

1988 EMU Index Crime Rate shows 3% decline over 1987

Criminal offenses reported to the EMU Department of Public Safety in 1988 decreased 3 percent over the previous year, according to a report recently released by that department.

The total number of offenses fell from 589 in 1987 to 574 last year in eight criminal categories used for national crime index data.

Arson showed the largest decrease, falling by 50 percent from 16 reported in 1987 to eight reported last year. Aggravated assault also showed a significant 42 percent decrease from 12 in 1987 to seven in 1988. Other specific crimes showing decreases were robbery, from two to one reported, representing a 50 percent decrease; motor vehicle theft, which fell 31 percent from 16 in 1987 to 11 last year; and larceny, which decreased from 509 cases in 1988 to 508 last year.

The number of reported rapes tripled in 1988, from one case in 1987 to three last year. All three rapes were identified as "acquaintance rape" in which the offender was known by the victim. Delay in reporting two of the rapes resulted in prosecution of the accused being

denied and the victim of the third rape refused to seek prosecution.

"The EMU community is concerned about crime and it's taking more action in reducing the opportunity for criminal activity."

—Garland

The incidence of burglary also increased in 1988, by 6 percent, from 34 reported to 36.

There were no murders on the EMU campus in either year.

EMU Department of Public Safety Director John Garland attributes the reduction in crime to his department's crime prevention activities and the helpfulness of the University community.

"Crime prevention—education—is one area where we've really picked up on," Garland said. "We've encouraged people here to take a little ownership of the University property and protect it. The EMU community is concerned about crime and it's taking more action in reducing the opportunity for criminal activity."

Regents establish state Child Care Commission

An 18-member Commission on Financing Quality Child Care in Michigan, recently established by the EMU Board of Regents, will hold its first meeting Wednesday, Feb. 1, in McKenny Union.

Composed of legislators, child care experts and media and parent

representatives, the commission will review the development of employer-sponsored municipal and school-based child care, investigate sources of private and public support and apply its findings to EMU's Children's Center, assuring adequate financial resources, quali-

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Campus Capsules

Ypsilanti Tutoring Center Needs Volunteers

The Ypsilanti Saturday Morning Tutoring Center, located at Perry School, 633 Harriet, needs volunteer tutors for first through sixth graders in reading and math.

The program is a cooperative effort between EMU, the Ypsilanti Public Schools and the City of Ypsilanti.

Tutors are asked for a minimum commitment of three Saturdays from 9:30 a.m. to noon.

For more information, call Andy Brush at 7-2412.

Two EMU Students Nominated For Truman Scholarship

Michelle Gosdeck, a sophomore from Adrian, and John King, an Ann Arbor sophomore, recently were selected as EMU's nominees for the national 1989 Truman Scholarship Competition.

Gosdeck and King now will compete with nominees from other Michigan colleges and universities to become the states' Truman Scholar. Truman Scholars are awarded up to \$7,000 a year for the final two years of college and the first two years of graduate school. Candidates must be U.S. citizens planning careers in public service. Each year 104 such scholarships are awarded; one in each state and 54 at large.

Gosdeck was selected on the basis of an essay she wrote on deregulation in the trucking industry and an interview by the Truman Scholarship Committee. King was selected on the basis of his essay on hunger in America and a similar interview.

King plans to attend law school

and hopes to run for Congress some day. Gosdeck plans on attending graduate school and eventually working in local or state government.

Gosdeck has been an active member of the University Honors Program, Sigma Kappa Sorority, Greek Council and student government. King has been a member of student government, was a presidential campaign volunteer, U.S. Congressional intern, orientation program leader and University Honors Program member.

For more information, call the University Honors Program at 7-0341.

MPERS Changes Service Buy-in Requirements

The Michigan Public School Employees' Retirement System Retirement Board has acted to allow payment for many types of buy-ins before a member has 10 years of MPERS service credit.

The board action was taken to allow payment as early as possible. Earlier payment results in a reduced purchase price for any type of buy-in. This is particularly important at this time since the cost for some types of service credit buy-ins will change effective July 1, 1989.

Even though payment for a buy-in now will be allowed at an earlier date, credit for the buy-in cannot be used to satisfy the minimum 10-year vesting requirement of the MIP and Basic Plan or the five-year age and service provision of the MIP. If an early payment is made and a member leaves employment before vesting, any payment made for buy-in would be refunded

upon request.

Individuals who might be considering applying for a service credit buy-in should review their options carefully at this time to determine the most cost-effective timing for their situation.

Additional information and application forms are available in the Benefits Office (7-3195) or by contacting MPERS at (517) 322-6000.

University Reception For International Students Jan. 20

EMU's World Hospitality Opportunities Program invites the University community to welcome our newest international students at a reception Sunday, Jan. 29, from 3 to 5 p.m. in the Goodison Hall Lounge. Ellen Gold, director of University Health Services will be the featured speaker and refreshments will be served. For more information, call 7-3116.

