

EMU outlines 1987-88 goals and priorities

The EMU Board of Regents, at its regular monthly meeting Oct. 22, received a report identifying 65 institutional priorities which will be addressed in the 1987-88 planning cycle of the University.

In addition to listing the priorities, which each relates to one of the University's six basic goals, five priorities will be emphasized in the 1987-88 budget request to the state as program revision requests. These are requests for line-item funding for instructional equipment, the automation of University Library services, the Commission on Creative Strategies recommendations, faculty development and the Corporate Training Center.

Inclusion in the extensive Institutional Priorities list does not assure new or additional funding for a program, but does assure that each will be developed into formal program plans. Further-

more, funding may only be provided for a feasibility study or development, subject to subsequent review. And, identification as a priority does not authorize expenditure of funds unless specific recommendations are approved by the EMU regents.

In response to the University's goal to enroll students to EMU's educational and resource capacities and provide a comprehensive financial aid program to stabilize enrollments, priorities are set in the areas of enhanced admissions efforts and increased responsiveness to students' enrollment-related needs, continued improvement in scholarship programs, maintenance of athletic awards at the maximum allowable allocation in the Mid-American Conference and the continued development and implementation of the Advising and Registration Center's on-line

Continued on page 2

Half of EMU employees respond to QWL survey with varying results

The 1986 Biennial Report of EMU's Quality of Work Life Program and the results of the second QWL employee attitude survey were presented to the EMU Board of Regents at its regular monthly meeting Oct. 22.

The report outlines the program's history and progress since Oct. 1, 1984, when the program was initiated at EMU with a \$56,000 Federal Mediation and Conciliation Service grant.

In its two years, the program has been responsible for the formation of a joint union-management Quality of Work Life Council, the administration of two employee attitude surveys, the initiation and maintenance of six active quality circles, a flex-time pilot program, a University-wide coffee hour and the selection of five new quality circle sites.

In addition, the program has seen a response to one of the issues in its first survey translated into action with the adoption of EMU's new internal promotion

procedure and has planned for phase two of its efforts now that the QWL effort is institutionalized. The program became departmentalized under Human Resources July 1, 1986.

The second QWL employee attitude survey was administered to all 1,583 EMU employees in April of this year. Of the total, 777 employees responded, providing a 49 percent return rate.

Although cumulative responses, when compared between the first and second surveys, did not change dramatically by category ("You and Your Job," "You and Your Department," and "You and EMU"), the "You and Your Job" category had the greatest number of favorable responses, while "You and Your Department" and "You and EMU" ranked second and third in terms of favorable responses.

In addition, the "You and Your Department" category did show a positive gain in the second survey, while "You and EMU" also showed a modest gain. What this implies, despite the gains, is that EMU employees responded most favorably to questions about the quality of their jobs themselves, less favorably about how their jobs interrelate at the departmental level and least favorably about how they felt about the University's leadership style and their roles in the University as a whole.

The 10 themes from questions which warranted the most favorable responses and the percentage by which employees agreed or strongly agreed were: know what is expected on the job, 84.1 percent; proud of job, 76.6 percent; satisfied with benefits, 74.9 percent; treated with respect by supervisor, 74 percent; allowed to do job own way, 71.8 percent; safe work place, 71 percent; job security 68.7 percent; employees able to state their side of stories, 68.5 percent; employees able to state opinion to immediate supervisor, 66.4 percent; and EMU "good place to work," 65.9 percent.

The 10 themes from questions which warranted the least favorable responses and the percentage by which employees disagreed or strongly disagreed were: incentives available, 70 percent; EMU retains employees it needs, 66.1 percent; leadership style democratic/participative, 59.2 percent; EMU assigns people where needed, 53.3 percent; EMU attracts employees it needs, 52.7 percent; EMU receptive to employees' ideas, 50.2 percent; adequate equipment at work site, 48 percent; employees receive information about EMU plans, 45.3 percent; EMU concerned about employees, 45 percent; and no need to change the way immediate supervisor does his/her job, 41.5 percent.

Campus Capsules

Exhibit To Display Works By EMU Faculty

EMU's Art Department will open its 1986 Faculty Exhibition with a reception Monday, Nov. 3, from 3 to 5 p.m. in Ford Gallery in EMU's Ford Hall. The exhibit, which runs through Friday, Nov. 21, will feature diverse works of more than 20 EMU faculty members. Paintings, sculptures, drawings, jewelry, ceramics, metalworking, textiles and photographs will be included in the show.

The Faculty Exhibition has been an annual event for more than 30 years at EMU.

Ford Gallery's hours are 8 a.m. to 5 p.m. Monday through Friday.

Admission to the gallery and the reception is free and open to the public.

For more information, call 7-0465.

Scientist To Speak At EMU On Agoraphobia Research

Dr. Morrie Baum, visiting scientist at the Rensselaer Polytechnic Institute in Troy, New York, will speak on agoraphobia research at EMU Thursday, Nov. 13, at 5:30 p.m. in Room 101 of the Mark Jefferson Science Building.

Baum will speak on "Animal Models for the Treatment of Agoraphobia and Panic Attacks."

His talk is being sponsored by Sigma XI and EMU's Department of Psychology.

Refreshments will be served prior to the presentation.

