

## Regents approve \$92 million 1988-89 operating budget

The EMU Board of Regents, at its regular meeting June 22, approved a 1988-89 General Fund operating budget of \$92,098,053 for the University.

The 1988-89 operating base of \$91,698,053 incorporates all previously approved board actions and represents a \$4,370,197, or five percent, increase over the 1987-88 budget.

The new budget also includes two items not previously approved on a continuing basis; \$250,000 for services, supplies and materials budget adjustments and \$150,000 for the continued implementation of Minority Task Force recommendations. It does not include salary increases for the University's AFSCME union workers, whose contract currently is being negotiated, or for non-bargained-for employees. If salary increases are to be provided for either or both groups, the University will either have to secure more state appropriation revenue or imple-

ment other budget reductions.

The new budget requires \$6,019,021 more in revenue than the 1987-88 budget. The additional dollars will be derived from increased tuition and fee revenue, as approved today by the regents, and from the results of a forward-funding moratorium, which will allow all state appropriation revenue received in 1988-89 to be applied to the operating budget.

The 1988-89 revenue budget includes a \$56,625,272 state appropriation, \$32,888,393 in tuition and registration fees, \$743,480 in student fees, \$145,000 in federal contracts and grants, \$450,000 in investment income, \$125,000 in indirect cost recovery, \$68,000 in departmental sales, \$694,400 from inter-collegiate athletics, \$117,189 in miscellaneous income and \$241,319 in fund transfers for operating purposes.

## Chrysler treasurer named as business and finance VP

Janet G. Pichette, corporate finance and planning specialist in the Treasury of Chrysler Financial Corp., was appointed vice president for business and finance at EMU by the Board of Regents at its regular meeting June 22.

Pichette, 33, replaces Robert Romkema who retired in January.

Pichette earned a bachelor's degree in accounting from Michigan State University in 1976 and master's degree in business administration from the University of Detroit in 1981.

She worked for three years at Peat, Marwick and Mitchell in Detroit, moving from the audit staff to senior auditor, before taking a job at American Motors Corp. in 1979.

In her three and one-half years at AMC, Pichette worked as supervisor of administration for quality and product integrity, group supervisor of financial reports and statements and senior tax accountant.

From 1983 to 1986, Pichette was controller

for American Motors Financial Corp. and became vice president for finance in December 1986. When the Chrysler-AMC merger occurred last October, she assumed her current position in the Chrysler Financial Corp. Treasury.

Pichette holds a Certificate of Public Accountancy, is a member of the American Institute of CPA's and Michigan Association of CPA's, and is a member of the Beta Gamma Sigma, Phi Kappa Phi and Beta Alpha Psi honor societies.

She is a resident of Union Lake.

As vice president for business and finance at EMU, Pichette will direct and control the accounting, debt financing, capital budgeting, investment, risk management, purchasing, campus safety, physical plant and construction administration functions of the University.

Her appointment, at an annual salary of \$75,906, is effective July 18, 1988.

## Capsules

### Reception to Honor Helen Burnstad

A reception will be held Tuesday, July 19, from 2 to 4 p.m. in McKenny Union's Guild Hall for Helen Burnstad, director of Training and Development, who is leaving the University at the end of July.

Burnstad has accepted a position as director of staff development at Johnson County Community College in Kansas.

The University community is invited to attend the reception.

### Credit Union Offers Cedar Point Discount

Members of the EMU Credit Union may get discount-priced tickets to Cedar Point, Sea World, Greenfield Village and all Six Flags America Centers at the Credit Union office, 526 St. Johns.

In addition, summer travelers are reminded that the Credit Union also offers American Express Travelers Checks at no charge, as well as American Express Gift Checks.

### Staff Benefits Installs Answering Machine

The Staff Benefits Office has acquired a telephone answering machine to record employees' messages during non-business hours.

The office is open Monday through Friday from 8 a.m. to 5 p.m. and the machine will be turned on evenings, weekends or any other time the office closes.

All calls recorded on the machine will be returned by the appropriate person as soon as possible.

The Staff Benefits Office phone number is 7-3195.



## 15 non-bargained-for staff get equity increases

Fifteen non-bargained-for administrative/professional employees at EMU were awarded equity adjustments in their base salaries, as approved by the EMU Board of Regents at its regular meeting June 22.

The adjustments were made in accordance with a previously approved board action which authorized the establishment of an equity pool equal to one-half percent of the 1986-87 annualized base salaries of all non-bargained-for administrative/professional employees. The \$46,663 pool was approved in conjunction with the 1987-88 across-the-board adjustments for non-bargained-for staff.

On the basis of greatest internal and external equity, 15 administrative/professional employees were selected by their respective vice presidents or executive directors for equity adjustments. Information from a benchmark study of other Mid-American Conference schools served as a primary point of comparison.

In determining eligibility, EMU President John W. Porter established the following criteria: Each employee considered for an equity adjustment must have worked at EMU at least one year; have a salary disparity, when compared with the MAC average, of at least \$1,000 or three percent of base salary; and be accountable for a specific job responsibility.

The parameters used for scaling individual increases were that the employee receive 65.3 percent of the difference between current salary and the MAC average, up to a maximum of five percent of current base salary; and that an additional \$100 for each year of regular service at EMU be awarded.

The adjustments will cost the University \$45,838 this fiscal year, well within the established pool amount.

