

FOCUS EMU

Produced by
Public Information
and Publications

Volume 37, Number 3
July 31, 1990

NSF coatings center under development

A \$50,000 National Science Foundation grant to EMU's College of Technology is being used to develop an NSF Coatings Research Center on campus.

The center will be an EMU/NSF/industry cooperative and will work as a partnership to conduct contract research.

Ten member companies, paying \$30,000 each, will join the center in its first year and will be given regular and early access to research findings, as well as patent rights, as a benefit of their membership.

Among the first 10 are: the South Coast Air Quality Management District in El Monte, Calif.; RTZ Chemicals Interchem Inc. in Jeffersonville, Ky.; PRA Laboratories in Ypsilanti; Oakite Products Inc. in Berkeley Heights, N.J.; H.H. Robertson Co. in Ambbridge, Pa.; Flint Ink Corp. in Ann Arbor; Ford Motor Co. in Dearborn; The Dexter Corp. in Waukegan, Ill.; and the State of Michigan.

By 1995-96, the center will have

a projected membership of 20 companies and a \$600,000 annual budget. Until then, NSF has committed \$50,000 a year, or a total of \$250,000, to help fund the center. In addition, the University intends to annually add two member companies to the inaugural 10 until the targeted membership of 20 is reached in 1995-96.

Dr. John Graham, professor of interdisciplinary technology at EMU and director of the University's Coatings Research Institute, said the center will operate out of Sill Hall and will use an industrial advisory board to examine project proposals and make research awards. He also said faculty from the University of Michigan's Department of Chemical Engineering will participate in the center.

The CRC will serve as a research, communications and problem-solving unit with regard to the coatings field and will aid in the training of coatings scientists.

It is expected to begin operations this year.

Faculty profile shows hiring, demographic and salary trends

By J. Rex Sanders

Minorities accounted for nearly 27 percent, and women 53 percent, of all new faculty hired at EMU during 1989, according to the latest Faculty Profile report published by the Planning, Budgeting and Analysis Office.

The annual profile gives a total faculty employment overview and details specific information about the race, sex, salary, tenure-status and age of all faculty. The faculty included in the report are all regular tenured or tenure-track faculty.

Although the minority and female numbers are encouraging, this year's faculty profile, which shows faculty hiring trends from 1981 through 1989, showed only slight overall changes in most areas during the past year.

Minorities showed little overall change in their representation of faculty at EMU during 1989, but black faculty rose from 2.9 percent in 1982 to a record high 6.5 percent in 1989. Asian faculty numbers in 1989 rose 0.2 percent to 4.5 percent of all faculty from the previous year while the number of

FACULTY PROFILE HIGHLIGHTS (Based on fall 1989 statistics)

- Out of 662 total faculty in fall 1989, 436 (66 percent) were men, 226 (34 percent) were women and 82 (12 percent) were minorities.
- The average salary for full professors rose 7 percent to \$48,384, followed by \$39,580 for associate professors (a 5.5 percent increase), \$33,494 for assistant professors (a 6 percent increase) and instructors averaged \$27,219 (a 1.4 percent increase).
- In 1989, 43 percent of faculty were full professors, 28 percent were associate professors, 25 percent were assistant professors and 4 percent of all faculty.
- The average EMU faculty age is an all-time high 48.4 years old.
- Faculty with doctorates rose in 1989 to total 93 percent of full professors, 77 percent of associate professors, 53 percent of assistant professors and nearly 4 percent of instructors.

Hispanic faculty dropped 0.14 percent in its representation to 1.06 percent of all faculty. As a whole, minorities have composed about 12 percent of all faculty since 1988.

Of 30 new faculty members hired in 1989, eight were minorities. Of this group, there were six blacks, one Asian and one Hispanic.

Although they accounted for more than half of the new faculty hired, women also saw little change in their total faculty numbers, with just a 0.8 percent increase among faculty last year. Women continue to dominate the instructor rank, comprising 69 percent of those positions, up 3.8 percent from 1988, while the full professor rank still employed the fewest women with 59, or 21 percent, of that rank. However, that represents a 2 percent increase in the number of female full professors over 1988 and a 5 percent increase since 1981 when women composed 16 percent of full professors.

This is the third year in a row EMU has hired more women than men to faculty positions, something the University expects to continue as the nationwide trend of more women graduating with doctoral

degrees continues, according to the report.

Average salaries for faculty in 1989 saw a 6 percent increase from the previous year, with the overall composite salary totaling \$41,368. By faculty rank, the average salary for full professors was \$48,384 (representing a 7 percent increase), while associate professors earned an average of \$39,580 (a 5.5 percent increase over 1988). Assistant professors averaged \$33,494 (a 6 percent increase) and instructors were paid \$27,219 on average (showing a 1.4 percent increase).

In 1989, EMU had a 5.1 percent faculty turnover rate that included 29 new hires and one reclassification. These are the lowest turnover figures for total new hires since 1983 when the University hired just 28 new faculty.

Among all faculty in 1989, 43 percent were full professors, 28 percent were associate professors, 25 percent were assistant professors and 4 percent of the total faculty. All faculty ranks in 1989 showed less than a 1 percent change in their total representation from 1988.