Admission is free and open to the public.

For further information, call 7-3228.

Snow Health Center To Offer CPR Lessons

CPR weekend 1986 will be Saturday and Sunday, Nov. 15 and 16, for persons interested in

getting certified in CPR.

New standards will be applied to this year's courses, so anyone already certified must obtain new certification.

There will be three different courses available: Race for Life (for rescuing adults); Saturday, from 1 to 5 p.m.; Two Rescuer CPR (recommended for medical personnel, not the general public), Sunday, from 8 a.m. to noon; and CPR for Rescuing Infants and Children, Sunday, from 1 to 5 p.m. All courses will take place in the Olds Recreation Center.

If interested, please register as soon as possible at Human Resources Development, 7-0076.

Tax Deferred Annuity Informational Sessions

Staff and faculty at EMU are permitted by the Internal Revenue Service to participate in a savings plan which allows for the savings to be tax deferred through payroll deductions. EMU has two such programs, TIAA-CREF and E.F. Hutton's Kemper's Advantage III.

To take full advantage of this benefit plan, please attend one of the two tax deferred annuity informational sessions below to learn more about each program.

The sessions, both on Wednesday, Nov. 5, will take place in the Faculty Room of McKenny Union at 10:30 a.m. to noon and 1:30 to 3 p.m.

Representatives from TIAA-CREF and Kemper's Advantage III will be there to explain each program.

Information Meeting for Pre-Dental Students

An informational program for pre-dental students will be held Wednesday, Nov. 12, at 7:30 p.m., in Room 103 Mark Jefferson.

Representatives from the dental schools at the University of

Michigan and the University of Detroit will be there to answer questions about getting into dental school.

EMU graduates currently enrolled in dental schools also will attend and respond to questions.

For more information, call Dr. John Sullivan at 7-2057.

Junior Year in England To Be Discussed

Michael Roberts, of the University of East Anglia in Norwich, England, will be on campus Thursday, Nov. 13, 11:30 a.m., Room 325, Goodison Hall, to discuss that university's Junior Year Abroad Program.

Students interested in a semester or year of study in England are encouraged to attend.

For more information, contact the Office of International Studies at 7-2424.

FBI Seeks Nominations For Summer Internship Program

The FBI is seeking applicants for its Honor's Internship Program (HIP) from outstanding undergraduate or graduate students with career interests in the FBI.

Each applicant is required to submit an application form (FD-646a), a copy of his/her transcripts, a 500 word essay explaining his/her reasons for applying and a written recommendation from his/her dean, department head, or other appropriate administrative person.

Application forms and more information can be obtained from the Career Services Center, Room 422, Goodison Hall.



From left, Rep. William Ford, EMU President John W. Porter, Vice President for University Relations Roy Wilbanks, federal lobbyist Tom Jolly, EMU Regent John Burton, Sen. Carl Pursell and Regent William Simmons posed in front of Welch Hall Oct. 24 when it was announced that EMU would receive \$2 million in federal funds to restore the 90-year-old building.



Peggy Kesenow and Chris McCall rehearse Noel Coward's "Hay Fever," showing this Friday, Saturday and Sunday in Quirk Theatre.

Openings

To be considered for vacant positions, all Promotional Openings Application Forms MUST be sent directly to the Employment/Affirmative Action Office and received no later than 5 p.m. on the expiration date.

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Wednesday, Nov. 12.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSEX86003 - CS-03 - \$445.51 - Clerk - University Computing
 CSSA86030 - CS-04 - \$485.65 - Senior Account Clerk - Housing/Food Service
 CSAA86033 - CS-05 - \$539.00 (FTE) - Senior Secretary (50 percent) - Management

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

POSTING # CLASS/GRADE

APUR86006 - AP-13 - \$1,587.68 - \$2,589.60 - Assistant to the Vice President for University Relations and Secretary to the Board of Regents - University Relations

FACULTY

POSTING

FAAA86042 - Chemistry - Assistant/Associate Professor (Inorganic Chemistry) - FALL SEMESTER, 1987

FAAA86043 - Interdisciplinary Technology - Assistant Professor (Public Safety Administration/Continuing Education) - WINTER SEMESTER, 1987

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WEMU 89.1

TUESDAY, NOV. 4

1 a.m. Jazz Scope After Hours - Host, Paul Townsend.
 12:10 p.m. Afternoon Jazz Scope - The best in Jazz and Blues from all over the tradition.
 8 p.m. All Things Considered - NPR's award-winning nightly news magazine.
 9:30 p.m. Connection - Weekly news magazine focusing on news and information particularly useful to differently-abled persons.

WEDNESDAY, NOV. 5

10 a.m. Morning Jazz Scope - Goes great with your morning coffee. Hosted by the one and only Jim Dulzo.
 9:30 p.m. Common Ground - The UN in Crisis - A two-part Series, the UN is suffering a crisis of money and a crisis of confidence. In this two part series, this situation, its causes, effects and possible solutions are discussed by a panel of Americans and a group representing Asia, Africa and Europe.
 10 p.m. Late Night Jazz Scope - Jazz in Profile - featuring pianist Toshiko Akiyoshi.

