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# FOCUS EMU

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## Capsules

### EMU To Host 'Victims Of Crimes' Seminars

EMU's Department of Sociology will co-sponsor two "Victims of Crimes" seminars Monday, June 20, at 1 p.m. and 6 p.m. in McKenny Union.

The seminars are designed to create victims awareness as they explore the experiences of victims of and witnesses to crimes.

Instructors of the program will be Judy Nichols, director of the Michigan Sherriffs' Association Victim/Witness Assistance Network, and John A. Haskin, director of training for Grand Traverse-Leelanau Community Mental Health Services.

The program is geared toward persons who are newly employed in social services and law enforcement areas and to anyone with little or no formal training in this area. It is certified by the Michigan Law Enforcement Officers Training Council.

To register for either seminar, both of which are free and open to the public, call MSA Educational Services at 1-800-832-9183.

Registrations are requested by Friday, June 10.

### 153 Employees Enroll With Aetna Insurance

Twenty-eight percent of all EMU employees enrolled in Aetna's Universal Life Insurance plan, a new benefit option at EMU, according to the Staff Benefits Office.

By employee group, 25 people enrolled from the administrative/professional ranks; 24 from professional/technical; 52 clerical/secretarial; one campus police officer; 2 police sergeants; 20 faculty; and 29 food service/maintenance workers.

Each participant averaged a policy worth \$34,358 at an annual premium of \$438.



From left, MAC Commissioner Jim Lessig presents the 1987-88 Reese Trophy, for men's all-sports champion in the conference, to EMU President John W. Porter and Athletic Director Gene Smith during ceremonies at Central Michigan University May 20. (Photo courtesy of CMU)

## Eastern captures first Reese Trophy

For the first time ever, the EMU men's athletic program has won the Reese Trophy, symbolic of the all-sports champion in the Mid-American Conference.

The trophy was presented to EMU President John W. Porter and Athletic Director Gene Smith at the MAC banquet held Friday, May 20, at Central Michigan University in Mount Pleasant.

Since 1974, when EMU joined the MAC all-sports race, the Reese Trophy has been won by Miami University every year except 1980-81 when Western Michigan University finished one point ahead of Miami.

EMU's best previous finish was second place in 1977-78 and 1986-87. Last

year, Miami won with 45 points to Eastern's 43. Of the three MAC schools in Michigan, WMU has won the trophy twice (1961-62 and 1980-81) and Central Michigan has never won.

This year the Hurons totaled 52 points to easily outdistance runnersup Miami University and Central Michigan who had 41.5 points each. Western Michigan was fourth with 36.5 followed by Ball State, Ohio, Bowling Green, Kent State and Toledo.

The Reese Trophy is awarded based on points accumulated by the various sports throughout the year. Three sports are required to be counted, football, basketball and baseball. Three other sports are then counted and are

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## Alumni Relations dinner to be a murder mystery

EMU's Office of Alumni Relations is hosting a murder.

Saturday, June 18, at 7 p.m., a seemingly innocent dinner at Ypsilanti's Depot Town Freight Station will turn chaotic and mysterious when a "murder" occurs and everyone present becomes a suspect. The murder will signal the beginning of a professionally developed, interactive, murder mystery dinner theater where the guests may be part of the cast, but won't know what their roles are until the story plays itself out.

Once the murder occurs, which everyone will witness, each table of eight to 10 people will form a team to find clues that point to the killer. The killer, however, will appear as innocuous as any other guest, and may even be a member of one of those table teams.

The team which first solves the murder

will receive prizes.

The evening is being planned by Homicide Hosts of Howell, which has organized similar events throughout Michigan, including at Weber's in Ann Arbor.

The dinner will be set in a 1930s mode, so guests are encouraged to wear fashions of that era to blend in with the crowd and not appear suspicious.

EMU alumnus and author of the Amos Walker detective series Loren Estleman will be the featured special guest of the evening.

Tickets are \$25 per person, which includes dinner. A cash bar will be available.

For reservations, and information about renting or buying 1930s attire, call Carol Lick, assistant director of alumni relations, at 7-0250.

## Regents approve three new academic degree programs

The EMU Board of Regents approved two new degree programs, a bachelor of science in hospitality management and a master of science in polymer technology, and heard a report on EMU's new teacher certification major in Japanese at its regular meeting May 25.

The hospitality management program has been designed to meet the growing demands of that industry. It replaces EMU's previous food systems management major offered through the Department of Human, Environmental and Consumer Resources. Graduates of the new HECR program will find employment at hotels, motels, restaurants, resorts, country clubs and airlines, among other businesses. The results of a local industry-needs survey showed a shortage of entry-level management personnel in those areas in Southeastern Michigan, especially in the food and beverage management area.

In addition to classroom work, students majoring in hospitality management will get a lot of hands-on experience in EMU's lodging and food service facilities, including Hoyt Conference Center, McKenny Union and Dining Commons I and II.

