

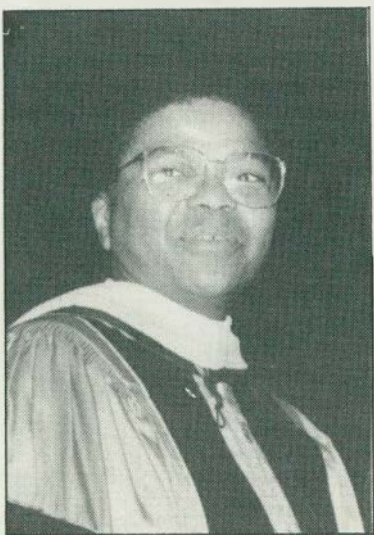
## Civil Rights Commissioner Berry to speak on King Holiday

EMU will celebrate the Martin Luther King Jr. Holiday with a series of events Sunday and Monday, Jan. 15-16, including two presentations by Dr. Mary Frances Berry, who has served on the U.S. Commission on Civil Rights since 1980.

King will be honored in a gospel music tribute Jan. 15 titled "A Celebration for Peace," featuring the EMU Gospel Choir and several other musical groups. That event, sponsored by Sigma Gamma Rho sorority, will be held at 4 p.m. in Roosevelt Hall Auditorium. Admission is \$5 per person.

Also Sunday, the video "I Have a Dream," featuring King's most famous speech, will be shown in campus residence halls.

Berry, who received an honorary doctorate in education from EMU at last month's commencement ceremony, will address the University during EMU's annual President's Luncheon Jan. 16 at noon in McKenny Union's Ballroom. Her speech will be broadcast live by EMU's public radio station, WEMU-FM (89.1), at approximately 1 p.m. Tickets to the luncheon are \$13 per person and \$5 for students.



EMU photo by Brian Forde

Dr. Mary Frances Berry

Berry will speak again that evening as a Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Lecturer at EMU. That presentation, titled "Freedom: The Legacy of King," will be held in Sponberg Theater at 7 p.m. and is free and open to the public.

Berry, 50, is the Geraldine R. Segal Professor of American Social Thought and professor of history at

the University of Pennsylvania. She previously was a professor of history and law at Howard University in Washington, D.C., 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. She 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 her outspoken criticism of his administration's civil rights activities. Berry sued in federal court for reinstatement to the commission and won.

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.

Among Berry's awards are the U-M's Athena (Distinguished Alumna) Award, the Roy Wilkins Civil Rights Award, the President's Award from the Congressional Black Caucus Foundation, the Rosa

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### KING HOLIDAY EVENTS\*

#### Sunday, Jan. 15

Gospel Concert ..... Roosevelt Auditorium  
4 p.m.  
Admission: \$5  
Video: "I Have a Dream" ..... Phelps/Sellers Lounge  
7 p.m.  
Hill Hall Lounge  
9 p.m.

#### Monday, Jan. 16

President's Luncheon ..... McKenny Union Ballroom  
Noon  
Admission: \$13  
\$5 for students  
Mary Berry Speech ..... McKenny Union Ballroom  
1 p.m.  
(This speech will be broadcast live by WEMU, 89.1 FM).  
Nationwide Bell Ringing ..... All Campus, 12:30 p.m.  
Memorial Program ..... EMU King Gardens  
2 p.m.  
Leadership Program ..... Walton/Putnam Lounge  
3 p.m.  
Mary Berry Lecture  
"Freedom: The Legacy of King" ..... Quirk-Sponberg Theaters  
7 p.m.  
Candlelight March ..... Hill Hall, 8:45 p.m.  
King Audio Portrait  
"I've Been to the Mountaintop" ..... WEMU Broadcast, 89.1 FM  
11 p.m.

\*For more detailed information on the above events, see the accompanying article on EMU's Martin Luther King Jr. Holiday events.

## Campus Capsules

### Ypsilanti District Library Sponsors Writing Contest

The Ypsilanti District Library is sponsoring a writing contest for children and adults to recognize Black History Month in February.

Poems, essays and short stories (limited to 1,000 words per entry) which encompass one of the following five themes will be accepted: "What it Means to be a Black American"; "The Influence of a Black American on My Life"; "Growing Up as a Black American"; "The Meaning of Black History Month"; and "Brotherhood of Man."

The deadline to submit entries is 8 p.m. Tuesday, Jan. 17.

The four age categories people may enter are elementary grades one through three; grades four through seven; grades eight through 12; and adults 18 years of age or older.

Manuscripts must be submitted with a cover sheet listing the author's name, address and telephone number. Entries should be delivered to one of the following locations: Main Library, 229 W. Michigan Ave.; Peters Branch Library, 1165 Ecorse Rd.; or the bookmobile.

### Open Enrollment Begins Jan. 16 For Enrollment Life Insurance

The Benefits Office will hold open enrollment for changes or participation in the optional Universal Life Insurance benefit (Benefits 360) provided through Aetna Life and Casualty Insurance Co. from Jan. 16 to Feb. 10.

