

McKenny Bookstore to be run by Barnes and Noble

EMU's McKenny Bookstore will no longer be run by the University, but will operate under the management of the private firm Barnes and Noble Inc., as approved by the EMU Board of Regents at its Dec. 13 meeting.

Effective immediately, the board authorized the University administration to enter into a bookstore lease agreement with Barnes and Noble "to provide all necessary bookstore services" in the space now occupied by the McKenny Bookstore on the lower level of McKenny Union.

Under the terms of the contract, Barnes and Noble has guaranteed a minimum payment of \$290,000 to be pledged for McKenny Union purposes in its first full year of

operation. It also agreed to spend no less than \$400,000 in remodeling the student bookstore facilities and has guaranteed a minimum \$600,000 cash buy out of the current bookstore inventory.

In recommending Barnes and Noble for the lease agreement, an ad hoc board of regents committee based its action on the recommendation of the EMU McKenny Union Revitalization Service Evaluation Review Committee; the projected increase in "bottom-line" return, based on past performance; Barnes and Noble's national retailing expertise; the potential for growing profit; the inventory buy out as a basis for McKenny Union renovation funding; and the Barnes and Noble remodeling of the present

facilities.

Other special commercial features noted in advancing the Barnes and Noble contract were its: automation, with immediate access to new and used book markets; nationally-recognized marketing and management expertise; extensive trade and reference book departments; sophisticated management training system; and \$1 billion corporate holdings and "impressive capital improvement" history.

Other proposals considered for the bookstore's management included those submitted by the present operation, Ned's and the National Association of Student Co-Ops.

Barnes and Noble is headquartered in New York City.

Planning can help Christmas shopping

By Debra McLean

For many people, the joy of Christmas Day fades quickly from memory when the dreaded credit card bills begin rolling in in January and February. That's when we start asking ourselves, "Why did I buy Aunt Martha that \$75 mink-trimmed paper weight?"

However, with a little advance planning, the early months of the new year don't have to be fraught with such panic, according to Rosella Bannister, director of the Michigan Consumer Education Center at Eastern Michigan University.

Bannister suggests deciding ahead of time how much you want to spend on Christmas, making a list of all the people you want to buy gifts for, and then making a shopping list of what you want to buy which stays within your spending limit.

"There is very definitely an increase in people coming to credit counselors for help from Christmas shopping, and the peak comes in March or April as a result of the deferred billing strategy many credit card companies use," she said. "Consumers often have no concept of the cost of things they buy on credit until the bill comes in."

While most of us use credit cards at Christmas, Bannister suggests limiting such purchases to amounts that can be paid off in a month or two. "Sometimes shoppers forget that when you buy on credit you're paying for that service with interest charges," she said. "The trick is to pay the bills as promptly as possible to avoid those charges so that interest doesn't add up."

Bannister also believes people should take a long, hard look at the number of obligatory gifts they're buying. "We all get caught in having to give some obligatory gifts, but those are often the purchases we regret most in January," she said. "If you're in a financial bind in January because of Christmas shopping and you're unhappy, you have to ask yourself why you think you have to buy all those gifts. Some people might be perfectly happy with the purchases, but others may decide they don't want to do that next year."

Bannister also suggests that people save all their receipts from this year's Christmas shopping and add them up after the holidays. "See how much you spent, and decide if you're happy about it," she said. "You'll also have an idea of how much you need to save each month for next year so you don't end up in a financial bind again."

Last-minute Christmas shopping is a major contributor to bad financial decisions. "Impulse buying is a big problem at Christmas and it's a close cousin to panic buying," Bannister said. "It's buying without considering the alternatives. With impulse buying, we usually spend more than we should have and it often doesn't pay off because the

(gift recipient) isn't appreciative of it because we haven't put any thought into the gift."

Bannister's family has developed a tradition of the "I Owe You" box to avoid panic buying. Family members give each other a box with notes inside that promise a car wash in the spring, tickets to a



"Consumers often have no concept of the cost of things they buy on credit until the bill comes in."

—Bannister

sporting event, dinner and a movie and endless other niceties. "Sometimes those are the most fun gifts of all because they're simple and thoughtful," she said.

Another smart gift suggestion, particularly for children, is the multipurpose gift. "That's part of being creative at Christmas," Bannister said. "If you can find a gift that can be used later, like in a teenager's room or a dorm room, it can be a big winner."