THURSDAY, NOV. 6

6 a.m. Morning Edition - Hosted by NPR's Bob Edwards with local news every half-hour by WEMU news director Clark Smith.
 12:10 p.m. Afternoon Jazz Scope - Enjoy four hours of fine jazz with host Michael "Madman" Jewitt.
 9:30 p.m. Fresh Air - In his second appearance on FRESH AIR, humorist/actor Spalding Gray discusses his continuing quest for the perfect moment.

FRIDAY, NOV. 7

1 a.m. Jazz Scope After Hours - Host, Dave Stambler.
 9:30 p.m. Horizons - "The Sweethearts of Rhythm" - A fascinating profile of all women big bands that toured the world during the swing era of the 1930s and 1940s.
 10 p.m. All Star Rhythm Revue - Join "Stan and Evie" for a fun-filled evening of R&B.

SATURDAY, NOV. 8

8 a.m. Weekend Edition - NPR's news magazine with a more leisurely, weekend pace hosted by Scott Simon.
 9 a.m. Big Band Spectacular - Host, John Assenmacher. Featured, Pete Rugolo.
 12:30 p.m. Jazz Revisited - Host, Hazen Schumacher. Featuring, "One More Time" - Two recordings of the same tune by Billie Holiday, Count Basie and Louis Armstrong.
 6 p.m. A Prairie Home Companion - Host, Garrison Keillor.
 8 p.m. Our Front Porch - Wheatland Music Festival. Guests: Riders in the Sky.

SUNDAY, NOV. 9

12 p.m. The Flea Market - Guests: Eric Andersen, Carol Montag. Host: Jim Post.
 4 p.m. Big City Blues Cruise - Cruise the Bus with Martino D'Lorenzo.
 6 p.m. When the Sun Goes Down - Host, Michael Jewitt.
 8 p.m. New Directions - Host, Tom Simonian.

Band-O-Rama set for Nov. 8

EMU's Band-O-Rama will be held Saturday, Nov. 8, at 7 p.m. in Pease Auditorium.

Sponsored by EMU's Department of Music, the program will feature performances by the EMU Concert Winds, Symphonic Band and the Marching Hurons.

The Symphonic Band, conducted by Assistant Professor J. Whitney Prince, will present three pieces: "Pageant" by Vincent Persichetti, Del Borgo's "Do Not Go Gently Into That Good Night" and "His Honor" by Henry Fillmore.

The Concert Winds, conducted by Professor Max Plank, and graduate assistant Lawrence Van Oyen, will perform "Quodlibet" by Fisher Tull, "Dance Rhythms" by Wallingford Riegger and "After a Gentle Rain" by EMU resident composer Anthony Iannaccone.

The Marching Hurons will close the program with "Stadium Echoes" featuring the "Highlights of the Marching Season," directed by Drum Major Jeff McCoy.

Tickets are \$2 and are available through EMU's Department of Music, N101 Alexander or at the EMU Entertainment Box Office in the Quirk Building.

All proceeds from the concert will benefit the University Bands and the Department of Music.

WEMU gets two funding grants

The EMU Board of Regents accepted 11 educational grants totaling \$521,010 at its regular monthly meeting Oct. 22.

The largest of the grants was a \$109,643 continuing grant from the Corporation for Public Broadcasting to the University's public radio station, WEMU (89.1 FM), to expand the scope and quality of the services delivered by the station to the surrounding community.

WEMU also received \$33,740 from the Corporation for Public Broadcasting to defray direct costs associated with placing a program produced with National Program Production Acquisition Grant funds into the national market place.

Arthur J. Timko, WEMU station director, is directing both projects. Other grants accepted by the board were:

—a \$108,028 grant from the U.S. Department of Education to the Chemistry Department for a project titled "Realizing the Potential of Microcomputers in the Chemistry Curriculum." Dr. John W. Moore, professor of chemistry, is directing the project.

—a \$59,800 continuing grant from the National Institute of Health to the Chemistry Department for a project titled "Effects of Reproductive Toxicants on Testicular Cells." Michael Brabec associate professor of chemistry, is directing the project.

—a \$49,761 continuing grant from the Michigan Department of Mental Health to the College of Health and Human Services for its "Learning for Living" program. The program is a full-time, multi-year educational program with a residential component for mildly impaired, developmentally disabled adults. Nola Thomas, lecturer in the Social Work Department, is directing the project.

—a \$39,776 continuing grant from Ford Motor Co. to the Physics and Astronomy Department for a project titled "Finite Element Analysis for Acoustical Speakers." The project will input both amplitude and phase speaker cone vibrations at approximately 20 points along a lateral element of the cone for analysis. Dr. James C. Porter, associate professor of physics and

Continued on page 3

1987-88 EMU priorities outlined

Continued from page 1

systems and physical consolidation of services.

Working to provide highest priority to the maintenance and development of superior academic programs is another University goal. Priorities addressing this goal are continued growth and development of the University Honors Program, additional faculty resource allocations, comprehensive program reviews, continued spring/summer session emphasis, improved distribution of courses and services, enhanced faculty development and retention efforts and a strengthened research program.

Other priorities relating to this goal are continued program growth consistent with enrollment increases, funds for additional instructional equipment, planning for space needs of the University Library and automated library services, an upgrade of existing educational technologies (audio-visual and television in particular) and staffing and supplies/equipment needs in each college consistent with each college's growth.

