



Interviews set to begin for Arts and Sciences dean position

In its second go around to find a dean for its College of Arts and Sciences, EMU has narrowed the field to seven candidates and will begin oncampus interviews next week.

The field includes two internal candidates, Dr. Barry Fish, head of the Psychology Department and acting dean of the College of Arts and Sciences, and Dr. Judith Levy, head of the EMU Department of Chemistry.

The other candidates are Dr. Donald Borchert, chairman of the Department of Philosophy and former associate dean of arts and sciences at Ohio University; Dr. Sidney Ribeau, dean of undergraduate studies at California State University-San Bernardino; Dr. Donald Kelley, professor of political science and former chairman of that department at the University of Arkansas; Dr. Michael Marsden, associate dean of arts and sciences at Bowling Green State University; and Dr. John Gardiner, director of social science research and former chairman of the Political Science Department at the University of Illinois-Chicago.



A field of seven candidates for the College of Arts and Sciences dean position has been named, including internal candidates Dr. Barry Fish, currently serving as acting dean, and Dr. Judith Levy, head of the Chemistry Department.

Each candidate will be on campus for two days of interviewing during which two public interview sessions will be held. Faculty, staff, students and other interested individuals are invited to attend the public sessions and question the candidates. They will be held from 8:30 to 9:45 a.m. and 2:30 to 3:30 p.m. in various locations in McKenny Union according to the following schedule:

- Tuesday, Feb. 20, Borchert will be interviewed in Guild Hall.

- Thursday, Feb. 22, Ribeau will be interviewed in the Main Dining Room.

- Tuesday, Feb. 27, Kelley will be interviewed in the Alumni Lounge.

- Tuesday, March 13, Marsden will be interviewed in the Main Dining Room.

- Thursday, March 15, Gardiner will be interviewed in the Main Dining Room.

- Tuesday, March 20, Fish will be interviewed in the Main Dining Room.

- Thursday, March 22, Levy will be interviewed in the Tower Room.

According to Dr. Donald Ben-nion, EMU associate vice president and chairman of the dean search committee, a recommendation will be made to the provost and vice president for academic affairs by late March. The provost is expected to make a recommendation of a candidate to the Board of Regents in April.

The dean position has been vacant since Dr. Donald Drummond retired in 1986. At that time, Dr. Ira Wheatley, head of the Department of History and Philosophy,

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Len Bias' mother to speak Feb. 21

Lonise Bias, the mother of University of Maryland basketball star Len Bias who died in 1986 of cocaine use, will speak at EMU Wednesday, Feb. 21, at 7 p.m. in Roosevelt Auditorium as part of National Collegiate Drug Awareness Week.

Len Bias died of a heart attack just two days after being drafted by the Boston Celtics. His mother has channeled her loss into a personal mission to help inform the nation's youth about the dangers of drug abuse.

Considered an energetic and powerful speaker, Bias takes a positive approach in her speeches, stressing motivation, inner strength, love and happiness. She also addresses peer pressure and challenges young people to recognize their worth and parents and other adults to act as positive role models.

Bias has appeared on several television programs including "Sally Jesse Rafael," the "CBS Morning News" and the "700 Club," and has lectured nationally and internationally. She has received numerous awards for her work including the International Women in Leadership Award, the Sojourner



Lonise P. Bias, mother of University of Maryland basketball star Len Bias who died after using cocaine in 1986 just two days after being drafted by the Boston Celtics, will speak at EMU Feb. 21

Truth Award and the Soya Humanitarian Award.

Following her speech, there will be a reception for Bias in the Eastern Eateries Mall.

Other public events at EMU during National Collegiate Drug Awareness Week are a panel discussion on steroid use, Thursday, Feb. 22, at 8 p.m. in the Olds Student Recreation Center and a minority

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Campus Capsules

Revisions In Purchasing Procedures To Be Outlined

Beginning March 1, EMU will start operating under revised purchasing procedures designed to streamline the procurement function at the University.

To explain the new system, the Purchasing Office will hold two meetings, Wednesday and Thursday, Feb. 21-22, from 2 to 4 p.m. in McKenny Union's Guild Hall.

Each University department should send a staff member to one of the meetings to learn the new procedures.

To reserve a seat, call 7-1200.

Corporate Services To Present Strategic Planning Seminar

EMU's Corporate Services and the Katke Co. of Ann Arbor will present a two-day seminar on integrated strategic planning Tuesday and Wednesday, Feb. 27-28, beginning at 8 a.m. at the Corporate Education Center in Ypsilanti.

This executive seminar will offer 14 hours of intensive instruction on how to integrate human and technological resources into the business planning process. It is designed for organizational leaders and technology planners who see the importance and value of pro-active technology application and are charged with meeting an ever-increasing demand for technology in the workplace.

Leading the seminar will be Jeff Katke, who has 20 years experience in technology and business consulting; Dr. Ralph Chandler, author and nationally-renowned expert in management skills analysis and personnel development; and Art Smith III, principal in Emerging Enterprises Inc.

Guest panelists will include J. Richard Kane, department head at American Telephone and Telegraph

Bell Laboratories; Casey Schesky, district manager for Digital Equipment Corp.; Dr. John Griggs, president of Gateway Systems Corp.; Stuart Pann of Intel Corp.; and Scott Augerson, director of Siemens Information Systems Inc.