Planning ahead for holiday gift buying also lets consumers comparison shop, said Bannister, which is absolutely necessary if you want to save money. "Most of us think of discount stores as having the best bargains, and sometimes they do, but not always," she said. "Regular department stores often have specials that might be an even greater discount... some of the best sales are at Christmas time, so it's very important to comparison shop."

In addition to comparison shopping for the best price, it's important to consider the features and quality one needs in a certain gift. "Sometimes you don't have to have the top of the line," Bannister said. "For instance, if you're shopping for a food processor, consider what the person will use it for. They may not need the big \$200 model, but just the small model that slices green pepper for a pizza. Find someone who owns a food processor and ask them what features they think this person you're buying

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Regents approve funding plan for COB parking

The EMU Board of Regents, at its Dec. 13 meeting, approved a three-part plan to fund parking arrangements in conjunction with the Gary M. Owen College of Business Building in downtown Ypsilanti.

The funding plan, which will provide for 570 daytime parking spaces and 758 evening parking spaces at and near the Owen College of Business Building, calls for instituting a \$1.25 per credit hour evening fee; increasing day and evening commuter decal charges from \$20 to \$35 and \$12.50 to \$20

respectively; and implementing a \$2 daily gate charge for cars without decals.

The new fee and increased charges will take effect Sept. 1, 1989.

Parking arrangements funded by the plan will include construction of a 370-space parking structure at the Owen Building site, use of 200 parking spaces in the Goodwill surface lot adjacent to the building and the use of 188 evening parking spaces in the Trustcorp Bank lot on

Michigan Avenue, across from the new building.

Capital costs for the plan will total approximately \$5 million, while annual costs will be approximately \$945,000. The annual costs are expected to include \$585,000 in debt service; \$150,000 in operating costs; \$100,000 for maintenance reserve; and \$110,000 for bus service.

The funding plan approved by the regents is expected to generate approximately \$1 million in revenue annually.

Campus Capsules

ROTC Blood Drive To Be Jan. 10-11

The annual Army ROTC Cadet Battalion campus blood drive will be held Tuesday and Wednesday, Jan. 10-11, from 11 a.m. to 5 p.m. in the First Floor Lounge of Downey Hall.

Students, faculty and staff are welcome to donate blood anytime during those hours.

The goal set for this drive is 250 pints to be used at area hospitals.

For more information, call Capt. Charles Straw at 7-1020.

Winter Reserve Reading Lists Requested

Reserve Reading Lists for the 1989 winter semester are being requested for processing by the University Library.

All lists should be submitted on Reserve List forms to the Reserve Office (Library Circulation) as soon as possible.

Faculty members will be sent individual forms, but they also are available in departmental offices and at the University Library Circulation Desk.

Dec. 29 Paycheck To Be Distributed Dec. 22

Weekly and biweekly payroll checks that are due to be paid on Dec. 29 will be released to employees Dec. 22, but cannot be cashed or deposited until Dec. 29, as that is when they will be dated.

Direct deposit funds will be in employees' accounts on Dec. 29.

Athletics and QWL Plan Holiday Coffee Break Dec. 21

Intercollegiate Athletics and the Quality of Work Life Program at EMU will co-sponsor a Holiday Coffee Break for faculty and staff Wednesday, Dec. 21, at 2:30 p.m. in Bowen Field House.

Guests at the coffee break also will be provided free admission to the EMU women's basketball game against Indiana State University in Bowen Field House at 3 p.m.

Coffee, punch and cookies will be served and the EMU Gospel Choir will perform during halftime.

Campus Life Offers Montreux Discounts

The Office of Campus Life recently sent letters to all faculty and staff offering a 25 percent discount off two or more tickets to Campus Life's Jan. 21 concert featuring the Montreux band.

The letters instructed people to get their tickets at the EMU Arts and Entertainment Box Office. However, the box office has closed for the holidays and the tickets may now be purchased at the Campus Life Office, 221 Goodison Hall. The office will be open until 5 p.m. Thursday, Dec. 22.

For more information, call Pam McMichael at 7-3045.

Faculty Library Books Due Back Dec. 20

Faculty, graduate assistants and others eligible for faculty charges from the University Library are reminded that all books checked out during the 1988 fall semester are due back in the Library by Tuesday, Dec. 20.

The Library staff would appreciate promptness in returning or renewing those books.

