

## ISCF prepares for 10th year of operation at EMU

By Debra McLean

EMU's Institute for the Study of Children and Families will celebrate its 10th anniversary next January by doing what it's done for the past decade—working to improve the quality of life for society's most vulnerable populations.

Established by the Board of Regents in 1980, the ISCF conducts research on a variety of familial issues and develops programs and workshops to aid in the healthy development of children and successful family relationships.

Under the guidance of husband-and-wife team Drs. Patricia Ryan and Bruce Warren, both EMU professors of sociology, the institute has grown tremendously. Its projects for the last year alone totaled nearly \$500,000 in grants and contracts for such services as foster parent training, developmental programs for foster children, a community intergenerational program that brings old and young together and research projects looking at Type A and Type B behavior in families and child sexual abuse. Institute staff also act as consultants on such issues as foster child abuse, for which they often provide expert testimony in court cases.

In addition, the ISCF publishes an extensive list of manuals, ranging from "Preventing Abuse in Foster Care" to "Single Parent

Families," which are sold to human service agencies throughout the United States and used in ISCF workshops. Last year, more than 22,500 manuals were sold, most of which are the only reference books of their kind available for human service professionals.

According to Ryan, ISCF administrative director, the institute is ideal in an academic setting because research conducted by faculty in virtually every discipline can be applied to issues modern families face.

"All the disciplines, including business and technology, impact family life in some way, so while the research the institute does results in scholarly papers, it also results in practical or applied curricula, handbooks, and other things (human service) practitioners can use," she said.

Warren, ISCF director of research and program development, added that close collaboration between the institute and numerous human service agencies, such as the Department of Social Services, is critical to its success.

"There's a definite payoff for the community from our research, but it's also important that if we want these agencies to provide us with the data we need for research, we've got to be able to help them, too," he said.

Warren administers the ISCF's

Intergenerational Program, which was originally developed in the Ann Arbor Public Schools in 1971. The program brings elderly people together with at-risk children or teen-agers to participate in a variety of activities, or just simply to talk.

"In many ways, these two groups have a lot of similarities in that the mainstream of society often doesn't listen to them, so they can learn a lot from each other," Warren said. "Also, a lot of kids' grandparents live far away so they don't have these kinds of relationships."

Warren also runs the Parent Education program, formerly Contemporary Parenting, which provides courses on good parenting to high-risk welfare recipients who have been reported to Child Protective Services for abuse or neglect of their children. The ISCF recently contracted with Wayne County to offer several Parent Education courses there.

"These people have come to the attention of (child) protective services, but they still have their children in the home," Warren said, adding that rather than resenting the guidance, most parents are enthusiastic about the courses.

"I've never met parents who wanted to hit their kids," he said, "but many, many parents who live in impoverished conditions struggle every day to make life good for their kids and all they know about

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## Historic preservation wins national award

The American Association for State and Local History recently awarded a Certificate of Commendation to EMU's historic preservation program for its 10 years of historic preservation education.

The certificate will be presented Friday, Sept. 8, in Seattle, Wash., at the AASLH's annual meeting to Dr. Marshall McLennan, co-founder and director of the program; Dr. Barry Fish, acting dean of the College of Arts and Sciences; and Dr. Elwood Kureth, head of the Department of Geography and Geology through which EMU's historic preservation program is offered.

"I'm really pleased and feel, in many ways, the award's long overdue," Kureth said. "It's an outstanding program, led by a very superb individual and it's been extremely successful and extremely innovative. It also has been a model for other historic preservation programs in the country."

EMU's program was first developed in 1978 through a grant from the National Trust for Historic Preservation, and officially became an academic program the following year.

One of the largest graduate historic preservation programs in the United States and the only one in Michigan, EMU's program enrolls an average of 35 to 50 students per year, awarding master of science degrees with concentra-

tions in preservation planning, historic administration and heritage interpretation. In addition, the program offers an undergraduate minor and five-course certificate program in historic preservation studies.

"We're absolutely delighted about

"...in many ways, the award's long overdue."

—Elwood Kureth  
Department Head  
Geography and Geology

the award," McLennan said. "It's the first time the award's been made to an academic program. Generally, individuals or historic preservation groups have received the award, so we're precedent setting. We're ecstatic about it."

McLennan, who joined the EMU faculty in 1970, co-founded the historic preservation program with Dr. Andrew Nazzaro, professor in the Geography and Geology Department.

Other core historic preservation program faculty members include Drs. Robert Mancell and Robert Ward, professors, and Dr. Gabriel Cherem, associate professor, all in the Geography and Geology Department; Dr. Ellen Schwartz, professor of art; Dr. James Pfister, associate professor of political science; and Dr. JoEllen Vinyard, professor of history.

## Campus Capsules

### EMU To Offer Children's Piano Lessons, Music Group

Registration will begin Wednesday, Sept. 6, for EMU's Young People's Conservatory piano instruction for children ages five to 11.

The conservatory is based on the Suzuki and Orff methods and taught by Mariella Kaija, an EMU graduate with a master's degree in piano pedagogy and 10 years teaching experience.

