

Affirmative Action Plan, 85 Audit reviewed

The University's 1986 Affirmative Action Plan calls for the hiring of 43 females, 15 blacks and 19 minorities, including blacks, during the next year to fill vacant positions as they occur. The 1986 plan and audit of last year's plan were presented to the EMU Board of Regents at its April meeting last Tuesday.

The 1986 goals include both staff and faculty objectives. Goals for staff hiring include 15 females, 12 blacks and nine minorities. According to the plan, the representation of protected class members should increase by 1.6 percent females, 1.3 percent blacks and .9 percent minorities if the staff profile remains constant and some vacancies occur.

Goals for faculty hiring include 28 females, three blacks and 10 minorities. Based on anticipated vacancies, it is projected that the College of Arts and Sciences should hire 15 females, two blacks and five minorities; the College of Business four females; the College of Education two females, one black and two minorities; the College of Health and Human Services two females

and two minorities; the College of Technology two females and one minority and the Center of Learning Resources and Technology (library) three females.

According to the plan, the goal in faculty hiring is to increase female representation by 4.5 percent, black representation by .5 percent and total minority representation by 1.7 percent, assuming the current level of protected class representation remains constant.

The audit of the 1985 Affirmative Action Plan at Eastern Michigan University shows overall progress in hiring women, blacks and other minorities.

"The audit of the 1985 Affirmative Action Plan clearly indicates the University has demonstrated increased commitment to its Affirmative Action initiatives, particularly with respect to staff employees," the report to the regents said. However, while the overall underutilization of protected classes was reduced between 1984 and 1985, "it is clear the University must develop a

Continued on page 4

Room and board rates to increase

The EMU Board of Regents, at its April meeting, approved increases ranging from 2.5 percent to an equivalent of approximately 12 percent in University housing and food service rates for the 1986-87 year.

The standard double occupancy room and board rate for 1986-87 will be \$2,736, a \$118 or 4.5 percent increase over the 1985-86 rate. However, current residents who renew their 20-meal double room contracts will continue to pay the current year's rate of \$2,618.

Similarly, 20-meal triple occupancy rates increased \$56 or 2.5 percent to \$2,300, and 20-meal single room rates increased \$188 or 5.7 percent to \$3,482. And, as with the double occupancy increase, all current residents of University Residence Halls who renew their housing contracts will be charged 1985-86 rates, rather than the newly approved rates.

According to the 1986-87 Housing and Food Services rate schedule, which will take effect at the start of the 1986 fall semester, students sharing a room with two other roommates will pay \$2,300 for the 20-meal plan, \$2,266 for

the 15- and 13-meal plans, \$2,234 for the 10-meal plan and \$980 for the room-only plan.

Double occupancy rates will be \$2,736 for the 20-meal plan, \$2,702 for the 15- and 13-meal plans, \$2,670 for the 10-meal plan and \$1,454 for the room-only plan.

Students who choose to live alone will pay \$3,482 for the 20-meal plan, \$3,448 for the 15-

and 13-meal plans, \$3,416 for the 10-meal plan and \$2,198 for the room-only plan.

All of the residence hall rates include a \$70 processing fee and an \$8 social fee used to support residence hall activities.

Although the monthly rates in University-owned apartments will remain at their current 1985-86

Continued on page 4



William Loeffler



John Garland

Loeffler to head Technology Services

Dr. William Loeffler, vice president for Benchmark Technologies Corp. was appointed director of the Technology Services Center and associate dean of the College of Technology by the EMU Board of Regents Tuesday.

Loeffler replaces Dr. Jeffrey Luftig who left the University.

Loeffler earned his bachelor's degree from Wittenberg University in 1971, his master's degree from the State University of New York in 1972, a specialist's degree in education from the University of Toledo in 1979 and his doctorate from the University of Michigan in 1984.

Prior to joining Benchmark Technologies as division manager in 1983, Loeffler served as president of Chemical Resources Inc., and was a research assistant at U-M, director of chemical and metallurgical services for Toledo Testing Laboratory and director/coordinator of Alternate Learning Center.

Loeffler's one-quarter-time University appointment is made in conjunction with a three-quarter-time University appointment is made in conjunction with a three-quarters-time endowed research chair by Ford Motor Co.

Garland promoted to Public Safety director

John C. Garland, police lieutenant and assistant director in EMU's Public Safety Department, was promoted to director of Public Safety.

Garland replaces John Hayes who was named assistant to the vice president for law enforcement, internal affairs and communications last February.

Garland has been a member of EMU's Public Safety Department since 1963 when he began as a patrolman. He was promoted to detective sergeant in the department in 1969 and served in that capacity until 1978 when he was named operations lieutenant. In 1981 he was promoted to assistant director of public safety.

A native of Ann Arbor, Garland attended Western Michigan University from 1960 to 1962. He attended criminal justice courses here in 1983 and participated in more than 45 police training schools between 1968 and 1985. These included schools on arson, bombs, criminal investigation, narcotics, hostage negotiation, child abuse, rape investigation, search and seizure, crime prevention on campus and various administrative development schools.