Student's 'hard-hitting' cartoon wins nat'l award

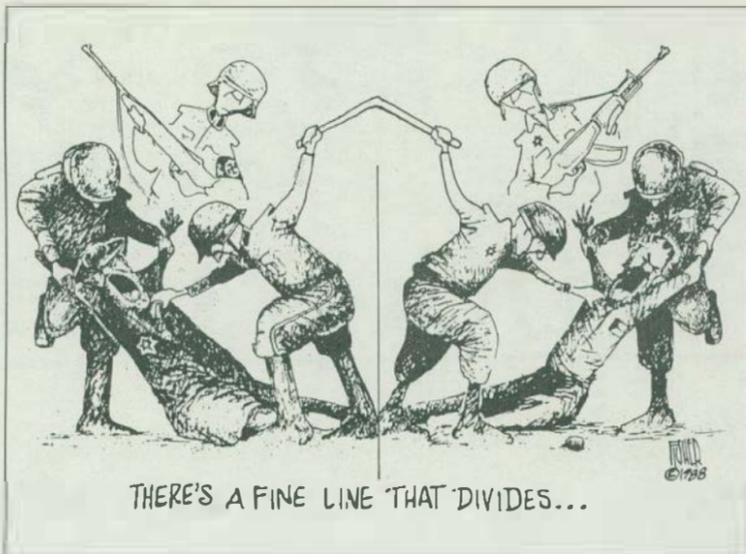
By Kathy Manning

Winning a national award hasn't fazed Anthony Fisher much. When the *Eastern Echo's* student editor, Catherine Hill, called to congratulate him on winning first place in the "Editorial Cartoon" category of the College Media Advisers' Student Awards, he said, "Wait a minute, what award is this again?" "I even talked to my parents and forgot to mention it to them," he said.

The cartoon which earned Fisher the award, titled "A Fine Line Divides," received many comments from the judges. It also created controversy on campus after it ran in the *Eastern Echo*, EMU's student newspaper. The cartoon shows two situations, separated by a thin line, as mirror images. One half of the cartoon shows Nazi soldiers mercilessly beating a Jew, the other half, Jewish Israeli soldiers beating a Palestinian. The only difference between the two images is a stone which had been thrown in the Palestinian-Israeli side of the drawing.

Fisher, a senior from Ida, admits he likes to be hard-hitting. "In politics, you have to hit hard to make an impact. Their (politicians') skins are thick enough that you have to (hit hard) if you want them to feel it," he said.

Pulitzer prize-winning cartoonists he admires, Pat Oliphant of *The*



The above cartoon, "A Fine Line Divides," won EMU student Anthony Fisher first place in the "Editorial Cartoon" category of the College Media Advisers' Student Awards. It exemplifies Fisher's philosophy of being hard-hitting. "In politics, you have to hit hard to make an impact."

Washington *Star* and Jeff MacNelly of the *Chicago Tribune*, have set the stage for that thinking. "Oliphant has said that a political cartoonist has to be hardhitting or else is no good. MacNelly wrote in one of his books, that cartoonists have all the finesse and charm of a 12-gauge shotgun," Fisher said.

Fisher studies cartoonists, from those who have helped give birth to the profession to current figures.

Their styles, techniques and attitudes are a large part of his focus.

Well-known cartoonists agree that the ultimate cartoon is one which uses no words or labels, communicating its entire message through graphics, Fisher said. "That's an ideal to strive for," he said, "but I label, because I'm also trying to educate."

At EMU, while serving as the *Echo's* editorial cartoonist, Fisher

noticed that "people who normally wouldn't look or care, have cared. That's what's been the most important thing to me, that I'm reaching that person," he said.

Another of Fisher's goals is to draw his message clearly enough to communicate to many, and thus possibly cause far-reaching discussion. "I read somewhere that a political cartoonist has never sent a nation to war, but certainly has added an attitude which could take it to war and which has been indirectly inspiring to people," he said.

"A cartoonist has a service to offer the public," he added. "It's more meaningful to me to have someone who may know very little about the subject come up and say, 'That was a great cartoon', than to get an award."

Fisher's educational background is preparing him to draw cartoons of depth. He said many of his visual concepts come from studying history, film and other cartoonists. History is one of the concentrations he included in his interdisciplinary program of study at EMU, which also included art, political science and journalism. In lieu of the traditional undergraduate degree which focuses on a single major and minor subject, Fisher opted to create a program designed to meet his own objectives of developing his skills as a political cartoonist. However, finding a professor wil-

ling to guide him through an independent study of analyzing political cartoons, his own and others, proved to be an exercise in selling himself. Dr. Joseph Ohren, associate professor of political science at EMU, was the first professor, after many others' rejections, who considered the idea.

In the academic departments he had visited previously, he heard the same reply. "We don't have anyone experienced in this field." But Ohren asked him to come in "prepared to sell me the idea" and eventually agreed to work with Fisher.