Those receiving equity adjustments, the

amount of the increases and resulting annual salaries are: George Johnston, executive director of University Planning, Budget and Analysis, a \$5,072 increase to a total annual salary of \$74,508; Dr. Paul McKelvey, dean in the Division of Continuing Education, a \$3,493 increase to \$63,348 annually; Melonie Colaianne, assistant to the vice president for university relations and secretary to the board of regents, a \$3,584 increase to \$51,262; Dr. Elizabeth A. Rhodes, head of the Department of Human, Environmental and Consumer Resources, a \$1,555 increase, to \$56,125; Dennis Beagen, head of the Department of Communication and Theater Arts, a \$4,694 increase to \$56,578; Dr. Barry Fish, head of the Psychology Department, a \$3,400 increase to \$57,589; Dr. James D. Johnson, head of the Political Science Department, a \$4,459 increase to \$53,630; Kathleen D. Tinney, director of university communications, a \$3,294 increase to \$50,971; Tamara Bledsoe Fackler, director of employment/affirmative action, a \$2,183 increase to \$41,843; Glenna Frank Miller, director of Campus Life a \$3,433 increase to \$44,087; Albert A. Robinson, manager of service operations, a \$1,992 increase to \$36,792; Regina Kelly, assistant controller and coordinator for financial reporting, a \$2,285 increase to \$37,096; Sue Kirkpatrick, university planner, a \$1,913 increase to \$36,180; Richard Byrd, coordinator of student business services in the Student Accounting Office, a \$2,540 increase to \$33,349; and Susan Bairley, associate director of public information, a \$1,931 increase to \$30,559.

Although the increases were determined on the basis of a thorough examination of salary equity among non-bargained-for staff, the ongoing process of evaluating salaries for equity will continue.

## Ypsilanti firm gives \$1,000 to MLK Jr. gardens

E and C Associates, an Ypsilanti advertising agency, recently donated \$1,000 to Eastern Michigan University's Martin Luther King Jr. Commemorative Gardens Fund.

The company raised the funds during its first 'Ypsilanti ExpoFest' held Memorial Day weekend in Parkridge Park. The event, which the company plans to hold annually, was a combination carnival and drug abuse prevention program aimed at informing young people of the dangers of drug use and AIDS.

According to Tony Don, executive director of trend analysis at E and C Associates and organizer of the event, the gift to EMU's King Gardens was a natural choice for the proceeds.

"The theme of the gardens is 'keep the

dream alive' and that's something we need to do," he said. "Where would we be without leaders like King? He practiced what he preached and we're so proud of EMU for doing this because it reflects the true spirit of the community."

Approximately 45,000 people attended the ExpoFest, which was co-sponsored by Stroh's and Cain's Potato Chips and featured radio personalities from several Detroit-area stations.

"If the community hadn't come out and supported us like it did, we wouldn't have been able to make as big a donation as we did," Don said. "It (the ExpoFest) gave us the chance to show that Ypsilanti has the ability to address these problems."

## Symposium to discuss elderly

The Geriatric Education Center of Michigan will sponsor its first summer symposium, this year focusing on future issues of the underserved low-income, minority and rural elderly, Thursday and Friday, July 7-8, in McKenny Union.

The symposium topics will address a wide range of issues facing professionals whose duties include service to this targeted population. Topics will include primary care, cultural sensitivity training, strategies for best meeting the needs of underserved elderly, geriatric assessment, senior center programs, health care delivery systems and advocacy.

According to Elizabeth Schuster, GECC project co-manager at EMU, the symposium is unique because of its broad focus. "The GECC (which is administered jointly by Michigan State University and EMU) is devoted to serving the needs of the underserved elderly in Michigan. Many in this population are isolated, have little money to access existing services, may have no transportation and are difficult to reach," she said.

Featured keynote speakers will include Dr. David Maldonado Jr., associate professor at Southern Methodist University in Dallas whose research has specialized in the study of minority, particularly Hispanic, elderly; Dr. Harold Johnson, professor of social work and health gerontology and dean of social work at the University of Michigan; Olivia Proctor Maynard, director of the Michigan Office of Services to the Aging; and Dr. John B. Waller Jr., associate professor and chairperson in the Department of Community Medicine in the medical school at Wayne State University.

In addition, the workshops will feature presenters and panelists who are working professionals throughout the state including Dr. Terry Kinzel, physician and chief of the Geriatric Section at Iron Mountain Veterans Administration Medical Center in Houghton; Dr. David Torkelson, physician at Jane Street Community Health Center in Saginaw; Dr. John Christopher Hough, physician at the Family Practice Center in Midland; Susan Winter of Antrim Kalkaska Community Mental Health; Paul Bridgewater, executive director of Detroit AAA; Hollis Turnham, state long-term care ombudsman for Citizens for Better Care; Mark Nephew, director of the Detroit American Indian Health Center; Beverley McDonald, executive director of the Michigan League for Human Services; and faculty members at MSU, EMU, WSU and U-M.

The cost of the symposium is \$75 to attend both days and \$45 to attend one day. There

Continued on page 5



## EMU receives \$70,000 state Blue Ribbon Opportunity grant

EMU recently was awarded one of 16 Michigan Youth Corps Blue Ribbon Opportunities Project grants by the Michigan Department of Labor to fund outstanding community service work.

EMU will receive between \$70,000 and \$90,000 from the state for a program to help 40 "at-risk" minority youths move successfully into college or private-sector employment by offering coursework in reading and study skills as well as hands-on work experience.

The EMU program will merge the concepts of EMU's Ypsilanti Southside Project and Summer Incentive Program, both designed to increase academic access, retention and success levels of disadvantaged and minority youth who will someday seek employment in the private sector.

