a conference on International Women's Year held in July at Concordia College in Ann Arbor. The conference was sponsored by the Girl Scouts of America.

Marjorie Lansing, associate professor of political science, presented a paper at the first interdisciplinary symposium on "Women in Politics," held at Adelphi University in New York Sept. 26-27.

Thomas Otts, director of Student Life, was among 57 staff members from college student unions throughout the United States who attended the Indiana Professional Development Seminar held at Indiana University July 20-26.

Louis Graziano, associate professor of administrative services and business education, attended a meeting of Region V of the Distributive Education Conference in Angola, Ind., Oct. 6-9. Dr. Graziano is chairman of the Program Planning Committee.

Q.S. Samonte, professor of education, was an evaluator for The National

Session Five of "Six Fridays at Eastern Michigan University" will be held in the Alumni Lounge, McKenny Union, Friday, Oct. 31, beginning at 9 a.m. A workshop in federal legislation affecting education, it is designed for recently appointed federal program specialists, education decision-makers and school district administrators.

The National Dance Association Regional Conference will be held at Warner Gymnasium and Hoyt Conference Center Friday, Oct. 31, through Sunday, Nov. 2. The conference theme will be "Humanizing Education Through Dance Experiences." For information, call Jeannine Galetti at 487-1180.

A one-day Cheerleading Workshop for Southeastern Michigan High School cheerleaders will be held at Bowen Field House Saturday, Nov. 1.

MICHIGAN INTERNATIONAL WEEK - Dr. Jiu Hwa Upshur, EMU assistant professor of history and philosophy, will discuss "Chinese Religions and Philosophies" Monday, Oct. 27 at 9 a.m. in Room 213 Pray-Harold.

Dr. David Earl, EMU professor of history and philosophy, will discuss "Social and Political Thought at the End of the Meiji Period" Monday, Oct. 27 at 7 p.m. in Room 403 Pray-Harold.

Dr. Della M. Flusche, associate professor of EMU history and philosophy, will discuss "Mexico: The Frozen Revolution" on Monday, Oct. 27 at 7 p.m. in Room 405 Pray-Harold.

Ekrumul Haque, a University of Michigan student, will speak on "Hunger Problems in Bangladesh" on Monday, Oct. 27 at 8 p.m. in the Fellowship Room of the University Lutheran Chapel, 812 Ann St., Ann Arbor.

Professor William Katra will discuss "Aztec and Mayan Pre-Hispanic Art and Architecture" on Tuesday, Oct. 28 at 2 p.m. in Room 228 Ford Hall.

There will be a display of India workshop materials in the Alumni Lounge of McKenny Union from 7:30 to 9 p.m. on Tuesday, Oct. 28.

Professor William Katra will discuss "Mexican and Chicano Mural Painting" on Wednesday, Oct. 29 at 10 a.m. in Room 212 Ford Hall.

"Chicano Symposium I" will be held in Roosevelt Auditorium at 1 p.m. on Wednesday, Oct. 29. Dr. Alfredo Gonzales, director of the Bilingual-Bicultural Department at the University of Minnesota, will speak on "Bilingual Education and La Raza Cosmica." Jorge Huerta, actor and playwright, will speak on "The Indigenous Roots of Chicano Teatro" and the Esplendor Azteca dance group will perform briefly.

Dr. Karen E. Lindenberg, EMU assistant professor of political science, will discuss "Mexico: Modern and Ancient Civilization" on Wednesday, Oct. 29 at 5 p.m. in Room 420 Pray-Harold.

Dr. Jiu Hwa Upshur, EMU assistant professor of history and philosophy, will discuss "Interaction Between 'Chinese' and Nomadic Political and Cultural Systems on Wednesday, Oct. 29 at 7 p.m. in Room 403 Pray-Harold.

Dr. Jeffrey Fadiman, EMU assistant professor of history and philosophy, will discuss "Africa: Women and Witchcraft" on Wednesday, Oct. 29 at 7 p.m. in Room 402 Pray-Harold.

"Chicano Symposium II" will be held at 1 p.m. in Roosevelt Auditorium on Thursday, Oct. 30. Dr. Alfredo Gonzales, director of the Bilingual-Bicultural Department at the University of Minnesota, will speak on "Chicano Literature, Past and Present" and Jorge Huerta, actor and playwright, will speak on "Chicano Teatro Today."

The Esplendor Azteca dance group will perform "Mexico en Danza" on Thursday, Oct. 30 at 8 p.m. in Pease Auditorium.

A book display selected with the help of international students and Carol Selby, EMU head librarian and associate professor of humanities, will be at the Library all week.

