

FOCUS EMU

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Todd Seage (left) appears to be telling Jeanne Jenne something she doesn't want to hear in this scene from "The Runner Stumbles," an EMU Theatre production that will run in Quirk Theatre Feb. 5-10. Call 7-1221 for ticket information.

Robb appointed to third term; two new regents named

Gov. James Blanchard has appointed three members to EMU's Board of Regents.

Re-appointed was Dr. Richard Robb, who will serve an eight-year term. New appointees were Thomas Guastello, who will serve an eight-year term and John Burton, who will serve a two-year term.

Robb, an Ypsilanti dentist and former chairman of the board, will be serving his third consecutive eight-year term. When he was originally appointed to the EMU Board of Regents in 1967 at the age of 30, he was the youngest person in the nation serving on the governing

board of a major university. His present term expires Dec. 31, 1992.

Guastello, a Grosse Pointe Woods lawyer and former Senator from St. Clair was appointed to fill a vacancy created by the expiration of Regent Dolores Kinzel's term.

Burton, a former Ypsilanti mayor, will serve the remaining two years of Regent Warren Board's appointment. Board resigned his position on Dec. 31, 1984.

All appointments are subject to Michigan State Senate confirmation.

Porter makes 'better' EMU's goal for 1985-90

EMU President John W. Porter told senior administrators Jan. 18, that while the University's goal during the first five years of the "Decade of Advancement" was to be "bigger and better," the theme for 1985-90 is to be "better."

"We are bigger and better," Porter said. "We can continue to maximize the positive and minimize the negative. We have a lot going for us."

The president discussed four topics with the senior administrative staff: the report of the Governor's Commission on the Future of Higher Education, Long Range Planning, Corporate EMU and 1985 Initiatives.

"The Commission of the Future of Higher Education Report treated EMU very well, in my opinion, better than any other school except Wayne State and the University of Michigan," Porter said. "EMU was one of only three institutions not asked to give up anything, which is politically very encouraging. I suspect if we continue to get better, we'll be treated better. Right now, we look pretty good internally and externally."

However, Porter cautioned administrators against resting on their laurels.

"We have achieved most of what we set out to accomplish," he said. "We are poised to leap forward or to retrench, depending on our planning. It will be difficult to accomplish our goals at the same rate as we have in the first half of the decade of advancement. We've increased our enrollment by more than 10 percent and our credit hour productivity between 10 and 15 percent. That's absolutely phenomenal."

Porter noted that during the first phase of the Decade of Advancement (1979-1982), the University emphasized attracting 10,000 students to campus each year and put a large amount of resources into that effort. During the second phase (1983-1986), emphasis and resources were put into serving 20,000 students.

"The final area of corporate enterprise we are now unveiling is to better cultivate alumni and friends," he said. "We've done a good job of attracting students and a better job of serving students. In the area of cultivation, we are weak. We can only be a prosperous institution by cultivating, and we want to be prosperous."

The president concluded his presentation by discussing the

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Survey reveals former employees' attitudes, reasons for leaving EMU

The EMU Board of Regents, at its meeting last week, received a report from a 1984 survey conducted by its Human Resources Division of former EMU employees who terminated employment with the University between 1979 and 1984.

The report, titled "1984 Survey of Employee Attitudes: A Post Employment Perspective," identifies those factors employees cited as most directly influencing their decision to leave the University and those aspects of their jobs they found most or least responsive to their needs. In addition to presenting the survey's findings, the report explains the implications of those findings in terms of future program development.

During the period of January 1979 through March 1984, 908

regular full-time employees left EMU. Of that number, the University was able to successfully reach 542 by mail and forwarded questionnaires. Of the 542 questionnaires delivered, 213 or 23.5 percent were completed and returned to the University.

Respondents indicated they were predominantly white (88 percent), female (56 percent) and age 40 or younger (61 percent). At the point of termination, 37 percent of the respondents had been employed by the University two years or less and 61 percent were employed five years or less.

Respondents most frequently identified a better job opportunity (14 percent), retirement (nine percent), low pay (eight percent), conflict with superiors (six percent) and home responsibility (five percent) as the

"main reason" for leaving EMU.

All respondents of employee groups represented in the survey (faculty, administrative/professional/technical, clerical/secretarial, maintenance/food service/skilled trades and police officers and sergeants), were in general agreement that better job opportunities, inadequate promotional opportunities and compensation were the three most influential factors in their decision to terminate.

On other factors however, there was a strong divergence of opinion between the groups. For example, clerical employees said that a major factor in leaving was their need for a career change, whereas the police felt the need for career change had

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Fountain takes new athletics post, will direct promotions

EMU President John W. Porter announced today that Vice President for University Relations John C. Fountain will spend the next two years institutionalizing the Eastern Energy Program in the EMU Department of Intercollegiate Athletics.