Continued on page 4

Campus Capsules

MAC Alumni Associations To Hold 'MAC at Meadow Brook'

EMU alumni and friends will join alumni association members from the other MidAmerican Conference schools for a musical evening at the Meadow Brook Music Center in Rochester Saturday, Aug. 25.

"MAC at Meadow Brook" will begin at 7 p.m. with drinks and hors d'oeuvres followed by a laser light show at 8:30 p.m. with music by Richard Kapp and the Meadow Brook Festival Orchestra. The musical feature will be "The Greatest Hits of the Classics," including Ravel's "Bolero."

The cost is \$13 per person. Lawn seating has been reserved, so participants should plan to bring blankets or lawn chairs.

Tickets are limited and reservations must be made by Friday, Aug. 3, by calling the Alumni Relations Office at 7-0250.

Procedure To Get Parking Decals Changes For Fall

In order to expedite the on-campus car registration procedure, the Parking Department has made some minor changes in the way it distributes faculty/staff parking decals.

Faculty and staff now are asked to submit a photocopy of their vehicle registrations along with their departmental billing cards to receive the decals. The above can be sent through campus mail or may be delivered to the Parking Department in the EMU parking structure.

The department does not anticipate long lines during this time of year so in-person registrations can be processed quickly. Please note, however, that the Parking Department will be closed Tuesday, Aug. 21, from 11:30 a.m. to 1:30

p.m. for a departmental meeting.

Faculty and staff members are entitled to two parking decals and must submit both a blue and orange billing card along with copies of the registration for both vehicles. The billing cards must be signed by a department head or director.

For those who use windshield pouches, the Parking Department will place the decal on a piece of plastic.

Please direct any questions to 7-3450.

Calendar Information Must Be Received By Aug. 15

As the University gears up for the 1990 fall semester, many departments will be planning campus activities and events in September for which they would like publicity.

If you have an event (lecture, concert, movie, etc.) planned for September and would like it included in the University calendar and the Events of the Week section in Focus EMU, the Public Information Office must receive notification of the event no later than Wednesday, Aug. 15.

Following that, all material for inclusion in the University's monthly calendar must be received by the 15th of the month prior to the month the event will take place.

Send all calendar submissions to: Public Information Office, 18 Welch Hall.

Please direct any questions to Debra McLean or Susan Bairley at 7-4400.

Regents Approve Offering Two New CREF Accounts

The Board of Regents June 27 authorized the Benefits Office to add two new CREF accounts to EMU's TIAA-CREF optional retirement plan.

The Bond Market Account and Social Choice Account will allow EMU employees enrolled in the plan additional diversity in their investment opportunities.

The CREF Social Choice Account consists primarily of stocks, bonds and money market investments in corporations that demonstrate accepted standards of social responsibility in their products, services and corporate policies. The account will not invest in companies with economic ties to South Africa, certain companies operating in Northern Ireland, those that produce nuclear energy or companies with a significant amount of business in weapons manufacture, alcohol or tobacco. It is expected that environmental issues also will become an important consideration for investment of the account.

The CREF Bond Market Account invests primarily in high and medium quality, fixed income securities, including those issued or guaranteed by the U.S. government or its agencies, publicly traded corporate bonds, mortgage-related and other asset-backed securities and short term money market instruments.

For more information, call the Benefits Office at 7-3195.

EMU Gets Flag That Flew Over U.S. Capitol

U.S. Rep. William D. Ford (D-15th District) recently sent EMU's John Garland, public safety director, an American flag to replace the tattered one that flew between Pierce and Ford halls. Before sending the flag, however, Ford had it flown over the U.S. Capitol for EMU on June 15.

Garland wrote Ford when he noticed that EMU needed a new flag and noted that flags are expensive to replace.

Educators Conference Lecture Series Continues

The free lecture series offered by Corporate Services in connection with its professional development institute for educators will continue Wednesday, Aug. 1, at 4 p.m. in Sponberg Theater with Dr. Gary Evans, EMU professor of communication, who will speak on "The Changing Nature of Leaders/Teachers."

The remaining speakers in the series will be:

Dr. Robert Kraft, director of the EMU Faculty Center for Instructional Effectiveness, who will speak Thursday, Aug. 2, on "Teaching as Coaching."

Dr. Georgea Sparks-Langer, assistant professor of teacher education, who will discuss "Teachers: Reflection and Decision-Making" Tuesday, Aug. 7.

Laurence N. Smith, vice president of University Marketing and Student Affairs at EMU, who will speak Wednesday, Aug. 8, on "Mobilizing Your Workplace for Change."

Michigan Sen. Jack Faxon, who will speak Thursday, Aug. 9, on "Meeting the Challenge of Cultural Literacy."

Denise Gorsline, educational director of Domino's Distribution Headquarters, who will speak Friday, Aug. 10, on "Blending the Strengths of Teaching and Training."

All the lectures will be in Sponberg Theater at 4 p.m.

For more information, contact Neeta Delaney in Corporate Services at 7-2259.