The polymer technology graduate program offered through the Department of Interdisciplinary Technology will prepare students for professional work in plastics, coatings, adhesives, elastomers and fibers. Because of its strong industrial base, Southeastern Michigan offers many job opportunities in all of those areas. The polymer technology field also employs approximately 70 percent of all chemists produced in the United States.

The EMU polymers program will be the only such program in Michigan and one of only four in the nation.

The State Council of Academic Vice Presi-

dents reviewed and approved both new EMU programs.

There will be no cost to the University for implementation of either program, both of which will begin at the start of the 1988 fall semester.

EMU now is the only university in the state approved by the Michigan Department of Education to offer a teacher certification major in Japanese language and culture.

The state education department approved EMU's new Japanese Endorsement Program April 8.

The program was initiated at EMU because a number of Michigan school districts have expressed interest in offering Japanese in their curriculums but could not find qualified teachers. Also, because of the major role Japan continues to play in the world's economy, Japanese has become one of the top five languages in business.

A report outlining EMU's program, presented to the regents, states, "It is important that our (U.S.) schools be ready to educate not only Japanese children entering the system, but also American youth preparing for life in a multicultural society in which Japanese language and culture are becoming more and more influential."

Much of the curriculum is being offered through EMU's Language and International Trade Program. In addition to the basic Japanese language and teaching methods courses, students will take classes such as Asian history, international economics and seminars in Japanese culture. Students also will have opportunities to participate in study-abroad programs, including one the University hopes to establish in Japan.

Students may enroll in the program immediately.

## Former prof DeVries dies

Harry DeVries, professor emeritus of history at EMU, died Monday, May 16, in Waterford after a long illness.

DeVries, 89, joined the EMU faculty in 1946 and retired in 1969. He taught at the University of Michigan from 1942 to 1944 and was History Department head at Indiana Central University from 1944 to 1946. He also taught at Buena Vista College. After retiring for EMU, he taught at Mercy College in Detroit.

DeVries earned a bachelor's degree from Hope College and a master's degree and doctorate from U-M.

His special research interests were Michigan's Dutch history and the political, social and economic relations in the Netherlands. He specialized in teaching modern European history.

DeVries is survived by two sons, Robert of San Diego, and John of White Lake Township; and a sister-in-law, Louise Orr of Oakton, Va. His wife of 47 years, Nellie (Kamp) DeVries, preceded him in death in 1983.

## New student fees approved

Fee assessments for administration of a teacher candidate Pre-Professional Skills Test and the publication of master's degree theses were approved by the EMU Board of Regents at its regular meeting May 25.

The PPST will be a new requirement for students seeking admission to EMU's College of Education beginning Sept. 1, 1988. Students applying to the college in 1988-89 each will be assessed a \$35 fee to take the test.

The test was developed by the Educational Testing Service to address basic proficiency in reading, writing and mathematics. The assessment of these skills is required by the national accrediting body in teacher education, the National Council for Accreditation of Teacher Education, and by new guidelines for accreditation by the Michigan Department of Education.

EMU will receive no revenue from the PPST test fees, as the estimated \$35,000 accrued in 1988-89 from the estimated 1,000 applicants to the College of Education will be paid directly to ETS.

EMU's Graduate School has selected University Microfilms International Inc. of Ann Arbor as the official publisher of master's degree candidates' theses.

UMI was selected because of its reputation, distribution network and other services to authors.

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## Mike Jones steps down from head coach spot

Mike Jones, EMU's highly successful men's head swimming coach for the past 21 years, announced May 25 that he will give up head coaching duties effective Sept. 1, 1988.

Jones, 54, will stay on at EMU and work as a part-time assistant coach and fund-raiser for the team.

"I think our swimming program will be improved more with two coaches than one," Jones said. "I talked to athletic administration the past two years after the season (about hiring another coach). I physically can't go the 80 hours a week in the winter anymore, (which is) a real hard admission to one's self."

Under Jones' leadership, the EMU men's swimming program has become one of the most dominant sports in Mid-American Conference history. Eastern won an unprecedented nine consecutive MAC championships and 10 in the last 11 seasons. His 1986-87 EMU squad set a league record of 848.5 points to win the championship. Jones has been named MAC Coach of the Year in each of the 10 championship seasons. He also received the Master Coach Award from the College Swimming Coaches Association of America and, in 1985, was named to EMU's

Athletic Hall of Fame.

In his 21 years as head coach, Jones directed the Huron teams to an overall record of 177-50 for a winning percentage of .779. His teams won 103 MAC dual meets against just 12 losses for a winning percentage of .896. The Hurons have won 48 straight MAC dual meets dating back to Feb. 6, 1981, when EMU lost to Miami University.

"We're very disappointed to see Mike retire," EMU Athletic Director Gene Smith said. "Mike has had many long and distinguished years of service to the University and we're happy that he will still be able to contribute to the men's swimming program and help sustain its success."

A 1955 EMU graduate, Jones became head swimming coach in 1967 after teaching and coaching at Hazel park High School. From 1960 to 1966 he developed Hazel park's swimming team into a prep swimming power in the Eastern Michigan League and later in the Southwestern Michigan Association.

