

## Albert Shanker to speak at winter commencement ceremony

Albert Shanker, president of the 665,000-member American Federation of Teachers, will serve as commencement speaker at EMU's 1988 winter commencement ceremony Sunday, Dec. 18.

As approved by the EMU Board of Regents Oct. 26, Shanker also will receive an honorary doctorate in education from EMU along with Chinese-American novelist Maxine Hong Kingston, civil rights activist and educator Dr. Mary Berry and former EMU Regent Beth Wharton Milford.

The theme of EMU's 1988 winter commencement is education and all the honorary degree recipients have made significant contributions to the field.

As president of the AFT, Shanker is involved in the formulation of educational policy in the United States. Among his solutions to some education problems are teacher candidate testing, improved salary structures for teachers, tougher courses, standards and discipline and a return to teaching a common core of democratic values.

Shanker, 60, served in leadership positions, including president, in the United Federation of Teachers in New York City for more than 10 years before being elected to his



Shanker



Berry



Kingston



Milford

AFT post in 1974. Under his tenure, membership in the AFT has experienced nearly a 50-percent growth rate.

He also is a national vice president of the AFL-CIO, serves as president of its Department of Professional Employees and is a board member of numerous educational organizations, including the Carnegie Forum on Education and the Economy and the National Board for Professional Teaching Standards.

Shanker also writes a weekly newspaper column, "Where We Stand," which is carried in 61 publications throughout the country.

He is a New York City native, earned his bachelor's degree from the University of Illinois and attended Columbia University.

Berry, 50, is a professor of his-

tory and law at Howard University in Washington, D.C. She also has taught at EMU, Central Michigan University and the University of Michigan and has held administrative posts at the University of Maryland and University of Colorado.

Berry has served as a commissioner on the U.S. Commission on Civil Rights since 1980 and was an assistant secretary for education in the U.S. Department of Health, Education and Welfare from 1977 to 1980.

In 1983, Berry, along with two other Democrat commissioners, was fired from the U.S. Commission on Civil Rights by President Ronald Reagan for their outspoken criticism of his administration. Berry sued in federal court for reinstatement and won.

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## Women's Studies Week is Nov. 14-18

EMU will present a series of activities Monday, Nov. 14, through Friday, Nov. 18, to celebrate Women's Studies Week.

The week's events will begin Monday at 1 p.m. with a faculty panel discussion on women's studies courses to be offered at EMU in the 1989 winter semester. It will be held in room 411D Pray-Harold Classroom Building.

Tuesday's first activity, from noon to 1:30 p.m., will be a panel discussion on women's issues. Featured speakers and topics will include Ronda Gliken, EMU librarian, speaking on "How I Found Out Who's Who: 298 Black American Authors"; Jean Bush-Bacelis, management instructor, who will discuss "Student Group Evaluation of Student Writing"; and Sylvia Jones, director of the Children's Center, who will speak on "State of the Art Child-care: The Nature of the Beast(ie)." The discussion will be held in the Burson Room of Roosevelt Hall.

Tuesday's second event will feature Janet Kaufmann, professor of English at EMU and a well-known feminist writer, who will read selections from her newest work of fiction, "Obscene Gestures for Women," in the Faculty Room of

McKenny Union at 4 p.m. A wine and cheese reception will follow Kaufmann's reading at 5 p.m. in the Alumni Lounge of McKenny Union to honor EMU President John W. Porter's recent Phillip Hart Award from the Michigan Women's Hall of Fame.

Wednesday, Barbara Bilge, visiting professor of sociology, will speak on "Gender Role Implications of Graffiti in Men's and Women's Restrooms." It will be held in Room 411D in Pray-Harold at noon, and guests should bring a lunch.

Thursday, the videotape "A Question of Silence" will be shown at 12:30 p.m. in 411D Pray-Harold. Guests also should bring a lunch to this event.

EMU offers a minor in women's studies with more than 20 courses for men and women to choose from. The courses are designed to document the roles and contributions of women. The Graduate School also offers a women's studies concentration in the master of liberal arts program.

The public may attend any of the Women's Studies Week activities free of charge. For more information, contact EMU's Women's Studies Office at 7-1177.

## Campus Capsules

### Seminar to Focus On English Literature in Far East

The Department of English Language and Literature will present a seminar titled "The Study and Teaching of English Literature: The East and Far East" Friday, Nov. 11, beginning at 9 a.m. in Rooms 319 and 420 Pray-Harold Classroom Building.

Professor Wang Shi-ren, deputy director of the Department of English at Beijing University, will give an overview of the study and teaching of English literature in China at 9 a.m. Shi-ren also will discuss "The Reception of English Poetry by Chinese Students of Literature" at 3 p.m.

Professor Henryk Zbierski, chairman of the Department of British Literature in the Institute of English at Adam Mickiewicz University in Poland, will discuss Poland at 10 a.m. Zbierski also will discuss his research on the various interpretations of the endings of Shakespeare plays in East European productions, with particular emphasis on their fatalistic world views, at 2 p.m.

A reception and informal discussion will follow the presentations at 4 p.m. in the English Department Lounge on the sixth floor of Pray-Harold.

The seminar also will feature a lunch at Cottage Inn at noon and dinner at the Forbidden City at 7 p.m.

For more information, call the Department of English Language and Literature at 7-4220.

### EMU To Host Univ. Of Illinois Jazz Band

EMU will host the nationally-accepted University of Illinois Jazz Band in two free concerts Tuesday and Wednesday, Nov. 15-16, on the EMU campus.