Hurons ready to challenge for 1990-91 MAC title

By Jim Streefer

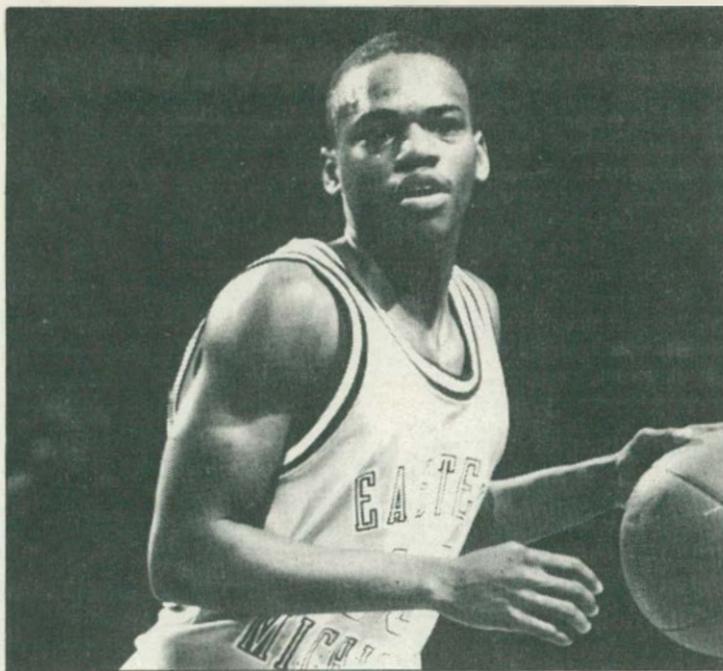
With nine lettermen returning along with several outstanding transfers and recruits, EMU Men's Basketball Coach Ben Braun is expecting his Hurons to challenge for the 1990-91 Mid-American Conference basketball crown.

"I think Bowling Green will be picked to win the league because they have everyone returning from a strong squad last year," Braun said of the upcoming MAC race. "I would like to think that we are one of the teams to be reckoned with because we came on so strong at the end of the MAC schedule last year. I feel that we were one of the hottest teams in the league at the end of the season."

The 1989-90 Hurons recorded a 19-13 overall record and an 8-8 MAC mark. After a mid-season slowdown, the Hurons roared back to notch eight wins in the last 11 games, including a 58-57 road upset over league champion Ball State.

Eastern also avenged two regular-season losses to Bowling Green by nipping the Falcons, 62-60, in the first round of the MAC post-season tournament to advance to the semi-final round against Ball State. The Hurons fought Ball State evenly through most of the contest and held the lead with five minutes left to play before losing a 69-58 decision. The Cardinals went on to win the MAC regular season and post season crowns and defeated PAC-10 co-champion Oregon State and Metro conference champion Louisville in the NCAA Tournament before losing a heartbreaking 69-67 decision to eventual national champion UNLV in the West Regional semifinals.

Braun expects to receive leadership from three returning starters along with six other returning let-



Lorenzo Neely, a 6-foot senior, leads the list of returning players on EMU's 1990-91 Huron squad. "Lorenzo Neely has been one of the premier guards in the league for three years and I anticipate he will have a strong final year," said Head Coach Ben Braun, who expects his Hurons to challenge for the Mid-American Conference crown this season.

termen and the Hurons have added three newcomers for additional size and strength.

"We have some real quality players returning this year and the seniors will be the key to leading the team," Braun said. "Lorenzo Neely has been one of the premier guards in the league for three years and I anticipate he will have a strong final year. We expect that Carl Thomas will give us improved play and Kory Hallas is a proven offensive player in the league."

Leading the list of returning players is second-team All-MAC point guard Neely. A 6-foot senior, Neely has been one of the top

guards in the conference for three years. He has played in all 91 games over the last three seasons and has helped lead the Hurons to 57 wins. Neely has scored 1,146 career points to rank 13th in that category and his 376 career assists is fifth on the all-time list, just 111 away from all-time assist leader Harvey Marlatt. Neely averaged 13.4 points, 2.8 rebounds and 3.9 assists last season.

Other starters back are forwards Kory Hallas and Carl Thomas. Hallas, a 6-foot-8 junior, was an honorable mention All-MAC selection last year after averaging 12.5 points and a team-leading 6.3 re-

bounds as a starter in 20 of the 32 games in which he played. Thomas, a 6-foot-4 senior, averaged 9.9 points and 4.1 rebounds as a starter in the final 16 games of the season.

Eastern lost two starters to graduation in center-Brian Nolan and guard Mark Hughes. Nolan, a 6-foot-8, 235-pounder, was a force on the inside for the Hurons last year while the 6-foot-1 Hughes was a standout shooting guard.

Braun expects his nine returning lettermen to be physically stronger this year and with the addition of big men Marcus Kennedy, Fennoris Pearson and Mike Boykin the Hurons have hopefully filled in for Nolan and shored up the entire front line.

Kennedy, a 6-foot-7, 235-pound post player, was a three-year standout at Ferris State University before transferring to EMU in 1989-90 and sitting out last season. He averaged 20.4 points and 9.1 rebounds in his last two years at Ferris. Pearson, a 6-foot-7, 220-pound sophomore, transferred from Central Michigan in January 1990 and will be eligible to play for the Hurons at the conclusion of the first semester (Dec. 22). Boykin, a 6-foot-8, 235-pounder, played two seasons at Vincennes Junior College after originally signing a national letter of intent to attend Indiana University. He will have two years of eligibility at EMU.

