



Can Old Man Winter keep his grip on campus much longer? According to the calendar, spring is only eight days away...

QWL wants working opinion of EMU

How do *you* like working at EMU? The Human Resources Division and the Quality of Work Life Council at EMU really want to know. And, the survey, which you will or may have already received, is your vehicle for making your opinions known, in confidence.

After three years in development, a Quality of Work Life Program has been initiated by a \$56,000 grant from the Federal Mediation and Conciliation Service. The grant, which was awarded in October 1984 and matched with \$11,000 from the University, will provide for the development of several pilot sites on campus to improve the

quality of employees' working lives. The location of the pilot sites will be determined by the results of the survey.

The goals of the Quality of Work Life Program as defined by the grant are to improve the effectiveness of the organization and the quality of employees working lives; develop a partnership between employees and management; and provide individual employees with the opportunity to influence their working environment, separate from the collective bargaining process.

These goals are consistent with "University Goal V", which is to "create a responsive (Continued on page 3)

Negotiations, affirmative action head list of policy issues

President John W. Porter identified six significant policy issues and discussed the current status of the 1985-86 General Fund Budget at the March 1 meeting of the Institutional Planning Advisory Committee.

The six policy issues identified by Porter included negotiations, affirmative action, student parking, replication of the success of 1984's athletic promotions, enrollment and development of a new product to highlight Eastern's distinctiveness.

"To the extent we can satisfactorily conclude these six issues is the extent we will maintain our success," he said. "To the extent we fail in any one is the extent to which we will fall back in the pack."

Porter told the committee that unless the University could reach agreement on all the contracts scheduled for negotiation this year without confrontation, Eastern would suffer the way Western Michigan suffered this year.

He also told committee members that the University community has to understand that EMU is a training ground when examining the affirmative action issue. He indicated he had told the Board of Regents at its meeting Feb. 27 that the University needed a whole new way of doing business in the area of recruiting faculty and staff. "We've done a better job in the staff than in the faculty," he said. "The progress made within the faculty is zilch."

Several committee members indicated that parking was an issue for faculty and staff as well as students. Porter noted that a consultant had been hired to assess the parking problem and make recommendations. The consultant's report was to have been discussed with the Parking Committee Friday, March 8.

On the issue of athletics, Porter told the committee "if the success of 1984 is not replicated in 1985, there will be major detrimental ramifications for the institution."

Enrollment was a significant issue, Porter said, because University officials are assuming it will remain stable in 1985. "The data doesn't indicate we should," he said.

"We have to work very hard to attract 20,000 students to campus," he told the committee. "As of now, we have not been able to identify a significant new product to penetrate a new market."

To Eastern's advantage, he said, is its location in an area where five million people are within commuting distance. He said he thought one example of a new product would be for every collegiate concentration to develop a service center to meet unmet needs in society.

In reviewing the budget development to date, Porter told IPAC that the University was anticipating a revenue base of \$72,887,608, which includes the governor's recommended in-

crease of 8.7 percent but does not include a tuition increase or a supplemental appropriation from the state for research excellence.

The operating base, Porter said, is \$69,693,947, which includes \$50,645,619 for salaries and benefits, and \$18,994,328 for student help, services, supplies and materials, transfers, library acquisitions and equipment.

A serious budget problem the president identified is the \$5.1 million in forward funding from the state which the governor has indicated will never be repaid. Included in the operating budget is \$500,000 toward amortization of the forward funding.

Including \$196,000 for utility increases, \$225,000 for departmental operating budget increases and \$480,000 for negotiated salary indexing, it will cost the University \$71,094,947 "just to stand still," Porter said.

In addition, he said, students, faculty and staff have identified 15 priorities totaling \$1,980,144 as essential. This would bring the operating base to \$73,075,091 and does not include any salary increases.

"What we are talking about is tuition versus program improvements versus salary increases," Porter said. "Each increase in salaries of one percent costs the University \$500,000. Each increase in tuition of one percent generates \$250,000."

Campus Capsules

Provost Ronald Collins Highlights ISC Series

The Instructional Support Center's "Micro Cafe" will feature a presentation by Provost and Vice President for Academic Affairs Ronald Collins on Thursday, March 14, at noon in room 311 Library. During his discussion, which will last until 1 p.m., Collins will address the topic "Universities and Micro-computers: Where are we going?"

On Tuesday, March 19, a networking demonstration will be given by RS Electronics and Zenith Data Systems. From noon to 4 p.m. in room 102 Library, there will be discussion and hands-on experience focusing on selecting a network, file sharing and technical aspects. For more information about future offerings, call 7-1380.

ISC's "Micro Cafe" Offering for March 13 Cancelled

The Instructional Support Center's "Demonstration on Courseware Development," scheduled for March 13 from 1 p.m. to 5 p.m. in room 311 Library, has been cancelled.

