

Capsules

Retirement Reception To Honor Bill Crim

A retirement reception will be held for Bill Crim, supervisor of collections in Student Accounting, Thursday, July 28, from 2 to 4 p.m. in McKenny Union's Ballroom.

Crim, who will retire at the end of July, has been with the University for 19 years.

The University community is invited to attend.

Report Tuition Waiver Changes In Writing

Any changes to courses indicated on the tuition waiver form must be reported *in writing* to the Staff Benefits Office as soon as they occur.

Failure to do so may result in loss of full amount of the waiver and/or taxation of graduate-level courses which may have been dropped or changed.

Campus Guests Must Have Parking Permits

Department of Public Safety Director John Garland has requested that faculty and staff remember to request guest parking permits for all campus guests.

Departments may requisition temporary and guest permits in groups of one to 50 permits per request on an open requisition. They may be used at a cost of \$1 per day or as weekly permits at a cost of \$1 per week.

An improperly filled out permit is void and the user will receive a ticket. Also, faculty or staff issuing guest permits should instruct the user as to the proper placement of the permit and proper parking locations.

To order permits, or for more information, call 7-3450.

First internal fund-raising campaign nets \$102,000

EMU received pledges and donations totaling approximately \$102,000 during its first internal fund-raising campaign, exceeding its goal by \$2,000.

The campaign, which is planned to become an annual fundraiser, was kicked off by EMU President John W. Porter last January. It was initiated to raise funds for the third and final phase of Porter's "Decade of Advancement," a long-range plan to raise to a level of excellence all of EMU's programs during the 1990s.

Approximately 563, or 34 percent, of EMU's 1,664 employees have participated in the campaign to date. All employee donations to the University received in 1988 will be counted toward the campaign, so the final count is expected to greatly exceed the \$100,000 goal.

The largest gift received so far was \$2,500,

while the average donation was about \$180.

Employees were given the option of restricting their donations to a specific University program or fund, or donate unrestricted funds. According to Mary Anne Dingeman, coordinator of endowed scholarships at EMU, most employees did earmark their pledges to specific University areas.

"I'm obviously pleased but also very proud of the level of employee support this important and significant campaign received," Porter said. "We asked our employees to come together as partners with the University to support programs whose needs cannot be met with state appropriated funds alone. They responded with tremendous generosity and a great vote of confidence for the level of excellence Eastern Michigan University can attain."

The drought of 1988 comes to Eastern campus

Fearing the loss of campus trees and shrubs due to Michigan's drought, EMU grounds workers have developed a portable, temporary, above-ground irrigation system using campus fire hydrants.

Developed by grounds foreman Larry Ward, the temporary system uses 20-year-old piping with sprinklers attached which is then hooked to campus fire hydrants. The piping and sprinklers previously were used to water EMU's old football field, which is now the Oakwood parking lot.

"When I joined the University 20 years ago and we put that stuff away, I knew we'd be taking it out to use again someday," Ward said.

"This system is relatively impressive to meet our immediate needs," said Susan Kirkpatrick, EMU campus planner. "It's actually very ingenious."

According to Kirkpatrick, the primary concern right now is the potential loss of campus trees not receiving enough water.

"We're more concerned that we're going to lose trees and shrubs than grass because

grass will come back more readily than trees and shrubs will," she said. "We've been hand watering some trees that look the most in distress, but it's not enough. I think we're going to lose some out at Rynearson Stadium."

The potential loss of trees and shrubs is of special concern to EMU officials because the University recently has devoted a lot of staff time and energy to outdoor campus beautification projects. In a major project last fall, trees and shrubs were trimmed to achieve a "tree canopy" effect, which opened up pedestrian viewing space across campus and reduced maintenance needs.

Although the University has an inground irrigation system in some parts of campus, it is primarily for grass watering and usually used only at night. The new system is being used during the day and at night because night watering alone hasn't been sufficient, Kirkpatrick said.

In the event that a fire hydrant needs to be used, the temporary irrigation system is easily disconnected, Kirkpatrick said.

Porter discusses urban education problems

EMU President John W. Porter, in a speech delivered at the 39th National Convention of the Delta Sigma Theta black sorority, said the education of black young people is "one of the most critical issues facing our urban public schools and this nation today."

Porter delivered the keynote address, titled "Education: The Pathway to the Future for Black Youngsters," July 10 at San Francisco's Civic Auditorium.

Noting that "a good education in America today is an essential component to improving the quality of life for all, but particularly those in the black community," Porter grimly pointed out some statistics regarding urban youth in school.