"I am supportive of Vice President Fountain's decision to concentrate his talents on institutionalizing the Eastern Energy initiative," Porter said. It will be a very difficult assignment, which includes promotion, sales and management. We have an enormous job to do in this area, and we need to get on with the work ahead of us. Vice President Fountain is confident he can get the job done, and I have confidence in his ability to succeed."

In August, Fountain was assigned by President Porter to focus all of his efforts on Intercollegiate Athletics. Other administrative units reporting to him were assigned temporarily to other divisions. The Alumni Relations and Development offices will continue to report to the president. The Office of In-

formation Services and Radio Station WEMU were recently assigned to Roy Wilbanks, assistant to the president for government and community relations.

"I am looking forward to the challenge of the next two years," Fountain said. "For the past eight months, I have focused my attention on the promotion of football and basketball. I have concluded, as Dr. Porter has, that the administration and promotion of Intercollegiate Athletics at Eastern Michigan University requires the concentrated effort of a single administrator.

"At this point in time, I believe that I can provide the kind of strong, innovative leadership necessary to bring Eastern Michigan University's promotion of athletics and sales of season tickets to a level of success comparable to the Athletic Program in the Mid-American Conference. The president has indicated to me that he believes my expertise can best serve the University in this arena, and I am pleased to be able to do so.

"Further, this assignment is in concert with my own long range career goals and is one which I will find not only interesting and challenging, but enjoyable," Fountain said.

Fountain identified five major goals for the Intercollegiate Athletic Program: a Mid-American Conference championship in football and a berth in the California Bowl; average attendance of 17,000 at home football games; a conference championship in men's basketball and a berth in the NCAA post-season tournament; average attendance of 4,000 at home basketball games; strengthening the men's and women's non-revenue programs so that they can compete for the Reese and Jacoby Cups, the symbols of all-sports excellence in the Mid-American Conference.

"I believe," Fountain said, "that the foundation for intercollegiate athletics at this university is very firm, with great historical strength. Further, I believe that intercollegiate athletics at Eastern Michigan

(Continued on page 4)

Campus Capsules

EMU Professor Organizing Trip to Toronto to See Hit Musical

Dr. Russ Ogden, professor of business and industrial education, is organizing a weekend excursion to Toronto which will include one night at the Royal York Hotel and a Saturday matinee showing of the musical "Cats."

The \$125 cost includes round trip fare via the Canadian national railway from Windsor, Ontario; one night at the Royal York Hotel and one performance of this smash Broadway hit at the Elgin Theatre.

There is also an optional Gala Banquet in the Ballroom of the Royal York Hotel, which will include a full course dinner and live dixieland band. The cost for the banquet will be \$30 per person.

The group will leave via train Saturday, March 9, from Windsor at 6:30 a.m. and arrive in Windsor at 11 p.m. Sunday. "Cats" will be performed at 2

p.m. Saturday, with the optional banquet following that evening. For more information, contact Ogden at 1206 Grant Street, Ypsilanti, or call him at 482-0293.

Memorial Service for Mary Phipps Slated for Feb. 3 in Pease

There will be a memorial service for Mary F. Phipps Sunday, Feb. 3 at 4 p.m. in Pease Auditorium. Phipps, an associate professor in the music department, died Dec. 4, 1984 after a brief illness.

A scholarship fund has been established in her name in the Department of Music. Contributions can be made to the memorial fund in care of the department.

Bookstore Announces Winter Hours

The University Bookstore, located in the basement of McKenny Union, has new winter hours. They are Monday

through Thursday, 8 a.m. to 7 p.m. and Fridays 8 a.m. to 5 p.m.

EMU Lecture to Focus on Doctor-Client Relationship

A lecture titled "Selecting and Managing a Physician: The Changing Roles of the Client and Physician" will be presented by EMU Thursday, Jan. 31, at 7:30 p.m. in the University Sheraton Inn, State Road at I-94, in Ann Arbor.

The lecture is the second in the Adapting to a Changing World Series, sponsored by EMU's College of Education and College of Health and Human Services in cooperation with the division of Continuing Education.

The lecture is free and open to the public.

For more information, call 7-3134.

Promotions

The Board of Regents approved the following promotions at its regular monthly meeting Jan. 23:

Kaaren Brown, assistant professor in the Department of Social Work, was promoted to acting head of that same department. Brown temporarily replaces Donald Loppnow, who was promoted to acting director of the Office of Research Development.

