

## University outlines compliance with Drug Free Workplace Act

University employees and supervisory personnel should be aware of the Drug Free Workplace Act of 1988, part of the Omnibus Anti-Drug Legislation signed into law in November 1988 by President Ronald Reagan, which requires universities to issue a notice to all employees concerning their policies regarding drug use in the workplace. The EMU notice was distributed to all University employees in their paychecks May 4.

The law requires the University, because it receives federal grants and contracts, to "prohibit any unlawful manufacture, distribution, dispensation, possession, or use of any controlled substance in the workplace."

Any individuals found to be in violation of the policy are engaging in serious misconduct and are subject to disciplinary action. Supervisory personnel who observe evidence of any drug abuse behavior in the workplace should contact Employee Relations in the Office of Human Resources to consider the appropriate action.

For the purposes of this statement, "workplace" includes the central EMU campus and any off-site locations or facilities where services are performed on behalf of or in the name of EMU in connection with any grant in which the University is named grantee.

The term "controlled substance" means all drugs, legal or illegal (except alcohol and tobacco), in the Federal Controlled Substance Act. It does not include prescribed medication employees are taking under the direction of a physician.

The DFWP Act requires that an employee who is working under a federal grant or contract and has a criminal drug statute conviction in the workplace must notify his or her supervisor or department within five days of that conviction. In most cases, the supervisor or department will be aware of the situation in advance of any conviction. In any case, the supervisor or department must then immediately inform the Employee Relations Office, which will coordinate the reporting of the conviction to the

federal agency for the grant or contract.

The notice also provides information to employees about sources of help for any type of drug problem. Snow Health Center and Employee Relations are prepared to provide employees guidance in identifying and gaining admission to rehabilitation programs, as well as assistance with the use of applicable University-provided medical and disability benefits in support of those efforts. Any drug counseling sought by EMU employees is confidential and employees seeking such assistance are assured that such contacts will only be shared on a need-to-know basis to implement rehabilitative services. Furthermore, self-initiated rehabilitation treatment or counseling will have no bearing on an employee's job with EMU, and it will not become a part of the employee's personnel file.

In support of its efforts to maintain a drug-free workplace, EMU will establish and maintain a drug-free awareness program to inform and educate employees about the dangers of drug abuse and additional counseling/rehabilitation programs.

## Facilities plan looks at 8 major projects

By Debra McLean

A coordinated facilities plan developed at EMU outlines several construction and renovation projects designed to secure the University's competitive position into the 1990s.

The projects planned include the revitalization of McKenny Union through Project Synchrony; an Outdoor Recreation Project near the Olds Student Recreation Center; renovation of Pease Auditorium, Bowen Field House and Ryneerson Stadium; a new Sports Training Instructional Center; a new College of Education building; and the reconstruction of Sherzer Hall.

Program statements for the McKenny Union, Pease Auditorium, Sports Training Instructional Center and College of Education projects already have been accepted by the Board of Regents, so public funding currently is being sought for those projects. As instructional facilities, the sports training center and College of Education potentially can be funded through state capital outlay funds, while Pease Auditorium has the potential for federal funding as a historic building.

While a program statement also was accepted for the Sherzer Hall renovation, the subsequent fire in that building has allowed that its restoration will be funded primarily through insurance payments.

Executive Vice President Roy Wilbanks recently assigned Dr. Dorian Sprandel, executive director of Auxiliary Services, the task of coordinating the efforts to identify funding for the McKenny Union, outdoor recreation, Bowen Field House and Ryneerson projects. It is anticipated that funding for those projects will have to come from a variety of sources, including the sale of bonds, private contributions and income generated from lease agreements.

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## Campus Capsules

### Series Continues On Work Organization Patterns

The EMU Department of Interdisciplinary Technology spring lecture series, titled "Emerging Patterns of Work Organization," will continue Wednesday, May 17, with a talk by John Cleveland, director of the Michigan Department of Commerce Modernization Service, who will address "Setting the Groundwork for Labor-Management Cooperation" at 7 p.m. in the Corporate Education Center.

On May 24, Roger Plummer, chairman and chief executive officer of Ameritech Information Systems, will discuss "Redefining a Corporate Culture," also at 7 p.m. in the CEC.

The lectures are free and open to the public.

For more information, call 7-1161.

### Health Services, Rec/IM To Host Employee Health Events

In recognition of Friday, May 19, as National Employee Health and Fitness Day, the Recreation/Intramural Department and University Health Services will offer several free health and fitness activities on campus that day.

The Olds Student Recreation Center will offer free admission for faculty and staff all day, along with fitness consultants in the use of Nautilus equipment and free weights.

In addition, all aerobic fitness classes will be offered free May 19. Those classes include: Intermediate Level, 12:10-1 p.m. and 6:30-7:30 p.m.; Low Impact, 4:15-5:15 p.m.; Strength and Tone, noon-1 p.m. and 5:20-6:20 p.m.; Walkerobics, noon-12:50 p.m. and 6:30-7:30 p.m.; and Water Aerobics, 12:20-6:20 p.m.