"Each year in the public schools of these United States almost 700,000 students drop out, forming a group whose size exceeds the population of all but the nation's largest cities," he said. "And, for those students who do persist in urban schools, 40 percent of the 12th graders score below the 30th percentile on standardized reading tests. In a

society where unskilled jobs are being eliminated by the thousands and the need to read, write and compute is essential, (that) data is appalling."

Porter said one reason so many blacks drop out of school is because they have very few successful black role models. "The heroes and heroines for our youngsters today are, by and large, entertainers and professional athletes," he said. "We (blacks) certainly feel a sense of pride when the nation embraces our black college and professional athletes, television personalities and musicians, but the number of us who have the extraordinary talent to become celebrities is small.

"Somewhere between Magic Johnson and school dropout (black students need) continuous successful encounters with well-educated, wage-earning, competent young black adults who value community service and who represent the virtues of a good education," Porter continued. "We owe it to future generations to figure out how to make

a good education as desirable as a 'boom box,' Pepsi or new wheels."

Porter also said black students suffer because of different levels of standards and commitment among public schools.

"The problem is that there is a vast difference between the level of student learning in too many public schools and the level of student performance in public and private colleges," he said. "We (universities) have an obligation to help the public schools retain students and improve performance."

The challenges education professionals face, Porter said, are to close the basic skills performance gap between black and white students by the sixth grade; make graduation rates for blacks equal to those for whites; create a "certainty of opportunity" for black high school graduates that sends strong positive signals into the black community about education; achieve comparable achievement test scores for blacks and whites; and improve college retention rates of black students.

EMU will host 2nd discipline conference

EMU will host its second annual international conference on "Rational Approaches to School-Wide Discipline" Wednesday through Friday, Aug. 10-12, at the Detroit Metropolitan Airport Hilton Inn in Romulus.

Co-sponsored by EMU's Educational Service Center and the Wayne and Washtenaw County intermediate school districts, the conference is designed for teachers, school counselors, administrators, school board members and other educational policy makers who want to develop a positive, systematic, school-wide approach to school discipline.

The conference is being directed by Dr. Trevor Gardner, assistant professor of teacher education and head of the Rational Approaches to School-Wide Discipline program at EMU. Gardner has helped implement school discipline programs and methods in

Minneapolis and St. Paul, Minn.; the Detroit, Lansing and Ann Arbor school districts; and in Milwaukee and Kenosha, Wis.

Conference presenters will include Dr. Jacob Kounin, author and internationally-renowned lecturer on discipline, child behavior and group management; Dr. Newton Hoilette, developer of psychotherapeutic strategies which help children take responsibility for their own classroom behaviors; Dr. Donald Dinkmeyer, author of the educational programs "Systematic Training for Effective Teaching" and "Developing Understanding of Self and Others"; and Kent State University Professor Fred Feitler, consultant for the film "Classroom Crisis: Dealing with Violence in Schools."

Conference topics will include school and classroom crisis management, discipline ap-

proaches, legal issues in discipline, safety, and the use of school teams in discipline management.

Registration for the three-day conference is \$175 per person, with a \$30 discount per person for school teams of three or more. EMU students may register for \$100 each. After Friday, July 22, registration will be \$200 per person.

In addition, a graduate credit option is available with accompanying required classwork two days prior to the conference. For those electing this option, registration is \$100, plus regular tuition and fees.

For more information, contact Gardner at 7-1418 or Diane Michael at 7-2412.

Research

Young Scholars Projects

The National Science Foundation is seeking applications to fund projects designed to provide enrichment experiences in science, mathematics and engineering for high school students. The program is aimed at enhancing students' interest in science as a career, enabling them to assess their skills, and making them aware of necessary training. The proposed projects should provide a balance of lecture, laboratory and field experience, and should provide hands-on activities and exposure to research methods.

Deadline is Aug. 8, 1988. Contact Rick Howard at 7-3090 for more information.

ALUMNI ACTION GOLF OUTING AUG. 1

EMU's Alumni Action will host a golfing tribute to the championship Huron athletic teams Monday, Aug. 1, beginning at 11 a.m. at Barton Hills Country Club.

The day will feature a golf clinic, luncheon buffet, an 18-hole scramble event and an awards banquet.

A cocktail party, just before the awards banquet, will be attended by EMU's winning Huron coaches at which their championship trophies will be on display.

At the awards banquet, the day's outstanding golfers will be honored along with EMU's alumni golfer of the year. The banquet also will feature an update on construction of EMU's 18-hole championship golf course.

The golf outing cost is \$100 per person, which includes the clinic, greens fees, golf carts, lunch and dinner.

Alumni Action members and their guests are invited to attend.