An Ann Arbor resident, Brown began work in the Department of Social Work in 1976 as a guest lecturer and has been an assistant professor at EMU since 1978. She earned her Bachelor of Arts degree in economics at the University of Wisconsin and her Master of Social Work degree at the University of Michigan.

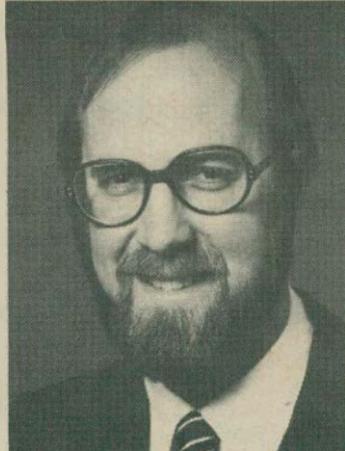
Donald M. Loppnow, head of the Social Work Department, was promoted to acting director of the Office of Research Development. Loppnow replaced Dr. M. Antoinette Schiesler,



Kaaren Brown

who resigned from the University. He will serve as acting director while a national search for a permanent director is conducted.

Loppnow, a native of Waconia, Minn., earned a Bachelor of Science degree from the University of Wisconsin-Madison and a Master of Social Work degree from Washington University. He has extensive pro-



Donald Loppnow

fessional experience in the social work field having worked as a social worker at the Wisconsin School for Girls; as program director for a New York City United Fund Agency; and as a consultant and supervisor for the Manitowoc County Department of Social Services in Wisconsin.

All promotions are effective Feb. 1.

WEMU's two-year, \$100,000 campaign gets under way

WEMU-FM kicked off a \$100,000 Capital Improvement Campaign with a celebration for supporters and the media at the Ann Arbor Art Museum Jan. 21.

WEMU spokesperson Wendy Braca said that a 14-member Capital Improvement Team will try to raise the \$100,000 by December 31, 1986. According to Braca, there are 10 "division captains" and each one will be responsible for raising \$10,000 from area businesses during the next two years. Each captain will approach businesses and ask for a \$500 contribution from each, payable over the two-year period.

"Most of the people on the team are in business—they have many business contacts," Braca said. "By asking each corporation for \$500, it would be pretty safe to say that we will be able to reach—even go over—our \$100,000 goal."

The kickoff ceremonies, which drew some 50 people, featured a multi-media presentation produced by the WEMU staff. The presentation featured EMU students as performers and explained to the visitors how the campaign would work.

WEMU's traditional money sources include the University, Corporation for Public Broadcasting, underwriting, on-the-air

fundraisers and auctions. But these sources supply WEMU with funds for normal, day-to-day operation. The Capital Improvement Campaign will help replace old equipment and upgrade broadcasting facilities.

The chairperson for the campaign is Dr. Jan Winkelman; foundation chairperson is Peter Fletcher. Dr. Elizabeth King serves as Group I Chairperson while George Goodman holds the same position for Group II. The Division Captains are: Nelson Wood, Joe Thomas, Jim Frenza, Catherine Laakko, Kirk Profit, Paul Tull, Richard Brunvand, Jack Merkel, Eugene Beatty and Roy Wilbanks.

Openings

The Personnel Office announces the following vacancies:

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CS-03 - \$411.90 - Secretary - Academic Services Center.

CS-04 - \$449.01 - Secretary II - Continuing Education - Jackson Office. (Liaison for EMU with the Jackson Community. Good oral and written communication skills desirable.)

CS-04 - \$449.01 - Senior Secretary (50% FTE) - Urban Education Alliance.

CS-06 - \$588.03 Administrative Secretary - Executive Director Auxiliary Enterprises. (Word processing experience; or the ability and willingness to learn; ability to type accurately 65 W.P.M.; and demonstrated evidence of excellent interpersonal skills are necessary.)

Final date for the receipt of internal applications for the above position is Feb. 5, 1985.

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PT-06 - \$588.03 - \$834.99 - Graphic Arts Specialist - Information Services and Publications. Deadline Date: Feb. 28, 1985.

PT-06 - \$588.03 - \$834.99 - Accountant I - Accounting. Deadline Date: Feb. 5, 1985.

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

Affirmative Action/Equal Opportunity Employer and Educational Institution

Regents Summary

The EMU Board of Regents acted on the following agenda items at its regular monthly meeting Jan. 23:

—accepted \$249,577 in gifts to the University for the months of October and November 1984.

Gift totals included \$17,857 for the College of Arts and Sciences, \$2,831 for the College of Business, \$780 for the College of Education, \$385 for the College of Health and Human Services, \$115 for the College of Technology, \$7,864 for the Development Fund, \$36,745 for Intercollegiate Athletics, \$64,611 for scholarships, \$40,185 for other funds, including gifts to WEMU, \$26,377 for student loans, and \$51,827 in gifts-in-kind.