Children will attend class twice each week for 12 weeks on Monday, Wednesday or Thursday afternoons or evenings for a group or private lesson, and on Saturday morning for a group lesson which will include music appreciation, theory, games, rhythm band, creative movement and music sharing circles.

Times and tuition rates vary depending on whether parents choose group or private lessons.

In addition, Kaija will offer the "EMU Music Express," a 12-week musical workshop for children ages three to five beginning Saturday, Sept. 16, at 11 a.m.

Activities will include stories, songs, plays, puppet shows, rhythm band, creative movement and circle games. Kaija will accompany the activities on piano, flute, guitar, dulcimer and strumstick.

The conservatory and the Music Express will be held on the EMU campus.

For more information, or to register, call Kaija at 663-7240 or the EMU Music Department at 487-4380.

### WEMU To Host Fashion Show

EMU's public radio station, WEMU (89.1 FM), will host a fashion show Friday, Sept. 22, at 7 p.m. at the Radisson Resort and EMU Corporate Education Center to raise funds for its new transmission tower.

Tickets to the show, which will feature professional, evening and casual attire, will be \$35 each or \$20 for two and are tax deductible. There also will be a prize drawing for a free trip for two to Chicago.

The \$300,000, 330-foot tower is to be built near Clark and LeForge Roads in Superior Township, and will increase WEMU's audience potential by ten times its current size, from 237,297 to nearly 2.4 million potential listeners.

The University has promised to match the \$150,000 WEMU plans to raise for construction of the tower.

Currently, WEMU's 154-foot tower is located on Pierce Hall. Due to its relatively low height and the rolling Washtenaw County terrain, the station's listening area has been considerably limited. Its directional signal, which transmits at 500 watts to the east and 16,000 watts westward, currently covers an odd-shaped radius ranging from 16 to 20 miles.

The new tower will extend the signal's reach to a listening radius of approximately 30 miles, enabling the station to penetrate eastward into the Metropolitan Detroit radio market, reach beyond Jackson to

the west, beyond Toledo to the south and stretch north to Fenton.

Operation of the new tower is scheduled to begin in May 1990.

WEMU offers a programming mix of jazz music, news and sports coverage. It is a National Public Radio affiliate.

### 'Homeless' Concert To Be Held Sept. 9

Father of Forever Productions will present the 5th Annual "Hearts for the Homeless" concert, Saturday, Sept. 9, from noon to 9 p.m. at Ypsilanti's Riverside Park. The concert will feature several live Christian music performances, with proceeds going to homeless children.

The concert is co-sponsored by EMU's Office of Campus Life, Women's Studies Program, Institute for Community and Regional Development and WCM Christian Radio.

Admission is \$5 per person, \$3 for children ages four to 12. Children three years old or younger will be admitted free.

Guests are encouraged to bring a picnic lunch.

For more information, call Campus Life at 7-3045.

### Scholarship Fund Named For Ballard

Several former EMU music students have established a scholarship fund in memory of O. Blaine Ballard, who served as associate professor of music at EMU until his death Aug. 5.

Contributions to the fund may be sent to the Department of Music.

### VP Smith Receives Retention Award

EMU Vice President for University Marketing and Student Affairs Laurence N. Smith recently received an Award for Outstanding Achievement in Student Retention.

Smith received the award for the 1989 Retention Excellence Awards Program of the Noel/Levitz National Center for Student Retention Inc.

The program was established to recognize the retention achievements of individuals and post-secondary institutions. Smith was selected on the basis of his demonstrated success in improving student retention; creativity and innovation in retention strategy development; and leadership in promoting retention issues and concerns.

Smith has served as vice president at EMU since 1975.

Nine individuals and 18 colleges and universities were selected to receive the awards at the 1989 National Conference on Student Retention held in Chicago in July.

### EMU Student Wins Leadership Awards

St Claire Thornhill, a senior at EMU, recently was named a United States National Collegiate Award winner in Minority Leadership and a Collegiate Scholastic All-American by the United States Achievement Academy.

As a recipient of the awards, Thornhill will appear in the USAA's Official Collegiate Yearbook and Scholastic All-American Collegiate Directory.

## Women make up 51% of employees

Women account for 51 percent of the employees at EMU, according to a report recently issued to the Women's Commission by the Employment/Affirmative Action Office.

As of April 1, 1989, there were 1,710 total employees at EMU, of whom 875 were women.

The report was requested by the Women's Commission, a 14-member group appointed by the president, to carry out its charge of inquiring into the status of women at EMU in order to ensure fair treatment for all women at the University.

The report states that EMU saw a two percent increase in female employment between 1985 and 1988, from 49 to 51 percent. During that three-year period, the EMU employee headcount increased by 158 people, of whom 109, or 69 percent, were women.

Among faculty, the number of women increased about three percent during this time, from 30.5 percent of all faculty in 1985 to 33.3 percent in 1988. Total tenure-track faculty increased by 55 employees over the three years, of whom 36 were women.

The Division of University Marketing and Student Affairs leads in employment of women, with 188, or 69 percent, of its 274

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**Institute for the Study of Children and Families**

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parenting is what they learned from their own parents, which might not have been so good."