Russia, Jerusalem Next Topics for "Best & Worst" Series

More theological table talk, along with sausage sandwiches and root beer, will be offered during the next three weeks every Thursday at noon in the University Lutheran Chapel at 812 Ann Street.

On March 21, Jasper Pennington of St. Luke's Episcopal Church will present "A Russian Journey: Observations of a Pilgrim." On March 28, Perry A. Thomas of First United Methodist Church will discuss "Jerusalem: Shalom, Symbol and Sanctified Spaces."

The event is sponsored by Holy Trinity Chapel, University Lutheran Chapel and United Ministries in Higher Education/Ypsilanti. Admission is free; a lunch of sausage sandwiches and root beer cost \$2.

Women's Studies Presents "Women in Nepal."

Dr. Linda Stone, assistant professor of anthropology at Washington State University, will present "Women in Nepal" on Wednesday, March 13 from noon to 1 p.m. in 411D Pray-Harold. Dr. Stone has worked on research and developmental programs in Nepal for many years. Admission is free to this brown bag lecture.

Career Planning Offers Occupation/Career Workshops

Choosing a career best suited to one's abilities, learning about one's interests and skills and discovering the kind of working environment one would most enjoy are some of the topics slated for a series of one-hour Career Planning Workshops.

The workshops will last 50 to 60 minutes and are scheduled for March 12 (11 a.m.), 14 (2 p.m.), 20 (10 a.m.), 25 (2 p.m.) and 26 (2 p.m.). April

workshops will be held the first (2 p.m.), second (11 a.m.) and fourth (2 p.m.). For more information, call 7-0400. All workshops will be held in the Career Services Center, located on the fourth floor of Goodison Hall.

Honors Student Willets Will Sing Rarely-Performed Song Cycle in All-Student Production

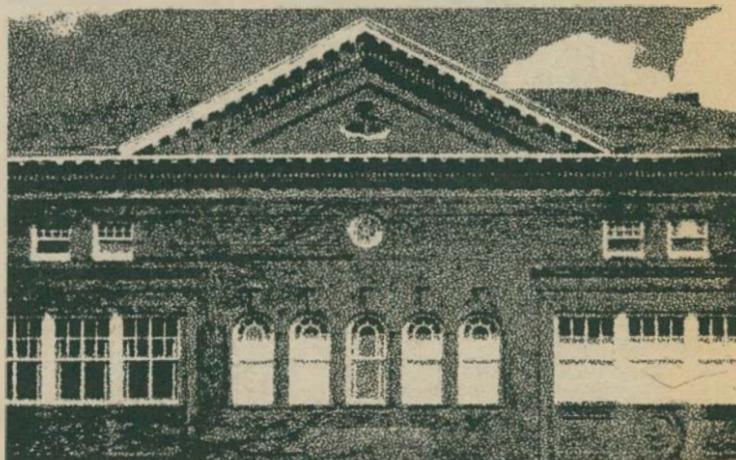
Benjamin Britten's "Les Illuminations de Rimbaud," a rarely-performed piece for high voice and orchestra, will be performed by EMU students Thursday, March 14 at 8 p.m. in Pease Auditorium.

Jeffrey Willets, EMU's first Honors Student and Honors Grant recipient, will sing the cycle of nine songs in French. He will be accompanied by the University Chamber Orchestra, under the direction of Michael Ruszczynski. Performances of the piece are rare because of the technical demands on both the singer and the orchestra.

Student Art Show Gets Under Way

EMU's annual student art exhibition will continue until March 29 in McKenny Union's Intermedia Gallery and Ford Hall's Gallery II. Gallery hours are generally 8 a.m. to 5 p.m., Monday through Friday.

What to do with Welch?



EMU's Board of Regents accepted a final report and proposal for Welch Hall's renovation by private developers at its regular monthly meeting last week.

In the report, the Welch Hall Committee outlined four prioritized recommendations for the building.

The first, and most highly endorsed recommendation by the committee, is for the University to secure private sector capital to rehabilitate Welch Hall. In doing so, the committee suggests the possible sale of the building to private developers, retaining the land if necessary.

If the first recommendation is not feasible, the committee recommends the University prepare requests for proposals, detailing the Welch Hall adap-

tive reuse parameters required, and publish the RFP for potential developers.

As a third alternative, the committee suggests the University prepare requests for state and federal funding to renovate Welch Hall for University uses, provided the renovation preserves the architecturally significant exterior and facade.

And as a last resort, the committee recommends Welch Hall be properly "mothballed," using National Trust Guidelines, for a specific renewable time period. This would provide further opportunity for the University to solicit other adaptive reuse proposals and/or secure state and federal funds for renovation while preventing the demolition of this National Register structure.

