

Long-range plan calls for pursuit of 'competitive edge'

By Susan Bairley

Highlighting the theme of pursuing "a competitive edge" in the 1990s, EMU's Board of Regents discussed the University's long-range plans for the upcoming decade at its October meeting.

At the base of the plan are two assumptions: that EMU will continue to be able to attract seven percent of the state's university enrollment and that it will capture five percent of the state appropriation.

By goal area, the University has set forth the following priorities:

• **Enrollment.** Unless more residence hall and classroom space is constructed, the University considers itself "at capacity" with an enrollment of 25,000 students, which will nearly be the case by the end of the current semester. The long-range plan continues to pursue the enrollment targets set during the 1980s, with a major emphasis placed on retention, particularly that of minority students, and full implementation of EMU's Equity Program initiatives. The continued development of contract learning through off-campus enrollments in the Division of Continuing

Education and through the Corporate Education Center and World College also is emphasized. Continued monitoring of an anticipated enrollment decline, substantive changes in financial aid and the non-traditional and evening student population is advised in the plan.

• **Academic programs.** The long-range plan cites the greatest challenges in this area are maintaining the 20-1 student/faculty ratio, maintaining a quality representative faculty and "expanding the University's ability to verify the 'value added' provisions within the instructional program at the three levels of basic studies and upper division undergraduate and graduate studies."

Other identified academic priorities include the development of external advisory boards for each collegiate concentration; the possible expansion of doctoral-level programs; increased emphasis on faculty research and scholarly endeavors; emphasis on EMU's science and mathematics offerings; the physical expansion of the University Library; the construction of a new College of Education facility; and continued efforts to attract private research enterprises to campus.

• **Student services.** Identified priorities in this area are the completion of the outdoor recreation project; remodeling of McKenny Union with efforts to better serve students, particularly evening students; the improvement and expansion of Campus Life activities; and the development of a strategic plan to increase the involvement of off-campus students in campus activities and student organizations.

• **Safe and attractive campus.** In this goal area, emphasis is given to an architectural plan for the utilization of Pray-Harold Classroom Building and Briggs, Sill and Ford Halls, once the Owen College of Business Building is completed; utilization of all vacated spaces, once administrative offices are relocated into the renovated Welch and Pierce Halls and a new College of Education facility is built; and continued maintenance and improvement of the campus grounds.

In addition, the following facilities are identified for upgrading: Pray-Harold to accommodate the Art Department; Sill Hall for the College of Technology; Pease Auditorium; McKenny Union; Briggs Hall into a student computer lab-

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Honors Program awards 5 faculty release grants

EMU's Honors Program recently awarded faculty release time grants to five faculty members for special courses and projects.

The Honors Program grants are awarded for the development of new honors courses; significant revision of an existing course; significant enhancement of an existing departmental honors program; or a "wilderness experience" for honors students.

Applicants must be regular full-time EMU faculty members who have taught honors courses, advised honors students or have demonstrated records of teaching effectively in a small group setting.

This year's recipients and their projects are:

• Dr. Carl Ojala, professor, and Allen Cichanski, assistant professor, in the Department of Geography and Geology, who will teach a "Shotgun Seminar in Earth Science/Geography." The semiweekly, two-hour special topics course will feature 15-minute, pre-prepared presentations by students. The students will put their names in a hat and four will be drawn each day to give a presentation.

• Dr. Denise Tanguay Hoyer, associate professor of management,

who will enhance the Management 386 course for honors students by adding "in character" debates, in-class hypothesis testing and student development of cases.

• Dr. Russell R. Larson, professor of English language and literature, who will lead a wilderness experience titled "Canada's Cities." The project will begin with a study of Canadian literature under a new honors course, followed by travel to Toronto, Montreal, Ottawa and Quebec City.

• Dr. Richard L. Douglass, assistant professor of health administration, who will develop a new course titled "Health Care for the Homeless." It will look at home-

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Campus Capsules

Guest Speaker To Discuss Role Of Consultants

The Master of Science in Organizational Development Program will present Dr. Paul Kingstrom, human resources management consultant for Arthur Young, Thursday, Nov. 17, who will discuss "An Outsider's View About the Consultant's Role in Organizations" at 7 p.m. in Room 104 Mark Jefferson Science Building.

Kingstrom's talk marks the return of a regular speaker's schedule for the MSOD program, which will feature a different guest speaker each fall and winter semester.

The talk is free and open to the public.

For more information, call the Management Department at 7-3240.

Alumni Relations To Host Meadowbrook Event

The EMU Alumni Relations Office will host a tour, dinner and concert by EMU's Chamber Choir at Meadowbrook Hall in Rochester Thursday, Nov. 17, beginning at 6:30 p.m.

The evening will begin with a cash-bar reception and tour of the Meadowbrook Hall estate, followed by dinner and a concert titled "Bach to Rock" by the EMU Chamber Choir.

