

Regents approve contract with UAW Local 1975

A four-year agreement between EMU and UAW Local 1975, representing approximately 360 clerical and secretarial employees, was approved by the EMU Board of Regents at its regular monthly meeting Sept. 23.

The agreement, which extends from Sept. 23, 1987 through June 30, 1991, provides for a 15 percent wage increase for CS-04 and 05 level employees, a 10 percent increase for CS-03 and 06 workers and a 7.5 percent increase for CS-07 employees, effective July 1, 1987.

In addition, all clerical and secretarial employees will receive a five percent salary increase in 1988-89 and 1989-90 and four percent in 1990-91.

Under the new agreement, the clerical/secretarial salary schedules will be adjusted each year. Effective July 1, 1987, the minimum salary for a CS-03 is \$12,553 and maximum is \$17,079. At the highest CS-07 level, the minimum salary is \$19,846 and maximum is \$29,131.

With additional increases in the table each year, by the contract's last year effective July 1, 1990, the minimum CS-03 salary will be

\$14,120 and maximum will be \$19,583. At the CS-07 level, the minimum will be \$22,325 and maximum will be \$33,402.

"We believe this agreement puts us in a more competitive position within the marketplace and feel we now can attract the best secretaries and clerical employees to EMU," said Kathleen Tinney, director of University Communications and University Bargaining Committee member.

Besides the wage gains, the new agreement requires a review of all UAW Local 1975 positions to develop classification-specifications as they relate to specific jobs; changes the time for notification of employees regarding unscheduled closedowns from 7 a.m. to 6 a.m.; eliminates automatic placement of persons returning to work after non-medical and non-military leaves of absence, requiring they bid on vacant positions; provides employees transferred to lower pay grade positions a five percent pay reduction or to mid-point of new level, whichever is the greater amount and supports class attendance under the Tuition Waiver Program during work hours.

Three-year faculty contract gets Board of Regents approval

Full professors at EMU will receive pay raises totaling 25 percent over the next three years with all other faculty ranks receiving 20 percent increases under a contract approved by the EMU Board of Regents at its regular monthly meeting Sept. 23.

The agreement between EMU and the American Association of University Professors is retroactive to Sept. 1, 1987, and provides full professors hired before Jan. 1, 1987, an eight percent increase in 1987-88 and 7.5 percent pay raises during each of the next two years. All other teaching ranks will receive seven percent this year and 6.5 percent each of the next two years.

The salary increases alone are projected to cost the University

approximately \$1.5 million during this academic year (1987-88).

The contract also provides an incremental increase for faculty members who received promotions during 1986-87 which became effective at the beginning of this year. Those promoted to professor will receive \$1,800 or \$600 more than the previous promotional increment. Those promoted to associate professor will receive \$1,400, a \$500 increase, and those promoted to assistant professor will receive \$900, a \$100 increase over the previous increment. It is projected that this benefit will cost the University an additional \$12,200 per year.

Under a revised minimum salary schedule, new full professors with

doctorates will earn at least \$33,594 during their first year at EMU and at least \$37,194 per year for nine to 10 years in rank; associate professors meeting the same criteria will earn a minimum of \$27,847 to \$31,447; assistant professors will earn a minimum of \$22,706 to \$26,306; and instructors who have doctorates will earn a minimum of \$21,798 to \$25,398.

The changes in the faculty minimum salary table are expected to cost the University \$53,120 this year. That, along with minor changes in an optional retirement package benefit, projected to cost \$17,107, and the salary increases bring the total cost of the contract to nearly \$1.9 million for this academic year.

Opening fall enrollment increases nearly 5 percent over 1986

EMU President John W. Porter announced last week at a news conference that opening fall enrollment at the University had increased nearly five percent over opening fall enrollment in 1986.

Total enrollment through Thursday, Sept. 17, the official reporting date to the state, is 22,375, an increase of 1,025 students or 4.8 percent over last fall's opening enrollment of 21,350. The enrollment includes 4,340 new undergraduate students, 12,618 returning undergraduate students and 5,417 graduate students.

Enrollment increased in every category of students except transfer students. New freshman total 2,614, an increase of 49 students or 1.9 percent. New transfer students total

1,649, a decrease of 69 students or four percent, which was part of the University's design to control enrollment.

The 12,618 returning undergraduate students represent an increase of 603 students or five percent over 1986. The total number of undergraduate students is 16,958, an increase of 571 students or 3.5 percent. Graduate student enrollment increased by 454 students or 9.1 percent.

The EMU Board of Regents adopted an Enrollment Management Plan last spring in an effort to control enrollment increases for this year. The plan called for a maximum final enrollment of 23,250 students and early cutoff of enrollment for freshmen and transfer

students. The goal for new freshman was limited to 2,550 students while the goal for transfer students was reduced from 1,700 students to 1,600 students.