—accepted 22 educational grants totaling \$737,946.

regular monthly meeting today (Jan. 23).

Of this amount, nine grants totaling \$426,774 were awarded to EMU's Technology Services Center.

The largest of the grants was a \$137,700 award from Lectron Products in Rochester to the Technology Services Center for the project "Lectron Number Three," administered by Blair West, project director in the center. West is providing on-site training in statistical process control at Lectron Products' Michigan and Hamilton, Ind., plants through June 1986.

WEMU 89.1

TUESDAY, JAN. 29

12:30 p.m. European Perspectives — Discussion program.
1 p.m. Afternoon Jazz Scope — Host George Klein presents Wes Montgomery, "Full House."
7 p.m. Connection — Discussion program of topics concerning the disabled.
10 p.m. Jazz at the Institute — Tommy Flanagan and George Mraz, Part 2.

WEDNESDAY, JAN. 30

12:30 p.m. Focus — International and domestic issue debates.
1 p.m. Afternoon Jazz Scope — Host George Klein presents Louis Armstrong in "Chicago Concert."
7 p.m. The Bob and Ray Public Radio Show — Comedy.
8 p.m. EMU Basketball — vs. Toledo at Toledo, Ohio.

THURSDAY, JAN. 31

12:30 p.m. Common Ground — Debates. Topic: The Vietnam Experience.
1 p.m. Afternoon Jazz Scope — Host George Klein presents Lionel Hampton, in "1948."
5:15 p.m. Cafe du Jazz — Join Bret Julyk at Club 89 for mellow music suited for the dinner hour.
7 p.m. Pacific Profiles — Topic: The Political Development of Guam/US Relations.

FRIDAY, FEB. 1

12 p.m. Noon Magazine — News and information program hosted by Reid Paxton.
1 p.m. Afternoon Jazz Scope — Hosted by George Klein presenting classic jazz artists.
6:30 p.m. New Song — Debut. Latin American music and commentary, with performances by Pete Seeger, Inti-Illimani and other artists.
11 p.m. Juneteenth Blues Festival — Texan blues festival commemorating the black experience. Featured artist: Byther Smith.

SATURDAY, FEB. 2

1 a.m. The Bone Conduction Music Show — Thayrone plays for you industrial strength soul and rhythm and blues music.
6 p.m. A Prairie Home Companion — Folk music variety show.
8 p.m. EMU Basketball — vs. Kent State. Home game.
9:45 p.m. Third World Dance Party — Tom Simonian selects and presents the best and latest of reggae music. PREEMPTED FOR BASKETBALL.

SUNDAY, FEB. 3

9:05 a.m. — Sunday Best — Michael Jewett presents jazz from the beginning of the tradition to the modern era.
12 p.m. Marian McPartland's Piano Jazz — Guest: Steve Allen.
6 p.m. American Jazz Radio Festival — Performances by Carla Bley and daughter Nan Vasconcelos.
9 p.m. New Directions — Host Tom Simonian plays new music selections and presents NPR's "American Music Now" at 11 pm.

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
6:00	MORNING JAZZ SCOPE			MORNING EDITION			MORNING JAZZ SCOPE	6:00
9:00	SUNDAY BEST			MORNING JAZZ SCOPE			BIG BAND SPECTACULAR	9:00
NOON	VINTAGE JAZZ			NOON MAGAZINE			JAZZ REVISITED	NOON
12:30	AMERICAN MUSIC SAMPLER	CAMBRIDGE	EUROPEAN	FOCUS	COMMON GROUND	HORIZONS		12:30
1:00	JAZZ SCOPE							1:00
3:00	SIDRAN ON RECORD						AFTERNOON JAZZ SCOPE	
4:00	CITY SCENE							
5:00	BIG CITY BLUES CRUISE						FRONT PORCH	5:00
6:00					CAFE DU JAZZ			6:00
7:00	AMERICAN JAZZ RADIO FESTIVAL	NUESTRO	CONNECTION	BOB & RAY	PACIFIC PROFILES	VOICES OF JAZZ	A PRAIRIE HOME COMPANION	7:00
7:30					BUSINESS TIMES			7:30
8:00					ALL THINGS CONSIDERED			8:00
9:00					NATIONAL/STATE/LOCAL NEWS & SPORTS			9:00
9:10					LATE NIGHT JAZZ SCOPE			9:10
10:00	NEW DIRECTIONS		JAZZ AT THE INSTITUTE			WHEN THE EAGLE FLIES	THIRD WORLD DANCE PARTY	10:00
11:00						JUNETEENTH		11:00
1:00							THE BONE CONDUCTION MUSIC SHOW	1:00
5:00						JAZZ SCOPE AFTER HOURS		5:00