For information, call the Office of Alumni Relations at 7-0250.

Bannister addresses Japan government officials

Rosella Bannister, director of EMU's Michigan Consumer Education Center, recently addressed a landmark symposium in Tokyo celebrating Japan Consumer Day.

Japanese government officials, concerned about improving consumer protection amid their rapidly changing economic system, invited Bannister to discuss the development of the Michigan Consumer Education Center. Japan's Economic Planning Agency is considering establishing a national center in Tokyo using EMU's as a model.

Among the issues Japanese officials expressed concern about were their peoples' knowledge of consumer credit, contracts and methods of selling, along with the more traditional concerns of product safety, quality and labeling.

One of their greatest concerns, however, is developing programs to teach Japanese youth, who are rapidly embracing "yuppie" values about money, how to manage and save their earnings. "The similarities between Japan and us on this issue are amazing," Bannister said. "I think they see their young people, as we do, misusing consumer credit and that it could become a real problem. They're seeing the traditional Japanese values of money management and saving changing."

An article in the June 2 Asian Wall Street Journal, which appeared while Bannister was visiting Japan, reported that country's need for consumer education and drove home the concern for its young peoples' spending habits.

Titled "The Me Generation, Japanese Style," the article said the average 18-year-old in Japan has three credit cards and the majority of credit purchases are for clothing and clothing accessories. "There is a new 'image consciousness' among Japan's youth which disturbs some of the Japanese elders," Bannister said.

Japanese young people also are marrying and having children later than previous generations, so they enjoy two incomes longer. Bannister added. "And 'job-hopping,' once taboo in Japan, is becoming popular and the young people have adopted 'work to live' attitudes rather than the more traditional 'live to work' Japanese belief."

For those reasons, Japanese government officials want to implement consumer education programs in that country's schools.

The Michigan Consumer Education Center defines consumer education as gaining the knowledge and skills needed to manage consumer resources (personal finances) and to take actions to influence the economic, social, political and ecological factors that affect consumer decisions.

The MCEC defines goals for consumer economics in Michigan schools, develops student learning objectives, assists the Michigan Department of Education in developing student tests and identifying appropriate teaching materials and provides inservice

training for teachers.

Japanese officials plan to begin similar programs in their schools. "They believe, as we do, that by studying this in school, young people will become more knowledgeable participants in their own economic system," she said. "Within five years, I would project that other nations will be using Japan as a model for consumer education in the schools."

In her remarks, Bannister pointed out that Japan and the United States share many common economic factors. Both countries, she said, have had enormous economic growth since the 1950s and both are facing increased global interdependence, changing societal values, an aging population, increased consumer income and complex personal finan-

cial affairs.

"Personal money management is no longer a simple matter of cashing paychecks and paying bills," she said. "We face decisions about how much and where to save and invest, whether or not to use consumer credit, which life and health insurance policies to buy, how to keep pace with electronic funds technology and how to provide retirement security in an uncertain economic future."

The Japanese consumer education symposium also marked the 20th anniversary of the enactment of Japan's first consumer protection law. Consumer protection laws in the United States began with the Pure Food and Drug Act of 1906.

GRADUATE COURSES TAKEN ON TUITION WAIVER TO BE TAXED

Under changes in the tax law for 1988, EMU employees taking graduate level courses on a University tuition waiver will be taxed for the value of those courses as taxable income.

The Staff Benefits Office informed the University community of these impending tax changes last February.

Undergraduate courses taken on a tuition waiver will continue to be tax free. The tax free benefit for graduate courses, however, expired Dec. 31, 1987, and has not been extended. Therefore, as of Jan. 1, 1988, all graduate level courses covered by the employee tuition waiver are subject to federal and state income tax withholding as well as Social Security tax.

For graduate courses taken during the 1988 winter and spring semesters, taxes will be withheld retroactively based on each individual employee's current exemptions as stated on the W4 form. Deductions for winter semester will be reflected in the July 28, 1988, paycheck and deductions for spring term graduate course work will be reflected in the Aug. 11, 1988, paycheck. Summer semester deductions will be reflected in a paycheck issued near the end of the semester.

For graduate courses taken in future semesters, the deductions will be taken in mid-term, dependent upon final registration records. As a result, all changes to courses indicated on the tuition waiver must be reported in writing to the Staff Benefits Offices as soon as they occur.

Questions regarding the tuition waiver tax deduction should be directed to the Payroll Office at 7-2393.

HEALTH AND DENTAL COVERAGE CONTINUATION OFFERED

Effective July 1, 1988, members of the faculty, professional/technical, and food service, custodial and maintenance employee groups are eligible for continuation of health and dental coverage under the provisions of the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). Each staff and faculty member in the above employee groups will receive a letter at home explaining the law.