Council for Accreditation of Teacher Education (NCATE) team that reviewed the teacher education programs of Chicago State University Oct. 19-23. Dr. Samonte also was an evaluator for the NCATE's latest accreditation visits to Boise State University and Miami University of Ohio.

Thomas Tyra, professor of music and director of bands, presided at the biennial convention of Kappa Kappa Psi, the national service fraternity for college bandmen, held at the University of Houston Aug. 3-6.

Lee Fawcett, associate dean of financial aids, and Robert Salisbury, admissions counselor, participated in a student financial aid workshop in Ann Arbor Sept. 17 for counselors who assist high school students in making application for financial aid.

Beverly A. Shankwiler, assistant professor of art, is exhibiting 16 pieces of metal sculpture in a one-person show at the Clack Art Center at Alma College. The show, which opened Oct. 2, will continue through Oct. 31.

FOCUS ON staff:

Gary Decker Builds Sets for Mainstage Shows

By Brad Simmons

Anyone who has seen a mainstage production in EMU's Quirk Auditorium in the last four years has seen the artistry of Gary Decker.

No, Decker is not an actor. He's not a director or a costume designer. He doesn't operate the lighting. Give up?

His official title is technical supervisor of the EMU Theatre, but he's also known as assistant to Technical Director P. George Bird.

"I'm really a shop foreman," Decker explains. "Most of what I do is of a carpentry nature."

Decker builds - or supervises students as they help build - all of the sets for the EMU mainstage shows. From "Richard III" to "Our Town" to "Oh Dad, Poor Dad, Mamma's Hung You in the Closet and I'm Feelin' So Sad" to the recently-produced "A Flea in Her Ear," Gary Decker has hammered nails, hinged doors, built furniture and glued moldings to make them look realistic to audiences.

Up close, some of the walls and doors



Gary Decker

look like they may have been haphazardly painted by children using old brushes. But, Decker notes, it's all done for effect.

"The brush marks on the doors look like graining. If they're neatly painted white, it doesn't look finished to an audience sitting 20 to 60 feet away."

The first step in building a new set for a mainstage show comes in the form of a floor plan drawn up by Bird. The detailed plan, drawn on graph paper, includes sketches of what each "flat" would look like in the show (a flat is a large piece of canvas stretched over a wood frame designed to look like a wall).

"Then we get out our 'flat inventory,' which tells us how many flats we've got in storage from previous shows, including their sizes, color, and so on.

"On some, we might have to tear the old canvas off and replace it," he says. "Sometimes we have to build odd-shaped flats for special purposes."

Decker says the next step is to put them all together to simulate a room or other scene. After this is done, a plaster-like substance is applied to hide cracks and imperfections in the canvas.

"Then, we usually put the doors, windows and trim in," he says. "I marvel at how much better a set can look after this is done."

Paint is the next step, and several techniques are employed for special effects. In "A Flea in Her Ear," most of the painting was done with a feather-duster, to give "texture and substance." A natural, dry sponge was used in blotter fashion for a different effect.

But Decker must be much more than a painter and master carpenter. He also must be a mechanical engineer.

"I spent three days getting problems straightened out with the revolving bed in 'A Flea in Her Ear,'" he notes. "We had to have a bed that would turn with a couple on one side of the wall and an old man on the other.

"We had a shaft running over and up into the bed to turn it, and it was powered by students turning the shaft underneath!"

The "floor" of the set, Decker points out, must be of special design so the audience can't hear the actors "clomp" on stage.

"It's a large piece of canvas," he explains, "that used to be 'the sky' in the Roosevelt Auditorium a long time ago. Underneath the canvas are old rugs the University has thrown out over the last 20 years."

In storage at the theatre are several pieces of furniture that have been donated for use on the stage. But, Decker says, many pieces needed for productions are not in stock and are too complicated to build, so they must be "rented" from a local antique dealer.

Decker says he got his first taste of the carpentry business from his father, who owned a residential construction firm. There, he learned the trade as a craftsman, because "every time I did something wrong, I was severely castigated for it!"

He later studied technical theatre at the University of Wisconsin at Eau Claire, and came to Eastern shortly after earning his bachelor's degree. He is now working on a master's degree at EMU.

"We have an excellent technical theatre program here," he says. "We're able to teach students a lot because of the way it's organized. If they're willing to work, they will learn a great deal."

the adviser

A Report from the Academic Services Center:

Outreach

The staff of the Academic Services Center will be available in various places on campus to answer questions on academic advising, tutoring assistance, winter registration and other academic concerns or problems. On Tuesday, Oct. 28, staff will be in the main lobby of McKenny Union from 9:30 a.m. until 3:30 p.m. Pray-Harold ground level lobby will be the site of Wednesday's (Oct. 29) outreach from 9:30 a.m. until 2:30 p.m. Thursday, Oct. 30, staff will be in the lobby outside Dining Commons 2 from 11 a.m. until 3 p.m.