The priorities also include an increased emphasis on international studies and development of the "World College," an examination of the reorganization of the College of Arts and Sciences into two colleges separating those disciplines, the enhancement of corporate/contract learning and implementation of the recommendations of the Commission on Creative Strategies to Solve the Educator Crisis.

Priorities addressing EMU's goal to be responsive to student needs and assure quality student life, thus enhancing retention, are expanded career placement outreach, expansion of and emphasis on student employment, enhanced Cooperative Education placements and resources, more Campus Life activities, continued emphasis on student retention, expansion of the University's child care services by Sept. 1, 1987, and a strengthened fraternity/sorority system.

Other priorities addressing this goal are the institutionalization of activities which will increase

the admission, retention and graduation of special needs students, an assessment of student leadership incentives, consideration of an outdoor recreation facility, enrollment and registration aids for returning students, an assessment of how students' academic and overall needs are being met, expanded McKenny Union services and a review of the University's health care services, including consideration of a University partnership with the Catherine McAuley Health Center.

The goal of maintaining superior academic facilities, improved safety and maximum physical plant efficiency and economy is addressed by the following priorities: seeking capital outlay funding to implement the recommendations set forth in the Campus Master Plan by Johnson, Johnson and Roy Inc.; the centralization of student services, with construction initiated to accomplish this goal in spring 1987; increased emphasis on major maintenance of existing facilities and on renovation of these facilities; continued implementation of handicapped accessibility improvements and assessments; continued safety awareness programs, continued progress on the new College of Business facility, with construction start-up geared toward early 1988; the renovation of Welch Hall as a historic site, if funding is secured; and a continued commitment to the revitalization of the Cross Street area.

The fifth goal of the University is to create a responsive environment for all employees; automate business, fiscal and budget operations; and provide competitive benefits to help reduce turnover and improve staff morale. Priorities addressing this goal are continued enhancement of University Computing, the phased implementation of modern office systems throughout the University, the implementation of the Human Resources system no later than July 1, 1987, implementation of a purchasing control system, implementation of a

new student accounts receivable system and the implementation of a pilot program to encourage pay for performance that would lead to a new performance evaluation system for staff.

Other priorities addressing this goal are the continuance of a comprehensive review of staff and faculty salaries, the exploration of lower cost benefits programs that would not lower benefit levels, continued commitment to the Quality of Work Life effort, continued commitment to and strengthening of the University's affirmative action efforts, continued emphasis on staff training and development activities, development of employee assistance programs to help with personal problems, a comprehensive update of institutional policies and practices for dissemination, a continued upgrade of noninstructional equipment and the automation of the Auxiliary Enterprises business systems.

Addressing the University's sixth goal, which is to vitalize its public relations components to increase support to the University and enhance its image, the priorities are; enhanced public relations activities through investment in new technologies; the development of a comprehensive plan for service to the community through services centers and other special purpose centers; the development and realization of the Corporate Training Center, College of Business building, University Village and Corridor of Development; continued strengthening of state and federal relations; the development of a strategic community relations plan, investment in the enhanced cultivation of alumni and friends of the University, as well as of corporations and foundations; continued maintenance and enhancement of EMU as a member of the NCAA Division I-A Mid-American Conference; and development of the "other sources" category of revenue generation for Intercollegiate Athletics, such as the implementation of a summer musical series.

Focus on Faculty

Jay Weinstein, from India to Eastern, changing the way sociology is taught

Some people would call Jay Weinstein a maverick.

Although a scholar of considerable distinction, Weinstein, EMU's new Sociology Department head, has a healthy contempt for the purely academic approach to his discipline. "Things happened early on (in my career) which changed me in the sense that I went away from the academic aspects of sociology," he said.

What happened, primarily, was that Weinstein spent three years doing research and teaching in India.

"Everyone's interested in the theoretical, academic question," he said, "but in a place like India, some things are just more pressing."

Weinstein first traveled to India in 1971 to study its urbanization, the subject of his doctoral dissertation. What he found, was an interesting, although in the Third World, not unique, way of life.

"The bulk of my work has shown pretty effectively that in these (Third World) cities, there is a tremendous mix of modern and traditional," he said.

For instance, Weinstein recalled that on his first visit to India, he saw part of an atomic accelerator being transported to an atomic laboratory by ox cart. "Now what do you call that, more modern or more traditional?" he said.

Through consulting with peers doing similar research in other Third World countries, Weinstein learned that the mix of traditional and modern in their societies is a consistent phenomenon.

"The way that modernization has come to the Third World countries did not evolve out of the existing situations there as it did in this part of the world. It is another layer on top of the existing situation," he said, "so you have high rises built next to huts."

Weinstein has written several books and papers on modernization and technology in India and also has done research in Africa, Central American and the Caribbean. His recent focus has been India's inability to produce technology of its own. "They need a bunch of (Thomas) Edison's," he said.

"People say India's got an impossible problem—all those mouths to feed, and I say technology will solve that impossible problem," he continued. "You can't just give them a few more spoonfuls of corn, they need a miracle, and technology is that miracle."

Keeping with his new interest in India's lack of technological innovation, Weinstein presently is involved in a research project, studying the type and quality of technical education in India. He

has so far concluded that most of India's technical schools "are very terrible and inferior, even by Indian standards."

