



EMU photo by Dehra McLean

SPECIAL VISIT—First Lady Barbara Bush visited the EMU-Ford-UAW learning center in the Ford Motor Co. Ypsilanti Plant Feb. 22. Mrs. Bush sat in on classes and participated in a discussion with student participants in the "Skills Enhancement" program, directed by EMU's Rena Soifer. The program offers educational assistance in reading, math, science and language, prepares participants to take the high school equivalency exam, and arranges counseling for planning education goals. Mrs. Bush, a longtime literacy advocate, was particularly enthusiastic about the program because it recently was expanded to include the spouses of Ford workers.

Campus Capsules

Intermedia Gallery Hosting MAC Metalsmithing Exhibit

The student-run Intermedia Gallery at EMU is hosting the second Mid-American Conference Invitational Metalsmithing Exhibition now through Friday, March 2.

The exhibit includes 84 pieces by more than 75 student artists from EMU, the University of Toledo, Miami University, Kent State University, Ball State University, Western Michigan University, Central Michigan University and Bowling Green State University.

A closing reception with the artists will be held Friday, March 2, from 5 to 8 p.m. in the gallery.

Intermedia Gallery, located on the ground floor of McKenny Union, is open Monday through Friday from 9 a.m. to 5 p.m.

The exhibit is free and open to the public.

Women's Groups Accepting Scholarship Applications

EMU's Women's Association and Women's Commission currently are accepting applications for their scholarship programs.

The Women's Association scholarship program is designed for women undergraduates who will be juniors or seniors at EMU during the 1990-1991 school year.

The association will award six academic scholarships to senior women and two merit scholarships to junior or senior women. Each award is \$400.

To qualify for the awards, women must be full-time students with a grade point average of at least 3.0 or better (3.5 for merit scholarships). Each applicant must submit two EMU faculty recommendations and show promise of distinction in her chosen field. Academic scholarship applicants

also must provide evidence of need and may not be a previous recipient of a Women's Association scholarship.

To qualify for the Women's Commission scholarships, students must have had an interruption of at least five years in their education and/or be majoring in areas that are non-traditional for their gender. Students also must have at least a 2.5 grade point average, exhibit financial need and be enrolled at least half time, in four graduate semester hours or six undergraduate hours, at EMU.

The application deadline for Women's Association scholarships is Friday, March 16, at 4 p.m. The deadline for Women's Commission scholarships is Monday, March 19.

Applications for all scholarships are available in EMU's Financial Aid Office, 404 Pierce Hall.

Policy Outlined For Temporary Signs

The Physical Plant has developed the following policy regarding the erection of free-standing signs outside buildings:

Offices must get approval from the Physical Plant to erect free-standing signs two working days before the signs are to be erected. To obtain approval, a contract stating when the sign will go up and come down must be filled out and signed. A sample of the sign and a map showing desired sites for its location also must be presented to the Physical Plant.

The contract requires that the sign be free standing; it cannot block EMU or traffic signs or roadways; it must be removed within five calendar days; and it must have a Campus Life authorization stamp if the sign has a message.

If no contract exists and a sign is

erected, Physical Plant grounds workers will be instructed to remove the sign. Any organization or office not complying with this policy will be required to submit a \$25 deposit on the erection of all future signs.

Alumni Outreach Heads To Florida With Shelton

Alumni Relations at EMU is offering alumni and friends the opportunity to meet EMU President William E. Shelton at this year's Florida Alumni Outreach Friday, March 2, in Fort Meyers; Saturday, March 3, in St. Petersburg; and Monday, March 5, in Fort Lauderdale.

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

Music Department Honors Recital is Tonight

The Department of Music and Delta Upsilon chapter of the national honorary band fraternity Kappa Kappa Psi will sponsor the 13th annual Kappa Kappa Psi Wind and Percussion Honors Recital Tuesday, Feb. 27, at 8 p.m. in Alexander Recital Hall.

The program will include Serenade for Flute by Howard Hanson, Concerto for Trumpet by Jean Rivier, a horn concerto by Joseph Haydn and a percussion ensemble arranged by EMU's Whitney Prince.

The annual recital, held to honor outstanding student musicians of EMU's Department of Music, will feature soloists and chamber ensembles selected by competitive audition.