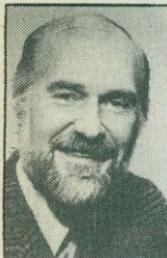
After obtaining a bachelor's degree at EMU, Fisher plans to someday get his doctorate. He wants to focus more specifically on political cartooning as his education progresses. "Hopefully, maybe I can take a year of my grad studies (at the master's degree level) to study cartooning," he said.

Week by week, however, he says he can see an evolution in the quality of his work. "Just like Picasso went through his blue period, I have certain periods, too," he said. "If I could put all my cartoons together I could separate them into styles. I'm constantly striving for that (increased quality) and I don't think I'll ever hit the ceiling. I keep changing techniques, too. It's an evolution."

Participants

Several members of EMU's faculty and staff recently have been involved in professional activities.

Bill Humphries, manager of marketing and development at WEMU, was elected to a one-year term on the Ann Arbor Area Chamber of Commerce board of directors and a three-year term on the Washtenaw Council for the Arts board of directors.



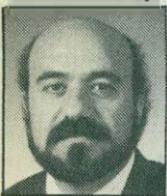
LaBenne



Humphries

Dr. Wallace LaBenne, professor of teacher education, spoke on "What's Right About You: Self-esteem Nurturing Activities" at a professional development consortium for the Clio Area Schools.

Dr. Harry PaDelford, professor of business and industrial education, presented a paper on technology education at the Annual Conference of the Michigan Association of Secondary School Principals. PaDelford also spoke on "Technology Education in Michigan" as keynote speaker at a Michigan Department of Education workshop in Plymouth and presented a session on that topic at the Symposium on Technology Education in Michigan held at Michigan State University.



Farah



Contis

Dr. Badie Farah, associate professor in the Department of Operations Research and Information Systems, presented the paper "A Design for a Decision Support System for Market Channel Analysis" at the Joint National Meeting of the Operations Research Society of America/The Institute of

Management Sciences.

Ellene Tratras Contis, associate professor of chemistry, presented the paper "Gas Jet Fission Producers in Bromine: Species Formed in the Target Chamber" at the 20th Central Regional Meeting of the American Chemical Society at the University of West Virginia. Contis also presented "Simulation and Collection of Infrared Scans" at the National Meeting of ACS in Los Angeles.

Three members of the Biology Department participated in the 39th American Institute of Biological Sciences Annual Meeting at the University of California-Davis.



Hannan



Kangas

Dr. Gary Hannan, associate professor, presented a poster session titled "Response of *Valeriana ciliata* to Spring Burning in a Michigan Fen" at the Ecological Society of America session.

Dr. Patrick Kangas, associate professor, presented the paper "Life Zone Diversity in the Brazilian Amazon: A Map Analysis" to the Ecological Society of America.

Dr. John Novak, assistant professor, conducted the workshop "Using the Myers-Briggs Type Indicator in Teaching and Learning Biology" at the Botanical Society of America session. Novak also presented the papers "Utilizing Gagne's Task Analysis Procedure in Teaching Undergraduate Biology/Botany Courses" and "Wait-time and Time-out in the Lecture and Laboratory," both co-written with colleagues from other universities.

In addition, Novak served as chairman of the Botanical Society teaching section and was elected to a three-year term as secretary-treasurer of that section.

Several faculty members in the Department of History and Philosophy recently have been in-



Novak



Terry

involved in activities.

Dr. Janice Terry, professor of history, had a review of M.W. Daly's book "Empire on the Nile: The Anglo-Egyptian Sudan 1898-1934" published in the *American Historical Review*. Terry also recently presented two papers. She presented "International Human Rights Organizations" at the annual meeting of the Middle Eastern Studies Association in Los Angeles and "The Ford Administration: Domestic Pressure Groups and the Middle East" at the annual meeting of the Association of Arab-American University Graduates in San Francisco.



Waltz



Homel

Dr. James Waltz, acting department head, co-presented a workshop for high school history teachers titled "Incorporating National History Day in Classroom Activities Without Changing Your Lesson Plans" at the Troy Historical Museum.

Dr. Michael Homel, professor of history, presented the paper "Black School Activism in Comparative Perspective: The Urban North and South, 1865-1940" at a meeting of the History of Education Society in Toronto.

Dr. Daryl Hafter, professor of history, presented the paper "Thwarting the Royal Will—Invention to Protect Guild Privilege in Eighteenth Century Lyon" at the annual meeting of the Society for the History of Technology in Maryland.