Health Services will offer cholesterol screenings, body fat analyses and blood pressure readings in Snow Health Center from 11 a.m. to 2 p.m. There will be a \$3 lab fee for cholesterol screenings.

For more information, call Kristy Jacobs in Rec/IM at 7-1338, or Mary Beth Good at Snow Health Center, 7-1122.

### African-American Scholars' Forum Continues May 17

EMU's Afro-American Studies Program will continue its African-American Scholars' Forum Wednesday, May 17, with a talk by Dr. Jan Collins-Eaglin, coordinator in EMU's Office of Equity Programs, who will discuss "Health Seeking Behavior" at noon in the Tower Room of McKenny Union.

The final speaker in the forum will be Howard Ross, assistant graduate dean in the Graduate School, who will present "Recent Scholarship on Martin Luther King" Wednesday, June 14, at noon in the Tower Room.

The lectures are free and open to the public.

For more information, call 7-3460.

### Ward Seeks Faculty Interested In China Exchange Program

Dr. Robert Ward, professor in the Department of Geography and Geology, recently was appointed by Provost and Vice President for Academic Affairs Ronald Collins to coordinate EMU's China Programs. Ward replaces Dr. Stephen Liu, professor of biology, who is returning full time to teaching.

Ward will travel to China and Taiwan during July and August to reaffirm EMU's formal exchange agreements with several universities there and identify Chinese scholars interested in being visiting scholars at EMU.

Ward will contact academic department heads before leaving to determine which disciplines at EMU are interested in hosting a Chinese scholar during 1990.

In addition, Ward wants to identify EMU faculty members interested in teaching opportunities in China and Taiwan, and plans to take resumes with him this summer for consideration by Chinese university officials.

For more information on the exchange program, call Ward at 7-2414 or 7-3140.

### REC/IM To Hold Weekly Golf Outing Tuesdays at Huron Club

The Recreation/Intramural Department will host a weekly golf outing for EMU faculty, staff, students, alumni and community guests every Tuesday until Aug. 8 with tee off times between 2 and 3:30 p.m. at the Huron Golf Club.

Greens fees at the weekly outings are \$7 for faculty, staff and alumni with I.D. cards, \$6 for students and \$8.50 for guests with no EMU affiliation. Each week a blind bogey will be featured with the winner receiving a sleeve of golf balls.

Tee off times may be reserved by calling the Huron Golf Club at 7-2441. For more information, call the Rec/IM at 7-1338.

### Child Development Lab Accepting Registrations

EMU's Child Development Laboratory currently is accepting registrations for its 1989-90 school year programs.

Parents of children, ages three through five, are invited to enroll their children in one of four half-day programs offered two or three days per week in EMU's Rackham Building.

The sessions, which will start in September, meet from 9 to 11:30

a.m. or 1 to 3:30 p.m.

All sessions involve parental participation and will provide a variety of developmental experiences for the children enrolled. The program is staffed by certified master teachers and University students preparing for professional work.

Registration materials and more information on the programs are available in the Child Development Office in 209 Rackham, or parents may call 7-0286 or 7-2490.

### EMU To Host 'Child Safety Day' MAY 20

EMU's Department of Public Safety will host a "Child Safety Day," Saturday, May 20, from 10 a.m. to 3 p.m. in McKenny Union's Trail Blazer Room.

The event will feature representatives from several area police agencies, including the EMU Public Safety Department, Ypsilanti Police Department, Michigan State Police and Washtenaw County Sheriff's Department.

The officers will present programs on child safety, including "Stranger Danger" and "Say No To Drugs," all geared toward children through the use of games, videos and skits.

Free child identification fingerprints and photographs also will be available for parents to keep as personal records.

In addition, representatives from Huron Valley Ambulance and the Ypsilanti Fire Department will be on hand to discuss home and fire safety.

Pizza, popcorn and soft drinks will be provided along with a variety of entertainment activities.

The event is free and open to the public.

For more information, call Cpl. Chuck Mosher, EMU crime prevention officer, at 7-1222.

## Forum to feature longtime writer

EMU's Black Faculty and Staff Association will sponsor an African-American Writer's Forum featuring author Margaret Walker Thursday, May 18, at 7:30 p.m. in McKenny Union's Guild Hall.

Walker, whose work was first published in Crisis magazine in 1934, will discuss her 50-year writing career and her friendship with noted black author Richard Wright, with whom she worked on the Chicago Writer's Project.

Walker has published fiction, non-fiction and poetry, including the definitive biography of Wright, "Richard Wright: Daemonic Genius." Her five books of poetry include "For My People," which won the 1942 Yale Younger Poets competition and her critically-acclaimed novel, "Jubilee," won the 1966 Houghton Mifflin Literary Fellowship Award.

A professor emerita of English at Jackson State University, Walker received her bachelor's degree from Northwestern University, and a master's degree and doctorate from the University of Iowa. While teaching at Jackson State, she founded its Institute for the Study of History, Life and Culture of Black People and served as director from 1968 until her retirement in 1979.