MSU Professor Will Discuss 'Symbolic Play'

The Speech-Language Pathology Program in the Department of Special Education will host Dr. Michael W. Casby, professor and

'Stand and Deliver' teacher to speak

Jaime Escalante, highly-acclaimed mathematics teacher and subject of the movie "Stand and Deliver," will speak Sunday, March 18, at an EMU-sponsored brunch beginning at 11 a.m. in the McKenny Union Ballroom.

The event is part of Escalante's two-day visit to the University co-sponsored by EMU's Equity Programs, Hispanic Student Association and Admissions Office.

A high school mathematics teacher in the Hispanic barrio of East Los Angeles, Escalante gained recognition when students under his tutelage began to score consistently among the nation's best in mathematics tests. Although the school in which he teaches, Garfield High School, is plagued by inadequate funding, poor working conditions and violence, it ranks seventh in the United States in calculus achievement.

Escalante taught mathematics and physics for 11 years in Bolivia before immigrating to the United States in 1964. After receiving an associate's degree in electronics, he worked for Burroughs Corp. and earned his bachelor's degree in mathematics. He then earned his teacher certification and in 1974, became a mathematics teacher at Garfield High.



Jaime Escalante, highly-acclaimed mathematics teacher and subject of the movie "Stand and Deliver," will speak Sunday, March 18, at an EMU-sponsored brunch at 11 a.m. in the McKenny Union Ballroom.

Escalante's success as a teacher and motivator of students was portrayed in the 1988 book "Escalante: The Best Teacher in America" by Jay Matthews and in the movie "Stand and Deliver" which was released the same year.

While at EMU, Escalante will be meeting with selected groups of students and University/community leaders. After the Sunday brunch, at approximately 1:15 p.m., various workshops and the movie "Stand and Deliver" also will be presented.

Tickets for the brunch are \$10 for students and \$15 each for all others.

For tickets or more information, call EMU's Multicultural Center at 7-2377.

Conference features children's literature

The Departments of English Language and Literature and Communication and Theater Arts will host a conference on children's literature and drama titled "Being and Belonging" Thursday through Saturday, March 1-3, at the EMU Corporate Education Center.

The conference speakers will include nationally known children's author Bruce Brooks; children's novelist Monica Hughes; Virginia Glasgow Koste, EMU professor emerita of communication and theater arts and a playwright, actress, teacher and director in children's theater; and Alethea Helbig, EMU professor of English language and literature and a children's literature specialist.

Brooks is best known as a writer of young-adult literature. His awards include the American Library Association Best Book for Young Adults Award and the Newberry Honor Book Award, both in 1985, and the Boston Globe Horn Book Award for Fiction for his novel "The Moves Make the Man." He also won a Fanfare Book Award and the Teacher's Choice Award from the National Council of Teachers of English in 1987 for

Speaker addresses black autonomy

By Karmen Butterer

"I want to show that (the Holocaust and slavery) are so radically different, as to be not on a continuum," said Dr. Laurence Thomas, professor of philosophy at Syracuse University, who spoke at EMU Feb. 13 on "Slavery and the Holocaust" as a Martin Luther King Jr./Cesar Chavez/Rosa Parks visiting lecturer. "I want to look at the different norms that are implicit in each of these two institutions and show how those norms are of a very different structure, make up and content," he said.

Thomas, who has been researching the two issues since 1980, contends that the basic difference in how the two cultures have dealt with their histories is that Jews developed and maintained a sense of group autonomy, even throughout the Holocaust years, while the black community has not.

"It's not an issue of who suffered most," he said. "But when we look at how each group has survived they come out to be quite different and that difference doesn't diminish anyone's evil or suffering."

Thomas cited such constants as Jewish traditions and holidays as contributing to their autonomy while the black culture has not developed such shared beliefs and activities. He also noted that Jews fully learn their own history through their religious and educational activities, while blacks

do not. "Black history... basically is not taught in the fervent way that Jewish history is," he said. "I think it's silly the way black history is

"If all the black churches would spend an hour teaching black history, do you have any idea what that would do for the lives of black people? If they spent 20 minutes devoted to black history—some figure, some movement, some moment, some event—we wouldn't have to worry about it being taught in universities."