After EMU won the NAIA National Championship in 1971, Michigan Gov. William Milliken and the state Legislature proclaimed Feb. 27, 1971, as "Mike Jones Day" in Michigan.

## Regents to consider 14% tuition hike in June

The EMU Board of Regents will vote at its regular meeting in June on a request for a 14 percent tuition increase for 1988-89 and a doubling of student registration fees.

The regents received that proposal at their regular meeting May 25.

If the tuition increase is approved, 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 University of Toledo.

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

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

The proposal for increases in student registration fees calls for the fall and winter semester fees to be raised from \$20 to \$40 per student and the spring and summer fees to go from \$15 to \$30. Students pay the fees

each semester they register for classes.

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

According to the tuition proposal, 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 \$56 million in spending. The proposed tuition and fee increases would provide \$4.7 million. However, even with the increases, the University would face approximately \$1 million in program and service reductions to balance the 1988-89 budget.

Eastern's tuition charges have historically been among the lowest of Michigan's 15 state universities. Currently, EMU ranks 12th. Because of limited increases in most state appropriations, many Michigan schools are expected to raise their tuitions in excess of 10 percent for the 1988-89 year. If only EMU raised its tuition as proposed, and no other schools raised theirs, EMU would still rank sixth out of the 15 universities. If the other schools raise their current tuitions and fees by only 10 percent next year, Eastern will

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## Youth swim lessons offered

EMU's Recreation and Intramural Department will offer three two-week sessions of swimming lessons for children ages seven to 14 beginning Monday, June 20, on the EMU campus.

The sessions will run June 20-30, July 11-21 and July 25-Aug. 4. Forty-minute lessons will be given Monday through Thursday during each session in EMU's Club Pool in the Warner Building.

Lessons will be given each day for beginners at 9 a.m., advanced beginners at 9:45 a.m., intermediate swimmers at 10:30 a.m. and advanced swimmers at 11:15 a.m. The teacher-to-student ratio for each level will be 1-to-8.

Classes will be taught by Red Cross-certified water safety instructors selected and trained by Mike Jones, coach of EMU's Mid-American Conference champion men's swim team.

Parents are invited to watch the lessons from poolside.

The cost per child is \$30 per session with no make-ups permitted for absences.

Registration is by mail or in person at the Olds Student Recreation Center. For more information, or registration materials, call 7-0446 or 7-1338.

## Language Program introduced

Through a new Language Immersion Program offered by EMU, a vacation this summer in Traverse City can include a one- or two-week intensive foreign language course in German, French, Spanish, Japanese or Russian.

EMU's Department of Foreign Languages and Bilingual Studies will offer the courses, the only such program offered by a Michigan university, at Northwestern Michigan College in Traverse City Monday through Friday, Aug. 15-19 and 22-26, from 8 a.m. to 2:30 p.m.

Through video programs, audio tapes, textbooks, films and workbooks, the courses will emphasize the development of conversational ability in practical situations for basic communication.

The first session, Aug. 15-19, is designed for people who have never studied the language. Participants will learn to express greetings; ask peoples' names and tell their own names; make introductions; ask and tell where one lives; count numbers; name objects; make, accept and deny an offer; select and buy something; and tell time.

The second session, Aug. 22-26, is designed for people who have successfully

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## First minority achievement grants awarded at EMU

EMU's Task Force on Minority Conditions has awarded its first five Minority Achievement Grants for \$2,000 each for projects aimed at improving minority student retention and success on EMU's campus.

The grant program was established to promote new projects that will help to improve the retention rate of minority undergraduates who might otherwise be unable to continue their studies for financial, academic or personal reasons.

The targeted population for the projects are minority students with American College Test scores of 17 or below, combined Scholastic Achievement Test scores of less than 800 or a previous semester grade point average of 2.6 or below (on a 4.0 scale).

The grants are funded through a \$158,000 General Fund allocation approved by the EMU Board of Regents last August to implement several recommendations made by the task force to improve minority conditions at EMU.

Proposals were solicited from all members of the EMU community in January and those chosen will receive funding for one year.

The projects receiving grants for 1988-89 are:

—Academic Achievement Program. This project will use upperclassmen as peer advisers to serve as mentors to 30 first-year freshmen or transfer students who enter EMU with low ACT scores and GPAs. Utilizing group study sessions and seminars given by EMU staff, participants will be expected to achieve at least a 2.2 GPA, join one or more University organizations and register for classes for the following semester. Dr. Leslie Bates, associate dean of stu-

dent services, will serve as project director.

—Retention Strategy for Criminology and Criminal Justice Majors. This project will identify and assist "at risk" minority criminal justice majors for two semesters. Participants' academic performances will be monitored and University faculty and staff will intervene, when necessary, to offer appropriate support services for struggling students. Dr. Jay Weinstein, head of EMU's Sociology Department, will serve as project director.

—Second Look Program. This project will recruit EMU students who are considered at risk of attrition because of low achievement test scores, but who feel inaccurately and unfairly "tagged" by those scores. Such students will be given a "second look" through an assessment test and training program that measures and develops their potential. Dr. Don A. Ifill, associate professor of social work, will serve as project director.