New Horizons Students Available For Campus Work

The New Horizons vocational training program at Estabrook Elementary School at 1555 Cross is offering the services of its students to do batch labeling, mail stuffing and collating to EMU offices free of charge.

The special education students in the New Horizons program are 18 to 26 years old and need these types of experiences as part of their community adjustment training. WEMU is one University unit which already has used the program's services.

For more information or to utilize the services available, call Linda Griffin at 482-9396.

Progress reported in presidential search

Regent Donald E. Shelton, chairman of the Presidential Search Committee at EMU, has issued the following statement to the University community regarding progress in the search for a new chief executive officer for the University:

"As we take the next major step in the process of the presidential search, I would like to take this opportunity to provide another progress report.

"The search committee met most recently Jan. 18. At that meeting, members shared the reference checks they had completed on 14 persons whose candidacies the committee had chosen to continue at its December meeting. After thorough discussion, the committee chose seven candidates as semifinalists.

"The semifinalists will now be invited to meet with the full committee at an off-campus site in approximately two weeks. The format of these meetings will consist of approximately one and a half hour conversations with each of the candidates providing an opportunity for us to know them better and for them to learn more about Eastern.

"Upon completion of these meetings, the committee will then select three to five finalist candidates whose names will be forwarded to the Board of Regents. This group of finalists will then be invited to visit the campus. During those visits, opportunity will be provided

for all constituents of the University to meet with the candidates and, having done so, to provide written feedback to the Board of Regents. It is our plan to conduct these interviews during mid-February.

"The members of the search committee are very pleased with the group of semifinalist candidates selected for interview. In brief, we are increasingly confident that the outcome of our search process will be all that we had hoped it might be."

—Shelton

"Upon completion of the on-campus interviews, and upon receipt of input from the campus community, the Board of Regents will then take the final action of selection and appointment.

"The members of the search committee are very pleased with the group of semifinalist candidates selected for interview. In brief, we are increasingly confident that the outcome of our search process will be all that we had hoped it might be: the selection of that per-

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EMU REGENTS TO MEET JAN. 25

The EMU Board of Regents will hold a special meeting Wednesday, Jan. 25, at 10:30 a.m. during a two-day retreat at Weber's Inn in Ann Arbor.

The board meeting will take place in the Varsity Room at Weber's Inn at 10:30 a.m. and is open to the public.

Among the items the regents will discuss at the meeting are a new University mission statement, a resolution to name the Olds Student Recreation Center swimming pool in honor of former Head Coach Mike Jones, long-range facility planning and progress in the presidential search.

The work sessions of the regents' retreat also are open to the public. The board will meet in retreat Tuesday, Jan. 24, from 8:30 a.m. to 5 p.m. in the Director's Room of Weber's Inn and Wednesday, Jan. 25, from 9 to 10:30 a.m. in the Varsity Room.

Among discussion items at Tuesday's session are annual plans for several University units, transition goals of the University and the new University mission statement. The regents also will discuss "Achieving the Competitive Edge—Capital Projects," a long-range facility plan which outlines the McKenny Union renovation, the proposed outdoor recreation center near the Olds Student Recreation Center, a proposed Sports Training Instructional Center, plans for the College of Education, deferred maintenance and renovations at Bowen Field House and Ryncarson Stadium.

Wednesday's retreat items will include strategic planning for the University.

Weber's Inn is located at 3050 Jackson Rd. in Ann Arbor.

Report looks at harassment on university campuses

Colleges and universities must take steps to eliminate sexual harassment on campus—a problem that is as widespread and serious as racial harassment, according to a new report published by the Project on the Status and Education of Women of the Association of American Colleges.

"Institutions need to provide a climate in which men and women can grow and learn," the report said. "It is well within the mandate of institutions to teach responsible behavior." "Peer Harassment: Hassles for Women on Campus" lists more than 75 recommendations to help college administrators prevent or deal with peer harassment. The report also discusses group and academic harassment, and "collusion" by women, including their participation in such activities as wet T-shirt contests.

"Campus peer harassment is an issue of growing concern at many colleges as administrators increasingly recognize that a climate that tolerates harassment can inhibit academic learning, social growth and psychological well-being," the report said. "On some campuses, however, peer harassment is tolerated or ignored because the harm it can cause is often not recognized."

For example, male students may interrupt women frequently in class with personal or irrelevant remarks, dominating the class and discouraging women from participating, the report said. Other times, harassment is less overt: men may simply frown or groan when some women speak in class, especially if the women are very bright and assertive, the report noted.

"Despite academe's traditional view that the classroom is an open place to discuss all ideas, some women are fearful of raising women's issues in class because of the hostility they may face from male students—and sometimes from faculty members as well," the report continued. "Faculty members do not always intervene, thus inadvertently conveying the message that the behavior of the men is accept-

able."