Much of the institute's focus has been on child welfare issues, particularly the experiences of children in foster care. Under a major National Institute of Mental Health grant in 1974, the ISCF (then the EMU Foster Parent Education Program) developed an extensive set of curricula to train would-be foster parents. Such training had essentially been unheard of until then.

"Foster parent education was really a new idea. People at the federal level couldn't believe there was no training of this kind," Ryan said. "When we applied for the grant, they wanted to know what we were going to do that was innovative compared to other foster parent training programs. They were amazed when they checked around and found out that any kind of training was innovative."

After the NIMH grant ended in 1978, the Michigan Department of Social Services picked up funding for the program, which eventually was offered in 55 state counties through community colleges. The ISCF was training 2,500 Michigan foster parents each year when the Reagan Administration reduced federal funding for social programs in 1981 and DSS was forced to end its contract with EMU.

"We really had a nice system that was extremely popular with foster parents even though, up until 1980, foster parent education was voluntary," Ryan said. "It's ironic that the year before we had to stop, the State Legislature passed mandatory foster parent training."

Now, child welfare agencies use agency staff, usually trained through the ISCF, to train foster parents, but their efforts are intermittent and often inadequate, according to Ryan.

"These (agency) workers have huge case loads that they can't keep up with and now they're also responsible for foster parent educa-

tion. Some agencies do a wonderful job, but some are doing a real lousy job," she said.

Emily Jean McFadden, EMU associate professor of social work and associate director of National Foster Care Projects at the institute, agrees.

"Foster parents usually are good-hearted members of the community who are often terribly exploited and misused by the agencies by being overloaded with children and having caseworkers who are too busy to support them," she said. "Just because they know how to raise their own children does not in any way mean they'll be able to cope with the really difficult behaviors that foster kids bring in—especially without training."

A former child protection agency and foster care social worker, McFadden joined the ISCF in 1976 to work on its foster parent training curricula, and joined EMU's social work faculty in 1979. While working as a social worker, she had done some foster parent training on her own and was thrilled to join the institute and develop a national model for the training.

"The institute has taken a position of great leadership in this country," she said. "The problems of foster care are not well publicized; not, for example, the way the problems of the homeless are, and I'm not sure why. I think a lot of people have vague stereotypes about the foster child and don't realize that these are neglected and abused children. People usually think they're orphans or bad delinquent kids, neither of which is true. Most of them are really great young people who have never had any stability in their lives."

McFadden noted that news reporters from all around the country often are referred to the ISCF by federal officials when they need information on foster care. "We really do have a national reputation in this area," she said.

A more recent project McFadden and Ryan completed was a study of abuse of children by foster parents

and the development of a corresponding set of workshops and manuals on preventing such abuse.

While it isn't epidemic, Ryan estimates that foster children are abused at a rate two to three times higher than children in the general population.

"You've got children (in foster care) who, even though they were abused and neglected, don't want to be taken away from the home, so foster parents are faced with a child who really acts out," Ryan said. "Foster parents, especially those without training, also have a lot of stress caused by foster children coming and going, the natural parents calling all the time and social workers making demands."

According to McFadden, some foster parents were upset when the study began, fearing it would reflect badly on all of them, but were pleased with the study's findings. Abuse in foster care usually occurs, they concluded, when child welfare agencies, unable to cope with their growing caseloads, overburden otherwise good foster parents, don't provide adequate training, and don't offer help when it's clear the foster parents need it.

"Sometimes you can get someone who had been a beautiful foster parent for 10 years who will abuse a child," Ryan said. "And it's usually because the agency failed to identify their built-up stress and provide necessary support."

The abuse-prevention program was tested and eventually offered in all 50 states, several of which recently contracted with the ISCF to provide it on a regular basis to social workers who, in turn, will train foster parents.

McFadden and Ryan estimate that there are 250,000 to 350,000 children in foster care each day in the United States, a small but "extremely vulnerable" percentage of all children. With the growing use of crack cocaine, those numbers are expected to increase as more and more addicted parents become unable to care for their children. In addition, the AIDS epidemic is ex-

pected to bring more babies into foster care.

The ISCF's second major program area regarding foster care, called Independent Living, deals with the delicate matter of helping foster parents prepare the children to "leave home once again" when they reach 18 years of age. Some children will have been in foster homes for five or more years and their natural families are still unstable or can't be located, but when the children reach 18 or 19 years old, they have to leave the foster homes.

"These kids are usually behind in school, and socially and emotionally they're behind," Ryan said. "Leaving home again can bring up real trauma for them. When I think of my own sons, who are 21 and 24 now, and how much support they've had since they were 18, I can't imagine that these foster kids have no support, but they usually don't. The agencies cut them off with no money and if the foster parents let them stay, they can't bring another child in because you can't have two unrelated adults living in a foster home."

The Independent Living program helps foster parents work with the children to develop self-sufficiency skills, including such simple things as taking one's own temperature.

"Children get a lot of informal teaching from their parents when they grow up in healthy homes, like the first time your mother sends you to the store alone," Ryan said. "But, when you grow up abused or

neglected, you miss a lot of those things. It's hard to believe a 17-year-old kid wouldn't know how to take his own temperature, but many don't."