Walker has received numerous awards and citations throughout her career, including a Living Legacy Award from U.S. President Jimmy Carter and a proclamation for Margaret Walker Alexander Day from Mississippi Gov. William Winter.

Her EMU lecture is free and open to the public, and will be followed by a wine and cheese reception.

For more information on the forum, which is intended to become an annual event, call Marian Hampton, vice president of EMU's Black Faculty and Staff Association, at 7-1316.

## New student leaders look at parking, possible 'Greek Row'

By Kathy Manning

Eastern Michigan University's student government has a newly-elected student body president, Michael Dega, and vice president, David Kasper, resulting from elections held in March.

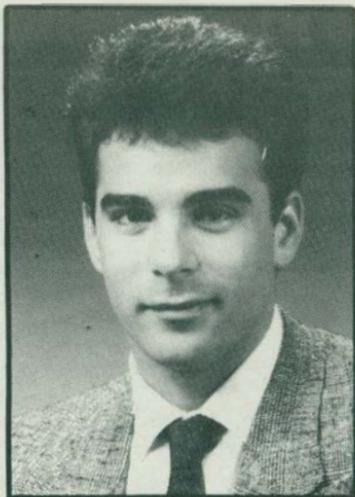
Dega, a Farmington Hills senior and president of the Sigma Phi Epsilon fraternity at EMU, defeated incumbent student president Jerry Raymond by a vote of 1,120 to 764. Third candidate Keith Hoskins received 193 votes.

Kasper, an Ann Arbor senior who had been a student senator since January 1988, defeated incumbent vice president Jennifer Headrick by a vote of 961 to 781. Two other candidates, Dan Delproposto and Jeff Buehner, received 180 votes and 93 votes, respectively.

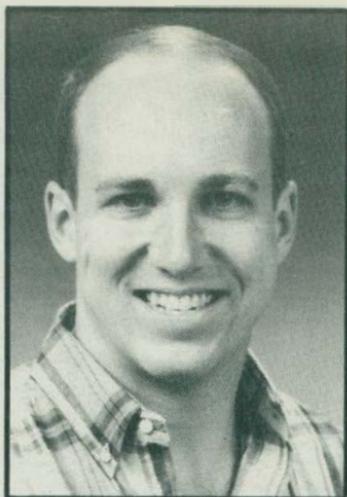
Also, nine student senators were newly elected and 12 were re-elected.

All the elected officials began their terms Tuesday, March 28, at an initiation ceremony in EMU's McKenny Union.

Dega, a public law and government major, said he was "extremely excited" about his upcoming term. "I believe we'll be able to do a lot for the students. I'd like to



Michael Dega, left, and David Kasper upset the incumbent officers to be elected student body president and vice president, respectively, during student elections in March. Their first-term plans include addressing student parking and the investigating the establishment of a "Greek Row."



bring the students and administration together, to work with—instead of against—each other," he said.

Dega said his first priority upon taking office will be to schedule a meeting between University Presi-

dent-elect William Shelton and student leaders to discuss campus issues.

"I will also be setting up two committees, one to recommend action to improve road conditions and one to improve parking conditions,"

he said.

Another priority Dega has is to meet with University and city officials to discuss establishing a Greek Row. "Zoning in the city has split Greeks apart and kept some of them from having houses" Dega said. "We want to create new housing opportunities in a suitable location."

Kasper, who's majoring in communication, has three priority issues: "to immediately find resources to meet the art students' needs (who lost materials and work space in the recent Sherzer Hall fire); to investigate and recommend a more efficient computer registration process; and to introduce a resolution which requires freshmen to park in 'Outer Space' (EMU's West Campus parking lot)." The resolution's aim is to alleviate the commuter parking problem, he said.

"We really won't be depriving (freshmen), just starting a new system," Kasper said. "Many universities don't even allow freshmen (to have) cars. "The policy would benefit freshmen by encouraging them to stay on campus and get involved, because it would be slightly more difficult to access their vehicles," he added.

The newly-elected student sena-

tors are: Mary Backos, a graduate student; Traci Ellis, a junior in consumer affairs; Scott Fisher, a freshman in political science; Kenneth Coleman, a senior finance major; Sandra Gruesback, a freshman; Andrzej Raczkoski, a sophomore in history and political science; Alidad Sassani, a freshman majoring in accounting; Paul Timm, a sophomore; and Paula Williams a junior with a dual major in special education and communication and theater arts.

Re-elected senators include David Griffel, a political science junior; Jeff Holden, a computer science junior; Steven Richardson, a junior in political science; Jeffery Schuman, a senior majoring in political science; Lisa Stahl, a social work sophomore; Eric Zant, a junior in labor studies; Alisa Dore, a junior majoring in telecommunications and film; Emily Brunswick, a freshman majoring in telecommunication and film; James M. LaVallee, a junior in business administration; James Brown, a psychology senior; Christina Ghilardi, a junior majoring in history; and Vaughn Thompson, a junior majoring in political science.

The highest number of votes cast for an elected senator was 735, for incumbent Stahl.

