

UNION OFFICIALS—From left to right are Luinda Smith and Esther Williams (seated), both members of UAW Local 1975's Bargaining and Grievance Committee, and Local 1975 Vice President Diana Clark.

## UAW Local 1975 celebrates 10th anniversary today

Happy Birthday UAW Local 1975! Today, March 19, EMU's secretarial and clerical union, United Auto Workers Local 1975, is 10 years old. And to mark the occasion an open reception for all of the union's University supporters will be held today from 2 to 4 p.m. in the King Hall Lounge.

The union has made its mark in its 10 years at EMU and has done more than just back its membership. It has contributed to the University in many ways. Just last fall, Local 1975 was one of the biggest supporters of the "Eastern Energy" campaign to sell and buy football tickets. The local also worked with the administration and other campus unions to defeat Proposal C.

Things were different before UAW Local 1975 was born. Recently, Esther Williams, administrative secretary in the Graduate School, Luinda Smith, library assistant, (both members of the UAW Local 1975 Bargaining and Grievance Committee) and Diana Clark, library assistant and current Local 1975 vice president, talked about the union's start.

In 1974, the Harold Sponberg administration hired an outside consulting firm from Chicago to reclassify jobs at EMU. When the Hayes study was complete, 63 percent of clerical workers at EMU were rated at level three or below.

"That was the last straw,"

said Smith. "Although, there were only a handful of people who actually took paycuts because of the reclassification most people had a lower ceiling on possible future raises."

Also, getting raises before unionization was not automatic. EMU had a merit pay system for its clerical workers, but Williams said the raises depended more on who you knew than what you did. Williams was originally an organizer for AFSCME, not the UAW and both unions were actively organizing at EMU.

Job openings were handled the same way according to Smith. She said when a higher level job opened up, qualified employees were often passed over and friends of an administrator filled the position.

When the final vote on whether to unionize was taken, it wasn't a question of whether or not the clerical workers would have a union, but which union they would have. Out of 376 eligible voters, 175 voted for the UAW, 106 for AFSCME, and only 43 voted for no union.

In addition Clark said the administration did not fight the organizing effort. "But," Williams added, "they didn't think it would go through."

On March 19, 1975, EMU's clerical employees gained union representation. But it was another nine months before the

administration sat down to negotiate a contract. On Jan. 30, 1976, a strike vote was taken and they voted 224-23 to walk out if an agreement could not be reached.

On March 3 the people who do the typing and filing at EMU walked off the job. The strike lasted until March 27 and finally, the first contract was signed April 5.

According to the women, the first contract did not improve the financial status of its members by much. "Some people who applied for foodstamps while we were on strike were told they would qualify even after they went back to work," Williams said.

"But," Smith added, "money was not as important in establishing the union as was gaining seniority rights and establishing a grievance procedure."

Things certainly have changed at EMU and even the economics issues are admittedly better now. "Over the years, the union has gained on economics," Clark said. "Last summer's contract has brought us close to parity with other secretaries in Michigan."

And, overall, the three women agree that the union's current status with the University administration is favorable. "In the past there was a lot of adversity, but this administration understands we're in this together," Williams concluded.

## Campus Capsules

#### Jazz Ensemble Presents Annual Spring Concert

The EMU Jazz Ensemble will give its annual spring concert Wednesday, March 20 at 8 p.m. in Pease Auditorium.

The band's last performance was attended by 500 jazz lovers. This spring's performance will include "That's Right" and "A Tribute to Art Fern" by Canadian composer and arranger Rob McConnell, "Hay Burner" by Sammy Nestico, "Dizzy Atmosphere" by Dizzie Gillespie and "Groove Merchant" by Thad Jones and Jerome Richardson.

The Jazz Ensemble is directed by John Smith, assistant professor of music. Senior student Tim Dressel will conduct the performance, which is free and open to the public.

#### Faculty Cap and Gowns Can Be Picked Up at Bookstore

Faculty members attending the Honors Convocation Sunday, March 31, can pick up their cap and gowns in the University Bookstore during the following times: March 28 from 8:30 a.m. to 4:30 p.m. and March 29 from 8:30 a.m. to 3 p.m. The Bookstore is located in the basement of McKenny Union.

## "Media Month" Offers Final Speakers

The "Media Month" program, sponsored by EMU's chapters of Women in Communications and Alpha Epsilon Rho, will offer two more speakers, one today and another tomorrow.

Jim Ochs, a reporter for WXYZ-TV's "Good Afternoon Detroit," will speak today at 7 p.m. in McKenny Union's Faculty Lounge. Ochs, an EMU graduate, is a host for the

show's "Survivor" series.