**Laurence Thomas
Visiting Lecturer**

taught in universities and schools. If all the black churches would spend an hour teaching black history, do you have any idea what that would do for the lives of black people? If they spent 20 minutes devoted to black history—some figure, some movement, some moment, some event—we wouldn't have to worry about it being taught in (the schools)."

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Promotions

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

Karen Cline, former senior secretary in the Division of Continuing Education, was promoted to program assistant in that same department.

Cline currently is attending EMU where she expects to earn a bachelor's degree in business education and marketing. She also has attended the University of Maryland, Prince George's Community College and the University of North Dakota.

She served as division manager in U-ND's business education and marketing departments for seven years and has worked at EMU since 1983.

Cline is a member of the Business Education Honor Society Pi Omega Pi and the Phi Beta Lambda business society in which she held the offices of treasurer, secretary and president.

As program assistant, Cline will assist the dean or director with daily operational activities for a specific program in Continuing Education, including administering internal policies and procedures, coordinating and/or scheduling locally based and study abroad instructional and travel activities, and overseeing the development and maintenance of a computerized database.

Lucy Parker, assistant director of intercollegiate athletics, was promoted to associate director for internal operations in athletics.

Parker, 53, joined EMU in 1976 as women's tennis coach and was

promoted to assistant director of athletics in 1977, where she has been instrumental in developing the women's athletic program into a position of parity with the men's. Before joining EMU she was a physical education teacher and coach at Henry Ford Community



Parker

Jones

College, taught, coached and was assistant to the director for women's intramurals at the University of Michigan, and taught at Ypsilanti Lincoln Junior High School and in Walled Lake and Detroit.

An Ypsilanti resident, Parker earned both her bachelor's and master's degrees from EMU, in 1958 and 1964, respectively.

In her new post, Parker will develop, direct and coordinate specific intercollegiate athletic programs in compliance with University, conference and legislative requirements.

Dr. Sylvia Jones, associate director of child care services, was promoted to acting director of a new preschool education program at EMU funded by a three-year, \$1.6 million grant from the W.K. Kellogg Foundation.

The Kellogg project is designed to enhance preschool education pro-

grams for three-to five-year-old "at risk" children in the school districts of Ypsilanti, Detroit, Flint, Lansing, Pontiac and Saginaw.

Jones, 43, joined EMU in 1987 after serving three years as director of the Family Day Care Project at Ann Arbor's Child Care Coordinating and Referral Service. She also was acting director at Community Day Care and Preschool Inc. in Ann Arbor and administrative assistant at the University of Michigan's Fresh Air Camp for emotionally impaired and learning disabled children.

Jones was an adjunct professor at U-M from 1983 to 1985, was a teaching assistant there from 1974 to 1983 and has taught at Marygrove College. She also was a field instructor for CCRS and a teaching associate for U-M's University Extension Services.

As a consultant on child-related topics, Jones has served the Michigan Department of Education, Catherine McAuley Health Center Children's Facility, U.S. Department of Education, Michigan Department of Public Health and Head Start.

A Raleigh, N.C., native, Jones earned a bachelor's degree from the University of North Carolina at Chapel Hill and a master's degree and doctorate from U-M.

She is co-author of the book "Opening Your Door to Children: How to Start a Day Care Home," which was published by the National Association for the Education of Young People. In addition to that group, Jones belongs to the

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EMU Mission, Philosophy, Values and Guiding Principles

Mission

Eastern Michigan University is committed to distinguishing itself as a comprehensive educational institution that prepares people and organizations to adapt readily to a changing world. Central to this mission are:

- providing an exceptional learning environment;
- applying new technologies to teaching, learning, and research;
- expanding knowledge and providing leadership through research, contract learning, and public service; and
- continually interpreting and responding to a changing regional, national, and global society.

Philosophy

The University is dedicated to improving the quality of life within the global community it serves through teaching, contract learning, research, and service.

As an integral part of the state-supported public education system, the University is responsible for providing leadership in developing creative, innovative, and collaborative approaches to meet learning and research demands created as a result of a dramatically changing world.