Focus on Faculty

Jennings: Giving technology the human touch

What is Gerald Jennings, professor of business and industrial education at EMU, doing in an Ann Arbor elementary school classroom?

He is giving a robotics presentation to a group of fifth and sixth grade students.

In a typical presentation Jennings talks to approximately 20 children. He shows them a picture of R2D2 and tells them it is not a real robot. He shows them slides and a videotape of real robots, industrial robots at work.

He gets them involved in the presentation by passing out toy robots and having the children operate them. All of the time he is pointing out how the robots on the videotape were controlled by people, the same way the children are controlling the toy robots.

Jennings is not paid for his presentations. They are done on his own time. And, they are something he wants to do. "Kids need to know about robots from informed sources, not TV," he said.

Jennings thinks children, and the general public, are uncomfortable with robots and technology. Workers have been displaced and others have not adapted to the social and economic changes rapid technological advancements have brought about.

He believes the public sees people involved with technology as scientists who work only with machines. But, Jennings is careful to explain, that is not the case. "When you are dealing with machines and the technical



Gerald Jennings

aspects of them, you have to deal with the way they affect people—the way people feel about machines and what they do in our lives," he said.

Jennings would like to see teacher education programs, like the ones at Eastern, prepare future teachers so they can make elementary and secondary students aware of the technology that is part of day-to-day life. He also thinks the resources exist at EMU to give students a background in technology; either through incorporating technology into existing classes, or a new basic studies requirement. "Besides," he stressed, "technical classes are not just for vocational students, they are for all students."

His attitudes toward technology have developed over 28 years as a professional educator. He began his career teaching industrial arts in Mun-

cie, Ind. He worked at Michigan State University as an industrial education instructor and came to EMU in 1963.

Currently, Jennings teaches half time and serves as a coordinator for EMU's Staff Development for School Improvement. He belongs to seven professional educational associations and has been president of the Michigan Occupational Teacher Education Association and chairman of the Michigan Council of Industrial Teacher Educators. He served on the Ypsilanti School Board from 1972 to 1976.

Last year, he and five other EMU professors wrote the 33rd yearbook for the American Council on Industrial Arts Teacher Education. Although it is called a yearbook, it is much like a textbook and presents a scholarly study on affective learning and technology.

"There are significant things to be considered here. The book deals with attitude and value development," Jennings said. "We want people in our profession to be more conscious of these things, and take a more direct approach to them. We want the book to be a basic reference for people in our profession," he added.

It's that same attitude that finds Jennings in the elementary classroom, trying to prepare youngsters for the technologies of the future. After all, as we get closer to the robotics age, having a grip on the basics of technology may no longer be a luxury...it may soon be a necessity.

—by JIM SMITH

Openings

The Personnel Office announces the following vacancies:

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CS-03 - \$411.90 - Clerk - Academic Services Center

CS-03 - \$411.90 - Secretary - Office of Campus Life

CS-06 - \$588.03 - Administrative Secretary - Vice President for Student Affairs (Word processing experience or the willingness to learn)

Final date for the receipt of internal applications for the above positions is March 19, 1985.

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PT-07 - \$676.27 - \$973.86 - Buyer - University Purchasing

Deadline Date: April 12, 1985.

AP-13 - \$1,467.90 - \$2,348.85 - Department Head, Chemistry - Department of Chemistry - Deadline Date: April 1, 1985.

Repost from 1/29/85 issue of Focus EMU

PT-06 - \$588.03 - \$834.99 - Accountant I - Accounting

Deadline Date: March 26, 1985.

Deadline date extension from 11/13/84 issue of Focus EMU

AP-12 - \$1,276.44 - \$2,042.48 - Director, Office of Research Development. Deadline Date: March 27, 1985.

FACULTY

Department of Operations Research and Information Systems - Lecturer, full time position available June 15, 1985 or later. Teaching undergraduate and/or graduate courses and conducting research in Information Systems. PhD is preferred. ABD may be considered. Major interest in Information Systems is required with interest in POM and/or Management desired.

Department of Operations Research and Information Systems - Instructor, full time tenure track position available June 15, 1985 or later. Teaching undergraduate and/or graduate courses and conducting research in Information Systems. Master's in Computer Science or Information Systems is required. Deadline Date: April 12, 1985.

Affirmative Action/Equal Opportunity Employer and Educational Institution

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.

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WEMU 89.1

TUESDAY, MAR. 12

- 12:10 p.m. Midday Cafe — Jazz at lunchtime with host Bret Julyk.
- 1 p.m. Afternoon Jazz Scope — Host George Klein presents "The Best of Art Tatum."
- 7 p.m. All Things Considered — NPR's daily news program.
- 8:30 p.m. Connection — Discussion of issues concerning the disabled.