Each of the 40 participants in the Blue Ribbon program will be a graduating high school senior from the Ypsilanti, Willow Run, Flint, Detroit, Lansing, Saginaw or Pontiac School Districts. They must meet at least one of the following "at-risk" factors: low grade point average, low family income or status as a minority student.

The students will be enrolled during EMU's summer session (June 26-Aug. 19, 1988), will take nine credit hours in addition to skills development courses, will be assigned a work project in conjunction with an EMU office or department, and will be in-

involved in a social/recreational component. The classes, work and activities will require the students to be on EMU's campus 35 hours per week.

Students who complete the courses with 2.0 GPA's or better will be admitted to EMU or, if they prefer, will receive assistance in obtaining jobs through the Washtenaw/Ann Arbor/Livingston Training and Employment Center.

The Southside Project provides intervention into an economically-depressed area of Ypsilanti through coordinative efforts of local government, educational institutions, service organizations and business and industry. Its aim is to enhance the education of Southside students and improve their employment opportunities. Currently, 19 companies and organizations have guaranteed jobs for successful program participants.

The EMU Summer Incentive Program provides at-risk minority youth, who do not meet EMU admissions requirements by the end of 12th grade, a seven-week residential academic enhancement program on the EMU campus. Students from the seven school districts named above get the opportunity to build and demonstrate the necessary skills to achieve admission to EMU.

For more information on the grant program, call Dr. Jan Collins-Eaglin, coordinator in EMU's Office of Equity Programs, at 7-2133.

## Regents approve 1988-89 budget for Auxiliary Enterprises

The EMU Board of Regents, at its regular meeting June 22, approved the 1988-89 operating budget for the University's Auxiliary Enterprises.

The budget is based on \$25,477,834 in anticipated revenue and \$23,997,465 in expenses, producing an expected net balance of \$1,480,369 for payment obligations and transfers in 1988-89.

The budget represents a continuation of the Auxiliary Enterprises base programs and services and positions the University's self-supporting units to take on four new thrusts and launch nine new related initiatives.

To strengthen management accountability in five of its units, Auxiliary Enterprises will create two accounting positions in the McKenny Bookstore, and create managerial positions in the Library Copy Center, University Publications, Parking and Paving and food service cash operations.

To support its second thrust of beginning a five-year strategic plan for Food Services operations, Auxiliary Enterprises will replace obsolete food programs, services and systems and renovate Dining Commons II.

As its third thrust, Auxiliary Enterprises will temporarily use Hoyt conference and lodging facilities to accommodate students. To do this, Hoyt Dining Center will be reintroduced for residence hall food service during the one-year renovation of Dining Commons II and Hoyt Tower will serve as a residence hall to reduce the concentration of meal contract students in Dining Commons I and II areas.

Finally, Auxiliary Enterprises intends to increase its maintenance spending by creating a service repair program to respond to hall residents' daily room maintenance requests and by responding to physical infrastructure deferral needs.

One item not addressed in the 1988-89 budget plan is the final direction for the EMU Children's Center which shows a \$300,000 deficit in its continuing budget.

Also, the budget authorizes a \$2.4 million reduction in the Auxiliary Enterprises reserve for maintenance spending, which will leave a \$1.8 million balance in reserve at the end of the 1988-89 fiscal year.

## DCII plans get regents' approval

The EMU Board of Regents approved renovation plans for the University's Dining Commons II cafeteria totaling \$1.5 million at its regular meeting June 22.

Titled Project EMURge, the plan calls for the outdated facility to be completely revamped as a modern food court offering a wide variety of food selections. The renovation will expand the "fast food" concept already used successfully in EMU's Huron Hideaway eatery.

Market studies contracted by the University showed the fast food concept to be preferable to students over traditional cafeteria eating and indicated that, without the renovation, the University would continue to lose students to off-campus eateries. The studies also predicted revenue increases ranging from an immediate 30 percent to a more conservative 32 percent over five years of operation.

The new DC II, scheduled for completion 11 months after construction begins in August, will feature five booths offering hamburgers, pizza, bakery products, Mexican food and one "flexible" shop. The flexible shop will offer a changing theme depending on the students' reaction to the food served.

The new food mall also will have extended hours, with some shops staying open as late as 2 a.m.

The mall will house the hamburger and pizza booths, the sweet shop and the flexible booth upstairs in what is currently DC II, located between the residence hall complexes of Phelps-Sellers and Walton-Putnam. The Mexican booth will be downstairs in what is now the Huron Hideaway. The entrance to the area will be a bridge from the sidewalk to the upstairs portion of the mall. A stairway will connect the two floors and seating will be available on both floors.

Currently, the Huron Hideaway hosts a food counter, a country store and seating areas. The renovation plans call for a complete change, including an enlarged store and video room.

The new food mall will be open to both residence hall students and commuters and will allow students with EMU meal plans to use the meal transfer system (in which their card is worth a certain amount of money) at any booth. If a purchase exceeds the allotted card amount, the student can pay the difference in cash.

During the renovation of DC II in 1988-89, residence hall students will have many options for meals. DC I will offer a carry-out service and Hoyt Conference Center will be open as a dining commons for students Monday through Thursday for lunch and dinner



## Regents approve hikes in tuition, registration fees

The EMU Board of Regents approved a 14 percent tuition increase to begin in the 1988 fall semester and a doubling of student registration fees at its regular meeting June 22.

Beginning in September, Michigan and Ohio resident undergraduate tuition will be \$58 per credit hour, a \$7.25 increase over the 1987-88 rate of \$50.75. Michigan and Ohio graduate tuition will be \$79.50 per credit hour, a \$9.75 increase over this year's rate of \$69.75. Ohio residents pay in-state tuition rates under a reciprocity agreement between EMU and the Ohio Board of Regents.