—and Project Retain. This two-part project, which received two \$2,000 awards, is designed to create student awareness of the academic and non-academic factors which contribute to attrition and help students adjust to academic life. Part one will include a two-and-a-half day orientation to EMU's student support services and activities to improve self-concepts, self-esteem and motivation. Part two will be the development of a new three-credit course providing in-depth training in topics such as study habits, use of support services, minority adjustment to a predominantly white university and building self-esteem. Dr. Lynette Findley, director of EMU's Office of Equity Programs, will serve as project director.

## Regents, Presidents Council give doctorate the go-ahead

In a resolution of the EMU Board of Regents at its regular meeting May 25, the board approved EMU's first doctoral program, in educational leadership, and authorized the University administration to proceed with its implementation.

The Academic Officers Group of Michigan's state universities approved EMU's doctoral program in mid-March and the Presidents Council of State Colleges and Universities approved the program March 24.

The program now will be submitted to the Legislature for endorsement.

The EMU timetable for the program's implementation calls for professional staff to begin to be hired this summer; admissions guidelines, procedures and forms to be developed by January; applications for the program to begin to be accepted next April; and the first group of doctoral candidates to enroll in the 1989 fall semester.

The doctorate granted through the program would be an Ed.D.

Although the program is expected to cost \$168,767 in its first year, all program expenses would be covered through an internal reallocation of funds.

EMU's doctoral program is designed exclusively for persons currently in administrative positions or who are recommended by their districts as having high potential for an administrative assignment. It will require 60 semester hours beyond the master's degree and include concentration and cognate coursework components as well as applied research and an administrative internship. It also will require that candidates reside within a 35-mile radius of EMU.

The program is expected to admit 10 students per year and host a maximum of 45 actively enrolled students at capacity.

## Enrollment to be limited

An enrollment management plan designed to stabilize EMU's fall enrollment at 24,000 students was presented to the EMU Board of Regents at its regular meeting May 25.

Prepared by Vice President for University Marketing and Student Affairs Laurence N. Smith, the plan calls for 12 major actions affecting new, returning and continuing education students, which will cut 1988 fall semester enrollment growth by 2,000 students.

According to the report, EMU's enrollment would exceed 26,300 in the fall if no action is taken. Applications from first-time freshmen are up 32 percent and transfer applications have increased 58 percent when compared with last year. In addition, continuing education credit enrollments increased by 905 students last fall and are expected to continue to grow.

In order to limit the the 1988 fall semester enrollment, the following actions already have or will be taken with regard to new students: applicants with less than a 2.5 grade point average will be placed on a contingency admit status; all admittees will be notified to register no later than July 1, 1988; fall application cut-off dates were/will be as follows, March 4, for first-time freshmen, May 27 for transfer students and June 15 for graduate students; and spring and summer semester application dates of March 15 and May 15, respectively, were instituted, but no cut off will be established for special and continuing education registrations for spring and summer.

In addition, new admittees will be monitored by department in order to achieve sub-goals with regard to minority student representation, academically talented students (with grade point averages of 3.5 or higher) and under- and over-utilized program enrollments, with intervening steps taken when appropriate.

With regard to returning undergraduate and graduate students, the University will require that undergraduates who have not enrolled in classes for more than one year re-apply by July 7, 1988, in order to take fall classes; that current undergraduates and graduate students register no later than July 1, 1988, since no additional classes or sections will be added after that date; and that the University's dismissal policy for both groups be "very strictly enforced."

Finally, an enrollment cap of 3,000 continuing education students will be established for fall by increasing the average class size minimum from nine to 11 students.

In addition to addressing EMU's immediate enrollment management needs, Smith also is preparing a new five-year Enrollment Strategic Marketing Plan for release in July which will outline EMU's long-range enrollment plans for the 1990s.

# Regents Summary

The EMU Board of Regents acted on the following agenda items at its regular meeting May 25. The regents:

—**awarded** a contract to D and K General Contracting Inc. of Westland for construction of the Huron Golf Club clubhouse.

D and K was low bidder on the clubhouse project at \$1,529,611, which is \$29,611 beyond the project's \$1.5 million budget. It is expected that interest income in excess of \$30,000 will be generated on current project funds, offsetting the overage.

The clubhouse is scheduled for completion next spring.

—**accepted** 17 educational grants totaling \$354,974, including a \$190,597 continuing grant from the U.S. Department of Education to be used by the Division of Continuing Education to continue funding Project Upward Bound, a program designed to teach youth from low-income families the skills, techniques, habits, knowledge and motivation to complete a high school and post-secondary education.

So far this year, the regents have accepted 173 educational grants totaling \$6 million, which is a three percent increase in grants received and a 64 percent increase in total dollars when compared with the same time last year.

—**approved** a contract between EMU and Academic Search Consultation Service to aid in the University's search for a new president.