The band will perform Tuesday at 11 a.m. in EMU's Quirk Theater and Wednesday at 8 p.m. in Pease Auditorium.

The EMU Music Department also will present a jazz workshop Tuesday and Wednesday at 2 p.m. in the Alexander Music Building Band Room for high school and college students.

The University of Illinois Jazz Band was formed in 1960 by its current director, John Garvey. Since then, the band has twice been named the Best Big Band and three times the National Big Band Champion at the Intercollegiate Jazz Festival and was named the Best Big Band at the Collegiate Jazz Festival three times.

Both workshops and performances are free and open to the public.

### Webb To Discuss Foreign Student Visa Forms

Paul Dean Webb, director of foreign student affairs, will speak on recent developments in F-1 and J-1 visa regulations and the new I-20 and I-538 forms Thursday, Nov. 17, from 1 to 3 p.m. in the Faculty Lounge of McKenny Union.

All foreign students are invited to attend.

### Hansen To Speak On Student Ethical Dilemmas

Dr. Ruth Hansen, professor of human, environmental and consumer resources, will speak on "Helping Students Work With Ethical Dilemmas" Wednesday, Nov. 9, at noon at University Lutheran Chapel, 812 Ann St. across from the Walton-Putnam Residence Hall complex.

Hansen's talk is part of a 1988 Fall Faculty Luncheon Series. Guests should bring their own lunches.

### U-M Professor To Discuss Canadian Internships

EMU's Canadian Studies Center will present Dr. Helen Graves, associate professor of political science at The University of Michigan-Dearborn, Thursday, Nov. 10, at 1 p.m. in Room 508 Pray-Harold, to discuss spring internship opportunities with members of Canada's Parliament.

Graves sponsors a six-week comparative political science internship each spring during which students are placed in the offices of members of Canada's House of Commons in Ottawa.

Students who speak French are placed with delegates from French-speaking areas. EMU participants will be able to guest register with U-M and transfer six credit hours to EMU.

For more information, call 7-4081.

### Project SERAPHIM Offers Fellowships

Project SERAPHIM invites college/university high school chemistry teachers, who are interested in computer-based instruction, to apply for its summer or academic-year fellowships.

Participants will be expected to do research and aid in the development or dissemination of micro-computer-based instructional materials.

Participants will be expected to aid in the exploration of several instructional areas, including preparing simple inexpensive laboratory interfaces, software and associated experimental write-ups and applying artificial intelligence and video disc technologies to teach chemical reactivity.

Academic-year participants will spend one or two semesters in residence at EMU and must apply by Thursday, Dec. 1, 1988.

Summer participants will spend four to nine weeks in residence at EMU between May 1 and Aug. 15 and must apply by Feb. 1 for summer 1989.

For more information or to apply for a fellowship, write to: Project SERAPHIM, Department of Chemistry, EMU, or call 7-0368.

### Medicare Changes Must Be Noted

Over the past few years, many changes have occurred in the Medicare system. The following information is intended to clarify those changes and ensure that people get proper coverage. People who retire at age 65 (or are already

retired and reach age 65) have three months before and three months after their 65th birthday to sign up for Medicare. Failure to do so within this time frame may result in penalty charges. People this rule applies to should contact their local Social Security office. People who continue working beyond their 65th birthdays should sign up for "eligibility" to participate in Medicare as soon as possible. This registers one with Social Security and begins the Medicare coverage process.

For more information, call the Ann Arbor Social Security Administration Office at 668-2125.

### IBM PC Fair To Be Held Nov. 17-18

International Business Machines Corp. will hold an IBM PC Fair Thursday and Friday, Nov. 17-18, in the Main Lounge of McKenny Union.

The fair will be held Thursday from 10 a.m. to 7 p.m. and Friday from 10 a.m. to 2 p.m.

IBM representatives will be at the fair to demonstrate equipment and software for the IBM PS/2 product line.

The systems also will be available for purchase by EMU faculty, staff and students at discounts up to 40 percent.

Representatives from CBM Computer Center of Ann Arbor, which has been selected as EMU's dealer of choice for the systems, will be on hand to demonstrate software and take purchase orders.

For ordering information, call 996-3500.

## EMU hosting 2nd group of minority visiting professors

EMU's Martin Luther King Jr./Cesar Chavez/Rosa Parks Program has brought its second group of minority visiting professors to campus, whose areas of expertise range from nursing to physics.

They are St. Joseph Mercy Hospital nurse Joyce Baker; psychologist Enos Greer Massie; Dr. Manuel Reyes Mazon, former coordinator of Ferris State University's Bilingual Education Institute; physicist Daniel J. Melendez-Avira; artist Shirley Woodson Reid; and Don Anthony Rice, president of Rice and Associates, a Detroit business consulting firm.

The KCP Visiting Professor Program is a state-funded project aimed at increasing the visibility of minorities in teaching positions to offer students a wide range of classroom experiences.

The visiting professors are on campus throughout the year, although their lengths of stay and classroom activities vary.

Baker, who specializes in parent-child nursing, will be on campus until the end of winter semester teaching nursing courses.

She earned a bachelor's degree in nursing from Madonna College, a nursing diploma from St. Luke's School of Nursing in Marquette and currently is a graduate student at Wayne State University studying health care of women.

She has been a nurse at St. Joseph Mercy Hospital since 1977, and has worked in its intensive care and labor and delivery units and now is a hypertension screener.