The few Indian students who manage to attend India's few expensive, high quality technical schools leave the country when they graduate, he said, because opportunities are better in places like the United States. Consequently, Weinstein believes it will be a "very, very long time" before India moves out of the Third World.

Through his research in India, Weinstein became interested in an interdisciplinary approach to sociology, through working with economists, political scientists, historians, anthropologists and geographers.

"All these people are interested in the same sorts of things that I am," he said. "Sociology is technology. Technology is know-how. It's knowledge we use to improve the world and that's what sociology is. You don't just 'do' sociology to write books or train students, you 'do' sociology to change the world." The chance to possibly do just that is what brought Weinstein to EMU earlier this year from the Georgia Institute of Technology in Atlanta.

According to Weinstein, EMU offered him an administrative position that would let him "make some of the decisions about the direction social sciences will take as an academic discipline."

Although his career has taken him to Georgia, Iowa, India and Canada, among other places, the Midwest is really his home.

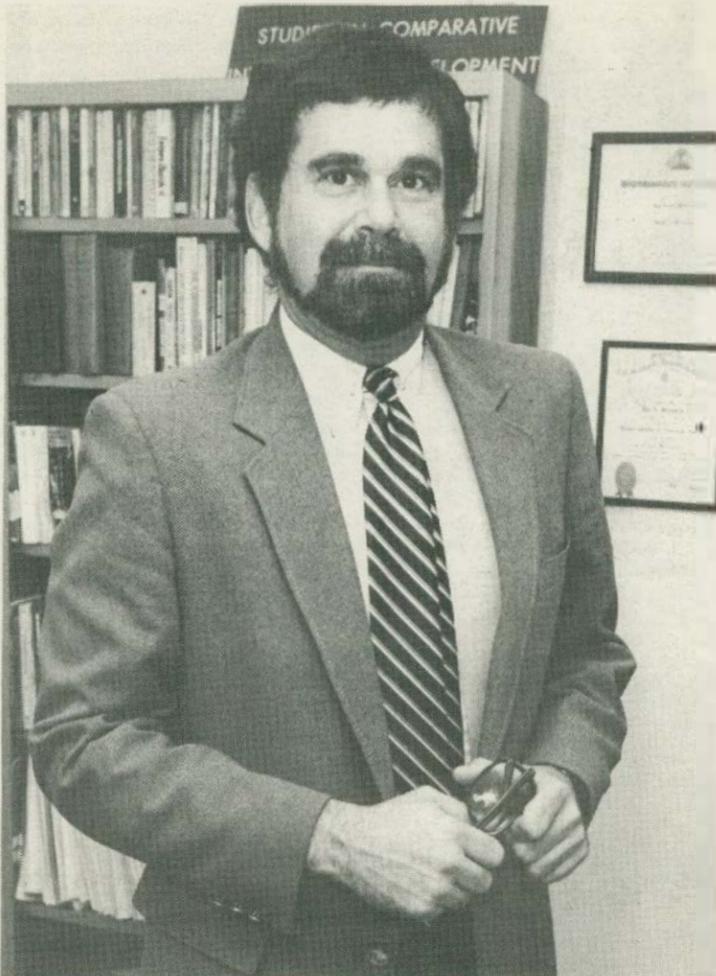
Born in Chicago, Weinstein, 44, earned a bachelor's degree in 1963 from the University of Illinois, a master's degree from Washington University in St. Louis, Mo., in 1965, and returned to Illinois to earn his doctorate in 1973.

He was a professor at Georgia Tech from 1977 to 1986, and was instrumental in developing the Sociology Department there which now offers a master's degree.

For one year, in 1981, he was named a Fulbright Professor to teach at Osmania University in Hyderabad, India. He also was a Fulbright Lecturer in Sociology at The School of Planning in Ahmedabad, India, in 1975. He has taught at the University of Iowa and at several universities in Canada.

Weinstein said he was pleased to be offered the EMU post and is glad to be here.

"The fact that the faculty wanted me to come here was very flattering," he said. "People don't realize how educationally rich it is around here. Ph.D.'s are a dime a dozen, but in the rest of the world, that's not the case. The people here (at EMU) are very



Jay Weinstein, new Sociology Department head, studies technology in the Third World.

good compared to the national norm, and I don't know if they recognize it or not."

When Weinstein came to EMU, he brought with him a prestigious juried scholarly journal titled "Studies in Comparative International Development," of which he is editor.

Founded at Washington University in 1965 as a Latin American studies journal, the now interdisciplinary journal moved to Rutgers University in 1968 with its founder, Irving Horowitz, a former professor of Weinstein's. When Horowitz stepped down from the editing position in 1978, he chose Weinstein to replace him.

The journal features articles that compare the kinds of development going on in Third World countries with other Third World countries or, primarily, with developed countries like the United States.

Submissions for the journal are read by scholars in the various interdisciplinary fields, which include economics, anthropology and political science, and aren't told the identity of the author.

"We reject 80 percent of the papers," said Weinstein, "and the other 20 percent are subject to revision. Publication in this journal indicates that you are accepted as a legitimate peer and, at most universities, you can't get tenure without being published by

a peer group."

That EMU is listed as publisher of the journal is also a great kudo for the University, Weinstein said.