The regents had approved a contract with Presidential Search Consultative Services of the American Association of Governing Boards at its regular meeting last month. Since then, the individuals contracted to conduct the search under that agreement have formed their own firm, ASCS. EMU officials decided to contract with those individuals and their new firm to retain their expertise.

The terms of the new contract are unchanged from the one agreed upon last

month. The contract costs are \$18,000, plus expenses.

The search for a successor to current EMU President John W. Porter, who will retire Jan. 1, 1989, is scheduled for completion by October of this year.

—**received** the proposed 1988-89 operating budget for the University's Auxiliary Enterprises.

The board will vote on the budget, which estimates \$25,477,834 in revenue and \$23,997,465 in expenses, at its meeting next month.

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.

—**discussed** a bonding proposal which would enable the University to borrow \$3 million for the completion of the downtown Ypsilanti College of Business parking facility.

Adopting the proposal, which will be up for vote at the board's regular June meeting, would allow EMU to allocate \$2.25 million for the College of Business parking facility and \$750,000 for the already approved golf course clubhouse match.

This would free up an existing \$2.25 million 10-year golf course bond to complete and/or finance several other projects and extend the golf course debt retirement to 27 years.

Those projects which would be paid for through the existing bond would include the completed Children's Center and Entrance Drive at a cost of \$601,146; additional costs related to the Pierce Hall renovations, \$657,000; and Welch Hall renovations costing \$160,000. In addition, an \$831,854 contingency fund would be set up.

life for student residents and provide conference management at the Hoyt Center.

**Charles B. Fulford**, coordinator in the Academic Advising Center, was promoted to associate director in that same department.

Fulford, 34, replaces Karen Moses who left the University. He joined EMU as an academic adviser in 1979 and was promoted to coordinator in 1986.

Fulford earned both his bachelor's and master's degrees from EMU in 1975 and 1978, respectively. While a student, he served on the University's Student Advisory Council and a student subcommittee to investigate the future of EMU. In addition, he was a graduate assistant in the History and Philosophy Department and worked as a history tutor.

In his new post, Fulford will provide ad-

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## Traverse City

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completed the first course or one semester of college-level foreign language or its equivalent. Participants will learn to name parts of the body; make appointments; make, accept and refuse suggestions; offer, accept and reject help; ask about clock time, definite time and length of time; inquire about and determine ownership; and name colors and use them in descriptions.

Each one-week foreign language course will earn two EMU credit hours at a tuition rate of \$50.75 per credit hour. The summer registration fee is \$15 and course materials will cost \$50 per one-week session or \$80 for those who enroll in both sessions.

For more information on the Language Immersion Program, call Dr. John Hubbard, professor of foreign languages and bilingual studies, at 7-0130.

## New Fees

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Of the \$35 which will be charged to each student in 1988-89 for publishing the thesis, \$30 will be paid to UMI and \$5 will be used to cover administrative costs at EMU. Approximately 50-75 theses will be published over the next year generating \$250-\$375 in revenue for EMU's administration of the program.

Students will begin paying the publication fee Sept. 1, 1988.

## Reese Trophy

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selected from the best conference finish in those sports. Nine points are awarded for a first place finish, eight for second place, seven for third, etc.

During the 1987-88 year, EMU won four league championships to tie Miami, Ohio and Western Michigan for the MAC record of four titles in one year. The Hurons won crowns in football, basketball, swimming and outdoor track and counted seconds in cross country and baseball.

The EMU women also turned in their best overall sports performance ever, finishing second in the race for the Jacoby Cup, the MAC women's all-sports trophy.

## Tuition hike

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rank 10th out of 15.

If the increases are approved, the tuition and registration fees combined will generate about \$32.9 million of EMU's 1988-89 budget, projected at approximately \$92 million. That budget is expected to go to the regents for approval at its June meeting.

## Promotions

The EMU Board of Regents approved the following staff promotions at its regular meeting May 25.

**Brian L. Fitzgerald**, area complex director in Hoyt Center, was promoted to the newly-created position of conference resident director/inkeeper in Hoyt.

Fitzgerald, 27, joined EMU in 1985 as area complex director. He holds a bachelor's degree from Michigan State University where he presently is working on a master's degree.

Fitzgerald belongs to the American College Personnel Association, the National Institute of Justice and Alpha Phi Sigma, a criminal justice honorary society. He also participates in Washtenaw County's Citizen Dispute Resolution organization.

In his new post, Fitzgerald will provide leadership and guidance for programmatic

## Retired math prof wins award

Dr. Delia Koo, professor emerita of mathematics at EMU, was awarded the 1988 Distinguished Service Award by the Michigan Section of the Mathematical Association of America at its annual meeting May 6.

Koo was given the honor in recognition of her leadership and service to the Michigan MAA, the national organization and the mathematics and academic communities.

In the Michigan MAA, Koo served on the executive committee for nine years in such capacities as secretary-treasurer, vice chair, chair and governor. As governor she was the Michigan Section representative to the national MAA Board of Governors.

Koo also was co-founder of the Michigan Section Newsletter and served as its editor twice.