Porters offer last holiday message

Dear Faculty and Staff:

It is with special fondness this holiday season that Mrs. Porter and I review the accomplishments of the past here at Eastern Michigan University.

Again this year, we can be thankful for many successes. Approval of Eastern Michigan University's first doctoral program, the Reese Trophy win and first MidAmerican Conference title in men's basketball, groundbreaking for the College of Business Building and the Martin Luther King Jr. Memorial Garden, establishment of a permanent Commission on Minority Affairs, dedication of the One-room Schoolhouse and continuing record enrollments are all important accomplishments.

In addition, the ongoing renovations of Pierce and Welch Halls, the nearly completed Huron Golf Course and our great strides in affirmative action hiring goals will ensure that Eastern Michigan University serves its students and the community even better in the future.

Along with the accomplishments of 1988, however, I am also thankful for the teamwork and commitment to excellence at every level that I have witnessed at Eastern Michigan University since becoming president in 1979. I have been honored and privileged to serve the University for the past nine years and as EMU begins to attain its competitive edge in higher education, credit for that success must go to each and every employee who joined me in my challenge to make the 1980s Eastern Michigan University's "Decade of Advancement."

Mrs. Porter and I will remain committed to the well being of Eastern Michigan University and we feel confident that the University will meet the challenges ahead with enthusiasm and confidence.

We wish you and your loved ones the happiest of holidays and the blessings of a prosperous new year.

Sincerely,

John and Lois Porter

Focus on Staff

Grad School's Holly Smith likes helping students

By Milelean Marbly

Holly Smith secretary to the Graduate School dean at EMU, is so involved with and dedicated to her work that talking about her job instead of herself comes naturally.

"I've always felt very strongly that this University is student oriented and student services oriented," she said. "So I always try to go out of my way. If a student comes in and says, 'Look, I know I shouldn't be here, but can you tell me where I ought to be?' I'll never shuffle him or her off to somebody else."

As a result, Smith tries to help all students who come to her, not only those with academic problems. "I'm sort of a problem solver for a lot of students and I like that. It makes me feel very useful," she said.

Smith's career at EMU began in 1977, when she started working in the Undergraduate Admissions Office. She stayed there for about eight years and also worked briefly in the Housing Office. "I thought I had a good role there and I did some important things, but I needed a change," she said. So, she left that job three years ago when she took her present position.

"In Undergraduate Admissions I was hyping the University for eight years, but until I came down here and started dealing with faculty members on different kinds of issues, I didn't really realize why I was hyping Eastern," Smith said. "Then I got to know the people who are really inside the classrooms."

Smith said she likes working in the Graduate School Office because she likes dealing with older students. "I was the youngest in my family, of brothers and cousins and everybody, so I've never had much exposure to small people; I've always dealt with an adult population. The older I got working in Undergraduate Admissions, the younger the students got coming in," she said.

As in any other high-traffic office, tension is a part of Smith's job. "It's a very high-volume office—high visibility area—and, of course, there are times of the year when you get a little short fused. Taking complaints from students is just part of the territory, but I think in all, we have a good working office," she said.

Smith has seen many changes and much growth since she has been at Eastern. "There was a major change when I hired in because the recruiting duties of the office were taken off our shoulders and given to University Marketing and Student Affairs under Vice President Laurence Smith," she said. When Smith began her job, former Associate Dean George McCloud



EMU photo by Brian Forde

Graduate School Secretary Holly Smith, who recently became engaged, thinks it will be interesting to see how long it takes people to get used to her new name, Holly Andrews. "It will probably take me five years to be recognized by my new name," said Smith, who has worked at EMU 12 years.

was serving as interim dean. Six months later, Dr. Ronald E. Goldenberg became dean of the Graduate School. During the transition period, one secretary also left leaving the Graduate School Office with one administrator and one secretary for a year.

"It was a really crazy year and I covered a lot of areas that normally I wouldn't," Smith said. "Then, last year, Assistant Dean Howard Ross was hired. My role constantly has been changing. Now, with a full staff, we're sort of settled down."

Smith said there's quite a difference between the EMU she arrived at 11 years ago and the post-John Porter University today. She remembers the rumors of a decade ago which hinted that Eastern was due to close and noted how things have changed. "Enrollment just keeps getting higher and higher. We won a football championship and we won in basketball. And, we win in swimming and all the other areas," she said.