Campus Capsules

Reserve Reading Lists Requested For Spring/Summer

Reserve Reading Lists for the spring/summer sessions are now requested for processing. All lists should be submitted on Reserve List forms and submitted to the Reserve Office (Library) as soon as possible. Faculty members will not be sent individual forms. However, forms will be available in departmental offices and from the circulation desk in the Library.

Gardener's Room, Greenhouse To Close Between Semesters

The Gardener's Room Restaurant and the Greenhouse Cafeteria in McKenny Union will be closed the week of April 28 through May 2. However, the Trailblazer will be open from 10 a.m. to 2:30 p.m. for lunch.

The Greenhouse will reopen Monday, May 5 at 7:30 a.m.

Reception Planned For Mary Kauper

A reception for Mary Kauper, executive assistant to the president, is scheduled for Monday, May 5 from 3 to 5 p.m. in the Tower Room, McKenny Union. Kauper is taking a year's leave of absence from EMU. All members of the University Community are invited to attend.

Fall Applications Available At EMU Child Development Lab

The EMU Child Development Laboratory has set Thursday, May 1 as the application deadline for enrollment of preschool children for the 1986-1987 school year. Parents may apply for enrollment for their three, four, or five year olds in one of the four programs meeting weekdays from 9 to 11:30 a.m., and afternoons from 1 to 3:30 p.m. Each program meets two or three times a week. All programs involve parent participation and provide a variety of learning experiences for both the children and the university students.

Applications and further information are available at the Child Development Office, 209 Rackham Building, or by calling 7-0286.

EMU to Host 'Handicappers In Higher Ed' Conference

EMU will host a conference on Handicappers in Higher Education Friday, April 25 in Hoyt Conference Center. The all-day conference will address the issue of transition for handicappers and seek to formally establish a network for handicap service providers in education. For a schedule of events, please contact Lydia Runkel at 7-0016.

Graduate Assistantship In Student Teaching Available

A graduate assistantship in the Student Teaching Office will be available for the fall and winter semesters, 1986-87. Candidates must be admissible to the Graduate School and have a teaching certificate. The graduate assistant will be reimbursed \$3,800 for the two semester appointment, plus tuition waiver.

Applicants must be enrolled as full-time/graduate students in the College of Education. The application deadline is Monday, June 2. For more information, contact the Student Teaching Office in 101 Boone Hall, 7-1416.

Breast Cancer Awareness Week To Be Observed

Breast Cancer Awareness Week will be observed on the EMU campus through Saturday, April 26. During the week, free breast exams will be offered in Snow Health Center. Please call 7-1122 for more information.

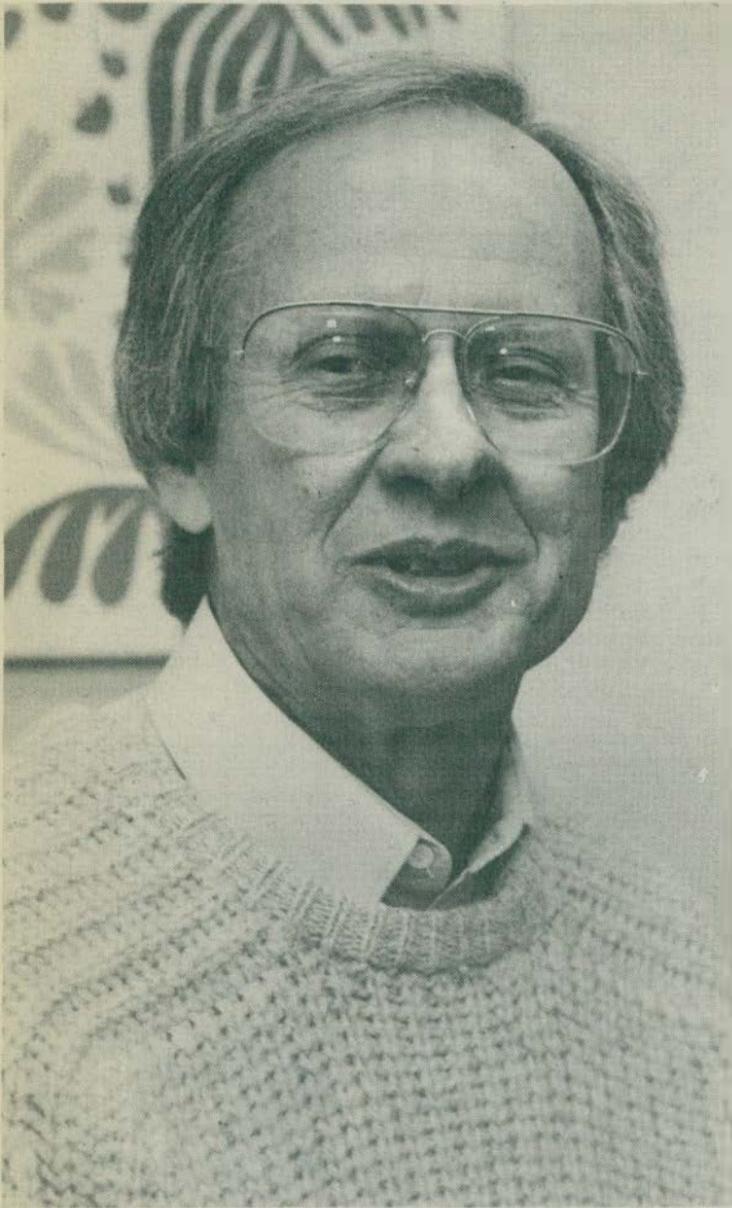
Faculty Books Due

Faculty, graduate assistants and those eligible for faculty charges are reminded that all books charged out during the winter semester are due back to the University Library by Saturday, April 26. Library staff would appreciate your promptness in taking care of returning or renewing these books.