Right now, Warren and Ryan are conducting a study looking at sexual abuse of girls age three to 15 by their fathers, stepfathers or mother's live-in boyfriends, and the effect removal of the perpetrator has on the victim vs. her removal from the home. The study is being funded by a three-year grant from the National Center for Child Abuse and Neglect.

"We're interested in the impact of the different kinds of intervention," Ryan said. "In many cases, the mother kicks the perpetrator out, but in other cases, she won't and the child is taken out. That often causes a lot of guilt for her because she's the victim, but she's taken away from home."

The ISCF has numerous other on-going projects, so many, in fact, that Ryan estimates she spent more than 100 nights away from home last year. Nonetheless, her commitment to the institute, and the commitment of her colleagues, rarely wavers.

"Sometimes I think it would be easier if Bruce and I just went back to teaching sociology full time, but then something else comes up at the institute and it grows some more," she said. "The fact that Bruce and I are married (and understand the necessary long working hours) makes life a lot easier."

**Seminar looks at modern counseling**

By Susan Bairley

"Heed thine own advice" might be the motto of Dr. C.H. Patterson, adjunct professor at the University of North Carolina at Greensboro, who recently conducted a seminar for guidance and counseling students and professionals at EMU.

Patterson, who's also professor emeritus at the University of Illinois and distinguished author of more than 165 articles and 13 books, is a strong proponent of "person-centered" therapy and counseling.

"Person or client-centered therapists say people are their own experts on their problems. They are the only people who can define their problems and they are the only people who can provide adequate solutions to their problems," he said. "Somebody else's solutions don't fit."

Although Patterson strongly believes in person-centered therapy, he said it often does not occur in practice because the expert does not trust his or her client's judgement. "The question I ask my students again and again is, 'How much confidence do you have in your clients?'"

"Most therapists don't have any confidence and that's why they take over," he continued. "The client-centered therapist says, 'These people can solve their problems if you make it possible by helping and facilitating it,' not by directing, leading or guiding them, but by understanding them and helping them, providing the conditions in which they can explore their own problems."

Key to success in client-centered problem solving is a good human relationship, Patterson added. "I'm almost a minority of one in saying there is a universal system of psychotherapy because every other person who talks about cross-cultural therapy says you have to have a different system or theory for every culture, subculture, minority group and the poor," he said. "Can anything be more discriminatory than to say the poor

have to have a special therapy?" "Client-centered therapy is based upon the nature of human beings, regardless of culture," he added, "we have some basic commonalities."

Yet countering Patterson's belief of a universal therapy system are literally hundreds of therapeutic approaches. "If you can persist in this (universal theory) for 20 to 30 years, you'll see it will have to come to be," he said. "Someone has counted 250 different theories of psychotherapies. If that's so, it's not a science. It's not even an art. That's like saying there are 250 ways of performing an appendectomy. It's inconceivable."

"Science is supposed to be cumulative, but if you look at psychotherapy, it's not cumulative. Everybody keeps rediscovering the wheel," Patterson added. "Nobody reads anything that's more than five years old."

Although Patterson thinks counseling and psychotherapy are essentially very much the same, he's concerned that today's "counselor" is no longer looked at as a professional and the fields are becoming more distant in how they're perceived. "Counseling has lost its professional recognition and meaning. . . We have financial counselors, funeral counselors, loan counselors, even rug counselors! Everybody's a counselor and the counseling groups have kept extending the term so that counseling is everything that anybody does," he said.

Patterson said the good human relationships he talks about in client-centered therapy and counseling must also be incorporated into the general educational curricula of our schools. "There's a lot wrong with our educational system, but it's not just what they are saying...back to the three Rs. I'm saying that's not enough. We need a fourth 'R'—relationships," he said. "Our schools should help our students be able to relate to each other."

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**Clip and Save**

Due to space limitations, the programming grid below of EMU's public radio station, WEMU-FM, can only be published once each semester.

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

# Focus on Faculty

## Liu recalls China trip during Tiananmen Square massacre

By Karmen Bütterer

Eastern Michigan University's Dr. Stephen Liu, professor of biology, traveled to his native China early this summer well aware of the ongoing student demonstrations, but eager to establish educational exchanges between several Chinese universities and EMU.

He came home in mourning for a country where something went terribly wrong.

"The Chinese government has lost a whole generation of young people," he said. "No matter what the government says, the people know deep in their conscience that there was a terrible tragedy."

Liu arrived in China early last June just one day before what has come to be known as the Tiananmen Square massacre. While he wasn't in Beijing that day, news of the bloody crackdown naturally traveled quickly throughout the country.

"So many young lives were sacrificed for no reason," Liu said. "China had everything to gain and nothing to lose by addressing the issues that the students presented. The prestige of China would have gone up. But the government had no thinking, no brain. They were blinded by power and position and they wanted to protect it at any cost. Now the country has lost its people."

While the student protests for democratic reform that led to bloodbath may seem reasonable to most Americans, Liu acknowledges that people who have never lived under an oppressive government cannot fully understand the summer events in China.

"It may be your belief that you can't run a country that way, but that isn't the thinking of those in power in China," said Liu, a native of China's province of Hunan.

