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FOCUS EMU

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1991 graduating class totals all-time high 2,100 students

Nearly 2,100 students will be eligible to participate in EMU's 1991 spring commencement ceremony Saturday, April 20, at 9:45 a.m. in Bowen Field House.

Approximately 1,600 undergraduates and 500 graduate students will be eligible to receive their degrees.

John B. Damoose, vice president for marketing at Chrysler Corp., will deliver the commencement address and receive an honorary doctorate from the University.

Damoose, 44, was appointed Chrysler's vice president of marketing in May 1990 where he directs all the company's customer-oriented marketing programs and is responsible for maintaining brand identification in the market place. He first joined Chrysler in 1982 as national merchandising manager for Dodge, became general marketing manager in 1984 and was named vice president of Audi of America Inc., in 1986. He became vice president for sales and marketing for Chrysler Canada Ltd., in 1987 and vice president for brand marketing in 1989.

Damoose also had a long tenure with Ford Motor Co., serving in



Damoose

sales and marketing for its Lincoln-Mercury Division and as national marketing manager for Ford's North American Automotive Operations between 1973 and 1982. Damoose also worked in the Office of Strategic Plans and Operations of the U.S. Central Intelligence Agency from 1971 to 1973 and is a captain in the U.S. Army Reserve.

He holds a bachelor's degree in economics from the University of Michigan, a master's of business administration from Columbia University and attended Dartmouth College's Executive Management School.

EMU President William E. Shelton will preside over the ceremony while history Professor Reinhard Wittke will serve as grand marshal. Marshals of Faculty will be Dr. Nora Martin, professor of special education, and Dr. D. Robert Okopny, associate professor of accounting. Marshals of graduates will be Dr. Charles Anderson, professor emeritus of chemistry, Drs. Helen Ditzhazy and William Hetrick, associate professors of leadership and counseling, and Robert Willoughby, professor in the Department of Health, Physical Education, Recreation and Dance.

Music for the ceremony will be provided by the EMU Symphonic Concert Winds under the direction of Dr. David O. Woike, assistant professor of music.

The doors to Bowen Field House will open at 8:45 a.m. and the procession will begin one hour later.

Continued on page 3

Campus Capsules

Continuing Education To Sponsor Golf Speakers

Ron Whitten, golf architecture writer for both Golf Digest and Golf World magazines, will be the first speaker in a new Golf Speakers Series sponsored by the Continuing Education Division Friday, April 19, at noon at the Corporate Education Center and Radisson On the Lake in Ypsilanti.

Whitten, who wrote the book "The Golf Course" with co-author Geoffrey Cornish, will present a slide presentation on golf courses around the world and will discuss golf course design—"What Makes a Top 100 Course?", offer a behind-the-scenes look at golf tournaments and talk about course designers Donald Ross and Jack Nicklaus.

The Detroit News golf writer Jack Berry will host the session.

The following Friday, April 26, tournaments and corporate outings will be the general theme of the second noon luncheon featuring speakers Bud Erickson, tournament director for the U.S. Senior Open at Oakland Hills; Dr. Robert Dodge, professor and head of EMU's Marketing Department; and Roy Gaddey of Sportsmark.

Specific topics that day will include corporate tie-ins to tournaments; costs—from hospitality tents to ticket packages; getting touring professionals to attend corporate outings; and tournament benefits and costs.

The cost to attend the April 19 luncheon is \$25 per person while the April 26 luncheon costs \$20. Both will be held at the CEC and Radisson on the Lake, 1275 Huron St. in Ypsilanti.

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

Women Student Leaders Sought For Conference

EMU's Women's Commission and Campus Life Office are offering one fully-paid sponsorship of a freshman, sophomore or junior EMU woman to attend the seventh National Conference for College Women Student Leaders in Washington, D.C., Thursday, May 30, through Saturday, June 1.

The conference, to be held at George Washington University, is designed to provide opportunities for women student leaders to reflect on the campus challenges they face and expand their strategies for meeting the challenges. The conference also aims to increase students' understanding of the broader quality of life afforded women and hopes to encourage their continued leadership at local, state and national levels.