"When you see EMU (as the publisher), that is saying that we are the home of that peer certification," he said. "There is, emanating from this office, an enormous network of scholars in this field. We literally have contacts on every continent, and that network is very useful."

Weinstein, his wife, and two children, have settled into a "wonderful, 53-year-old, brick house" in Dearborn where he plays guitar and writes folk songs in his spare time.

"You might think I was influenced by Bob Dylan, but since we're both from the Midwest, I think we were both influenced by that," he said.

Weinstein said he has found his return to the Midwest "really exciting, because of the recovery going on here since the recession, and people just don't realize that it's happening because they haven't been away."

He also is a sports enthusiast and said EMU's recreation center, where he has played a lot of racquetball since his arrival, is "in itself, a good reason to come here—it's great!"

By Debra McLean

Grants

Continued from page 2

astronomy, is directing the project.

—a \$36,860 grant from the U.S. Department of Education to the College of Business Dean's Office to provide technical assistance and training in international business to small businesses in eastern Michigan. The Ypsilanti Chamber of Commerce and the Wayne County/Detroit Port Authority will participate in a series of seminars and consultancies offered by EMU faculty from the College of Business and Language and International Trade Program. Dr. David Victor, assistant professor of management, is directing the project.

—a \$35,926 grant from the National Institute of Education to EMU's School/Educational Services Center. The project brings together University and school district educators to design and implement a set of pre-student teaching experiences that will integrate research on effective teaching with existing teacher education programs. Dr. Marvin Pasch, head of the Teacher Education Department, is directing the project.

—a \$23,336 grant from the U.S. Department of Labor to the Center for Entrepreneurship to study the documentation and analysis of a case history of the Quality of Work Life program at General Motors Hydra-Matic Willow Run division with respect to UAW Local 735. The study will look at the resuscitation of the Quality of Work Life program and its implementation and adjustment to technological innovations. Dr. Denise Hoyer and Dr. Gregory E. Huszeto, associate professors of management, are directing the project.

—a \$20,000 grant from the Michigan Department of Commerce to the Center for Entrepreneurship for the Presidents' Forum. The forums' purpose is to provide planned programming to support the needs of persons responsible for running rapidly growing business units with employment between 50 and 500 persons and sales between \$5 and \$50 million per year. Dr. Lorraine Hendrickson, director of the Center for Entrepreneurship, is directing the project.

—and a \$5,000 grant from Avion Products Inc. to the Michon Consumer Education Center to implement the Michigan Agenda for Consumer Education, a plan for developing a statewide program to strengthen consumer education and to promote its importance. The project is a cooperative venture involving business, education, government and community leaders concerned about consumer education. Rosella Bannister, director of the Michigan Consumer Education Center, is directing the project.

To date, the regents have accepted 60 grants totaling nearly \$1.5 million.

November 'Enhance' workshops offer great variety

The Office of Human Resource Development will present the following Enhance workshops this week. The workshops are free unless otherwise noted and pre-registration is necessary. For more information about the workshops or to register, contact HRD at 7-0076.

Times and dates for the remaining November Enhance workshops will be announced in future issues of Focus EMU.

"Supplemental Retirement Accounts," Wednesday, Nov. 5, at 10:30 a.m. or 1:30 p.m. in the Faculty Room of McKenny

Union. The workshop will review the options for supplemental retirement accounts offered by EMU and answer participants' questions regarding each plan.

"Understanding the Registration Process," Thursday, Nov. 6, at 9:30 a.m. in 201 King Hall. This workshop is designed for people who facilitate the registration process at EMU. The workshop will aid participants in understanding the registration process and answer questions about steps which students must follow to complete registration. Joanna Michalak, acting director

of registration, and Richard Byrd, coordinator of Student Business Services, will clarify issues which have been problems in the past. This workshop is limited to 16 participants.

"Control of Communicable Diseases," Thursday, Nov. 6, at 1:30 p.m. in the Reception Room of McKenny Union. Mary Jean Schumann, clinical director of Snow Health Center, will present information about communicable diseases, including AIDS, describe and demonstrate methods for controlling their spread and present EMU's policy

and procedures concerning AIDS. The workshop is limited to 30 participants.

"New Employee Orientation," Friday, Nov. 7, in 201 King Hall at 9 a.m. Dr. Helen R. Burnstad, director of Human Resources Development, will lead an introduction to EMU's theme of student retention, acquaint new employees with the history of EMU and provide an overview of EMU's benefits program and an opportunity for sign-up.

"Getting Familiar with Your Color Season," Friday, Nov. 7, at noon in 201 King Hall. Arjela

Marsh, a certified color analyst from Adrian, will familiarize participants with the color theory, explain the advantages of a color analysis and demonstrate the full color analysis procedure. The workshop is limited to 16 participants.

"Dealing with Difficult People," Monday, Nov. 10 at 1 p.m. in 201 King Hall. Glenn Frank Miller, director of the Office of Campus life, and Dr. Helen Burnstad will examine participant behavior and enable participants to learn techniques for dealing with difficult people.

Children's author Lillian Hoban to speak

Children's author and illustrator Lillian Hoban will speak at EMU Tuesday, Nov. 4, at 8 p.m. in Room 204 Pray-Harold, as part of the Contemporary Children's Literature: Issues and Answers lecture series.