The Chinese student protesters had requested essentially six reforms of their communist government: evaluation of the late Hu Yaobang, general secretary of the Communist Party, and his contributions to the country; freedom of speech, press and assembly; an end to corruption by high ranking officials; and a dialogue with Prime Minister Li Peng and other party officials.

The reform requests were presented during a memorial service for a man the students con-

sidered a martyr for their cause outside the Great Hall of the People in Tiananmen Square. When the government did not respond to the requests, the crowd of protesters swelled to more than one million people.

Liu believes the students had no intention of rioting or attempting to overthrow the government, characterizing the movement as peaceful, patriotic and pro-democratic, not a "riot to disrupt social order and counter revolutionary," as reported in the People's Daily, the official organ of the government.

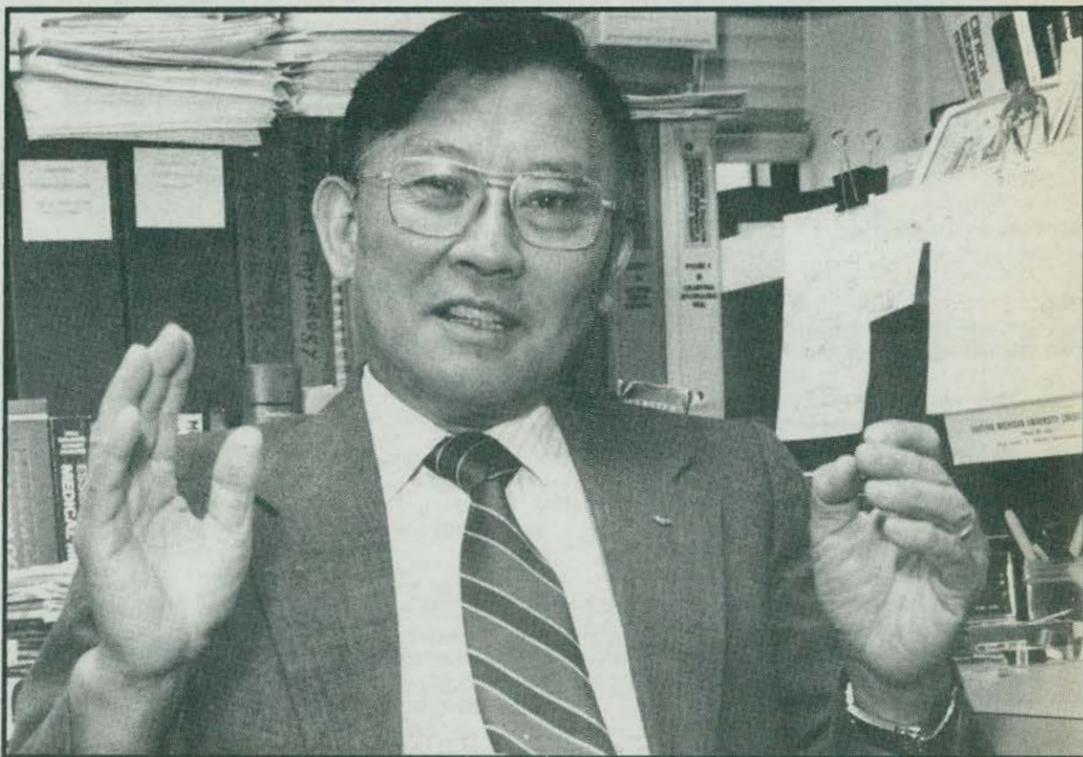
By the time Liu arrived in Southern China on June 3, to teach a course at Harbin Normal University, student protests and strikes had shut down many of China's universities. Although the Beijing protests had become a focal point for the demonstrations, similar protests were being staged on campuses across the country and classes had been canceled because students had left to join the Tiananmen Square movement or had returned home to avoid possible conflict with the army.

Though called "student protests," the movement filtered into the general population, according to Liu, as Chinese citizens joined in helping the students set up barricades and brought them food and supplies. The students even persuaded some members of the Chinese Army to join the protests.

At the same time, intense negotiations were taking place among Communist Party hard-liners and moderates, who could not agree on how to handle the situation.

According to Liu, the violence that erupted in Tiananmen Square Sunday, June 4, may have been sparked by a traffic accident. An army truck, speeding through the city, reportedly lost control and hit and killed two students. Protesters who witnessed the accident demanded an explanation and began slapping the driver. Stories about the accident spread and tension in the Square grew. The Chinese government demanded control of the Square and unleashed a barrage of military firepower on the unarmed but steadfast civilian protesters.

The military crackdown that followed the massacre made it impossible for anyone to arrive at an



EMU photo by Brian Forde

"If you go back to Beijing today, it's business as usual... The government closed the Square for a week and repaired everything, it looks like nothing happened," according to Dr. Stephen Liu, EMU professor of biology, who was in China during the Tiananmen Square massacre.

accurate number of dead. "The number you guess is just as good as anyone else's, nobody knows," Liu said. "A very conservative estimate would be around 1,500. Keep in mind that 300 soldiers were killed and they had the guns. There might have been three, five or 10 times that number of students killed."