"Our overall strength will be significantly improved," Braun explained. "Our veterans have worked very hard in the off season to get stronger and Kennedy, Pearson and Boykin are very strong, physical players."

"I think Marcus Kennedy has the chance, based on his past performance, to be a very powerful inside player for us," Braun added. "He is a good athlete and runs the floor well."

Those newcomers will be battling seven other returning lettermen for playing time this year.

Sophomore Chris Pipkin, a 6-foot-5 forward, played in all 32 games as a freshman and averaged 6.0 points

and 2.9 rebounds. He was the "Player of the Year" in Pittsburgh as a senior in high school and progressed very well during his first season. Charles Thomas returns for his senior year after averaging 5.1 points and 3.2 rebounds last season.

"Charles Thomas may be one of the more versatile players in the MAC," Braun noted. "We also have good size returning with Kory Hallas, Pete Pangas and Joe DeSalvo."

Another key letterman returning is forward Roger Lewis. The 6-foot-5 Lewis started 16 times last year and averaged 4.2 points and 2.2 rebounds as a standout defensive player for the Hurons. Junior guard Joe Frasor, a 5-foot-11 point guard, backed up Neely last year and averaged 1.5 points and 1.0 rebounds. The 6-foot-8 Pangas was hampered by injuries throughout his first two years at EMU but came back last year and played in 16 games and averaged 1.5 points and 1.3 rebounds. The remaining letterman returning is 6-foot-2 guard Von Nickleberry who averaged 1.5 points in just six games played.

Two highly touted freshmen recruits from the Michigan high school ranks who will add depth for the Hurons are 5-foot-10 point guard Kahlil Felder and 6-foot-6 swingman Jeff Wendt. Felder averaged 14 points, eight assists and seven rebounds as a second-team Class A All-Stater last year at Detroit Pershing High School. Wendt averaged 23.8 points and 11.2 rebounds as a senior at Okemos High School and was a third-team Class A All-State pick.

The 1990-91 Hurons will face a tough non-conference as well as conference schedule. Eastern will play the likes of Michigan, Cleveland State, Detroit, Boston University and Evansville and will compete in the Mile Hi Classic at the University of Colorado. The Hurons also will play a full 16-game MAC slate and, by finishing in the top seven in the league, will play in the MAC post-season tournament at Detroit's Cobo Arena.

Fourth Getz coaching season could be pivotal year for women

By Karen Griess

The 1990-91 EMU women's basketball team is truly "the team" of head coach Cheryl Getz and she's anxious to see positive results this season.

Getz enters her fourth season as the head coach for the Hurons and she has all of her own recruits in place. Improvements have come with each of the last three seasons. The most recent peak was advancing to the Mid-American Conference tournament last season for the first time.

"We've seen progress every year," Getz said. "Other people see only the wins and losses, but we see it all, from playing progress to personal, individual growth. This is the year we have to put it all together."

The Hurons return one senior and a wealth of experience in four juniors, along with seven sophomores who have already seen much game action, and two freshmen recruits.

Shani LeBaron is the lone senior on this year's squad. The 5-foot-5 guard from Alma started 19 of 27 games played as a junior and averaged 6.9 points and 2.4 assists.

"We hope for Shani to come through this year as a scoring threat," Getz said. "She's got the outside shot, she just needs to be consistent."

Junior LaTonya Watson (5-foot-5) returns as a two-year starter at point guard and Getz looks for her leadership experience to help guide the team. She has started in all but three games as a Huron and started all 28 games last season, when she led the team in assists with 3.9 (sixth in the MAC) and was second in scoring at 12.5 (17th in the MAC).



Shani LeBaron, a 5-foot-5 guard from Alma, will be the lone senior on the 1990-91 women's basketball squad. Last season she started 19 of 27 games and averaged 6.9 points and 2.4 assists.

"LaTonya has had to run the team for two years and I'm sure she'll come back physically and mentally ready this year," Getz said.

Also back for their junior seasons after starting roles in the past are 6-foot forward Kerry Porter, 5-foot-10 forward Gina Turner and 5-foot-10 forward Kristin Staples. Porter started 25 of

27 games played last season and 22 of 26 as a freshman, while Turner and Staples have each seen spot starting roles. Porter led the Hurons in rebounding last year with 6.7 boards per game, which ranked her eighth in the MAC.

"I expect Gina to be a key factor this season as she rapidly improves," Getz said. "What I really need this year is leadership and I hope to see people like Kerry and LaTonya pick up that role."

The six sophomores returning include centers Frances McCowan (6-foot-2) and Darcy Lillemon (6-foot-1), guards Chivette Burton (5-foot-11), Darla DeVoe (5-foot-6) and Reeshema Wood (5-foot-9) and forward Sue Peck (6-foot).

Getz brought in two freshmen this year in guard Jean Akin (5-foot-7) from Aurora (Ill.)-East and forward Shonda Dowell (6-foot) from Detroit-St. Martin DePorres.

"Jean is a three-point shooter and she's quick," Getz said. "Shonda is a very, very good athlete who rebounds and jumps well. She runs the floor well for her size."