WEDNESDAY, MAR. 13

- 1 p.m. Afternoon Jazz Scope — Host George Klein presents Dave Brubeck. "Dave Digs Disney."
- 8:30 p.m. European Perspectives — Discussion program.
- 9 p.m. Sidran on Record — Ben Sidran examines today's jazz.
- 10 p.m. Late Night Jazz Scope — Host Michael G. Nastos features Lee Morgan.

THURSDAY, MAR. 14

- 1 p.m. Afternoon Jazz Scope — Host George Klein presents Coleman Hawkins, "Thanks For the Memory."
- 5:10 p.m. Cafe du Jazz — Host Bret Julyk presents mellow jazz suited for the dinner hours.
- 8:30 p.m. Common Ground — Debates. Topic: The Nuclear War Psychological Factor.
- 9:00 p.m. American Jazz Radio Festival — Performances of the finest jazz.

FRIDAY, MAR. 15

- 6 a.m. Morning Edition — NPR and local news features, with host Ken Horning.
- 1 p.m. Afternoon Jazz Scope — Host George Klein presents Art Blakey, "The Big Beat."
- 8:30 p.m. Horizons — Societal discussions. Topic: "Treaties: Right or Wrong?"
- 9:00 p.m. The Bone Conduction Music Show — Industrial strength rhythm and blues with your hot host Thayrone.

SATURDAY, MAR. 16

- 9:05 a.m. Big Band Spectacular — Features, the New McKinney Cotton Pickers.
- 12 p.m. Jazz Revisited — Jazz from the past.
- 6 p.m. A Prairie Home Companion — Garrison Keillor presents this musical variety show with grace and humor.
- 9 p.m. Third World Dance Party — Host Tom Simonian presents the best of reggae music. Featured LP's, Burning Spear, "Greatest Hits;" Sly & Robby, "A Dub Experience;" Fela Kuti's "Army Arrangement."

SUNDAY, MAR. 17

- 12 p.m. Marian McPartland's Piano Jazz — Jazz piano artists are interviewed by host Marian McPartland.
- 2 p.m. A Prairie Home Companion — Encore broadcast of NPR's most popular two hours.
- 4 p.m. Big City Blues Cruise — Hosted by Martin Gross.
- 9 p.m. New Directions — Host Tom Simonian presents the Carla Bley Band, "I Hate To Sing."

	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
	VINTAGE JAZZ							
NOON	AMERICAN MUSIC SAMPLER	NOON MAGAZINE					JAZZ REVISITED	NOON
12:30		CAMBRIDGE	EUROPEAN	FOCUS	COMMON GROUND	HORIZONS		12:30
1:00	JAZZ SCOPE	AFTERNOON JAZZ SCOPE					AFTERNOON JAZZ SCOPE	1:00
	SIDRAN ON RECORD							
	CITY SCENE							
5:00	BIG CITY BLUES CRUISE	NATIONAL/STATE/LOCAL NEWS & SPORTS					FRONT PORCH	5:00
6:00		CAFE DU JAZZ						
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				WHEN THE EAGLE FLIES	THIRD WORLD DANCE PARTY	9:10
10:00	NEW DIRECTIONS	JAZZ AT THE INSTITUTE				JUNETEENTH		10:00
11:00		JAZZ SCOPE AFTER HOURS					THE BONE CONDUCTION MUSIC SHOW	11:00
5:00								5:00

Thirty-two faculty members get sabbaticals

Sabbatical leaves for 32 EMU faculty members were approved by the Board of Regents at its regular monthly meeting last week.

Of the leaves granted for the 1985-86 academic year, 12 were granted for two semesters and 20 were granted for one semester. By college, 23 were granted in the College of Arts and Sciences, three were granted in the College of Business, one was granted in the Center of Educational Resources, three were granted in the College of Education and two were granted in the College of Health and Human Services.

To qualify for a sabbatical leave, faculty members must have served at least 12 regular semesters of full-time employment from their initial date of employment, or since a previous sabbatical leave.

The leaves are granted for special study, research, writing or other projects which will enhance faculty members' instructional/research credentials at the University levels.

For the 1985-86 academic year, 47 applications/proposals were submitted for consideration; 12 for two-semester leaves at half salary and 35 for one-semester leaves at full salary.

Those granted two-semester leaves are:

—**Dr. Giles F. Carter**, professor of chemistry, who will continue research into the metallurgy of ancient Roman coinage with a special effort to simulate the actual minting conditions of an ancient Roman Mint.

—**Dr. Patrick C. Easto**, associate professor of sociology, who will continue sociological research into the subculture of peripatetic workers using the American carnival families as a research model.

Dr. Raouf S. Hanna, associate professor of economics, who will develop a daily model of the financial markets and analyze the effect

of Federal Reserve policies, as well as those of banking institutions and the federal government in general, on interest rates during the period of 1979 through 1981. Hanna will work in collaboration with **Dr. Michael Vogt**, associate professor of economics at EMU.