The only way to get a more precise figure on the fatalities, Liu said, would be to "wait until the students go back to classes and see how many don't return, because all the bodies were cremated and families don't want to report that their children are missing because then something might happen to them."

In the meantime, the Chinese propaganda machine has moved with extreme swiftness and audacity to erase June 4, 1989, from its country's consciousness.

"If you go back to Beijing today, it's business as usual. The shops are open and the streets are teeming with people," Liu said. "The government closed the Square for a week and repaired everything, it

looks like nothing happened."

Though the Chinese government, when it even acknowledges the protests, is adamant that it did the right thing, Liu said China will pay a heavy price for years to come.

"China has lost its position in the international community because of how it handled the demonstrations," he said. "Consequently, China will be left behind and set aside. The country will suffer in terms of scientific exchange and corporate exchange for several years. How many years depends on how the government handles the students now in regard to human rights and how the trials are conducted."

The onslaught of international outrage against the Chinese government, however, has appeared to do little to sway the government toward considerations of human rights. Shortly after Tiananmen Square, and in the absence of "trials," several protesters were publicly executed.

Though Liu says he can't predict that there may be another demonstration soon, he's confident that their desire for democratic reforms

has not been suppressed, noting that some students returned to the Square the day after the massacre and called for another demonstration.

With the international focus off China for awhile, the people there are trying to cope with a country drastically altered, Liu said, and international sanctions ordered by Western countries are so far only hurting working class China. Tourism has come to a grinding halt. Workers in service industries like hotels have had to take 50 percent pay cuts and lay-offs.

Restaurant kitchens remain closed because there is no one to serve. While Liu stayed at the Friendship Hotel in Beijing, which has 500 rooms, there were only two other families staying there.

Liu traveled to China to arrange a 1990 visit there by an EMU delegation and to open new avenues for faculty exchanges. While he was successful on both counts, they are now on hold pending the U.S. government's establishment of new policy on educational exchanges with China.

## 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, Sept. 13, 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 1, and the University Library.

### CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CSAA89048 - CS-04 - \$577.79 - Secretary II-50 percent, Institute for the Study of Children & Families (Funded by a grant) (Word processing experience and/or ability and willingness to learn)

### ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

APAA89007 - AP-11 - \$1,365.94 - \$2,224.39 - Assistant Dean, Graduate School Admissions and Records, Graduate School

PTEX89008 - PT-07 - \$821.76 - \$1,206.29 - Assistant Manager, Editorial Services, Public Information and Publications

### FACULTY

FAAA89039 Professor, Leadership and Counseling, Winter or Fall, 1990

## Women

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employees. Following that is the Executive Division (formerly University Relations), with women composing 58 percent of its 198 employees; Academic Affairs, with women totaling 47 percent of its 975 employees; and the Division of Business and Finance, which employs 263 people, 43 percent of whom are women.

While total female employment at the University is on the rise, it still lags at high professorial ranks and among senior administrators. As of April 1, 1989, women held 34 percent of the 135 senior administrator, dean and department head positions on campus; 55 percent of professional/technical jobs; 34 percent of faculty posts; 33 percent of support staff positions; and 96 percent of clerical/secretarial jobs. By division, women accounted for 50 percent of senior administrators, deans and department heads in Marketing and Student Affairs; 35 percent in

the Executive Division; 33 percent in Business and Finance and 27 percent in Academic Affairs.

In the faculty ranks, women held 225 tenure-track positions as of September 1988, composing 33 percent of the 675 faculty. Fifty-one women accounted for 19 percent of the 271 full professors; women composed 30 percent of associate professors; 52 percent of assistant professors; and 60 percent of instructors.

"The data continue to show that we need some improvement at Eastern Michigan University in terms of women employed in the higher ranks," said Dr. Joanne Burns, 1988-89 chairwoman of the Women's Commission. "Women tend to be concentrated in the lower ranks and in clerical jobs. It's an on-going challenge, there's no question about that."

Between 1985 and 1988, the total number of full professors decreased

at EMU by 4 percent, while the number of women at that rank increased by nearly 4 percent. The associate professor headcount increased overall by 30 employees, 11 of whom were women; the assistant professor rank gained 30 new faculty, 24 of whom were women; and instructors increased by seven, of which three were women.

Michigan Department of Education data also contained in the report showed that EMU led the state's public universities in fall 1987 in the number of full-time women faculty members, with 34 percent, followed by the University of Michigan-Flint at 33 percent and Northern Michigan University at 29 percent. During that same year, 20 percent of faculty at the University of Michigan-Ann Arbor were women, and 27 percent of Michigan State University's and Wayne State University's faculty were women.

## Facilities planning team to review building renovation needs

John H. Burton, chairman of EMU's Board of Regents, announced Aug. 29 the appointment of members to the University's Facilities Planning Team.

Charged with reviewing recommendations and planning for the development or renovation of seven campus facilities, the team will be co-chaired by Regents Donald E. Shelton and Richard N. Robb.

Other members of the Facilities Planning Team are: Executive Vice President Roy Wilbanks; Vice President for Business and Finance Janet Pichette; Dr. Dorian Sprandel, executive director of

University Marketing and Student Affairs; Director of Intercollegiate Athletics Eugene Smith; Dr. John R. "Dick" Adams, professor in the Department of Health, Physical Education, Recreation and Dance and EMU's NCAA faculty representative; EMU Student Government President Michael Dega; and a student to be named shortly by the student body president.