The report cites education—rather than simply prohibiting the behavior—as the most effective tool in

example, if men hiss when women discuss women's issues, faculty members will be alerted to react to and stop the behavior rather than

EMU policy was revised in 1986

EMU revised its sexual harassment policy in 1986 after several federal court decisions further defined sexual harassment in the workplace.

Under EMU's policy, complaints go through the supervisor of the person making the complaint or may be reported directly to the executive director of Human Resources or dean of students. All reports of sexual harassment at EMU which can't be solved by the parties involved are investigated, with the privacy maintained of people involved.

Counseling Services recently produced a brochure titled "Sexual Harassment," which identifies what forms harassment can take, how to report it, and offers tips on what to do if you think you're being harassed.

The suggestions Counseling Services offers include:

- If possible, let the individual know that his/her

behavior is objectionable and unwelcome. Sometimes, the person may not know that the action or remark was offensive.

- If you prefer not to talk directly to the person, contact your supervisor, the offending person's supervisor or another appropriate administrator.

- Keep a record of dates, events and witnesses present when the problem occurs so you will be able to recall events later.

- Talk to co-workers to find out if they have experienced similar problems to learn who will support you if you need to take further action.

The Counseling Services brochure also explains that it is illegal to retaliate against any employee who has made a sexual harassment complaint in good faith, even if the incident reported is found not to be sexual harassment.

preventing peer harassment. Among the report's recommendations are the following:

- Train counselors, residential assistants and other student personnel administrators to deal with peer harassment, including helping students handle it themselves when appropriate.
- Require student leaders to attend peer harassment workshops or programs.
- Inform faculty members about what constitutes peer harassment, especially in the classroom, and suggest ways to deal with it. For

ignore it.

- Develop educational programs for all-male groups, such as fraternities and all-men sports teams.

- Expand policies prohibiting racial harassment by students to include peer harassment based on sex. Policies also should apply to disability and sexual preference. Copies of the report are available for \$5 (prepaid) from the Association of American Colleges/Project on the Status and Education of Women, 1818 R St. NW, Washington, D.C., 20009.

Application cut-off dates seek to limit fall enrollment

With last semester's final fall enrollment exceeding 25,000 students, EMU admissions officials are hoping new application cut-off dates announced Jan. 20 will help limit next fall's enrollment to 24,500 students.

The freshman application cut-off dates are Wednesday, Feb. 15, for the 1989 spring semester; Friday, March 3, for the fall semester; and Saturday, April 15, for the summer semester.

For transfer students, the fall semester application cut-off date is Monday, May 15. The spring and summer application cut-off dates are identical to that for freshmen (Feb. 15 and April 15, respectively).

Returning students who have not attended EMU classes for more

than one year, and are in good academic standing, also must reapply for admission at least 60 days prior to the beginning of the semester.

"At 25,000 students, we are pushing our physical capacity for providing quality services and education to those enrolled," said Courtney McAnuff, EMU dean of Admissions and Financial Aid. "Without an enrollment management plan, as the one we're implementing, we probably would reach an enrollment of 27,000 next fall."

McAnuff said freshmen applications to date are up 12 percent over last year, with 9,412 received thus far for next fall compared to 8,388 received at this time in 1988. Last year, a total of 16,137 applications

were received for the 2,550 freshman fall spaces available, although 2,675 freshmen actually enrolled.

Transfer applications, which traditionally are received later, also are up 8 percent, from 585 last year at this time to 633 received to date. Last year, 2,604 applications were received for the 1,600 fall transfer spaces available, although 1,740 were enrolled.

Even with the new cut-off dates, EMU Director of Admissions William Russell recommends students complete the application process by mid-February. "All application materials need to be in as soon as possible," he said. "Qualified students who do not make the cut-off will be wait-listed."

1989 winter concert series set

EMU's Music Department will present several concerts and recitals in January and February as part of its 1989 Winter Concert Series.

An organ recital, featuring University of Michigan doctoral students studying under Marilyn Mason will be held Tuesday, Jan. 24, at 8 p.m. in Pease Auditorium.

Another organ recital featuring Prinzipal VI, a group of university, college and church organists from Michigan and Ohio, will be held Tuesday, Feb. 28, at 8 p.m. in

Pease Auditorium.

Other February concerts will include:

— EMU's Concert Winds and Symphonic Band, under the direction of EMU faculty members Whitney Prince and Max Plank, Thursday, Feb. 2;

— a piano recital by EMU Music Professor Joseph Gurt and his son Michael Gurt Tuesday, Feb. 7;

— an Orchestra Benefit, under the direction of EMU Music Professor Russell Reed, Friday, Feb. 10;

— and the University's Contemporary Music Festival, under the direction of EMU faculty members Anthony Iannaccone and Kristy Meretta, Tuesday, Feb. 21, and Wednesday, Feb. 22.

All concerts will be held at 8 p.m. in Pease Auditorium.

Admission will be charged for the Gurt Recital, Orchestra Benefit and finale of the Contemporary Music Festival.

For more information, call the Music Department at 7-4380.