The cost is \$595 per person, which includes breakfast and lunch each day, plus refreshments.

To register or for more information, call 7-2259.

King Plaza Committee Seeks Public Opinion on Plaques

The King Plaza Planning Committee currently has three plaques on display in the lobby of the University Library and is seeking opinion from the University community about which artist should be chosen to create permanent plaques for the King Plaza.

Each plaque represents a different version of Dr. Martin Luther King Jr. delivering his "I Have a Dream" speech.

The artists, all noted Michigan bas-relief sculptors, are Oscar Graves of Detroit, Sergio DeGiusti of Redford, and Louis Marinaro of Ann Arbor. Each was recommended as a finalist by the Michigan Commission on Art in Public Places, co-sponsor of the \$7,500 competition.

Comment forms for the plaques are available at the Library.

EMU To Co-Sponsor Minority Wellness Day Feb. 24

EMU's Human, Environmental and Consumer Resources Department will sponsor a conference on wellness and health promotion for Washtnaw County minority individuals and families Saturday, Feb. 24, from 10 a.m. to 3 p.m. in Roosevelt Hall.

Titled "Well All Ways," the conference will feature 40-minute

classes on health promotion and wellness demonstrations and presentations to promote healthy lifestyles. All dimensions of wellness will be addressed, including intellectual, social, emotional, physical and spiritual health.

Dr. Fred Stransky, director of the Meadowbrook Health Enhancement Institute at Oakland University, will be the conference keynote speaker.

Participants also will have opportunities for wellness assessments, such as cholesterol and blood pressure screenings, health risk appraisals, nutritional analysis, skin wellness, and scoliosis and sickle cell anemia screenings.

Participants should bring a brown bag lunch, although "healthy" food samples will be included in the demonstrations.

The conference is co-sponsored by the Washtenaw Wellness Task Force Committee of Parish Partnerships, an Ann Arbor-based organization.

For more information, call EMU's HECR Department at 7-1217.

Ballroom Dance Club Seeks New Members

A new EMU Ballroom Dance Club has been formed and currently is seeking members.

The club meets Mondays from 2 to 3 p.m. and Fridays from 11 a.m. to noon. Faculty, staff and students are invited to join.

No ballroom dance experience is required.

In addition to recreational dancing, the club will sponsor a variety of events such as parties, attendance at dance competitions, public performances and lessons.

For more information, call Suzanne Zelnick at 7-1345 or Kathy Ziegler at 4372457.

EMU Lecturer To Discuss South Africa Changes

The Living History Club at EMU will present Dr. Joseph Engwenyu, lecturer in the History and Philosophy Department, who will speak on "Southern Africa: The Current State of Affairs" Friday, Feb. 23, at 4:15 p.m. in the Roosevelt Auditorium.

Among the topics Engwenyu will address are the change of government in the Republic of South Africa and its significance, the release of Nelson Mandela and other African National Congress leaders, and the democracy movements within Namibia and South Africa. A question-and-answer session will follow his lecture.

Women's Association Seeks Nominees For Annual Awards

The EMU Women's Association invites members of the University community to nominate individuals for its 1990 Awards for the Advancement of Women.

Offered annually, the awards recognize members of the University community who have created a positive change and/or improved the scholarly and professional environment for women at EMU.

The nominations are screened by a Women's Association panel and the awards will be presented at the annual Spring Recognition Luncheon Saturday, March 31.

Nomination forms can be obtained from Rachel Brett Harley, chairwoman of the awards committee, in the Music Department, N101 Alexander. The deadline to submit nominations is Friday, Feb. 16.

Traffic light OK'd

A new traffic light will be installed at Cross and Summit streets in Ypsilanti, adjacent to the Eastern Michigan University campus, after EMU students and officials lobbied for the light as necessary to the safety of campus area pedestrian traffic.

EMU enlisted the assistance of State Rep. Kirk Profit (D-Ypsilanti), who made a formal request to the Michigan Department of Transportation last summer. Although it's a city street, Cross Street also is Michigan state road M-17. The DOT notified Profit late last month that a study of the intersection concluded that a traffic signal is warranted there.

EMU students lobbied for the light because heavy student pedestrian traffic must cross three west-bound lanes of Cross Street traffic to reach the EMU campus. The intersection, near EMU's Welch Hall and the Ypsilanti Water Tower, also has experienced several accidents involving pedestrians and automobiles.

"We started looking into this last summer, specifically with (concerns for) pedestrian traffic in mind," said Rep. Profit. "The student body at Eastern was very vocal and supportive of our efforts to have the situation reviewed and with that and the advocacy of the University

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Sabbatical leaves approved for several faculty members

The Board of Regents approved sabbatical leaves for 21 faculty members at a special meeting Feb. 8.

Granted for the 1990-91 academic year, 14 of the leaves are for one semester and seven are for two semesters.

Fourteen of the sabbatical recipients are in the College of Arts and Sciences, three are in the College of Business, two are in the College of Education, one is in the College of Health and Human Services and one is in Learning Resources and Technologies.

Sabbatical leaves are granted for special study, research and/or writing or other projects which will enhance the usefulness of faculty members to the University, perform a service on the local, state, national or international level, and/or bring prestige to the University.

