

# FOCUS EMU

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## AFFIRMATIVE ACTION REORGANIZATION APPROVED BY BOARD

An organizational realignment of EMU's Affirmative Action function was approved by the Board of Regents at its April meeting. The realignment is designed to correct identified program deficiencies.

The realignment will include elimination of the position of director of affirmative action and the two clerical positions allocated to the University's clerical pool. Funding for those positions will be redirected to support the employment of two affirmative action/employment programs representatives, two secretaries and a human resources data base specialist.

Divisional coordinators for affirmative action, representing the various divisions, will be appointed by the president. The divisional coordinators will be selected from members of the current senior administrative staff and recommended by the divisional vice presidents.

Responsibilities of the divisional coordinators will include assisting in the formulation of University, division and department affirmative action goals, objectives, policies and procedures; serving as a facilitator for the investigation and resolution of problems of an affirmative action nature that arise within the division; assisting in the development of the annual Affirmative Action Plan; monitoring and reporting on the division's affirmative action efforts on a quarterly basis; communicating regularly with department heads on departmental/divisional/institutional goals and objectives and seeking their input on affirmative action issues.

An Affirmative Action Council comprised of the five divisional coordinators, the employment programs associate and the chairperson of the Affirmative Action Advisory Committee will be established. The council will be chaired by the director of human resources and will have responsibility

for refining institutional, divisional and departmental affirmative action goals and objectives, overseeing and correcting deficiencies in the Affirmative Action Plan, monitoring and reporting on progress in plan implementation to the Executive Council, Board of Regents and the University community.

The executive director of human resources will be designated as the principal University officer on Affirmative Action/Equal Employment Opportunity in place of the director of affirmative action.

Implementation of the reorganization of the affirmative action function will begin immediately and will be followed by a review of the University's leadership needs in affirmative action and employment. The review will be conducted by James P. Greene, executive director of human resources, during the next 12 to 18 months.

## REGENTS FREEZE TUITION FOR 1984-85

The EMU Board of Regents, at its April meeting, agreed to freeze tuition at its current levels for the 1984-85 school year.

Plans to hold the line on tuition have been supported by the regents since they were first discussed in October 1983 however, formal approval of the freeze was not given until the April 25 meeting.

Undergraduate tuition for the 1984-85 school year will be \$45.75 per credit hour for Michigan and Ohio residents and \$112 per credit hour for non-residents.

Graduate tuition will be \$63 per credit hour for Michigan and Ohio residents and \$147 per credit hour for non-residents.

## REGENTS SUMMARY

The Board of Regents acted on the following agenda items at its April meeting:

--A committee formed to determine the fate of Eastern's historic Welch Hall submitted an interim report to the regents.

The report cites seven possible uses  
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for the building, ranging from its use as a junior or senior high school or library to its use for apartments, University offices and classrooms, or commercial space.

Financing the cost of renovating and marketing the space in Welch Hall is the major problem before the committee, if the building is to escape demolition. Consulting architects have determined the building is structurally sound, however, its renovation alone could range from \$45 to \$125 per square foot, placing total renovation costs between \$1.7 and \$4.6 million.

--The regents approved a 1984-85 budget for Intercollegiate Athletics totaling nearly \$2.3 million. The budget includes \$1.8 million in General Fund support from the University and \$440,000 in football and basketball revenue, facility rental, fees, parking revenue, fundraising activities and television revenue.

The approved budget represents a \$300,000 increase over the \$1.5 million limit previously set on General Fund support for Intercollegiate Athletics and will maintain the present 12 sports for men and 10 sports for women, the broadest athletic program in the Mid-American Conference.

--A new health service fee policy and student health service fee of \$1.25 per on-campus credit hour were approved. The health service fee, which will become effective at the start of the 1984 fall semester, will be shown as a separate fee on all students' bills.

In addition, the approved health service fee policy requires 67 percent of Snow Health Center's operating expenses be supported by student health service fees and 33 percent of the operating expenses be supported by Health Center user fees.

--The regents approved a 25-cent per hour increase in the fee charged to persons using EMU's Child Care Center. The increase sets the fee at \$1.60 per hour of care given to each child.

--Tenure was granted to 11 faculty members by the Board of Regents.