The University recognizes that an educated populace is the essential ingredient for the successful improvement of humankind. It is dedicated to:

- providing opportunities for professional, intellectual, and personal growth;
- preparing individuals for careers and professions;
- encouraging all University members to be concerned about the welfare of the campus, local, and world communities;
- assisting organizations to function effectively in a global economic environment; and
- instilling in all persons a commitment, as leaders, to engage in public service.

The University seeks to provide an intellectual, social, and cultural environment that attracts, serves, and empowers a pluralistic community.

Values

Eastern Michigan University's mission and philosophy are built upon shared values that define and nourish the intellectual, ethical, and aesthetic environment.

These values are:

Excellence

The University's principal responsibility is to provide academic programs in a learning environment that promotes academic and personal excellence.

The University, in all of its activities, encourages the achievement of excellence by all members of its various constituencies.

Respect

The University recognizes that wisdom, sound judgment, tolerance, and respect for other persons, cultures, and ideas are hallmarks of an educated person.

The University seeks to demonstrate, through all its programs and activities, appreciation of human diversity and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty and democratic citizenship.

Scholarship

The University promotes and encourages continual research and creative activity by all its constituencies. Through such activity, participants remain intellectually alive, expand their fields of knowledge, enrich learning experiences, and bring academic recognition to the community. The intellectual and personal growth of individuals is a central purpose. Knowledge and learning are both the University's products and its processes.

Opportunity

The University is committed to providing opportunities for learners of varying interests, abilities, backgrounds, and expectations.

It seeks to attract, serve, and accommodate a highly qualified and pluralistic student body, drawn from a variety of ethnic, social, and economic backgrounds and to make a special effort to provide access to the campus's educational opportunities for non-traditional students and underrepresented populations.

Community

The University strives to create and nurture a community that fosters mutual trust and respect for the open and amicable expression of differences.

Service

The University endeavors to provide service for the public good. It encourages all constituents to be concerned about the welfare of humanity and to engage in public service.

The University is committed to developing and strengthening collaborative initiatives with the industrial, business, civic, and educational world.

Freedom

The University respects and protects personal and academic freedom. It seeks to provide an environment that facilitates involvement in intellectual and cultural activities and encourages formal and informal interaction between and among students, faculty, staff, administration, and community.

Integrity

Intellectual, academic, financial, and operational integrity are critical to the University's survival and effectiveness.

Leadership

The University strives to provide leadership in addressing the educational and social issues confronting the people and organizations in our society.

It promotes leadership and development activities that enhance educational and industrial opportunities for meeting this charge.

Empowerment

The University community is empowered to do what is right and necessary to achieve the University's mission.

Guiding Principles

Guiding principles form the framework against which the University tests its effectiveness.

In all programs, activities, and services, the University seeks to be:

Approachable

Psychological barriers that impede participation are eliminated. People and organizations are valued as the University's resources, products, and customers.

Accessible

Programs and activities of the University are open to all qualified persons without regard to race, religion, marital status, sex, sexual orientation, age, national or ethnic origin, political belief, or physical handicap.

The University seeks to demonstrate, through all its programs and activities, its appreciation of human diversity and to maintain an atmosphere of tolerance and mutual respect that will nourish human liberty and democratic citizenship.

Affordable

The University is committed to ensuring that those individuals who are qualified and who desire to participate are not discouraged from doing so because of financial resources, time restraints, or physical distance.

The University seeks to provide financial aid for all constituencies, to be sensitive to changing demands in the educational marketplace, and to deliver educational services in nontraditional ways and settings.

Applicable

Programs are designed to broaden perspectives, enrich awareness, deepen understanding, establish disciplined habits of thought, respond to changes in the workplace and society, and help develop individuals who are informed, responsible citizens.

Attainable

Recognizing that various constituencies have different needs, programs, activities, and service must be flexible so that all people have the opportunity to participate and to achieve their goals or purpose.

Collaborative

To utilize financial and human resources effectively, all programs, activities, and services should seek to develop linkages with internal and external constituencies.

The University must continue to develop new partnerships with business, industry, education, and government, to define mutual goals and benefits, and to meet our responsibilities to the global community.

Quality

Quality is the first priority in all programs, activities, and services.