To be eligible for this benefit, staff or faculty members must be employed by the University for at least one year and be at least 21 years old.

Benefits 360 gives employees the opportunity to purchase permanent life insurance coverage for themselves and/or their families. Through payroll deductions, employees can purchase additional life insurance as well as establish a tax-deferred savings plan. The plan will build steadily increasing cash value which earns compounded interest.

To make sure employees clearly understand the benefits of universal life insurance, Aetna representatives will be on campus Jan. 16 through Feb. 10 to meet with departments on a group and/or individual basis. The representatives will answer questions and assist in selecting the option best suited to the employee's financial goals.

For convenience, an office will be temporarily established on campus for Aetna representatives. Employees may call there at 485-5280 to schedule appointments as well as receive answers to specific questions. The office is in Room 205 King Hall.

### Faculty/Staff Fund-Raising Campaign Kicks Off Jan. 12

The 1989 EMU Faculty/Staff Campaign will kick off Thursday, Jan. 12, with a luncheon for campaign volunteers in McKenny Union at noon hosted by the Board of Regents.

The fund-raising goal this year is \$100,000 from faculty and staff donations. Last year, the University greatly exceed its \$100,000 goal by raising \$160,000.

Departmental campaign chairpersons will contact faculty and staff during the next few weeks regarding their donations.

### Exhibit To Feature Works Of Two EMU Art Professors

The EMU Art Department will present an exhibit of experimental screens by Art Professor Richard Fairfield and textiles by Professor Patricia Williams today through Wednesday, Feb. 1, in Ford Hall's Ford Gallery.

A reception honoring Fairfield and Williams will be held Saturday, Jan. 14, from 6 to 8 p.m. in Ford Gallery.

The exhibit and reception are free and open to the public.

Ford Gallery is open Monday through Friday from 9 a.m. to 5 p.m.

For more information, call the EMU Art Department at 7-1268.

### Women's Association Seeks Nominations For Advancement Of Women Awards

The EMU Women's Association currently is accepting nominations for the 1989 Award for the Advancement of Women. Any EMU staff or faculty member may nominate any member of the University community to receive the award.

The award(s) is designed to recognize those members of the University community who have created a positive change and/or an improved scholarly or professional environment for women on EMU's campus.

Nominations must be submitted on a form available from Cathy Day, chairwoman of the awards committee, in the Department of Foreign Languages and Bilingual Studies, 219 Alexander Music Building. The completed forms

must then be returned to Day.

The award(s) will be presented to the selected individual(s) at the EMU Women's Association Annual Spring Recognition Luncheon Saturday, April 1, at Hoyt Conference Center.

### Interactive Teleconference Scheduled Jan. 11 in Guild Hall

Learning Resources and Technologies will present an interactive video/teleconference Wednesday, Jan. 11, at noon in McKenny Union's Guild Hall to explore the many capabilities of satellite-delivered learning.

Titled "Update on Interactive Learning," the teleconference will have uplink sites in Albany, N.Y.; Cupertino, Calif.; Tucson, Ariz.; Washington, D.C.; and Ann Arbor.

Participants will learn of the products and people involved in educational teleconferencing today; discover which technologies are most applicable and cost efficient; interact with leading authorities in the field; and learn what the academic community is contributing to interactive technology. For more information, call Dr. George Grimes at 7-2220.

### Retirement Reception To Honor Pat McCreery

A retirement reception will be held Wednesday, Jan. 11, from 3 to 5 p.m. in Room 207 Rackham Building for Pat McCreery, administrative assistant in the Michigan Consumer Education Center.

McCreery is retiring from the University this month after 15 years of service.

The University community is invited to attend.

## Doctorate tops list of major '88 news

By Susan Bairley

The top 10 stories of the calendar year are chosen by the President's Office from the many significant events which occur during a year in our diverse University community. The list does not attempt to discount any activities omitted from the top 10, but rather highlight some of the stories which have had, or will have, the broadest impact.

Approval of EMU's first doctoral program in educational leadership tops the list of the University's 10 major stories for 1988.

The program, which gained final approval as part of the Enrolled Senate Bill Number 762 last August, expects to begin accepting applications in April and enroll its first class in September 1989.

As EMU President Porter said at the time of the program's approval, implementation of the doctorate is a "very significant occurrence and attainment" for EMU. "It positions the University for the 21st century in being able to expand the quality of programs and the doctoral-level potential."

Other stories ranked in EMU's top ten of 1988 are:

2) EMU's first Mid-American Conference basketball title. Following the football team's unprecedented success as 1987 MAC champions and California Bowl victors, EMU Head Basketball Coach Ben Braun and his Hurons were not about to let basketball take a back seat. Before a Feb. 27 home crowd in Bowen Field House, the

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## WEMU changes 'perk up' listening menu

EMU's public radio station WEMU-FM (89.1) has started the new year with programming changes designed to enhance its news coverage and perk up the listening menu.