Library Hours — End of Winter Semester and Intersession

Friday, April 25 - 7:45 a.m. - 11 p.m.
Saturday, April 26 - 9 a.m. - 5 p.m.
Sunday, April 27 - CLOSED
Monday, April 28 through
Friday, May 2 - 8 a.m. - 5 p.m.
Saturday, May 3 and
Sunday, May 4 - CLOSED
Monday, May 5 - 7:45 a.m. - 10 p.m.

Focus on Faculty



Milton Foster

Long-time English professor sees changes in students, University

If someone was to take a poll of the longest number of years a faculty or staff member had served at EMU, Milton Foster surely would be one of the front runners.

As a professor in the Department of English Language and Literature, Dr. Milton P. Foster is a long-time familiar face at EMU. While professors have come and gone, Foster has stayed—for 39 years!

After a long and fruitful experience at EMU, Foster will be retiring at the end of this winter semester and has mixed feelings about his changing life. "I have a lot of friends here. I like the students very much and I enjoyed teaching the English courses that I've taught but," he added "I'm ready to relax for a while now."

Foster was Grand Marshal at the Spring Commencement ceremonies held last Saturday in the Bowen Field House, appropriately marking his retirement "in style."

What kept him at EMU for 39 years? "The English Department and its curriculum and the programs at EMU," Foster said. He first heard about the teaching job at EMU from his adviser when he was getting his master's degree at the University of Pittsburgh. "I was apprehensive about it—EMU was known as Michigan State Normal College then—a teacher's college, and those colleges did not have a very good reputation at that time," he said.

Foster's adviser told him that EMU had a very good liberal arts and sciences program—better than most teachers' colleges and when he came here, Foster said he found that to be true.

One of Foster's main concerns about EMU's future is in its maintenance of the basic studies program. "EMU has had a very good basic studies program in liberal arts and sciences. From time to time, some groups have tried to weaken it and water it down, i.e., proposing courses that do not qualify as basic courses and allowing them to compete with courses that really are basic courses," he added. "But I'm happy to say that a number of faculty want to keep the present basic courses strong."

EMU has come a long way since Foster first came in 1947. In addition to undergoing two name

changes, it has had its share of trials and tribulations. When he first started teaching at EMU, there were only about 2,000 students. And, he has seen the student body undergo many changes in terms of numbers and variety.

"In the 1940s and the early 50s, students were very serious. They were returning war veterans who were a little more mature than most students we have these days," Foster said. "They also were rather quiet and didn't make much trouble," he added.

"This continued through the 1960s and in the late 60s and early 70s, things got to be hectic and interesting," Foster continued. "Students were more challenging at the time. There were demonstrations and students were disturbed about social problems, racial problems, the Vietnam war and things were pretty wild for a while," he said. "Students today are more placid, polite and courteous."

Foster's approach to teaching has changed in subtle ways over the years. "I think gradually, I learned to respect the students more and more. When I first started teaching, I tried to do everything myself but over time, I tried to get the students more involved in classroom procedures, sometimes even taking over the class for a day?"

At EMU, Foster has taught almost all the English courses offered in the department including American Literature, Shakespeare, poetry and composition.

Foster also served as head of the English Department for 13 years, from 1968 to 1981. The administrative post was challenging and exciting to him but after doing it for 13 years, he wanted to get back into the classroom. "It was mainly my wife's idea—she kept urging me to stop the administrative work because it took up so much time and also there was a lot of psychological pressure," he said.

"Finally, I agreed with her and stepped down from the headship," he added. "And, I've really enjoyed being back in the classroom full time although I never really got away from teaching completely. I taught one course each semester when I was the department head," he said.

Foster predicts better career

prospects for English students as far as teaching careers are concerned. "More jobs are opening for English teachers at the high school and elementary school levels," he said. "This can be attributed to the new retirement program for teachers which encourages people to retire early and also, to the recently increasing number of elementary and high school students," he added.

Foster also continues to believe that there are numerous career options for English majors including careers in business, industry, social work and law, at the local, state and federal levels. He says many employers have told professors they want people who can think clearly and express themselves clearly. "There is a shortage of people who can write well in all professions and if an English major is one who can write well, that person has an advantage over other job applicants in all businesses and professions," Foster said.