To apply, faculty members must have served at least 12 regular semesters of full-time employment since their initial hiring or last sabbatical leave. Applications are ranked by committees at the department, college and University levels.

For 1990-91, the University Research and Sabbatical Leave Committee reviewed 28 leave proposals, nine for two semesters and 19 for one semester.

The cost of awarding these 21 sabbatical leaves will be \$116,186, which is \$12,955 less than the amount appropriated for leaves in 1989-90.

Those granted one-semester sabbatical leaves and their plans are:

Dr. Mary Bigler, associate professor of teacher education and an internationally recognized researcher in the teaching of reading, who will conduct a study with three second grade classes (90 pupils) in a midwestern school.

Dr. Stephen Brewer, professor of chemistry, who will research the economical production of multi-element thin film.

Dr. Jeanne Clerc, assistant professor in the Department of Associated Health Professions, who will complete a textbook for clinical laboratory sciences and conduct post-doctoral retraining in cytogenetics and flow cytometry at the University of Michigan Hospitals.

Dr. Jeffrey Dansky, professor of psychology, who will study the

relationship between children's play and creative problem solving with 90 kindergartners.

Dr. Sam Fullerton, assistant professor of marketing, who will revise a marketing research textbook he originally had published in 1982.

Dr. Gary Hannan, associate professor of biology, who will research and write chapters on two genera of the waterleaf family.

Dr. Robert Holkeboer, professor of English and director of the University Honors Program, who will complete two book-length manuscripts, both titled "Right from the Start," which will serve as handbooks for honors program students and directors.

Dr. Kurt Lauckner, professor of computer science, who will use compact disk technology to develop a distance learning version of the University's "Computers for the Non-Specialist" course.

Dr. Walter Moss, professor in the Department of History and Philosophy, who will write a survey textbook of Russian history.

Dr. Joseph Rankin, associate professor of sociology, who will study the relationship between parental discipline and juvenile delinquency.

Dr. Martin Shichtman, associate professor of English, who will complete his book titled "Uses of the Grail: Cultural Implications of the Ineffable," to be used in the study of the Arthurian Legend.

Dr. Judith Williston, associate professor in the Department of Human, Environmental and Consumer Resources, who will develop an early childhood instructional package with videotape and facilitator's guide.

Jay Yager, professor of art, who will produce a series of short videotapes, each centering on a specific automobile ritual as a reflection of the American love affair with the automobile. Specifically during his leave, Yager will work on three of the tapes, focusing on the Detroit Auto Show, National Tractor Pulling Contest and a local radio-controlled model car rally.

Patricia Zimmer, associate professor in the Department of Communication and Theater Arts, who will write an adaptation of Shakespeare's play "King Lear" for

young audiences, which will then be performed on the EMU campus and submitted for publication and presentation at the annual conference of the American Association for Theater and Education.

Those granted two-semester leaves and their sabbatical plans are:

Dr. Fraya Andrews, associate professor of management, who will conduct a study of safety attitudes among industrial workers and their supervisors and what organizational factors influence those attitudes.

Mary Clare Beck, associate professor in Learning Resources and Technologies, who will prepare a calendar of, transcribe, and annotate a collection of 140 letters received during the Civil War by Moses Milton Beck, an officer in the 18th Indiana Battery, and his future wife, Mary Hamilton Scott.

Ellene Contis, assistant professor of chemistry, who will study the development of an on-line solvent extraction method to separate short-lived nuclide generated as a by-product of nuclear fission.

Dr. Thomas Gwaltney, professor of teacher education, who will provide consultative assistance to the Universidad Autonoma Metropolitana in Mexico City for a variety of academic and research endeavors, including professional education workshops, research studies in educational administration, and seminars on computer applications in education.

Dr. Walter Parry, assistant professor of mathematics, who will study the interplay between algebra and geometry using the combinatorial group theory.

Dr. Pedro Sanchez, associate professor in the Department of Operations Research and Information Systems, who will study and develop a software package for a mathematically-based decision-making tool, the Analytic Hierarchy Process, and the nature of statistical systems associated with it.

Dr. Masanobu Yamauchi, professor of chemistry, who will conduct primarily classified research in a new area of magnetic resonance spectroscopy using the NMR laboratory at Parke-Davis in Ann Arbor.

Shelton happy with state budget proposal

By Karmen Butterer

"Eastern Michigan University has been very nicely provided for," said EMU President William E. Shelton regarding Gov. James Blanchard's Executive Budget recommendation for 1990-91, which provides EMU with a 5.3 percent increase in state funding to total \$3 million more than this year's appropriation.

During his regular monthly press briefing last week Shelton said he was pleased with the recommendation EMU received, although the University requested a 9.5 percent increase in the appropriation. "Realistically, we knew the likeli-

hood of receiving that request was small," Shelton said, adding that the critical needs and operations of the University can be met with the governor's proposed budget.

In discussing the University's \$88 million facilities plan unveiled at the Feb. 7 Board of Regents meeting, Shelton said all 14 projects have equal priority, but he cited the new College of Education facility as the probable initial endeavor. Under the plan, Boone Hall would be razed and a new building would go up at another location on campus, possibly the current Physical Plant site.