Non-resident undergraduate tuition will be \$141 per hour, an increase of \$17, while non-resident graduate students will pay \$183 per credit hour, a \$20 increase.

For full-year-equated students, the increase translates into about \$224.75 more per year for resident undergraduates, \$234 more for resident graduate students, \$527 more for non-resident undergraduates and \$480 more for nonresident graduate students.

Also beginning in fall 1988, student registration fees will be raised from \$20 to \$40 per student for the fall and winter semesters

and from \$15 to \$30 in spring and summer. Students pay the fees each semester they register for classes.

Based on projected enrollments, the tuition increase will generate an additional \$3,625,585 in General Fund revenue in 1988-89, while the registration fee increases will provide an additional \$1,109,196.

A report to the regents said the increases are necessary because EMU is receiving no increase in state funding next year, although it had requested an eight percent increase to fund a projected additional \$5.6 million in spending. The tuition and fee increases will provide \$4.7 million.

The tuition and fee increases, coupled with a moratorium on the University's forward-funding plan (which will make available approximately \$1,025,000), will provide a balanced 1988-89 budget while avoiding program reductions.

With the increase approvals, the tuition and registration fees combined will generate about \$32.9 million of EMU's \$92 million 1988-89 General Fund operating budget.

## Continuing Ed. gets self-funded status

The EMU Board of Regents, at its regular meeting June 22, approved the 1988-89 Division of Continuing Education Plan, which includes a recommendation that the division become a self-funded unit as of July 1, 1988.

Under the plan, the division will receive all tuition and registration fees assessed for the estimated 33,700 credit hours it will produce in 1988-89 and will pay all of its own expenditures, including salaries.

The Continuing Education budget has been deficit for several years because programs in the division have grown at rates far exceeding the University's pre-determined divisional General Fund allocation. Because those allocations could not keep pace with the growth in the Division of Continuing Education, it was recommended the unit become a self-funded enterprise within the Division of Academic Affairs, rather than cut successful, revenue-producing programs.

Since the 1982-83 school year, total Continuing Education credit hours produced have grown from 8,873 that year to 33,700 projected for next year.

The projected 1,090 course sections to be offered in 1988-89 will produce \$2,380,809 in revenue, while expenditures are projected at \$2,296,762. The projected net income of \$84,047 will be used to offset accumulated deficits.

The Division of Continuing Education runs five program areas for nontraditional students: off-campus course offerings, with most located in a 15 county area in Southeastern Michigan; the Weekend University; package programs, such as EMU's summer school in Traverse City; travel study, both overseas and in the United States; and independent study course offerings.

## 33 new faculty members includes 16 minorities

The EMU Board of Regents approved the appointments of 33 new faculty members in 16 academic departments at its regular meeting June 22.

Of those appointed, 11 are in the College of Arts and Sciences, seven are in the College of Business, eight are in the College of Education, two are in the College of Health and Human Services, three are in the College of Technology and two are in Learning Resources and Technologies.

In support of the University's affirmative action goals to increase minority representation in the faculty ranks, 16 of those appointed are minorities, including 13 new black faculty members.

**Dr. Dewan Abdullah**, assistant professor of economics, holds a bachelor's degree from Dhaka University in Bangladesh, a master's degree from North Carolina State University, and master's and doctoral degrees from the University of Kentucky. He worked at the University of Toledo from 1984 to 1988.

**Eva Coffey**, assistant professor in the Department of Interdisciplinary Technology, holds a bachelor's degree from Kentucky State College and a master's degree from the University of Illinois. She worked at U-I from 1979 to 1988. Her appointment is effective immediately.

**Edna-Ewell Watson**, instructor in Learning Resources and Technologies, earned bachelor's and master's degrees from Wayne

State University and worked at Wayne County Community College and McGregor Public Library.

**Dr. Thomas Flagg**, assistant professor of psychology, holds bachelor's, master's and doctoral degrees from the University of Michigan. He worked at U-M and EMU, at Washtenaw Community Mental Health and in the Milan Prison Tutorial Project.

**Dr. Brenda Flanagan**, associate professor in the Department of English Language and Literature, holds bachelor's, master's and doctoral degrees from U-M. She also worked at U-M and at Tuskegee University.

**Rhonda Fowler**, Learning Resources and Technologies instructor, holds a bachelor's from Tuskegee University and a master's degree from U-M. She has worked in the Garden City (Mich.) Library and in EMU's Library. Her appointment is effective Jan. 1, 1989.

**Dr. James Ghartey**, associate professor of accounting and finance, earned a bachelor's degree from the University of Ghana and master's and doctoral degrees at the University of Illinois. His experience includes work at the University of Ghana, UNESCO and Suffolk University in Boston.

**Pedro Gomez**, assistant professor in the Department of Foreign Languages and Bilingual Studies, earned two master's degrees at New York University and worked at the

## Adviser

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

### Reminder

- Tomorrow, July 6, is the LAST DAY for:
1. 50 percent drop. Students must go to the Registration Office to drop individual courses or all courses and receive a 50 percent tuition credit.
  2. Declare PASS/FAIL. Juniors and seniors may declare as pass/fail individual courses which are free electives. Forms must be completed and approved at the Academic Advising Center, 229 Pierce Hall, and then turned in at the Registration Office.

## EMU summer symposia to focus on human sexuality

The College of Health and Human Services at EMU will present the fifth annual Quality of Life Symposia on human sexuality during three consecutive weekends beginning Friday, July 8, through Saturday, July 23, on the EMU campus.