The plan was designed to ensure that the University would have sufficient facilities and classes to serve the number of students enrolled. Approximately 70 faculty positions have been added in the past year to accommodate the enrollment increases of recent years.

"I think we have done an excellent job of containing enrollment," said Porter in announcing the enrollment figures. "Without the actions we took last spring to control new enrollment, I am convinced our enrollment would have

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Campus Capsules

Poet Michael Harper To Read Oct. 1

Nationally acclaimed black poet Michael S. Harper will present a poetry reading Thursday, Oct. 1, at 7 p.m. in Sponberg Theater.

As the Office of Campus Life's poet-in-residence for two days, Harper also will present three seminars on Oct. 1 and Friday, Oct. 2, for students, faculty and staff where he'll discuss the "healing" implications of prose related to human suffering.

Harper's Oct. 1 reading is free and open to the public, although tickets are required and available by calling the EMU Arts and Entertainment Box Office at 7-1221.

Anyone interested in signing up for a seminar may call Campus Life at 7-3045.

Campus Will Not Have Hot Water, Air Conditioning Oct. 3-4

The EMU steam plant will be shut down Saturday and Sunday, Oct. 4 and 5, causing a campus-wide loss of hot water and air conditioning for those two days.

As EMU's cogeneration project nears completion, a new gas turbine will be tied into the main steam header that weekend requiring the temporary shutdown.

The new gas turbine is expected to generate 88 percent of EMU's electrical energy needs. Waste heat from the turbine will be used to produce a substantial portion of Eastern's steam needs allowing significant cost savings.

Writing Workshops Offered For Faculty

The Faculty Center for Instructional Effectiveness is sponsoring two workshops on writing skills for faculty members Friday, Oct. 2, and Friday, Oct. 9, at 2 p.m. in McKenny Union's Gallery I.

Conducted by Dr. Russ Larson, professor of the English language and literature, the sessions are designed to provide faculty members from all disciplines with the knowledge and skills necessary to help students improve their writing.

Workshop participants also will discuss writing assignments and appropriate strategies for teaching writing.

For more information, call Larson at 7-0153.

Foreign Service Exam Applications Due Oct. 23

The 1987 Foreign Service Examination will be offered at EMU Saturday, Dec. 5, and applications for the exam are due by Friday, Oct. 23.

Anyone interested in taking the exam may get an information booklet and application form from Career Services, fourth floor Goodison.

EMU 1987 United Way Campaign seeks to raise \$50,813

The 1987 EMU United Way campaign, which was officially kicked off Tuesday, Sept. 22, and will run through Friday, Oct. 9, is seeking to raise \$50,813. That goal is four percent above last year's EMU donations.

The Washtenaw United Way funds 54 human service agencies and programs in Washtenaw County such as the S.O.S. Crisis Center, Dawn Farm residential chemical dependency treatment center, Child and Family Services and Meals-on-Wheels. According to EMU United Way Campaign Chairperson Doris Komblevitz, this year's campaign has a new goal in addition to the financial one. "The goal this year is to get 100 percent participation, even if someone who has never given before only gives a dollar," said Komblevitz. "The real key is getting everyone here at Eastern involved in the campaign this year."

Komblevitz, who serves as EMU's director of state, federal and community relations, has chaired the EMU campaign for the last several years.



United Way

EMU's kickoff was held Tuesday, Sept. 22, in McKenny Union during a luncheon featuring food provided by Meals-on-Wheels. Departmental solicitors, who will be charged with encouraging co-workers to donate, attended the luncheon "to see what kinds of services these (United Way) agencies provide," said Komblevitz, "and the food really wasn't too bad. It was very nutritious." Meals on

Wheels delivers prepared food to elderly people, handicapped and shutins in Washtenaw County.

The EMU goal this year does not include projected donations from students, student groups or emeritus faculty, as it has in previous years; it is the goal specifically for EMU faculty and staff.

As always, gifts will be awarded through a random drawing to people who donate \$25 or more. The major prize, all the more valuable this year due to campus overcrowding, is a free, assigned parking space for one year close to the winner's building. Other gifts will be donated by area businesses.

Departmental solicitors will be contacting employees in their departments this week and next week to provide pledge cards and explain the many ways to donate. People may give a one-time cash or check donation, authorize a payroll deduction or pledge a given amount and be billed by United Way.

For more information, contact your department head.

EMU employee turnover rate 10 percent since 1985

The EMU employee turnover rate has remained constant at 10 percent since 1985, according to a report submitted to the EMU Board of Regents at its regular monthly meeting Sept. 23.

The 1986 Employee Exit/Termination Report showed that from Jan. 1, 1986 through Dec. 31, 1986, 151 employees, or 10 percent of the 1,589 total employees, terminated their employment.