Born in China, Koo earned her bachelor's degree from St. John's University in China in 1941, her master's degree and doctorate from Radcliffe College of Harvard University in 1942 and 1947 respectively and a second master's degree from Michigan State University in 1954. She began teaching mathematics at EMU in 1965.

Koo is a resident of Okemos.

This year's annual meeting of the Michigan MAA, held May 6 and 7 at EMU, was a joint meeting with the MAA of Two-Year Colleges. EMU hosted approximately 150 professional mathematicians. Two main themes of the meeting were the use of technology as a teaching and learning aid and the integration of writing skills into mathematics.

## New Faces

The EMU Board of Regents approved the following staff appointment at its regular meeting May 25.

**Daniel J. Shemon**, golf course superintendent at Lake in the Woods Golf Club in Ypsilanti, was appointed golf course superintendent at EMU's Huron Golf Club.

Shemon, 38, is an Ypsilanti native who earned an associate's degree from Washtenaw Community College in 1970. He has been superintendent at Lake in the Woods since 1972.

Shemon is a member of the Golf Course Superintendent Association of America, the Michigan and Border Cities Golf Course Superintendent Association and the Michigan Turfgrass Foundation.

At EMU, Shemon will oversee the operational and maintenance activities of the new golf course and surrounding grounds, including custodial upkeep, landscaping, fertilization and irrigation and maintenance and repair of related equipment.

His appointment is effective immediately.

## 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, June 15. Detailed job descriptions may be reviewed in Room 310 King Hall.

### CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

#### POSTING # CLASS/GRADE

CSAA88022 - CS-07 - \$760.72 - Executive Secretary - Academic Affairs - Word processing experience desirable and/or the ability and willingness to learn

CSAA88023 - CS-05 - \$603.68 - Senior Secretary - Educational Service Center - Word processing experience desirable and/or the ability and willingness to learn

CSAA88024 - CS-04 - \$267.12 - Secretary II - Dean of Education/Overseas Educators - 50 percent - Computer skills, dictaphone transcription, bookkeeping knowledge desirable

### ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

#### POSTING # CLASS/GRADE

PTSA88009 - PT-07 - \$782.67 - \$1,148.64 - Marketing Media Associate/Video Production - University Marketing Media

### FACULTY

#### POSTING #

FAAA88215 - Professor - Pediatrics - Nursing Education - August 1988

FAAA88216 - Professor - Community Health - Nursing Education - August 1988

FAAA88217 - Assistant Professor - Reading/Curriculum and Instruction - Teacher Education - September 1988

### FOOD SERVICE/MAINTENANCE

(\*Minimum Hourly Rate)

#### POSTING # CLASS/GRADE

FMSA88008 - FM-20 - \$12.54/hour - Bowling Alley Mechanic/Attendant - REC/IM

### CANCELLATION FROM 5/31/88 POSTINGS:

FMBF88028 - FM-06 - Custodian - 50 percent - Paint Research Building - Midnights

\*Pay rate stated above does not include shift differential, when applicable.

An Affirmative Action/Equal Opportunity Employer

## Promotions continued

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ministrative supervision in all matters relating to the undergraduate advising program, including adviser training seminars, development of new advising programs and recommendations for program modifications.

**Sue McKenzie**, assistant manager of editorial services in Public Information, was promoted to the newly-created position of associate director in University Publications.

McKenzie, 40, has been employed at EMU since 1981 when she joined the university as a photo typesetter. She was promoted to staff writer in 1983 and later became assistant manager of editorial services.

McKenzie attended Albion College for three years and earned a bachelor's degree in English from the University of Michigan in 1981.

In her new post, McKenzie will coordinate and direct the activities of university Publications, including the printing, graphics and typesetting operations.

**Deborah McNish**, acting associate director in Housing and Food Services, was named permanently to that post.

McNish replaces Dr. Lynette Findley who was named director of EMU's Martin Luther King Jr./Cesar Chavez/Rosa Parks programs and recently became director of the Office of Equity Programs.

McNish, 36, joined EMU's Housing and Food Services in 1982 as an area complex director. She was named acting associate director there in 1987. McNish worked as a counselor at Marygrove College from 1979 to 1982, was assistant director of counseling services in Singer Co.'s Education Division from 1976 to 1978 and was a counselor at Northern Michigan University from 1974 to 1976.

She earned both bachelor's and master's degrees from NMU in 1974 and 1975, respectively.

In her new post, McNish will provide programmatic and fiscal planning, administration and management of University housing, including four apartment complexes and 12 residence halls.

All promotions are effective immediately.

# EMU employee turnover rate drops 2%

EMU's employee turnover rate decreased in 1987 for the first time in two years, falling from its 1985 and 1986 rate of 10 percent to eight percent last year, according to a report received by the EMU Board of Regents at its regular meeting May 25.

The 1987 Employee Exit/Termination Report attributed the reduction to EMU's commitment to improving the quality of work life for its employees and its successful efforts to enhance employee benefits and compensation programs.

Last year, 137 of EMU's 1,675 employees left the University.