Faculty and staff are asked to encourage interested students to apply for the sponsorship by Monday, April 22.

For more information, students should call Joanne Hansen, chair of EMU's Women's Commission, at 487-3191.

Student And Faculty Work In Michigan Water Color Show

Seven students and two faculty members will represent EMU at the 45th Annual Michigan Water Color Society Exhibition Friday, April 26, through Friday, May 24, at the Detroit Artists Market, 1452 Randolph St. in Detroit.

The juried exhibit will open with a reception and awards ceremony April 26 from 5 to 7:30 p.m.

A total of 77 paintings selected from 425 entries will be on display,

11 of which are the work of EMU students and faculty.

The paintings were chosen for the exhibit and will be judged by nationally known artist Ellen Lanyon.

The EMU faculty artists are Associate Professor Emerita Ellen Wilt and Professor Igor Beginin, both of the Art Department, who each will have two paintings in the show.

The exhibit will be open Tuesday through Saturday from 10 a.m. to 5 p.m.

For more information, call the Detroit Artists Market at (313) 962-0337.

McGee Exhibit At Ford Through April 24

An exhibit by African American artist Charles McGee which reaffirms his conviction that "public art has a responsibility to educate, to maintain integrity and to act in the service of its audience" will be on display now through Wednesday, April 24 in Ford Gallery.

McGee, professor emeritus of art at EMU, has worked with the Urban Wall Mural Program of New Detroit Inc., and has an installation with the Detroit People Mover Project.

The exhibit is free and open to the public.

Ford Gallery is open Monday through Friday from 9 a.m. to 5 p.m. and Saturday from 10 a.m. to 2 p.m.

EMU 1991 Spring Commencement

Saturday, April 20
Bowen Field House
9:45 a.m.

President:	William E. Shelton
Grand Marshal:	Reinhard Wittke
Marshals of Faculty:	Nora Martin D. Robert Okopny
Marshals of Graduates:	Charles Anderson Helen Ditzhazy William Hetrick Robert Willoughby
Speaker:	John B. Damoose Vice President Chrysler Corp.
Music:	EMU Symphonic Concert Winds David O. Woike, Conductor

The doors to Bowen Field House will open at 8:45 a.m. Participants should assemble in Warner Building by 9:30 a.m. The procession will begin at 9:45 a.m.

Participants should robe in the following rooms in the Warner Building:

FACULTY—robe in Gym B, use front entrance to Bowen Field House.

BACHELOR'S DEGREE STUDENTS—robe in Dance Studio and Wrestling Room; use southeast entrance to Bowen.

HONORS STUDENTS—Assemble in Room III; use southeast entrance to Bowen.

MASTER'S, CASCI, SPECIALIST'S STUDENTS—robe in Gym C; use southeast entrance to Bowen.

PLATFORM PARTICIPANTS (Regents, President, etc.)—assemble in Room 241; use front entrance.

Handicapped seating will be available on the northwest side of Bowen Field House. Call 487-2237 for information about all handicapped seating.

Public parking will be available in all University lots and the parking structure.

Commencement rehearsal is scheduled for Thursday, April 18, at 4 p.m. in Bowen, although attendance is not mandatory.

Due to the large graduating class size and increased participation in commencement ceremonies, tickets are required for all guests. Seating will be on a first-come, first-served basis. The Warner Gymnasium will be set up with a split screen video for the anticipated overflow crowd.

Shelton discusses new EMU harassment policy

By Monica Moore

EMU President William Shelton discussed the University's new harassment policy during his monthly press briefing April 5.

The harassment policy, which was approved by the EMU Board of Regents March 27, recommends disciplinary action for those guilty of discriminatory harassment against an individual.

"We have been reviewing this process now for more than a year," said Shelton. "It's a really difficult issue. On the one hand we certainly want to create a harassment-free environment where the rights of all people are respected and there isn't harassment based on race, sex, gender or anything else. Then you have the whole issue of free speech. There is a very fine line (between the two)."