The final speaker will be Eli
Zaret, WDIV-TV sports anchor

Zaret, WDIV-TV sports anchor. He'll speak tomorrow, March 20, at 7 p.m. in the Faculty Lounge. Both presentations are free and open to the public. For more information call Jim Smith at 7-4400.

## EMU to Host Faculty Woodwind Recital

The EMU Music Department will present the Faculty Woodwind Quintet in concert Thursday, March 28, at 8 p.m. in the Alexander Recital Hall.

The quintet is comprised of EMU music faculty members Rodney Hill on flute, Kristy Meretta playing oboe, Armand Abramson on clarinet, Willard Zirk on horn, and Christine Marsh Prince playing bassoon.

The quintet will be accompanied by music faculty members Dady Mehta on piano and Ruth Myers on harp.

The concert is free and open to the public. For more information, call 7-4380.

## Fall Applications Available for Children's Center

The EMU Children's Center has set May 1st as the application deadline for enrollment of preschool children in its fall programs. Parents may apply for enrollment for their three, four, or five year olds in one of the four programs meeting weekdays from 9 a.m.-11:30 a.m., and afternoons from I p.m.-3:30 p.m. Each program meets two or three times a week.

Applications and further information are available from The Children's Center office, 209 Rackham Building, or by calling 7-0286.

## Women's Association Accepting Scholarship Applications

The EMU Women's Association is offering three \$400 scholarships to qualified senior women for the 1985-86 school year.

Applicants must be full-time students with senior status beginning in the Fall semester. In addition they must have an EMU GPA of 3.0 or better and show evidence of financial need. Also required are two EMU faculty recommendations indicating promise in a chosen field.

Applications can be obtained through the Financial Aid Office.

The deadline for turning in applications is Friday, March 29. All applications must be received by 5 p.m. and include faculty recommendations. Applications should be addressed to Eleanor S. Wright, Women's Association scholarship chairperson, English Department, Pray-Harrold.

#### Health-O-Rama Offers Free Health Testing

Helping reduce the risk of serious illness and learning more about your health are objectives of Project Health-O-Rama, a series of free health consultations that starts Thursday, March 21 from 10 a.m. to 7 p.m. at Arborland Mall in Ann Arbor.

There will be another clinic at that site on March 23. Other sites will include Beyer Memorial Hospital, Chelsea Community Hospital and the Saline Community Hospital's Wellness Center. For more information about these clinics, call the Washtenaw County United Way at 971-8200.

### DSO will feature Bach, Beethoven, Brahms

EMU's Campus Life will present the Detroit Symphony Orchestra, under the direction of Gunther Herbig, Sunday, March 24, at 8 p.m. in EMU's Pease Auditorium.

Herbig, the DSO's 10th music director, will lead the orchestra in performances of Bach's First Orchestral Suite, Beethoven's Piano Concerto No. 2 and Brahms Fourth Symphony.

Featured in Beethoven's piano concerto will be guest soloist Emanuel Ax. Ax, a Polish-born pianist, studied at Juilliard School of Music under the direction of Mieczylaw Munz. He graduated from Columbia University as a French major, has won some of the most coveted prizes in the classical music field and has performed with major orchestras throughout the United States and Europe.

In 1974, Ax won the Arthur Rubinstein International Piano

Competition in Tel-Aviv, Israel, and five years later won the Avery Fisher Prize. In addition, several of his record albums have received Grammy nominations and recognition from such publications as Stereo Review



**Gunther Herbig** 

and Time magazine. Currently, Ax is recording Beethoven's Sonatas for Cello and Piano with Yo-Yo Ma.

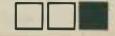
Ax first appeared in Detroit in 1967, under the sponsorship of the Music Study Club of Metropolitan Detroit. He last appeared with the DSO in 1983.

Tickets for the concert are \$10 and \$8 for the general public and \$7 and \$5 for students and senior citizens. EMU Mainstage members will receive a \$1.50 discount on each regularly-priced ticket purchased.

For more information or ticket reservations, call the Quirk Theater Box Office at 7-1221.

### Inside . . . .

You'll find Part Two of our two-part series on the Annual Audit of the University's Affirmative Action Plan. This report provides, in detail, a breakdown of the report's findings according to job title and academic department.



# Affirmative Action: still a long way to go

Editor's note: This is part two of a two-part series on the annual audit of the 1984 Affirmative Action Plan. This article gives a detailed breakdown of the problems and progress in achieving affirmative action goals for all of the academic colleges and for the six staff job series. Underutilization describes the comparison between the number of people in a given class (blacks, for instance) who are available in a given discipline to the actual number who are working, or being "utilized," in that discipline.