Tickets are \$23 per person and the event is open to EMU alumni and other friends of the University.

For reservation information, call 7-0250.

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.

Women's Studies Week To Feature Panel Of EMU Women

As part of Women's Studies Week at EMU, a panel of EMU women will speak Tuesday, Nov. 15, at noon in the Burson Room of Roosevelt Hall on topics ranging from child care to student writing.

The speakers will be Jean Bush-Bacelis, instructor of management, who will discuss "Student Group Evaluation of Student Writing"; Ronda Gilkin, EMU librarian, who will talk on "How I Found Out Who's Who: 298 Black American Women Authors"; and Sylvia Jones, associate director of the Children's Center, who will discuss "State of the Art Child Care: The Nature of the Beast(is)."

The panel discussion is free and open to the public.

Guests should bring their own lunches; beverages will be served.

Student Affairs Committee To Meet Nov. 29

Although there is no meeting of the EMU Board of Regents scheduled this month, the Student Affairs Committee of the board will meet Tuesday, Nov. 29, at 3 p.m. in McKenny Union's Guild Hall.

Discussion topics for that meeting will include International Affairs; Creating a Supportive Environment for Minorities; 1989-90 Student Tuition and Fees; and College of Business Parking Fees.

The meeting is open to the public.

Rule of 80 Plan Has Minor Changes

Under changes in the Rule of 80 Retirement Plan, a member now may complete this school year and retire with a retirement allowance effective date as late as July 1, 1989. Members retiring under the Rule of 80 must meet the age and service requirements and file an application with MPSERS on or before Jan. 1, 1989.

Wages earned after Jan. 1, 1989, will be used in determining the retirement allowance, but the service cannot be used toward eligibility for the Rule of 80.

Members who already have made application for a Rule of 80 Jan. 1, 1989, retirement allowance effective date and who want to continue employment should notify MPSERS in writing before Jan. 1. Members should indicate their new retirement allowance effective date and their new health insurance effective date. The MPSERS address is P.O. Box 30026, Lansing, MI 48909.

Kaufmann Reading, Porter Reception Scheduled Today

The Women's Studies Program will present a reading by author Janet Kaufmann and a reception for EMU President John W. Porter today (Tuesday, Nov. 15) beginning at 4 p.m. in the Faculty Lounge of McKenny Union.

Kaufmann, professor of English at EMU and a well-known feminist writer, will read from her newest work of fiction, "Obscene Gestures for Women." Her reading will be followed by a reception at 5 p.m. to honor Porter's recent Phillip Hart Award from the Michigan Woman's Hall of Fame.

The University community is invited to attend.

Tax Deferred Informational Meetings Scheduled Today

The Benefits Program Office will sponsor two informational meetings today (Tuesday, Nov. 15) from 9:30 to 11:30 a.m. and 1:30 to 3:30 p.m. in McKenny Union to explain EMU's two tax deferred annuity programs that employees can join.

All regular full- and part-time faculty and staff are eligible to participate in either TIAA-CREF's or E.F. Hutton's Kemper Advantage III investment programs. Representatives from each program will be present at the meetings to explain their program options.

The Internal Revenue Service allows employees of certain non-profit organizations, including universities, to save a portion of their income in tax deferred plans, which reduces one's gross earnings as reported to the IRS.

To learn more about these investment options, plan to attend one of the above two meetings.

Alternate committee members named

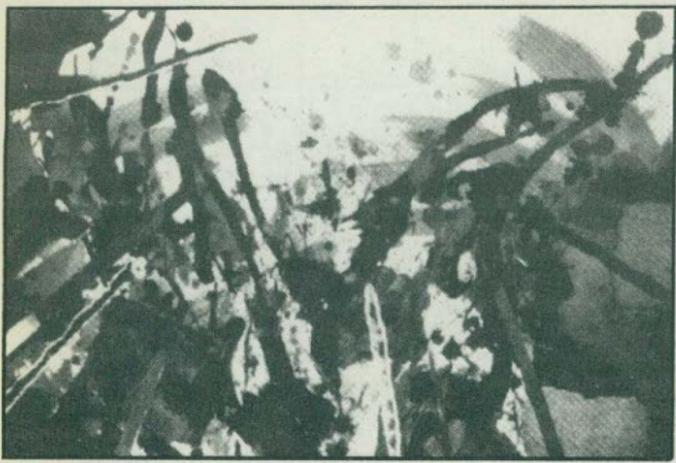
Four alternates have been selected to serve on the EMU Presidential Search Committee.

James Pate, president of Trustcorp, will serve as an alternate to Ruthann Jamnick, representing the community. Joan Hartssock, a 1972 graduate of EMU from Farmington Hills, will serve as an alternate to Ann O'Beay Pavelka, representing the alumni. Mary Linblade, administrative secretary in the Academic Advising Center, will serve as an alternate to Dr. Scott Westerman, representing EMU staff. And Jerry Raymond, president of the student body, will serve as an alternate to James Brown, representing the students.