Focus on Staff

Jacobs predicts changes in nation's fitness habits



"What (fitness experts) have done is create a barrier for sedentary people to work out because we mandate that you must work out three times a week for at least 30 minutes and most people think, 'I'll never get to that point, so why try?'" said Kristi Jacobs, assistant director in the Rec/IM Department. "What we should be promoting is that people just get started no matter how gradual it is because they'll grow to really like it. Exercise is addictive and it starts to become a priority."

By Debra McLean

While many are claiming that America's fitness craze is declining, EMU's Recreation/Intramural Department is serving more people than ever.

The University's Lloyd W. Olds Student Recreation Center is enjoying a 12 percent increase in attendance over this time last year—to total an average of 3,000 guests a day—and a lot of the credit for that growth goes to Rec/IM Assistant Director Kristi Jacobs.

Jacobs, 29, joined the center in 1986 as a graduate assistant and was named to her present position

things. Jacobs' favorite area is fitness, specifically the Rec/IM "Total Fitness" program she developed for the department. She launched the program in 1988, which offers a wide range of courses, including water aerobics, walkerobics, circuit training and cross training. This semester, she modified the program so participants can pay a single fee and attend any and all sessions of any class in the program.

"It's been very successful because our enrollment is up 15 percent over last semester and that's more than I ever dreamed of," she said. "My goal was to have something that was flexible because I know that time efficient (exercise) programs are the number one charge of people. In the '90s that's what they're projecting, that programs will have to be time efficient and meet the needs of the changing demographics."

Fitness in the future is something Jacobs spends a lot of time thinking about and recently made a presentation on at a professional conference. "Research now says that 60 percent of the population is sedentary and they say that's as much a risk for heart disease as smoking and obesity, and that's scary," she said. "The future of fitness is that we need to start programming for families, the aging population, minority groups and singles who want more socialization with their fitness activities, and we need to gear it toward people who are busy and don't have a lot of time."

The fact that the majority of people never exercise concerns Jacobs, but she argues that some of the blame for that must go to the fitness experts themselves. "What we've done is create a barrier for sedentary people to work out because we mandate that you must work out three times a week for at least 30 minutes and most people think, 'I'll never get to that point, so why try?'" she said. "What we should be promoting is that people just get started no matter how gradual it is because they'll grow to really like it. Exercise is addictive and it starts to become a priority."

One way Jacobs works to help people get started exercising is by trying to create an environment at the Olds Recreation Center where anyone, no matter what kind of shape they're in, will feel comfortable working out.

"A lot of clubs don't want people who want to get into shape; they want people who are already in shape and look good," she said. "I know how that feels because I've

"Fitness professionals need to stop requiring that their instructors have the perfect look because the participants need someone they can relate to. I don't hire people who just look good. I hire people who are enthusiastic, who like people, and who want to promote fitness, not just get a workout themselves while they're teaching."

—Jacobs

always had a weight problem. I remember going to a health club in Chicago and I was exercising and my face tends to get red when I exercise. Although I was overweight at the time, I felt great, but an instructor came up to me and said, 'I think you'd better slow down.' Just because I was overweight she assumed I was also in terrible shape, and that isn't always the case."

Perhaps because of her own experiences, Jacobs said she's very careful not to hire instructors who are too image conscious. "Fitness professionals need to stop requiring that their instructors have the perfect look because the participants need someone they can relate to," she said. "I don't hire people who just look good. I hire people who are enthusiastic, who like people, and who want to promote fitness, not just get a workout themselves while they're teaching."

Jacobs is so eager to find outstanding instructors for the Total Fitness aerobics courses that she runs a free training program for prospective instructors—EMU students who think they would someday like to teach.

"I tell them there are no tantes (that'll hire them), but it's been a wonderful program and that's how I've gotten most of my instructors," she said.

In addition to hiring and training

aerobics instructors, Jacobs has developed a program to train the student "fitness consultants" who help Rec/IM members use the center's workout equipment.

"Before, the students who worked in the fitness room had no experience in fitness, so I train them," she said. "They don't diagnose injuries and they don't put people on fitness programs, but they know how to instruct people on proper technique with all the equipment. We're trying to be as safe as we can."

Jacobs also hires and trains the 35 students who work at the center's front counter. One of the University's largest student employers, the Olds Recreation Center employs approximately 200 EMU students.