Like many people who have retired from their jobs, Foster and his wife Catherine, will be moving from away from their home, but not to ever popular Florida! Instead, they will move to Arizona to be closer to their children, Elizabeth, Sally and Michael, and their grandchildren.

During retirement, Foster will do many of the things that he likes best; reading, studying nature and traveling. "We would like to travel in the west and also visit Hawaii and Alaska as we have not been there before," he said.

Foster also intends on keeping in touch with the University. "I have many friends here so I'll write to them or visit them, or maybe, they'll visit us," he said.

And despite his retirement from formal teaching, Foster will continue to pass on his great love of literature, perhaps to his grandchildren as it won't be easy to totally give up his love of 39 years.

"One of the great pleasures of teaching English is talking with bright, young people about great literature... the characters, the plots, the ideas and the insights into human nature. To get into the classroom and talk about those things with intelligent young people feels like heaven," he said.

—By Siew W. Chai

WEMU 89.1

Highlights

TUESDAY, APRIL 22

- 12:10 p.m. Afternoon Jazz Scope - Today's Classic Corner features music by Jimmie Lunceford.
- 5:10 p.m. Cafe du Jazz - Dinner-time music hosted by Andy Neilson.
- 8:30 p.m. Connection - Weekly news magazine focusing on the special needs of the disabled.
- 9 p.m. Sidran on Record - Music by Pepper Adams.

WEDNESDAY, APRIL 23

- 12:10 p.m. Afternoon Jazz Scope - Today's Classic Corner features music by Lee Morgan.
- 8:30 p.m. Common Ground - "Women and War in Central America" - A Salvadoran mother and a human rights activist discuss life for women in a war-torn Central America.
- 9 p.m. Jazz Night Las Vagas - Music by Eddie "Cleanhead" Vinson.
- 11 p.m. Jazz in Profile - Trumpeter Bill Hardman.

THURSDAY, APRIL 24

- 12:10 p.m. Afternoon Jazz Scope - Today's Classic Corner features music by Art Pepper.
- 5:10 p.m. Cafe du Jazz - Classic jazz ballads hosted by Andy Neilson.
- 8:30 p.m. Fresh Air - Vito Russo, author of "The Celluloid Closet," analyzes how gays are portrayed in the media.
- 9 p.m. Manhattan Jazz Hour - Al Cuhn, saxophone, and Ben Arumov, piano.

FRIDAY, APRIL 25

- 12:10 p.m. Afternoon Jazz Scope - Today's Classic Corner features music by Johnny Shines.
- 8:30 p.m. Horizons - "Profile: Nelson and Winnie Mandella." Winnie Mandella, wife of South African leader Nelson Mandella, discusses her husband's struggle against apartheid in South Africa.
- 10 p.m. All-Star Rhythm Revue - Blues music hosted by Stan and Evie.

SATURDAY, APRIL 26

- 9 a.m. Big Band Spectacular - Host John Assenmacher will feature music by Don Redman.
- 6 p.m. A Prairie Home Companion - Garrison Keillor brings you the latest news and music from Lake Wobegon.
- 9 p.m. Third World Dance Party - Tom Simonian will feature Penguin and Sugar Minott.

SUNDAY, APRIL 27

- 9 a.m. Sunday Best - Michael Jewett hosts music by Ike Quebec.
- 12 p.m. The Flea Market - Folk music.
- 2 p.m. A Prairie Home Companion - An encore presentation.
- 7 p.m. When the Sun Goes Down - Featuring Big Joe Williams.
- 9 p.m. New Directions - Alvin Curran's - featuring Malcolm Goldstein. At 11:15 p.m. New Electronic Directions will be featured.

Alumni Association plans dinner-dance

The EMU Alumni Association will honor seven of Eastern's most outstanding alumni with a dinner-dance Saturday, May 3 at 6 p.m. at Fairlane Manor in Dearborn.

Those receiving Distinguished Alumni Awards include: Ben Wright ('35), freelance writer, formerly president of United Newspaper Magazine Corp., publisher of *Field and Stream* magazine and World War II correspondent for Associated Press and United Press International; Frank Zimmerman ('54), leader in personnel and human resources telecommunications and currently vice president of corporate affairs for Ameritech; and John DiBiaggio ('45), president of Michigan State University.

Alumni Achievement Awards recipients will be given to Jim Applegate ('67), professional

golfer and former president of the Michigan PGA who now works for Player-Ritten Golf Course Design in Florida; and Burnett Marcus, president of U.S. Tangible Investment Co., the world's largest coin and stamp dealer.

Those receiving Young Alumnus Awards will be John C. Fovenesi ('72), a partner for Touche Ross Inc., and an active participant in the Statue of Liberty fund-raising campaign; and Elaine Moncur ('79), founder and president of ELM Group and Software Michigan Inc., and a Gov. Blanchard appointee to the Entrepreneurial and Small Business Commission.