By job classification, the greatest turnover rate in 1987 was among campus police at 25 percent, but that represents only four employees and three percent of all University terminations last year. Next highest was the professional/technical staff turnover rate at 13 percent, representing 30 of that group's 232 employees and 22 percent of all terminations. The clerical/secretarial group turnover rate was 12 percent, representing 46 of the 375

employees in that group and 34 percent of all terminations.

Administrative/professional terminations in 1987 followed at 10 percent, representing 20 of the 207 A/P employees and 15 percent of all EMU terminations. The food service/maintenance turnover rate was nine percent, representing 18 of that group's 208 employees and 13 percent of all terminations.

Faculty had the lowest turnover rate at three percent, representing 19 of EMU's 637 permanent faculty positions and 14 percent of all terminations.

EMU's turnover rates in all job classifications have decreased since 1979 when many reached all-time highs, except that for faculty which peaked in 1980 at 7.2 percent but has remained relatively low, between 2.6 and six percent, since then.

In 1979, the campus police termination rate was 33.3 percent; clerical/secretarial was 33.8 percent; food service/maintenance was 19.5 percent; the combined administrative/professional/technical rate was 17.9 percent; and

faculty was five percent.

EMU has documented the reasons employees leave the University through post-employment surveys and exit interviews since 1984. Responses to the surveys, sent to employees' homes, generally are low, averaging about 40 percent.

According to the surveys, the most compelling reasons cited for leaving EMU in 1987 were better job opportunity (33 percent); inadequate promotional opportunities (25 percent); low rate of pay (22 percent); and retirement (22 percent).

By job group, the most frequently cited reasons for leaving EMU last year were: better job opportunity, 38 percent of the administrative/professional group; inadequate promotional opportunities, 29 percent of the professional/technical responses; low rate of pay, 22 percent of the clerical/secretarial employees; and retirement, 33 percent of food service/maintenance employees and 22 percent of faculty.

## Recent gifts increase six times over '87

The EMU Board of Regents, at its regular meeting May 25, received the 1988 first-quarter report on gifts received by the University showing a 586 percent increase when compared with the same time in 1987.

First-quarter gifts, received January through March 1988, totaled \$886,611. First-quarter 1987 gifts totaled \$129,262.

Of the 1988 first-quarter gifts, \$42,276 was given to the College of Arts and Sciences; \$21,942 to the College of Business; \$8,332 to the College of Technology; \$5,149 to the College of Education; and \$870 to the College of Health and Human Services.

Intercollegiate Athletics received \$21,956 during the first three months of 1988, while \$41,700 was given for scholarships. The University's Partnership for Excellence Campaign received \$19,994.

The University also received \$611,910 in plant funds; \$1,340 in development funds; \$500 in loan funds; \$18,289 in other funds, including gifts to WEMU-FM; \$87,702 in the gifts holding account; and \$4,651 in gifts-in-kind.

## Regents approve 1988-89 plan for Equity Programs Office

The EMU Board of Regents approved the 1988-89 organizational plan for the Office of Equity Programs, a new consolidation of EMU's support programs for minority students, at its regular meeting May 25.

Previously, programs for minorities were administered out of several offices, including Admissions and Financial Aid, Special Student Services and the Martin Luther King Jr./Cesar Chavez/Rosa Parks (KCP) programs.

The reorganization is intended to simplify programmatic accountability, enhance the programs' effectiveness and optimize the use of already allocated funds to achieve the goals established for each program.

The Office of Equity Programs will report to the dean of admissions and financial aid and will fall under the Division of University Marketing and Student Affairs.

Under the first year of the consolidation, which will require no immediate new personnel, a director of equity programs will oversee EMU's eight special programs for minorities. Those programs include the KCP College Day Program; the Incentives Scholarship Program; Urban Education Alliance; UEA Job Corps; Select Student Support Services; the Office of Minority Affairs; and the KCP Visiting Professor and Scholarship programs (which are coordinated with the Division of Academic Affairs).

In addition to support services for EMU's minority students, the eight programs offer mentoring, scholarship, tutorial and other support activities to area eighth through 12th graders considered "at risk" to encourage

them to finish high school and college. Several of the programs are done in conjunction with area school districts.

"We're very excited about this consolidation because it's really a national model for recruitment and retention of minorities," said Courtney McAnuff, EMU dean of admissions and financial aid.

## Research

### Public Health Conference Program

This CDC program provides support for conferences on health promotion and disease prevention information/education projects. Applications are requested for conferences on: (1) health effects of toxic substances; (2) disease and exposure registries; (3) hazardous substance removal and remediation; (4) emergency response to toxic and environment disasters; (5) risk communication; (6) disease surveillance; and (7) investigation and research.

Receipt deadlines are June 1, Oct. 1 and Feb. 1. Contact Rick Howard at 7-3090 for more information.

### Report on Proposal Review at NSF

ORD has available, upon request, a publication which summarizes the perspectives of many principal investigators and how they view the National Science Foundation's grant application procedures. This publication can serve as a valuable information source for investigators intending to submit proposals to NSF.