The first symposium, July 8 and 9, will focus on sexuality and the family and will be coordinated by Dr. Duane Laws, professor of family and child development at EMU. Specifically, it will look at sexuality across the life cycle, teen-age sexuality, reproductive technology and sexuality and aging.

The second session, July 15 and 16, will be coordinated by Dr. Susan Taylor-Brown, assistant professor of social work at EMU. It will focus on the biological, medical and psychosocial aspects of AIDS, public policy and AIDS and HIV-infection in women and children.

"Professional Challenges in Sexuality" will be the focus for the third session July 22 and 23. Ben Atchison, instructor of occupational therapy, will serve as coordinator. The symposium will look at adult survivors of sexual abuse, sexuality and the developmentally disabled and institutional support for the victimization of women.

Presenters from several departments in the College of Health and Human Services will address the topics within each symposium and will provide opportunities for student interaction.

The symposia are open to the public and may be taken for up to three credit hours through the Division of Continuing Education.

For more information, contact Laws at 7-2490.

## COB building contract goes to Lansing construction group

The EMU Board of Regents, at its regular meeting June 22, unanimously authorized the contract award for the first phase of construction of the EMU Gary M. Owen College of Business Building to Granger Construction Co. of Lansing.

Granger, with its low bid of \$3,094,000, was one of 11 companies which bid on the project. Of the 11, all but one bid were within 10 percent of each other.

The phase one construction includes land excavation, gasoline spill cleanup, completing the foundation and erecting the building's structural steel framework.

The contract for the second phase of the

project, which will include all other elements of the building's construction, will be bid out in late fall of this year.

Bill Smart, director in EMU's Physical Plant, said he expects a letter of intent to be sent to Granger this week and the contract to be completed and signed by mid-July.

"Granger is anticipated to start work on the site on or about Aug. 1," he said.

The total cost for construction of the new College of Business building is expected to be approximately \$12.5 million.

The Owen College of Business Building is scheduled for completion next year.

## Dining Commons

Continued from page 3

and Friday for lunch.

The Trailblazer in McKenny, which most recently has been a study area, will be reopened as a "mini-mall" and will serve pizza, hamburgers and will have a small sweet shop. The McKenny Union Greenhouse also will be changed slightly. In both areas, students on University meal plans will be able to use the meal transfer system.

Room-only plans for residence hall students, which previously had been available only in the residence halls on the hill, will be moved to Walton-Putnam Halls.

EMU's Housing and Food Services plans to borrow \$500,000 for the project, with payments to be covered by estimated increases in revenue. The remaining \$1 million cost of the project will be funded through the University's Auxiliary Maintenance Reserve Fund. Housing and Food Services has set aside revenue from student room and board charges into that fund for four years in anticipation of the Dining Commons II renovation project.

## Auxiliary

Continued from page 3

The Auxiliary Enterprises include Housing and Food Services; McKenny Union, Hoyt Center and conferences; University Stores, Publications, Health Services, Laundry and Motor Pool; the Office of Campus Life; Student Publications; the EMU Children's Center; parking and paving; the Kresge Environmental Education Center; rental property; and the Library Copy Center and vending.

## Geriatric

Continued from page 2

is a \$10 discount for students and senior citizens.

Each day, continental breakfast, lunch and parking are included in the registration cost.

In addition, a faculty development workshop will be offered in conjunction with the symposium Wednesday, July 6.

To register, or for more information, call 7-2465.

## 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, July 14. Detailed job descriptions may be reviewed in Room 310 King Hall.

### FACULTY

#### POSTING #

- FAAA88014 - Assistant/Associate Professor - Marketing - January/September 1989
- FAAA88015 - Assistant/Associate Professor - Accounting and Finance - Fall 1988
- FAAA88016 - Assistant/Associate Professor - Accounting and Finance - Fall 1988
- FAAA88017 - Assistant/Associate Professor - Accounting and Finance - Fall 1988
- FAAA88M20 - Professor - Business and Industrial Education - September 1988

**An Affirmative Action/Equal Opportunity Employer**

FOCUS EMU is published for faculty and staff every other Tuesday during the spring and summer by the Public Information and Publications Office. The deadline to submit copy is 5 p.m. Tuesdays for the following week's issue.

**Kathleen D. Tinney**, director.

University Communications  
**Susan Bairley**, associate director.

Public Information  
**Debra McLean**, FOCUS EMU editor



## 33 new faculty members appointed (continued)

University of Iowa U-M and EMU.

**Sylvia Sims Gray**, assistant professor of social work, holds a bachelor's degree from Tennessee State University and a master's degree from Michigan State University. She has worked at U-M and EMU.

**Dr. Altia Dianne Harper**, assistant professor in the Department of Foreign Languages and Bilingual Studies, earned a bachelor's degree from North Carolina Central University, a master's degree from Brown University and a doctorate from Pennsylvania State University. She has worked at Penn State, IBM Corp. and Fisk University.

Augustine Ikeji, instructor of computer science, holds bachelor's and master's degrees from EMU and worked at EMU for three years.

**Dr. Janet Kauffman**, professor in the Department of English Language and Literature, holds a bachelor's degree from Juniata College and master's and doctoral degrees from the University of Chicago. Kauffman has worked at the University of Illinois, Jackson Community College and the University of Michigan.

**Dr. Allen Kurta**, assistant professor of biology, holds bachelor's and master's degrees from Michigan State University and a doctorate from Boston University. He has worked at Michigan Technological University, Boston University and Nazareth College.