By job classification, the greatest turnover rate in 1986 was among the campus police at 19 percent, but that represents only three employees or two percent of EMU's total terminations last year. Next highest was the professional/technical staff turnover rate at 15 percent, representing 29 employees or 19 percent of all terminations. The administrative/professional turnover rate was 14 percent, representing 27 employees or 18 percent of all terminations; the clerical/secretarial turnover rate was 11 percent, representing 39 employees and 26 percent of all terminations; the food service/maintenance staff turnover was 10 percent, representing 21 employees or 14 percent of all terminations; and the faculty turnover rate was five percent, representing 32 employees or 21 percent of total EMU terminations for 1986.

EMU's turnover rates have decreased in all job classifications since 1979 when many reached all-time highs, except faculty turnover

which has remained relatively constant at five percent for several years. In 1979, the clerical/secretarial rate was 33.8 percent; campus police was 33.3 percent; administrative/professional/technical was 17.9 percent; and food service/maintenance was 19.5 percent.

In 1984, EMU began documenting the reasons employees leave the University through post-employment surveys sent to their homes and exit interview questionnaires completed at work. Responses to both surveys generally are low, averaging around 40 percent.

The most compelling reasons cited on both surveys for leaving EMU during the first six months of 1986 were better job opportunity (25 percent); conflict with supervision (20 percent); inadequate promotional opportunity (20 percent); and retirement (20 percent).

In the last half of 1986, the most common reasons cited for leaving EMU in the exit interview questionnaire were better job opportunity (31 percent); retirement (24 percent); and inadequate promotional opportunities (17 percent). The post-employment survey for the same time period cited low rate of pay (23 percent); better job opportunity (20 percent); inadequate promotional opportunities (20 percent); and retirement (17 percent) as the most compelling reasons for leaving.

Promotions

The EMU Board of Regents approved the following promotions at its regular monthly meeting Sept. 23.



Devine

Dr. Elton A. Devine, professor in the Department of Accounting and Finance, was promoted to interim associate dean in the College of Business.

Devine, 55, replaces Dr. Patricia Weber, who was named director of EMU's Center for Entrepreneurship.

A native of Laurel, Miss., Devine earned his bachelor's and master's degrees from the University of Southern Mississippi in 1965 and 1967, respectively. He earned his doctorate from Louisiana State University in 1973.

Devine was head of the Accounting and Finance Department from 1976 to 1981 and has been a faculty member in that department since 1981. His previous professional experience includes work on the faculty at the University of Nebraska at Omaha from 1973 to 1976. He was a professional accountant with H.I. Holt, CPA from 1968 to 1969.

Devine was the recipient of EMU's 1986 Distinguished Faculty Award for Service to the University and the Haskins and Sells Foundation's Dissertation Grant in 1971. He is a member of Phi Kappa Phi, Beta Alpha Psi, Beta Gamma Sigma and the National Association of Accountants.

As interim associate dean, Devine will assist the dean in the administration and development of the College of Business while a search is conducted for a permanent associate dean.



Johnson

Dr. Judith A. Johnson, professor and head of the English Language and Literature Department, was promoted to associate provost of academic affairs.

Johnson, 53, replaces Joan Connell, who accepted a job at Xavier University.

A native of Fargo, N.D., Johnson earned her bachelor's degree from Carleton College in Minnesota in 1956. She earned her master's degree from North Dakota State University in 1965 and her doctorate from the University of Michigan in 1969.

Johnson, a member of EMU's English Language and Literature Department since 1970, was head of the department since 1981. Her scholarly expertise is in medieval English language and literature, fantasy literature and linguistics. Johnson's previous professional experience includes working as a teaching fellow and lecturer at U-M and as a lecturer at Moorhead State College in Minnesota.

In 1985-86, Johnson served as an American Council on Education Fellow and is a member of Phi Beta Kappa and the American Association of Higher Education. Her book, "A Transformational Analysis of the Syntax of Aelfric's Lives of Saints," was published in 1975. She most recently wrote "Writing Strategies for ESL Students" in 1983.

At EMU, Johnson will assist the provost and vice president for academic affairs in planning, developing and administering the Academic Affairs Division, with particular emphasis on budget, personnel and operations.

Mary E. Kinloch, accounting specialist in the Financial Aid Office, was promoted to Student Aid Management specialist/adviser in that office.

Kinloch, a South Carolina native, received a bachelor's degree in business administration from South Carolina State College in 1980. She currently is enrolled in classes at EMU.



Kinloch

Dr. James A. Reynolds, professor in the Department of English Language and Literature, was promoted to acting head of that same department.