The College of Arts and Sciences filled 10 (52.6 percent) of its 19 vacancies with females and minorities. The number of females in the college increased from 64 (20.1 percent) to 68 (20.6 percent) and the number of minorities from 25 (7.9 percent) to 27 (8.2 percent). The number of black faculty decreased from nine (2.8 percent) to eight (2.4 percent).

Underutilization of females in the college exists in 12 of the 15 departments, and three departments have no females. Ten of the 15 departments have no black faculty and five have no minority faculty. Annual hiring goals for females have been set in the departments of Biology, Chemistry, Communication and Theater Arts, Economics, Fine Arts, Foreign Languages and Bilingual Studies and Geography and Geology and for blacks and minorities in the departments of Economics, Mathematics and Computer Science and Political Science.

The College of Business filled four of its seven vacancies with females. The number of females increased from 10 (14.3 percent) to 14 (20.3 percent) while the number of black faculty remained at zero and the number of minorities remained at 11.

Underutilization of females in the college is 6.8 percent while the number of minorities exceeds availability by 7.4 percent. Underutilization of blacks is 3.8 percent.

The College of Education did not fill any positions during the period covered by the audit. There are 36 (35.3 percent) female faculty members, one (one percent) black faculty member and five (4.9 percent) total minority faculty members in the college. Underutilization of females in the college is 17.6 percent, blacks 5.9 percent and total minorities 6.9 percent.

Three positions were filled in the College of Health and

Human Services. The number of female faculty declined from 51 (85 percent) to 48 (82.8 percent) while the number of black faculty and total minorities remained unchanged at four (6.9 percent).

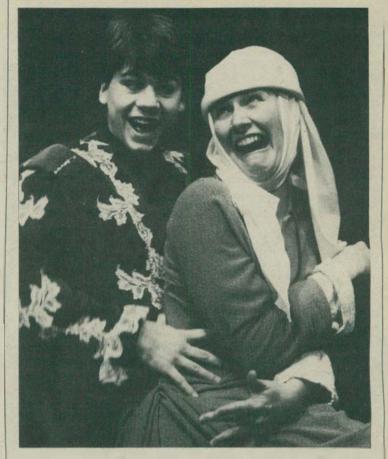
Underutilization of minorities exists in three of the college's four departments and the Department of Human, Environmental and Consumer Resources has no minority faculty.

The College of Technology filled its one vacancy with a female faculty member. The number of females in the college increased from three (9.1 percent) to four (13.3 percent). The number of black and total minority faculty members remained at one (3.3 percent).

Underutilization of females in the college decreased from 21.2 percent to 18.1 percent and, due to a decrease in the staffing level in the college, underutilization of blacks decreased from 6.1 percent to 4.7 percent and total minorities from 9.1 percent to 7.7 percent.

The Center of Educational Resources and Media Services filled four of its five vacancies with females and blacks. The number of female faculty in the CER remained unchanged at 15 (68.2 percent) and the number

(Continued on page 4)



Shannon Hemingway (left) and Ann York ham it up during this scene from Shakespeare's "Romeo and Juliet." The tragic love story will be presented Friday through Sunday, March 22 through 24 and Thursday through Saturday, March 28 through 30 in Quirk Theater. For ticket information call 7-1221.

## Symposium takes careful look at technology

EMU will present a futures-oriented symposium for high school students, their parents and counselors Thursday, March 21, from 8:15 a.m. to 12:30 p.m. on the EMU campus.

The symposium, titled "Preparing to Live and Work in the 21st Century," will provide college-bound seniors with a better understanding of the work environment of the future, knowledge of the job skills and education needed to succeed in the workplace and practical insights on how to prepare for the transition.

Featured speakers for the free symposium will be Sen. William Sederburg, chairman of the Higher Education Appropriations Committee, Dr. Alexander J. Glass, president of KMS Fusion in Ann Arbor, and Laurence N. Smith, vice president for Student Affairs at EMU.

Symposium workshops will include, "Telecommunications in the 21st Century," featuring Harry Semerjian, division manager of network planning for Michigan Bell; "Creative Thinking—a Tool for Success," featuring John Ostrowski, technical director for the Valspar Corp.; and "On the Cutting Edge—Biomedical Research and Where It's Taking Us" featuring Dr. Michael Pappas, director of research of Covalent Technologies.

In addition, the symposium will feature workshops on creating video messages, choosing a major, financing your education and other topics.

Although there is no charge for the symposium, advanced registration is requested.

For more information, call the Career Services Center at 7-0400.

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Tuesdays for the next week's

KATHLEEN D. TINNEY, director of Information Services and Publications.
SUSAN M. BAIRLEY, news editor

MARTY HEATOR, Focus editor DICK SCHWARZE, photographer

## **WEMU**89.1

TUESDAY, MAR. 19

6 a.m.