NEWS, SPORTS AND ALL THAT JAZZ

New Faces

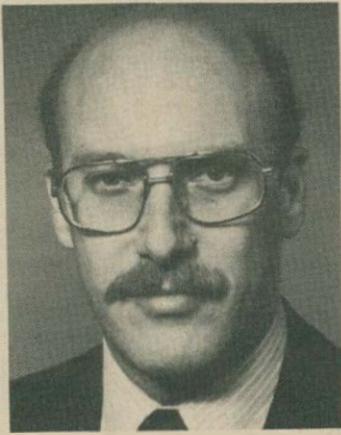
The EMU Board of Regents approved the following appointments at its regular monthly meeting Jan. 23.

Dr. Stephen Sonstein was appointed head of the Department of Associated Health Professions. Sonstein earned his bachelor's degree from Rutgers University and his master's and doctoral degrees from Hahnemann Medical College. He has worked as a research associate at the University of Georgia, has been assistant professor at Columbus College and associate professor at the University of Dayton and the University of Wisconsin.

Four appointments were made to the staff of the Center of Educational Resources. They were:

—Pamela Newberg, instructor. Newberg received her bachelor's degree from St. Norbert College and holds master's degrees from Rosary College and DePaul University. She has worked as a cataloger for Deerfield Public Schools in Illinois and at Northwestern University.

—Walter Hogan, assistant professor. Hogan received his bachelor's and two master's degrees from the University of Michigan. He has served as acquisitions librarian and instructor's degree in elementary education from Springfield College in Springfield, Mass., and her master's degree in early childhood education from EMU in 1984. She worked as a teacher at the Storybook Gardens Nursery School in Plymouth from 1972 to 1976, and as a substitute teacher at the American School of Paris, France for one year.



Stephen Sonstein

tor at Albion College and has worked in various positions at Wayne State University.

—Marian Hampton, instructor. Hampton earned her bachelor's degree from Wayne State University and master's degree from the University of Michigan. She was head of a U.S. Army/Air Force branch library, and was assistant reference head at the *Detroit Free Press* before becoming head of cataloging for the Wayne/Oakland Library Federation.

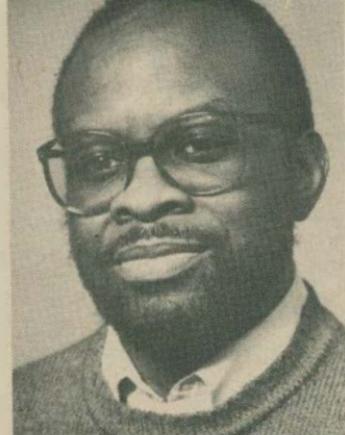
—Clarence Chisholm, assistant professor. Chisholm earned his bachelor's degree from Johnson C. Smith University and holds



Pamela Newberg

master's degrees from Atlanta University and North Carolina A&T State University. He served as head of reference at North Carolina A&T and Wilberforce University.

Beth Green, chemist for the National Sanitation Foundation, was appointed laboratory services supervisor in the Chemistry Department. Green earned an associate's degree from Concordia College in Ann Arbor, and a bachelor's degree at EMU. She has worked for the National Sanitation Foundation as a chemistry lab technician as well as a chemist before coming to EMU.



Clarence Chisholm

Kelli J. Kemp was appointed admissions officer in the Admissions Office. Kemp received her bachelor's degree in 1980 from EMU. She is currently working toward her master's degree and hopes to complete her studies in August 1985. Kemp has worked as a graduate assistant in EMU's Communication and Theater Arts Department and now resides in Ann Arbor.

Patricia H. MacIsaac, teacher at the Kiddie Kampus Preschool in Plymouth, was appointed child development laboratory supervisor in the Department of Human, Environmental, and Consumer Resources.

MacIsaac earned her bach-

elor's degree in elementary education from Springfield College in Springfield, Mass., and her master's degree in early childhood education from EMU in 1984. She worked as a teacher at the Storybook Gardens Nursery School in Plymouth from 1972 to 1976, and as a substitute teacher at the American School of Paris, France for one year.

Rick Coscarelli was named project director in the Technology Services Center. Coscarelli earned a Bachelor of Business Administration degree from EMU in 1972. He also is a graduate of the Electronic Computer Programming Institute in Toledo, Ohio.