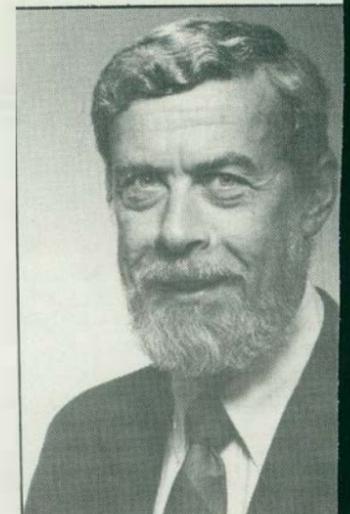
He replaces Dr. Judith Johnson who was named associate provost at EMU.

Reynolds, 50, earned a bachelor's degree from Purdue University in 1959, a master's degree from Case Western Reserve University in 1964 and a doctorate from the University of Michigan in 1968. An Ann Arbor resident, he has served on the faculty at EMU since 1967.

In the English Language and Literature Department at EMU, Reynolds has served as director of graduate studies in English since 1983 and has served on the departmental Publications Board since last year. He has been a member of various departmental committees including those addressing student-faculty problems, staff recruiting, graduate students, curriculum, advanced literature and writing and freshman offerings.

Reynolds was a member of the University's Faculty Council for three years, served as chairman of the Student Policies Committee in 1982-83 and was chairman of the Task Force on Instructional Quality as part of the President's Commission in 1974-75.

As acting department head at EMU, Reynolds will administer and direct the developmental, personnel, financial and operational activities of the department while a search is conducted for a permanent department head.



Reynolds

All promotions are effective immediately.

Due to space limitations, Promotions will be continued in the Tuesday, Oct. 6, issue of Focus EMU

Research

FIPSE Sets Deadlines for 198889

The Fund for the Improvement of Postsecondary Education has established the following deadlines for its grant programs for 1988-89.

- 1) Comprehensive Program—Nov. 16, 1987. This program supports a wide range of projects that promise to make a difference in postsecondary reform, including curriculum reform, faculty development, access, assessment and educational technology.
- 2) Community Service and Student Financial Independence—Jan. 12, 1988. Grants are provided for projects that encourage students to do community service in exchange for educational services or financial assistance.
- 3) Drug Prevention Programs in Higher Education—March 25, 1988. Grants are available for programs to prevent students at institutions of higher education from using drugs and abusing alcohol.
- 4) Lectures Program—Jan. 26, 1988. This program provides funding for organizations to sponsor lectures about the improvement of postsecondary education.

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

Research Experience for Undergraduates

SCOPE: The National Science Foundation is seeking proposals for grants to support projects to give undergraduate students active research experiences in mathematics, science and engineering under a major initiative to draw more students into research careers in these fields.

The Research Experiences for Undergraduates (REU) program provides two kinds of awards: site grants to support undergraduate research participation in projects for a number of students, usually but not always within a single discipline or department; supplemental grants to augment ongoing NSF research grants to provide research experiences for a small number of undergraduate students.

FUNDS: Award costs, expected to average \$4,000 per student for site grants, may include student stipends, faculty salaries, housing costs, indirect costs and a small allowance for supplies. For example, an REU site award involving 10 students would be about \$40,000.

ELIGIBILITY: All United States institutions that conduct research in the disciplines supported by NSF, including colleges, universities, academic research institutions, government or industrial laboratories or consortia. All science and engineering disciplines normally supported by NSF are eligible.

DEADLINE: Dec. 1, 1987, for site grants; supplemental proposals may be submitted any time. Contact Rick Howard at 7-3090 for more information.

Adviser

Academic Advising Center
229 Pierce Hall
Hotline: 7-3344

Evening Hours

As in the past, we will be open evenings from 5 to 7 p.m. to serve evening students. These evening hours are reserved for students taking evening classes only. Meetings with an adviser are by appointment only. Students should call 7-2170 to

arrange an appointment.

This year will be different in one way from the past. Pierce Hall will be in the midst of reconstruction and the north doors will not be in use. Students will find access to Pierce through the west and south entrances. If those doors are locked, students should call 7-2170 and we can be sure the doors are opened.

EMU eliminates mandatory retirement for staff

The EMU Board of Regents, at its regular monthly meeting Sept. 23, approved a policy eliminating mandatory retirement at age 70 for University staff members in compliance with the federal Age Discrimination in Employment Act Amendments of 1986.

However, a special rule continues to allow the compulsory retirement of any faculty member who, at 70, is serving under a contract of unlimited tenure. Thus, EMU faculty members will not be affected by the revised policy until Dec. 31, 1993, when the special rule expires.

Also unaffected by the revision are employees covered by collective bargaining agreements in effect June 30, 1986, which terminate after Jan. 1, 1987. In those cases, the amendments will not apply until the termination of the agreements or until Jan. 1, 1990, whichever occurs first.

The ADEA early retirement age is 55, which reflects EMU's current early retirement "providing they (employees) meet the requirements of the plan they've selected." The Tax Reform Act of 1986 requires the identification of "early retirement" for distribution of tax deferred annuities or supplemental retirement annuities without a 10 percent penalty following separation of service after age 55.