The cost of the dinner dance is \$25 per person and the deadline for reservations is April 25. To make reservations, contact the Office of Alumni Relations at 7-0250

Library Announces Late Hours

The Library lobby will be open until 1 a.m. on the following days of exam week:

Tuesday, April 22
Wednesday, April 23, and
Thursday, April 24

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, Public Information and Publications
Susan Bairley, manager, news and editorial services
Nancy J. Mida, FOCUS EMU editor
Dick Schwarze, photographer

Research

First Independent Research Support Program

The object of this National Institute of Health award is to provide a sufficient initial period of research support for newly independent health science investigators which will enable them to develop their research capabilities. These grants are intended to underwrite the first independent investigative efforts of an individual; to provide a reasonable opportunity for him or her to demonstrate creativity and productivity; and to help effect a transition toward the traditional types of NIH research project grants.

First awards will generally provide funds for five years for a total not to exceed \$350,000 direct costs.

Contact Rick Howard at 7-3090 for more information.

Opera-Musical Theater Program

The National Endowment for the Arts has announced its Opera-Musical Theater Program for the 1987/88 performance season. This program assists all forms of music theater generally involving voice—from experimental musical theater to operetta, from ethnic musical theater to classical musical comedy, from grand opera to still-developing forms.

Grants are awarded to support: professional opera-musical theater organizations that produce works of high artistic quality and of national or regional significance; regional touring; the creation, development, rehearsal and production of new American works and/or the support of seldom-produced works; independent producers, artist-producers and artistic associates; projects which contribute significantly to the development and future of the art; and national regional service organizations.

Deadlines vary according to funding category. Contact Cheryl Kozell at 7-3090 for further information.

Evaluation of the Integration of Technology for Instructing Handicapped Children

The U.S. Department of Education has issued a Request For Proposal for investigations of the effective implementation of technology hardware and software as an instructionally integrated component of educating handicapped children within the regular school setting. Three contracts will be funded for three years, with one twenty-four month option period.

One contract will be awarded for the study of the integration of technology at the elementary school level, at the middle or junior high school level and at the high school level. The focus of the studies during the first three years will be on research into computer assisted instruction pertaining to academic instruction in special education.

Proposals are due Wednesday, June 4. Contact Cheryl Kozell at 7-3090 for copies of the RFP.

National Geographic Society Research Grants Program

This program provides grants-in-aid for basic research in the sciences pertaining to geography, including anthropology, archeology, astronomy, biology, botany, ecology, physical and human geography, geology, oceanography, paleontology and zoology.

Grants normally are made only for field research to investigators who hold earned doctorates and are associated with institutions of higher learning of other scientific and educational nonprofit organizations. Grants vary depending upon the need and nature of the project. In 1985, grants were awarded ranging from \$1,250 to \$69,200.

Application forms are available from the address below. The investigator must request the applications personally and should include a brief statement of the project, a curriculum vitae and bibliography.

Edwin W. Saider, Secretary, Committee for Research and Exploration, National Geographic Society, 17th and M Streets, N.W., Washington, DC 20036

Contact Cheryl Kozell at 7-3090 for further information about this program.

HMO information sessions offered

With health care costs rising at twice the rate of inflation and absorbing more than 10 percent of the gross national product, many employers have begun looking for health care alternatives. Health Maintenance Organizations (HMOs) are an increasingly popular alternative to the traditional health care plan.

HMOs allow employers to contain cost by offering a comprehensive health care system for employees and their families at fixed prepaid premium, regardless of frequency, extent, or kind of health services.

EMU employees will be able to learn more about HMOs from representatives of McAuley Health Plan, Health Plus of Michigan, and Health Care Network (offered through Blue Cross/Blue Shield), on Thursday, April 24. Informational sessions are scheduled for 5:30 a.m., 11 a.m. and 3 p.m. in the Ballroom of McKenny Union.

HMOs differ from traditional health insurance programs because they provide for all the health care services needed by its members. In addition to providing traditional health care services, HMOs provide routine office care and preventative health services not usually covered by

most health insurance policies.

There are three basic types of HMOs:

The **staff model** HMO directly employs physicians and other health care staff in one or more central locations. Its physicians see patients in the HMO center.

The **Medical Group** HMO contracts with one or more organized groups of physicians to provide services to its members. This type of HMO is similar to a staff HMO and stresses the services available in one location.

The **Independent Practice Association HMO (IPA)** contracts with individual physicians or groups of physicians who maintain their own offices and who serve the HMO patients as part of their regular practice.

McAuley, Health Plus and Health Care Network are all IPAs.

In choosing an HMO, individuals should consider the following items: cost, location, access and quality.

EMU employees are encouraged to attend one of the informational meetings listed above for more information about HMOs.

Editor's note: The above article contains information from the Insurance Consumer Alert, published by the Insurance Bureau/Michigan Department of Commerce.

New Faces

The following appointments, listed in alphabetical order, were approved by the EMU Board of Regents at its March and April meetings:

Amelia S. Chan, instructor in Eastern's Management Department, was promoted to coordinator of undergraduate business programs in the College of Business.

Chan earned her bachelor's and master's degrees from the University of Michigan in 1969 (Dearborn) and 1972 (Ann Arbor) respectively. She also earned her master's degree in business administration from EMU in 1979.