Massie is teaching introductory psychology this fall and also will teach it during the 1989 winter semester.

He holds a bachelor's degree from Western Michigan University, two master's degrees from the University of Michigan and is a doctoral candidate at U-M in social work and psychology.

He has worked as a medical social worker at U-M Hospital, was an interviewer for the National Child Welfare Project and served as an intern in the Michigan Department of Mental Health. Massie also worked as a social worker intern at Huron Valley Guidance Clinic and Douglass Community Association in Kalamazoo, was a behavior ther-

apist for the Kalamazoo Valley Intermediate School District, interned as a psychologist for Kalamazoo Juvenile Court and was a teaching assistant at WMU.

Mazon will be involved with the development of special topics projects in the Graduate School and EMU's Bilingual Education Program throughout the fall and winter semesters.

He holds a bachelor's degree from Northern Arizona State University, a master's degree from New Mexico Highlands University and a doctorate from the University of Texas at Austin.

From 1983 to 1988, Mazon taught at Texas Southern University and served as director of a teacher training project in bilingual education and an international short-term teacher training project. He also was a researcher on a joint TSU-Harvard University project on teacher inservice training.

Mazon also has served as a consultant for numerous schools and organizations, including the Nogales (Ariz.) Public School District, Flagstaff (Ariz.) Public Schools, Northern Arizona University and the University of New Mexico. He also taught at San Diego State University and founded its Institute for Cultural Pluralism and worked in the U.S. Office of Education and Bureau of Indian Affairs.

Melendez-Avira, a physicist, will teach a physics course during the fall and winter semesters.

He has both a bachelor's and master's degree in physics from Cornell University and is a doctoral candidate at U-M.

Melendez-Avira was a graduate research assistant at U-M's Space Physics Research Laboratory for six years and was a lecturer in U-M's Latino Studies Program. He also has served as a student researcher at the NASA Goddard Space-Flight Center in Maryland and was a visiting student scientist at the National Center for Atmospheric Research and the Kitt Peak National Observatory.

He has served as chairman and vice chairman of the Council of Hispanics for Higher Education.

Woodson Reid is at EMU this fall teaching two art classes. She holds a bachelor's and master's

degree from Wayne State University and has studied art in Rome, Paris, Los Angeles, Chicago and Stockholm, Sweden.

She has served as an art consultant for the Highland Park School District since 1982 and has been assistant director of projects for the National Conference of Artists Michigan Chapter since 1985. Woodson Reid also was an art specialist at Highland Park Elementary School, director of Pyramid Gallery in Detroit and taught art at Highland Park Community College and WSU.

She has shown her work in numerous exhibits since the 1950s and is included in the collections at WSU, the Dulin Gallery of Art in Tennessee, Detroit Board of Education, Detroit Receiving Hospital, Your Heritage House Museum and Omni Arts in Detroit and the Toledo Art Commission.

She has had solo exhibits at WSU and Howard University and has won numerous awards, including the National Conference of Artists' Award for Excellence.

Rice is teaching health administration courses, advising students and supervising student internships. He will be on campus during the fall and winter semesters.

He holds a bachelor's degree from U-M and a master's of business administration from Indiana University.

Rice formed his own company, Rice and Associates, in Detroit in 1986, which offers health care consulting; health service and facility development; market research, planning and operations; financial management; government relations and other consulting services.

He worked for Comprehensive Health Services of Detroit from 1978 to 1986, where he was administrator of new business planning, HMO planner and senior health planner. He also worked for Blue Cross and Blue Shield of Michigan as a cost containment consultant, market research analyst and was a market research analyst for Miller Brewing Co. and Ford Motor Co.

For more information on the KCP Visiting Professor Program, call EMU's Office of Equity Programs at 7-2133.

## Regents amend '88-89 General Fund budget

The EMU Board of Regents, at its regular meeting Oct. 26, approved an amended 1988-89 General Fund operating budget of \$91,261,801, reducing both revenue and expenditure budgets by \$836,252.

Although the regents originally approved a \$92,098,053 budget in June, the tuition rollback which the board enacted in August and the approved appropriation bill, with line-item funding requirements, left the University with a \$2.9 million budget deficit.

The regents formally discussed the budget and a strategic plan for resolving the imbalance at their regular meeting last month. The Oct. 26 action is a follow-up to that plan and incorporates specific actions into the operating budget.

The amended 1988-89 budget assumes an enrollment estimate of 475,845 student credit hours, excluding continuing education courses. It estimates tuition revenue at \$31,352,816, which is approximately \$1.5 million less than what would have been provided if tuition rates had not been rolled back.

Actions generating additional revenue include the implementation of a \$10 increase in graduation fees, effective with the April 1989 graduation, which will increase 1988-89 revenue by \$20,000; a \$2 increase in transcript fees, generating \$50,000; the allocation of \$258,325 in state appropriation dollars, originally set-aside for forward funding, to operations; and the reduction of administrative services fees, which will provide \$46,000 in indirect cost recovery.

In addition, projected investment interest earnings will likely generate \$33,000 more than expected; \$275,000 in interest income on the forward-funding reserve will be applied to operations; and \$17,000 in interest income from the University's Designated Fund will be transferred to operations.

Additional expenditures include the state-funded line-item \$297,750

in Research Excellence funding and \$103,000 for the World Staff; \$59,970 more in faculty/staff recruiting expenses, increasing that budget to \$150,000; \$140,000 for an accrued unfunded workers compensation liability; \$475,000 for AFSCME and nonbargained-for employee wage adjustments; and an oil charge refund of \$9,789 which will be allocated to the Welch Hall project.