Among the weekday changes are the addition of WJR radio news anchor Steve Monkiewicz (as of Jan. 16) as host of "Morning Edition" and the replacement of the 5 to 7 p.m. "Café Du Jazz" show with National Public Radio's "All Things Considered" (formerly broadcast at 7 p.m.) and local news.

With Monkiewicz's arrival, current "Morning Edition" host and WEMU News Director Clark Smith will focus his full-time efforts in the station's News Department. News reports now top every WEMU program hour through 3 p.m. weekdays. They also are offered as part of the daily "All Things Considered" programs and are broadcast each hour on weekends through 5 p.m.

A musical format characteristic of "Café du Jazz" now begins at 7 p.m. with Michael G. Nastos and the NPR interview program, "Fresh Air" with Terry Gross, can be heard daily at 4 p.m.

Weekend programming additions include 6 p.m. broadcasts of "All Things Considered"; the return of "Bone Conduction," featuring Ypsilanti's Theron each Sunday from 7 to 11 p.m.; and "Car Talk," a humorous call-in show generated from WBUR in Boston, which

features Tom and Ray Magliozzi—"Click and Clack, the Tappet brothers," each Saturday at 10 a.m.

The nearly 10-year-old "Big Band Spectacular" with John Assenmacher will no longer be carried by the station, nor will "Jazz Revisited." And, host Michael Jewett's "Classic Blues Closet" (formerly called "When the Sun Goes Down") is at a new time, Sunday from 1 to 3 p.m., followed by "Big City Blues" from 3 to 6 p.m. "Sunday Best" with Dr. Arwulf can be heard from 10 a.m. to 1 p.m.

According to Art Timko, station director, the changes are being viewed with some regret, but overall excitement. "Our studies over the last 18 months showed some of our regular listeners tuning in elsewhere, so we devised a strategic plan with definite direction and that basically dictated the changes.

"We're excited about the changes and the possibilities they offer," Timko added. "We think they will make us the primary station of choice, rather than an alternative to other public radio stations. But we're somewhat saddened, too, because of the listener loyalty, which has developed over the last six to 12 years, to some of the programs being dropped."

All program changes, with the exception of Monkiewicz's move to "Morning Edition" Jan. 16, already are in effect.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	
Midnight								Midnight
1 a.m.								1 a.m.
2 a.m.			Jazz After Hours					2 a.m.
3 a.m.								3 a.m.
4 a.m.								4 a.m.
5 a.m.								5 a.m.
6 a.m.	All Things Considered (Rebroadcast)					Morning Jazz	Morning Jazz	6 a.m.
7 a.m.								
8 a.m.	Morning Edition					Weekend Edition	Weekend Edition	8 a.m.
9 a.m.								
10 a.m.						Car Talk	Sunday Best News on the hour	10 a.m.
11 a.m.								
Noon	Morning and Afternoon Jazz News on the hour					Jazz News on the hour	Classic Blues	Noon
1 p.m.								
2 p.m.						Big City Blues Cruise		2 p.m.
3 p.m.								
4 p.m.	Fresh Air					All Things Considered		4 p.m.
5 p.m.								
6 p.m.	All Things Considered (with local news)					Jazz	All Things Considered	6 p.m.
7 p.m.								
8 p.m.	Evening Jazz				All Star Rhythm Revue	EMU Basketball	Bone Conduction	8 p.m.
9 p.m.								
10 p.m.						Third World Dance Party		10 p.m.
11 p.m.								

Clip and Save — The WEMU program grid above includes programming changes the station has made since the new year.

## Roy Wilbanks names Transition Council

A 20-member Transition Council has been established at EMU by Roy Wilbanks, executive vice president.

In announcing the council, Wilbanks said it would have three purposes, first to improve communication between the executive administration and various campus constituencies, second to disseminate information and third to discuss issues and concerns in order to resolve problems.

The council will function during the transition period between the retirement of former president John W. Porter, which was effective Jan. 1, and the first few months of the new administration. A new president is expected to be named by early spring.

Members of the council will include Dr. Ronald W. Collins, provost and vice president for academic affairs; Janet G. Pichette, vice president for business and finance; Laurence N. Smith, vice president for University marketing and student affairs; Melonie B. Colaianne, associate executive vice president and secretary to the Board of Regents; Dr. Judith Johnson, associate provost; Leon Daniel, executive director of

University Computing; George A. Johnston, executive director of University Planning, Budgeting and Analysis; Milton Lewis, executive director of Human Resources; Dr. Dorian Sprandel, executive director of auxiliary enterprises; Courtney McAnuff, dean of Admissions and Financial Aid; Eugene Smith, director of Intercollegiate Athletics; Phyllis Noda, president of the Latino Advisory Council; Dr. Sally McCracken, president of the EMU Chapter of the American Association of University Professors; Mary Linblade, president of UAW Local 1975; Raymond Cryderman, president of UAW Local 1976; Reva Dunigan, president of AFSCME Local 1666; Dr. Lynette Findley, president of the Black Faculty and Staff Association; Joan Schiller, president of the EMU Women's Association; Dr. W. Scott Westerman, dean of the College of Education; and Jerry Raymond, EMU student body president.