## EMU to host CASE District 5 miniconference at CEC May 24

EMU will host a Council for the Advancement and Support of Education Miniconference for university professionals in development, alumni relations and public information, Wednesday, May 24, at the Corporate Education Center and Radisson Resort.

Titled "The Creation of a Profession, The Making of a Professional," the conference will center around institutional advancement as a profession.

Speakers at the conference will include Catherine B. Ahles, vice president for college relations at Macomb Community College; Robert F. Carbone, director of the Clearinghouse for Research on

Fund-raising at the University of Maryland; Robert G. Forman, executive director of alumni relations at the University of Michigan; Donald R. Perkins, director of public information at Wittenberg University; Walter L. Strong, senior vice president for university relations at Wayne State University; and Jack I. Slater Jr., director of alumni relations and development at EMU.

The cost of attending the conference is \$50 per person with overnight accommodations available in the new Radisson at a special single/double rate of \$75 per night.

To register or for more informa-

tion, call Carole Lick, assistant director of alumni relations, at 7-0250.

CASE is an international organization of personnel at colleges, universities and independent schools. Its purpose is to "advance understanding and support of education for the benefit of society," providing services to advancement professionals, member institutions and providing public affairs programs "that bond higher education to the public interest."

District Five includes Minnesota, Wisconsin, Illinois, Indiana, Ohio, Michigan, and in Canada, the provinces of Manitoba and Ontario.

## Promotions

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

**Pamela S. Katz**, accountant I in the Accounting Department, was promoted to accountant II in that office.

Katz earned her bachelor's degree in accounting information systems from EMU in 1987. She worked as a student account specialist at EMU from 1984 to 1987, then was promoted to account clerk and later, accountant I in 1987.

She is a member of Alpha Kappa Psi professional business fraternity.

As accountant II at EMU, Katz will perform and direct the performance of various duties to maintain accurate and complete records within the assigned area of responsibility.

**Catherine M. Cart**, supervisor of accounts payable in the Accounting Office, was promoted to senior accountant in that office.

Cart, 40, joined EMU in 1970 as an account clerk in the Accounting Office. She held a variety of clerk positions in that office, Student Loans, the Development Office and Grants and Contracts before being named supervisor of accounts payable in 1979.

Cart has attended classes at Pontiac Business Institute and EMU.

As senior accountant, Cart will direct the performance of various duties to maintain accurate and complete records and data for

University and governmental offices.



Lien

**Lee-Chu Lien**, senior accountant in the Accounting Department, was promoted to fund manager in that same department.

Lien, 39, earned a master's degree in accounting from EMU in 1981 and has done graduate work in statistics at the University of Michigan.

Prior to joining the EMU staff as senior accountant last year, Lien worked as a financial analyst at the University of Michigan Hospitals for one year. She worked as an accountant at Texton Construction Co. Inc. and as accounting supervisor for GTE Mobilnet Inc., both in Houston, Texas. She also was a billing supervisor and accountant at

Bechtel Power Corp. in Ann Arbor.

As fund manager at EMU, Lien will oversee the daily and monthly accounting functions of the University's fund accounting areas.



Myland

**Karen M. Myland**, secretary II in the Benefits Office, was promoted to data specialist in the Employment/Affirmative Action Office.

Myland, 21, joined EMU as a secretary in 1987 and currently is pursuing a bachelor's degree at EMU.

As data specialist, Myland will maintain the computerized human resources/payroll system database and provide necessary support to accurately handle the processing of internal data for input and output requests.

## Alumni golfing event in Gaylord July 16-19

EMU's Office of Alumni Relations will host a four-day golf outing Sunday through Wednesday, July 16-19, at the Sylvan Resort in Gaylord.

Participants will have the opportunity to play 18 holes of golf at the Treetops course Monday, where pro Rick Smith will offer a clinic, and 18 holes at Hidden Valley course Tuesday and at the Garland course Wednesday. Prizes will be awarded each day for winners of such events as best ball, scramble and stable ford.

In addition, each day will host special guest participants from EMU, including newly-elected President William Shelton; Head Football Coach Jim Harkema; former EMU golf coach Jim

Nelson; Tom Pendlebury, director of the EMU Huron Golf Club; and EMU Golf Coach and Huron Club Pro John Thibault.

The package will include three nights lodging at Sylvan Resort, two dinners and one lunch, all greens fees, golf carts each day, the Monday clinic, pro shop discounts and gratuities on food.

The cost of the package is \$395 per person for Alumni Association members and \$415 for non-members. A non-golf package also is available at \$255 for members and \$275 for non-members.

The trip is open to EMU Alumni Association members and other friends of the University.

For more information, contact the Alumni Relations Office at 7-0250.

## Auxiliary sees 1% revenue improvement

The EMU Board of Regents approved a revised 1988-89 Auxiliary Enterprises Operating Budget April 26 showing a 1 percent improvement forecasted in net revenue.

Year-end net revenue for Auxiliary Enterprises now is expected to total \$1,722,526, a \$242,152 increase over the revenue predicted in the original Operating Budget.