Expenditure reductions include \$150,000 from the scholarship budget, which is said to be "consistently underexpended"; \$100,000 from the College of Technology Equipment budget; \$29,125 from the Career Services honorarium budget; \$33,000 from a reduction in University insurance premiums; \$125,000 from the noninstructional equipment budget, leaving only \$25,000 for that purpose; \$200,000 from the maintenance budget, funding 13 projects with the remaining \$399,900; and \$150,000 from restrictions placed on overtime pay and the use of temporary employees.

The University also is expected to save \$170,000 from reduced energy charges and will likely recoup \$400,000 more in staff salaries, both which are reflected in the amended budget.

In addition, the faculty/lecturer salary budget will be reduced by \$516,704 through a review of faculty salary budgets based on the actual number of faculty and converting unfilled tenure-track positions to lecturer positions; the cancellation of low-enrollment course sections; a reduction in departmental released time normally allocated for program advising, course and program development and special administrative assignments; and a review of individual faculty course loads.

Finally, the University's \$100,000 contingency budget will be reduced by \$47,934 to balance revenues and expenditures.

## Minority hiring initiatives reported to regents

The EMU Board of Regents, at its regular meeting Oct. 26, heard a report outlining 1989-90 plans to increase the numbers of minority faculty hired.

As an incentive to departments in which minorities, particularly Hispanics, are rare, the Division of Academic Affairs will convert some lecturer positions to tenure-track positions. For instance, departments traditionally lacking in minority faculty, such as chemistry and mathematics, will have an additional tenure-track position added to their base number if they successfully recruit a Hispanic faculty member.

The Division of Academic Affairs anticipates 30 to 40 vacant

faculty positions for 1989-90, of which 25 already have been posted. The division intends to ensure that all pools of applicants for those positions are representative, that minority candidates are interviewed and that a significant number of positions are filled with minorities.

Further, academic departments failing to pursue affirmative action principles in their recruiting, interviewing and recommendation efforts will not be permitted to fill their vacant tenure-track positions.

Fiscal implications of the minority faculty hiring initiatives will be determined by the number of lecturer positions converted to tenure-track positions.

## Music Dept. to present annual Bandorama Nov. 12

EMU's Music Department will present its 20th annual Bandorama Saturday, Nov. 12, at 7 p.m. in Pease Auditorium.

Featured performers will be the EMU Concert Winds, directed by Dr. Max Plank and graduate assistant Tim Hoey; the University Symphonic Band, directed by Dr. J. Whitney Prince; and the 170-member Marching Hurons.

The program will include Toccata/Fanfare No. 4 by Dr. Anthony Iannaccone, EMU professor of music; "Recitative, Sicilienne et Rondeau" by Eugene Bozza; "Moorside March" by Gustav Holst; and Symphonic Dance No. 3, "Fiesta" by J.

Clifton Williams.

Also on the program will be "Children's March" by Percy Aldridge Grainger, "Be Glad Then America" by William Schuman and "Music for Prague 1968" by Karl Husa.

In conjunction with Bandorama, the Department of Music will present its Wind and Percussion Clinic Day as well as a jazz clinic for high school musicians.

Tickets for the concert are \$4 for adults; \$2 for students and senior citizens. They are on sale in EMU's Arts and Entertainment Box Office and may be reserved by calling 7-1221.

## Commencement speaker

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She holds a bachelor's and master's degree from Howard University and a law degree and doctorate from the University of Michigan.

She has written or co-authored five books dealing with such topics as civil rights, the black experience in America, Supreme Court decision making and the failure of the Equal Rights Amendment.

Berry has served on numerous boards, including the National Advisory Committee on Minority Concerns of the College Board and the Advisory Board of the Institute for Higher Education Law and Governance.

She has won the U-M's Athena (Distinguished Alumna) Award, the Roy Wilkins Civil Rights Award, the President's Award from the Congressional Black Caucus Foundation and the Hubert H. Humphrey Civil Rights Award.

Kingston, 48, was the first recipient of EMU's M. Thelma McAndless Distinguished Professor Chair in the Humanities in 1986.

She is a former public school teacher whose first novel, "The Woman Warrior," won the National Book Critics Circle Award. Her second novel, "China Men," won the American Book Award and the Anisfield-Wolf Race Relations Book

Award, was nominated for a Pulitzer Prize and was a Book-of-the-Month Club selection. Kingston also published a collection of essays, "Hawaii One Summer" and her third novel was being published at the time of her appointment at EMU.

Kingston earned a bachelor's degree from the University of California at Berkeley and worked as a high school teacher in California and Hawaii, as a language arts teacher at the Mid-Pacific Institute of Honolulu and as a visiting associate professor of English at the University of Hawaii.

She has been a National Endowment for the Humanities Fellow and a Guggenheim Fellow. Kingston delivered the Hopwood Lecture at U-M in 1983 and was the subject of a 1982 British Broadcasting Corp. documentary for its "Writers and Places" television series.

Milford, 81, served on the EMU Board of Regents from 1974 until her retirement in 1987 and was the first woman elected president of the Ypsilanti Board of Education. She served 12 consecutive years on the Ypsilanti board after her initial election in 1955.

Milford earned both her bachelor's and master's degrees from U-

M in business and economics.