Faculty members receiving tenure in the College of Arts and Sciences included Dr. Patrick Kangas, assistant

professor of biology; Dr. Kemper Moreland, assistant professor of economics; Dr. Mary Rhodes and Dr. Sushil Sachdev, assistant professors of mathematics and computer science.

Granted tenure in the College of Business were Dr. Wayne Ellis, assistant professor of operations research and information systems; Dr. Jean McEnery, assistant professor of management; and Dr. Roger Peterson, associate professor of marketing.

Receiving tenure in the College of Health and Human Services were Virginia Bottorff and Pauline Buchanan, assistant professors of home economics; Deborah Silverman, instructor of home economics; and Dr. Virginia A. Skurski, professor of nursing education.

The effective date of tenure is the beginning of the fall 1984 semester.

--The following salary adjustments also were approved by the regents.

Dr. John Anderson, associate professor of economics, received a pay increase of \$500; Dr. Richard Camp, associate professor of management, received a pay increase of \$1,080; Dr. Michael Vogt, associate professor of economics, received a pay increase of \$2,414; and Dr. Alvin E. Rudisill, dean of the College of Technology received a pay increase of \$5,661.

--The following appointments and promotions were approved by the Board of Regents at its April meeting:

VENCE L. BONHAM Jr. was appointed human resources associate in the Human Resources Office.

CAROLYN A. BURKE was appointed benefits programs associate in the Human Resources Office.

KATHLEEN C. CRAMER, library assistant III in the Center of Educational Resources, was promoted to programmer/analyst I in University Computing.

BRYAN HOWAY, programmer/analyst II in University Computing, was promoted to systems programmer III in that same department.

PHILLIP N. HUHN was appointed programmer/analyst in University Computing.

JOY LEHMAN-KING was appointed assistant director of operations in the Financial Aid Office.

ANNETTE H. LILLY was appointed coordinator of development programs and research in the Development Office.

JOANNE MICHALAK, coordinator in the Registration Office, was promoted to acting director of registration.

All appointments and promotions are effective immediately.

## OPENINGS

The Personnel Office announces the following vacancies:

### Clerical/Secretarial

(Minimum Bi-weekly Rate)

CS/04 - \$427.34 - Secretary II (50 percent) - Operations Research and Information Systems (Experience in the use of wordprocessing equipment or ability and willingness to be trained in its use and the ability to type accurately at 65-75 words per minute are necessary.)

CS/04 - \$427.34 - Graduate Admissions Clerk - Graduate School (Ability to type accurately at 50 words per minute is necessary.)

CS/04 - \$427.34 - Library Assistant II - CER - University Library

CS/05 - \$474.34 - Senior Secretary - Information Services (Ability to type accurately at 65-75 words per minute. Wordprocessing experience is desirable)

Final date for the receipt of internal applications for the above positions is May 15, 1984.

### Administrative/Professional/Technical

Bi-weekly Salary Range)

PT/07 - \$659.78 - \$950.09 - Admissions Officer - Orientation (50 FTE) Admissions - On Campus Programs.

Deadline: May 15, 1984.

Internal applicants for the above Clerical/Secretarial and Administrative/Professional/Technical positions should submit a Promotional Openings Application form to the department in which the vacancy exists.

### Faculty

#### Department of Sociology

Temporary part-time Lecturer positions in Sociology and Anthropology to enhance the applicant pool for 84/85 Fall and Winter Semesters. Deadline: July 13, 1984.

#### Department of Chemistry

Temporary Lecturer positions in Chemistry to enhance the applicant pool for 84/85 Fall and Winter Semesters. Teaching assignments will be in the area of general chemistry, analytical and organic chemistry and biochemistry.

#### Department of Associated Health Professions

Temporary Lecturer positions available in the following areas to enhance the applicant pool for 84/85 Fall and Winter Semesters:

Health Administration: Must be able to teach a course in Medical Care Organization or Health Planning.

Medical Technology: To teach courses in microbiology blood bank, clinical chemistry and hematology. Must be registered medical technologist MT(ASCP).

Occupational Therapy: Registered occupational therapists with at least two years of practice experience, preferably with a master's degree.

Affirmative Action/Equal Opportunity  
Employer and Educational Institution

## RESEARCH

### Vocational-Technical Education RFPs Issued

The Michigan Department of Education soon will be issuing six Requests For Proposals to provide vocational-technical education program support and improvement activities during fiscal year 1985. The work to be performed under the grants is the development of procedures, materials, techniques and other products for the statewide improvement of vocational-technical education in local school districts and community colleges throughout Michigan.