Smith has an overall good feeling about being at Eastern at the best

of times and making it through the worst of times. She also feels her job in the Graduate School has been rewarding. "I got a thank you card a few weeks ago from one of my grad assistants, who graduated last year. . . I almost cried. He really felt that he owed me a lot for helping him to get his degree," she said.

Smith, who recently became engaged, looks to her future name change to 'Holly Andrews' with amusement. "It's going to be interesting, because I've been here for almost 12 years now and everybody has always known me as 'Holly Smith.' It will probably take me five years to be recognized by my new name. It's going to be interesting." Even though Smith has been at Eastern for years, she never has enrolled in classes here. "I have people in admissions who unsuccessfully tried for years to get me to go back to school," she said, "but I spend a lot of energy here in my job. I guess I never felt like I had enough left over and I'm happy doing what I do. I really feel like I found my niche down here."

thus far this year equals more than \$2 million. This represents an increase of 53 percent when compared with the first three quarters of 1987.

The 1988 third quarter gifts included \$12,644 to the College of Arts and Sciences; \$9,413 to the College of Business; \$4,968 to the College of Education; \$2,995 to the

College of Health and Human Services; \$4,892 to the College of Technology; \$43,337 for scholarships; \$23,546 to Intercollegiate Athletics; \$74,831 to the Partnership for Excellence Fund; \$85 in plant funds; \$1,874 in development funds; \$20,707 in other funds, including gifts to WEMU-FM; and \$57,414 in gifts-in-kind.

Appointments

The EMU Board of Regents approved several staff appointments at its meeting Dec. 13.

Robin L. Brown, clinical psychologist at the Huron Valley Men's Facility, was appointed half-time mental health counselor in Counseling Services.

Brown, 35, has worked at the men's facility since 1987 and was a psychologist at the Wayne Center in Detroit from 1985 to 1987. She also has operated a private psychotherapy practice in Ann Arbor since 1984.

A Miami native, Brown earned a bachelor's degree from the University of Florida in psychology in 1975. She also holds a master's degree in counseling and guidance from the University of Georgia and a master's degree in psychology and master's of social work from the University of Michigan, where she currently is a doctoral candidate.

Brown belongs to the American Psychological Association, National Association of Social Workers, American Association for Mental Retardation and the Michigan Association of Professional Psychologists.

In her new position, Brown will provide basic and/or therapeutic counseling advice and related services to EMU students who have psychological, emotional and/or social adjustment problems.

CaSandra C. Johnson, staff development consultant at the Ann Arbor Public Schools, was appointed administrative coordinator in the Student Teaching Office.

Johnson, 41, worked for the Ann Arbor Public Schools from 1985 to 1988, where she was an elementary teacher before becoming a staff development consultant. She was a human relations consultant for the Southfield Public Schools from 1979 to 1985 and an elementary teacher with the Catholic Archdiocese of Detroit from 1970 to 1979. She also served as a special education teacher and consultant for Camp Tammarack in Ortonville each summer from 1977 to 1981.

Johnson earned a bachelor's degree from the Detroit Institute of Technology in 1969 and a master's degree from the University of Detroit in 1979.

She belongs to Phi Delta Kappa, an education honorary society, the National Association of Black School Educators and the Association for Supervision and Curriculum Development.

In her new position, Johnson will assist with the development and monitoring of field experiences for teacher certification students in the College of Education. She also will assist with the process of admission to the college and with special projects assigned by the dean, especially in the areas of recruitment and alumni affairs.

David A. Kieft, designer for Washtenaw County, was appointed graphic arts specialist in University Publications.

Kieft, 27, earned an associate's degree in commercial art from Ferris State University. His previous work experience includes design and layout for Vermeulen Furniture Inc., serving as art director for The Advertising House and doing graphics and layout for Jacobson Stores Inc., all in Jackson. He also

worked at Meijers Inc. in Grand Rapids as an advertising, layout and design artist.

Kieft also was a member of the Public Relations Task Force for Washtenaw County Human Services.

As graphic arts specialist in University Publications at EMU, Kieft will design and prepare graphic materials involving complex design, artistic continuity and professional client contact. He also will prepare designs and layouts for publication.

Diane K. Murtonen, parttime lecturer at EMU, was appointed career development assistant in the Career Services Center.

Murtonen, 27, has been a part-time lecturer in EMU's Department of Human, Environmental and Consumer Resources since 1987. She was women's sportswear manager at Famous Barr in St. Louis from 1983 to 1985 and was a graduate assistant in fashion merchandising at EMU from 1985 to 1987.

An Ypsilanti native, Murtonen holds a bachelor's degree from Michigan State University and a master's degree from EMU.