She was head of the Business Department at Saint Mary's College of Notre Dame in South Bend, Ind., in 1939 when she was invited to come to EMU as an instructor of business education. Milford resigned from EMU in 1943 to raise her five children. In 1963, she became a full-time teacher at Lincoln Consolidated High School where she stayed until her retirement in 1974.

Milford has a long record of community service, including membership as the first woman on Ypsilanti's Tax Review Board. She also chaired the Ypsilanti Child Care Center during World War II, served on the Ypsilanti Human Relations Commission for nearly 10 years, was a member of the Huron Valley Child Guidance Clinic and was Washtenaw County Chairwoman for the Cancer Society and Ypsilanti Chairwoman for the March of Dimes.

She received a Distinguished Service Award from the Ypsilanti Chamber of Commerce in 1985, was recognized by the Michigan Legislature for contributions to the state and was recognized by the U.S. House of Representatives for community contributions.

# Focus on Faculty

## Part of coatings research at EMU is to protect atmosphere

By Diane Davis

In addition to developing better products, a main focus of the coatings research is protection of the atmosphere, according to Dr. John C. Graham, director of the Coatings Research Institute at EMU.

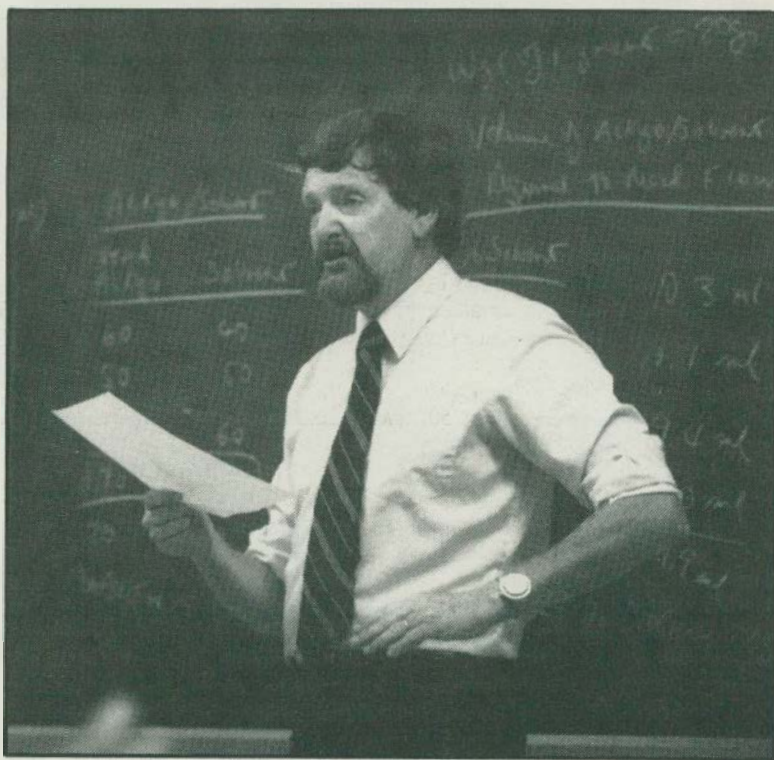
A typical coating, such as house paint, is 35 percent solid and 65 percent solvent, which evaporates. An environmental regulation in California, however, requires coatings to be 75 percent solid and a similar proposal soon will be in effect for Michigan. "If California can produce products at those standards, certainly Michigan, as well as the rest of the world, can," Graham said. "But, the 75 percent solids we have at the present time do not perform as well as they could."

The challenge Graham and other researchers at the CRI face is to develop coatings that conform to new environmental standards while still performing well.

When a coating dries, and its solvents evaporate into the air, it interferes with the Earth's ozone layer and causes pollution. This, in turn, contributes to the "greenhouse effect," according to Graham.

Without improvements in coatings, he added, the ozone layer is in danger of depletion.

"We look for improvements in coating products, many of which are commonly used around the house," he said. "Anything that we can buy in a store (such as paint or



**Dr. John Graham, director of EMU's Coatings Research Institute, says the combined resources of Eastern's CRI and the Paint Research Association Laboratories also in the center amount to "a microcosm of a very large paint company."**

varnish) is known as a trade sale coating."

In addition to enhancing appearance, coatings must be sturdy enough to protect what they cover. "All the research we do is designed to improve a coating, or find new coatings, new procedures or new

mechanisms by which we can generate new coatings," he said.

The center also researches the solvents in industrial coatings, which are called polymers. "We look for new polymers or new 'guts' of a coating. You can't have a good coating with a bad polymer,

you have to have the polymer," Graham said. For instance, new mechanisms and procedures are examined at the institute which convert a polymer to a liquid then into a solid so the coating doesn't run off the wall, he said.

In addition to developing new products, the center examines existing technology. When a new type of paint comes on the market, it's analyzed by researchers at the center and, if it's a good product, its technology may be "mimicked," Graham said.

Graham also serves as director of two separate groups within the Coatings Research Center: EMU's CRI and the Chicago-based Paint Research Association Laboratories Inc. "There is a close relationship between the two groups. They have a single director, myself, which creates strong interaction between the University function CRI and the non-University PRA function," he said.

The PRA is composed of 25 domestic and foreign companies which provide a budget of more than \$700,000 a year for research. "The combination of PRA and CRI composes a microcosm of a very large paint company," Graham said.

Because they're in the same building, the groups share equipment and instrumentation. "When you throw in all the instrumentation we have access to, on top of what PRA can offer, we have better instrumentation than most paint companies have. We're very proud of that," Graham said.