These four groups have only one representative on the search committee, while the faculty and Board of Regents have three representatives each. It was felt by the committee that the representatives of these four groups should have alternates to ensure consistent representation at each meeting. The alternates will attend meetings only in the absence of the official representative.

The committee is chaired by Regent Donald E. Shelton of Saline. Other regents serving on the committee are John Burton of Ypsilanti and Dr. William Simmons of Southgate. The faculty representatives are Dr. W. Don Briggs, professor of history and philosophy; Dr. Karen Lindenberg, professor of political science; and Dr. J. Jan Jellema, professor of industrial arts.

Ex officio members are Dr. Geneva Y. Titsworth, chairwoman of the Board of Regents, and Melonie Colaianne, associate executive vice president and secretary to the Board of Regents.



EMU Art Professor Igor Beginin recently was awarded a second place \$500 prize for "Rites of Spring," above, at the Our Town Exhibition in Birmingham.

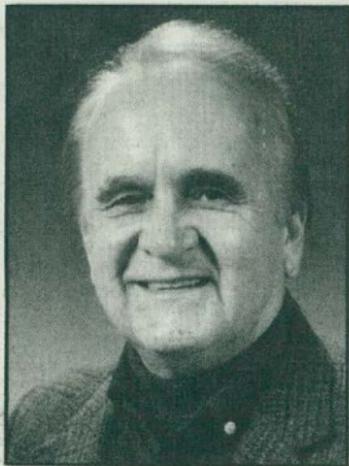
Art prof Beginin wins two painting awards

Igor Beginin, EMU professor of art, recently won awards with cash prizes totaling \$650 for work shown at two exhibitions.

Beginin was one of 82 artists chosen out of 1,108 entrants to show at the 1988 San Diego Watercolor Society International Exhibition, where he was among only 18 cash-prize winners. He won the Ahlswede, Finley, King, Shanahan, Tomaskevitch and M. Wordell Award for his painting "Day's Catch." It carried a \$150 prize.

In October, Beginin was awarded a second place \$500 prize at the Our Town Exhibition at The Community House in Birmingham for "Rites of Spring," a painting in which he used handmade paper and water-based media. That painting currently is on display at the EMU Faculty Art Exhibition in Ford Hall's Ford Gallery.

Beginin has been a member of EMU's art faculty since 1968. His work is included in collections at the General Motors Corp. Building



Beginin

in New York City, Chrysler Corp., the Detroit Free Press, Michigan Bell Telephone Co., Detroit General Hospital and several private collections. He also has served as cover illustrator for the Detroit Free Press' Sunday "Detroit" magazine several times.

Annual ROTC Turkey Shoot to be Nov. 15-18

EMU's ROTC Program will host its 25th Annual Turkey Shoot Tuesday through Friday, Nov. 15-18, at the Roosevelt Hall Rifle Range.

Participants will purchase targets for \$1 each or three for \$2.50 and compete for shooting accuracy with a .22-caliber rifle.

Shooting experience is not required as ROTC cadets and faculty will be on the range at all times and will provide the appropriate training and safety information.

A free turkey, donated by Kroger Co., will be awarded to the highest male and female shooters; highest male and female faculty shooters;

highest male and female ROTC cadet shooters; and most targets fired.

An award also will go to the highest scoring EMU residence hall, campus organization, fraternity and sorority.

The shoot-off will be held Tuesday-Thursday from 9 a.m. to 9 p.m. and Friday from 9 a.m. to 4 p.m. and is open to the public.

The Roosevelt Rifle Range is located on the ground floor of Roosevelt Hall.

For more information, call Capt. Walter Cyrus and 7-1020.

Long-range plan

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oratory; Ford Hall for Human Resources and University Publications offices; King Hall for the College of Health and Human Services; Sherzer Hall into a science museum; Boone Hall for the Business and Finance offices; Old Alexander for Continuing Education, the World College and contract learning offices; Goodison into the Campus Life Building; and the construction of an Art Kiln Building near Cornell Courts and University Stores. Monitoring of Hoyt Conference Center also will be a priority.

• **Internal management.** In this area, emphasis will be on the Quality of Work Life efforts; computerization of the campus, with emphasis on successfully implementing the integrated student and financial information system; employee relations; and campus

support services, with particular emphasis on staff training and development in relation to better utilization of computer equipment and office automation. In addition, work schedules for employees may vary as a result of work-share programs and other innovations. Affirmative action will continue to be emphasized.

• **Fund-Raising.** The long-range plan in this area includes acquiring private support to establish at least one distinguished chair in each of the six collegiate concentrations; raising \$6 million to fund 600 Departmental Uniqueness Awards at \$1,000 each in every department; and creating a pool of unrestricted competitive funds for faculty research and scholarly pursuits. In total, a major capital campaign approaching \$40 million is targeted.