The law offers extended coverage to employees and qualified beneficiaries who lose coverage in any of the following situations. Coverage will be extended:

- 1) to employees who voluntarily or involuntarily have terminated employment (except in cases of termination due to gross misconduct), or employees whose hours are reduced to a level where they become ineligible for coverage;
- 2) to surviving spouses and dependents upon the death of an employee;
- 3) to spouses and dependents in the event of a divorce;
- 4) to dependent children who exceed the plan's age limitations;
- 5) and to spouses and dependents of employees who become eligible for Medicare coverage.

COBRA permits the employer to require payment of a premium for the period of coverage continuation. The employer may charge up to 102 percent of the group contract rate.

Drum Corps Openings July 26

EMU's Rynearson Stadium will be the site of the 1988 Drum Corps North competition Tuesday, July 26, at 7:30 p.m.

Sponsored by the Ypsilanti Visitors and Convention Bureau, the event will feature the precision maneuvers and expert musicianship of 10 corps from the United States and Canada, including the Spirit of Atlanta, Star of Indiana, Saginaw's Northern Aurora and the Suncoast Sound from Tampa, Fla.

The Coachmen of Grand Rapids also will perform in exhibition that night.

Reserved tickets for the event are \$10 each and are available at the Ypsilanti Chamber of Commerce; Trustcorp Offices in Ypsilanti, Saline and Augusta Township; both Ann Arbor Crown House of Gifts, on Plymouth Road, and State Street; Arbor Music; and Haab's Restaurant in Ypsilanti.

Mail order tickets also are available by sending check or money order, plus \$1 handling and postage, to the Ypsilanti Area Visitors and Convention Bureau, 125 N. Huron St., Ypsilanti, Mich. 48197.

For more information, call the Ypsilanti Area VCB at 482-4920.

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 27. Detailed job descriptions may be reviewed in Room 310 King Hall.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSAA88028 - CS-03 - \$500.40 - Account Clerk - Continuing Education

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

POSTING # CLASS/GRADE

PTSA88010 - PT-05 - \$603.68 - \$846.13 - Administrative/Marketing Assistant - Marketing Media

PTSA88011 - PT-05 - \$603.68 - \$846.13 - Head Teacher - Children's Center

PTAA88010 - PT-06 - \$680.56 - \$985.01 - Dance Accompanist/Composer - Health, Physical Education, Recreation and Dance

PTAA88011 - PT-06 - \$680.56 - \$985.01 - Accountant I - Continuing Education (word processing desirable and/or the ability and willingness to learn)

PTAA88012 - PT-07 - \$782.67 - \$1,148.84 - Academic Adviser - Academic Advising

An Affirmative Action/Equal Opportunity Employer

Events of the Week July 19 - Aug 1

Tuesday 19

WORKSHOP — The Office of Training and Development will present a three-day workshop on effective writing for everyday use, 201 King Hall, 4 p.m.

Wednesday 20

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

Thursday 21

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

Friday 22

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

Sunday 24

SUMMER QUEST — The second session of Summer Quest '88, hosting several area high school students, will run today through Saturday, Aug. 6. For more information, call 7-2458, Downing Hall, all day

CHEER CAMP — The International Cheerleading Federation Cheer Camp will be held today through Wednesday, July 27, Sellers Hall, all day

BASKETBALL CAMP — The Metro Index Basketball Camp will be held today through Friday, July 29, Hoyt Hall, all day

Monday 25

MEETING — The Black Faculty and Staff Association will hold

a general membership meeting, Gallery I, McKenny Union, noon
MEETING — The Enrollment Conversion Committee will meet, Regents Room, McKenny Union, 3:30 p.m.
COLLEGE DAY — The Martin Luther King Jr./Cesar Chavez/Rosa Parks residential college day program will host several area junior high school students today through Saturday, July 30. For information, call 7-2133, Hill Hall, all day

Tuesday 26

DRUM CORPS — EMU will host the 1988 Drum Corps International competition, Rynearson Stadium, 5 p.m.

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

Wednesday 27

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

Friday 29

DANCE — EMU will hold a dance and game night for participants in Summer Quest II, Trailblazer, McKenny Union, 6 p.m.

Sunday 31

CAMP — The EMU Yearbook/Intercollegiate Press Camp will be held today through Tuesday, Aug. 2, Goddard Hall, all day

SOCCER CAMP — The EMU Soccer Camp will be held today through Thursday, Aug. 4, Hoyt Hall, all day