3 Keal Awards go to women faculty members

EMU's Women's Commission recently awarded Josephine Nevins Keal Fellowships to three female faculty members totaling \$1,300.

The fellowships, awarded twice each year at EMU, are given to female faculty members in the name of Keal, a 1901 graduate of the University. Funds from Keal's \$50,000 endowment to EMU have been designated for use by the University "to augment the income of female faculty members and to assist them in advancing their professional competence and rank through study and research."

Recipients are chosen by a committee of the Women's Commission which reviews applications and evaluates them for original research; publication and instructional material development; dissemination of scholarly work at professional conferences; enhancement of professional competence through attendance at national and international conferences; and professional development through coursework needed for advance-

ment.

The three recipients for winter 1989 are:

— Dr. Elaine Martin, assistant professor of political science, who received \$600 to attend the International Humor Conference in Honolulu, where she presented the paper "The Boomerang Theory of Humor: Or How Good Old Girls Cope in the Good Old Boy Network."

— Dr. Alane J. Starko, assistant professor of teacher education, who received \$450 to attend a National Association of Gifted Children conference in Orlando, Fla., where she presented the paper "Perceived Need, Teacher Efficacy, and Use of Differentiated Teaching Strategies."

— and Dr. Susan Taylor-Brown, assistant professor of social work, who received \$250 to attend the annual meeting of the American Public Health Association in Boston to present the paper "Responding to the AIDS Crisis: A Training Model for Social Work Students and Social Workers in the Field."

EMU ARTAG Programs offer youth art classes

Registration for the winter sessions of the Art for the Talented And Gifted programs at EMU still is underway.

The programs, for which registration began last week, are designed for students in grades three through eight. They are taught by EMU art education students, under the guidance of EMU art faculty, and are open to students who show a special interest or talent in art.

The Saturday sessions will be held in 210 Ford Hall on the EMU campus from Jan. 28 through March 25. ARTAG I, for children in grades three through five, will be held from 9 to 10:30 a.m. and ARTAG II, for those in grades six through eight, will be held from 10:30 a.m. to noon.

The winter ARTAG programs will focus on two-dimensional work such as painting and drawing. Dur-

ing the first half of the sessions, students will work on individual projects, discuss their work and study some art history. During the last half of the program, students will work on a culminating group project which will become a permanent exhibit somewhere on campus.

For example, a large, three-dimensional mural of interconnected clay tiles was created through the fall ARTAG sessions and was installed on the fourth floor of the Pray-Harold Classroom Building, across from the Dean of Arts and Sciences Office.

Tuition for the program is \$40 per student with class openings limited to 25 students per session.

To register or for more information, call EMU's Continuing Education Division at 7-0407.