The Hurons have a much more balanced attack and Getz looks for a number of players to take it upon themselves to produce more offensively. The second half of the 1989-90 conference season gave way to a lot more pressing and running, with players going to the basket more often.

"We're starting to click and on any given day, any one of these kids can come in and be a threat," Getz said. "There's a strong bond on this team. I think it's within our reach to be in the (MAC) tournament in Cobo next season. These kids want it and believe it, too."

The Getz team is built. The 1990-91 season is the time for everything to fall into place.

1990-91 Men's Home Schedule (Tentative)

All home games are in Bowen Field House. For ticket information, call 7-2282.

Date	Opponent	Time
Nov. 20	Yugoslavia (exhibition)	TBA
Nov. 24	St. Mary's	TBA
Nov. 29	Northern Michigan	TBA
Dec. 12	Cleveland State	TBA
Dec. 22	Boston University	3 p.m.
Jan. 5	Miami University*	3 p.m.
Jan. 12	Ohio University*	3 p.m.
Jan. 19	Bowling Green*	3 p.m.
Jan. 30	Kent State*	8 p.m.
Feb. 6	Western Michigan*	8 p.m.
Feb. 13	Central Michigan*	8 p.m.
Feb. 20	Chicago State	TBA
Feb. 23	Toledo*	3 p.m.
March 2	Ball State*	3 p.m.
March 8-10	MAC Tournament—Cobo Arena	TBA

* Mid-American Conference game

1990-91 Women's Home Schedule (Tentative)

All home games are in Bowen Field House. For ticket information, call 7-2282.

Date	Opponent	Time
Nov. 10	German Nat'l (exhibition)	7:30 p.m.
Nov. 26	Loyola—Chicago	7:30 p.m.
Dec. 12	Michigan	7:30 p.m.
Jan. 5	Miami University*	1 p.m.
Jan. 12	Ohio University*	1 p.m.
Jan. 19	Bowling Green*	1 p.m.
Jan. 30	Kent State*	5:45 p.m.
Feb. 6	Western Michigan*	5:45 p.m.
Feb. 13	Central Michigan*	5:45 p.m.
Feb. 23	Toledo*	1 p.m.
March 2	Ball State*	1 p.m.
March 8-9	MAC Tournament—Cobo Arena	TBA

* Mid-American Conference game

Focus on Faculty

Meyer says high schools should teach business ownership

By Debra McLean

With more and more big businesses downsizing and permanently laying off employees, small businesses will increasingly play a major role in our economy, according to EMU's Dr. Earl Meyer.

An assistant professor of business education, Meyer recently served as project director for a program funded by grants from the W.K. Kellogg Foundation and the Michigan Department of Education to produce a curriculum and corresponding handbook for high school teachers who want to teach entrepreneurship. The handbook is the first of its kind and, until just a few years ago, virtually no high school in the nation was seriously addressing small business ownership as a possible career choice, Meyer said.

"This generation of high school students is more likely to own a business than any other and the schools have been slow to respond to that," he said. "Small business is increasingly furnishing the greater number of jobs in our economy; the major corporations are not doing that."

However, because entrepreneurship has not been addressed in most public schools, Meyer and other educators are concerned about the attitudes many young people have about private enterprise. For example, in a 1988 survey of 9,500 high school students done by Opinion Research Corp., 53 percent said they believe government ownership of business is a good idea, 61 percent did not think employees should produce all they can.

"The economic awareness factor (created by entrepreneurship education) is critical," Meyer said. "By going through the process, (students) gain an appreciation for the concerns of the business owner and the importance of private enterprise in our economy."

Meyer also believes that entrepreneurship education in high schools taps into that universal—

and often secret—desire to be a business owner and allows students to cultivate early on the skills they'll need.

"Everybody, I would suspect, has the idea at one time or another to go into business for themselves, regardless of what field they're coming from," he said. "Not everybody acts on it, but if they've had the foundation and know what

"This generation of high school students is more likely to own a business than any other and the schools have been slow to respond to that."

—Earl Meyer
Business Education

the process is, that's the key. The probability that they're going to act on it is increased considerably."

Meyer, who specializes in vocational education, developed the handbook for teachers based partly on his own experience teaching entrepreneurship to high schoolers several years ago in Georgia.

"There is a good interest (in entrepreneurship education) on the part of students," he said. "Do they go into business for themselves (after taking such a course)? Yeah, some of them do, but even if they don't, they have a better understanding of the economics of (business ownership) which makes them better employees."

Still, Meyer is most enthusiastic about the notion that by offering entrepreneurship education in high schools, more and more young people will strive to become business owners. "It's not like they're going to do it right away," he said, "but you're planting a seed and creating a dream and that dream may carry for years before they ever initiate it."

When entrepreneurship is taught in high schools, which was nearly unheard of 10 years ago and is still

rare today, it's usually taught in a vocational education setting under marketing education.

"Many marketing education teachers come out of an entrepreneurial background," said Meyer, who once owned a golf driving range. "To be a vocational educator (in most states) you have to have some real work background."