Eastern students form first campus Hillel organization

By Kathy Manning

A religious organization that's more than a religious organization—that's what the new EMU Hillel student group wants to be.

Students Debra Gantz and Rhonda Sandweiss, both of West Bloomfield, David Griffel of Flint and Randy Novak of Oak Park are co-founders of the EMU group. This year, they are working to bring the group to its full potential, to set a prototype for future Hillels.

Student interest in a Jewish organization at EMU made itself apparent to both Griffel and Gantz last fall. "I knew students from high school who had an interest in establishing something at EMU," Gantz said.

Michelle Blumenberg, program director of the B'nai B'rith Hillel Foundation at the University of Michigan, provided some input and helped get the word out. With the help of EMU faculty and staff members Dr. Jay Weinstein, Dr. Judith Levy and Dr. Ronald Goldenberg, the core members hosted their first program, an open house, last December.

This year, activities have been aimed toward drawing new mem-

bers. They include social gatherings, programs of general interest and shabbats (weekly holyday gatherings) with faculty and students, Griffel said.

"Our object as a group is to do any and every type of program that would have a Jewish interest or 'tint' to it," he said. "The aim is to have programs that are informational for everyone, to provide a spiritually rich atmosphere for Jews and a forum for non-Jews to understand what we do."

Jewish students and faculty have been targeted as members, but others can and are encouraged to get involved. "We'd like to have a base of 50 active students," Griffel said. "That would make us a viable organization and we could build from there. We know there's a lot of (Jewish) students, we just don't know how many and who they are."

Weinstein, head of the Sociology Department, thinks EMU has more Jewish students than ever before. "Certain high schools have been increasingly drawn to EMU during the past five to 10 years, along with the general increase in enrollment," he said.

"Nationally, we're seeing an increasing awareness of group membership, stronger than in the '60s and '70s," he added. "More ethnic groups are expressing themselves, the blacks, Hispanic and Arabic, not just the Jewish. People are beginning to realize that you don't have to give up your ethnic identity to be a good middle class American, you can be both."

Within EMU's Hillel, members have the freedom to help guide the group's direction. As of yet, there are no officers, only the founding members who take some responsibility for identifying and navigating toward goals. "We don't feel there's any one person in the organization who knows more than any other," Griffel said. "Basically, we feel all who are part of the core group should be equal and work equally hard. We may move to officers in the future, depending on how we grow."

And optimism for that growth is high. "I think we've done well, being small (between 10 and 20 active members) and doing what we're doing," Griffel said. "With the support of everyone, we're getting more successful."

100th Congress acted on numerous higher education issues

Despite severe budget pressures, the 100th Congress, which adjourned last month, compiled a strong record in support of higher education.

During the 1987 and 1988 sessions, lawmakers completed action on a number of issues important to education, including bills that made permanent education benefits to veterans, extended civil rights legislation, and provided modest increases for education programs.

Before adjourning Oct. 22, Congress also passed a new education savings bond program and extended for one year Section 127, employer-provided educational assistance, among other important provisions of the tax technical corrections legislation. In another of their final actions, lawmakers approved an omnibus antidrug bill, which allows judges to deny student aid and other federal benefits to convicted drug users. The measure also includes funds for antidrug education and training programs.

"The 100th Congress sought deliberately and successfully to spare education and biomedical and scientific research funding from the cuts that other domestic discretionary programs were forced to absorb," said Becky Timmons, director of congressional liaison for the American Council on Education. "For student financial assistance, which in both sessions registered gains above inflation, congressional efforts had their basis in budget resolutions that promoted real growth in high priority need-based assistance."

"Favorable budget resolutions, adopted by a bipartisan majority and bolstered by public opinion polls urging increased support for education, have helped leverage appropriations dollars for education," Timmons said.

During the first session, for example, both chambers adopted budget resolutions that recognized education as a federal priority. The House, in its version of the fiscal 1988 resolution, assumed an inflationary increase for all education programs and allocated \$2.2 billion in budget authority for emergency priorities, including student aid programs. The Senate version assumed a 4.9 percent increase over fiscal year 1987 for discretionary programs and allocated an additional \$1.7 billion in budget authori-

ty above the baseline for priority education programs.

The spending ceilings set by the budget blueprints translated into a fiscal 1988 education appropriations bill that expanded educational opportunity and biomedical research. The fiscal year 1989 appropriations measure increases funding for education programs an average of 5 percent over fiscal year 1988.

In the second session, budget negotiations were determined in part by a 1987 "summit" agreement between Congress and the administration, which imposed a cap on all spending. In spite of the cap, the House and Senate Budget Committees were able to assign priority to several programs, including education.

Another key piece of legislation approved this year reauthorized programs of the National Science Foundation for five years. The measure includes authority for a new program of academic research facilities modernization. Substantial percentages of any funds appropriated would be directed to undergraduate institutions and to institutions that have received relatively little federal research and development support, as well as to graduate science and engineering research facilities. Twelve percent of funding would be reserved for historically black colleges and other institutions with large minority enrollments. The bill authorizes a doubling of the foundation's current \$1.7 billion budget by 1992.