The council will be chaired by Wilbanks and will meet twice a month. Staff support for the council will be provided by Kathleen Tinney, director of University communications.

## Collegium program to discuss feminism

Dr. Margaret A. Crouch, professor in the Department of History and Philosophy at EMU, will lead off the winter semester programming of EMU's Collegium for Advanced Studies with a discussion of "Feminism: Research Dimensions of a Knowledge Problem" Thursday, Jan. 19, at 3 p.m. in the Burson Room of Roosevelt Hall.

Drs. Nadean Bishop, professor of English language and literature, and Sidney Gendin, professor in the Department of History and Philosophy, will be featured in the discussion as well.

Other winter semester events scheduled by collegium will include its third annual Research Fair, Wednesday, Feb. 15, from 1 to 5:30 p.m. in McKenny Union's Tower Room; a salute to sabbatical research Tuesday, March 21, at 7 p.m. in the Recital Hall of the Alexander Music Building; and a membership meeting and reception Wednesday, April 12, at 3 p.m. in the Main Lounge of McKenny Union.

For more information, call Dr. Benjamin T. Hourani, collegium chairperson for 1988-89, at 7-0600.

## Major stories

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Hurons clinched the MAC title with a 96-82 victory. They finished the season with a 14-2 MAC record, 20-7 overall, before losing in the first round of the NCAA playoffs to the University of Pittsburgh.

3) EMU's first Reese Trophy. EMU's success in football and basketball, its 10th MAC title in swimming and outstanding men's track performance helped the University earn its first MAC Reese Trophy in May, signifying the all-sports champion in the conference. Since 1974, when the University joined the MAC allsports race, the Reese Trophy had been won by Miami University every year except 1980-81, when Western Michigan University took the honors.

4) Tuition rollback to 9.9 percent. Nearly two months after it approved a 14 percent increase in 1988-89 tuition rates, the EMU Board of Regents rolled back the rate to reflect a 9.9 percent tuition and fee increase for the current academic year. The rollback resulted from discussions with Gov. James Blanchard's Office and the announcement of a 3.2 percent increase in state appropriation to the University. In actuality, the appropriation represented a decrease in state funding due to a \$1 million one-time-only allocation to the University during the previous year. However, EMU's tuition rollback was similar to that which occurred at other universities statewide.

5) President John W. Porter's retirement. President Porter's retirement announcement, Feb. 23, came as a surprise to much of the University community. His nine-and-a-half-year tenure as EMU's 17th president had been marked by the University's revitalization, stabilization and expansion as part of his Decade of Advancement. 6) The Gary M. Owen College of Business groundbreaking. The Owen College of Business groundbreaking, Aug. 9, formally marked the start of construction of a \$17.5 million state-of-the-art facility in downtown Ypsilanti. The building was named for then Michigan Speaker of the House Gary Owen in honor of his "significant role" in

assisting EMU to secure state funding for the building and for his "outstanding representation" of the University in the Legislature during the past 15 years. The building is slated for completion in 1990.

7) Establishment of a permanent minority conditions task force. Composed of 15 EMU students and employees, a permanent minority

### 10 MAJOR 1988 EMU STORIES

- 1) Approval of Doctoral Programming
- 2) MAC Men's Basketball Title
- 3) First Reese Trophy Win For Men
- 4) 1988-89 Tuition Rollback
- 5) President John W. Porter's Retirement
- 6) College of Business Groundbreaking
- 7) Permanent Minority Task Force Named
- 8) Record 1988 Fall Enrollment
- 9) Successful Minority Faculty Recruitment
- 10) Gary Player Withdrawal From Golf Course

conditions task force, later named The Commission on Minority Affairs, was established by Porter to monitor the University's adherence to specific commitments made to improve minority conditions on campus. The commitments were the result of recommendations made by an ad hoc task force appointed by Porter a year earlier. Dr. Sherry Sayles-Folks, associate professor of occupational therapy, was named chairwoman of the commission.

8) Record fall semester enrollment and early winter application cut-off date. The University experienced its highest opening enrollment ever, 23,079 students, at the start of the 1988 fall semester. The enrollment represented an increase of 704 students, or 3.1 percent, over the previous year's one-tenth date enrollment of 22,375. The high enrollment prompted an earlier than anticipated cut-off date for all new 1989 winter semester

undergraduate applications and Porter's prediction of enrollment management as a "major issue for the board of regents in 1989."

9) Minority faculty recruitment. Setting into action a plan based on recommendations made in October 1987 by the Presidential Task Force on Minority Conditions and the appointment of Assistant to the Provost for Faculty Recruitment Roy Watts, 1988 saw great strides made in EMU's minority faculty recruitment efforts. During the last year, the number of tenure-track black faculty members doubled, from 21 in 1987-88 to 42 as of Dec. 31, exceeding the Academic Affairs target of 15 new black faculty members hired during the 1988-89 school year.