Meeting for Nursing Intention Students

There will be an informational meeting for all Nursing Intention students on Wednesday, Nov. 5, at 6:45 p.m. in room 204 Pray-Harold. Members of the Nursing Department faculty and Academic Services Center staff will be available for questions. Winter program planning may be completed for some students at that time.

Automatic Withdrawals

The automatic withdrawal period ends Tuesday, Nov. 11. After this date, withdrawals will be allowed only if a student is doing "C" or better work in a class or if the student can present written verification of emergency circumstances which prevent him/her from completing the course.

Students may pick up withdrawal from class forms from academic departments or the Academic Services Center, 229 Pierce Hall. The Academic Services Center will be open until 7 p.m. on Monday and Tuesday, Nov. 10 and 11.

Winter Advising

Registration for winter semester begins Monday, Nov. 10. Students should be contacting faculty advisers for advising appointments between now and their registration time.

On-the-Job Training

(Continued from page 2)

on a TV monitor. In psychological clinics, autistic children can be helped with the use of TV. There are countless other examples."

In the field of education, many high schools have established radio stations and require skilled people to head them as well as to teach classes in broadcasting, Prof. Capparelli stated.

"Because there is genuine job mobility in the broadcasting field, the use of the TV studios in Ford Hall is critically important to our program," she emphasized. "It means that an Eastern graduate who walks into a new job situation is no stranger to any studio he enters. He has been there before, in the Ford Hall studios, and so he takes both experience and confidence to the new job."

Events of the Week

PHOTO OF THE WEEK

October 27 - November 2

Monday, Oct. 27

THEATRE - Auditions for the mainstage production "Dames at Sea" will be held in Quirk Lounge from 7 to 10 p.m.

Tuesday, October 28

MEETING - The Huron Club will meet for lunch at Noon in Hoyt Conference Center.

SHOOTING - Faculty and staff may participate in trap and skeet shooting from 4 to 6 p.m. at the Washtenaw Sportsman Club. Call Ron Saunders at 487-0092.

THEATRE - Auditions will be held for the mainstage production "Dames at Sea" in Quirk Lounge from 7 to 10 p.m.

MEETING - The Student Senate will meet at 7 p.m. Place to be announced.

Wednesday, October 29

FILM - CER will show "Hunchback of Notre Dame," starring Lon Chaney, as part of its Classic Films Series. It will be shown at Noon over Channel 5 (Campus TV) and may be viewed in Room 123 Library.

PROGRAM - "Religion in American Literature" will be discussed by Professor Emeritus Notley S. Maddox at the Faculty Luncheon-Discussion series at 12:15 p.m. in Holy Trinity Chapel. Lunch is available at 11:45 for \$1.25.

FILM - MUD will show "SSSSS" in Strong Auditorium at 7 and 9 p.m. \$1.

CONFERENCE - The Student Council for Exceptional Children will be at Hoyt Conference Center through Saturday, Nov. 1.

Thursday, October 30

THEATRE - Bob McElya will direct the Brown Bag Theatre production of the second act of George Kelly's "The Torchbearer" beginning at 12:15 p.m. in the Quirk Lounge. The play is a spoof of community theatre and Act 2 takes place backstage during a performance and illustrates everything that can go wrong. Admission is free and coffee will be available.

PROGRAM - Washtenaw County Sheriff Fred Postill will discuss "Criminal Justice Administration" at 3 p.m. in the Tower Room of McKenny Union. The lecture is sponsored by the Public Administration Association.

FILM - CER will show two films about psychology in Room 213 Pray-Harold at 7 p.m. "Rollo May and Human Encounter" explores transference in psycho-therapy and obsession with sexuality in society. "Dr. Erich Fromm" illuminates Fromm's approach to psychotherapy and the problem of transference.

FILM - MUD will show "Phase IV" in Strong Auditorium at 7 and 9 p.m. \$1.

THEATRE - Auditions for Lab Theatre productions, "Opening Night" and "Interview," will be held from 7 to 10 p.m. in 107 Quirk.

PROGRAM - Poet b.f. maize will present "May I Poet With You?" in McKenny Union Ballroom at 7:30 p.m.

Friday, October 31

CONFERENCE - Session Five of "Six Fridays at Eastern Michigan University" will be held in the Alumni Lounge, McKenny Union, beginning at 9 a.m. A workshop in federal legislation affecting education, it is designed for recently appointed federal program specialists, education decision makers and school district administrators.