King remembered



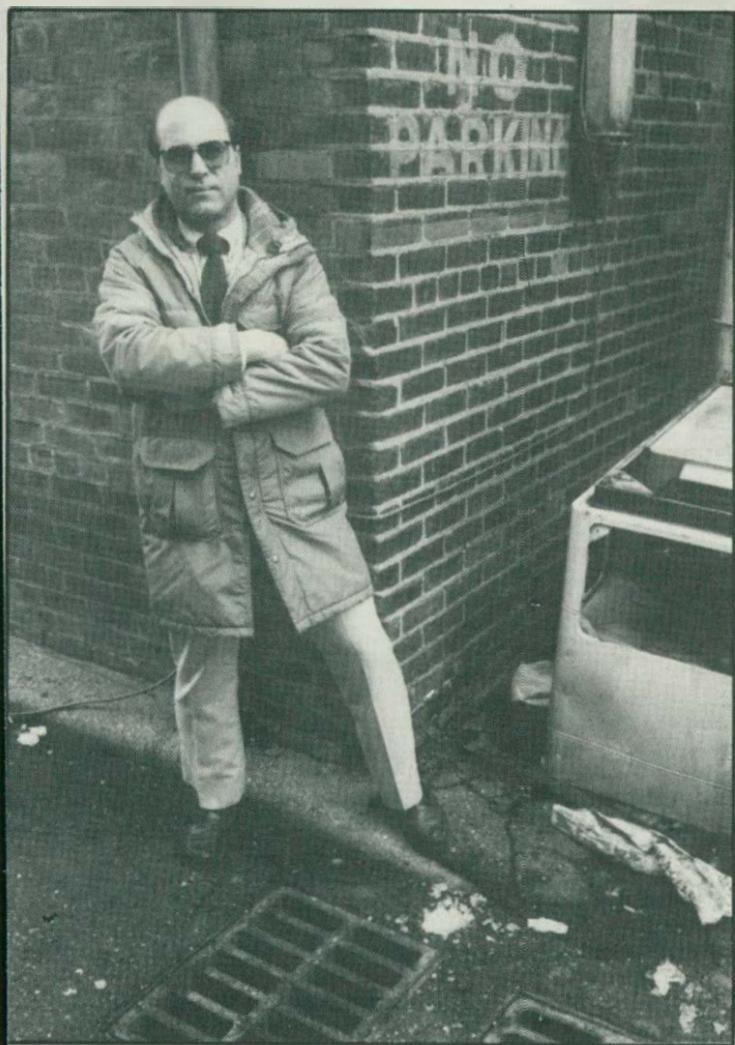
EMU photo by Brian Forde

Top, EMU Equity Programs Director Dr. Lynette Findley and U.S. Civil Rights Commissioner Dr. Mary Frances Berry share a laugh Jan. 16 during EMU's annual President's Luncheon commemorating Dr. Martin Luther King Jr. Right, Berry delivers her keynote address in which she challenged the listeners to "reflect on what you can do" and "commit yourselves" to work to achieve King's dream of freedom and justice for all people. More than 500 people attended the King Luncheon.



Focus on Faculty

Douglass: Care of homeless is society's 'obligation'



EMU photo by Brian Forde

To look at the problems of Detroit's homeless elderly, Douglass and colleagues William Lofton and Bernard Atchison led an investigative research team which took to the streets, shelters and soup kitchens of the city to meet and talk with their transient population.

The study's primary goals were to characterize the homeless elderly, to identify their most pressing concerns and to recommend ways to help solve some of their problems.

Of the 17 women and 68 men interviewed, many had multiple health problems and unmet medical needs. They sought shelter in a wide variety of places, including rooming houses, public buildings, abandoned buildings and cars, and religious-affiliated missions. They had an average income of approximately \$275 per month, with 35, or 43 percent, earning less than \$200 monthly and seven, or 8.5 percent, earning about \$600 a month. Most had been without a permanent or stable home for more than five years.

Their ages ranged from 54 to 86, with an average age of 62. Of the women, nine were white, eight were black. Of the men, 25 were white, 40 were black and three were Hispanic. Approximately 68 percent were either divorced, separated or never married, 19 percent said they were widowed and seven percent (all men) said they were married. And, although most, 58 percent, never earned a high school diploma, 20 percent completed some post-secondary education and three were college graduates.

In addition, approximately one-half of those interviewed had been victims of crime within the 12 months prior to being interviewed. And, as in similar studies in other U.S. cities, the majority of Detroit's elderly homeless had significant experiences in mental health, criminal justice or detoxification institutions.

Although the number of homeless elderly in Detroit is not extremely large, Douglass said many more elderly individuals living in boarding houses are teetering on the brink of homelessness.

"We're not talking about tens of thousands of people when we talk about Detroit's homeless elderly, but those people are there, in boarding houses," he said. "There are probably 10,000 to 15,000 elderly, desperately poor people living in boarding houses who are just a whisker away from being homeless themselves."

Douglass said the concept of being homeless may seem distant to many, but in reality can be the result of "only a few bad deci-

sions." Despite Social Security, welfare and Medicaid programs, he said people can easily get trapped outside the system.

"You only get Social Security after you're 65, Medicaid when you need medical care... for welfare, you have to admit to a lot of

"(We in the private sector) should be embarrassed to have this large of a population of destitute people visible... We are judged as a community by how we deal with this kind of a person, what we do for them, how we provide for them."

—Douglass

things," he said. "You might be afraid of the system. Suppose you were in a mental institution and don't know how to access the system. Suppose you were separated and your spouse has considerable assets but they're not really. Or, suppose you're an alcoholic and your spouse has a restraining order against you, and you can't access your own bank account. Legally, you might have some assets. Legally, (the Department of) Social Services might say you're not indigent, but you really have no money."

Despite his belief that becoming homeless is "easier than people think," Douglass said many of the homeless elderly are not model citizens who've been sidetracked by the system. "We're not under any illusions as to who these people are. Most of these people, well over half, have made decisions and done things that contributed to their current conditions. They drank a lot. They did drugs. They acted out. They were arrested for cause and have made serious mistakes. Most have had a lifelong history of chaos."

Among the recommendations in Douglass' report, made to the Detroit Area Agency on Aging in December, are the need for a subsidized housing program, which Douglass said should be a public-private sector collaborative project; programs beyond halfway houses, to ensure shelter and services for those released from prisons and mental institutions; the development of special crime prevention units by the Detroit Police Department to "identify risk factors associated

with property and violent crimes" against the elderly homeless; and an expansion of existing health care for the homeless, including mental health services.

Douglass recommends the state become more accountable for those released from state mental institutions and that it regulate boarding house operations in conjunction with Wayne County and the City of Detroit. He also said substance abuse treatment services for the homeless elderly should be reviewed and the density of Detroit retail alcohol beverage licenses be examined.

To implement most of the report's recommendations, Douglass noted the need for public and private collaboration and a willingness of both to share the price tag. "I think the public sector has a legal obligation and public responsibility—certainly the Departments of Mental Health, Public Health, Social Services and Office of Services to the Aging have mandated responsibilities for this population. Similarly, (the Department of) Corrections has a legal obligation—We don't dismiss our legal obligation from people just because we release them from prison early."