10) Gary Player's disassociation with EMU's Huron Golf Club. Local controversy regarding construction of EMU's Huron Golf Club as a signature course of South African professional golfer Gary Player caused Player to request a withdrawal of his association with the course in January. Player visited the new course, designed by Karl Litten Inc., in October 1987 and agreed to make it a Player signature course, while endowing a \$50,000 scholarship for a black South African student at EMU. Ensuing protests by some student factions and the surrounding controversy resulted in Player's request to disassociate with the course.

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

# Focus on Faculty

## Bob Kraft thinks teaching can be done better

By Diane Davis

"In the last quarter century there's been much research about teaching, (but) teachers are not eager to make the changes the research calls for," said Dr. Robert G. Kraft, director of the Faculty Center for Instructional Effectiveness and professor in the English Language and Literature Department at EMU.

That lack of eagerness probably stems from the fact that what that research suggests, and Kraft supports it, is a massive restructuring of what college teachers do in their classrooms. The straight lecture format, where students take notes, read required material and take tests doesn't work, Kraft said, and it never has.

In his 1978 article "Bike Riding and the Art of Learning," Kraft pulled no punches when he introduced his view of the dismal state of college teaching. "If you reach 10 percent of your students, you're a good teacher." In 13 years as a college English teacher, I've heard that too often," he wrote.

"Can you imagine your mechanic saying, 'If I fix 10 percent of the cars in my shop, I'm a good mechanic'? Or your doctor: 'If I heal 10 percent of my patients, I'm a good doctor'? That's a 90 percent kill rate."

Tired of the 90 percent "kill rate" in college teaching, Kraft began researching what would make teachers better teachers.

After a sabbatical leave, he determined that the best teaching is similar to that used when one learns to ride a bike, as detailed in his article. "I have come to feel that the only learning which significantly influences behavior is self-discovered, self-appropriated learning," he said. "You don't learn how to play tennis during a lesson. You learn during all of the tennis you play after taking the lesson."

The FCIE was created at EMU in 1985 to stimulate research and development related to improving teaching in higher education. It offers faculty workshops, short

courses, discussion sessions and a competitive program of grant awards all aimed at helping faculty members become better, more effective teachers. Kraft, who joined EMU's faculty in 1969, is its only director to date.

**"I have come to feel that the only learning which significantly influences behavior is self-discovered, self-appropriated learning. You don't learn how to play tennis during a lesson. You learn during all of the tennis you play after taking the lesson."**

—Kraft

"There is more emphasis at Eastern on being a good teacher than at most universities," he said. "FCIE events are designed to bring the faculty members together so we feel more comfortable with and connected to one another and to Eastern. We all teach, we all give tests and deal with students each day. It's important that we talk about it."

According to Kraft, the teaching that goes on in most of today's classrooms—traditional teaching—simply is not effective. While the student may pass all of his tests, he likely will not remember what he has learned unless he was particularly involved or interested in the subject.

In "Bike Riding . . ." Kraft used his own experiences in college to illustrate his belief that students don't retain what they learn in traditional classroom settings. "I thought . . . about my teachers and whether I liked or dislike them," he wrote. "There were good lecturers among them, but I had to

admit I couldn't remember anything they'd said. I only remembered a crack a favorite English teacher once pitched at me when I protested the chaos of the class. He said, 'Kraft, is your mind so small you have to keep it neat?' And that's what all those lectures came to."

Instead, Kraft believes "innovative teaching," or learning through experience and cooperation, is most effective.

"A teacher is a helpful guide, but doesn't really teach," he said. "The teacher is responsible for creating an attitude and an atmosphere to help the student want to learn," but the teacher doesn't cause the student to learn.

A recently popular type of innovative teaching, which Kraft supports, is cooperative learning, where students work together on classroom projects, rather than independently and competitively. "Research suggests cooperation works better than competition," Kraft said. "In the workplace, people work in groups or teams. Learning how to cooperate in a class is better preparation for the workplace. The student who learned to compete against his classmates and always work on his own usually competes in the workforce."

Kraft predicts the college classroom will be similar to a corporate setting within 25 years. Teams of students will work on different subjects and problems to develop various skills, just as they would in a job setting.

However, despite research which supports Kraft's ideas about teaching, he still finds detractors among colleagues, particularly those in the hard sciences who say lecturing is the only way they can teach their subjects. "I don't agree with those who say there is only one way to teach a subject," he said. "They only see one way."

And the reason they only see one way is because that's all they've ever seen themselves. "They are



Tired of the 90 percent "kill rate" in college teaching, Dr. Bob Kraft has researched ways to help teachers be more innovative in the classroom, and offers the techniques he's learned to other faculty members as director of EMU's Faculty Center for Instructional Effectiveness.

doing what their own teachers did because they haven't been trained to do otherwise," he said. "The reward system for college teachers has always focused on research—the Ph.D. But there is no teacher training involved in (earning) a Ph.D., and universities hire them to teach anyway."