#### 1 p.m. Afternoon Jazz Scope - Host George Klein presents Johnny Griffin & Matthew "Soul Groove. All Things Considered - NPR's daily news magazine. 7 p.m. 8:30 p.m. Connection — Discussion of issues concerning the disabled WEDNESDAY, MAR. 20 Midday Cafe - Music for lunch with host Bret Julyk. 12:10 p.m. Afternoon Jazz Scope — Host George Klein presents Ella Fitzgerald, "Ella in 1 p.m. Hollywood." 8:30 p.m. European Perspectives — Discussion program. 9 p.m. Sidran on Record — Ben Sidran examines today's jazz. THURSDAY, MAR. 21 Afternoon Jazz Scope - Host George Klein presents Joe Henderson, "Mode l p.m. 5:10 p.m. Cafe du Jazz - Mellow music for the dinner hour, with host Bret Julyk. Common Ground — Debates program. Topic: Working for human rights-8:30 p.m. Amnesty International. 9:00 p.m. American Jazz Radio Festival — The finest jazz performed across the country. FRIDAY, MAR. 29 Morning Edition - NPR and local news features, hosted by Ken Horning. 6 a.m. Afternoon Jazz Scope — Host George Klein presents "Workin' With the Miles 1 p.m. Horizons - Societal discussions. Topic: "Black Vietnam Veterans." 8:30 p.m. The Bone Conduction Music Show — Industrial-strength rhythm and blues with 9:00 p.m. colossal host, Thayrone. SATURDAY, MAR. 23

Morning Edition — Ken Horning presents local and national news features.

	12 p.III.	Jazz Revisited — Jazz Holli the past.									
	6 p.m.	A Prairie Home Companion - NPR's most popular two hours, with host Gar-									
		rison Keillor.									
	9 p.m.	Third World Dance Party — Host Tom Simonian presents the best of reggae									
	•	music. Featured LP's; "A Rocker's All-Star Explosion." Various artists; Linton									
		Kwesi Johnson 'Greatest Hits;" Two-Ton Machine "Chinatown."									
SUNDAY, MAR. 24											
	12 p.m.	Marian McPartland's Piano Jazz — Interviews and music of piano jazz artists.									
	2 p.m.	A Prairie Home Companion — Encore broadcast of Saturday's presentation.									
	4 p.m.	Big City Blues Cruise — Music hosted by Martin Gross.									
	9 p.m.	New Directions — Experimental, electronic and unusual music, with host Tom									
	•	Simonian.									

Big Band Spectacular — Featured, Sarah Vaughan.

Jazz Revisited - Jazz from the nas

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## Openings\_\_\_\_

The Personnel Office announces the following vacancies: CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CS-03 - \$411.90 - Clerk - Financial Aid

CS-03 - \$411.90 - (plus shift differential of 15 cents per hour worked) - Senior Clerk - University Computing (Ability to work 2:00 p.m. to 10:30 p.m. Keypunch experience or willingness to learn is desirable)
CS-05 - \$498.34 - Senior Secretary - Public Safety

Final date for the receipt of internal applications for the above positions is March 26, 1985.

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

AP-09 - \$885.44 - \$1,373.19 - Coordinator, User Support Services University Computing - Deadline Date: April 19, 1985.

Deadline date extension from 2/26/85 issue of Focus EMU PT-05 - \$498.34 - \$697.69 - Computer Operator - University Computing. Deadline Date: April 19, 1985.

Deadline date extension from 3/5/85 issue of Focus EMU PT-07 - \$676.27 - \$973.86 - Systems Programmer 11 - University Computing

PT-08 - \$770.94 - \$1,157.58 - Systems Programmer II - University Computing

PT-09 - \$885.44 - \$1,373.19 - Senior Systems Programmer -University Computing. Deadline date: April 19, 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.

**FACULTY** 

Department of Industrial Technology - Tenure track Faculty/ Program Coordinator in Aviation Technology. Fall semester 1985. To teach undergraduate courses in Aviation Technology and coordinate the Aviation program. Significant experience in aviation and a master's degree are required. Deadline date: May 7, 1985.

Department of Industrial Technology - Tenure track Faculty in Computer-Aided Design Technology. Doctorate preferred, master's required. Proficiency in FORTRAN 77 and familiarity with plot 10 graphics subroutines. Design experience using comercially available CAD software desirable. Deadline date: May 7, 1985.