Rep. Kirk Profit to present resolution

Michigan Rep. Kirk Profit will speak at EMU on the legal ramifications of selling steroid drugs Thursday, Feb. 22, at 8 p.m. in the Olds Student Recreation Center as part of National Collegiate Drug Awareness Week.

Profit also will present a resolution from the Michigan Legislature commending EMU for its substance abuse prevention programs Saturday, Feb. 24, during halftime of EMU's men's basketball game against Bowling Green State University. The game begins at 3 p.m. in Bowen Field House.

EMU became a leader in campus substance abuse prevention last September when it launched a new comprehensive drug and alcohol awareness program called CARE, an acronym for Creating a Responsible Environment.

Through a \$175,000 Fund to Improve Post-Secondary Institutions grant and a \$75,000 U.S. Department of Labor grant, EMU's Pathways Program was developed to serve as a national distributor of Get SMART (Students Mobilized As Responsibility Teams) prevention kits and videos. Pathways, con-

sidered a national model for campus substance abuse programs, also will help higher education institutions nationwide implement programs to prevent substance abuse.

The CARE Program also will include the National Drug Prevention Network, to be established through EMU and the National Association of College and University Residence Halls, which will work to promote a student and institutional norm which discourages drug use and alcohol abuse. The program is designed to include faculty, staff and students at the University.

In addition, EMU will serve as a homebase for other universities, which will include a national network committee; a National Information Satellite Center for Drug Prevention to function as a clearing house of information, ideas and successful prevention tactics; and expertise network teams that develop programs and provide information.

For more information on the Profit visits or EMU's substance abuse prevention programs, call the Pathways Program at 7-2226.

ICARD previews new forecasting service

While U.S. manufacturing employment is predicted to fall only 0.4 percent this year, EMU's Institute for Community and Regional Development predicts manufacturing employment in Michigan to drop 2.4 percent with declines of about 6 percent in Flint and Lansing; 2.3 to 3.1 percent in Benton Harbor, Detroit and Muskegon; and 0.8 to 2 percent in Grand Rapids, Jackson, Kalamazoo and Saginaw. In addition, manufacturing employment growth is predicted to be 1.6 percent in Ann Arbor, 1 percent in the Upper Peninsula and 0.4 percent in Battle Creek.

These figures recently were released by ICARD as part of a preview of a new economic forecasting service which will give subscribers specific information for any or all of 12 Michigan regions on a semiannual basis. The service is designed to assist business leaders, public officials and/or planners in their decisions with regard to site location, regional sales forecasting, city and regional planning, marketing analysis and public service estimation.

Based on models which originally were developed in 1986 with seed funding from the Michigan Research Excellence Fund, ICARD has expanded upon and developed new models to forecast national, state and regional wage and salary employment figures; manufacturing and non-manufacturing employment; real income; and property values.

In its forecasts, issued in April and October, ICARD will produce detailed forecasts for U.S. output and U.S. employment by industry as well as summarized and detailed regional forecasts for Ann Arbor, Battle Creek, Benton Harbor, Detroit, Flint, Grand Rapids, Jackson, Kalamazoo, Lansing, Muskegon, Saginaw and the Upper Peninsula.

Those on the ICARD regional modeling team are Drs. John E. Anderson, David B. Cray and Raouf S. Hanna, all Economics Department faculty members at EMU.

Subscribers to EMU's economic forecasting service will contract with ICARD individually and will pay from \$2,000 per year for a summary of Michigan's 12 regional forecasts plus detailed U.S. output and employment forecasts; to \$10,000 per year for the full package of summary data, U.S. forecasts, plus detailed regional forecasts for all 12 Michigan regions.

Each subscriber will become a member of ICARD's Regional Forecasting Advisory Board, which will help set the research agenda for refinements to the regional models. Subscribers also will receive complimentary registrations to the ICARD Michigan Economic Development Forums held annually.

For more information, call EMU's ICARD Office at 7-0243.

BGSU's Tack is appointed to head Leadership and Counseling

Dr. Martha Wingard Tack, professor and deputy chair in the Department of Educational Administration and Supervision at Bowling Green State University, has been appointed professor and head of the EMU Department of Leadership and Counseling.

Tack's appointment, approved Feb. 8 at a special meeting of the EMU Board of Regents, will be effective July 1, 1990.

Tack joined the faculty at BGSU in 1981 as associate professor and was promoted to professor and deputy department chair in 1986. She also served as coordinator of graduate studies and director of the graduate student orientation program for the BGSU educational administration department from 1982 to 1985. Before that she was an assistant professor and associate professor at the University of Alabama and an instructional tutor at Troy State University.

Her administrative positions at U-A included assistant dean for personnel, policy and off-campus programs for the College of Education from 1978 to 1981, assistant to the president from 1977 to 1979, acting head of the area of special education from 1975 to 1976, acting director of the women's studies pro-

gram in the College of Arts and Sciences from 1974 to 1976, assistant dean for planning and policy in the College of Education from 1973 to 1977, and assistant to the dean in 1972-73.

Tack also worked as assistant director for information and management systems development for the Local Program Planners' Institute at U-A, a management analyst intern at the Washington Department of Education, and a junior researcher at the Alabama Technical Assistance Corp.

She earned a bachelor's degree in business education and English from Troy State University in 1968, a master's degree in business education from U-A in 1970 and a doctorate in educational administration, general business administration and planning from U-A in 1973.