Coscarelli began working at EMU in 1969 as a computer programmer. He also worked as a programmer analyst and as business systems area programming manager. In 1978, he was promoted to manager in University Computing and in 1981, was named acting executive director of that same department, replacing Dr. William Rodgers.

All appointments are effective immediately.

Focus on Staff

Self-starter Shipley doesn't worry about traditional roles

Being a male secretary is not exactly a traditional role in our society, but John Shipley is not a man bound by tradition.

Shipley, a native of the Ypsilanti-Ann Arbor area, works as a secretary in the Department of Associated Health Professions at EMU.

It's a job that requires Shipley to be on his toes. Along with answering the telephones, typing letters for various professors and department personnel and organizing the hectic schedules of professors, he also is required to be in the public eye at all times while on the job. "Since I

am the first person you deal with when you walk in the office, I have to be under control and know what I'm doing," he said.

It is the meeting and dealing with the students of the various programs that Shipley likes best about his job. "I learn a lot from the students I work with. I like working with them and helping them solve their academic problems. It gives me a good feeling," he said.

In addition to his full-time employment, Shipley also is working toward a bachelor's degree in English language and

literature. He believes that this degree will help him with his work since it is teaching him to be creative and eloquent. "Being a secretary requires typing letters and being able to speak well with the public as well as with my superiors," he said. "So, I have to have a good command of the English language."

Prior to working at EMU, Shipley held numerous positions, all of which helped him develop a unique perspective of human nature. He was employed with the Michigan State Police for six years as a dispatcher. The job helped him learn how to deal with stressful situations, as well as how to react quickly in a crisis.

Shipley also has worked in a factory and as a tailor in a clothing store. He did not like the factory job because of the restricted access he had with the public, as well as with his fellow co-workers.

A job that Shipley recalls with fond memories was his employment with The Ypsilanti Press as the district manager. This job required him to work with the newspaper carriers, something he loved doing. "I learned a lot from those kids," he said.

Many times Shipley would help a new carrier learn his route, or assist a carrier having trouble with his route. This was something that he was not required to do and the kind acts were often done on his own time. "After working with the kids, I realized that they have problems that are often not unlike those of adults," he said. "Many times my boss would ask me how I worked with the kids like I did. I just kept an open mind and a positive attitude," he added.

Shipley also has volunteered for many committees that have a special interest to him. He serves on the Union Backbone, EMU's Sexual Harassment Committee and as an alternate



John Shipley

steward for his union.

What keeps Shipley going at such an active pace? "I get a little crazy with time on my hands," he said. "I've always got to have something to do."

Shipley said that with all he has done, he feels that he has gained some insight into himself, as well as human psychology. He says that he is always willing to try something new, and rarely gets discouraged if that something turns out not to be to his liking.

Does Shipley intend on being

a career secretary? He claims he'll take life one day at a time and will probably try the next thing that catches his fancy.

One thing that he does feel everyone should do, however, is start their own parades. "It's useless to sit along the curb and watch all the parades go by. You should get out there and join a parade, or if you're smart, you will start your own parade."

Knowing Shipley, one parade's already well underway.

—By KELLY ROW

Survey reveals former employees' attitudes

(Continued from page 1)

very little influence on their decision to change jobs. In another case, the police and clericals agreed that lack of challenge on the job had a major influence on their decision to leave, whereas this was not a significant area of concern with faculty.

Factors identified by the greatest number of respondents as the "most favorable" aspects of working at the University were cooperation from peers (15 percent), cooperation from superiors (eight percent) and paid vacations (seven percent).

Thirty-seven percent of the respondents stated their new job represented a promotion in the same type of work with greater responsibility and 21 percent said their new job was of a completely different type which would start them off in a new career.

When comparing EMU's fringe benefits, 13 percent of the respondents reported receiving better retirement benefits and 15 percent said they received better health insurance benefits through their new employer.

In addition to expanding upon

the above findings, the Human Resources report outlines several new program directions that address many of the concerns employees highlighted in the survey. Those program initiatives mentioned in the report include: the establishment of the Institutional Planning Advisory Committee in 1981, the reorganization of EMU's Affirmative Action and Equal Opportunity function in 1984, the establishment of the Staff Training and Development Office and programs last year and the Quality of Work Life programs, also established in 1984.

Also, a comprehensive review of EMU's benefits program funding and design, compensation schedules and employee policies and practices continues to be underway.

The University also has established the use of organizational climate surveys and exit interviews and is in the process of establishing a senior administrative internship program. These, along with the other program initiatives described above are designed to enhance employee satisfaction at EMU.