Prior to her employment as a management instructor at Eastern Michigan in 1980, Chan worked in materials control at Ford Motor Co. and as a supervisor at Winkelman's.

Mary Ann Dingeman, assistant director of development at the University of Detroit, was appointed coordinator of endowed scholarships in the Development Office.

Dingeman earned her bachelor's degree in communication arts from Hillsdale College in 1979. Prior to her employment in development at U-D in 1983, she served as personnel administrator for Frank's Nursery and Crafts Inc. in Detroit for one year. She also served as employee service/relations assistant for Michigan Consolidated Gas Co. for one year and as a guest relations representative for Ford Motor Co. as a college student and recent college graduate.

Susan B. King, director of the Triangle Nursery School in Ann Arbor, was appointed part-time supervisor of the Child Development Lab in the Department of Human, Environmental and Consumer Resources.

King received her bachelor's degree from Ohio State University and her master's degree in early childhood education from EMU.

A Milford Center, Ohio native, King taught for 12 years in various school districts in New York, Virginia, Maryland and Ohio. Before coming to EMU, she also was a teacher at the Triangle Nursery School. King is a member of the Huron Valley and Michigan Councils of Corporate Nurseries. In addition, she served for two years as president of the HVCCN.

Patricia Minott, job placement consultant for Conservco in Southfield, was appointed Quality of Work Life facilitator in Human Resources. Minott replaces Debora Dubow, who took a position with Chrysler Corp.

A native of Kalamazoo, Minott received her Bachelor of Science degree from EMU in 1983 and her master's degree, also from EMU, in 1985. She was president of the Transport Workers Union Local 171 from 1979 to 1980 and served as bargaining agent from 1981 to 1983.

Minott was a participant in the Big Sisters/Little Sisters program from 1979 to 1980 and in Washtenaw County's Headstart

Program in 1977. As a student at Eastern, she was a member of the Golden Key National Honor Society.

Robert J. Tutsock Jr., resident manager for ServiceMaster Industries Inc., was appointed trades foreperson/plumber in the Physical Plant.

Tutsock earned an Associate of Science degree from Henry Ford Community College in 1981 and is expected to earn his Bachelor of Science degree in mechanical and electrical engineering from Saginaw Valley State College in 1987.

While with ServiceMaster Industries from 1980 to 1986, Tutsock held various positions at several institutions.

A native of Dearborn, Tutsock is a member of the National Fire Protection Association-Health Care Section and the Michigan Association of Physical Plant Administrators.

Dr. Larry VanSyckle, lecturer in Eastern's Department of Accounting and Finance, was appointed assistant professor in that same department.

VanSyckle earned an associate's degree from Kellogg Community College in 1968, his bachelor's degree at the Western Michigan University in 1970, his masters degree from the University of Michigan in 1973 and his doctorate from the University of Kentucky in 1985, all in business administration.

He has worked at EMU since 1981 and was employed at Western Michigan University from 1978 to 1980 and with Ernst and Whinney from 1973 to 1978.

David Wait, instructor of marketing and management for the Walter C. Averill Jr. Career Opportunities Center in Saginaw, was appointed director of the Distributive Education Clubs of America Project here. Wait replaces Charles L. Crissey who accepted a position outside the University.

A native of Pontiac, Wait received his bachelor's degree from Michigan State University where he currently is completing requirements for a master's degree.

Adviser

**Academic Advising Center
229 Pierce Hall
Hotline: 7-3344**

Special Thanks To Our Winter Interns

This past winter semester marked the "baptism by fire" in Academic Advising for two new faculty interns. Joseph F. Gonzalez, associate professor of speech pathology in the Department of Special Education and Ranjit Singh Bajwa, professor of teacher education, were welcome additions to our advising team this winter. Both stepped easily into the advising of our new incoming freshmen during the Fast Track orientation sessions.

The interns were generous with their time and enthusiastic about learning our advising process. Each shared his expertise with our staff regarding the advising of students who had declared majors in his discipline. We complemented each other as an advising force, and we thank them most sincerely for their commitment to this experience.

Program Adjustment - Spring

Students can make adjustments in their schedules *without a fee* from April 22 through May 2.

Openings

Due to the recent approval of the new Internal Promotion Procedures:

To be considered for vacancy positions, all Promotional Openings Application forms MUST be sent directly to the Employment/Affirmative Action office.

The Employment/Affirmative Action office announces the following vacancies:

CLERICAL/SECRETARIAL (Minimum Biweekly Rate)

POSITION

CSSA86002 - CS-03 - \$428.38 - Clerk - Admissions

CSBF86001 - CS-03 - \$428.38 - Account Clerk - Cashier's Office

CSUR86002 - CS-03 - \$428.38 - Clerk - Telephone Service

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL (Biweekly Salary Range)

POSITION

ACUR86001 - AC-13 - \$787.69 - \$1,220.82 - Assistant Head Coach -

Men's Basketball - Intercollegiate Athletics -

APBF86001 - AP-08 - \$801.79 - \$1,215.45 - Senior Accountant -

Accounting

FACULTY

POSITION

FAAA86006 - Computer Science - Tenure Track Faculty Position

(Computer Science Education) - fall semester, 1986

LCAA86001 - Computer Science - Temporary Part-time Lecturers

(Computer Science) - fall semester, 1986

FAAA86005 - Physics and Astronomy - Assistant Professor (Physics) -

fall semester, 1986

INTERNAL APPLICANTS for the above Clerical/Secretarial, Administrative/Professional/Technical, and Faculty positions **SHOULD SUBMIT A PROMOTIONAL OPENINGS APPLICATION FORM TO THE EMPLOYMENT/AFFIRMATIVE ACTION OFFICE, 310 KING HALL.** To be given consideration, internal applications **MUST** be received by Wednesday, April 30.