Although Shelton acknowledged "the likelihood that (the policy) will be challenged at some point," he added that "EMU prides itself on being a campus where diversity

is respected, with a multicultural and pluralistic type of community. We needed to make this statement."

The purpose of the policy, he said, is to "maintain an educational environment free from harassment, humiliation and intimidation of students and other members of the University community," and added that EMU is not the only school to implement such a policy.

Because it does not apply to groups, the policy will only affect students on an individual basis.

"It is the racial kind of slur that is directed to an individual that becomes an insightful kind of slur," said Juanita Reid, executive associate to the president and secretary to the board of regents, "and that's where our policy differs (from others)."

Shelton also recapped EMU's recent hearing with the state appropriations subcommittee.

"We tried to show graphically the impact of enrollment. We tried to show what implications our 35 percent enrollment increase has had

Continued on page 4

Six graduates will be honored at alumni awards dinner dance

The Alumni Relations Office will honor several graduates of EMU at its annual Alumni Awards Dinner Dance Saturday, May 4, beginning at 6 p.m. at the Radisson Resort in Ypsilanti.

The awards recognize EMU alumni for outstanding professional achievement and/or service to EMU or the community.

Awards this year will go to William P. Morris, superintendent of the Monroe County Intermediate School District and a Monroe resident; Clark G. Spike, EMU professor emeritus of chemistry and a Manchester resident; Daniel J. Bernard, assistant general counsel at Wayne State University and an Auburn Hills resident; Keith C. Moore, vice president of administration for International Consumer Technologies Corp. and a Manhattan Beach, Calif., resident; Dolores Ballesteros, superintendent of the Franklin-McKinley School District in San Jose, Calif., where she also lives; and Marcia R. Allen, a partner with the accounting firm Coopers & Lybrand in Detroit and a Farmington Hills resident.

Morris, who earned a bachelor's degree from EMU in 1964 and a master's degree in 1968, will receive the Distinguished Alumni Award. He started his career as a teacher and coach in the River Rouge Schools in 1964, became a high school principal in the Summerfield Schools in 1968 and was named that district's superintendent in 1970. He has been superintendent of the Monroe County Intermediate School District since 1978.

Morris has had more than 60 articles published in national publications in his 30-year career and recently had a 10-article series on public education accepted for publication in *School Administrator*. He established Michigan's Business/Education Partnerships Award Program, has served as chairman of the Monroe County Chamber of Commerce and helped establish and served as chairman of the Monroe County Industrial Development Corp.

Spike, who graduated from EMU in 1944, will receive the 1991 Dr. John W. Porter Distinguished Service Award, named for former EMU President Porter who served from 1979 to 1989.

Spike joined EMU's chemistry faculty in 1958 after serving six years as a research chemist with Ethyl Corp. He was named EMU Chemistry Department head in 1961 and served until he was named acting dean of the College of Arts and Sciences in 1977. He became acting associate vice president for academic affairs in 1979 and returned to teaching full time in 1980. Upon his retirement in 1983, Spike received emeritus professor status from the Board of Regents and continued to teach part time at EMU until 1989.

He also worked as a chemist with Chrysler Corp.'s Manhattan Project in 1944-45 and was a teaching fellow at the University of Michigan from 1948 to 1952, where he earned a master's degree and doctorate.

Bernard, a 1979 EMU graduate, and Moore, who earned a bachelor's degree from EMU in 1982 and a master's degree in 1984, will each receive Outstanding Young Alumni Awards.

Bernard joined the Wayne State legal staff in 1988 after serving six years as a defense/trial attorney with Booth, Peterson, Lee, Karlstrom and Steckling. From 1984 to 1990 he also taught at Oakland University and served as director of its forensics program. He was an instructor at the University of Virginia, where he earned his juris doctorate, in 1980-82. Bernard will complete studies for a

master's degree at Wayne State this year.

While a student at EMU, Bernard was a member of four consecutive national champion forensics teams and was named national champion for impromptu speaking in 1979. He also was voted one of the top 20 teachers at the University of Virginia in 1982.