The revised budget shows Auxiliary Enterprises revenue this year totaling \$25,776,930 and expenses totaling \$24,054,404.

The positive variance in net revenue is attributed to EMU's recent lease arrangement with Barnes and Noble to run the McKenny Union Bookstore and the elimination of unused staff positions in EMU's Children's Center.

Approximately \$180,000 of the net year-end revenue is earmarked to cover a deficit of that amount anticipated for the Children's Center in 1989-90.

That projected deficit was outlined in a 1989-90 Auxiliary Budget: Procedures, Planning Assump-

tions and Planning Guidelines report also received by the regents April 26.

The report also forecasted price increases next year of 5 percent for electric service, 5 percent for gas service and 4 percent for water.

In addition, the report listed Auxiliary Enterprise inflation assumptions of 4.8 percent for food, 4.5 percent for dining supplies, 1 percent for insurance and 5 percent for personnel costs.

The report also stated that EMU's Hoyt Lodging and Meeting Center will return to a full conference facility by 1992; planned renovations in McKenny Union may begin during the 1989-90 year; and EMU's Kresge Environmental Education Center will resume its first year of normal operations since a 1987 fire in its dining hall beginning July 1, 1989. Construction of a house for the KEEC resident manager also will take place in 1989.

Auxiliary Enterprises is scheduled to submit its 1989-90 budget to the EMU regents in June.

# Focus on Faculty

## Racz looks at Eastern Europe's effect on Soviet reforms

By Debra McLean

A major political uprising in an Eastern European country, such as Hungary, is likely in the near future according to an EMU political scientist, and it could affect Soviet leader Mikhail Gorbachev's reform efforts and possibly bring an end to them.

According to Dr. Barnabas Racz, EMU professor of political science and an East European specialist, conservative forces in the Soviet government, opposed to Gorbachev's reforms, would relish the opportunity to use a political upheaval in a smaller communist country as ammunition to end Gorbachev's new "freer society."

"There's been a significant transformation in Soviet life; a new era has come into Soviet thinking," Racz said. "But, there are still very powerful opposition influences in the Soviet bureaucracy, KGB and

**"I think you will find in the Soviet Union, and we've already seen it in China, that once you open up the Pandora's Box...and let the people express themselves, it's very, very hard to stop it. It almost becomes a self-propelling motion."**

—Racz

Army who have no interests at all in these reforms."

As evidence that reform activities in Eastern Europe could affect the sweeping changes in the Soviet Union, Racz noted that U.S. foreign policy officials have increasingly shown more interest in countries like Poland, "because they're concerned about the ramifications of any uprising there on the Soviet Union," he said.

Based on the experiences of economic and political reform in other communist countries, Racz said the Soviet leadership will eventually have to rein in Gorbachev or face the probable elimination of their Marxist government.

"I think we'll find in the Soviet Union, and we're already seeing it in China, that once you open up the Pandora's Box, once you start loosening the control and let the people express themselves, it's very, very hard to stop it. It almost becomes a self-propelling motion,"

Racz said. "I think the Soviet Union will sooner or later have to face a crucial decision...that either Gorbachev has to go or his policies have to be diluted very significantly, or they might face a disintegration of the (communist) system there, which you already see some of at the Chinese level."

Such a disintegration already has occurred in Hungary, Racz' primary research interest and native country, which has led the way in Eastern Europe by promoting major economic and political reforms for the past 20 years.

"Hungary was a test case for this modified socialism," Racz said, when it introduced reforms calling for economic decentralization and worker profit motives in the late 1960s, reforms Gorbachev now is promoting in the Soviet Union. "Many Western observers started asking if there was a 'Hungarian model' for independent government," Racz said, "but the Hungarians denied it because they were so afraid of Soviet reaction. They denied their independence and paid lip service to Marxism, even though their system of government was becoming unique."

Those early reform efforts in Hungary met little success until the first elections in which private citizens could nominate candidates were held there in 1985. "Independent" candidates captured 10 percent of the country's 352 parliamentary seats. "Hungary preceded the Soviet Union and Poland with this new electoral law," Racz said. "And it's part of a general trend toward more of a political democracy in Hungary."

Although Hungary isn't regarded absolutely as a model for the "new socialism," Racz noted that delegations from China and the Soviet Union were in Hungary during those first elections to study the process.

However, since the "Pandora's Box" was opened in Hungary, reform efforts have indeed proceeded at a frenzied pace, with the Marxist-Leninist ideology becoming "pretty much dead" in that country, according to Racz.

"They are so preoccupied with political reform that they want a new constitution, new laws, multiple (political) parties and economic reforms, and they want it all to happen in 1989," he said. "In this chaotic situation, I think there's a real threat of civil war." Such a conflict, he said, could easily turn back the clock on Gorbachev's reforms, as his opponents in the Soviet government would be able to

point fingers and say reforms, such as glasnost, are dangerous.