She belongs to the Michigan and American Home Economics Associations.

In her new position, Murtonen will assist in the planning, development and implementation of the placement activities of the Career Services Center.

Nick S. Sheth, general manager of food services at the University of Michigan Union, was appointed general manager of cash food operations in the Housing and Food Services Department.

Sheth, 44, worked at U-M for two years. From 1984 to 1986, he was general manager and part-owner of Family Food Market in Dearborn. He was area supervisor at Wendy's International in Southfield from 1982 to 1984.

A Bombay, India, native, Sheth holds a bachelor's degree in accounting from Bombay University and a bachelor's degree in marketing from the Detroit Institute of Technology. He also has done post-graduate work at the University of Detroit and Scranton University in Pennsylvania.

In his new position, Sheth will oversee and direct the day to day fiscal and operational activities of the campus food service cash sites, including McKenny Union, Huron Hideaway, Courtside, Pittstop and vending operations.

Thomas B. Thompson, formerly an American Speedy Printing franchise owner, was appointed copy services supervisor in the University Library.

Thompson, 37, owned an American Speedy Printing shop in West Bloomfield from 1978 to 1987. He was an experimental engineer at A.M. General Corp. in Wayne from 1973 to 1978 and served in the U.S. Navy from 1969 to 1973.

A Wayne resident, Thompson attended Henry Ford Community College from 1973 to 1978.

In his new position, Thompson will supervise staff and manage the University Library's copy services operation.

All appointments are effective immediately.

Gifts for 1988 are 53% ahead of last year

Third-quarter gifts to EMU totaling \$256,706 were officially received with appreciation by the EMU Board of Regents at its Dec. 13 meeting.

Although the amount of gifts received in July through September of 1988 are 82 percent behind the \$466,399 in third-quarter gifts received one year ago, the cumulative total of gifts received

Christmas shopping

Continued from page 1

for will need."

Planning, creativity and comparison shopping can all help avoid an early new year financial bind, but if that doesn't work, Bannister suggests that people simply reassess their holiday traditions. "My priori-

ty is to take as much tension out of Christmas as possible so you can enjoy the wonderful time with family and friends. Remember, it is, after all, a religious holiday and not a commercial holiday."

Openings

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED 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 Friday, Jan. 6, 1989. Detailed job descriptions may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harrod, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, and the University Library.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSAA88051 - CS-05 - \$627.81 - Senior Secretary, Associated Health Professions (Word processing experience and/or the ability and willingness to learn. Knowledge of local area network desired.)

CSAA88050 - CS-04 - \$555.56 - Secretary II, Continuing Education (Word processing experience and/or the ability and willingness to learn.)

CCEX88003 - CC-05 - \$627.81 - Senior Secretary, Compensation/Benefits

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

APAA88012 - AP-14 - \$2,051.32 - \$3,345.93 - Academic Dean, College of Arts and Sciences

PTAA88021 - PT-06 - \$74.59 - \$1,034.27 - Coordinator, International Foster Care Educational Conference (For the duration of conference, 1/1/89 to 8/30/89)

PTBF88004 - PT-08 - \$936.87 - \$1,433.86 - Grounds Foreperson, Physical Plant

PTEX88014 - PT-08 - \$936.87 - \$1,433.86 - Senior Programmer Analyst, University Computing

PTAA88022 - PT-08 - \$936.87 - \$1,433.86 - Technical Editor (Software), Project SERAPHIM/Chemistry

FACULTY

FAAA88045 - Associate or Full Professor (Fall 1989), Leadership and Counseling

FAAA88046 - Assistant Professor (Japanese), Foreign Languages

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate*)

FMBF88041 - FM-10 - \$9.25/hr. - Special Projects Crewperson, Midnights/Custodial Services

*Payrate stated does not include shift differential, when applicable.

An Affirmative Action/Equal Opportunity Employer

DUE TO THE HOLIDAYS, THE NEXT JOB POSTINGS WILL BE ON TUESDAY JAN. 10, 1989.

Research

Arts Challenge Grant

The National Endowment for the Arts is accepting applications to encourage and stimulate increased support for the following types of projects:

1. Artistry—contributing toward artistic achievement of the highest quality in one or more art forms;
2. Access—providing increased availability of quality arts experiences;
3. Appreciation—extending and deepening public appreciation of the arts of highest quality; and
4. Support Systems for the Arts—helping to develop the support environment for the arts, building or strengthening mechanisms outside of the federal government which assist arts organizations and artists.