**Thom Lieb**, associate professor in the Department of English Language and Literature, holds a bachelor's degree from Point Park College and a master's degree from Syracuse University. He worked at Point Park and the University of Maryland.

**Dr. Su-Chen (Jonathon) Lin**, associate professor of industrial technology, holds bachelor's and master's degrees from National Taiwan Normal University and master's and doctoral degrees from Iowa State University. He has worked at Moorhead State University and ISU.

**Rebecca Martusewicz**, assistant professor of teacher education, earned a bachelor's degree from the State University of New York at Cortland and a master's degree from the University of Rochester. She has worked at U-R and for the LaFargeville Central Schools.

**Maureen McCormick**, assistant professor of teacher education, holds a bachelor's degree from Castleton State College and a master's degree from the University of New Hampshire. She has worked at UNH and the University of Cincinnati.

**Dr. Charles Mitchell**, associate professor in the Department of Leadership and Counseling, earned a bachelor's degree from Western Michigan University, two master's degrees from Wayne State University, a master's degree from Massachusetts Institute of Technology and a doctorate from WSU.

He has worked as an educational consultant and in the Alisal School District in Salinas,

Calif.

**Dr. Margaret Moore**, assistant professor of teacher education, earned a bachelor's degree from Knox College and master's and doctoral degrees from the University of South Florida. She has worked at Nativity School, USF and Clemson University.

**Dr. Durrenda Ojanuga**, assistant professor of social work, holds a bachelor's degree from Edgewood College, and master's and doctoral degrees from the University of Wisconsin at Madison. Ojanuga worked in Nigeria at Ahmadu Bello University and in the Ministry of Social Development and worked in the City of Detroit's Department of Health.

**Dr. D. Robert Okopny**, associate professor of accounting and finance, holds a bachelor's degree from Southern Illinois University, master's degrees from EMU and Texas A and M University and a doctorate from Texas A and M. He has worked at for Chrysler Corp., Texas A and M and Louisiana State University.

**Dr. Michael Okoroafor**, associate professor in the Department of Interdisciplinary Technology, earned a bachelor's degree from the University of Nigeria, a master's degree from the University of Detroit and a doctorate from Michigan State University. He previously worked at the University of Port Harour, U-D and MSU.

**Dr. Karen Paciorek**, assistant professor of teacher education, holds a bachelor's degree from the University of Pittsburgh, a master's degree from George Washington University and a doctorate from Peabody College of Vanderbilt University. She has worked at Peabody College, Washtenaw Community College and EMU.

**Patricia Pokay**, assistant professor of teacher education, holds a bachelor's degree from Western Michigan University and a master's degree from EMU. She previously worked at the University of Michigan and EMU.

**Dr. Valerie Polakow**, associate professor of teacher education, holds master's and doctoral degrees from the University of Michigan. She previously worked at U-M.

**Dr. Sue Pickard Ravenscroft**, assistant professor of accounting and finance, earned a bachelor's degree from Wayne State University, a master's degree from the University of Detroit and a doctorate from Michigan State University. She has worked at WSU and MSU.

**Dr. Matthew Sauber**, associate professor of marketing, holds a bachelor's degree from Tehran Business School in Iran, a master's degree from Southeastern Louisiana University and a doctorate from the University of Texas at Austin. He has worked at UT-Austin, EMU and Loyola College in Baltimore.

**Dr. T. Daniel Seely**, assistant professor in the Department of English Language and

Literature, has a bachelor's degree from the University of Connecticut and master's and doctoral degrees from the University of Massachusetts. He previously worked at both universities.

**Dr. Patrick Shen**, assistant professor of accounting and finance, earned a bachelor's degree at National Chiao Tung University and a doctorate at the University of Houston. He has worked at Houston and Michigan Technological University.

**Dr. Godwin Seshie**, assistant professor of accounting and finance, holds a bachelor's degree from the University of Ghana, master's degrees from Florida State University and Georgia State University and a doctorate from Georgia State. Seshie worked at the University of Ghana and Georgia State.

**Joan Sheard**, assistant professor in the Department of Health, Physical Education, Recreation and Dance, holds a nursing degree at Christ Hospital of Nursing, a bachelor's degree from Miami University and a master's degree from Indiana University. She has worked at the University of Michigan, EMU and in the Ypsilanti Public Schools.

**Betty R. Widgeon**, assistant professor of marketing and law, holds bachelor's and master's degrees from Wake Forest University and a law degree from the University of Michigan. She has worked at Legal Services of Southeastern Michigan Inc., Spring Arbor College and for UAW-Ford/General Motors Legal Plans.

**Dr. Francille Wilson**, assistant professor in the Department of History and Philosophy, earned a bachelor's degree from Wellesley College, master's degrees from Harvard University and the University of Pennsylvania and a doctorate from U-P. She has worked at the University of Michigan, U-P and Mills College.

All appointments are effective Aug. 31, 1988, unless otherwise noted.

## Grad fee approved

The EMU Board of Regents, at its regular meeting June 22, approved assessing graduate students a nominal student government fee beginning in the 1989 winter semester.

Previously, only undergraduate students paid the fee, which is \$2 each fall and winter semester and \$1 each spring and summer. The fees are collected along with tuition and registration fees when students register for classes.

The fee name also has been changed from student activities fee to student government fee to more clearly designate its purpose.

Members of EMU's Student Government lobbied for the fee assessment, arguing that graduate students benefit from their activities.



## Women's Commission gives six Keal Fellowship awards

EMU's Women's Commission recently awarded Josephine Nevins Keal Fellowships to six female faculty members at the University.