"There are components of the situation in Hungary which are very dangerous, including the economic crisis—the economy has nose-dived—plummeting income levels, high inflation, a plummeting birth rate which is a national tragedy, and political dissent," Racz said. "Hungary is in a crisis right now, there's no (political) direction and there's a lot of internal desperation because of all the changes."

Similar problems can be expected in the Soviet Union, Poland and any other communist country that moves toward democracy and a competitive economic system, Racz said, because while life under communism can be regarded as bleak, it has certain built-in protections that democracy doesn't necessarily offer.

"In all socialist countries, abject poverty has been eliminated," he said. "But, on the other hand, the overall picture is that those who had no chance to work in the second economy—moonlighting—and were tied to standard wages did not fare very well."

Dramatic political and economic reforms also create uncertainty among average citizens, Racz said, because they don't know what ideology to embrace once Marxism fades away.

"In Hungary, they try to maintain the socialist fiction, but they don't know what it is; no one has defined the 'new socialism,'" he said. "For 40 years, the Hungarian working class was kept in the illusion that the center—the foundation—of the socialist system is the working class. They were pretty much exploited by socialism, but psychologically, the individual worker gains some kind of emotional satisfaction from the belief that he is the centerpiece of the socialist state. As a result of the changing circumstances, the working class will lose this image—this self-identity—and that will be coupled with the sometimes cruel forces of the market in a competitive society where they may lose wages or become unemployed. I think the working class (in Hungary) right now stands kind of stunned and doesn't know what to do with itself."

According to Racz, "Hungary and Poland are way out in front in terms of reform in Eastern Europe," followed by East Germany and Czechoslovakia who are "somewhere in the middle, both moving very slowly toward reform"



**Dr. Barnabas Racz, professor of political science and an East European specialist, says the potential for tremendous social and political upheaval in Hungary, and possibly in other East European countries, is very high right now due to rapid political and economic reforms which are attempting to redefine socialism in the region.**

and Romania and Bulgaria, who "move almost not at all."

Such an environment, he said, puts the region "on a threshold, because the movements in Hungary and Poland could cause a significant transformation or explosion which could trigger things in the Soviet Union. It could set in motion those conservative forces who want to stop Gorbachev."

Racz lived in Hungary until 1956 and completed his undergraduate education and a juris doctorate at the University of Budapest. He also holds a master's degree and doctorate from the University of Michigan. He fled Hungary in a mass exodus of 200,000 people in 1956 after an unsuccessful anti-communist revolution was crushed by the Soviets.

Because he still has friends and relatives in Hungary and other

Eastern Europe countries, his area of specialization came easily. "My work grew out of my access to sources there," he said, although he wasn't permitted to return to Hungary until 1968.

He has had more than 30 articles published, has co-authored several books and delivers numerous papers and lectures on East European political issues. Last year, he participated in a U.S. State Department conference that brought together the foremost scholars in Eastern European studies to "brief" our nation's foreign policy leaders on the political situation in that region.

Racz also serves as chairman of the East European Section of the Michigan Academy of Science, Arts, and Letters and is an advisory board member of the Hungarian Studies Association of the Canadian Learned Society.

# Appointments

The EMU Board of Regents approved the following staff appointments at its April 26 meeting.

**Debra S. Harris**, owner of Office Automation Plus, was appointed administrative assistant in the College of Technology.

Harris, 32, worked as an office manager in the University of Michigan's Department of Security and was coordinator of word processing systems at Catherine McAuley Health Center from 1974 to 1987.

At EMU, Harris will coordinate and plan for the continuing development of a prototype office automation system in the College of Technology and will design and administer databased management operations and provide administrative support to the dean.

**Anthony M. Noto**, owner and resident of Mill Creek Graphics in Lincoln Park, was appointed manager of student media in the University Marketing Media and Stu-



Harris



Noto

dent Media Office.

Noto, 27, replaces Cecilia Wright who left the University.

Noto earned his bachelor's degree in written communications from EMU in 1985. He worked as graphics coordinator for Park West Galleries in Southfield and was production manager at MAO Graphics, also in Southfield, before opening his own business in 1986.

Noto is a member of the College Media Advisers, Associated Collegiate Press and Columbia Scholastic Press Association.

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## Facilities

Continued from page 1

The University now is evaluating the above plans as well as potential sources of funding. To that end, a consultant team composed of architects Rosetti and Associates and public accountants Arthur Anderson has been hired to assist with that evaluation.

"With the restoration of Welch Hall and the impending completion of the Corporate Education Center, Huron Golf Club and College of Business building, we are making great progress toward upgrading our facilities to the quality I know we all believe they should be," Wilbanks said. "These eight additional projects will certainly complement that effort, and I am confident they can all be achieved with the support of the campus community and our external constituencies."

In addition to those projects, the facilities plan outlines extensive deferred maintenance needs at EMU, totaling \$44.5 million in

general fund infrastructure needs, \$17.8 million of which has been identified as critical. Those needs include extensive updates and repairs in the areas of electrical wiring; plumbing; heating, ventilation and air conditioning; roofs; asbestos removal; elevators; structural repairs; and interior repairs. It is predicted that to continually defer the most critical of those needs will result in an intensified severity of the problems and increases in the costs associated with them in the future.