SOCCER - EMU vs. Faithway in Ypsilanti at 4 p.m. EST.

FILM - MUD will show "Curse of The Werewolf" and "Dracula Has Risen From The Grave" in Strong Auditorium at 8 p.m. only. \$1.

CONFERENCE - The National Dance Association Regional Conference will be held at Warner Gymnasium and Hoyt Conference Center through Sunday, Nov. 2. The Conference theme will be "Humanizing Education through Dance Experiences." For information, call Jeannine Galetti at 487-1180.

Saturday, November 1

CROSS COUNTRY - Central Collegiates Meet at University Park, Pa., 11 a.m. EST.

FOOTBALL - EMU vs. Youngstown State, Youngstown, Ohio, at 1:30 p.m. EST.

SOCCER CLUB - EMU vs. University of Michigan at 2 p.m. on EMU West Campus.

FILM - MUD will show "The Mutations" at 7 and 9 p.m. in Strong Auditorium. \$1.

MUSIC - There will be a "Band-O-Rama" in Pease Auditorium at 8 p.m.

CONFERENCE - A one-day Cheerleading Workshop for Southeastern Michigan High School cheerleaders will be held at Bowen Field House.

Sunday, November 2

FILM - MUD will show two movies, "Frankenstein" and "Bride of Frankenstein," at 7 and 9:30 p.m. in Strong Auditorium. \$1.