Regular retirement at EMU is considered age 60 under both the Michigan Public School Employees Retirement System and Teachers Insurance Annuity Association College Retirement Equities Fund offered employees at the University.

Lifting the mandatory retirement requirement is expected to have a limited effect on the University as there have been very few requests from employees to work beyond age 70 in past years.

Focus on Staff

Delaney helps young students taste college life

"I'm really impressed with Eastern and I'm one of those walking salespeople for it," said Neeta Delaney, EMU's coordinator of special academic youth programs. "I came here because I heard good things and those good things have turned out to be true."

Delaney came to EMU three years ago as a graduate student in the Department of Communication and Theater Arts. She now is responsible for involving hundreds of college-bound high school students in such programs as Summer Quest and the Michigan State Board of Education Summer Institutes for gifted and talented students at EMU.

For the past four years, Eastern Michigan has been one of five colleges statewide to host the summer institute and the only college to do so for four consecutive years. Each year, the competition among schools for the program has grown more fierce and the number of proposals has increased. "We really are a yardstick by which the other schools measure their success," Delaney said.

The success of the summer institutes at EMU led to the creation of EMU's own program, Summer Quest, held for the first time last year. It is composed of 10 different residential academic programs designed for college-bound teenagers.

"From the students' perspective, our programs are stimulating. The classes are very exciting, but not at the expense of also being educational," Delaney said. Classes are taught by regular EMU faculty as well as two secondary school teachers who are EMU alumni.

In addition, resident counselors are assigned to a group of no more than 10 students. "They're the glue that holds the program together," Delaney said. Counselors hold nightly group meetings and assist in the classrooms as well.

"The one key ingredient that will make any program this successful is that a young student feels he or she has developed a relationship with someone here on campus," Delaney said. "That someone might be President John Porter or a department head or a counselor—it doesn't matter. The fact is that the student will be back. The best thing that can happen to these kids in terms of their own self-confidence also is the best thing that can happen to Eastern."

A Saginaw native and Ypsilanti



Neeta Delaney, above, EMU's coordinator of special academic youth programs, said she "feels very fortunate to be in the kind of work that lets me see the results of my efforts."

resident, Delaney earned a bachelor's degree in English at the University of Michigan and after teaching and directing drama at the secondary level as well as working in graphic design and writing, she came to Eastern to pursue a master's degree, focusing on acting and directing.

Delaney soon changed her major to arts management and became actively involved as a graduate assistant in the new Sponberg Theater's groundbreaking and dedication ceremonies. "I happened to come to Eastern at a time when many exciting things were going on—especially in the Department of Communication and Theater Arts. So, my introduction to the University was anything but boring," she said.

During a graduate assistantship, Delaney worked with Dr. Gary Evans and theater arts, in implementing the summer institute. "I was hooked," said Delaney, and, after

receiving her degree, she was hired to create Summer Quest.

Delaney is a single parent of nine- and 12-year-old sons and spends much of her spare time in northern Michigan. "I absolutely love being outdoors," she said. "My idea of a non-work-related good time is to be out in the middle of the woods, away from people. I love people and interact with them constantly in my work, but there's a part of me that really cherishes privacy."

During the Summer Quest program, which occurs at EMU in August, Delaney lives on campus with her sons. "Night and day, we're with those students," she said. "Just seeing all the new faces and realizing what an impact the programs have on them—you couldn't feel more worthwhile than to know you're doing something like that. I feel very fortunate to be in the kind of work that lets me see the results of my efforts."

By Amy Marcinkowski

Porter outlines conditions of the University

A report prepared by EMU President John W. Porter, titled "Conditions of the University for the Academic Year 1986-87" was received by the EMU Board of Regents at its regular monthly meeting Sept. 23.

The report describes the University's progress toward achieving each of its six goals and four operating principles this past year and outlines the challenges for 1987-88 as EMU begins the first year of its three-year Quality Expansion phase.

Of the 32 corporate indicators for success described in the report, more than two-thirds were met in 1986-87. Strategic plans exist for five of the six major goal areas. The final area, which deals with employee morale and affirmative action is the focus of intensive planning and effort.

Progress and plans by goal area include:

— **Goal I**—maintaining the campus capacity of 20,000 students and providing a comprehensive financial aid program. EMU's success in this area was emphasized last April, when for the first time, freshman enrollment applications were cut off and fall enrollment reached 23,095. In 1987-88, EMU's challenge will be to manage its enrollment, which includes increasing the number of students with high school grade point averages of 3.0 and above and continuing to attract students during the winter, spring and summer semesters.