The facilities plan is intended to assure that EMU retains the competitive position it has earned in the past 10 years. Since 1980, EMU has committed more than \$73.5 million to increasing and improving its physical facilities. Those projects included: the opening of the \$7.6 million Alexander Music Building; construction of the \$13.5 million Olds Student Recreation Center; the addition of the \$1.5 million Quirk/Sponberg Theater; the \$1.2 million Paint Research facility; renovations in Bowen Field House, the Children's Center and Dining Commons II at a cost of \$2.6 mil-

lion; a \$3 million investment in improved campus lighting, parking and the computer center; and the major \$3.8 million cogeneration project.

Renovations are continuing on Welch and Pierce Halls, the \$8.9 million Corporate Education Center/Huron Golf Club development is nearing completion and the \$21.75 million College of Business downtown Ypsilanti is progressing.

Although those projects have put EMU in a competitive position compared to the other Mid-American Conference schools, those schools have responded by initiating aggressive capital development plans of their own, with several currently progressing on major construction update projects. With that in mind, the new capital development campaign at EMU, if successful, will secure the University's position of leadership in the MAC.

The Office of the Executive Vice President has developed a 15-minute video tape outlining EMU's facilities plan, which a member of Wilbank's staff will present at departmental or staff meetings.

## Research

### Human Factors Research on Older People

The National Institute on Aging is seeking applications that build upon the principles obtained from prior research that establish that older adults' functioning is sensitive to changes in environment, and that use those principles to explore and specify how environments may be modified appropriately.

Successful applications should address the following three related questions: (1) How and why, in given environments, do older and younger adults differ in their activities? (2) What are the most appropriate measures of the functional capacities of older and younger adults in relation to particular tasks and environments? (3) How does modifying the older person-environment interaction alter functional capacity?

Applications may combine these topics to develop a comprehensive, theoretically guided approach to a particular problem.

The deadline for submitting applications is June 1, 1989. For further information, contact ORD at 7-3090.

### Arts Curriculum Development Grants

The National Endowment for the Arts is requesting proposals for up to three projects to develop multidisciplinary courses to satisfy high school graduation requirements in the arts. Only school districts may apply, but NEA is encouraging collaboration with other organizations, including institutions of higher education.

The deadline for submitting applications is June 30, 1989. Contact Cheryl Kozell at 7-3090 for application materials.

### Sense of Control Over Life Course

The National Institute of Aging and NICHD seek research for the study of sense control in children and parents as well as in middle-aged and older adults. Of special interest is research that moves beyond description to elucidation of the complex process involved in the antecedents and consequences of sense of control within specific domains of functioning among children, adults or older people, or over the entire life course. The NIA encourages research on development processes, individual differences, and instrument development. Appropriate topics are:

- Antecedent of sense control over life course,
- Consequences of sense control,
- Conceptual and methodological issues, and
- Interventions to enhance health and effective functioning.

Receipts of applications are June 1, Oct. 1 and Feb. 1. Contact Rick Howard at 7-3090 for more information.

## Appointments

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At EMU, Noto will plan and manage the activities of the University's student media, including supervising production of the stu-

dent newspaper, the Eastern Echo, the student literary publication, Cellar Roots, and the student yearbook, the Aurora. He also will serve as an adviser to students who participate in those activities.

## Events of the Week

May 16 - May 29

### Tuesday 16

**WORKSHOP** — Career Services will present a resume preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison Hall, 10 a.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison Hall, 11 a.m.

**MEETING** — The Bargain and Grievance Committee of UAW Local 1975 will meet, Huron Room, McKenny Union, noon

### Wednesday 17

**FORUM** — As part of the Afro-American Studies Program African-American Scholars' Forum, Dr. Jan Collins-Eaglin, coordinator in the Office of Equity Programs, will discuss "Health Seeking Behavior." Call 7-3460 for more information, Tower Room, McKenny Union, noon

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

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

**WORKSHOP** — Career Services will present a career planning workshop using the Discover computer program. Call 7-1005 to sign up, 405 Goodison Hall, 2 p.m.

**LECTURE** — As part of the Department of Interdisciplinary Technology's spring lecture series, John Cleveland, director of the Michigan Department of Commerce Modernization Service, will discuss "Setting the Groundwork for Labor-Management Cooperation." For more information, call 7-1161, Corporate Education Center, 7 p.m.

### Thursday 18

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

**WORKSHOP** — Career Services will present a career planning workshop. Call 7-1005 to sign up, 425 Goodison Hall, 1 p.m.

**MEETING** — The Commission on Minority Affairs will meet, Regents Room, McKenny Union, 1 p.m.

**WORKSHOP** — Career Services will present a cooperative education orientation for students interested in a co-op placement. To receive a co-op, you must attend an orientation session. Call 7-1005 to sign up, 405-425 Goodison, 3 p.m.