Hoban, who will talk on beginning readers is a native of Philadelphia. She attended the Philadelphia Museum School and has illustrated many children's books, including the stories written by her husband, Russell Hoban, about the little badger "Frances."

In 1971, her illustrations were exhibited by the California Museum of Science and Industry in Los Angeles.

"The Sugar Snow Spring" was the first picture book written and illustrated by Hoban. Since then, she has written and illustrated numerous children's books including the popular "I Can Read" books about the lovable chimp Arthur and "Mr. Pig and Sonny, Too." She also has written

a novel for young people titled "I Met a Traveller."

The children's literature series is funded by a grant from the Michigan Council for the Humanities and is being coordinated by Drs. Shelia Ingersoll and Meredith Klaus, faculty members in EMU's English Language and Literature Department.

The lecture is free and the public is invited.

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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Adviser Research

Academic Advising Center
229 Pierce Hall
Hotline: 7-3344

Withdrawal Deadline

Tuesday, Nov. 11 is the last day for students to withdraw from an individual class and receive an automatic "W".

Undeclared or Changing Majors?

An "Advising Fair" to help students gather information about choosing a major is scheduled for Tuesday, Nov. 11. Representatives from over 40 academic departments will join the staff of the Advising Center from 2 to 4:30 p.m. in McKenny Union's Guild Hall to answer students' questions about academic programs. For more information call Karen Moses at 7-3146.

This is a great opportunity for students to do some information gathering about fields of study offered at EMU. For those who have not yet begun to explore interest areas, Dr. Joanne Burns from Career Services will be at the Fair to help students focus on these interests. Academic advisers will help students convert their career exploration ideas into a list of possible winter classes. Please encourage undeclared or undecided students in your lower division courses to attend this Fair.

Energy Education Funding Opportunities for Students

The U.S. Department of Energy is accepting applications from students to participate in the following programs during 1987: (1) Energy Research Opportunities; (2) Fossil Energy Research Training Opportunities; (3) Fusion Engineering Fellowships; (4) Student Internships; and (5) Fusion Science Fellowships.

Students work at DOE facilities during the period of award. Eligibility and application deadlines vary by program. For application forms and program guidelines contact:

University Programs Division
Oak Ridge Associated Universities
P. O. Box 117
Oak Ridge, TN 37831-0117

Postsecondary Education Demonstration Projects for Handicapped Persons

Dec. 8 is the deadline set by the U.S. Department of Education for this program. Its purpose is to support model demonstrations of specially adapted projects that facilitate and encourage postsecondary education of handicapped individuals with their nonhandicapped peers. Especially encouraged are projects which focus on individuals with specific learning disabilities.

Application forms and program information packages are available from Cheryl Kozell at 7-3090.

Health Care Financing R & D

This HFCA program funds research and demonstration programs that will help resolve major health care financing issues or develop innovative methods for the administration of the Medicare and Medicaid programs.

Congressionally mandated tasks include respite care demonstration projects to evaluate alternatives for providing care for Alzheimer's patients and their families and the cost effectiveness of nurse practitioners. Other areas of primary interest include several areas of Medicaid research, state programs for long-term care and beneficiary awareness and prevention.

Applications are due Dec. 15 and May 4. Contact R. Howard at 7-3090 for more information.

Events of the Week

Nov. 4-10

Tuesday 4

MEETING — The Professional Women's Discussion Group will meet, Oxford Room, McKenny Union, 7 a.m.

MEETING — The Enrollment Conversion Committee will meet, Regents Room, McKenny Union, 8:30 a.m.

MEETING — The University Computing Center will give a presentation on Nov. 4, 5 and 6, Gallery II, McKenny Union, 9 a.m.

WORKSHOP — The Center for Instructional Computing will present a workshop on the fundamentals of the IBM DOS system for faculty, 215 Library, 9 a.m.

MEETING — The Intermedia Group will meet today and next Tuesday, Nov. 11, Gallery II, McKenny Union, noon

MEETING — The Bargaining and Grievance Committee of UAW Local 1975 will meet today and every Tuesday of the month, Huron Room, McKenny Union, 12:30 p.m.

WORKSHOP — Les Bates, associate dean of students, will present a workshop on "Minority Organizations: Who, What and How" for student leaders and organizational representatives, 425 Goodison Hall, 3 p.m.

RECEPTION — A reception for minority graduate assistants will be held, Alumni Room McKenny Union, 3 p.m.

WORKSHOP — Counseling Services will present parts two and three of a workshop on procrastination today and Nov. 11, 300 Snow Health Center, 3:30 p.m.

MEETING — The National Association of Black Accountants will meet today and every Tuesday of the month, Founders Room, McKenny Union, 6 p.m.

MEETING — AFSCME Local 1666 will meet, Faculty Room, McKenny Union, 6:45 p.m.

LECTURE — The Contemporary Children's Literature: Issues and Answers lecture series will present Lillian Hoban, author of the "Arthur" books, who will talk on beginning readers, 204 Pray-Harold, 8 p.m.

Wednesday 5

WORKSHOP — The Office of Human Resources Development will present a workshop on Supplemental Retirement Accounts, Faculty Room, McKenny Union, 10:30 a.m. and 1:30 p.m.