> Affirmative Action/Equal Opportunity **Employer and Educational Institution**

## Research

NIJ Funding Priorities for 1985

The National Institute of Justice funds projects in three major categories: crime control research; crime prevention and criminal justice research; and communications and research utilization. For fiscal year 1985, the following topics will be given priority within those categories: easing jail and prison overcrowding; assisting crime victims; increasing community and private sector involvement in prevention and control; speeding up the adjudication process; finding better methods for managing the criminal justice system; assessing the impact of probation and parole on subsequent criminal behavior; and enhancing federal, state and local cooperation.

The current programs and their deadline dates for the remainder of fiscal year 1985 are:

Violent Criminal Behavior (June 5, 1985)

-Drugs, Alcohol and Crime (May 22, 1985)

-Crime Control Theory and Policy (May 15, 1985)

-Classification, Prediction and Methodology Development (June 12, 1985)

-Victims of Crime (April 30, 1985)

-- Crime Prevention (April 30, 1985)

-- Court Effectiveness: Reducing Delay (April 1, 1985)

-- Corrections: Prisons and Jails (April 15, 1985)

- Visiting Fellowships (November 15, 1985) -Unsolicited Research (June 1, 1985)

For further information on these programs, contact Cheryl Kozell at 7-3090.

#### Material Development and Research

This National Science Foundation program supports projects which generate new knowledge and develop new materials, technologies and model programs to strengthen science, mathematics and technology education for high school, middle/junior high and elementary level students and teachers.

The four categories of support are:

-Instructional Materials Development

-Materials and Methods for Teacher Preparation

-Application of Advanced Technologies

-Research in Teaching and Learning

Proposals may be submitted at any time. Contact R. Howard at 7-3090 for guidelines.

#### **Deadline Reminders**

ACTION, Young Volunteers in Action Program, March 29, 1985. Michigan Council for the Arts, Creative Artist Program, March

U.S. Department of Agriculture, Special Research Grants Program-Aquaculture Research, March 29, 1985. National Aeronautics and Space Administration, Interdisciplinary Research Program in Earth Science, March 31, 1985.

## Focus on Staff\_\_\_\_

### New challenges keep Lindblade satisfied

"I never thought I'd be here this long," said Mary Lindblade, administrative secretary in the Academic Services Center.

Lindblade has been with EMU for 10 years, all of those years spent in the same office. She started off as a receptionist and worked her way up to senior clerk, then secretary II, senior secretary and five years ago became administrative secretary.

"I like challenges," said Lind-blade. "I think that's why I've moved up. I'm always looking for something new. I have a curiosity I guess."

Lindblade's job provides her with different challenges each day, from one semester to the next. She doesn't have a set routine. Her job varies with the time of year.

Currently her primary responsibility is preparing weekly reports for President Porter on new students. It is a job that begins in February and doesn't end until after the fall semester

At the beginning of each semester Lindblade prepares statistical student reports for each academic department head. She inputs information on each student into the computer, separates the printout, then checks it for accuracy—all 900 pages. But, as she added, "With 14,000 undergrads it's a little hard to have it perfect!"

In between reports, Lindblade does "whatever it takes to get the job done," from sending out mail to being the office "troubleshooter." For example, if a student wants to elect a



Mary Lindblade

pass-fail option for a class after the deadline, and doesn't take the receptionist's "no" for an answer, Lindblade will deal with the irate student.

Some people would find that sort of duty distasteful, but dealing with many different people is part of what Lindblade likes about her job. "I enjoy the university setting. I think it's a lot of fun. Working with students is great. You meet so many people," she said.

Lindblade does see a lot of students. All new students, business freshmen, pre-nursing, pre-occupational therapy and those on academic probation must see an adviser. And those new students, freshmen and transfers, all generate paperwork that Lindblade must feed into the computer. In addition, every time a student changes his/her

major or minor, that is fed in,

Lindblade's day doesn't end when her terminal is shut off. Most of her free time is spent with her husband, Charlie, and their two children. When she does get some extra time, she likes to "spend it doing nothing."

That is not surprising considering Lindblade's active schedule. In addition to being a wife and mother, directing four clerks who work in her office, and keeping that office well stocked and functioning, she serves as president of EMU's secretarial/clerical union, UAW Local 1975.

"I do enjoy being here," she said. "I wish everybody enjoyed their job the way I do."

And even though Lindblade never thought she'd be here ten years, she's happy with her job and enjoys working at EMU.

"I can't see myself leaving the university. I'll probably be here another ten years," she said.
—by JIM SMITH

### Adviser\_

Academic Services Center 229 Pierce Hall Hotline: 7-3344 days 7-0048 evenings

**DEADLINE ALERT** 

Friday, March 22 is the last day, for students to withdraw from class and receive an AUTOMATIC "W". The required form should be picked up by the student at the Registration Office, signed by the instructor and returned by the student to Registration no later than 5 p.m. March 22.