The team's formation resulted from discussion of the facilities report by consultants Rosetti Associates and Arthur Andersen and Co. at a regents' retreat held in July.

The team will review the consultants' report which examined the development of a new College of Education Building, new sports training instructional facility and outdoor recreation center, the restoration of Pease Auditorium and renovations to McKenny Union, Bowen Field House and Rynearson Stadium.

The team will visit other campuses to look at comparable facilities, then it will select an architect and develop a funding plan.

The team's first meeting was Friday, Sept. 1.

## Adviser

**Academic Advising Center  
Starkweather Hall  
Hotline: 7-3344**

**Changes in Academic Advising Center**

Administrative changes have occurred in the Academic Advising Center. Ann Kettles, formerly registrar, responsible for Academic Records and Registration. She will remain in that position while Ursula Christian represents the Academic Affairs Division on the ISIS Committee. Charles Fulford has been appointed interim director of Academic Advising during the same period of time. Replacing him

as associate director in the interim period will be Patricia Williams. Advising questions that faculty or staff have may be referred to these two people, or may be referred via the Advising HOTLINE, 7-3344.

## Counselor

Continued from page 2

To accomplish this, Patterson has three main recommendations: that teachers be trained to recognize students as whole human beings and that they "provide, in the classroom, those conditions of a good human relationship"; secondly, that the curriculum be adapted to include concern for human relationships—to recognize "the influence of human relationships on our civilization and the development of society"; and third, that every teacher provide opportunities for children to relate to each other in small groups in the classroom.

"What our society and civilization need is not people who can build an atomic bomb, but people who can live peacefully together—live with each other, relate to each other," Patterson said.

## Research

### FIPSE Comprehensive Program

The U.S. Department of Education is accepting preliminary proposals for the Fund for the Improvement of Postsecondary Education's (FIPSE) Comprehensive Program for 1990.

This program funds proposals which encourage the reform, innovation, and improvement of postsecondary education and provide equal educational opportunities for all.

FIPSE welcomes proposals that:

1. ensure that undergraduate curricula provide the knowledge and skills needed by educated citizens;
2. ensure that recent increases in access to postsecondary education are made more meaningful by improving retention rates without compromising standards;
3. encourage more involvement on the part of colleges themselves with the quality of student preparation for college;
4. clarify the ends and purposes of international education at particular institutions, create or renew courses or programs in international education, and assess the effectiveness of these courses or programs in meeting their objectives;
5. make campus culture more conducive to academic commitment by all postsecondary students;
6. encourage reform of education of school teachers by increasing prospective teachers' mastery of the subjects they will teach, ensure that prospective teachers have a solid grounding in the traditional arts and sciences, and broaden the customary preparation in pedagogy to include subject-specific pedagogy and attention to the cultural and learning-style differences in our increasingly diversified school population;
7. develop faculty as teachers by: recognizing and rewarding effective teaching through appointment, promotion and compensation policies; disseminating proven but underappreciated pedagogies; providing new opportunities for faculty to stay current with scholarship in the

broad range of areas they typically teach; and facilitating the best possible match between faculty members and institutions;

8. reform graduate education by improving the preparation for teaching of Ph.D. candidates bound for college teaching careers and broadening the social and ethical perspectives of students in graduate and professional program generally;
9. improve the quality of undergraduate and graduate education by developing means of assessing student learning and strategies for tying the results of assessment to improvements in the educational process;
10. make the financial practices of postsecondary institutions as conducive as possible to the achievement of the educational objective of students, institutions themselves and the nation. This includes proposals that seek to moderate increases in tuition and proposals to revise pricing and aid policies in the light of educational priorities;
11. make postsecondary education responsive to the changes in the nation's economy; and
12. develop innovative educational applications for new and newly-available electronic technologies.

Preliminary proposals are due Oct. 17, 1989. For an application package, call Cheryl Kozell at 7-3090.

### Public Humanities Projects

The National Endowment for the Humanities offers support to projects designed to increase public understanding of the humanities. Through this program, the Endowment recognizes exemplary public programs and promotes model projects that may have national significance. The program's grant making is not restricted to any one type of project, and applicants may make use of a number of formats—including public symposia, community forums, debates and reading and discussion groups—to reach segments of the general public with humanities scholarship.

Proposals are invited in the following three areas: (1) the interpretation and appreciation of cultural works; (2) the illumination of historical ideas, figures and events; and (3) understanding the disciplines of the humanities.

Proposals will be accepted until Sept. 15, 1989. A second competition will be held in winter, with a deadline date of March 16, 1990. Contact Cheryl Kozell at 7-3090 for applications and guidelines.

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.