DEADLINE EXTENSION (From FOCUS EMU, February 11, 1986)

Industrial Technology - Tenure Track Faculty Position/Graduate Coordinator (Industrial/Manufacturing Technology) - fall semester, 1986

Deadline Date: Tuesday, May 20.

POSITION CANCELLATIONS

Industrial Technology - Tenure Track Faculty Position/Program Coordinator - Computer Aided Manufacturing (Special Posting, June 25, 1985)

Industrial Technology - Tenure Track Faculty Position/Manufacturing Plastics (FOCUS EMU, November 26, 1985)

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

Teacher Crisis Commission Chairman testifies

In testimony before the Task Force on Excellence and Teacher Education of the American Association of State Colleges and Universities recently in Chicago, Curtis E. (Bill) Bottum, chairman of the EMU Commission on Creative Strategies To Solve the Educator Crisis, said that the general public, business and industry must "embrace the vision" of the founders of our nation, who stressed that the foundation and prerequisite for success would be a broad-based educational system available to all.

"We believe the general public in the country must embrace this vision and be willing to commit necessary resources to ensure its full realization. We believe that business and industry, as they face the rigors of a global society and economy must realize they have a high stake in this vision and must collaborate efforts with human and fiscal resources," Bottum said.

Bottum, president of Townsend and Bottum, an international construction company located in Ann Arbor, chairs the 27-member Commission on Creative Strategies To Solve the Educator Crisis. The commission represents educators and educational administrators from all levels, kindergarten through college, as well as business and industry, civic leadership and the University.

The AASCU Task Force on Excellence and Teacher Education is chaired by Dr. John W. Porter, president here. The meeting of

the task force was held in conjunction with the AASCU Western Regional Seminar.

Bottum said the commission's focus has been to identify creative strategies that EMU should pursue over the next several years so that by the year 1990, it will be a major proactive force in solving the educator crisis.

Bottum told the task force that the commission's recommendations, which are expected to be reported to the EMU Board of Regents in August, will anticipate the problems and dimensions of the crisis in education and provide options for overcoming them.

Specifically, the recommendations will focus on five objectives:

- positioning teacher education and other related programs so that they are perceived and competitive with other professional schools.
- attracting and retaining quality individuals to the education profession.
- improving student learning and performance in the classroom, thus providing equal opportunity for all, including minority, at-risk, handicapped and gifted children, to actualize their potential.
- enhancing professional development programs for presently employed educators.
- and enhancing professional development for educational administrators.



BEHIND THE SCENES—Because only the upper-halves of the Football team members appear in their official photos, players are sometimes creative with how their bottom-halves are attired. Matt Klessa keeps cool during his recent photo session in the Public Information office.

Room, board rates go up

Continued from page 1

levels, energy costs will be segregated by tenant and billed separately to apartment residents. This is expected to increase the housing costs for those residents by an average of approximately 12 percent.

Monthly rates in the University's Pine Grove Apartments will be charged energy costs plus \$228 for a furnished one bedroom, \$252 for a furnished two bedroom, \$222 for an unfurnished one bedroom and \$246 for an unfurnished two bedroom.

Residents in the Cornell Courts Apartments will be charged energy costs plus \$233 for a furnished one bedroom, \$257 for a furnished two bedroom, \$228 for an unfurnished one bedroom and \$252 for an unfurnished two bedroom.

Westview Apartment residents will be charged energy costs plus \$251 for a furnished one bedroom, \$269 for a furnished two bedroom, \$245 for an unfurnished one bedroom and \$264 for an unfurnished two bedroom.

In addition, University staff and faculty will continue to pay a \$21 to \$43 per month surcharge per apartment.

Single students living in Brown Munson Apartments will pay energy costs plus from \$198 per month for single occupancy to \$527 per month for triple or six person occupancy.

In addition, the new rate schedule includes a phased-in increase in each security deposit to a full month's rent by 1987-88.

The energy cost assessments will begin July 1, 1986.

Events of the Week April 22 - 27

Tuesday 22

FINAL EXAMINATIONS — Final Exams begin today and run through Saturday, April 26.

MEETING — The College of Education Staff will meet, 101 Boone Hall, 10 a.m.

MEETING — Special Needs for Students Task Force will meet, Gallery II, McKenny Union, 2 p.m.

Wednesday 23

MEETING — The Benefit Review Task Force will meet, Huron Room, McKenny Union, 2:15 p.m.