The following RFPs are planned for 1985:

- RFP 85-A Micro-VEDS VI
- RFP 85-B Microcomputer Vocational-Technical CAI Software Training
- RFP 85-C Vocational Education Career/Vocational Guidance and Job Placement Development Centers
- RFP 85-D Recruitment and Retention of Minority Staff and Students
- RFP 85-E Vocational-Technical Education Personnel Development
- RFP 85-F Implementation of Consumer Home Economics Standards and Program Models.

If you are interested in receiving a copy of any of the RFPs, please contact Cheryl Kozell at 7-3090.

### National Science Foundation Outreach Program

This program provides speakers to U.S. educational institutions to give orientation services about NSF funding opportunities.

On Monday, May 21, Dr. James Edwards of the Systematic Biology Section at NSF will give a presentation at Oakland University at 1 p.m. on funding opportunities with this agency. This presentation will be general in nature, and should be informative to all faculty within the physical, life and social sciences, as well as all engineering fields. For more information, contact R. Howard at 7-3090.

CALENDAR OF EVENTS, May 8 - 21

Wednesday, May 9

EMU's men's baseball team vs. the University of Michigan, EMU Stadium, 1 p.m.

The Guidance and Counseling Advisory Committee, Alumni Lounge, McKenny Union, 7 p.m.

Thursday, May 10

The Third Annual "Computers, Teachers and Kids" Microcomputer Conference, Washtenaw Community College, 4800 Huron River Drive, 3:30 p.m.

The emeritus faculty and all interested staff and faculty will meet. Quirk Theater Lounge, 2 p.m., reservations, 7-3200.

The Altrusa Club, Oxford Room, McKenny Union, 7 p.m.

Saturday, May 12

EMU's men's track team vs. Michigan State University, Olds/Marshall Track, 1 p.m.

Monday, May 14

The corporate meeting of the University, Regents Room, McKenny Union, 8 a.m.

Wednesday, May 16

The College of Education Council, Gallery I, McKenny Union, 2 p.m.

The University Affirmative Action Committee, Regents Room, McKenny Union, 3 p.m.

Thursday, May 17

The University Council on Teacher Education, Gallery I, McKenny Union, 3:30 p.m.

Friday, May 18

The National Science Foundation's Project SERAPHIM, "Powwow: The Future of Microcomputers in Chemical Education," through Sunday, May 20, Mark Jefferson, to be announced.

Dr. Peter Holmes, professor of psychology and director of behavioral services at EMU, will speak on "Controlling Behavior: Policies, Issues and Outcomes of Discipline," East Classroom, Washtenaw County Service Center, 4133 Washtenaw Ave., noon.

Ki-Boem Jang, master's recital, Pease Auditorium, 8 p.m.

The EMU's women's team will host the Mid-American Conference Championships, through Saturday, May 19, Olds/Marshall Track, to be announced.

Saturday, May 19

Linda Wotring, master's recital, Recital Hall, New Alexander, 4 p.m.

WEMU HIGHLIGHTS

NEW - PACIFIC PROFILES - Thursdays at 7 p.m. This 13-week series of half-hour shows is designed to tell the dynamic story of the contemporary Pacific Islander living in the United States.

May 10 - "Shifting Sands."

May 17 - "The Samoan Church: Beyond the House of God, Part I."

NEW - SISTERFIRE - Saturdays at 5 p.m. Featured artists present a variety of performance styles that exemplify the diversity of Sisterfire.

May 12 - Women of the Calabash and Alexis DeVeaux are joined by jazz and blue singer Linda Tillery.

May 19 - Singer Teresa Trull and Canadian folk singer Ferron are featured.

DROP-IN GOLF LEAGUE

TO BEGIN MAY 10

The Recreation/Intramural Department will be offering an informal, drop-in golf league for any interested faculty and staff members. Play will be held at Lake of the Woods Golf Club in Ypsilanti on Thursday afternoons at 3 p.m. beginning May 10. Green fees will be \$4 for the nine-hole league.

There are no set teams for this league, however if players are available at this time they are encouraged to drop in at 3 p.m. for the day's play. Various mini-tournaments will be held each week.

For more information, call Rick McNeil at 7-1338.

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