Moore and two colleagues started International Consumer Technologies Corp., a contract software developer, in Ann Arbor in 1986. The company has since moved its headquarters to Los Angeles where Moore also formed The Disc Co., a subsidiary of ICT to market and distribute its products. The company has grown from sales of \$200,000 in 1986 to more than \$12 million in 1990. In 1989 he spent six months in Paris opening The Disc Co.'s European Operations, which now account for more than 50 percent of the company's profits. He also oversees production operations in Australia and the Far East.

Prior to starting his own company, Moore worked at the accounting firm Curtis, Bailey, Exelby & Sposito, where he rose to senior manager. Prior to that he served as a consultant with the Ann Arbor-based Arktronics Corp., joined that firm full time as controller in 1984 and was later named vice president of finance.

Ballesteros, who holds a 1955 bachelor's degree from EMU, and Allen, who graduated in 1974, will receive Alumni Achievement Awards.

Ballesteros earned her master's degree from Michigan State University in 1964 and a doctorate from United States International University in 1974.

She has been superintendent of San Jose's Franklin-McKinley School District since 1982 and was named California's Superintendent of the Year in 1990. She also serves

as an adjunct faculty member at San Jose State University.

Ballesteros worked for the Chula Vista (Calif.) City School District from 1970 to 1977, as director of special projects and assistant superintendent of administration.

Ballesteros began her education career as a teacher in the Livonia Public Schools in 1955, moved to the Pontiac Public Schools in 1958 and returned to teaching in Livonia for five years in 1960. From 1965 to 1967 she was principal of the American School in Mogadiscio, Republic of Somalia, and returned to Michigan as a principal in the Romulus School District in 1967 where she served until 1970.

Allen joined the 1,300-partner firm of Coopers & Lybrand the same year she graduated from EMU and became the firm's only black female certified public accountant partner in 1986. She also is one of only two black female partners at the firm.

For the past 10 years she has served as a campus recruiter for Coopers & Lybrand and recently was named partner in charge of personnel management for the 600-person Detroit office.

She serves on the advisory boards of the National Association of Black Accountants and Accounting Aid Society, the finance committee of the Women's Economic Club and is treasurer of the Minority Technology Council of Michigan. She also chairs the scholarship criterion committee for the Richard H. Austin Scholarship Fund and is a member of the Community Self-Determination Committee of New Detroit Inc.

Tickets to the Alumni Awards Dinner Dance are \$40 each and must be reserved by Friday, April 26.

For more information or reservations, call the EMU Alumni Relations Office at 7-0250.

Consumer Ed. Center to be clearinghouse

The Michigan Consumer Education Center at EMU will soon be a National Credit Education Clearinghouse with a toll-free teaching materials number, thanks to a \$24,200 grant from the AT&T Universal Card Services Corp. and the National Coalition for Consumer Education.

That grant, along with another \$3,625 award for teacher workshops to Consumer Educators of Michigan, also at EMU, were among 22 awards nationwide announced April 4 by the NCCE and AT&T Consumer Credit Education Fund.

Awarded to projects which will teach consumers how to avoid common credit pitfalls, the grant recipients were selected from more than 350 applicants. Eileen Hemphill, chief in the Office of Consumer Education and Information in the

Department of Consumer and Regulatory Affairs in Washington, D.C., said the interest shown by the large number of applicants "reflects a great need to teach consumers the importance of being credit-wise in a credit-driven economy."

Rosella Bannister, director of the Michigan Consumer Education Center at EMU since 1973, said the clearinghouse will be a valuable resource to educators nationwide. "We often hear educators say, 'We don't know what material is out there.' And often, they do not. Our 800, toll-free number will provide (them) easy access to lists and materials that are available," she said. "Ultimately, the consumer should benefit (because) more energy and effort (will be) going into the design and delivery of the educational material, rather than the development of it."

GM awards go to student volunteers

Three EMU students received "Volunteer Spirit Awards" from General Motors Corp. in a campus ceremony Thursday, March 28.