Research

Water Resources Research Program

Applications will be accepted until April 15, 1985, for fundamental and practical research in water-resource related problems within the following priority areas: (1) aspects of the hydrologic cycle; (2) supply and demand for water; (3) demineralization of saline and other impaired waters; (4) conservation and best use of available supplies of water and methods of increasing such supplies; (5) water reuse; (6) depletion and degradation of groundwater supplies; (7) improvements in the productivity of water when used for agricultural, municipal or commercial purposes; and (8) the economic, legal, engineering, social, recreational, biological, geographical, ecological and other aspects of water problems.

Contact Cheryl Kozell at 7-3090 for further information and application materials.

Visual Artists Fellowships

The National Endowment for the Arts will award fellowships to individuals of exceptional talent and demonstrated ability to conduct projects on printmaking/drawing and artists books. The deadline for applying for these fellowships is March 25, 1985. Guidelines and application materials are available from Cheryl Kozell at 7-3090.

Deadline Reminders

National Endowment for the Arts. Visual Artists Fellowships — Painting Projects. Feb. 1, 1985.

The Center for New Television. 1985 Regional Fellowship Program. Feb. 1, 1985.

United States Information Agency. University Affiliation Program. Feb. 1, 1985.

Michigan Council for the Arts. Artists-in-School Program. Feb. 8, 1985.

Michigan Council for the Arts. Arts-in-Education Program. Feb. 8, 1985.

U.S. Department of Education. Research in the Education of the Handicapped Program — Enhancing Instructional Program Options Projects. Feb. 15, 1985.

Fountain takes new athletics position

(Continued from page 1)

University is on the verge of excellence at all levels, and I look forward to being a part of that new era.

"I would hope that by providing consistency in leadership during the next two years, I will keep the athletic program on course to becoming the model program in the Mid-American Conference. I firmly believe we can achieve this level of success if we continue to have the support of the University, its administrators and policy-makers, and if athletics continues to be a

major focus of the institution."

Fountain came to EMU in 1966 as director of sports information. During his 19-year tenure with the University, he has served as director of Information Services, acting director of Intercollegiate Athletics, chairman of a search committee for an athletic director, broadcaster for Huron football, basketball and baseball games, and as associate vice president and vice president for university relations.

CER

The CER has announced policy changes concerning overdue library materials charged to faculty, AP/PT, staff and courtesy card holders. Although a memo has been sent to administrators, faculty and staff, we're publishing the changes here for your convenience.

Policy

1. The loan period for staff and courtesy card holders will be two weeks with renewals allowed unless a reserve has been placed against the borrowed materials by another patron.
2. The faculty/AP/PT loan period will be one semester with telephone renewals accepted up to one year only. Materials borrowed by faculty/AP/PT are subject to recall after a two-week loan period, if these materials are needed by other patrons. No telephone renewals will be accepted after one year; faculty/AP/PT must bring books back to the Library. They may be checked out again, but they must first be physically brought back to the Library.
3. Faculty/AP/PT, staff and courtesy card holders will be billed for replacement and processing costs of overdue library materials.
4. Staff and courtesy card holders will also be billed for fines incurred.

Procedure

CER Materials Access Unit

1. An overdue notice will be sent two weeks after the due date, stating that books not returned or brought back to be checked out again will be charged to the borrower.

CER Director

2. In the case of faculty/AP/PT and staff, two weeks after the overdue notice, the Director of the CER will send a letter to the Department Head or Supervisor requesting assistance in the return of the materials.
3. In the case of courtesy card holders, two weeks after the overdue notice, the Director of the CER will send a letter to the borrower urging return of the materials.

CER Materials Access Unit

4. After another two weeks, the faculty/AP/PT, staff, or courtesy card holder will be billed for replacement and processing costs of overdue library materials. In addition, staff and courtesy card holders will be billed for fines.

Porter tells administrators 'better' is theme for 1985-90

(Continued from page 1)

initiatives for 1985. These include:

1. Corporate Training Center,
2. Career Services Indicators and Tracking System,
3. Coordinator for Departmental Uniqueness Awards,
4. Institutional Advancement Office,
5. Career Services Redirection,
6. Initiation of the Cultivation Program,
7. Continuing Education Redirection,
8. Registration Computerization,
9. Automation of Student Accounting,
10. Implementation of Financial

Records System, 11. Redirection of Auxiliary Services, 12. Enhancement of Research and Scholarly Activity, 13. Continued Emphasis on Campus Safety, 14. Quality of Work Life, 15. Planning for the College of Business Facility.

"Last January," he said, "there were 13 initiatives. Eleven of the 13 were accomplished by December. We've come a long way, and I think the entire agenda for 1985 is manageable," he concluded.