While education spending increased slightly, congressional efforts in some other areas fell short. The Student Default Initiative, introduced earlier this year, to address the growing costs of defaults and the imbalance between grant and loan assistance, was pulled from the House calendar only days before debate on the measure was scheduled to begin.

Timmons said the decision to scrap the bill was a "mixed blessing" because of technical problems in the loan programs, which should be addressed first by the authorizing committees.

"The default legislation was important in terms of Congress's intent that grants ought to be given more prominence than loans for needy students," she noted, describing as "onerous" default regulations proposed by the Depart-

ment of Education that could take the place of the default measure. "We still have problems with the regulations the legislature was intended to preempt."

(In an agreement between the House Postsecondary Education Subcommittee and the Education Department, the department agreed to extend the comment period on its loan default regulations until Feb. 28, 1989. The regulations would subject institutions with default rates on federal student loans of more than 20 percent to limitation, suspension, or termination from federal student aid programs.)

Congress also passed legislation to make permanent the New GI Bill, which provides education benefits for veterans. The popular measure passed overwhelmingly during the first session. Timmons said the legislation will be important to broadening access to higher education.

"One legacy of the Reagan administration will be that it succeeded in eliminating Social Security benefits that were used to pay for college," Timmons said. "That loss has not been made up anywhere, but the New GI Bill is a source outside of traditional student aid that can be used to help pay for college."

In one of the most controversial battles between Congress and the administration, lawmakers overrode a presidential veto of legislation that overturned a 1984 Supreme Court decision limiting the scope of federal civil rights laws. The Civil Rights Restoration Act reversed the court's ruling in *Grove City v. Bell*, which curtailed enforcement of four civil rights laws prohibiting discrimination on the basis of sex, race, age, or physical disability.

"The restoration act is an essential piece of legislation designed to prevent any backsliding in commitment to equal opportunity," Timmons said. "Its importance is magnified in light of the possibility that a new conservative Supreme Court may be put in place in the near future. The legislation is a reassertion of Congress's intent with respect to equal opportunity."

Congress also enacted major welfare reform legislation, which permits welfare recipients to pursue postsecondary education as allow-

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Focus on Staff

Gwen Henning—A secretary at home and at work

By Diane Davis

Gwen Henning, secretary in University Publications at EMU, is finally getting paid to do what she's done for free since the 1950s—being a secretary.

Henning has been performing free secretarial work for her husband Walter, a Lutheran minister, since their marriage in 1952. "It's really nice to get paid for work I did for nothing for so long," she said.

As her husband's "secretary," Henning's responsibilities included typing his correspondence, the church bulletin and the newsletter for St. Paul's Lutheran Church in Belleville, where Walter has served for nearly 30 years.

While holding down that job, Henning also took a job as a sales clerk at J.C. Penney Co. in Ann Arbor, where she worked for one-and-a-half years.

A friend suggested she find a job in a new atmosphere and told her to take the clerical test at EMU.

"I had a day off, so I went to EMU and took the test. I was offered a job that day," Henning said. "I went home and talked to my husband and we decided we needed more money. That's how I got to EMU."

Henning has been at EMU for eight years. She initially was hired to work in the Confidential Clerical Pool. If a secretary from a confidential office, such as the President's Office, was absent or needed a half-day off, Henning would substitute. After six months, she took a position in the Personnel Office as a receptionist. "I got to know a lot of faculty working at

personnel," she said. "When I walk across campus, I usually see someone I know and say 'Hi.'"

Henning joined University Publications in 1987 and thinks she's found a home there. "It's wonderful here. The atmosphere is very laid back and everyone is nice," she said. "It's obvious people here really care about each other."

However, working with artists and other creative personalities can make the atmosphere unpredictable at times. Henning reports that plastic spiders will pop up from time to time and spook people, phony hands sometimes wave hello and anyone in the office is fair game when the artist needs a model.

"Our artist asked me to pose for an illustration... for the 'Wrinkle in Time' ad in this year's theater brochure. I told her I'd pose, but only if no one would recognize me. Sure enough, the day it went out, I received phone calls asking if it was me in the picture," she said.

University Publications also is a different experience for Henning because she has to deal with a product as well as people. "Each office (on campus) demands a service produced," she said, "but at 'Pubs' we see the finished product."

Part of Henning's job is to write up printing orders and get them started. Before joining University Publications, she knew nothing about how a print shop works, and now she's quite impressed. "All that we can do down here is really wonderful," she said. "I had no idea how all this is done and what beautiful work they do." University Publications provides copying,

design, writing and printing services, which include catalogs, brochures, resumes, fliers and invitations.