Contact Rick Howard at 7-3090 to request copies.

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

# Events of the Week

## June 7 - June 20

### Tuesday 7

**WORKSHOP** — The Office of Training and Development will present a workshop on effective and assertive communication for dealing with difficult people, 201 King Hall, 9 a.m.

**MEETING** — UAW Local 1975 will meet today and every Tuesday in June, Huron Room, McKenny Union, 12:30 p.m.

**WORKSHOP** — Career Services will present a career planning workshop, 425 Goodison, 2 p.m.

**MEETING** — AFSCME Local 1666 will hold a general membership meeting, Reception Room, McKenny Union, 5 p.m.

### Wednesday 8

**WORKSHOP** — Career Services will present a cooperative education orientation workshop for students interested in a fall 1988 co-op placement, 405 Goodison, 4 p.m.

**LECTURE** — As part of its spring lecture series, the Department of Interdisciplinary Technology will present George Lewett, director of the Energy Related Inventions Program at the National Bureau of Standards, who will discuss the development of inventions, Sheraton University Inn, Ann Arbor, 7 p.m.

**RECITAL** — The Music Department will present Laurie Jarski in a cello recital, Alexander Recital Hall, 8 p.m.

### Thursday 9

**WORKSHOP** — The Office of Training and Development will present a listening in the workplace workshop, 201 King Hall, 1 p.m.

**WORKSHOP** — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 2 p.m.

### Friday 10

**WORKSHOP** — The Office of Training and Development will present an orientation workshop for new EMU employees, 201 King Hall, 8:30 a.m.

**RECITAL** — The Music Department will present Sheu Lan Wei-li in a piano recital, Alexander Recital Hall, 8 p.m.

### Saturday 11

**RECITAL** — The Music Department will present Yannah Chong in a piano recital, Alexander Recital Hall, 7 p.m.

### Sunday 12

**DIVING CAMP** — The EMU Mike Lyden Diving Camp will be held today through Friday, June 17, Hill Hall, Olds 50-meter pool, all day

### Monday 13

**WORKSHOP** — Career Services will present a career planning workshop, 425 Goodison, 11 a.m.

**MEETING** — The Black Faculty and Staff Association will hold an executive board meeting, Gallery I, McKenny Union, noon

**WORKSHOP** — Career Services will present a cooperative education orientation for students interested in a fall 1988 co-op placement, 405 Goodison, 3:30 p.m.

**COLLEGE DAY** — EMU's Martin Luther King Jr./Cesar Chavez/Rosa Parks residential college day program will host junior high school students from several area school districts today through Wednesday, June 15. For more information, call 7-2133, Hill Hall, all day

### Tuesday 14

**WORKSHOP** — The Office of Training and Development will present part one of "Customer Service: The Enhanced Contact Program," 201 King Hall, noon

**WORKSHOP** — The Office of Training and Development will present a Michigan "Right to Know" training workshop, 201 King Hall, 1:30 p.m.

**WORKSHOP** — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 2 p.m.

### Wednesday 15

**WORKSHOP** — Career Services will present a resume preparation workshop for non-education majors, 405 Goodison, 9 a.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for non-education majors, 405 Goodison, 10 a.m.

**LECTURE** — As part of its spring lecture series, the Department of Interdisciplinary Technology will present Dr. Thomas Lang of the Semi-submerged Ship Corp., who will discuss his work as inventor of the SWATH ship concept for floatation, Sheraton University Inn, Ann Arbor, 7 p.m.

### Thursday 16

**WORKSHOP** — The Office of Training and Development will present "Work Styles: A Method for Understanding Self and Others," 201 King Hall, 1 p.m.

### Friday 17

**HIGH SCHOOL BASKETBALL** — The MHSAA Boys All-Star Game will be played today and tomorrow, Bowen Field House, To be announced

**COLLEGE DAY** — EMU's Office of Equity Programs will host several area junior high students for this three-day residential program. For more information, call 7-2133, Hill Hall, all day

**SOFTBALL CAMP** — The EMU Women's Softball Camp will be held today through Wednesday, June 22, Hoyt Hall, all day

### Saturday 18

**RECITAL** — The Music Department will present Joan Anderson in a piano recital, Alexander Recital Hall, 4 p.m.

**DINNER THEATER** — EMU's Alumni Relations Office will host an interactive murder mystery dinner theater featuring special guest Loren Estleman, EMU alumnus and author of the Amos Walker private eye series. Tickets, which include dinner, are \$25 per person. Call 7-0250 for more information, Depot Town Freight Station, Ypsilanti, 7 p.m.

### Sunday 19

**DIVING CAMP** — EMU's Mike Lyden Diving Camp will be held today through Friday, June 24, Hill Hall, all day

### Monday 20

**SEMINAR** — The Department of Sociology will host a seminar on victims of crime which will discuss victims' rights and victims and the criminal justice system. For more information, call 7-0012, Regents Room, McKenny Union, 1 p.m.

**WORKSHOP** — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 2 p.m.