With regard to the private sector, Douglass said it—"we"—should be "embarrassed to have this large of a population of destitute people visible." Although, he added, the objective should not just be to make them invisible.

"We are judged as a community by how we deal with this kind of a person, what we do for them, how we provide for them. If we live here, or make our profits here, we have an obligation as part of the public trust of doing business in Detroit, or in any other city where homelessness exists," Douglass said.

To counter the criticism of pouring more statewide public funds into Detroit to deal with yet another "Detroit problem" Douglass added, "Detroit provides the economic base for the whole state. People who say 'Detroit's already getting it all,' are being short sighted if they don't look at the where the corporate tax base is... We could build a facility that would house 80 percent of the group we interviewed (the percentage which would accept it) and it wouldn't even show up in the state budget," he said.

Although Douglass is committed to seeking solutions for the problems of Detroit's homeless elderly, he knows the preferred action is early intervention. "The most important thing is understanding homelessness more fully, so we can prevent it," he said.

To look at the problems of Detroit's homeless elderly, EMU Assistant Professor Dr. Richard Douglass of the Associated Health Professions Department and two colleagues took to the streets, shelters and soup kitchens of the city to meet and talk with their transient population.

By Susan Bairley

Although she witnessed the murder of her father, brother and fiancée by the German Gestapo, and her mother escaped the Holocaust.

The two immigrated to the United States via Sweden, England and Jamaica. On their first day in New York City, her mother was robbed and murdered.

Eventually, the woman ended up in Detroit where she maintained an adequate lifestyle, but when he died, he left no pension, no Social Security, only their house near the Fort Street General Motors plant.

She found work and earned enough to receive a minimum Social Security income. Three years ago, the house next door became the site of vigorous crack-cocaine trafficking. She complained to the police. The neighbors

retaliated by running over her dog.

She complained again. One of the neighbors beat and raped her. She pressed charges. He was arrested, but later released and returned with a companion. They beat and raped her and she was hospitalized.

When she was discharged and returned home, she found her house burned and gutted. With no place else to live, she stayed in the charred remains of her roofless house.

She, at the age of 78, is one of Detroit's estimated 3,500 to 4,000 homeless. She is one of the 85 homeless elderly interviewed this summer by EMU Assistant Professor Richard Douglass' research team.

Funded by \$30,000 in grants from the Michigan Office of Services to the Aging, the project and final report were sponsored by the Detroit Area Agency on Aging.

Rec/IM aerobic classes start Jan. 30

The Recreation/Intramural Department will offer aerobic fitness classes beginning Monday, Jan. 30, and running through the week of April 10.

A week of free introductory classes will begin Monday, Jan. 23, during which interested people may visit to sign up. The types of classes offered will be beginning and intermediate aerobics; low impact aerobics; walkerobics; strength and tone; water aerobics; and circuit aerobics.

Some classes also will use hand weights and Dyna Bands. Most classes will meet three days a week for 50 minutes and are

offered in the early morning, at noon and in the evening.

Persons who join a class also will receive pre- and post-session body fat analyses and blood pressure screenings; a free aerobics t-shirt and water bottle; and a fitness information packet.

The fee is \$40 per session (11 weeks) or \$65 for two sessions for Rec/IM members and enrolled students; \$60 per session for non-members; and \$20 per session for walkerobics.

Registration should be done in person at the Rec/IM front counter in Olds Student Recreation Center.

For more information, call 7-1338.

Child Care Commission

Continued from page 1

ty and accessibility.

The commission also will develop a long-term strategic plan for the Center which promotes it as a model for others in the state and nation, investigate and provide recommendations for state and federal initiatives which respond to the need for financing quality child care and investigate how EMU could implement a child care tax credit program through the University's employee benefits and payroll offices.

The commission is expected to report on its findings to the EMU Board of Regents by June 30, 1989.

Members appointed to the commission are Mary Addison, executive director of the Michigan Women's Commission; State Rep. Lyn Banks; Rev. Carol Brock,

executive director of the Child Care Coordinating and Referral Service; Dr. John Burkhardt, director of institutional advancement at EMU; Dr. Joan Firestone, early childhood consultant for the Oakland County Schools; Carol Goss, program officer at the W.K. Kellogg Foundation; Dr. Sylvia Jones, associate director of EMU's Children's Center; Dr. Elizabeth King, dean of EMU's College of Health and Human Services; Doris Komblevitz, director of state, federal and community relations at EMU; Dr. Samuel Meisels, research scientist in the Center for Human Growth and Development at the University of Michigan; Jacqueline Miller, president of the Michigan Association for the Education of Young Children and

director of The Discovery Center in Ann Arbor; DeDe Owen, EMU Children's Center parent; State Rep. Kirk Profit; Dr. Rosalyn Saltz, director of the U-M-Dearborn Child Development Center; Dr. Sherry Sayles-Folks, associate professor in the Department of Associated Health Professions; Loraine Ward, administrator of the Child Development Division of Detroit's Neighborhood Services Department; and Sandra White, assistant to the publisher of the Detroit Free Press.