While Jacobs obviously is devoted to health and fitness, she doesn't preach anything that she doesn't also practice. Once an avid runner and aerobics participant, she has been "sidelined" from those high impact activities for the past year with an old back injury. Nonetheless, she arrives at the EMU Olds Recreation Center an hour early each morning to walk the track and she's anxious to get her doctor's permission to start using an exercise bike.

"I was always a die-hard," she said. "I'd go to aerobics and then I'd go home and do more. One day, my back just went out on me because I had injured it several years ago. Now I've been told I may never be able to do high impact aerobics or jog again, but I'm probably going to try when I get my back stronger."

A Chicago native, Jacobs holds a bachelor's degree from Eastern Illinois University and a master's degree from EMU. She was assistant director of recreation sports at the University of Chicago from 1983 to 1985 and served as Riverdale Park District assistant director in Riverdale, Ill., during the summers from 1982 to 1985.

Infectiously enthusiastic about her job at EMU, Jacobs' biggest gripe is that she can't do enough. "We don't have enough equipment to meet the needs of our students, and that's frustrating," she said, noting that the most popular exercise machines frequently have two-hour waits. "I'm busy all the time because I do so many different things, but my goal and focus is to serve the University community well in all those areas."

Promotions

Continued from page 2

Association for Infant Mental Health and the Council for Exceptional Children.

An Ann Arbor resident, she was the 1986-87 president of the Burns Park Elementary School Parent-Teacher Organization and has served on the advisory committees for the CSA Child Case Center in Ypsilanti and EMU's Child Development Laboratory. She also served on the boards of directors of CCCRS and Community Day Care and Preschool Inc.

The Kellogg project, headed by project administrator Dr. John Burkhardt, director of planning and advancement at EMU, will address the needs of children who are not being served by existing programs and who, as a result, often begin school unprepared and lacking appropriate learning and social skills.

Its goal is to reduce the number of "at risk" children who fail in school, and eventually drop out, by developing preschool and family-centered activities for children and their parents.

The Kellogg grant will provide \$717,263 this year, \$577,810 next year and \$368,632 in its third year for a total Kellogg commitment of \$1,663,705.



Stevens

Wagner

Andrea J. Stevens, supervisor in the Graduate School admissions office, was promoted to information systems data specialist in the Graduate School.

Stevens, 25, attended Michigan Technological University in Houghton. She joined the EMU staff in 1984 as a clerk and was promoted to supervisor in the Graduate School in 1985.

As information systems data specialist, Stevens will maintain a computerized data base for the

Graduate School and provide necessary support to accurately handle the processing of internal data for input and output requests.

Paul R. Wagner, programmer/analyst I in University Computing, was promoted to programmer/analyst II.

Wagner holds a bachelor's degree in business administration from Central Michigan University. While in school he worked as a student employee in CMU's University Press.

He was employed at Electronic Data Systems in Southfield as a programmer for two years before coming to EMU in June 1989.

While at CMU, Wagner was vice president and treasurer of the Beta Theta Pi Fraternity, treasurer of the Data Processing Management Association, consultant for the Small Business Institute and a member of Sigma Iota Epsilon Business Fraternity.

As programmer/analyst II, Wagner will analyze, design and implement complex systems and procedures. He also will write and maintain computer programs for use by University Computing.

Four new faculty members appointed

The Board of Regents approved the appointments of four new faculty members in three academic departments Feb. 8.

Dr. Juan Esteva, assistant professor in the Department of Operations Research and Information Systems, earned two bachelor's degrees at Universidad Anahuac in Mexico, three master's degrees from Michigan State University and a doctorate from Wayne State University. Esteva worked as a project engineer and senior project engineer for General Motors Corp. and was ORIS manager for DESC Inc. in Mexico.

Dr. Edward Gabl, associate professor of physics and astronomy, received his bachelor's degree from Northern Illinois University, his master's degree from Purdue University and his doctorate from the University of Iowa.

Dr. Wafa Khorshid, assistant professor in the Department of Operations Research and Information Systems, earned a bachelor's degree from Al Mustansiriyah University, two master's degrees from EMU and a doctorate from Wayne State.