**Kathleen D. Tinney**, director,  
University Communications  
**Susan Bairley**, associate director,  
Public Information  
**Debra McLean**, FOCUS EMU  
editor  
**Dick Schwarze**, photographer  
**HP Stanton**, phototypesetter

## Events of the Week Sept. 6 - Sept. 12

### Wednesday 6

**CLASSES BEGIN** — Classes for EMU's 1989 fall semester will begin today, All campus, 8 a.m.

**CHECK DISTRIBUTION** — The Office of Financial Aid will distribute financial aid refund and student loan checks today through Friday, Sept. 8, McKenny Union Ballroom, 9 a.m. - 5:30 p.m.

**MUSIC** — As part of First Week Fling, the Office of Campus Life will host a live disc jockey from WIQB radio, featuring free radio station giveaways and food, Outside, Snow Health Center, 11 a.m. to 1 p.m.

**FREE LONG DISTANCE CALLS** — MCI Long Distance will offer free five minute long distance phone calls as part of First Week Fling today through Friday, Sept. 8, Tent, outside Snow Health Center, 11 a.m. - 3 p.m.

**FIRST WEEK FLING CHALLENGE** — The Office of Campus Life will host a competition for a free limousine ride to the Radisson Resort and free dinner for two today through Friday, Sept. 8, Tent, outside Snow Health Center, 11 a.m. - 2 p.m.

**WOMEN'S EQUALITY DAY** — Womyn's Space, a campus women's advocacy group, will sponsor a two-day Women's Equality Day celebration today and tomorrow. Information will be distributed regarding women's right to vote, equal rights, sexual harassment and other women's issues. For more information, call Eileen Lynch at 481-1245 or Mary Backos at 483-6098, McKenny Union Lobby, noon - 2 p.m.

**MEETING** — The UAW Local 1975 will hold an executive board meeting, Faculty Lounge, McKenny Union, noon

**MEETING** — The EMU Faculty Council will meet, Gallery I, McKenny Union, 3 p.m.

### Thursday 7

**CONCERT** — The Office of Campus Life will present Jazz Alive, the EMU jazz ensemble, Tent, Snow Health Center, 11 a.m.

**RESTAURANT TASTINGS** — The Office of Campus Life will present "Taste of the Town," a sampling of menu items from area restaurants today and tomorrow. Tent, Snow Health Center, 11 a.m. to 1 p.m.

**SOCCER** — The team will play at Michigan State University, East Lansing, 3:30 p.m.

**'ICEBREAKER'** — Delta Sigma Theta Sorority will host an icebreaker for new EMU students. Admission is \$3 in advance and \$4 at the door, Bowen Field House, 9 p.m. - 2 a.m.

### Friday 8

**DISC JOCKEY** — The Office of Campus Life will host disc jockey John King, Outside, Snow Health Center, 11 a.m. to 1 p.m.

**THEATER** — EMU's Department of Communication and Theater Arts will present the off-Broadway comedy "Greater Tuna," which lampoons small-town life. For ticket information, call 7-1221, Sponberg Theater, 8 p.m.

**PEP RALLY** — An EMU pep rally will be held, featuring the EMU Cheerleaders, Pep

Band and coaches, including Head Football Coach Jim Harkema. Refreshments will be served, Outside Olds Student Recreation Center, 8:30 p.m.

**MOVIE** — The Office of Campus Life will present a free outdoor showing of "The Rocky Horror Picture Show," Behind Olds Student Recreation Center, 9:30 p.m.

### Saturday 9

**CROSS COUNTRY** — The men's team will host Western Michigan University, Bowen Field House, 11 a.m.

**CROSS COUNTRY** — The women's team will compete in the Detroit Invitational, Detroit, 11 a.m.

**CONCERT** — Father of Forever Productions will present the 5th Annual "Hearts for the Homeless" concert, featuring several live Christian music performances. The concert is co-sponsored by EMU's Office of Campus Life, Women's Studies Program, Institute for Community and Regional Development and WCM Christian Radio. Admission is \$5 per person, \$3 for children ages four to 12. For more information, call Campus Life at 7-3045, Riverside Park, Ypsilanti, noon - 9 p.m.

**MEETING** — UAW Local 1976 will hold an executive board meeting, Huron Room, McKenny Union, noon

**SOCCER** — The team will host Central Michigan University, EMU Soccer Field, 1 p.m.

**FOOTBALL** — The team will host Youngstown State University. Admission, Rynearson Stadium, 6 p.m.

**THEATER** — EMU's Department of Communication and Theater Arts will present the off-Broadway comedy "Greater Tuna," which lampoons small-town life. For ticket information, call 7-1221, Sponberg Theater, 8 p.m.

### Monday 11

**MEETING** — A University Corporate meeting will be held, Alumni Lounge, McKenny Union, 8 a.m.

**MEETING** — The Enrollment Conversion Committee will meet, Regents Room, McKenny Union, 3:30 p.m.

### Tuesday 12

**MEETING** — The UAW Local 1975 will hold a bargain and grievance committee meeting, Gallery II, McKenny Union, noon

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

**MEETING** — EMU Student Government will meet, Tower Room, McKenny Union, 5:30 p.m.

**VOLLEYBALL** — The team will host the University of Michigan, Bowen Field House, 7:30 p.m.

**COMEDIAN** — The Office of Campus Life will present comic Bertice Berry as part of its "Tuesdays on E Street" entertainment series. Admission is \$2. Huron Hideaway, 9:30 p.m.