While the vocational education experience often is associated with students who are not college bound, Meyer said that's a misconception where marketing education is concerned. "In some vocational areas, marketing in particular, you have exactly the same number of students completing four years of college as you do in the general school population," he said. "There are also students who go through the academic or non-vocational program who do end up in business for themselves, like doctors and lawyers; they are independent business people as a rule and could benefit from this kind of education."

In teaching entrepreneurship education, Meyer advocates a simple nuts-and-bolts approach over the typical business school approach of starting up a business.

"We always talk about these business plans and how you have to do this and that and everything has to be in order (before you start a business)," he said, "but when people go into business for themselves, what do they usually do? They sit down at the kitchen table with a tablet (of paper), not a book about starting a business, but a tablet, and they figure out what they have to do."

That's exactly what Meyer had his own students do and when they finally did develop "the plan," their final assignment was to go to a bank and apply for a start-up loan based on the plan. There was one catch, however, they weren't allowed to tell the bankers that they were high school students working on a project.

"There's no substitute for getting students as close to reality as you can," Meyer said. "Those kids



EMU photo by Brian Forde

Earl Meyer, assistant professor of business education, is working on a project to get entrepreneurship education included as an option in high school curriculums. "Everybody, I would suspect, has the idea at one time or another to go into business for themselves, regardless of what field they're coming from, so (entrepreneurship) education really needs to be available to all students," he said.

really got caught up in (that assignment) and when you've got that enthusiasm and that motivation, then there's a lot of learning that can take place."

Did the students usually get approved for the loans? Yes, Meyer reported, but always with the stipulation of a co-signer. "In their minds, they had succeeded, and they had in some respects," he said. "It's not outside of the realm of possibilities that these kids would go forward with their plans and some did. The qualifier that you have to get a co-signer is one you're always going to hear if you have a good idea but don't have the other tools you need."

Real-life experiences like that are critical in entrepreneurship education, Meyer said, so he also suggests bringing entrepreneurs into the classroom to address students.

"Young entrepreneurs have a profound effect on these kids," he said. "I advocate in teaching entrepreneurship that you draw on those community resources, and not just entrepreneurs, but accountants, bankers, and others, so you're talking the real stuff."

Meyer reports that interest by high school teachers in the handbook has been incredibly high, and he's encouraged that entrepreneurship education is beginning to find its place in high schools.

"The momentum is growing," he said. "In May I was at a workshop and there were 35 teachers there who were planning on teaching entrepreneurship. A couple of years ago, only nine Michigan schools were doing anything at all. It's a whole new dimension in vocational education."

WEMU to host and broadcast 3 days of live jazz competition

EMU's public radio station, WEMU-FM (89.1), will broadcast three days of live jazz competition Friday through Sunday, Aug. 17-19, during the annual Ypsilanti Heritage Festival.

The 1990 Jazz Competition, co-sponsored by WEMU and Ypsilanti's Depot Town Association, will feature 15 local groups and individuals competing for awards in solo, duo, trio, combo and vocalist categories. Winners will receive up to \$250 worth of services and/or merchandise from area music stores, engagements at choice area night-spots, such as Detroit's Soup Kitchen, and all contest entrants will receive high-quality recordings of their performances courtesy of WEMU.

The competition will take place in the WEMU jazz tent adjacent to the Ypsilanti Farmer's Market Building in Depot Town. It will be broadcast over WEMU Friday between 5 p.m. and 12:30 a.m., Saturday from 1 to 6 p.m. and Sunday from 1 to 6 p.m.

Judges for this year's competition will be Eileen Orr, a pianist, composer and arranger best known for her work with the all-women jazz quartet Straight Ahead; Lazaro Vega, jazz program host for WBLV-FM and jazz writer for the Grand Rapids Press; and Michael G. Nastos, WEMU's evening jazz host, jazz writer for The Ann Ar-

bor News and correspondent for Downbeat and Cadence magazines.

In addition to the contest performances, WEMU will co-sponsor a free headliner concert each night at 10 p.m., featuring The Regular Boys Friday, The Robert Penn Blues Band Saturday and the Henry Ford Community College Jazz Band Sunday.

Refreshments will be available during the three-day festival and competition in the jazz tent courtesy of the Depot Town Association. Guests must be 21 or older to enter the tent after 9 p.m. each night.

For more information, call WEMU at 7-2229.

The following open letter to the University community was written by President William Shelton to commend EMU's past affirmative action efforts, and reiterate his commitment to affirmative action.

To The University Community:

Eastern Michigan University has long held a commitment to the principle of equal employment opportunity and has demonstrated that commitment in part through the accomplishments of its affirmative action programs. As the eighteenth president of this University, I intend to continue the emphasis on affirmative action as a high priority responsibility. I pledge to provide the strong leadership necessary to ensure that we build upon rather than rest upon our past successes.

The decade of the nineties will see our society become increasingly multicultural. The country's labor force will include more females and become more diverse racially and ethnically. It has always been a moral necessity to provide equal educational and employment opportunities to all groups in our society. It is equally important to utilize the talent that has traditionally been available but underutilized. Institutions of higher education will play a pivotal role in the success of the national endeavor to gain strength from diversity. Eastern Michigan University will continue as a national leader in this respect.