Tack developed a national leadership training curriculum for the National Federation of Business and Professional Women's Clubs Inc. and served as a trainer for that group in 1986. As a planning, management and systems analysis consultant she has served several groups including the Alabama State Department of Education, Alabama Hospital Association, the U.S.

Bureau of Occupation and Adult Education, Educational Testing Service, Ohio Bank and Savings Co., the University of Iowa and the Utah State Department of Education.

She is co-author of "The Effective College President" (American Council on Education/Macmillan Publishing Co., 1988) and has published numerous articles and conference proceedings.

Tack belongs to the American Association for Higher Education, American Education Research Association, Association for the Study of Higher Education, the International Society for Education Planners, and the National Advisory Council on the National Commission on Higher Education, as well as several other organizations.

Her awards have included Outstanding Woman Faculty Member at U-A in 1978, Distinguished Young Woman of Tuscaloosa, Ala., in 1977 and 1980, and she was an American Council on Education intern in 1977-78.

As department head, Tack will administer and direct the developmental, personnel, financial and operational activities of EMU's Leadership and Counseling Department.

Focus on Staff

Spann keeps track of each and every EMU employee

By Lauren Andersen

Eastern Michigan University employs nearly 2,000 full- and part-time employees, and for the Human Resources Division, that means a phenomenal amount of employment paperwork.

Carol Spann, systems and records manager in human resources, is responsible for most of that paperwork.

Spann must maintain a paper, or "hard copy", file as well as a computer file on everyone who works at EMU. And with several labor unions operating on campus and a mountain of state and federal employment reporting requirements, those files must be accurate and up to date.

"It's a very big challenge for me to maintain records on each and every person who works here, but I love records management," Spann said. "I also really enjoy people; that's why I'm in personnel."

Historically, records management has not been a separate job description within Human Resources at EMU, but the ever-increasing legislation that requires employers to keep certain information on employees, and the advanced computer systems available, are changing that.

"The more technologically advanced we're becoming, the more records management is becoming a major focus," Spann said. "We're very interested in becoming efficient and improving our ability to meet University needs. As we're obtaining more technology, we're trying to pass that along to the University and make employment inquiries easier."

The Human Resources Division has made several improvements in its reporting of employment opportunities since Spann joined the department two years ago.

"We've been very active as far as trying to accommodate University needs concerning employment opportunities are available," she said. "We've instituted two or three very good methods to keep the University abreast of our (job)

openings."

Among those changes was the installation of job boards across campus which list available positions at the University. "We did not have those when I first got here and it made it really difficult because everyone had to trudge up to the office to see what kind of openings we had," she said.

The situation was particularly inconvenient for night-shift workers who aren't on campus during regular working hours. "We now open at 7:30 a.m. (when many of them get off work) to better accommodate their needs," Spann said. "We are trying to be a little more pro-active toward the University to help them find out what jobs we have."

They department also has a 24-hour job hotline with a recorded message that provides a current listing of all available positions.

Because Human Resources has daily contact with so many people, Spann also is working to improve the customer service aspects of the office.

"I think it's very important that we improve our customer service perception among the University community as well as external applicants," she said. "We want to serve. We want to be able to assist people when they have questions and concerns."

Spann, 25, came to EMU from the Westin Hotel in Detroit, where she was a human resources representative for about a year and a half.

She attended the School of Business and Industry at Florida A & M University in Tallahassee on scholarship and graduated in 1986 with a bachelor's degree in business administration. The Florida program often is compared to the Harvard School of Business because it's so rigorous, Spann said, but now that she's in the "real world" she appreciates the lessons she learned there.

"I'm very fortunate and very appreciative of the opportunities that I was allowed through my school of business. They taught me how to be

a professional person, to go in there and handle myself like a professional," she said.

When she started college, Spann planned to go into marketing, but realized during her final semester that she really enjoyed working with people and decided to go into human resources.

After graduation, Spann interviewed with several companies and narrowed down her choices of where to work to two: East Ohio Gas and Westin Hotel.

"East Ohio Gas is based in Cleveland, Ohio, and I'm originally from Cleveland, so I thought that I'd give my mother a break and I would forge out on my own to Detroit," she said. "I felt that it would be a good opportunity for me to strike out on my own yet be close to my family."

Spann said she also chose Westin because it offered a program that would allow her to learn all phases of human resources, including training and development, compensation, benefits and labor relations, as well as employment.

"I felt that it would make me a more well-rounded human resources professional if I had a little experience in every area...It helps me even in this position just to have a better understanding of what the other aspects of the department are doing," she said.

When she realized her career growth with Westin would mean another move out of state, Spann began looking for another job and found Eastern.

"I just wasn't ready to move again. I had found a city I like, and I do like Detroit. I live there and commute to work every day, which most people find just appalling," she said.

Actually, the commute gives her time to plan her day, Spann said, and time to wind down on the way home. And when she finally does get home, her dog, Bouvier, a part-Doberman, part-Rottweiler, is always glad to see her.

"My dog does the 'James Brown' every day when I get home. Have you ever seen the dance James



EMU photo by Brian Forde

"We've been very active in trying to accommodate University needs concerning what employment opportunities are available," said Carol Spann, manager of human resources systems and records. "We are trying to be a little more pro-active toward the University community to help them find out what jobs we have."