EMU support staff to the commission will be provided by Ellen Gold, director of University Health Services; Dr. Dennis Lefond, marketing researcher in the Division of Student Affairs; and Colleen Rheim, payroll supervisor.

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, Feb. 1, 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-Harrod, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, and the University Library.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSSA89003 - CS-03 - \$500.40 - Clerk-Admissions

CSAA89002 - CS-03 - \$500.40 - Secretary, Office of the Registrar/Graduation Audit

CSAA89003 - CS-04 - \$555.56 - Secretary II, HECR (Word processing experience and/or the ability and willingness to learn)

CSSA89004 - CS-05 - \$627.81 - Senior Secretary, Auxiliary Enterprises

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

ACUR89001 - AC-12 - \$787.41 - \$1,220.57 - Assistant Coach, Men's Football - Intercollegiate Athletics

FOOD SERVICE/MAINTENANCE

FMBF89001 - FM-06 - 8.92/hr. - Custodian-Midnights/Roosevelt, Custodial Services

FMBF89002 - FM-06 - \$8.92/hr. - Custodian-Midnights/Alexander, Custodial Services

*Payrate stated does not include shift differential, when applicable.

An Affirmative Action/Equal Opportunity Employer

President selection

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son best qualified to provide leadership for Eastern during its next phase of growth and development.

"I shall report to you again prior to the time of the on-campus interviews so that you might plan to meet with the finalist candidates brought to the campus."

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
HP Stanton, phototypesetter

Events of the Week

Jan. 24 - Jan. 31

Tuesday 24

WORKSHOP — Training and Development will present the first in a 10-week series of workshops on Weight Watchers at Work. The series will include regular weigh-ins, behavior modification lessons and group support. The cost is \$85 for the series if 20 or more people sign up. For more information, call 7-0076, 201 King Hall, noon

WORKSHOP — Career Services will present a workshop on the Discover computer program, 405 Goodison, 1 p.m.

FORENSICS SHOWCASE — The Communication and Theater Arts Department will present a performance by EMU's champion forensics team as part of the Beaux Arts Festival. Call 7-1221 for free tickets, Sponberg Theater, 4:30 p.m.

ORGAN RECITAL — The 1988-89 Organ Recital Series will continue with a performance by University of Michigan doctoral organ students under the direction of Marilyn Mason, Pease Auditorium, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "9 1/2 Weeks." Admission is \$2, Strong Auditorium, 8 and 10 p.m.

BOARD RETREAT — The EMU Board of Regents will hold a retreat today and tomorrow, Weber's Inn, Ann Arbor, To be announced

Wednesday 25

MEETING — The Association of Black Social Workers will meet, Gallery II, McKenny Union, noon

WORKSHOP — Counseling Services will present an Adult Children of Alcoholics support group, which meets weekly, 300 Snow Health Center, 3:30 p.m.

CHILDREN'S THEATER — As part of the Beaux Arts Festival, the Communication and Theater Arts Department will present a performance by EMU's nationally-acclaimed Theater of the Young. Call 7-1221 for free tickets, Sponberg Theater, 4:30 p.m.

WORKSHOP — Career Services will present a job search workshop for education alumni, 405 Goodison, 5:15 p.m.

MEETING — The College of Education Alumni Governing Board will meet, Gallery I, McKenny Union, 7 p.m.

MOVIE — Campus Life's Silver Screen will present "9 1/2 Weeks." Admission is \$2, Strong Auditorium, 8 and 10 p.m.

Thursday 26

WORKSHOP — Training and Development will present a workshop titled "Using Credit Wisely," featuring Rosella Bannister of the Michigan Consumer Education Center, 201 King Hall, 10 a.m.

TRACK — The men's team will host the EMU Open, Bowen Field House, 5 p.m.

THEATER — As part of the Beaux Arts Festival, the Communication and Theater Arts Department will present a showcase performance of the chamber/readers theater. Call

Research

DOD Research Initiation Program

The Department of Defense has announced its 1989 University Research Initiation Program to support multidisciplinary efforts, including instrumentation and graduate training in specific areas targeted by the participating agencies. Five million dollars is available for grants ranging from \$50,000 to \$250,000.

Grants funds are only available to academic institutions who received less than four million dollars in DOD funding last year, or are classified as historically black colleges. Priority areas for 1989 are: smart materials and structures, electronics, biosystems, earth sciences, mathematical modeling, physical and structural acoustics, simulation and experimental investigations leading to new physical models of transport processes related to synthesis of advanced materials.

The proposal receipt deadline is March 30, 1989. Contact Rick Howard at 7-3090 for more information.

Arts Grantwriting Workshops Offered

The Michigan Council for the Arts will sponsor regional grants assistance workshops for applicants to the Council's Arts Projects Support, Arts in Education, Artists-In-School and Creative Artist grant programs. The workshops are designed to provide information on how nonprofit organizations and individual artists can apply for state funds for arts projects during the months of October 1989 through September 1990.