Cordially,

William E. Shelton
William E. Shelton
President

Robek coordinates Cuban study trip

As part of a tour sponsored by the Center for Cuban Studies in New York City, Dr. Mary F. Robek, EMU professor of business education, is coordinating a trip to Cuba for educators, records managers, archivists and historians to meet with Cuban professionals in related fields.

During the weeklong trip, Aug. 10-17, seminar participants will visit several key archival and historic institutions to learn how information is gathered, disseminated, preserved and described. There will be meetings to discuss issues of education and training, scholarly research, automated techniques and technological changes, and the relations between the Cuban social system and archival holdings.

One hour of either graduate or undergraduate credit may be earned through EMU in conjunction with the tour.

The tour cost is approximately \$700 per person based on double occupancy and \$800 single occupancy. The group will depart from Miami Friday, Aug. 10, arriving in Havana around midnight. The week's events will include seminars, visits to various archives, museums, universities, schools and other institutions and entertainment.



Robek

The return trip from Havana to Miami is scheduled at midnight Friday, Aug. 17.

Due to the U.S. ban on general tourist travel to Cuba, participation is limited to related professionals.

To register or for more information, contact the Center for Cuban Studies at (212) 242-0559 or write: 124 W. 23rd St., New York, N.Y. 10011.

Research

Vocational Education Grant Programs

The U.S. Department of Education is accepting proposals for the following vocational education grant programs: Bilingual Vocational Training; Bilingual Vocational Instructor Training; and Demonstration Centers for the Retraining of Dislocated Workers Program.

The Bilingual Vocational Training Program provides financial assistance for bilingual vocational education and training for individuals with limited English proficiency to prepare these individuals for jobs in recognized occupations and in new and emerging occupations in an English-speaking environment.

The Bilingual Vocational Instructor Training Program provides financial assistance for conducting training for instructors, aides, counselors and other ancillary personnel in bilingual vocational education and training programs for individuals with limited English proficiency. ED is particularly interested in applications that address a national or statewide need for inservice training for bilingual vocational education and training personnel.

The Demonstration Centers for Retraining Dislocated Workers Program provides financial assistance to establish one or more demonstration centers to retrain dislocated workers in order to demonstrate the applicability of general theories of vocational education to specific problems of retraining displaced workers. Of particular interest are community college dislocated worker programs which have significant state, local and/or private sector involvement, commitment and support.

The deadline for submitting proposals for Bilingual Vocational Training and Bilingual Vocational Instructor Training is Sept. 4, 1990. Demonstration Center proposals are due Sept. 6, 1990. For further information and application materials, contact Cheryl Kozell at 7-3090.

Library Grants

The U.S. Department of Education will fund projects to encourage academic libraries to share resources through technology, improve services provided to academic libraries by nonprofit organizations and conduct research and demonstration projects to meet libraries' technology needs. ED also will fund studies to examine the role of libraries in dissemination of information and investigations of the impact of expanding information networks.

Contact Cheryl Kozell at 7-3090 for more information.

Education of the Handicapped Program

The U.S. Department of Education will fund new 1991 awards under the Education of the Handicapped Program for parent training and information centers, preparation of leadership personnel and special projects that provide innovative approaches to personnel preparation and other projects of national significance.

The deadline for submitting proposals is Oct. 9, 1990. For application information, contact Cheryl Kozell at 7-3090.

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 Monday, August 6, 1990. **Detailed job descriptions** may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Location 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.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-2462.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CSBF91003 - CS-04 - \$600.92 - Senior Account Clerk, Accounts Payable (2 positions)

CSBF91004 - CS-04 - \$600.92 - Secretary II, Custodial Services, Physical Plant

CSBF91006 - CS-04 - \$600.92 - Secretary II, University Stores

CSEX91003 - CS-05 - \$679.02 - Senior Secretary, Corporate Services (Word processing experience and/or ability and willingness to learn)

PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PTSA91008 - PT-03 - \$ 530.49 - Assistant Teacher, Primary Caregiver, University Health Services

PTEX91003 - PT-07 - \$ 862.85 - Coordinator of Athletic Ticket Operations & Promotions, Intercollegiate Athletics

ADMINISTRATIVE/PROFESSIONAL

APSA91003 - AP-10 - \$1,276.59 - Assistant Director, Placement, Career Services

FACULTY

FAAA91009 Assistant Professor, German History & Philosophy, Fall 1991

FAAA91010 Assistant Professor, Japanese History & Philosophy, Fall 1991

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate)*

FMBF91003 - FM-06 - \$ 8.92 - Custodian, Midnights, Tuesday-Saturday, 10:30 p.m.-7:00 a.m. (w/variance), Custodial Services

*Pay rate stated above does not include shift differential.

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Faculty profile

Continued from page 1

During 1989 there were 13 faculty added to the tenured list, bringing the total to 508. This increased the percentage of total faculty tenured to almost 77 percent, an increase of 2.4 percent from 1988.

The average faculty age has risen slightly since 1981. That year, the average EMU faculty member was 45.4 years old, while in 1989 the average rose to 48.4 years of age.