Proposals are due March 2, 1989. Contact Cheryl Kozell at 7-3090 for guidelines and application information.

Labor-Management Cooperation Program

The Federal Mediation and Conciliation Services funds projects to encourage and support the establishment and operation of joint labor-management committees. The following seven areas are appropriate for funding: (1) improve communication between representatives of labor and management; (2) provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organization effectiveness; (3) assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process; (4) study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the plant, area or industry; (5) enhance the involvement of workers in making decisions that affect their working lives; (6) expand and improve working relationships between workers and managers; and (7) encourage free collective bargaining by establishing continuing mechanisms for communication between employers and their employees through federal assistance in the formation and operation of labor-management committees.

Proposals are due May 6, 1989. For further information, contact Cheryl Kozell at 7-3090.

FOCUS EMU is published weekly during the fall and winter semesters for faculty and staff at Eastern Michigan University. The deadline to submit copy for consideration is 5 p.m. Tuesdays for the following week's issue. Please send submissions to: Editor, *Focus EMU*, Office of Public Information, B19-E Goddard Hall.
Kathleen D. Tinney, director, University Communications
Susan Bairley, associate director, Public Information
Debra McLean, FOCUS EMU editor
Dick Schwarze, photographer
Kathy Manning, student intern

NOTICE

This is the last issue of *Focus EMU* for the 1988 fall semester. *Focus EMU* will resume its regular publication schedule Tuesday, Jan. 10. Submissions for that first issue in January must be received by the Public Information Office by 5 p.m. Tuesday, Jan. 3.

Adviser

Academic Advising Center
229 Pierce Hall
Hotline: 7-3344

Prepared by: Bob Salisbury

Reminder: Awarding the "I" Grade

Faculty members should be aware that the "Incomplete" grade is not awarded to a student for poor work or for missed classes or assignments. Rather, a student must be doing satisfactory work during the semester (C or better) and circumstances such as illness or other acceptable prevent him/her from completing the work or the course by the end of the semester. It is the student's responsibility to request an "I" grade and the decision to grant the grade is left to the discretion of the instructor. The instructor is encouraged to ask for documentation or other forms of proof from the student prior to granting the "I."

A student has one calendar year from the end of the semester in which the "I" was awarded to make up the incomplete work. Again, it is the student's responsibility to make arrangements with the instructor for the substitution of a letter grade for the incomplete. After a year, an "I" grade remains on the transcript unless a written recommendation is made by the instructor to extend the time period and approval is received from the dean of the college. See page 22 of the 1988-89 undergraduate catalog for further information.

Events of the Week

Dec. 20 - Jan. 9

Wednesday 21

MEETING — The Institutional Planning Advisory Committee will meet, Tower Room, McKenny Union, 8:30 a.m.

MEETING — UAW Local 1975 will hold a general membership meeting, Faculty Lounge, McKenny Union, noon

BASKETBALL — The women's team will host Indiana State University, Bowen Field House, 3 p.m.

Thursday 22

HOLIDAY — In observance of the Christmas/New Year's holiday, all offices and departments will be closed today beginning at 5 p.m. through Tuesday, Jan. 2. Offices and departments will resume regular schedules Tuesday, Jan. 3, at 8 a.m. Winter semester classes will begin Monday, Jan. 9, at 8 a.m., All campus, 5 p.m.

BASKETBALL — The men's team will play at Michigan State University. Admission, East Lansing, 7:35 p.m.

Tuesday 27

MEETING — AFSCME Local 1666 will hold an executive board meeting, McKenny Union, 7 p.m.

Tuesday 3

UNIVERSITY REOPENS — All offices and departments will reopen today following the holiday break, although no classes will be held, All campus, 8 a.m.

Wednesday 4

BASKETBALL — The women's and men's teams will host Miami University. Admission, Bowen Field House, 5:45 and 8 p.m.

Thursday 5

MEETING — The Deans' Advisory Council will meet, McKenny Union, 10 a.m.

Friday 6

WRESTLING — The Team will host Western Ontario University, Bowen Field House, 7 p.m.

Saturday 7

BASKETBALL — The women's and men's teams will host the University of Toledo. Admission, Bowen Field House, 5:45 and 8 p.m.

Sunday 8

GYMNASTICS — The women's team will host the University of Illinois, Warner Gymnasium, 1 p.m.

Monday 9

CLASSES BEGIN — The 1989 winter semester will begin today, All campus, 8 a.m.

BASKETBALL — The men's team will host Valparaiso University. Admission, Bowen Field House, 8 p.m.

Happy Holidays