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

**LECTURE** — The Black Faculty and Staff Association will sponsor an African-American Writer's Forum featuring author Margaret Walker. For more information, call 7-1316, Guild Hall, McKenny Union, 7:30 p.m.

**TRACK** — The women's and men's teams will host the MAC Championships today through Saturday, May 20, Bowen Field House, to be announced

### Friday 19

**MEETING** — The Transition Council will meet, Gallery I, McKenny Union, 9 a.m.

**BASEBALL** — The team will host Ball State University in a doubleheader, Oestrike Stadium, 1 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, May 24, 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, DC I, and the University Library.

### CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CCEX89003 - CC-05 - \$627.81 - Senior Secretary, Employee Relations (Word Processing experience and/or ability and willingness to learn)

### PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PTUR89008 - PT-07 - \$821.76 - \$1,206.29 - Coordinator of Athletic Ticket Operations and Promotions, Intercollegiate Athletics

PTSA89002 - PT-08 - \$936.87 - \$1,433.86 - Operations Manager, Admissions

### FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate\*)

FMBF89014 - FM-10 - \$9.25/hr. - Special Projects Crewperson, Custodial Services

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

An Affirmative Action/Equal Opportunity Employer

## Adviser

Academic Advising Center  
Starkweather Hall  
Hotline: 7-3344

The Academic Advising Center would like to extend a welcome to our faculty interns for the spring semester. Karen Smith, assistant professor of communication and theater arts, and Michael McGuire, assistant professor of music, will be assisting us and learning about the

"wider world" of advising. They also will share information about their programs with the advisers.

We look forward to working with them and hope the experience will be as valuable for them as it will be for us.

If you would like information about the Faculty Intern Program, please contact Ann Kettles at 7-3129.

## EMU 'Tiger Night' to be June 6

EMU's Office of Alumni Relations will host EMU Night at Tiger Stadium, when the Detroit Tigers face the Boston Red Sox, Tuesday, June 6, beginning at 5 p.m.

The event, co-sponsored by EMU's Black Alumni Chapter, will start with a pre-game party at Tiger Hall featuring EMU alumni celebrities, prizes, beverages, beer and all-you-can-eat pizza.

The action moves to homeplate at 7:15 p.m. with a special pre-game ceremony and, at 7:35 p.m., EMU Women's Basketball team member Kristin Staples will start the game by singing the National Anthem.

Former Tiger pitcher Mickey Lolich will be a featured guest as will EMU alumni celebrities Pat Sheridan of the Detroit Tigers; Grant Long of the Miami Heat; WJR Program Director Jimmy Barrett; EMU Head Baseball Coach Roger Coryell; and former EMU Head Baseball Coach Ron "Oak" Oestrike, who coached the Hurons for 23 years.

Tickets for the event, which includes the pre-game party and admission to the game, are \$25 per person for Alumni Association members and \$26.50 for non-members.

Mail reservations, with checks payable to EMU Alumni Relations, may be sent to: Tigers-EMU, Alumni Relations Office, 202 McKenny Union, EMU, Ypsilanti, Mich., 48197.

For more information, call 7-0250.

### Saturday 20

**BASEBALL** — The team will host Ball State University in doubleheader, Oestrike Stadium, 1 p.m.

### Monday 22

**MEETING** — The Black Faculty and Staff Association Executive Board will meet, Gallery II, McKenny Union, 11:30 a.m.

**MEETING** — The Black Faculty and Staff Association will meet, Gallery II, McKenny Union, noon

### Tuesday 23

**MEETING** — The Bargain and Grievance Committee of UAW Local 1975 will meet, Huron Room, McKenny Union, noon

**WORKSHOP** — Career Services will present a resume preparation workshop for education majors. Call 7-1005 to sign up, 405 Goodison Hall, 5:15 p.m.

**MILESTONE** — Nancy Mida, former editor of *Focus EMU*, longtime EMU employee and board member of the EMU Alumni Association, celebrates that milestone birthday - The Big 4-0 - today. For more information, call the Chelsea United Methodist Retirement Home.

### Wednesday 24

**MEETING** — UAW Local 1976 will hold a general membership meeting, Intermedia Gallery, McKenny Union, noon

**WORKSHOP** — Career Services will present a career planning workshop. Call 7-1005 to sign up, 425 Goodison Hall, 2 p.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for education majors. Call 7-1005 to sign up, 405 Goodison Hall, 5:15 p.m.

**LECTURE** — As part of the Department of Interdisciplinary Technology's spring lecture series, Roger Plummer, chairman and chief executive officer of Ameritech Information Systems, will discuss "Redefining a Corporate Culture." Call 7-1161 for more information, Corporate Education Center, 7 p.m.

### Thursday 25

**WORKSHOP** — Career Services will present a career planning workshop using the Discover computer program. Call 7-1005 to sign up, 405 Goodison Hall, 1 p.m.

**WORKSHOP** — Career Services will present a resume preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison Hall, 3 p.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison Hall, 4:30 p.m.

### Monday 30

**HOLIDAY** — Due to the Memorial Day holiday, all University offices will be closed and no classes will be held, All campus, all day