"Bike Riding . . ." was first published in *Change* magazine in

1978 and won that year's National Exxon Foundation ADAPT Award for "the outstanding article on college teaching." It has since been reprinted in numerous publications, often is included in textbooks about learning and is used in teacher training programs at Harvard University, Pennsylvania State University and the University of California at Los Angeles.

## EMU report identifies 'typical' student

By Kathy Manning

The typical undergraduate degree recipient at EMU in 1987-88 was a 27-year-old woman who earned her degree from the College of Arts and Sciences in 4.8 years and had a 2.86 grade point average, according to a report recently released by the Office of Planning, Budgeting and Analysis.

White females received more than half the undergraduate degrees awarded at EMU in 1987-88, at 1,241 or 55 percent of the total, while white men received 783 or 35 percent of the degrees. Black students earned 166 degrees composing 7.3 percent of the total, with women in that group earning 111 or 5 percent and men earning 55 or 2.4 percent. Following blacks were foreign students with 124 degrees earned numbering 76 for men and 48 for women; Asian students with 34 degrees or 1.5 percent of the total, 22 going to women and 12 to men; Hispanic students with 24 degrees awarded or 1.06 percent, 11 going to women and 13 to men; and American Indian students, who earned 10 degrees composing 0.44 percent, with five each going to men and women.

Undergraduate female degree recipients outnumbered their male counterparts in 1987-88 by 492, to total 1,442 students or 61 percent of degree recipients. Females have outnumbered males at EMU for the

past five years reported, representing 58 to 62 percent of degree recipients since 1983.

The College of Arts and Sciences, EMU's largest college with 16 departments and two special education areas, awarded 825 undergraduate degrees in 1987-88; the College of Business

4.8 years, some finished in three years and others took more than 10 years to complete a degree.

Specific majors reporting higher than average years to complete a degree were English language and literature education with 13 years as an average, nuclear medical technology at 12 years, word pro-

cessing administration at nine and English literature at eight.

The average age at which EMU undergraduate students from all colleges received their degrees was 26. Some majors in which degree recipients were reported as significantly older than average were industrial vocation, with an average age of 41; Spanish (39); travel and tourism (38); and industrial technology and English literature (36).

EMU awarded 950 graduate degrees in 1987-88, with 512 coming from the College of Education, 232 from the College of Arts and Sciences, 91 from the College of

**Female undergraduate degree recipients outnumbered their male counterparts in 1987-88 by 492, to total 1,442 students or 61 percent of degree recipients. Females have outnumbered males at EMU for the past five years reported, representing 58 to 62 percent of degree recipients since 1983.**

awarded 568 undergraduate degrees; the College of Health and Human Services awarded 399 degrees; the College of Education awarded 367 degrees; and the College of Technology awarded 219 degrees.

The single undergraduate major with the largest number of graduating students was marketing, with 148, followed by accounting, with 126 graduates. Management, with 99 graduates, and occupational therapy, with 98 graduates, were the next largest.

While the average number of years students took to complete an undergraduate degree at EMU was

Business, 89 from the College of Technology and 22 from the College of Health and Human Services.

The average EMU graduate student was 34 years old, had a 3.58 GPA, was enrolled at EMU for 2.7 years and completed 32 credit hours.

The highest average age, 36, and average GPA, 3.63, were in the College of Education. The lowest average age for graduate degree recipients was 31 in the College of Business.

Graduate degrees were earned by 368 more women than men, representing 72 percent of the total 950 earned in 1987-88.

More than 90 percent, or 623 graduate degrees, were earned by white students, with women in that group earning 455 or 66 percent and men earning 168 or 24.5 percent. Foreign students were the next largest group of graduate degree recipients with 132 earned, 81 by women and 51 by men. Black students followed with 48 graduate degrees earned, totaling 7 percent, with women earning 32 or 4.6 percent and men earning 16 or 2.3 percent. Nine Hispanic students earned graduate degrees in 1987-88, composing 1.3 percent of the total; six graduate degrees went to Asian students for 0.87 percent and no American Indian students earned graduate degrees in 1987-88.

## Berry

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Parks Award of the Southern Christian Leadership Conference and the Ebony Black Achievement Award.

In addition to her two public presentations, Berry will address a sociology class at EMU Monday afternoon on issues racial and cultural minorities face.

Other EMU events Monday will include a brief program honoring King sponsored by the EMU chapter of Alpha Phi Alpha, Inc., a national fraternity to which King belonged, at 2 p.m. at the site of EMU's Martin Luther King Jr. Memorial Gardens between Welch and Boone Halls; a leadership program for students titled "Living the Dream: Developing Leadership in a Multicultural Society" sponsored by the Office of Campus Life at 3 p.m. in the Walton-Putnam Residence Hall Lounge; and a candlelight march sponsored by the EMU Minority Peer Advisers beginning at Hill Hall at 8:45 p.m. and ending at the site of EMU's King Gardens.