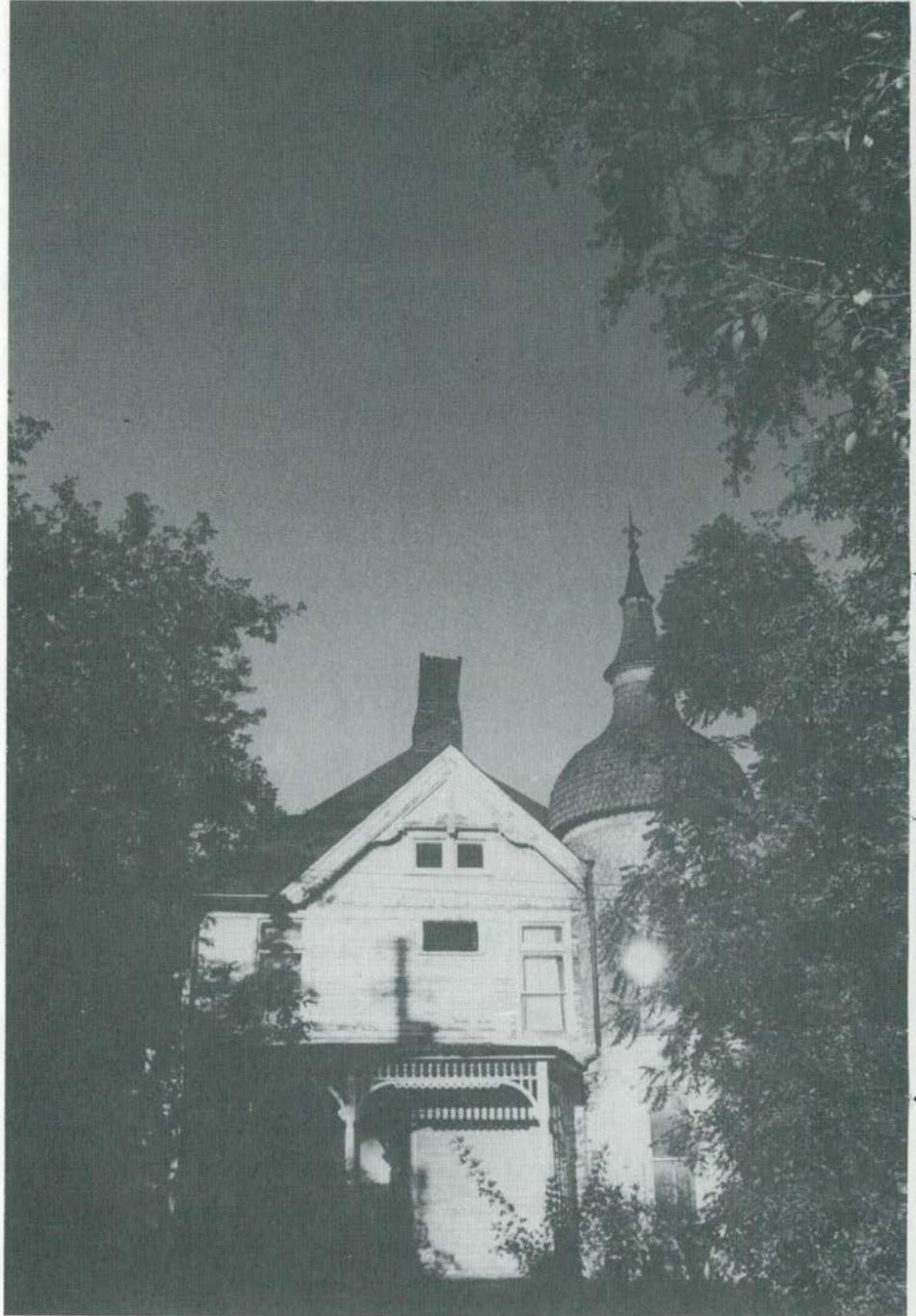


Photo by Dick Schwarze. This week's Photo of the Week was taken with a Nikon with a 24mm lens; Tri-X film. 1/1000 second at f-11.

Openings

The Personnel Office announces the following vacancies:

CS-1 - \$5,543 - \$7,758 - Clerk - Admissions and Financial Aids.

CS-3 - \$6,364 - \$8,912 - Account Clerk - Student Accounting.

CS-3 - \$6,364 - \$8,912 - Secretary - Upward Bound.

CS-5 - \$7,883 - \$11,034 - Senior Secretary - Academic Services Center.

AP-6 - \$9,266 - \$12,979 - Counselor - Admissions and Financial Aids. Deadline 11/7/75.

AP-7 - \$10,826 - \$15,163 - Supervisor Food Purchasing/Warehousing - Housing/Food Service. Deadline 11/7/75.

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER

Salary Adjustments

(Continued from page 1)

cent," he said. "I am advised that the cost of living last year increased at approximately an 11 percent rate.

"If we are going to maintain the quality of our managerial staff and keep a proper relationship between their salaries and those they supervise, we should not allow their salaries to erode by not making appropriate adjustments."

The adjustments, effective July 1, 1975, are limited to employees who were on the payroll in their present positions on that date. Included in the group are several secretarial and clerical employees excluded from the bargaining unit because of their University assignments.

STUDENT SENATE ROUNDUP

The Student Senate at its meeting Tuesday, Oct. 14, selected Mary Rouleau to serve as information coordinator, approved a constitutional amendment, passed two resolutions and tabled three others. The Senate approved:

A resolution urging enforcement of "no smoking" bans on University property.

A resolution to establish bicycle paths on campus.

An amendment allowing for binding resolutions when they are previously designated as "Student Acts."

A resolution banning smoking at Senate

assemblies was tabled and will be re-introduced Oct. 21.

A resolution establishing office hours for senators was tabled and referred to the rules committee.

A resolution calling for utilization of Robert's Rules of Order at Senate assemblies was tabled and referred to the rules committee.

A resolution listing the allocation recommendations of the business and finance committee to student organizations for the fall semester was officially introduced.

WEMU • 88.1 fm program guide

	NOON	5:00	5:15	5:30	6:00	6:30	6:45	7:00	7:15	7:30	10:00	10:15	
M T W T F S S	COMPOSITE	THE RADIO MAGAZINE				SPECIAL OF THE WEEK		IT SOUNDED LIKE THIS		EVENING CONCERT		NEWS	LATE NITE SHOW
	NEWS ON THE HOUR	NEWS AT 5:00				VOICES IN THE WIND							
	12:30 FEATURES	SPORTS AT 5:15											
	1:30 HELP WANTED	FEATURES				COMMUNITY CALENDAR	TOWARD EQUAL RIGHTS	STYLES OF RELIGION AND ETHICS					
	2:30 SPORTS	INTERVIEWS				INSIGHT		MARKET-PLACE	MAN AND MOLECULES				
	3:30 LOCAL EVENTS	COMMENTARY						EDITORIAL REVIEW	MICHIGAN OPINION	SOVIET PRESS REVIEW	ENVIRONMENT		
	4:30 TONIGHT ON WEMU												
	FOOTBALL - EMU VS. YOUNGSTOWN STATE	NEWS	SPORTS	JAZZ SCOPE									
	OPERA THEATRE	FOLK FESTIVAL U.S.A.						DIMENSIONS IN BLACK					

HIGHLIGHTS:

MONDAY, 7 p.m. - IT SOUNDED LIKE THIS takes you back to the big band era of the 30's and 40's with host Harry Bowen.

WEDNESDAY, 7:30 p.m. - Johann Sebastian Bach as performed by E. Power Biggs is featured on EVENING CONCERT.

SATURDAY, 1 p.m. - John Fountain and Sam Eiler provide live play-by-play coverage of the HURONS' confrontation with the PENGUINS at Youngstown State.