The fellowships are awarded twice yearly to EMU female faculty members. Keal, a 1901 graduate of the University, endowed a \$50,000 fellowship fund at EMU "to augment the income of female faculty members and assist them in advancing their professional competence and rank through study and research."

Recipients are chosen by a designated committee which reviews applications and evaluates them based on original research; publications and instructional material development; dissemination of scholarly work at professional conferences; enhancement of professional competence through attendance at national and international conferences; and professional development through coursework needed for advancement.

The six recipients for the first half of 1988 are:

—**Suzanne Ivey**, assistant professor of nursing education, who received \$400 to help fund a study to assess the attitudes and knowledge of obstetrical nurses about AIDS.

—**Carmen King**, assistant professor of art, who received \$370 to document works of Australian artists with special emphasis on female artists.

—**Bonnie Neuman**, assistant professor of nursing education, who was awarded \$300 to obtain and analyze data about nursing care actions taken to relieve pain in young children.

—**Mary Yamamoto**, instructor in the Department of Associated Health Professions, who received \$300 to assist with expenses in the publication of her manual for occupational therapists who work with parents of babies with disabilities.

—**Dr. Ellen Schwartz**, associate professor of art, who received \$150 to support her attendance at the Byzantine Studies Conference where she will present her research on an icon of St. Stephen which recently was acquired by the Menil Collection in Houston.

—**and Dr. Barbara Brackney**, associate professor of psychology, who received \$75 to attend the "Disorders of Power: Women and Alcohol" conference, sponsored by the Ann Arbor Center for Family Research and Training.

## Regents approve promotions for 35 faculty members

The EMU Board of Regents approved promotions for 35 faculty members at its regular meeting June 22.

The promotions included 11 from the rank of associate professor to professor, 22 from assistant professor to associate professor and two from instructor to assistant professor. There were 23 male and 12 female faculty members promoted.

There were 24 promotions in the College of Arts and Sciences, four each in the College of Education and College of Business, two in the College of Technology and one in the College of Health and Human Services.

Those promoted to professor and their departments were Dr. Charles N. Amos, Music; Dr. John Anderson, Economics; Dr. Mary Bigler, Teacher Education; Dr. P. Nick Blanchard, Management; Dr. Richaud Camp, Management; Dr. Lewis Kieft, Business and Industrial Education; Dr. Robert Mancell, Geography and Geology; Dr. William A. Miller, History and Philosophy; Dr. James Porter, Physics and Astronomy; Dr. Agnes Rainwater, Health, Physical Education, Recreation and Dance; and Dr. Demo Stavros, Interdisciplinary Technology.

Promoted to associate professor were Dr.

Gisela Ahlbrandt, Mathematics; Dr. Phillip Arrington, English Language and Literature; Dr. Rita Chattopadhyay, Mathematics; Dr. Ranjan Chaudhuri, Computer Science; Ellene Contis, Chemistry; Dr. Sam Fullerton, Marketing; Anne Gajda, Music; Dr. Christopher Gardiner, Mathematics; Dr. Patrick Kangas, Biology; Dr. William McMillan, Computer Science; Dr. G. Russell Merz, Marketing; Dr. Gayle Nash, Special Education; Dr. Robert Neely, Biology; Dr. Walter Parry, Mathematics; Sharon Robertson, Foreign Languages and Bilingual Studies; Dr. Shirley Rose, English Language and Literature; Dr. Reynaldo Ruiz, Foreign Languages and Bilingual Studies; Dr. Martin Shichtman, English Language and Literature; Dr. Kenneth Shiskowski, Mathematics; Dr. Margaret Smith, Special Education; Dr. Bette Warren, Mathematics; and Willard Zirk, Music.

Promoted to assistant professor were Lula Lester, Nursing Education; and Marvin Sims, Communication and Theater Arts.

All promotions are effective at the start of the 1988 fall semester and will cost the University an additional \$52,400 in faculty salaries.

The EMU Board of Regents acted on the following agenda items at its regular meeting June 22. The regents: —**approved** a bonding proposal which will enable the University to borrow \$3 million for the completion of the downtown Ypsilanti College of Business parking facility and redirect existing funds to finance other unmet needs and project debts.

The bond proceeds will provide \$2.25 million for completion of the College of Business parking facility and \$750,000 for the already approved golf course clubhouse match.

This will allow the University to refinance the golf course and clubhouse project, extending that project's debt retirement from 10 to 27 years, and redirect \$2.25 million in Huron Golf Club bond proceeds to complete and/or finance several other projects.

Of the redirected funds, \$601,146 will be used to retire the Children's Center renovations/entrance drive debt, \$657,000 will be used for Pierce Hall renovations and \$160,000 will be used for Welch Hall renovations. In addition, an \$831,854 contingency fund will be set up.

The bonding proposal requires an additional \$35,000 in University funds per year to be allocated to debt service obligations.

—**accepted** 17 educational grants totaling \$475,914.

A \$309,046 continuing grant to Project SERAPHIM from the National Science Foundation was the largest received this month.

Project SERAPHIM collects and disseminates microcomputer-related instructional chemistry materials; sponsors and organizes workshops to train teachers to use those materials; and develops software and simple hardware for chemistry instruction. Dr. John W. Moore, Project SERAPHIM director, has headed the project since its start four-and-a-half years ago.

The NSF also gave a \$37,461 grant to EMU's Computer Science Department to develop a microcomputer laboratory for use by secondary education computer science students. Dr. Mildred Lintner, associate professor of computer science, will serve as project director.

The Department of Associated Health Professions received a \$48,935 grant from G.D. Searle and Co. to assess the effects of low concentrations of lomefloxacin on bacterial virulence. Stephen Sonstein, head of the department, is serving as project director.