MUST BE FULL TIME International students who are in the United States on a temporary visa to attend school (F-1, student visa or J-1 exchange visitor visa) must be enrolled in and complete at least 12 semester hours of credit in the fall and winter semesters to maintain their legal status in the U.S. Full time enrollment is not required during spring and summer. If a student wishes to withdraw from a course which will leave the student with less than a full load, you should encourage that student ot contact the Foreign Student Affairs Office, 209 Goodison Hall, before completing the withdrawal process.

#### LIMITED NUMBER OF YEARS

Many international students who are being sponsored by a government or scholarship agency must complete their education program within a limited time and return home to continue or begin employment or contracted agreements. It is, therefore, important to plan more than one semester of enrollment. If there are important sequential considerations, it would be good to make a general plan for the student's total program. **ENGLISH PROFICIENCY** 

dent to see if enrollment in the English as a Second Language Program was a condition of admission to EMU. If ESL was required, make sure those requirements have been satisfied before the student registers for other coursework.

Be sure to check with the stu-

## **Faculty Council** Corner\_

All faculty members have received nominating petitions for the seven Faculty Council positions with terms beginning in September. Completed petitions should be submitted by Friday, March 22. If you find yourself in support of our accomplishments, come and help. If you find yourself opposed to many of our positions and decisions, come and persuade other members to share your point of view. But you cannot be elected if you do not take the step of submitting a nominating petition. Meetings are twice a month, Wednesdays from 3 p.m. to 5 p.m.

Council has recently turned its attention to two student-related

The first is a request from Student Government for required course syllabi. Council members are sympathetic to the concept but concerned about possible misunderstandings and implied contracts. At a recent meeting, Council supported the following statement: All faculty are required to give students a statement of course expectations within the first two weeks of class. This statement should include office hours, location, and telephone number; attendance policy; testing and grading policy; policy on make-up exams; major assignments; and required materials.

We do not support a library file of these statements and reasonable deviations due to unforeseen circumstances must be allowed.

cond student-related issue is academic dishonesty. The Stu dent Policies Committee has met with the Dean of Students and others and has drafted a position statement which has been reviewed by Council and is undergoing some revision. More information will be shared through this column.

If you want a voice, complete your petition and run for Facultv Council.



OPERA REHEARSAL-Toni Simonds (left), Sheryl Paton and Hee Kyung Park rehearse for "Suor Angelica," which will be presented Friday and Saturday March 22 and 23 in the Alexander

## Affirmative Action: still a long way to go

(Continued on page 2)

of minority faculty remained at four (18.2 percent) while the number of black faculty increased from two (10 percent) to three (13.6 percent).

Underutilization of females is 11.8 percent due to the unusually high number of females in this discipline. The number of black and minority faculty exceeds the availability in this

In the Executive/Administrative job series, seven of the 18 vacancies or 38.9 percent were filled with females, blacks and other minorities. The number of females increased in two and decreased in three of the job groups in this series. Overall, the number of females decreased from 53 (32.7 percent) to 45 (28.3 percent) due to the elimination of positions and turnover.

The number of blacks increased in one and decreased in three of the job groups in this series. Overall, the number of black employees decreased from 20 (12.3 percent) to 17 (10.7 percent). The total number of minorities increased in two and decreased in three job groups in this series. Overall, the total

number of minorities decreased from 25 (15.4 percent) to 22 (13.8 percent).

Underutilization of females increased from 4.9 percent to 5.7 percent and exists in four of the eight job groups in the series. There are no females in two of the job groups. Underutilization of blacks remained at .6 percent and of total minorities at 1.3 percent. There are no blacks or minorities in one of the job groups in this series.

In the Professional job series, 21 of the 34 vacancies or 61.8 percent were filled with females, blacks and other minorities. The number of females increased in five of the 10 job groups in this series. Overall, the number of females increased from 68 (46 percent) to 79 (49.1 percent).

The number of black employees increased in two of the job groups and overall, the number of black employees increased from 15 (10.1 percent) to 17 (10.6 percent). The total number of minority employees increased in one and decreased in two job groups. Overall, the total number of minorities remained unchanged at 24 (14.9 percent).

Underutilization of females increased in this series from 3.4 percent to 3.7 percent and exists in three of the job groups. Underutilization of blacks increased from 1.4 percent to 1.9 percent and exists in three of the job groups. Underutilization of total minorities increased from two percent to 2.5 percent and exists in four of the job groups. There are no females in one job group and no blacks or other minorities in three job groups.