The first half hour of the meeting will be directed to new or inexperienced applicants, providing an overview of the council and general discussion of program guidelines and proposal writing. The remainder of the meeting will provide more in depth information on program review criteria, project development and presentation of support materials.

The workshop for the Ypsilanti-Ann Arbor area will be held at Kerrytown Concert House Inc., 415 N. Fourth Ave., Ann Arbor, from 7 to 9 p.m. on Feb. 20 1989.

The workshop is free and open to the public. For further information, contact the Washtenaw Council for the Arts at 996-2777, or the Michigan Council for the Arts at 256-3717.

BEAUX ARTS FESTIVAL

Schedule of events for Tuesday, Jan. 24, through Saturday, Jan. 28. Unless otherwise indicated, all events are free and will take place in Sponberg Theater.

Tuesday, Jan. 24	Forensics Performance 4:30 p.m.
Wednesday, Jan. 25	Theater of the Young 4:30 p.m.
Thursday, Jan. 26	Readers/Chamber Theater 8 p.m. Student Video Showings 11 a.m.-8 p.m.
Friday, Jan. 27	EMU Dancers 8 p.m.
Saturday, Jan. 28	Beaux Arts Ball McKenny Ballroom 8 p.m. \$35 per person

A faculty art exhibit, "Revealed and Concealed," will be on display in Room 107 Quirk throughout the week, along with student art work. Exhibit hours are 11 a.m. to 3 p.m. Tuesday through Friday. In addition, a graduate student art sale will be held outside the McKenny Union Ballroom Jan. 28 in connection with the Beaux Arts Ball.

For more information on any events, call the EMU Theater Office at 7-1220.

Adviser

Academic Advising Center
229 Pierce Hall
Hotline: 7-3344

Answering Basic Studies Questions

Social Sciences Area, page 27 in the 1988-89 catalog.

1. What is the American government requirement?

Answer: Every student must complete one course in American government. It is usually satisfied by PLS 112, American Government, or PLS 113, American Government Honors. If a student is at least a sophomore, PLS 202, State and Local Government, may also apply.

2. What history courses fulfill the history requirement?

Students may take any of the following: HIS 101, 102, 103, 106, 123 or 124. HIS 100, The Comparative Study of Religion, does not satisfy the history requirement. It can be counted in the Humanities area under Philosophy or Religion.

3. The third requirement in Social Sciences can be fulfilled in a variety of ways:

- A second history course.
- A two-course sequence in sociology and/or cultural anthropology.
- A two-course sequence in economics.
- A two-course sequence in geography.
- In the fall of 1987 a new alternative was added to the two-course sequence option. Students may substitute AAS 101, Introduction to Afro-American Studies, for the second course in a two-course sequence in b, c, and d above. To request this substitution, or get more information about this option, please contact: Associate Vice President for Academic Affairs, 7-2246.

7-1221 for tree tickets, Sponberg Theater, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "9 1/2 Weeks." Admission is \$2, Strong Auditorium, 8 and 10 p.m.

Friday 27

MEETING — The Interfraternity Council will meet, Faculty Lounge, McKenny Union, 2:30 p.m.

TRACK — The women's team will host the EMU Winter Track Classic, Bowen Field House, 6 p.m.

GYMNASTICS — The women's team will host Kent State University, Warner Gymnasium, 7:30 p.m.

DANCE CONCERT — As part of the Beaux Arts Festival, the Communication and Theater Arts Department will present a performance by the EMU Dancers. Call 7-1221 for free tickets, Sponberg Theater, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "9 1/2 Weeks." Admission is \$2, Strong Auditorium, 8, 10 p.m. and midnight

Saturday 28

BASKETBALL — The men's and women's teams will host Ball State University. Admission, Bowen Field House, 12:30 and 3:30 p.m.

SWIMMING — The women's team will host Ferris State University, Olds 50-meter pool, 1 p.m.

BEAUX ARTS BALL — The Communication and Theater Arts Department will present its fifth annual Beaux Arts Ball, featuring a buffet dinner, dancing to the Don Korte Orchestra and comedy and musical revues. Tickets are \$35 per person. Call 7-3131 for more information, Ballroom, McKenny Union, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "9 1/2 Weeks." Admission is \$2, Strong Auditorium, 8 and 10 p.m.

Tuesday 31

SEMINAR — Career Services will present a student teaching seminar, McKenny Union, 1:30 p.m.

WORKSHOP — Counseling Services will present a workshop titled "Tips to Build Self-Confidence." 300 Snow Health Center, 3:30 p.m.

MEETING — EMU Student Government will meet, Tower Room, McKenny Union, 5:45 p.m.

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

COMEDY CLUB — The Office of Campus Life will present comedians Dennis Butler and Tommy Noland. Admission is \$2, Hoyt Dining Center, 9:30 p.m.