Although it's a university print shop, University Publications is open to anyone affiliated with EMU, so Henning deals with many types of customers on a daily basis. "My favorite customer is one who really appreciates our services and realizes we understand what they want fairly well," she said.

When Henning has an opportunity to escape the work world she prefers camping to just about anything else. "I love, love camping. We take our pop-up camper to Lake Superior and I sit by the lake and read. That's what I like to do best," she said.

Henning and her husband have traveled out of state on several trips to see historic sites such as the Civil War battle grounds of Gettysburg, Pa. and Williamsburg, Va. "I would like to go out West after I retire to see the Grand Canyon and maybe California. All of my kids have traveled west, I think it's about time I go," she said.

Henning has three grown children, all graduates of EMU. Unfortunately, "the University decided on a tuition discount policy (for employees' children) one month after my last son graduated," she said.

She also is the proud grandma of three—including a grandson born just three weeks ago. "I'm so lucky," she said. "I'm very proud of my children because they all got good educations, good jobs and they're all doing so well."



Gwen Henning, secretary in University Publications, says her job there is "wonderful" because "it's obvious people here really care about each other."

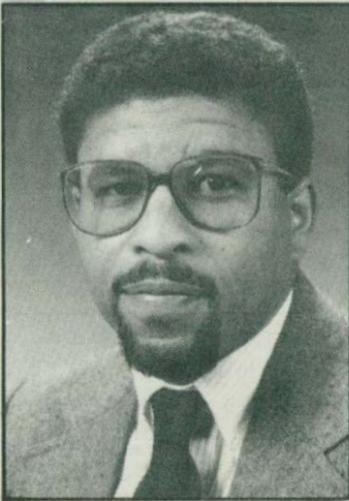
Appointments

The EMU Board of Regents approved the following staff appointments Oct. 26.

Kazuko Adachi, University of Michigan dance accompanist, was appointed dance accompanist/composer in the Department of Health, Physical Education, Recreation and Dance.

Adachi, 30, joined U-M in 1987 after earning her master's degree from the University of Cincinnati. She also holds a bachelor's degree from U-C.

In her new post, Adachi will provide musical accompaniment and composition for dance classes, concerts and other student/faculty performances.



McNish

Clifton R. McNish, former placement coordinator at Wayne State University and self-employed career specialist, was appointed associate director of the Upward Bound Program.

McNish, 38, began his career as the director of black student services at Northern Michigan Uni-

versity where he earned his bachelor's and master's degrees in 1973 and 1975, respectively.

McNish worked as assistant director of minority student services at Western Michigan University and was assistant to the dean of student services at Oakland University before working at WSU as placement coordinator from 1978 to 1981. He was a self-employed career specialist from 1981 until 1985, when he enrolled in additional coursework at EMU.

He served in a temporary capacity as acting associate director of EMU's Upward Bound Program for six months prior to his permanent appointment.

McNish is a member of the American College Personnel Association and the Mid-American Association of Educational Opportunity Programs.

He has served on various planning and advisory committees for the Ypsilanti Public Schools and has worked with Ypsilanti Recreation for Youth and the Boy Scouts of the USA.

As associate director of EMU's Upward Bound Program, McNish will assist in the planning, promotion and direction of the program.

Sharon Pendleton was appointed instructor in the Department of Health, Physical Education, Recreation and Dance.

Pendleton earned a bachelor's degree from Chicago State University in 1986 and a master's degree from Oklahoma State University this year.

She worked at Englewood Community Health Organization in Chicago, the South Chicago YMCA and Richard J. Daley College, also in Chicago.

From 1986 to 1988, she worked at Oklahoma State.



Schilling

Timothy P. Schilling, project director at Central Michigan University, was appointed director of the Michigan Economic Education Council in the Business and Industrial Education Department.

Schilling, 35, has worked at CMU since 1985. Prior to that, he was a teacher in the Frankenmuth Public Schools for seven years and an adult education teacher in the Bay City Public Schools for two years.

He holds a bachelor's degree from Michigan State University and a master's degree from CMU.

Schilling serves on the boards of directors of the Michigan Tax Information Council and Consumer Educators of Michigan. He also belongs to the National Association of Economic Educators, the Michigan Council for Social Studies and the Michigan and National Business Education Associations.

As director of the MEEC, he will promote, direct and coordinate the activities of the center, which provides statewide leadership in the area of economic education.

Promotions

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

Jannetta Logan, administrative secretary in University Planning, Budget and Analysis, was promoted to policy and procedures analyst in University Relations.

Logan, 39, first joined the EMU staff in 1970 as a secretary in the English Language and Literature Department. In 1977, she became secretary to the director of institutional research and University planning and, in 1978, became administrative secretary to the executive director in University Planning, Budget and Analysis.

She earned her bachelor's degree in office technology from EMU last April.

Prior to joining the EMU staff, Logan worked one summer for General Motors Air Transport at Willow Run Airport and, for one year, did insurance billing at St. Joseph Mercy Hospital. She also worked as a legal secretary for Hooper, Hathaway, Price, Beuche and Wallace in Ann Arbor.