The award recipients were Michelle Bobar of Canton; Michele Oleksa of West Bloomfield; and Lindy Reurink of Wayland.

The awards were presented by Marina v.N. Whitman, vice president and group executive for GM's public affairs and marketing and GM's highest-ranking female executive. EMU President William E. Shelton also spoke at the ceremony.

Students are nominated for the annual awards for having "distinguished themselves by their unselfish service to others" in a variety of volunteer settings. They each

received a plaque and five shares of GM Corp. common stock.

Bobar, a senior majoring in elementary education, has served as a tutor with the Ypsilanti Student Literacy Corps Project, was a girls softball coach and director of the Girls Instructional Softball League with the Plymouth/Canton Junior Baseball League, has served as a group leader and student coordinator for EMU's Freshmen Orientation and has served many roles in her Westland church, Divine Savior Parish, including baccalaureate mass coordinator, minister of hospitality and eucharistic minister.

Oleksa, a senior majoring in or-

Continued on page 3

EMU mom Foy gets 'favorite recipe' honors

Students who live in EMU's residence halls and eat in its Dining Commons recently named Cincinnati resident Karen Foy's Chicken Lasagna as "Mom's Favorite Recipe" in an annual contest.

Foy's daughter, Shelly Haddad, is an EMU sophomore and submitted her mom's recipe to the contest.

This is the fourth year EMU's Housing and Dining Services has sponsored the contest to bring "home cooking" to the University's 4,200 residence hall students.

This year 60 recipes were submitted from which 11 were chosen

to compete for the top honors. The 11 finalist recipes were prepared by dining staff and taste-tested and judged by management staff, cooks and student employees.

Foy's winning recipe, along with the second and third place winners, then were prepared as the regular residence hall meal Wednesday, April 10, and served to EMU's students.

Second and third place honors went to Anita Jacobs of Mansfield, Ohio, for her Broccoli Rice Casserole (second) and Dirt Cake (third) recipes submitted by her

daughter, EMU sophomore Felicia Jacobs.

"The students seemed to like the meal really well," said Bette Richardson, Dining Commons supervisor and organizer of the contest. "The dessert went over really big and we ran out of Chicken Lasagna, so I think everyone must have tried it."

For her first place award, Haddad will receive a \$100 gift certificate for Hudson's and a night for two at the Radisson Resort in Ypsilanti. Jacobs will receive two \$10

gift certificates to the EMU Bookstore.

If the winning recipes prove popular with students diners, they're incorporated into the regular Dining Commons menu and served throughout the year, Richardson said.

"Last year's winner, Hawaiian Chicken, was really popular and we've had it several times this year," she said. "We also make a lot of the desserts people submit to the contest, even if they don't win. I'm sure we'll have this meal again."

Eastern Michigan University 'Mom's Favorite Recipe' Contest

1991 First Place Submitted by Karen Foy

Chicken Lasagna

- 2 whole chicken breasts, boned and cut into 1-inch cubes
- 3 C sliced mushrooms
- 2 garlic cloves, minced
- 1 large onion, chopped
- 1 T each dried oregano, basil and thyme
- 2 T olive oil
- 1 28-oz. can Italian tomatoes with basil
- 1 15-oz. can tomato sauce
- 3 T Romano cheese, grated
- 2 C grated carrots
- 1/2 T salt
- 1 T fresh ground black pepper
- 8 oz. lasagna noodles, cooked and drained
- 1/2 C Romano cheese, grated
- 6 - 8 slices mozzarella cheese

Saute chicken, mushrooms, onion, garlic, oregano, basil and thyme in olive oil until chicken is white. Stir in tomatoes, tomato sauce, 3 T Romano cheese, carrots, salt and pepper. Cook, uncovered, five minutes. In oiled 9 x 13 baking dish place 1/2 lasagna noodles, top with 1/2 the sauce and 1/2 Romano and mozzarella cheeses. Repeat layers. Cover and bake at 350 degrees for 30 minutes (or slightly more). Uncover and bake an additional 10 minutes until bubbly and cheese melts.