Before he became director of the center, Graham was a visiting professor of industrial chemistry in EMU's College of Technology. The college was in its early stages of development then (in 1979) and Graham was instrumental in starting EMU's coatings and polymers academic program and the CRI. "It's been a good move for us; we've got a very successful teaching program," he said. "This situation (EMU's first facility dedicated solely to research) is unique for EMU because it's not usually thought of as a research institution. It took a lot of farsightedness (for the University) to go along with the idea."

The EMU location was chosen by PRA because of the excellent reputation of its polymers and coatings program, the amount of existing equipment and the opportunity to utilize faculty and student researchers.

And while PRA officials saw obvious rewards with the availability of student researchers, the rewards for the students are even greater. Most who work in the center are polymers and coatings majors and the laboratory experience they receive—in a real rather than simulated or purely teaching lab—qualifies them for jobs in coatings research immediately upon graduation.

"I think this combination (of the University CRI and the private PRA) really is a unique situation," Graham said. "It's not duplicated anywhere else in the world."

# Promotions

The EMU Board of Regents approved the following staff promotions at its Oct. 26 meeting.

**Melonie B. Colaianne**, interim executive director for Board Relations, was promoted to associate executive vice president and secretary to the Board of Regents.

Colaianne, 32, has been assistant to the vice president for University Relations and Regent at EMU since 1987. She came to EMU in 1976 as an administrative secretary to the associate vice president for University Relations. In 1980, she was promoted to personnel representative in the Department of Human Resources. She served as compensation programs associate and benefits manager from 1981 to 1983 and was promoted to assistant director of staff and union relations in 1984. She has also served as acting director of Employment/Affirmative Action, director of Human Resources Information Systems and acting director of employee relations.

Colaianne earned her bachelor's degree from EMU in 1983 and currently is pursuing a master's degree at EMU.

At EMU, she has been a member of the Institutional Planning Advisory Committee, Crisis Council and the Affirmative Action/Equal Employment Opportunity Council and chairperson of the Senior Administrative Intern Committee as well as chief negotiator with the UAW bargaining units.

As associate executive vice president and secretary to the Board of Regents, Colaianne will assist the executive vice president with all executive responsibilities and activities and supervise internal auditing activities and the revision of University policies and procedures.

Specific responsibilities will include directing the preparation and dissemination of materials for Board of Regents meetings; directing and maintaining responsibility for Board correspondence, travel arrangements, meeting schedules



Colaianne



Elliott

and development activities, preparing and summarizing reports for the Board of Regents; and serving as the Board's representative at University-related activities and events.

She also will be responsible for supervising the operational activities of the Huron Center Project; monitoring divisional budgets and expenditures relating to capital construction projects and associated legal, architectural and contractor fees; directing and coordinating the research, development, revision, dissemination and maintenance of the University's Policy and Procedure Manuals; and serving as the Board's representative to the Executive Council.

**Jane Bachelord Elliott**, area complex director, was promoted to financial aid adviser in the Office of Financial Aid.

Elliott, 36, has been area complex director in EMU's Housing and Food Services Department since 1985. Prior to that, she was resident manager of University apartments at EMU for one year and assistant manager/program coordinator at Ann Arbor's Parkway Management Co. for three years.

She holds both a bachelor's and master's degree from EMU and resident manager accreditation from the Institute of Real Estate Management.

Elliott developed EMU's Academic Enhancement Program, which is designed to help freshmen successfully complete the first year of college. She belongs to the American College Personnel Association and the American Association of

Counseling and Development.

As financial aid adviser, Elliott will meet with students to evaluate their financial aid applications and administer specific financial aid programs.

**Grams Ann Fayaz**, account specialist in the Continuing Education Division, was promoted to accountant in that division.

Fayaz earned a bachelor's degree in accounting from EMU in 1986. She has been employed by EMU since 1980. She worked as an admissions clerk in EMU's Graduate School, a senior account clerk in McKenny Union and an account clerk in EMU's Accounting Office.

Fayaz also worked at National Bank and Trust in Ann Arbor.

As an accountant, Fayaz will perform the various duties required to maintain accurate and complete records for her assigned department.



Fayaz



Fowler

**Pamela W. Fowler**, acting associate director of scholarships in the Financial Aid Office, was named permanently to that post.

Fowler, 35, joined the EMU staff in 1985. Prior to that, she was a branch manager at the National Bank of Detroit, where she had worked for 10 years in various capacities.

She earned her bachelor's degree in business administration from EMU in 1975.

Fowler is the four-year public institution representative for the Michigan Student Financial Aid Administrators Association, serves on the Midwest Association of Student Financial Aid Administrators and is

chairperson of the Professional Development Committee of MASFAA.

As associate director of scholarships, she will direct the overall operation of freshman and upper class scholarships, including application processing, awarding and reporting activities.



Hadley



Wilbanks

**Jennifer D. Hadley**, programmer/analyst I in University Computing, was promoted to programmer/analyst II.

Hadley joined EMU in 1987 after working as a programmer for United Airlines in Chicago for one year.

She holds a bachelor's degree from EMU in business computer systems and served one year as a student intern with International Business Machines Corp. while a student at EMU.

As programmer/analyst II, Hadley will analyze, design and implement complex systems and procedures, and write and maintain computer programs for use by University computing.

**Roy Wilbanks**, interim executive vice president for the past month, was appointed permanently to that post.

Wilbanks, 46, has served as vice president for University Relations at EMU since 1985. He came to the University in 1983 as assistant to the president for government and community relations and secretary to the Board of Regents.