In the Secretarial/Clerical job series, 91 of the 96 vacancies of 94.8 percent were filled with females, blacks and other minorities. The number of females increased in one and decreased in one job group in this series. Overall, the number of females increased from 348 to

The number of black employees increased in one and decreased in two job groups. Overall, the number of blacks increased from 29 (8.1 percent) to 31 (8.4 percent). The total number of minorities increased in one and decreased in one job group, and overall the total number of minorities increased from 37 (10.4 percent) to 40 (10.9 percent).

Underutilization of blacks and total minorities in this series is

2.4 percent. There are no black employees in one of the five job groups and underutilization of minorities exists in one job

In the Technical job series, eight of the 17 vacancies or 47.1 percent were filled by females, blacks or other minorites. The number of females increased in two and decreased in one of the job groups. Overall, the number of females remained unchanged at 21 (45.7 percent).

The number of black employees increased in one job group which increased the number of black employees in the series from six (14.6 percent) to seven (15.2 percent). The total number of minorities increased in one job group and decreased in another. The total number of minority employees remained unchanged at nine (19.6 percent).

Underutilization of females increased from 4.9 percent to 6.5 percent and exists in two of the five job groups. Inderutilization of blacks and total minorities remained unchanged at 2.2 percent and exists in one job group.

In the Trades job series, two of the five vacancies or 40 percent were filled by a female and a black. The number of females in the series increased from zero

to one (1.8 percent) and the number of black and total minority employees increased from four (7.5 percent) to five (8.9 percent).

Underutilization of females in this series decreased from 9.4 percent to 7.1 percent and exists in both job groups in the series. Underutilization of blacks and total minorities remained unchanged at 1.8 percent and also exists in both job groups.

In the Service/Maintenance job series, 21 of the 31 (67.7 percent) vacancies were filled by females and blacks. The number of females in the series increased in one job group and decreased in another. Overall, the number of females remained unchanged at 80 (46.8 percent).

The number of black and total minority employees increased in one job group and decreased in another. Overall, the number of black and total minorities increased from 60 (35.1 percent) to 61 (35.7 percent).

Underutilization of females in this series remained unchanged at 4.1 percent and exists in two of the four job groups. Underutilization of blacks and total minorities increased from 2.3 percent to 2.9 percent and exists in two of the job groups.

## **Events** Veek Mar. 19-25

Tuesday 19

WORKSHOP — The Instructional Support Center and Ypsilanti Adult Education will hold a workshop on vocabulary and spelling improvement, 311 Library, 3 p.m. MEETING — The Guidance and Counseling Advisory Committee will meet, Main Lounge, McKenny Union, 7 pm.

LECTURE - Jim Ochs, reporter for WXYZ-TV's "Good Afternoon, Detroit," will speak, Faculty Lounge, McKenny Union, 7 p.m.

WORKSHOP — The Office of Staff Training and Development will present the third in a series of personal financial planning workshops. The session will be on estate planning. Preregistration is required; \$10 per person, Tower Room, McKenny Union, 7 p.m.

RECITAL — A faculty recital will be held, New Alexander Recital Hall, 8 p.m.

Wednesday 20

CAREER FAIR — The Office of Career Services will present a Health Professions

Career Fair, McKenny Union, 8 a.m. - I p.m.

WORKSHOP — The Staff Training and Development Office will present a workshop on preparing and delivering effective presentations. Preregistration is required; \$10 per person. Open to EMU administrators, managers and supervisors, Alumni Lounge, McKenny Union, 8:30 a.m.

WORKSHOP — The Instructional Support Center and Ypsilanti Adult Education

will hold a workshop on research techniques, 608 Pray Harrold, 2 p.m. MEETING — The College of Education Council will meet, Gallery 1, McKenny

Union, 2 p.m.

MEETING — The Program Review Committee of the Graduate School will meet, Oxford Room, McKenny Union, 3:15 p.m.

MOVIE — Campus Life's Silver Screen will present a double feature, "Seems Like Old Times" and "Zelig." Admission is \$1 for the two movies, Strong Auditorium, 7 and 9:30 p.m. **CONCERT** — The EMU Jazz Ensemble will perform under the direction of J.R.

Smith, assistant professor of music, Pease Auditorium, 8 p.m. TOURNAMENT — The Michigan High School Athletic Association will sponsor the boys' basketball Class B Quarter Finals, Bowen Field House, To Be

Announced. LECTURE - Eli Zaret, sports anchorman for WDIV-TV, will speak, Faculty Lounge, McKenny Union, To Be Announced.

Thursday 21

WORKSHOP — The Instructional Support Center and Ypsilanti Adult Education will present a workshop on research techniques, 608 Pray-Harrold, 2 p.m. MEETING — The University Council on Teacher Education will meet, Gallery I, McKenny Union, 3:30 p.m.