—**Dr. Hartmut F. W. Hoft**, professor of mathematics, who will conduct research at the Universitat Kaiserslautern in West Germany on a famous but yet to be solved mathematical problem in the theory of order relations. Hoft's research will be conducted with Professor D. Schweigert, an international authority in the theory of relations.

—**Dr. Charles F. Hoitash**, professor of management, who will visit 40 publicly-held business enterprises in the Midwest and Southeastern United States to aid him in the development of eight new case studies for use in teaching advanced management techniques. The studies will be presented to the Midwestern Casewriter's Association and the Case Research Association, which will in turn disseminate the cases for use to other universities as well as EMU.

—**Dr. Peter A. Holmes**, professor of psychology, who will establish a Center of Excellence in EMU's Psychology Department which will provide continuing research and training for mental health workers who provide residential care for clients being served by the State mental health system.

—**Dr. Louise F. Jernigan**, professor of teacher education, who will complete a book which integrates research, measurement and statistical concepts with data processing, reporting and interpreting procedures.

—**Joan Laird**, associate professor of social work, who will prepare a 250-page book titled "The Family Interview" for publication. The book, of which Professor Jo Ann Allen of the

University of Michigan is co-author, presents a detailed analysis of the processes and techniques of family interviewing, a skill which is essential to the social work practitioner in assessing family problems and applying intervention techniques.

—**Dr. Murray Meisels**, professor of psychology, who will create a national psychoanalytic training center at EMU for non-psychiatric mental health professionals. Meisels currently serves as chairman of the Adhoc National Program Committee of the Division of Psychoanalysis of the American Psychological Association. Under the auspices of the APA, one to three training centers throughout the United States will be established to deliver intensive summer training in psychoanalysis. Meisel intends to establish the first such center at EMU.

—**Dr. Donald B. Phillips**, professor of chemistry, who will prepare an instructional system in chemistry for children in kindergarten through sixth grade. Phillips will focus his efforts on producing a 250-page manual to guide educators in teaching chemistry through the use of carefully designed hands-on experiences.

—**Dr. Marcello Truzzi** professor and head of the Department of Sociology, who will complete a book-length study of selected scientific anomalies. The working title of the book is "Anomalies: The Scientific Case for Magic." Truzzi also serves as director of the Center For Scientific Anomalies Research.

—and **Dr. Michael G. Vogt**, associate professor of economics, who will work with **Dr. Raouf Hanna** to develop the proposed daily model of financial markets mentioned previously.

Those granted one-semester leaves are:



Giles Carter



Sally McCracken

—**Dr. Angelo A. Angelocci**, professor of special education, who will work in the Audiology, Speech Pathology Services at the Veterans Administration Hospital in Ann Arbor, as well as facilities in Saline, Royal Oak and Southfield to update his background in the treatment of brain-damaged adults with regard to speech disorders. Angelocci also hopes to expand his knowledge of computer use in the speech and language rehabilitation process.

—**Dr. Paul Bruss**, professor of English language and literature, who will write a book titled "Pynchon and Postmodernism." The book will complete a trilogy of critical work on postmodernism which Bruss has been writing since the late 1970s.

—**Deborah L. deLaski-Smith**, assistant professor in the Department of Human, Environmental and Consumer Resources, who will conduct a three-county study which will assess and report upon the adequacy and accessibility of barrier-free apartment dwellings in public and private housing sectors. The project will examine housing in Washtenaw, Liv-



Gary Navarre
ington and Oakland Counties.

—**Dr. Jeffrey L. Duncan**, professor of English language and literature, who will complete a book titled "Self-Reflexive Forms: A Study in the American Renaissance." The book will focus on the works of Poe, Emerson, Thoreau, Hawthorne, Melville, Whitman and Dickinson as responses to specific historical situations.

—**Carter J. Eggers**, professor of music, who will research and perform virtuoso literature for the cornet in an effort to

(Continued on page 4)

Advanced Studies Collegium: searching for excellence

The EMU Collegium for Advanced Studies will host an interdisciplinary symposium titled "Eastern Michigan University: The Pursuit of Excellence and Interdisciplinary Awareness" Friday, March 15 from 1 to 5 p.m. in Guild Hall of McKenny Union.

The first part of the symposium from 1:10 to 3 p.m. will focus on "Issues in Conflict," with presentations being made by Dr. Robert Kraft, professor of English language and literature, who will speak on

"What Kind of Teaching Works Best?"; Dr. Ruth A. Hansen, assistant professor of occupational therapy, who will speak on "Moral Reasoning and Ethical Decision Making: Implications for Education and Practice"; Dr. Fraya Andrews, assistant professor of management, who will present "Progress Toward the Development of a Measure of the Quality of Union-Management Relationships"; Dr. Agnes Rainwater, associate professor of health, physical education, recreation and dance, who will speak on "Adolescent Recreation and Alcohol Consumption"; and Dr. Eugene Jaworski and Dr. Robert Ward, professors of geography, who will speak on "Nuclear Power Plants and Cost Recovery."