Wilbanks has spent 23 years in public administration as a teacher and administrator at the secondary school level and in higher edu-

cation.

A native of Ypsilanti, he earned a bachelor's degree from Colorado State University in 1965 and a master's degree from EMU in 1968.

Wilbanks has served as chairman of the Ypsilanti Township Parks and Recreation Commission, chairman of a Blue Ribbon Committee to study and recommend joint recreational programs for the Ypsilanti community, member of the Ypsilanti Community Utilities Authority Board, trustee of the Ypsilanti Township Board and president of the Washtenaw Development Council. Recently he was appointed to the Michigan Natural Resources Trust Fund Board by Gov. James J. Blanchard.

As executive vice president, Wilbanks will serve as the University's chief operating officer and as chief executive officer in the absence or at the direction of the president. He will be responsible for providing preliminary support to the president in the areas of planning, development, implementation, coordination and evaluation of University programs and activities.

Major responsibilities will include supporting and encouraging community service, recruiting qualified and dedicated administrators, developing an effective organizational structure, cultivating outside funding sources, communicating and interacting effectively with all constituents of the campus community and public at large, serving as an advocate for higher education on an international, national and state level and interpreting the future needs of society and the role of higher education in meeting society's challenges.

All appointments are effective immediately.

Due to space limitations, *Promotions* will be continued in next week's *Focus EMU*.

# Openings

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Employment/Affirmative Action Office and received no later than 5 p.m. on the expiration date.

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Wednesday, Nov. 16. Detailed job descriptions may be reviewed in Room 310 King Hall.

## CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

### POSTING # CLASS/GRADE

CSAA88041 - CS-03 - \$500.40 - Clerk, Academic Advising  
 CSUR88006 - CS-05 - \$627.81 - Senior Secretary, Training and Development - Experience with the IBM and MacIntosh computers and applications of word processing and/or ability and willingness to learn.

CSSA88028 - CS-05 - \$627.81 - Senior Secretary, Equity Programs  
 CSUR88007 - CS-05 - \$627.81 - Senior Secretary, Center for Entrepreneurship - 50 percent - Database entry on microcomputer and word processing experience and/or ability and willingness to learn.

## ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PTAA88018 - PT-07 - \$821.76 - \$1,206.29 - Coordinator, Independent Study Program - Continuing Education - 50 percent  
 PTUR88007 - PT-07 - \$821.76 - \$1,206.29 - Systems Programmer II, University Computing

## FACULTY

FAAA88040 - Assistant Professor/Assistant Director of Bands, Music Department

FAAA88041 - Assistant Professor, English Department

## FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate\*)

### REPOST

FMBF88036 - FM-23 - \$14.12/hr - Maintenance Mechanic/Emergency Stationary Engineer, Physical Plant  
 FMBF88037 - FM-23 - \$14.12/hr - Heating, Ventilation and Air Conditioning Control Specialist, Physical Plant

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

An Affirmative Action/Equal Opportunity Employer

# Research

## National Science Foundation Programs For 1989

The submission deadline for the following NSF grant programs in the Social, Economic and Behavioral Sciences is Jan. 15, 1988: Decision, Risk and Management Sciences, Economics, Geography and Regional Science, Law and Social Science, Measurement Methods and Data Improvement, Political Science, Sociology, Animal Behavior, Human Cognition and Perception, Linguistics, Sensory Systems, Neural Mechanisms of Behavior, Neurobiology of Learning and Memory, Social Psychology. The same program deadlines also will occur on Aug. 15, 1988.

Submission deadlines for Science Education programs are:

Instructional Material Development-Feb. 1, 1989;  
 Research in Teaching and Learning-Feb. 15, 1989;  
 Informal Science Education-April 1, 1989;  
 Teacher Enhancement-April 15, 1989;  
 Teacher Preparation-April 15, 1989;  
 Applications of Advanced Technologies-May 1, 1989.  
 Contact Rick Howard at 7-3090 for more information.

# Anniversaries

The following EMU employees are being recognized for having served five, 10, 15, 20 and more than 20 years with the University as of this month. The time served indicated is time employed as a regular EMU employee; time spent as a temporary employee or lecturer is not included as those are not regular appointments. The names below were provided by the Employment Office.

## 20+ YEARS

James F. Kreklau, Maintenance (27)  
 Joyce Margaret Deck, Graduate Records (23)  
 Bette Hadley Frank, Graduate Admissions (23)  
 Charlotte J. Jordan, Academic Records (21)  
 Merritt L. McComb, Parking and Paving (21)

## 20 YEARS

Lou Jennia Cornett, Dining Commons  
 Rosa L. Morrison, Custodial Services  
 John Nanry, Grounds

## 15 YEARS

Rita Jean Bullard, General Library

## 10 YEARS

John C. Burkhardt, Institutional Advancement  
 Arbra Hamilton, HPERD  
 Geo T. Johnson, Motor Pool  
 Tanya L. Protzman, ORIS

## 5 YEARS

Meriel Korzynski, Academic Records  
 Steve Porter, Instructional Computing  
 Marjorie Pregitzer, Accounting  
 Donna Vanraden, Accounting  
 Annie Williams, Custodial Labor

# Adviser

## Academic Advising Center

229 Pierce Hall

Hotline: 7-3344

Prepared by: Bob Salisbury

## Answering Basic

### Studies Questions:

Language Area, page 26 in 1987-88 Catalog

1. How is a student's English composition requirement determined?  
 Answer:

- A. All students must take English 121 unless they are eligible to take a foreign language course in its place.
- B. Students scoring below 17 on the English portion of the ACT or below 400 on the SAT verbal must take English 120 prior to taking English 121.
- C. English 120 does not satisfy a basic studies requirement. It will, however, count as a free elective toward graduation.