1991 Second and Third Place Submitted by Anita Jacobs

Rice Casserole

- 1/2 stick oleo
- 1 chopped onion
- 3/4 C chopped celery
- 1 10-oz. package frozen broccoli
- 1 C Minute Rice
- 1 can cream of mushroom soup
- 1 can cream of chicken soup
- 1 small jar Cheez Whiz
- Bread crumbs

Saute onion and celery in oleo. Add remaining ingredients. Cover and bake in 2 quart casserole dish 45 minutes at 350 degrees. Uncover and add buttered bread crumbs. Bake 15 minutes longer.

Dirt Cake

- 20 oz. Oreo cookies, crushed
- 12 oz. Cool Whip
- 8 oz. cream cheese, softened
- 1 C sugar
- 1 stick margarine, softened
- 1 C pecans, chopped
- 1 large vanilla instant pudding

Mix all ingredients except Oreo cookies. Layer 1/2 Oreos on bottom of pan, top with 1/2 mixture. Repeat layering.

Focus on Staff

Clifford follows the 'ebb and flow' of finding research funds

By Debra McLean

EMU, though not a major research institution, has carved a comfortable niche for itself in the competitive arena of winning research funds, partly by developing strong ties with business and industry, according to Dr. David Clifford, director of EMU's Office of Research Development.

When Clifford took over the top job in the research office in 1986, the University's research funding had fallen nearly in half, from \$7 million in 1984 to \$3.8 million just two years later, because a couple of major projects were ending. Since then, the University has steadily increased its research support and will likely hit an all-time high this year nearing \$9 million in grants and contracts.

"One of the things we've done which I think not even all of the research universities in the state have done is built very solid alliances with business and industry in Michigan and beyond Michigan. That's an area where we've done an outstanding job," Clifford said. "As the competition for federal grant dollars and foundation grant dollars has intensified, people have looked to industry, but at the same time, industry has really started looking toward universities to participate in their research and development efforts."

The establishment of EMU's Corporate Services Division, an umbrella group for several University programs which work with businesses, has contributed significantly to that growth, Clifford said.

"The University has helped itself a lot in terms of the addition of Corporate Services, the Center for Organizational Risk Reduction and the college service centers that preceded them," Clifford said.

"When you add things like that, and like the Coatings Research Institute, you begin to build a reputation that definitely feeds back on the entire institution . . . I think people are prouder to say they're from EMU and point out the important things that are happening here."

Clifford added, however, that while EMU is enjoying increased research funding, government funds continue to get harder and harder to obtain.

"Sometimes it's ebbing even while it's flowing," he said. "While our numbers look pretty good, at the same time, between late December (1990) and early January (1991) we lost about \$150,000 worth of state grants or contracts. That included a \$90,000 contract that we had the award letter on and it was rescinded because of cutbacks."

Although "the last couple of federal fiscal years have been very tight," Clifford said, EMU has remained competitive in that area, primarily through research projects that include educational components.

"Last year 24 percent of our federal proposals were funded and the year before 32 percent were," he said. "When you can get a third (funded), you're doing very well with the federal government. Even the larger research institutions may not do better than a third."

Research projects that have an educational component are critical to schools like EMU, Clifford said, because otherwise it's nearly impossible for a comprehensive university to compete for funds with top research schools.

"A research university not only has facilities, but they have teams of researchers," he said. "Where we have one or two people (who specialize) in an area, they'll have five or six and it makes it a lot easier when you've got that team to put together a proposal or run a project."

Fortunately, research projects with an educational component are becoming more attractive to funding agencies because they provide opportunities for students to participate.

"Research is really crucial to students because to learn it, you have to do it," Clifford said. "One of the great crises of science and engineering in this country is that not enough people are going into it. We've got serious human resources shortages in those areas. We're a major undergraduate institution, so

we have the ability and the opportunity to really contribute to that, particularly when you think about (the number of) women and minority students who aren't going into science."