In addition, the EMU campus will participate in a nationwide bell ringing honoring King at 12:30 p.m. and WEMU will broadcast a portrait of King's life titled "I've Been to the Mountaintop" from 11 p.m. to midnight on 89.1 FM.

For more information on any of the events, call Campus Life at 7-3045.

# Research

## Savings Industry Research Grants

The Federal Home Loan Bank Board will award research grants for the purpose of supporting and promoting research in areas of relevance to the management and regulation of savings institutions. The proposed research must deal with the thrift industry, focusing on individual institutions or regulatory issues. The FHLBB is particularly interested in supporting the following research topics: (1) innovation and its effect on financial intermediation; (2) the effect of new activities or products on thrift portfolios; (3) the effect of securitization on the financial condition of thrifts; (4) measuring and managing interest rate and credit risk; and (5) the effect of new mortgage instruments on competition in mortgage markets.

Five-page proposals are due Jan. 16, 1989. For further information, contact Cheryl Kozell at 7-3090.

## NJ Program Plan Available

The National Institute of Justice has published its fiscal year 1989 program plan, which describes research grant opportunities within the Agency During 1989. NJ will fund research on:

- Apprehension, Prosecution and Adjudication of Criminal Offenders
- Public Safety and Security
- Punishment and Control of Offenders
- Victims of Crime
- White Collar and Organized Crime
- Criminal Careers and the Control of Crime
- Drugs, Alcohol and Crime
- Forensic Science and Criminal Justice Technology
- Offender Classification and Prediction of Criminal Behavior
- Violent Criminal Behavior
- Visiting Fellowships
- Graduate Research Fellowships
- Summer Research Fellowships

Deadlines vary by topic area. For further information, contact Cheryl Kozell at 7-3090.

## Academic Research Enhancement Award

The National Institutes of Health are making a special effort to stimulate research in educational institutions that provide baccalaureate training in health-related disciplines and those universities that have not been major recipients of NIH support.

This award is designed to enhance the health research environment of educational institutions who intend to initiate new research projects or ongoing research activities proposed by faculty. Funding decisions will be based on the proposed research project's scientific merit and program relevance.

The receipt deadline is June 22, 1989. Contact Rich Howard at 7-3090 for more information.

## Aging Discretionary Grants

The Administration on Aging is inviting applications in three main categories for research, demonstration, training, education and development grant programs.

### Targeting Resources to the Vulnerable Elderly:

- Alternatives to guardianship
- Developing low-income minority elderly agendas in national organizations
- Alcohol abuse and alcoholism among the aged

### Assuring Collaborative Decision-Making:

- Community systems development efforts
- Prototype health education and promotion programs

### Promoting State and Community Leadership:

- Gerontological training and development
- Short-term training and continuing education
- Minority management traineeship programs
- Field-initiated research and demonstration projects

Receipt date for proposals is March 17, 1989. Contact Rick Howard at 7-3090 for more information.

# Events of the Week

## Jan. 10 - Jan. 16

### Wednesday 11

**WORKSHOP** — Counseling Services will present a "Women Who Love too Much" support group, which meets weekly. Call 7-1118 to sign up for this series, 300 Snow Health Center, noon.

### Thursday 12

**WORKSHOP** — Training and Development will present a workshop on the Kemper tax sheltered annuity offered to EMU employees. Kemper representatives will be available to answer questions and provide tips on financial planning. Participants should bring their own lunches, 201 King Hall, noon.

**WRESTLING** — The team will host Kent State University, Warner Gymnasium, 7 p.m.

### Friday 13

**TRACK** — The men's team will host the EMU Invitational, Bowen Field House, 1 and 6 p.m.

**SWIMMING** — The men's team will host the University of Michigan, Olds 50-meter pool, 7 p.m.

**SWIMMING** — The women's team will host Ball State University, Olds 50-meter pool, 7 p.m.

### Saturday 14

**MEETING** — The EMU Alumni Association Board of Directors will meet, Regents Room, McKenny Union, 8:30 a.m.

**WORKSHOP** — Career Services will present "Superstar Saturday," an intensive one-day job search workshop for education majors preparing to graduate. For more information, call 7-0400, 201 Pray-Harold Classroom Building, 9 a.m.

**SWIMMING** — The women's and men's teams will host Ohio University, Olds 50-meter pool, 11 a.m. and 2 p.m.

**RECEPTION** — A reception will be held in honor of the ongoing exhibit in Ford Gallery of works by EMU Art Professors Richard Fairfield and Patricia Williams. Fairfield is displaying experimental screens, while Williams is showing textiles. The exhibit will run through Wednesday, Feb. 1, Ford Gallery, Ford Hall, 6-8 p.m.

# 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, Jan. 18, 1989. Detailed job descriptions may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harold, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, and the University Library.