Brown does when he kind of slides across the floor? Bouvier hurt her foot when she was a puppy and it has never been the same since. When she gets excited, she wags her tail and wiggles and her foot always goes out from underneath her and she slides across the floor. She just loses it all. It's fantastic to see the dog just go wild when you come home. She's never happier

than when she's right there next to you," Spann said.

Spann lives alone with her dog in a house she bought near Dearborn so Bouvier would have a place to run. The dog is named after Jacqueline Bouvier Kennedy, whom Spann admires. "I like her style; she's just a very refined, sophisticated lady," she said.

Promotions

The Board of Regents approved the following staff promotions at its meeting Feb. 8.



Erwin



Kimbrough

Dr. J. Michael Erwin, assistant director of corporate relations in the Career Services Center, was promoted to associate director in the center.

Erwin, 43, joined EMU in 1984 as a corporate relations specialist and was named assistant director in 1985. Prior to that he was project coordinator for the University of Michigan's Institute of Science and Technology's Industrial Development Division for one year and project director, researcher and instructor in U-M's Institute of Labor and Industrial Relations and School of Education for six years.

An Elkhart, Ind., native, Erwin holds both a bachelor's and master's degree from Indiana University and a doctorate in higher education from the University of Michigan.

He is a member of the Association for the Study of Higher Education and the Association for Institutional Research.

An Ann Arbor resident, Erwin is active in the Boy Scouts of America and is a former chairman of the Ann Arbor Interagency Collaborative Board and a former member of the Ann Arbor CETA Advisory Planning Committee.

In his new post, Erwin will provide administrative supervision in all matters related to the Career Services Center with direct responsibility for developing corporate relations, job cultivation, external marketing, internal operations and career planning. He also will organize, implement and monitor

on-business recruiting, state-wide job fairs and education placement.

Pander Kimbrough, senior secretary in the Admissions Office, was promoted to coordinator of EMU's Urban Teacher Program Transfer Center in the Office of Equity Programs.

Kimbrough, 35, joined EMU as a receptionist in the Admissions Office in 1987 and became senior secretary in 1988. She also was an admissions representative at Detroit's Cambridge Business School from 1980 to 1983.

A Koscivsko, Miss., native, Kim-

brough holds a bachelor's degree from Jackson State University and will complete a master's degree at EMU this year.

In her new position, Kimbrough will direct all aspects of the student transfer program including advising students, monitoring their progress and developing transfer policies and procedures.

The Urban Teacher Program is a cooperative initiative among EMU, Wayne State University and Wayne County Community College in which students attend WCCC for two years and then transfer to EMU

or WSU to complete bachelor's degrees and earn teacher certification. It is intended to increase the number of minority teachers in urban school districts.

All promotions are effective immediately.

Due to space limitations, Promotions will be continued in next week's Focus EMU.

Traffic Light

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administration, we got a good result from the Department of Transportation."

EMU Student Body President Michael Dega lauded Profit for responding to Student Government requests that the light be installed. "It's been a dangerous spot for years and (when we wrote to him), Kirk Profit really picked up the ball and ran with it," Dega said. "We're very happy although we know it's going to take awhile to put the light up."

According to Dwight Hornbeck, district traffic and safety engineer for the DOT, the new light will be a standard three-color traffic signal with pedestrian cross signals.

"There was great local interest in pedestrian activity in the area, the

(auto) traffic volume and the accident experiences there, and in looking at all those things we felt (a new traffic light) was justified," he said.

Hornbeck added that installation of the light could take up to one year because it involves the State of Michigan, City of Ypsilanti and Detroit Edison.

"There's a long and involved process in documenting and scheduling (installation of new signals)," he said. "We have to do a power layout, get together with the power company to bring lines in and do a cost estimate. The state pays part of installation and annual maintenance and the city pays part and we have to determine what those amounts will be."

Adviser

Academic Advising Center
Pierce Hall
Hotline: 7-3344

Registration Information

Drop Off/Mail Registration for spring, summer and fall semesters begins tomorrow, Wednesday, Feb. 21, and ends March 13. Students should complete Registration Course Request Forms and drop them off in the Cashier's night depository box at the northeast corner of Pierce Hall (near the elevators), or mail them to the Registration Office, Pierce Hall. The student also may need to attach a Permit to Register (if applicable), Student Data Form (if changes are needed) and Department Authorization Form(s) (for classes requiring

departmental permission). New students must obtain the permission of Academic Advising to enroll.

Students will not be required to make payment during this initial registration period. Students will receive their bills in the mail. If students miss the Drop Off/Mail period, they must attend Post Registration (see applicable class schedule book for dates). During the Post Registration periods, 100 percent of the tuition and all fees will be due for spring or summer at the time of registration; for fall 50 percent of tuition and all fees will be due at time of registration.

Late registration begins the first day of the semester. A late registration fee will be charged during this period.