Logan is a member of EMU's Black Faculty and Staff Association and has served as a board member of the Ypsilanti Choral Association. She also was a member of the Of-



Logan

fice Technology Advisory Committee for four years and served as president of the EMU Chapter of Pi Omega Pi National Business Education sorority.

At EMU, Logan will assist in the research development, writing, production and maintenance of the University's policy and administrative procedure/systems manuals and provide administrative assistance with board-related matters.

100th Congress

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able training under state welfare training programs. The bill does not limit the type of higher education training recipients can choose to take.

Budgeting in the next session, however, will be even more difficult because "some big bills are coming due in terms of future commitments," Timmons concluded, naming funding for the space program and the superconducting supercollider as examples.

"If the economy is stable, chances are good that education won't be singled out for any kind of devastating cuts," she said. "If not, no domestic discretionary program will be safe from budget reductions."

The above article was reprinted with permission from Higher Education and National Affairs, the newsletter of the American Council on Education.

Adviser — Research

Academic Advising Center
229 Pierce Hall
Hotline: 7-3344
Prepared by: Bob Salisbury

Late Withdrawal

The late withdrawal period will begin tomorrow, Nov. 16. In order for a student to receive a "W" on his/her transcript for an individual class, either of the following conditions now must be met:

1. The student must be doing "C-" work or better at the time withdrawal is requested; or
2. Unexpected, emergency circumstances prevent the student from completing a course. This must be documented and presented for approval at the Advising Center.

Students begin the late withdrawal process by picking up the appropriate form in the Academic Advising Center, 229 Pierce Hall.

Undergraduate Catalog

The 1988-89 undergraduate catalog is available. All students who are new to the University for the fall semester may pick one up at the Academic Advising Center, 229 Pierce Hall. They should bring the catalog coupon given to them at the initial advising session. Any faculty or staff member who would like a copy of the new catalog should contact Paul Zabawa of the Records Office. The Records Office now is located at the Kingston Center.

HSR Nominations Sought

The University's Human Subjects Review Committee is seeking faculty members to serve one-, two- or three-year terms.

Candidates for the Human Subjects Review Committee should be experienced in conducting or evaluating research involving human subjects, represent a department which conducts research involving human subjects, or have previous experience on another human subjects review committee.

Faculty interested in serving should seek a nomination from their dean. The deans will forward their lists of nominees to the co-chairs of the Human Subjects Review Committee. The co-chairs will recommend members to the Provost, who will make the final selection.

In accordance with University policy and federal regulations, the Human Subjects Review Committee must be sufficiently qualified through the experience and expertise of its members, and the gender, professional, racial and cultural diversity of the members' backgrounds to safeguard the rights and welfare of human subjects. Faculty seeking nominations from their deans to serve on the HSRC should submit a brief statement of their interest in and qualifications for service on this committee.

Research on the Urban Underclass

The Social Science Research Council recently initiated several new fellowship and grant programs to support research on the urban underclass. The purpose of the programs is to encourage research in all the social sciences on the structure and processes that generate, maintain and overcome the conditions and consequences of persistent and concentrated urban poverty in the United States.

Three types of award are offered: (1) Postdoctoral Grants which provide stipends and support research-related expenses; (2) Undergraduate Research Assistantships which support research conducted by individuals or groups of undergraduate students in collaboration with faculty and/or advanced graduate students; and (3) Dissertation Fellowships which support full-time research by minority students directed toward the completion of a doctoral dissertation.

Applications must be received by Jan. 10, 1989. For further information and application materials, contact: Social Science Research Council, Research on the Urban Underclass, 605 Third Avenue, New York, NY 10158.

CORRECTION

A "Campus Capsule" in last week's *Focus EMU* erroneously stated that the EMU Music Department would sponsor two jazz workshops this week in conjunction with the University of Illinois Jazz Band visit to campus.

Those workshops are actually being sponsored by Jazz Alive, a 13-member student group formed to bring jazz performances to EMU.

FOCUS EMU is published weekly during the fall and winter semesters for faculty and staff at Eastern Michigan University. The deadline to submit copy for consideration is 5 p.m. Tuesdays for the following week's issue. Please send submissions to: Editor, *Focus EMU*, Office of Public Information, B19 E Goddard Hall.

Kathleen D. Tinney, director,
University Communications
Susan Bairley, associate director,
Public Information
Debra McLean, *FOCUS EMU*
editor
Dick Schwarze, photographer
Kathy Manning, student intern

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

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSSA88029 - CS-03 - \$500.40 - Clerk, Admissions
CSSA88030 - CS-04 - \$555.56 - Senior Account Clerk, Housing and Food Service.

CSAA88042 - CS-05 - \$627.81 - Senior Secretary, International Studies - Word processing experience and/or ability and willingness to learn.