MEETING — The Division of Student Affairs will hold a luncheon meeting, Oxford Room, McKenny Union, noon.

MEETING — The UAW 1976 Executive Board meeting will be held, Huron Room, McKenny Union, noon.

MEETING — An open meeting with the Provost Ronald Collins will be held, Gallery I, McKenny Union, noon.

MEETING — The UAW 1975 Executive Board will meet, Founders Room, McKenny Union, noon.

WORKSHOP — Career Services will hold part one of its Cooperative Education orientation. Call 7-0400 to register, 405 Goodison Hall, 2 p.m.

MEETING — The Affirmative Action/Equal Employment Opportunity Advisory Committee will meet, Gallery II, McKenny Union, 3 p.m.

WORKSHOP — Career Services will sponsor a career planning workshop. Call 7-0400 to register, 425 Goodison Hall, 3 p.m.

MEETING — The Starkweather staff will meet, Oxford Room, McKenny Union, 3:30 p.m.

MEETING — The Rigorous Teacher Education Program Committee will meet, Huron Room, McKenny Union, 4 p.m.

Thursday 6

WORKSHOP — The Office of Human Resources Development will present a workshop on Understanding the Registration Process, 201 King, 9:30 a.m.

SEMINAR — The Office of Human Resources Development will present a workshop on the control of communicable diseases, Reception Room, McKenny Union, 1:30 p.m.

WORKSHOP — The Center for Instructional Computing will present a faculty workshop for beginning computer users, 215 Library, 2 p.m.

MEETING — The Residence Hall Association will meet today and every Thursday through Nov. 20, Faculty Room, McKenny Union, 4 p.m.

WORKSHOP — The Career Services Center will hold part one of its Cooperative

Education Orientation. Call 7-0400 to register, 405 Goodison Hall, 5:30 p.m.

MOVIE — Campus Life's Silver Screen will present "Attack of the Killer Tomatoes." Admission is \$1, 8 and 10 p.m.

DANCE — The Phi Eta Psi Emeralds will hold a dance. Admission, Ballroom, McKenny Union, 9 p.m.

Friday 7

ORIENTATION — The Office of Human Resources Development will present a new employee orientation, 201 King Hall, 9 a.m.

MEETING — The Alumni Development Records Research Group will meet, Oxford Room, McKenny Union, 10:30 a.m.

MEETING — ADA/CAS will meet, Gallery I, McKenny Union, noon.

WORKSHOP — The Office of Human Resources Development will present a workshop titled "Getting Familiar With Your Color Season," featuring Deborah Luck, Gallery II, McKenny Union, noon.

THEATER — The EMU Players will present Noel Coward's "Hay Fever." For ticket prices or reservations, call the EMU Entertainment Box Office at 7-1221, Quirk Theater, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "Youngblood." Admission is \$2, Strong Auditorium, 8, 10 p.m. and midnight.

DANCE — Delta Sigma Theta will hold a dance, Ballroom, McKenny Union, 9 p.m.

Saturday 8

WORKSHOPS — Continuing Education will hold workshops on marketing education, arts, sports and museums, McKenny Union, 11 a.m.

CONCERT — Max Plank, and Whitney Prince will direct a Bandorama, Pease Auditorium, 7 p.m.

CONCERT — The Music Department will present Band-O-Rama. Admission is \$2, Pease Auditorium, 7 p.m.

THEATER — The Department of Communications and Theater Arts will present "Hay Fever" by Noel Coward. For Ticket prices or reservations, call 7-1221, Quirk Theater, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "Youngblood." Admission is \$2, Strong Auditorium, 8, 10 p.m. and midnight.

DANCE — The Sigma Sweethearts will hold a dance. Admission, Ballroom, McKenny Union, 9 p.m.

Sunday 9

THEATER — The EMU Players will present "Hay Fever" by Noel Coward. For ticket prices or more information, call 7-1221, Quirk Theater, 2:30 p.m.

MOVIE — The Campus Life's Silver Screen will present "Youngblood." Admission is \$2, Strong Auditorium, 8 and 10 p.m.

Monday 10

EXHIBIT — The works of Sue Gilbert and Nancy Wolfe will be on display through Wed., Nov. 26, Intermedia Gallery, McKenny Union, 8 a.m.- 5 p.m., M-F

MEETING — A corporate meeting of the University will be held, Alumni Room, McKenny Union, 8 a.m.

MEETING — There will be an executive board meeting of the Black Faculty and Staff, Gallery I, McKenny Union, 11 a.m.

WORKSHOP — The Office of Human Resources Development will present a workshop on dealing with difficult people, 201 King Hall, 1 p.m.

SEMINAR — There will be an International Student Seminar, Main Lounge, McKenny Union, 3:30 p.m.

WORKSHOP — Campus Connection in Campus Life will present Bob Delcampo, associate professor, who will speak on "Time Management: Setting Goals and Objectives," 425 Goodison, 4 p.m.

WORKSHOP — The Career Services Center will hold a workshop on career planning. Call 7-0400 to register, 425 Goodison Hall, 5:30 p.m.

MEETING — The Waldo and Magic Science Fiction Society will meet every Monday through Nov. 24, Huron Room, McKenny Union, 8 p.m.