Moderator for part one of the symposium will be Dr. Lucy Stewart, associate professor of Communication and Theatre Arts.

The second part of the symposium (from 3:30 to 5 p.m.) will feature two concurrent sessions. One session will focus on "Economics and Technology." Featured speakers will be Dr. S.L. Srinivasulu, associate professor of accounting and finance, who will speak on "Corporate Foreign Currency Risk Management"; Dr. Giles F. Carter, professor of chemistry, who will discuss "Science, Art

and Roman Coins"; Dr. John J. Jellema, assistant professor of industrial technology, who will speak on "Fabrication of Integrated Circuits"; and Dr. Carl F. Ojala, professor of geography and geology, who will present "Electricity Exchange Between the United States and Canada."

Dr. Ronald Westrum, professor of sociology will moderate the session.

The other session, titled "People, Practice and Problems," will feature Dr. Nora Martin, professor of special education, who will speak on "Self Image of Black Adolescents in a Special Educational Setting"; Dr. Dominick A. Taddonio, assistant professor of health, physical education, recreation and dance, who will discuss "A Comparison of Physical Fitness of Public School Students From Economically Deprived Areas With National Norms"; Dr. Sidney Gendin, professor of history and philosophy, who will talk on "Philosophical Problems in Parapsychology"; and Dr. Monroe Friedman, professor of psychology, who will focus on "Consumer Use of Boycott".

Moderator for the session will be Dr. George Mink, assistant professor of social work.

The symposium is free and open to the public.

For more information, call the Collegium for Advanced Studies at (313) 487-2249.

QWL wants your working opinion

(Continued from page 1)

environment for all employees." This includes improving staff morale and reducing employee turnover.

According to Debra Dubow, coordinator of the program, completion of the confidential survey is just the first step of what could be a unique opportunity and an exciting program. "Initially, this is a pilot project, which will affect about 300 people working in the sites chosen from the survey results," she said.

"We expect the project will be successful and then we hope it will be expanded so that it will affect everyone on campus and ultimately affect the quality of services which we provide to students as well as the quality of the employees' working lives," she added.

Once employees return the completed Quality of Work Life surveys, the Survey and Data Feedback/Site Planning Team, headed by Dr. Karen Lindenburg, vice chairperson of the team and former AAUP president, will evaluate the data to determine "site one" for the project.

Once the site is determined, the Training and Evaluation

Team, headed by Dr. Helen Brunstad, vice chairperson of the team and training and development associate at EMU, will assess the training needs of the site employees and begin establishing problem-solving groups. This will occur in April.

Then, every other month, additional sites will be designated and developed until three to six sites are established. These sites will be the bases for the pilot project which will be completed in April 1986. Then, a post-Quality of Work Life Program survey will be conducted to determine the success of the pilot project.

Dubow stressed the importance of having employees promptly respond to the surveys they receive. "We really need for people to know how important returning their completed surveys is to the project's success. Their honest and complete responses will get the project off to a very good start."

In order to present Part Two of our series on the annual audit of the Affirmative Action Plan in its entirety, we're holding it until the next issue of Focus EMU.

AFFIRMATIVE ACTION



EQUAL EMPLOYMENT OPPORTUNITY

Research

Soviet-American Relations and International Security Fellowships

The Social Science Research Council will award fellowships to predoctoral students and postdoctoral scholars in the physical and biological sciences or in the social and behavioral sciences. The purpose of the fellowships is to draw new talent into research on topics with implications for international programs, including economic competition and development, socio-political trends in the Third World regional rivalries and conflicts among Soviet and American allies, alliance systems and the psychology of national leadership.

The fellowships will be awarded for two years, with the possibility of a third year. The deadlines for submitting applications is March 31, 1985 and July 31, 1985. Contact Cheryl Kozell at 7-3090 for further information.

Pilot Research Studies on Learning Technologies

This program will support studies on the use of microcomputers and other learning technologies to reduce the impact of educational problems in the Third World. The goal of this project is to provide a decision framework for educational planners and policy makers in developing nations. The framework is intended to show what combinations of instructional programs and delivery systems can serve certain key educational needs in a cost-effective manner. Toward this goal, a small number of inter-related pilot research studies will be conducted in two phases. The purpose of the first phase is to identify and to measure student achievement, management feasibility and cultural acceptability when these are applied in less-developed county (LDC) educational settings.