CSAA88043 - CS-05 - \$627.81 - Senior Secretary, Urban Educational Alliance - Word processing experience and/or ability and willingness to learn. Wordstar 2000 and/or DEC knowledge desirable.

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PTSA88024 - PT-05 - \$633.83 - \$888.46 - Supervisor, Food Service - Nine month appointment (Sept. - April)

FACULTY

FAAA88042 - Assistant Professor, Geography/Geology

FAAA88M24 - Assistant Professor, Health, Physical Education, Recreation and Dance

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate*)

FMBF88036 - FM-23 - \$14.12/hr - Group Leader/Vehicle and Equipment Mechanic, Service Operations/Motor Pool - A working knowledge of EMU motor pool is necessary.

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

An Affirmative Action/Equal Opportunity Employer

Faculty release

Continued from page 1

lessness in the United States and include visits to meal programs, homeless shelters, interviews with homeless people and work at the Detroit Health Care for the Homeless Clinic on Detroit's Cass Corridor.

•and Dr. Gary Evans, professor of communication and theater arts, who will lead a wilderness experience to Pueblo, Mexico, for a project titled "An Intercultural Ex-

perience in Intercultural Communications."

All projects will be implemented during the 1989 winter semester except Hoyer's, which will begin next fall.

The Honors Program release-time grants are in their second year.

For more information on the program, call Dr. Robert Holkeboer, Honors Program director, at 7-0341.

PHONE DIRECTORY DELAYED

Due to complications with the software holding faculty and staff names, addresses and phone numbers, publication of the 1988-89 University Telephone Directory has been delayed.

Publication and distribution is anticipated in mid-December.

Events of the Week

Nov. 15 - Nov. 21

Tuesday 15

PANEL DISCUSSION — The Women's Studies Program will present several EMU women in a discussion of women's issues. Call 7-1177 for more information, Burson Room, Roosevelt Hall, noon.

WORKSHOP — Training and Development will present two workshops on EMU's tax sheltered annuity programs, Alumni Lounge, McKenny Union, 9:30 a.m. and 1:30 p.m.

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

READING — Author Janet Kaufmann, EMU professor of English, will present a reading as part of Women's Studies Week. A reception will follow. For more information, call 7-1177, Faculty Lounge, McKenny Union, 4 p.m.

RECITAL — The Music Department will present Willard Zirk in a faculty recital, Recital Hall, Alexander Music Building, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "Broadcast News." Admission is \$2. Strong Auditorium, 8 and 10 p.m.

COMEDY CLUB — Campus Life will present comedians Steve Band and Randy Montgomery. Admission is \$2. Hoyt Dining Center, 9:30 p.m.

Wednesday 16

LUNCHEON — Barbara Bilge, visiting lecturer in the Sociology Department, will speak on "Gender Role Implications of Graffiti in Men's and Women's Restrooms." Guests should bring their own lunches, 411D Pray-Harold Classroom Building, noon.

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

WORKSHOP — Training and Development will present a workshop on using nautilus and other fitness equipment, Slimnastics Room, Olds Rec/IM, noon

MEETING — The College of Education Council will meet, Gallery I, McKenny Union, 2 p.m.

WORKSHOP — Career Services will present a resume preparation workshop for non-education majors, 405 Goodison, 2 p.m.

WORKSHOP — Counseling Services will present a workshop on coping with grief when a friend or relative dies, 300 Snow Health Center, 3 p.m.

WORKSHOP — Career Services will present an interview preparation workshop for non-education majors, 405 Goodison, 4 p.m.

MOVIE — Campus Life's Silver Screen will present "Broadcast News." Admission is \$2. Strong Auditorium, 8 and 10 p.m.

Thursday 17

WORKSHOP — Training and Development will present a workshop on working with EMU's Accounts Payable Department, 201 King Hall, 9 a.m.

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

MOVIE — "A Question of Silence" will be shown as part of Women's Studies Week, 411D Pray-Harold Classroom Building, 12:30 p.m.

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

MEETING — The University Council on Teacher Education will meet, Gallery I, McKenny Union, 3:30 p.m.

WORKSHOP — Career Services will present a job search workshop for education alumni, Tower Room, McKenny Union, 5:15 p.m.

THEATER — The Communication and Theater Arts Department will present Jean Anouilh's "The Lark," adapted by Lillian Hellman. All tickets are \$3. 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 "Broadcast News." Admission is \$2. Strong Auditorium, 8 and 10 p.m.

Friday 18

MEETING — The Graduate Council will meet, McKenny Union, 3:15 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 "Broadcast News." Admission is \$2. Strong Auditorium, 8, 10 p.m. and midnight

Saturday 19

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 20

FOOTBALL BUST — The annual Football Bust banquet will be held marking the end of the season, Bowen Field House, 2 p.m.

Monday 21

BASKETBALL — The men's team will play the University of Windsor in this exhibition game, Bowen Field House, 8 p.m.