Much of that increase in average age during the eight-year period is reflected in the growing number of faculty over the age of 60. In 1981, there were only 37 faculty, or 5.9 percent, over 60 years of age. By 1989 that number had increased to 66, or 10 percent of all faculty, over the age of 60. Only 15, or 2.3 percent, of the faculty in 1989 were under the age of 30, a decrease from 1984 when nearly 7 percent of faculty were 30 or younger.

The total number of faculty with doctorates rose to 497, up seven from 1988. This record number of EMU faculty with doctorates represents 93 percent of all professors and 77 percent of all associate professors. At the assistant professor rank, 53 percent hold doctorates, while 3.8 percent of instructors hold doctorates. Of the 30 new faculty hired at EMU during 1989, 18 (or 62 percent) held doctorates.

FOCUS EMU is published biweekly during the spring and summer semesters for faculty and staff at Eastern Michigan University. The deadline to submit copy 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, assistant vice president, Executive Division
Susan Bairley, associate director, Public Information
Debra McLean, FOCUS EMU editor
Dick Schwarze, photographer
HP Patterson, phototypesetter

Events of the Week

July 31 - Aug. 13

Tuesday 31

MEETING — UAW Local 1975 will meet, Gallery II, McKenny Union, noon

MEETING — AFSCME Local 1666 will meet, Gallery I, McKenny Union, 7 p.m.

Wednesday 1

EXHIBIT — A master of arts degree exhibit featuring the mixed media work of EMU graduate student Judith Peebles will continue today through Aug. 3, Ford Gallery, Ford Hall, 8 a.m. - 5 p.m., M-F

LECTURE — As part of the EMU Corporate Services "Educators: Communicators for a New Age" public lecture series, Dr. Gary Evans, EMU professor of communication, will speak on "The Changing Nature of Leaders/Teachers." Call 7-2259 for more information, Sponberg Theater, 4 p.m.

SOCCER CAMP — Intercollegiate Athletics will continue its open and youth players (ages 9-15) residential soccer camp today and tomorrow, EMU Soccer Field, all day

Thursday 2

LECTURE — As part of the EMU Corporate Services "Educators: Communicators for a New Age" public lecture series, Dr. Robert Kraft, director of the EMU Faculty Center for Instructional Effectiveness, will speak on "Teaching as Coaching." Call 7-2259 for more information, Sponberg Theater, 4 p.m.

BASKETBALL CAMP — Intercollegiate Athletics will sponsor a girl's basketball camp for ninth through 12th graders today through Aug. 5, Bowen Field House, all day

DRUM CORPS — The annual Drum Corps North competition featuring drum corps from the United States and Canada will be presented. Tickets in advance are \$10 for adults and \$5 for children under 12 and senior citizens or \$10 for everyone at the door. Call the Ypsilanti Visitors and Convention Bureau at 482-4920 for more information. Rynearson Stadium, 7:30 p.m.

Sunday 5

SOCCER CAMP — Intercollegiate Athletics will sponsor a high school and team camp (ages 9-15) today through Aug. 9, EMU Soccer Field, all day

BASKETBALL CAMP — Intercollegiate Athletics will sponsor a boy's basketball school for ages 9-18 today through Aug. 9, Bowen Field House, all day

Monday 6

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

Tuesday 7

MEETING — UAW Local 1975 will meet, Gallery II, McKenny Union, noon

LECTURE — As part of the EMU Corporate Services "Educators: Communicators for a New Age" public lecture series, Dr. Georgea Sparks-Langer, assistant professor of teacher education, will speak on "Teachers: Reflection and Decision-Making." Call 7-2259 for more information, Sponberg Theater, 4 p.m.

MEETING — AFSCME Local 1666 will meet, Faculty Lounge, McKenny Union, 5 p.m.

Wednesday 8

MEETING — UAW Local 1976 will meet, Gallery I, McKenny Union, noon

LECTURE — As part of the EMU Corporate Services "Educators: Communicators for a New Age" public lecture series, Laurence N. Smith, EMU vice president of University Marketing and Student Affairs, will speak on "Mobilizing Your Workplace for Change." Call 7-2259 for more information, Sponberg Theater, 4 p.m.

Thursday 9

LECTURE — As part of the EMU Corporate Services "Educators: Communicators for a New Age" public lecture series, Michigan Sen. Jack Faxon will speak on "Meeting the Challenge of Cultural Literacy." Call 7-2259 for more information, Sponberg Theater, 4 p.m.

CONFERENCE — EMU's College of Education, Collaborative School Improvement Program and Division of Continuing Education will co-sponsor the Fourth Annual Rational Approaches to School-Wide Discipline Conference today and tomorrow. Dr. Richard Curwin, author of "Discipline with Dignity" and "Discovering Your Teaching Self," will be the keynote speaker. For more information, call Dr. Trevor Gardner at 487-1418 or 487-3260

Friday 10

MEETING — An orientation workshop for new EMU employees will be held. Call 7-0076 to sign up, 205 Welch Hall, 8:30 a.m.

LECTURE — As part of the EMU Corporate Services "Educators: Communicators for a New Age" public lecture series, Denise Gorsline, educational director of Domino's Distribution Headquarters, will speak on "Blending the Strengths of Teaching and Training." Call 7-2259 for more information, Sponberg Theater, 4 p.m.