Research

USIA Accepting Applications for Discretionary Grants for Fiscal 1990

The United States Information Agency is accepting applications for their private sector discretionary grant program. The program gives high priority to projects that establish linkages between American and foreign professional organizations. Projects should have an international people-to-people component, have an educational or cultural focus, and contribute to long term communication and understanding between people in the U.S. and foreign countries. Funding assistance is limited to participant travel and per diem requirements. Priority is given to projects involving leaders of cultural institutions, cultural commentators and critics, arts administrators, specialists in historic preservation and art conservation, architects, and practicing artists. Thematic areas include music, dance, theatre, visual arts, folk arts, museum exchange, and historical conservation. The deadline is March 2, 1990. For more information, contact Linda Swift in the ORD office (7-3090).

News Regs Regarding Submission of Federal Grants

Applications to the National Science Foundation, the National Institutes of Health, the Public Health Service, and all their subunits are now subject to new rules in proposal format effective last fall.

NSF has new limits on the size of CVs and the number of publications that are listed in CVs. CVs must also contain detailed information on student advisees, as well as information on close associates and colleagues (to avoid potential conflict of interest in the reviewing process).

Proposals to NIH, PHS, and their subunits on the standard PHS 398 form are now subject to more stringent size regulations; the 20-page limit on the narrative portion of the proposal is now being strictly enforced, and the size of the appendix is also limited. Proposals exceeding limitations will be returned.

Persons planning to resubmit grants to any of these agencies should be aware that they will need to revise proposals in accordance with the new regulations. For more information on these format changes, contact Linda Swift in the ORD office (7-3090).

Events

of the Week

Feb. 20 - Feb. 26

Openings

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Employment/Affirmative Action Office and received no later than 5 p.m. on the expiration date.

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Wednesday, Feb. 28, 1990. Detailed job descriptions may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harold, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, DC I, and the University Library.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CSEX90002 - CS-05 - \$652.92 - Senior Secretary, State, Federal, Community Relations

ADMINISTRATIVE/PROFESSIONAL

(Minimum Biweekly Rate)

APAA90005 - AP-13 - \$1,872.93 - Academic Department Head, Sociology, Anthropology and Criminology
\$3,054.86
ACEX90003 - AC-13 - \$1,059.64 - Assistant Head Coach-Football, Intercollegiate Athletics
\$1,643.61

*Pay rate stated above does not include shift differential.

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Bias

Continued from page 1

wellness day presentation on codependency, Saturday, Feb. 24, at 1 p.m. in Roosevelt Auditorium.

National Collegiate Drug Awareness Week events at EMU are being sponsored by University Health Services, the EMU Alumni

Association, McKenny Union, Housing, EMU Student Government and Pathways.

All events are free and open to the public. For more information, contact the EMU's Pathways Program at 7-2226.

Dean post

Continued from page 1

was appointed interim dean where he served until Fish was named acting dean last fall.

A search conducted last year was unsuccessful in filling the position and a new search committee was formed last September. That committee received more than 50 applications for the position from which today's seven finalists were chosen.

In addition to Bennion, the other committee members are: Dr. Donald Lick, head of the Mathematics Department; Dr. Alida Westman, professor of psychology; Dr. Jay Weinstein, head of the Sociology Department; Dr. William Miller, professor in the Department of History and Philosophy; Dr. Marcia Dalbey, head of the English Language and Literature Department; Marvin Sims, assistant professor in the Communication and Theater Arts Department; and Dr. Stewart Tubbs, dean of the College of Business.

The College of Arts and Sciences is EMU's largest, employing nearly half of the University's 1,200 tenure-track and part-time faculty members in 16 academic departments. In addition, 60 percent of the University's student credit hours are generated by the college.

Tuesday 20

WORKSHOP — Career Services will present an orientation workshop on using the Discover career planning computer program. Call 7-1005 or 7-0400 to sign up, 405 Goodison, 11 a.m.

MEETING — The UAW Local 1975 Bargain and Grievance Committee will meet, Founders Room, McKenny Union, 12:30 p.m.

WORKSHOP — Counseling Services will present a workshop on Managing Test Anxiety, 300 Snow Health Center, 3 p.m.

MEETING — The EMU Greek Council will meet, Reception Room, McKenny Union, 3:30 p.m.

WORKSHOP — Career Services will present a resume writing workshop for education majors. Call 7-1005 or 7-0400 to sign up, 405 Goodison, 5:15 p.m.

MEETING — EMU Student Government will meet, Alumni Lounge, McKenny Union, 5:30 p.m.

MEETING — The EMU Explorers Post will meet, Oxford Room, McKenny Union, 7 p.m.

MOVIE — Zeta Phi Beta will present "Mississippi Burning" as part of Black History Month, Multicultural Center, 7 p.m.

MEETING — The Palestine Democratic Youth Organization will meet, Huron Room, McKenny Union, 8 p.m.

PARTY — University Health Services will sponsor an all campus Beach Party as part of the National Collegiate Drug Awareness Week activities, Hoyt Hall, 8 p.m.

Wednesday 21

MEETING — UAW Local 1975 will hold a general membership meeting, 210 King Hall, noon

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

WORKSHOP — Career Services will present an orientation workshop on using the Perfect Resume Computer Kit. Call 7-1005 or 7-0400 to sign up, 401 Goodison, 3 p.m.

LECTURE — The Chemistry Department will host Gilbert Pacey of Miami University who will discuss "Synthesis and Analytical Utilization of Crown Ethers." For more information call 7-0106, 104 Jefferson, 4 p.m.