The proposed pilot research study may utilize any learning technology ranging from microprocessor-driven devices to video discs, to individualized pencil-and-paper materials. The study should deal with basic education in developing nations: primary, junior, secondary, vocational skills and teacher training. The study should involve improving students' basic and technical skills in such areas as reading, language, arithmetic, science and vocational training.

Preproposals describing the research plan will be accepted until March 28, 1985, by the Institute for International Research, Inc. For application materials and further information, contact Cheryl Kozell at 7-3090.

Events of the Week

Mar. 12-Mar. 18

Tuesday 12

WORKSHOP — The Recreation and Intramurals Department and Snow Health Center will hold a workshop of swimming techniques for total fitness. Free to enrolled EMU students and Rec/IM members; \$1 for guests, Olds 50-meter pool, 5:15 p.m.

WORKSHOP — The Staff Training and Development Office will present the second in a series of workshops on personal financial planning. The topic will be basic investment principles. Pre-registration is required; \$10 per person, Tower Room, McKenny Union, 7 p.m.

TOURNAMENT — The Michigan High School Athletic Association will sponsor the boys' basketball Class B Regional Tournament today and tomorrow. Admission, Bowen Field House, To Be Announced.

Wednesday 13

MEETING — The Divisional Staff will meet, Tower Room, McKenny Union, 7 a.m.

MOVIE — Campus Life's Silver Screen will present the double feature, "Rebel without a Cause" and "East of Eden." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m.

WORKSHOP — The Staff Training and Development Office will present a workshop on managing stress for EMU clerical/secretarial staff. Preregistration is required; \$10 per person, Tower Room, McKenny Union, 8:30 a.m.

COOKIE SALE — Girl Scout Cookies will be sold, Lobby, McKenny Union, 11:30 a.m.

WORKSHOP — The Instructional Support Center and Ypsilanti Adult Education will hold a workshop on patterns of arrangement, 608 Pray Harrold, 2 p.m.

Thursday 14

FILM SERIES — The Office of Staff Training and Development will present the videotape "Dual Careers—Impact for Organizations and Individuals" followed by a discussion. The brown bag presentation is open to all employees. Faculty Room, McKenny Union, 11:30 a.m.

WORKSHOP — The Instructional Support Center and Ypsilanti Adult Education will present a workshop on patterns of arrangement, 608 Pray Harrold, 2 p.m.

WORKSHOP — The ISC and Ypsilanti Adult Education will hold a workshop on time management, 311 Library, 7 p.m.

MOVIE — Campus Life's Silver Screen will present the film classic "2001: A Space Odyssey." Admission is \$1, Strong Auditorium, 7, 9:30 p.m. and midnight.

LECTURE — The College of Education and the College of Health and Human Services will present a lecture titled "Relaxation Techniques to Enhance Total Well-Being," University Sheraton Inn, Ann Arbor, 7:30 p.m.

RECITAL — "Les Illuminations" will be performed by Jeff Willets as his honors recital, Pease Auditorium, 8 p.m.

LECTURE — Ellen Aikins, anchorwoman for WUHQ-TV in Battle Creek, will speak about internships and relocating, Faculty Lounge, McKenny Union, 8 p.m.

Friday 15

SYMPOSIUM — The Collegium for Advanced Studies will present an interdisciplinary symposium featuring presentations by various EMU faculty members, Guild Hall, Reception Room, McKenny Union, 1-5 p.m.

Regents grant sabbaticals

(Continued from page 3)

preserve an important segment of the history of brass musical instruments.

—**Dr. Ramesh C. Garg**, professor in the Department of Accounting and Finance, who will establish a comprehensive plan to internationalize the curricula offered by his department. This will involve analyzing every course currently being offered by the department in the areas of corporate finance, investments and financial institutions.

—**Judith Ronda Glikin**, assistant professor in the Center of Educational Resources, who will update bibliographical resources in the area of Black Women in Literature.

—**Sheldon S. Iden**, associate professor of art, who will travel to India to visit selected Indian universities and significant architectural and religious sites, to gather material for a new University course. He will examine prospects for cultural exchange and advance his personal knowledge of an area which has influenced his work.

—**Dr. Donald E. Jackson**, professor of psychology, who will interface the Psychology Department's research operant chambers with inexpensive microcomputers. This will allow experiments that are currently not possible, to be conducted by faculty and graduate students. In addition, Jackson will complete work on a textbook in statistics for the field of psychology.

—**Dr. Harold Roger King**, professor of history, who will create a catalog of the William Wilson papers currently in unorganized form at the

Clements Library in Ann Arbor. The papers, which occupy 58 boxes and comprise nearly 15,000 pages, represent information about Wilson, who was an important political and medical leader in New York state in the 18th and 19th centuries.