2. What is the "foreign language option"?

Answer:

Students eligible for this option must earn a high school GPA of 2.5 or above and attain an ACT English score of 25 or above or SAT verbal score of 550 or above. These students may take a foreign language course instead of English 121.

3. Do all students have to take speech?  
 Answer:

Yes! All students must complete CTA 121 or CTA 124 unless a substitution is approved by the Communication and Theater Arts Department.

We will be posing additional questions in future issues. If you have any questions about basic studies, please give us a call on the Advising Hotline, 7-3344.

# Events of the Week

Nov. 8 - Nov. 14

## Tuesday 8

WORKSHOP — Training and Development will present a workshop on EMU's purchasing system, 201 King Hall, 9 a.m.  
 WORKSHOP — Career Services will present a workshop on the Discover career planning computer, 405 Goodison, 1 p.m.  
 WORKSHOP — Counseling Services will present a workshop on strategies to minimize pain when relationships end, 300 Snow Health Center, 3 p.m.  
 MOVIE — Campus Life's Silver Screen will present "Seventh Sign." Admission is \$2. Strong Auditorium, 8 and 10 p.m.

## Wednesday 9

WORKSHOP — Career Services will present a workshop on EMU's financial records system, 201 King Hall, 9 a.m.  
 MEETING — The Association of Black Social Workers will meet, Oxford Room, McKenny Union, 12:30 p.m.  
 WORKSHOP — Career Services will present a resume preparation workshop for education majors, 405 Goodison, 2 p.m.  
 WORKSHOP — Career Services will present a career planning workshop, 425 Goodison, 3 p.m.  
 WORKSHOP — Career Services will present a job search workshop for students majoring in liberal arts fields, 405 and 425 Goodison, 4 p.m.  
 MEETING — The Alumni Governing Board will meet, Gallery I, McKenny Union, 7 p.m.  
 MEETING — The National Association of Black Accountants will meet, Oxford Room, McKenny Union, 7 p.m.  
 MOVIE — Campus Life's Silver Screen will present "Seventh Sign." Admission is \$2. Strong Auditorium, 8 and 10 p.m.

## Thursday 10

MEETING — The academic deans and department heads will meet, Faculty Lounge, McKenny Union, 8 a.m.  
 MEETING — Career Services will present an interview preparation workshop for education majors, 405 Goodison, 10 a.m.  
 MEETING — The Commission on Minority Affairs will meet, Regents Room, McKenny Union, 2 p.m.  
 WORKSHOP — Training and Development will present two workshops titled "Your Money and You: Personal Pension Planning," 201 King Hall, noon and 5 p.m.  
 WORKSHOP — Training and Development will present a workshop on working with foreign students, 201 King Hall, noon  
 WORKSHOP — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 2 p.m.  
 MOVIE — Campus Life's Silver Screen will present "Seventh Sign." Admission is \$2. Strong Auditorium, 8 and 10 p.m.

## Friday 11

VOLLEYBALL — The team will host Miami University, Bowen Field House, 7:30 p.m.  
 THEATER — The Communication and Theater Arts Department will present Jean Anouilh's "The Lark," adapted by Lillian Hellman. Tickets are \$6 for the general public, \$5 for students and \$4.50 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theater, 8 p.m.  
 MOVIE — Campus Life's Silver Screen will present "Seventh Sign." Admission is \$2. Strong Auditorium, 8, 10 p.m. and midnight

## Saturday 12

MEETING — The Alumni Association Board of Directors will meet, Regents Room, McKenny Union, 8:30 a.m.  
 SWIMMING — The men's team will host the Green and White Meet, Olds 50-meter pool, 2 p.m.  
 CONCERT — The Music Department will hold its annual Bandorama, Pease Auditorium, 7 p.m.  
 VOLLEYBALL — The team will host Kent State University, Bowen Field House, 7:30 p.m.  
 WRESTLING — The team will host the EMU Open, Warner Gymnasium, 8 p.m.  
 THEATER — The Communication and Theater Arts Department will present Jean Anouilh's "The Lark," adapted by Lillian Hellman. Tickets are \$6 for the general public, \$5 for students and \$4.50 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theater, 8 p.m.

## Sunday 13

VOLLEYBALL — The team will host the University of Iowa, Bowen Field House, 1:30 p.m.  
 THEATER — The Communication and Theater Arts Department will present Jean Anouilh's "The Lark," adapted by Lillian Hellman. Tickets are \$5 for the general public, \$4 for students and \$3.50 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theater, 8 p.m.

## Monday 14

WOMEN'S STUDIES WEEK — The Women's Studies Program will present a series of activities. For more information, call 7-1177. All campus, varied times  
 PANEL DISCUSSION — The Women's Studies Program will present a panel discussion on women's studies course offerings for the 1989 winter semester. Call 7-1177 for more information, 411D Pray-Harold Classroom Building, 1 p.m.  
 MEETING — Career Services will present a career planning workshop, 425 Goodison, 1 p.m.  
 WORKSHOP — Career Services will hold a cooperative education orientation for persons interested in a winter co-op placement. Call 7-0400 to sign up, 405 and 425 Goodison, 5 p.m.