— **Goal II**—maintaining and developing superior academic programs. Measures of success in this area include the University's commitment to regular academic program reviews (II each year), the securing of 17 of 19 targeted national accreditations and the fact that 74 percent of EMU faculty members hold doctorates or terminal degrees in their fields of expertise. In 1987-88, EMU will hire approximately 50 new faculty members, who should reflect EMU's commitment to diversity and quality, and \$1.1 million in new instructional equipment is planned for purchase. Continued evaluation of the Basic Studies Program and the academic experience being provided for students will be pursued.

— **Goal III**—responding to student needs. Freshman-to-sophomore retention at EMU is well above 70 percent. Campus Life, Career Services, Health and Counseling Services, EMU's Children's Center, Recreation and Intramurals, Student Marketing Media and McKenny Union all contribute to success in this area. In the upcoming year, goals will include more effective measurements of student satisfaction, aiming for 80 percent satisfied; and greater minority student retention, reducing freshman attrition from fall to winter semester from 22 to 16.5 percent.

— **Goal IV**—maintaining superior facilities, improving safety and streamlining efficiency. In June 1987 there were 28 separate construction projects in progress totaling \$48 million in new investment, including the Corporate Education Center, Huron Golf Club and Pierce Hall and Welch Hall renovations. In addition, execution of the Campus Master Plan is becoming increasingly evident through more subtle landscape and access improvements. In 1987-88, enhancing perceptions of EMU's campus as safe and

attractive and adherence to construction project budgets and schedules will be the main focus.

— **Goal V**—creating a responsive environment for employees, automating business and fiscal operations and providing competitive benefits to reduce staff turnover and improve morale. This area is seen as that which, thus far, has had the most limited success. Porter attributed this to inadequate performance measures relating to perceptions of University services and quality of work life as well as a lack of demonstrated progress in meeting affirmative action goals. Two major initiatives currently are underway for 1987-88. A University task force will identify measures of performance and effectiveness for each of EMU's 15 major service operations and divisional affirmative action goals will be set, with accountability given to the respective vice presidents.

— **Goal VI**—increasing external support from the private and public sectors. Progress in this area is evident in the last two years. State appropriations are at 5.41 percent of the Michigan higher education budget, the number of private donors is at an acceptable level. Private support increased by 28 percent over 1985-86 and EMU's athletic programs are competitive. In 1987-88, the campaign for private support will be revitalized and support for cultural and athletic programs will be more broadly enlisted.

Porter also outlined the status and plans of the University's operating principles. These are:

— **Principle One**—maintaining a balanced budget while meeting critical program needs. With a history of success in this area Porter expressed "general optimism" in this area yet warned "The renegotiation of all major labor contracts, anticipated high student demand and constraints on opportunities to increase revenue from traditional sources will test the sensitive balance of financial pressures that has been achieved over several years."

— **Principle Two**—improving EMU's image as an institution of quality, uniqueness and opportunity. EMU has received recognition from students, peer institutions, state and alumni officials, parents, alumni and friends of success in this area. In 1987-88, the goal will be to broaden our base of support and understanding to a greater and more diverse constituency.

— **Principle Three**—developing short-term and long-range strategic plans. EMU has been guided through the Revitalization and Stabilization phases of Porter's Decade of Advancement. Now, in its final stage of development, Quality Expansion, rewards for success will be identified, teamwork will be stressed and excellence in employee performance will be expected, developed and rewarded.

— **Principle Four**—creating an environment for effective communication throughout the University, thus enhancing the policymaking responsibilities of the Board of Regents. Evaluation of leadership in light of EMU's successes suggests a "vigorous and responsive" leadership condition. In 1987-88, the board and EMU president will review the leadership process and environment with a professional consultant to help ensure continued institutional success.

Faculty Council Notes

The following members of the EMU Faculty are serving as representatives on the Faculty Council for academic year 1987-88. Any faculty member may address concerns to any one of them, which will be then be discussed at the next council meeting.

Faculty Council meets the first and third Wednesday of each month at 3 p.m. in Room 425 Goodison Hall, unless otherwise notified. Agenda item requests must be received at least two days before a meeting to be considered at that meeting.

Officers of the council and their departments are: President, Dr. J. Jan Jellema, Industrial Technology; Vice President, Dr. Thomas Cianciolo, Accounting and Finance;

Secretary, vacant; Member-at-Large, Dr. Quirico Samonte, Teacher Education.

The officers are the Faculty Council's representatives on the Faculty Affairs Committee of the EMU Board of Regents, which usually meets once each month. Regent Geraldine M. Ellington presently chairs that committee.