—**Dr. Annette Martin**, professor of communication and theater arts, who will design a videotape series which would center on the fictional works of selected American women writers as well as create the first three script adaptations for the medium.

—**Dr. Sally R. McCracken**, professor of communication and theater arts, who will research the relationship between communication skills and the effective management of conflict in the process of arbitration. The results of her research will be disseminated through a variety of sources including the American Arbitration Association.

—**Dr. Dady Mehta**, professor of music, who will develop a series of lectures and recitals on J. S. Bach's Goldberg Variations.

—**Dr. Gordon E. Moss**, professor of sociology, who will conduct a detailed analysis of a major data base recently collected by Moss as part of a \$600,000 grant from the National Institute of Health. This project will allow Moss to complete his work on analysis of sociodemographic correlates of Type-A behavior.

—**Dr. Gary B. Navarre**, professor of special education, who will review the types of educational experiences provided in public schools in Michigan to handicapped students and to assess the relationship those ex-

periences have had to subsequent life adjustments. Results of his work will be published as a monograph in a professional journal.

—**Dr. Leonas Sabaliunas**, professor of political science, who will analyze localized conflict and convergence between socialism and nationalism in Lithuania.

—**Dr. Fathi Sokkar**, professor of operations research and information systems, who will develop a menu-driven multi-user material requirements planning computer program for a 16-bit microcomputer, which will allow for "just-in-time" inventory control.

—**Dr. Janice J. Terry**, professor of history, who will complete a book on U.S. foreign policy in the Middle East during the 1970s. In addition to explaining U.S. foreign policy during that time, the book will analyze why specific policies have succeeded or failed in their objectives.

—**Dr. Robert M. Ward**, professor of geography, who will conduct a land use assessment for planning and community development for Coconut Creek, Fla.

—and **Dr. Jon K. Wooley**, professor of physics and astronomy, who will expand the capacity of the currently available teaching software called Skylab, which allows students to study and predict the positions and movements of the sun, moon and planets at any time of day or night from the years 1801 to 2099.

The sabbatical leaves of the above 32 faculty members will have an above-base net cost of \$66,163 to the University.

TENNIS — The women's team will oppose the Wolverines of the University of Michigan, Ann Arbor, 2:30 p.m.

MEETING — The Graduate Council will meet, Regents Room, McKenny Union, 3 p.m.

MEETING — The Continuing Education Autistic and Severely Disturbed Pre-Schoolers Committee will meet, Faculty Lounge, McKenny Union, 6 p.m.

FILM FESTIVAL — The Chinese Student Association will present a film festival, Alumni Lounge, McKenny Union, 7 p.m.

MOVIE — Campus Life's Silver Screen will present "The Neverending Story." Admission is \$1, Strong Auditorium, 7, 9:30 p.m. and midnight.

RECITAL — Margaret Hurbis and P. Lunk Jr. will perform their junior flute recitals, New Alexander Recital Hall, 8 p.m.

TOURNAMENT — The Michigan High School Athletic Association will sponsor the boys' basketball Class B Regional Finals, Bowen Field House, To Be Announced.

Saturday 16

CONCERT — Barbershop quartets will perform for the entertainment of students, faculty and staff, Guild Hall, Snack Bar and Main Lounge, McKenny Union, 9 a.m. - 8 p.m.

MEETING — The Continuing Education Autistic and Severely Disturbed Pre-Schoolers Committee will meet, Gallery I, McKenny Union, 9 a.m.

MEETING — Beta Alpha Psi will meet, Faculty Lounge and Reception Room, McKenny Union, 9 a.m.

GYMNASTICS — The men's team will host the Eastern Collegiate Invitational, Warner Gymnasium, 3 p.m.

RECITAL — Fayola Ash will perform on the organ, Pease Auditorium, 4 p.m.

BANQUET — The College of Technology will sponsor its Honors Banquet, Ballroom, McKenny Union, 5:45 p.m.

MOVIE — The Campus Life's Silver Screen will present "The Neverending Story." Admission is \$1, Strong Auditorium, 7, 9:30 p.m. and midnight.

Sunday 17

RECITAL — Professor Alfio Pignotti will play the violin and accompany Michele Johns, harpsicordist in several Bach sonatas, New Alexander Recital Hall, 4 p.m.

CONCERT — The Alumni Band will perform under the direction of J. Whitney Prince, assistant professor of music, Pease Auditorium, 4 p.m.

MOVIE — Campus's Life Silver Screen will present "The Neverending Story." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m.

Monday 18

MEETING — The University Marketing Council will meet, Gallery I, McKenny Union, 8 a.m.

MEETING — The EMU Chapter of the American Association of University Professors will meet, Alumni Lounge, McKenny Union, 4 p.m.

MEETING — The EMU Science Fiction Society will meet, Reception Room, McKenny Union, 8 p.m.