Events of the Week Jan. 29-Feb. 4

Tuesday 29

WORKSHOP — A workshop on "Process Control and Implementation Consideration" will be presented, Tower Room and Alumni Lounge, McKenny Union, 7 a.m.

DONUT SALE — The Association of the United States Army will sell donuts, Second floor, Pray Harrold, 8 a.m.

Wednesday 30

WORKSHOP — The Department of Leadership and Counseling will present a workshop on the school's role in community development, Main Lounge, McKenny Union, 8 a.m.

WORKSHOP — The Instructional Support Center will present a workshop on sentence structure, 608 Pray-Harrold, 2 p.m.

WORKSHOP — The Instructional Support Center will present a workshop on memory techniques, 311 Library, 3 p.m.

MOVIE — Campus Life's Silver Screen will present "Everything You Wanted to Know About Sex." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m.

CARNIVAL — The Office of Campus Life will present its winter carnival, All campus, To be announced.

Thursday 31

MOVIE — Campus Life's Silver Screen will present "Attack of the Killer Tomatoes." Admission is \$1, Strong Auditorium, 7, and 9:30 p.m.

LECTURE — The College of Education and the College of Health and Human Services will present a lecture on choosing a physician and establishing a partnership with that person, Marriott Inn, Ann Arbor, 7:30 p.m.

Friday Feb. 1

EXHIBIT — The multi-media drawings of John Tarr will be on display, 8 a.m.-9 p.m., Inter-Media Gallery, McKenny Union.

EXHIBIT — The Competitive Photography Exhibition will be on display today

and through Feb. 22, 8 a.m.-5 p.m., Ford Gallery, Ford Hall.

Saturday 2

MEETING — The Continuing Education Office will hold a meeting in the Eduhostel Series, 8 a.m., Alumni Lounge, McKenny Union.

SWIMMING — The women's team will host the Wildcats of Northern Michigan University, 1 p.m., Olds 50-meter Pool.

SWIMMING — The men's team will host the Wolverines of The University of Michigan, 2 p.m. Olds 50-meter Pool.

BASKETBALL — The women's team will face off against Kent State University. Admission is \$5: \$1 for EMU students, 5:30 p.m., Bowen Field House.

RECEPTION — A reception will be held for the Alumni Relations Board of Directors, 6 p.m. Utility Gym, Warner Gymnasium.

BASKETBALL — The Huron men's team will take on the Golden Flashes of Kent State University, 8 p.m., Bowen Field House.

Monday 4

EXHIBIT — The silk screens of Diane Zeeb and the paperworks of Darcy Bowden will be on display today and through Feb. 15, 8 a.m. - 9 p.m., Intermedia Gallery, McKenny Union.

MEETING — The Christian Health Professionals will meet today and every Monday through March 6, 11 a.m., Faculty Lounge, McKenny Union.

MEETING — There will be an open meeting with Provost and Vice President of Academic Affairs Ronald Collins, noon, Tower Room, McKenny Union.

MEETING — Alcoholics Anonymous will meet today and every Monday through March 6, 12:30 p.m., Main Lounge, McKenny Union.

MEETING — The EMU Science Fiction Society will meet today and every Monday through March 6, 8 p.m., Tower Room, McKenny Union.

Adviser

Academic Services Center

229 Pierce Hall

HOTLINE: 7-3344 days

7-0048 evenings

Thinking Ahead to Fall 85

Advising for freshmen entering EMU in Fall 85 will begin February 12. The Academic Services Center Staff would be interested in knowing about any program changes or new course offerings planned by your department for Spring, Summer or Fall 85. Contact Ann Kettles or Michelle Sanford at 7-3146 with information.

We're On the Fast Track

FAST TRACK is Eastern's program for new student orientation. It is designed to be a one-day "consumer oriented" approach which includes academic advising, registration, financial aid counseling, housing reservations, textbook pre-ordering and campus tours. The unique element of Fast Track is its "personalization." Students are guided through day-long orientation in groups of six to eight by a student counselor. In addition, each student is individually advised by a member of the Academic Services Center professional staff. FAST TRACK '85 begins February 12.

The primary goals of the FAST TRACK Program are to achieve early student commitment to the university; to provide a more extensive yet time efficient orientation and to increase the numbers of students participating in the orientation program. The results are that students need to make fewer trips to campus to take care of business; the university resources are introduced in a meaningful way; and new students are oriented in a more personal way.

Focus EMU is published weekly during the fall and winter semesters for faculty and staff at Eastern Michigan University. The deadline for copy is 5 p.m. Tuesdays for the next week's issue.

KATHLEEN D. TINNEY, director of Information Services and Publications.

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