Standing committee chairpersons are: Academic Policies, Annette Peel, Human, Environmental and Consumer Resources; Institutional Policies, Dr. Stephen Larabee, Accounting and Finance; Student Policies, Dr. Reynaldo Ruiz, Foreign Languages and Bilingual Studies; Athletic Policies, Dr. Donald Briggs, History and Electrophysics; and Elec-

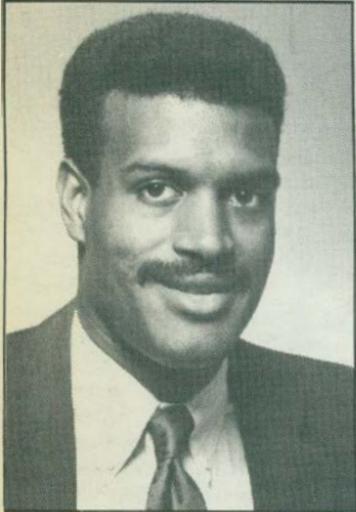
tions, Margaret Best, University Library, and Bonnie Neuman, Nursing Education; Honorary Degrees, vacant.

Faculty members should be receiving calls from these chairpersons seeking people to serve on these committees. If anyone is interested in serving on a particular committee, call the chairperson directly.

The following faculty members also are members of Faculty Council: Dr. Martin Shichtman, English Language and Literature; Dr. Robert Mancell, Geography and Geology; Dr. Matilda Sayegh, Health, Physical Education, Recreation and Dance; and Dr. Thomas Hennings, English Language and Literature.

New Faces

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



Britton

Ernest Britton, associate director of the Cincinnatti Arts Consortium, was appointed campus life officer.

Britton, 28, replaces Laurie Edwards, who left the University.

A native of Cincinnati, Ohio, Britton earned his bachelor's degree from EMU in 1984. He was associate director of the Cincinnatti Arts Consortium from 1985 to 1987.

Britton is a recipient of a National Endowment for the Arts Fellowship and a member of the National Association of Community Arts Administrators, Alpha Phi Alpha Fraternity and TransAfrica.

As campus life officer, Britton will plan, implement, coordinate and evaluate comprehensive activities for students and prospective students, services and programs at EMU.

Deborah Creamer, counselor at Hegira Programs Inc. in Wayne, was appointed area complex director of EMU's Buell and Downing Residence Halls.

Creamer, 32, replaces Deborah McNish who was promoted to associate director of Housing at EMU.

A former resident of Kalamazoo, Creamer earned her Bachelor of Social Work degree from Central Michigan University in 1978 and her Master of Social Work degree from Western Michigan University

in 1984.

Creamer's previous professional experience includes work as a clinical social worker for Family Service of Northwest Ohio in Toledo and as a mental health technician at Battle Creek Adventist Hospital. She also was an aftercare caseworker at Lenawee County Community Mental Health and a resident assistant at CMU.

At EMU, Creamer will provide leadership and guidance for programmatic life and fiscal operations of Buell and Downing Halls.



Creamer

Dr. Howard Ross, associate professor at Eastern New Mexico University, was appointed assistant dean of the Graduate School.

Ross, 41, a former Chicago resident, earned his bachelor's degree from Saint Xavier College in Chicago in 1974, master's degrees from the University of Missouri in 1976 and Northwestern University in 1978 and his doctorate from Southern Illinois University in 1980.

Ross taught at Eastern New Mexico for seven years. His expertise is in American politics, Afro-American politics and political theory.

Ross is a member of the American Political Science Association, Afro-American Philosophers, NAACP and the American Philosophers Association.

As assistant dean of EMU's Graduate School, Ross will assist the dean and the associate dean in the development, management and implementation of policies and objectives of the school.

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, Oct. 7. Detailed job descriptions may be reviewed in Room 310 King Hall.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSUR87006 - CS-04 - \$534.22 - Secretary II - Development (Word processing experience and/or the ability and willingness to learn: efficient and accurate typing.)

CSBF87034 - CS-05 - \$603.68 - Account Specialist - Accounting (Micro-computer experience and/or the ability and willingness to learn.)

CSAA87039 - CS-06 - \$661.46 - Administrative Secretary - Registrar (Word processing experience and/or the ability and willingness to learn.)

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

POSTING # CLASS/GRADE

APEX87014 - AP-09 - \$957.68 - \$1,513.93 - Coordinator-User Support Services - University Computing

FACULTY

POSTING #

FAAA87027 - English Language and Literature - Assistant/Associate Professor (syntax and semantic) - Commencing Fall Semester, 1988

FAAA87028 - Management - Assistant/Associate Professor (business policy) - Commencing Fall Semester, 1988

FAAA87023 - Operations Research and Information Systems (ORIS) - Instructor/Assistant Professor (information systems) - Commencing Fall Semester, 1988

FAAA87024 - Teacher Education - Assistant/Associate Professor (social foundations) - Commencing Fall Semester, 1988

FAAA87025 - Teacher Education - Assistant/Associate Professor (educational psychology) - Commencing Fall Semester, 1988

An Affirmative Action/Equal Opportunity Employer

HMO options added to EMU benefits program

EMU employees now have the option of choosing one of three Health Maintenance Organizations instead of Blue Cross and Blue Shield for health care insurance.