So far this year, the regents have accepted 190 educational grants totaling approximately \$6.5 million. That represents a two percent increase in grants received and a 54 percent increase in total dollars when compared with the same time last year.

# Scholarships go to eight area women

EMU's Women's Commission recently awarded its 1988-89 scholarships to eight area women.

The commission, which has been naming its annual scholarships for outstanding EMU women, this year chose to honor Dr. Geneva Y. Titsworth, chairperson of the EMU Board of Regents who has served as a regent since her appointment by Gov. James Blanchard in 1983.

To qualify for the Women's Commission scholarships, students must have had an interruption of at least five years in their educations and/or be majoring in areas that are non-traditional for women. Students also must have grade point averages of at least 2.5, exhibit financial need and be enrolled at

least half time in four graduate semester hours or six undergraduate hours at EMU.

The eight winners of the Geneva Y. Titsworth Scholarships are:

- Marilyn Burkhart of Ypsilanti, a full-time undergraduate studying business administration, who received \$600;
- Devona of Ypsilanti, a full-time undergraduate studying sports medicine, who was awarded \$600;
- Lynette G. Dziedzic of Ypsilanti, a full-time undergraduate studying special education, who received \$600;
- Gwynne A. Jennings of Ypsilanti, a part-time graduate student studying interdisciplinary technology, who received \$1,000;
- Nancy Silverrod of Ann Arbor, a full-

time undergraduate studying Spanish and literature, who received \$1,000;

- Karen L. Taylor of Ann Arbor, a full-time undergraduate majoring in nursing, who received \$600;

- Marcella R. Underwood of Ypsilanti, a full-time undergraduate studying construction management, who received \$600;

- and Patricia K. Walsh of Ann Arbor, a full-time undergraduate studying industrial technology, who received \$1,000.

EMU's Women's Commission is composed of 14 faculty, staff and student representatives, appointed by the University president, to monitor the status of women on campus and ensure fair treatment for all women at EMU.

## Events of the Week

### July 5 - July 18

#### Tuesday 5

**MEETING** — AFSCME Local 1666 will hold a general membership meeting, Reception Room, McKenny Union, 5 p.m.  
**FOOTBALL CAMP** — The Jim Harkema Football Camp will be held today and tomorrow, Hoyt Hall, all day  
**COLLEGE DAY** — EMU will host several area junior high school students for the Martin Luther King Jr./Cesar Chavez/Rosa Parks residential College Day program today through Thursday, July 7. For more information, call 7-2133, Hill Hall, all day

#### Wednesday 6

**SYMPOSIUM** — The Eastern Michigan University/Michigan State University Geriatric Education Center of Michigan will hold a symposium on the issues low-income, minority and rural older adult populations face today through Friday, July 8. For information, call 7-2465, McKenny Union, 8 a.m.  
**MEETING** — UAW Local 1975 will hold an executive board meeting, Faculty Lounge, McKenny Union, noon

#### Thursday 7

**WORKSHOP** — The Office of Training and Development will present a workshop on running effective meetings, 201 King Hall, 9:30 a.m.  
**MEETING** — The EMU Commission on Minority Affairs (Minority Task Force) will meet, Regents Room, McKenny Union, 2:30 p.m.  
**FOOTBALL CAMP** — The Jim Harkema Football Camp will be held today and tomorrow, Hoyt Hall, all day

#### Friday 8

**WORKSHOP** — The Office of Training and Development will present an orientation workshop for new EMU employees, 201 King Hall, 8:30 a.m.  
**DANCE** — EMU will host a dance for guests of the Summer Institute for Gifted and Talented High School Students, Trailblazer, McKenny Union, 10 p.m.

#### Sunday 10

**SOCCER CAMP** — The EMU Youth Soccer Camp will be held today through Thursday, July 14, Hoyt Hall, all day  
**BASKETBALL CAMP** — The EMU Men's Basketball Camp

will be held today through Friday, July 15, Hill Hall, all day  
**SUMMER QUEST** — The first session of Summer Quest '88, hosting several area high school students, will be held today through Saturday, July 23. For information, call 7-2458, Downing Hall, all day

#### Monday 11

**MEETING** — The Black Faculty and Staff Association will hold an executive board meeting, Gallery I, McKenny Union, noon  
**MEETING** — The Enrollment Conversion Committee will meet, Regents Room, McKenny Union, 3:30 p.m.

#### Tuesday 12

**BREAKFAST** — A Christian faculty and staff breakfast will be held, Oxford Room, McKenny Union, 8 a.m.  
**WORKSHOP** — The Office of Training and Development will present a workshop on EMU's purchasing system, 201 King Hall, 9 a.m.

#### Thursday 14

**WORKSHOP** — The Office of Training and Development will present a workshop on enhanced telephone skills, 201 King Hall, 1 p.m.

#### Friday 15

**DANCE** — EMU will hold a dance and game night for participants in Summer Quest I, Trailblazer, McKenny Union, 8 p.m.

#### Sunday 17

**VOLLEYBALL CAMP** — The EMU Women's Volleyball Camp will be held today through Thursday, July 21, Hill Hall, all day  
**SOFTBALL CAMP** — The EMU Softball Camp will be held today through Friday, July 22, Hill Hall, all day

#### Monday 18

**MEETING** — The Commission on Minority Affairs (Minority Task Force) will meet, Regents Room, McKenny Union, 1:30 p.m.  
**CHEER CAMP** — EMU will host the United Cheerleading Association Camp today through Friday, July 22, Hoyt Hall, all day