MEETING — The Student Affairs Committee of the Board of Regents will meet, Tower Room, McKenny Union, 3:30 p.m.

MEETING — The IDT Self Study Advisory Group will meet, Gallery II, McKenny Union, 5 p.m.

WORKSHOP - The Staff Training and Development Office will present a workshop on understanding and using credit wisely. Preregistration is required; \$10 per person, 207 Rackham, 7 p.m.

MOVIE — Campus Life's Silver Screen will present the Harrison Ford movie "Blade Runner." Admission is \$1, Strong Auditorium, 7, 9:30 p.m. and midnight. SYMPOSIUM — The Career Services Center will present a "21st Century Symposium," Pease Auditorium, To Be Announced.

Friday 22

MEETING - ADACAS will meet, Gallery I, McKenny Union, noon. TRACK — The men's team will host the EMU Indoor-Outdoor, Bowen Field House, 3 p.m.

WORKSHOP — A workshop will be given on motivational activities for secondary students, Tower Room, McKenny Union, 6 p.m.

MOVIE - Campus Life's Silver Screen will present a double feature with the movies "Star Wars" and "The Empire Strikes Back." Admission is \$1 for two movies, Strong Auditorium, 7, 9:30 p.m. and midnight.

THEATER - The EMU Communication and Theater Arts Department will present William Shakespeare's "Romeo and Juliet." Ticket prices are \$5.50; \$4 for Mainstage members and EMU students. For ticket reservations or more information, call the Quirk Theater Box Office at (313) 487-1221, Quirk Theater, 8 p.m. WORKSHOP - The Opera Workshop will be presented by Glenda Kirkland, associate professor of music, New Alexander Recital Hall, 8 p.m. DANCE - The Association of Black Communicators will sponsor a dance. Admis-

sion, Ballroom, McKenny Union, 9 p.m.

Saturday 23

MEETING - Another meeting in the Eduhostel series will be presented, Faculty Lounge, McKenny Union, 8 a.m.

WORKSHOP - A workshop will be presented on motivational activities for secondary students, Reception Room, McKenny Union, 9 a.m. MEEING - The Monitoring Academy Project Committee will meet, Alumni

Lounge, McKenny Union, 9 a.m. GYMNASTICS — The men's team will host the Spring Eastern Invitational,

Warner Gymnasium, 9 a.m. CONVENTION — The biological honor society, Beta Beta will hold its regional convention with students' research presentations, Lecture Halls, Mark-

Jefferson, 10 a.m. RECEPTION — A pre-concert reception will be held for the Detroit Symphony Orchestra, Reception Area, Fourth Floor, Goodison Hall, 6:30 p.m. WORKSHOP - An Opera Workshop will be presented by Glenda Kirkland, associate professor of music, New Alexander Rehearsal Hall, 8 p.m. THEATER - William Shakespeare's classic "Romeo and Juliet" will be perform-

ed by the EMU Communication and Theater Arts Department. Tickets for the show are \$5.50: \$4 for Mainstage members and EMU students. For ticket reservations, call the Quirk Theater Box Office at (313) 487-1221, Quirk Theater, 8 p.m. MOVIE — The Campus Life's Silver Screen will present a double feature, "Star Wars" and "The Empire Strikes Back." Admission is \$1 for two shows, Strong Auditorium, 7, 9:30 p.m. and midnight.

Sunday 24

TENNIS — The women's team will oppose Purdue University, EMU Varsity Courts, 10:30 a.m.

THEATER — William Shakespeare's play "Romeo and Juliet" will be performed by the EMU Communications and Theater Arts Department. Tickets for the production are \$4; \$2.50 for Mainstage members and EMU students. For more information or ticket reservations call the Quirk Box Office at (313) 487-1221, Quirk

CONCERT — Campus Life will present The Detroit Symphony Orchestra as part of its Guest Artist Series. Pianist Emanuel Ax will be featured with Gunther Herbig, director. Tickets prices for the performance are \$8 and \$10; \$5 and \$7 for students and senior citizens. For more information, call the Quirk Box Office at (313) 487-1221, Pease Auditorium, 8 p.m.

MOVIE — Campus Life's Silver Screen will present a double feature for adventure lovers, "Star Wars" and "The Empire Strikes Back." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m.

Monday 25

MEETING — The Michigan Department of Corrections Time Study Training Committee will meet, Tower Rocm, McKenny, 8:30 a.m.

MEETING - The EMU Child Care Center Committee will meet, Lobby, McKenny Union, 9:30 p.m.

MEETING - Black Faculty and Staff will hold a general membership meeting, Founders Room, McKenny Union, noon.