WORKSHOP — Career Services will present an interview and job search preparation workshop for education majors. Call 7-1005 or 7-0400 to sign up, 405 Goodison, 5:15 p.m.

MEETING — Women in Communication Inc. will meet, Tower Room, McKenny Union, 6 p.m.

MEETING — Circle K International will meet, Gallery II, McKenny Union, 6:45 p.m.

LECTURE — Lonise P. Bias, mother of the late Len Bias, a University of Maryland basketball player who died from cocaine use in 1986 just two days after being drafted by the Boston Celtics. She will speak as part of National Collegiate Drug Awareness Week and Black History Month. A reception will follow in the Eastern Eateries. Call 7-1122 for more information, Roosevelt Auditorium, 7 p.m.

LECTURE — "Gentle" George Folkes, motivational artist/speaker, will speak on black male/female relationships as part of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Lecturer Series. Call 7-2133 for more information, Quirk Theater, 7 p.m.

MEETING — The EMU Philosophy Club will meet, Oxford Room, McKenny Union, 7 p.m.

TRIBUTE — EMU Student Government will present a tribute to Malcolm X as part of Black History Month, Multicultural Center, 7:30 p.m.

MEETING — The EMU Flyers will meet, Reception Room, McKenny Union, 7:30 p.m.

Thursday 22

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

WORKSHOP — Career services will present a career planning workshop. Call 7-1005 or 7-0400 to sign up, 425 Goodison, 2 p.m.

WORKSHOP — Counseling Services will present the second in a series of workshops on "Too Concerned About Calories: Information for Food Focused Persons." For more information, call 7-1118, 300 Snow Health Center, 3 p.m.

MEETING — The American Association of University Professors will meet, Reception Room, McKenny Union, 3 p.m.

WORKSHOP — Career Services will present a resume writing workshop for non-

education majors. Call 7-1005 or 7-0400 to sign up, 405 Goodison, 3:30 p.m.

WORKSHOP — Career Services will present an interview and job search preparation workshop for non-education majors. Call 7-1005 or 7-0400 to sign up, 405 Goodison, 4:15 p.m.

MEETING — The National Association of Black Accountants will meet, Faculty Lounge, McKenny Union, 5 p.m.

MEETING — The EMU Panhellenic Council will meet, Alumni Lounge, McKenny Union, 5:30 p.m.

REHEARSAL — The EMU Gospel Choir will rehearse, Tower Room, McKenny Union, 7 p.m.

PANEL DISCUSSION — As part of National Collegiate Drug Awareness Week, University Health Services will present a panel discussion on steroid use, Olds Rec/IM, 8 pm.

THEATER — The Communication and Theater Arts Department will present Shakespeare's "Love's Labour's Lost." All tickets are \$4. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theater, 8 p.m.

CONCERT — The Office of Campus Life will present Table Top Music with Fugazi as part of its Thursdays on E street entertainment series. It is co-sponsored by the Residence Hall Association, Housing and Dining Services and Student Government. Admission is \$2, Eastern Eateries, Lower Level, 9 p.m.

MEETING — The EMU chapter of the NAACP will meet, Multicultural Center, 9 p.m.

Friday 23

MEETING — Support Your Sobriety will meet, Huron Room, McKenny Union, 1 p.m.

LUNCHEON — The Faculty Center for Instructional Effectiveness will present "Value Salad," an informal luncheon discussion on how teaching excellence can be integrated into university mission and catalog statements. Lunch will be provided. For more information, call 7-1386, 508-D Pray-Harold, noon - 1:30 p.m.

CONTEST — Delta Sigma Theta will present its annual "Mr. Wonderful/Ms. Finesse" contest as part of Black History Month, Roosevelt Auditorium, 7 p.m.

THEATER — The Communication and Theater Arts Department will present Shakespeare's "Love's Labour's Lost." Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theater, 8 p.m.

Saturday 24

BASKETBALL — The women's and men's teams will host Bowling Green State University. Admission, Bowen Field House, 1 and 3 p.m.

WELLNESS DAY — A one-day conference focusing on minority wellness will be presented by EMU's Human, Environmental and Consumer Resources Department as part of Black History Month. The day will focus on all dimensions of wellness, including intellectual, social, emotional, physical and spiritual health through discussion groups, demonstrations and assessment opportunities. Other activities will include a presentation by Dr. Fred Stransky, director of Meadowbrook Health Enhancement Institute at Okaland University. For more information call 7-1217, Roosevelt Hall, 10 a.m. - 3 p.m.

THEATER — The Communication and Theater Arts Department will present Shakespeare's "Love's Labour's Lost." Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theater, 8 p.m.

Sunday 25

MEETING — The Society for Creative Anachronism will meet, Guild Hall, McKenny Union, noon

Monday 26

MEETING — The EMU English Club will meet, 613G Pray-Harold, 4 p.m.

WORKSHOP — Career Services will present a cooperative education orientation for business majors interested in a spring/summer 1990 co-op placement. Call 7-1005 or 7-0400 to sign up, 405, 425 Goodison, 4 pm.

MEETING — The Residence Hall Association will meet, Faculty Lounge, McKenny Union, 4:30 p.m.

REHEARSAL — The EMU Gospel Choir will rehearse, Faculty Lounge, McKenny Union, 7 p.m.