As approved by the EMU Board of Regents at its regular monthly meeting Sept. 23, employees may continue their insurance with Blue Cross/Blue Shield, or choose from one of three HMOs: McAuley Health Plan, M Care or Michigan HMO.

The three were selected by a joint union and management Benefits Review Committee based

upon their quality of services and geographic location.

An open enrollment period will likely be held in October, with effective implementation Jan. 1, 1988.

The cost of an HMO option is approximately 18 percent less than the traditional BC/BS plan. And although the expanded options will mean employing one full-time clerk and materials support at a total cost of \$20,000 annually, the University's estimated annual savings, if only 10 percent of EMU employees choose HMOs, will be approximately \$73,000.

Enrollment

continued from page 1

exceeded 25,000 students this fall, well beyond our means of providing quality classes and services."

Porter also noted if enrollment follows the trend of 1986, an additional 1,745 students would register after the opening date, which would bring the final 1987 fall semester enrollment to 24,120. However, he added "every effort is being made to control the growth to 23,500."

Almost 60 percent of the students enrolled at EMU are women. Of the total enrollment, 13,235 are women while 9,140 are men.

The number of credit hours elected by students has increased comparably to the number of students enrolling. Undergraduate credit hours total 193,247, an increase of 6,504 or 3.5 percent. Graduate credit hours total 27,483, an increase of 2,012 or 7.9 percent. The number of credit hours for this fall, 220,730, has already exceeded the final fall total of 219,828 from last year.

Final fall enrollment figures for last year totaled 23,095 students, including 2,578 new freshmen, 1,861 transfer students, 12,108 returning students and 6,356 graduate students. Opening enrollment this fall already has exceeded final fall enrollment from a year ago for freshmen and returning students. Final figures for this fall's enrollment will be announced in early February next year.

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, Communications
Susan Bairley, associate director, Public Information
Debra McLean, FOCUS EMU editor
Dick Schwarze, photographer

Events of the Week

Sept. 29 - Oct. 5

Tuesday 29

WORKSHOP — The Career Services Center will hold part one of a co-op orientation seminar. All persons interested in a fall 1987 co-op placement must attend parts one and two. Call 7-0400 to register, 405 Goodison, 9 a.m.

WORKSHOP — The Career Services Center will hold a career planning workshop. Call 7-0400 to register, 425 Goodison, 2 p.m.

MEETING — The Career Services Center will hold a debriefing meeting for co-op students who have completed their co-op placements, 405 Goodison, 4 p.m.

VOLLEYBALL — The team will host the University of Michigan, Bowen Field House, 7:30 p.m.

Wednesday 30

WORKSHOP — The Office of Training and Development will present a workshop on marketing campus educational services, 201 King Hall, 8:30 a.m.

WORKSHOP — The Office of Training and Development will present the first of an eight-week series of workshops titled "Supervising Office Arcas Resourcefully," 201 King Hall, 1:30 p.m.

WORKSHOP — The Career Services Center will present part two of a co-op orientation seminar. All persons interested in a fall 1987 co-op placement must attend parts one and two. Call 7-0400 to register, 405 Goodison, 4 p.m.

Thursday 1

WORKSHOP — Career Services will present two interview preparation workshops for education majors. Call 7-0400 to register, 405 Goodison, 10 a.m. or 2 p.m.

MEETING — The Academic Department Administrators in the College of Arts and Sciences will meet, Gallery II, McKenny Union, noon.

WORKSHOP — Counseling Services will present a workshop titled "How to Meet the People You Want to Meet," 300 Snow Health Center, 3:30 p.m.

MEETING — The EMU Gospel Choir will meet today and every Thursday of the month. Trailblazer, McKenny Union, 7 p.m.

Friday 2

WORKSHOP — The Faculty Center for Instructional Effectiveness will present a faculty writing workshop, Gallery I, McKenny Union, 2 p.m.

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

TENNIS — The men's team will host the EMU Invitational today and tomorrow, EMU Varsity Courts. To be announced.

Saturday 3

SOCCER — The team will host Grand Valley State College, EMU Soccer Field, 11 a.m.

FOOTBALL — The team will host Northern Illinois University. Admission, Ryncarson Stadium, 6 p.m.

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

Sunday 4

SOCCER — The team will host the University of Michigan, EMU Soccer Field, 1:30 p.m.

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

Monday 5

WORKSHOP — Career Services Center will present a resume writing workshop for education majors, 405 Goodison, 10 a.m.

MEETING — The Offices of Alumni Relations and Development will hold a staff meeting, Regents Room, McKenny Union, 10 a.m.

MEETING — The EMU Gospel Choir will meet today and every Monday of the month. Trailblazer, McKenny Union, 7 p.m.