Dr. Julia R. Myers, assistant professor of art, received her bachelor's degree from Southern Methodist University, her master's degree from the University of Pittsburgh and her doctorate from the University of Maryland. She was a curatorial assistant at the Corcoran Gallery of Art and an exhibition coordinator at the Smithsonian Institution, both in Washington, D.C., and an instructor at Duquesne University in Pittsburgh.

All appointments are effective immediately.

Appointments

The EMU Board of Regents approved the following staff appointments at its special meeting Feb. 8.

Timothy R. Gehrke, counselor/probation officer at Washtenaw County Probate Court Juvenile Division in Ann Arbor, was appointed career development assistant in the Career Services Center.

He replaces Diane Murtonen who took another position at the University.

Gehrke, 29, holds a master's degree in guidance and counseling and a bachelor's degree in criminal justice and criminology from EMU and is a licensed social worker.

Prior to working at Washtenaw County Probate Court, Gehrke was a case manager/treatment specialist at the Federal Correctional Institute in Milan. He also was a graduate assistant in EMU's Career Services Center in 1989.

He is a member of the American and Michigan Associations of Counseling and Development and the Michigan College Personnel Association.

At EMU, Gehrke will assist in the planning, development and implementation of the placement ac-

tivities of the Career Services Center under the guidance of a career development associate.

James J. Kaliszuk, former industrial hygiene technologist for Air Pollution Specialists in Northville, was appointed custodial operations supervisor in the Physical Plant.

Kaliszuk, 27, currently is attending EMU where he's pursuing a degree in facilities and business management. He's served internships at General Motors Corp. as a computer user research engineer and at EMU as an assistant facilities manager. He also has taken classes at Michigan State University and the University of Honolulu.

Kaliszuk worked as an industrial hygiene technologist at Industrial Environmental Consultants in Lansing and served in the U.S. Army as a specialist fourth class.

He is a member of the American Industrial Hygiene Association and the International Facility Management Association.

As operations supervisor in EMU's Physical Plant, Kaliszuk will supervise and coordinate day-to-day custodial services operations.

Paul D. Sturgis, graduate assistant in EMU's Management Department, was appointed research associate in the Center for Entrepreneurship.

Sturgis, 24, attended Eastern Kentucky University for two years then transferred to EMU where he earned his bachelor's degree in 1987 with a major in psychology and a minor in management. He currently is enrolled in EMU's master's degree program in human resources management and organizational development.

Sturgis served as a graduate assistant at EMU for nearly a year and is the co-founder and acting vice president of the Minority Graduate Association. He also serves on the Minority Retention Committee of EMU's College of Business.

As research associate in EMU's Center for Entrepreneurship, Sturgis will assist in all phases of the research project being supported by the Research Excellence Fund, including coordination of activity among junior staff.

All appointments are effective immediately.

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, March 7, 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)

CSSA90008 - CS-03 - \$520.41 - Clerk, Admissions

CSSA90009

(2 positions)

CSEX90003 - CS-04 - \$577.79 - Secretary II, Development (Word processing experience and/or ability and willingness to learn)

CSAA90019 - CS-05 - \$652.92 - Senior Graduate Admissions Clerk, Graduate School

CSSA90010 - CS-05 - \$652.92 - Senior Secretary, Career Services (Word processing experience and/or ability and willingness to learn)

ADMINISTRATIVE/PROFESSIONAL

(Biweekly Salary Range)

APAA90006 - AP-13 - \$1,872.93 - Associate Dean, Corporate Services

\$3,054.86

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate)*

FMSA90008 - FM-06 - \$8.92 - Custodian, Days, Housing

FMSA90009 - FM-06 - \$8.92 - Cook, Dining Services

*Pay rate stated above does not include shift differential.

An Affirmative Action/Equal Opportunity Employer

Children's literature

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his novel "Midnight Hour Encoures."

The English-born Hughes began writing children's literature in 1971 and her novels include "Sandwriter," "Dream Catcher,"

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
Karmen Butterer, student intern
HP Patterson, phototypesetter

"Devil on My Back," "Blaines Way," and "Log Jam." She has won the Beaver Award (1980), Library Association Young Adult Novel Award (1983) and the City of Edmonton Cultural Creative Arts Award (1988).