## CLERICAL/SECRETARIAL (Minimum Biweekly Rate)

### POSTING # CLASS/GRADE

CSBF89001 - CS-03 - \$500.40 - Postal Clerk-Mailroom, University Stores

CSSA89001 - CS-04 - \$555.56 - Data Entry Clerk II-Financial Aid

CSAA89001 - CS-04 - \$555.56 - Secretary II-HPER&D (Word processing experience and/or the ability and willingness to learn)

CCEX89001 - CC-05 - \$627.81 Senior Secretary-Employee Relations (Word processing experience and/or the ability and willingness to learn).

## ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

### (Biweekly Salary Range)

APAA88013 - AP-13 - \$1,783.74 - \$2,909.39 - Academic Department Head-Leadership & Counseling

APUR89001 - AP-10 - \$1,215.80 - \$1,921.69 Director-Internal Audit

PTAA89001 - PT-06 - \$714.59 - \$1,034.27 - Chemist/Programmer-Chemistry/Project SERAPHIM

## FACULTY

FAAA89001 - Assistant/Associate/Full Professor, Accounting-Accounting & Finance

FAAA89002 - Assistant/Associate/Full Professor, Accounting-Accounting & Finance

FAAA89003 - Assistant/Associate Professor-Social Work

FAAA89004 - Assistant/Associate Professor-Industrial Technology

FAAA89M01 - Assistant/Associate Professor-Social Work

**POSITION CANCELLATION: FROM DEC. 20, 1988 FOCUS EMU**

PTBF88004 - PT-08 Grounds Foreperson-Physical Plant

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# Anniversaries

The following EMU employees are being recognized for having served five, 10, 15, 20 and 25 years with the University as of this month. The time served indicated is time employed as a *regular* EMU employee; time served as a temporary employee or lecturer is not included as those are not regular appointments. The names below were provided by the Employment Office.

## 25 YEARS

Jo Ann Ray, Custodial Labor

## 20 YEARS

John Avis, Plumbing  
Mildred Williams, Hoyt Conference Center

## 15 YEARS

Sandra Jones, Custodial Labor

## 10 YEARS

Evelyn Bradford-Nutt, WEMU-FM

Carol J. Gorney, Financial Aid

Laurie S. Orstadius, Custodial Service

Gary Reffitt, Purchasing

Edward S. Schmaltz, Parking & Paving

## 5 YEARS

Jan Collins-Eaglin, Auxiliary

## Activities

Lee M. Hancock, University Computing

Miriam King, Auxiliary Activities

Mary Kinloch, Financial Aid

Douglas R. Kisor, Fine Arts

John W. Krienke, Counseling Services

Dorothy Loshinskie, Graduate Admissions

Sharon A. Robertson, Foreign Languages

Robert E. Teehan, Special Student Services

Lynn Thomas, Children's Center

### Sunday 15

**CONCERT** — The Music Department will present a High School Honors Band concert, featuring Dr. Max Plank and Whitney Prince conducting, Pease Auditorium, 2 p.m.

**CONCERT** — Sigma Gamma Rho will sponsor a gospel tribute to Martin Luther King Jr. featuring the EMU Gospel Choir and other gospel groups. Tickets are \$5. For more information, call 7-3045, Roosevelt Auditorium, 4 p.m.

**VIDEO** — In recognition of the Martin Luther King Jr. holiday, a video of King's "I Have a Dream" speech will be shown for students, Phelps/Sellers Lounge, 7 p.m.; Hill Hall Lounge, 9 p.m.

### Monday 16

**WORKSHOP** — Representatives from Aetna Universal Life will be on campus today through Feb. 10 to explain the universal life benefit available to employees and help employees sign up. Call 7-3195 for more information, 205 King Hall, 8 a.m. to 5 p.m., M-F

**PRESIDENT'S LUNCHEON** — In honor of the Martin Luther King Jr. holiday, the annual EMU President's Luncheon will be held, featuring Dr. Mary Berry as guest speaker. Berry's speech will be broadcast live on EMU's public radio station, WEMU-FM (89.1), at 1 p.m. Tickets to the luncheon are \$13 per person and \$5 for students. For more information, call 7-3045, Ballroom, McKenny Union, noon

**BELL RINGING** — The EMU campus will participate in a nationwide bell ringing commemorating the Martin Luther King Jr. holiday, all campus, 12:30 p.m.

**LEADERSHIP PROGRAM** — The Office of Campus Life will present a program for students titled "Living the Dream: Developing Leadership for our Multicultural Society." For more information, call 7-3045, Walton-Putnam Lounge, 3 p.m.

**LECTURE** — U.S. Civil Rights Commissioner Dr. Mary Berry will speak as part of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Lecturer Program. Berry's speech is titled "Freedom: The Legacy of King." Admission is free, but tickets are required by calling the Equity Programs Office at 7-2133, Sponberg Theater, 7 p.m.

**CANDLELIGHT MARCH** — The EMU Minority Peer Advisers will sponsor a candlelight march in honor of the Martin Luther King Jr. holiday, from Hill Hall to the King Gardens, 8:45 p.m.

**KING BROADCAST** — EMU's public radio station, WEMU (89.1 FM), will broadcast a portrait of Martin Luther King Jr.'s life, WEMU Radio, 11 p.m.