Thursday 24

MEETING — IPAC will meet, Founders Room, McKenny Union, 8:30 a.m.

Friday 25

MEETING — The Basic Studies Committee will meet, Faculty Lounge, McKenny Union, 8 a.m.

SOFTBALL — The men's team will oppose the University of Toledo in a double-header, EMU Field, 2 p.m.

TENNIS — The women's team will host Northern Illinois University, EMU Courts, 3 p.m.

RETREAT — The EMU Board of Regents will hold a retreat today and tomorrow, Novi Hilton, 5 p.m.

Saturday 26

TENNIS — The women's team will host Western Michigan University, EMU Courts, 11 a.m.

SOFTBALL — EMU's team will host Bowling Green State University in a double header, EMU Field, 1 p.m.

CONCERT — WEMU-FM (89.1) will have a "rebirth" concert, Pease Auditorium, 3 p.m.

Sunday 27

TENNIS — The women's team will host Ohio State University, EMU Courts, 10 a.m.

Affirmative Action Plan, Audit outlined

Continued from page 1

more effective approach for successfully addressing underutilization, particularly in the faculty area," the regents were told.

The audit covers the period from Oct. 1, 1984, to Oct. 1, 1985.

During that period the number of faculty positions increased from 611 to 620. The number of female faculty increased by four, from 185 to 189 and from 30.3 percent to 30.5 percent of the total faculty. The number of black faculty increased by three, from 17 to 20 and from 2.8 percent to 3.2 percent of the total faculty. The number of total minority faculty, including blacks, increased by one, from 52 to 53 and remained at 8.5 percent.

Five minority faculty terminated during the period covered by the audit, but six minority faculty were hired, resulting in a net increase of one. Also, 12 female faculty members resigned, but 16 new females were hired, resulting in a net gain of four. According to the audit, female faculty are the most significantly underrepresented protected group at the University, based upon established availability.

Of the 37 hiring opportunities for faculty during the audit period, 19 or 51.4 percent went to protected class members.

Underutilization of black and minority faculty continues to be a concern, and progress in hiring females during the audit period was "seriously deficient," according to the audit.

The employment of non-academic staff is analyzed by six job series within each of the five divisions of the University. The job series include executive/administrative, professional, clerical/secretarial, technical, trades and service/maintenance. The five divisions of the University include Academic Affairs, Business and Finance, Executive,

Student Affairs and University Relations.

Overall, progress was made in hiring females and minorities among the staff ranks during the period of the audit. Although underutilization of females increased from 17 to 19 positions across all job series, underutilization of blacks decreased from 11 to nine positions and of minorities from 13 to eight positions.

The number of female staff employees increased by two, from 582 to 584 and from 60.6 percent to 61 percent. By job series, females increased by three or 1.9 percent in the executive/administrative series and by 12 or 3.5 percent in the professional series. The number of females decreased by 10 in the clerical/secretarial series, and by one each in the technical, trades and service/maintenance series.

According to the audit, females exceed average availability at all levels except in the trades series where there is no representation.

The number of black staff increased by nine, from 137 to 146 and from 14.3 percent to 15.3 percent. By job series, blacks increased by one or 0.6 percent in the executive/administrative series, by two or 0.4 percent in the professional series, by six or 1.8 percent in the clerical/secretarial

series and by one or 3.5 percent in the technical series. There was no change in the trades series and a decrease of one or 0.4 percent in the service/maintenance series.

The number of blacks exceeds average availability in all job series.

The number of minority staff increased by 14, from 160 to 174 and from 16.7 percent to 18.2 percent. Minorities increased by four or 1.3 percent in the professional series, by eight or 2.4 percent in the clerical/secretarial series and by two or 6.2 percent in the technical series. There was no change in the executive/administrative, trades or service/maintenance series.

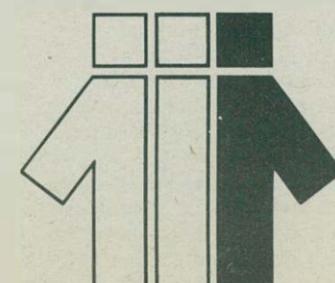
Minorities exceed average availability in all job series except for the skilled trades.

The Executive Division met or exceeded all of its goals, and all the other divisions except Business and Finance made progress toward their goals.

Interestingly, while the staff constitutes 61 percent of the workforce, it accounts for only 30 percent of the underutilization. On the other hand, the faculty, which constitutes 39 percent of the workforce, accounts for 70 percent of the underutilization at EMU.

The audit also provided some detail about promotions and terminations which occurred between Oct. 1, 1984, and Oct. 1, 1985. Some 103 employees were promoted, including 28 males (27.2 percent) and 75 females (72.8 percent). Eight (7.8 percent) of the promotions went to blacks, one (one percent) to an Hispanic, two (two percent) to Asians and none to American Indians. Some 150 employees or 9.5 percent of the total workforce terminated, including 68 males (45.3 percent) and 82 females (54.7 percent).

AFFIRMATIVE ACTION



EQUAL EMPLOYMENT OPPORTUNITY