Koste, who directed EMU's internationally acclaimed Theater of the Young program for years, has worked in the theater all of her life. Her awards include the Chorpensing Cup for Distinguished Playwriting and her most recent book is "Dramatic Play in Childhood: Rehearsal for Life."

Helbig co-wrote the nation's first comprehensive, multi-volume annotated bibliography on children's literature and specializes in literature of the American Indian culture.

In addition to speaker presentations, the conference will

feature workshops with the speakers, performances by Koste and EMU's Theater of the Young Program and a book-signing session with the guest authors.

Student participants at the conference may earn one or two EMU undergraduate or graduate credits in literature or communication and theater arts for their participation. Those students will be required to pay the appropriate tuition and fees in addition to a discounted conference registration fee.

The regular conference registration fee is \$98, which includes lunch Friday and Saturday and an opening reception Thursday sponsored by the EMU Bookstore.

For more information or to register, call EMU's Division of Continuing Education at 7-0407.

Events of the Week

Feb. 27 - March 5

Tuesday 27

WORKSHOP — Career Services will present a resume writing workshop for non-education majors. Call 7-1005 or 7-0400 to sign up, 405 Goodison, 9 a.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, 10:15 a.m.

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

WORKSHOP — Career Services will present a workshop on the Myers-Briggs Type Indicator personality and work-style assessment. Call Dr. Joanne Burns at 7-0400 to arrange a time and sign up for the workshop. To be announced, 2-4 p.m.

WORKSHOP — Counseling Services will present a workshop on building social confidence. Call 7-1118 for more information, 300 Snow Health Center, 3 p.m.

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

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

Wednesday 28

MEETING — UAW Local 1976 will hold a general membership meeting, Faculty Lounge, McKenny Union, noon

LECTURE — Jose Vites, EMU chemistry lecturer, will discuss "Synthesis and Characterization of Carbon and Boron Metallic Clusters." For more information call 7-0106, 104 Jefferson, 4 p.m.

BASKETBALL — The women's and men's teams will host the University of Toledo. Admission, Bowen Field House, 5:45 and 8 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.

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

THEATER — As part of Black History Month, an original play by Angela Blount will be presented. Call 7-2133 for more information, Roosevelt Auditorium, 7 p.m.

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

Thursday 1

EXHIBIT — The student-run Intermedia Gallery at EMU will host the second Mid-American Conference Invitational Metalsmithing Exhibition today and tomorrow, Intermedia Gallery, McKenny Union, 8 a.m. - 5 p.m.

MEETING — The Academic Department Administrators in the College of Arts and Sciences will meet, Gallery I, McKenny Union, noon

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

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

MEETING — The EMU Ski Club will meet, Tower Room, McKenny Union, 9 p.m.

Friday 2

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

RECEPTION — A closing reception with the artists showing in the Intermedia Gallery's second Mid-American Conference Invitational Metalsmithing Exhibition will be held, Intermedia Gallery, McKenny Union, 5 - 8 p.m.

Monday 5

WINTER RECESS — Due to the winter recess, no classes will be held today through Friday, March 9, All campus, all day

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

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

Adviser

Academic Advising Center

Pierce Hall

Hotline: 7-3344

Policy For Returning Students

For students who have not enrolled in any college or university for a continuous period of two years or more, "E" grades earned prior to the "two year out" period are not calculated in the computation of their grade point averages; the E grade(s) remains on the transcript

Thomas

Continued from page 2

Thomas pointed to Jamaica as an example of where blacks "learn (black) history (as a) part of one's normal activities." Jamaican self pride is evident, Thomas said, because the majority of its population are learned in their own history. "If people don't have a past, what are they going to have faith in?" he said.

but is lined through.

New Basic Studies

The new basic studies requirements will go into effect beginning fall 1990. Only FTIAC (first time in any college) students will be required to follow these new requirements in this initial phase. EMU students enrolled before fall 1990 will follow the old basic studies format, as well as transfer students who began their college career before fall 1990.

Thomas further argued that learning about one's culture is the responsibility of the individual. "I don't buy this passive waiting for someone to teach me who I am," he said. "Each of us must, as members of our various ethnic groups, see to it that we develop and articulate those values that are constitutive to who we are. We must do it. Not wait for someone else to do it. That's a mistake."