For example, EMU recently submitted a funding proposal with eight other universities in the Midwest to develop programs to attract minority students to graduate school programs in science, math and engineering.

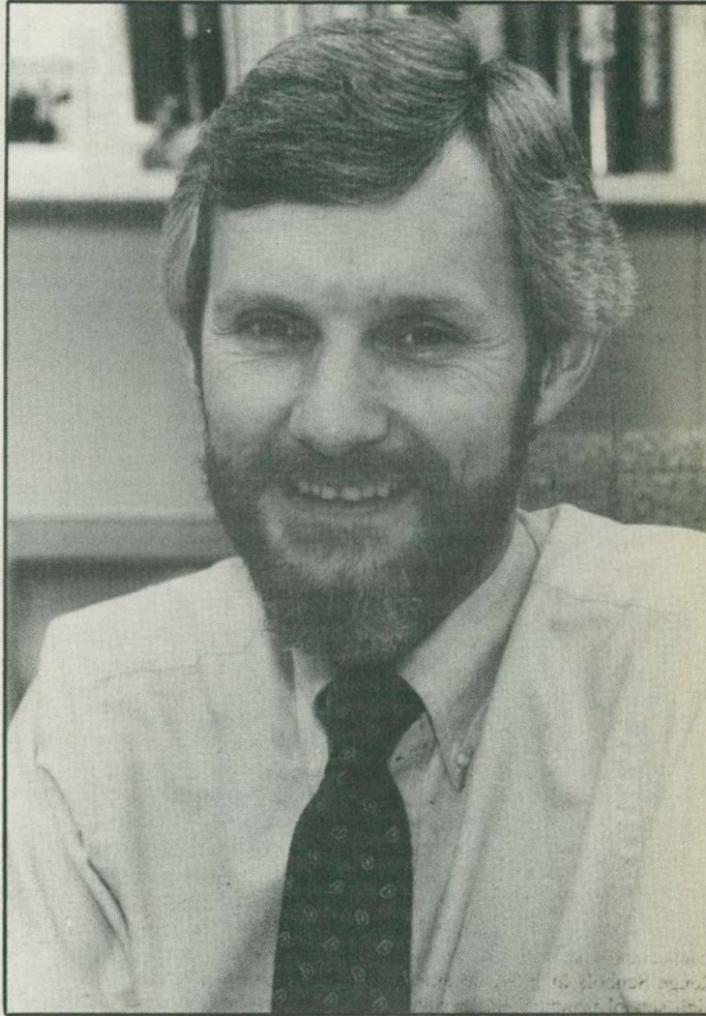
"One thing we know about science is that to attract people to it you've got to give them the opportunity to do science, and that's what our researchers do, they provide those opportunities," Clifford said. "And, we have the ability at both the undergraduate and graduate levels to be part of (a proposal like this) because we already do a very effective job of recruiting minority students."

Clifford also believes EMU, through its "Learning University" initiative, can become a national leader in research about teaching. "The Learning University has, I think, a clear opportunity, if we want to support scholarship, to become a premier generator of new knowledge about teaching," he said. "We produce more educators than any other school in the country. It's a natural area for us to be involved in."

The primacy of EMU's teaching mission, however, also makes developing a strong funded-research base difficult, Clifford added, because a faculty member's first responsibility is to the classroom.

"We have a substantial teaching load for everybody and that keeps them very busy," Clifford said. "That means people have to take their own time to write proposals and that's a hurdle to get over. We don't put in as many (funding) proposals as we could but there's a proposal at the provost's office right now to address some of these things, like funding for indirect costs and paying secretaries overtime (to help with grant preparation)."

Although the competition's stiff, and most faculty members writing



EMU photo by Brian Fordé

Dr. David Clifford, director of the Office of Research Development, believes EMU can become a leader in the area of research about teaching. "The Learning University has, I think, a clear opportunity, if we want to support scholarship, to become a premier generator of new knowledge about teaching," he said.

a government or foundation grant proposal for the first time will likely get turned down, Clifford spends a lot of his time encouraging EMU's faculty to apply anyway.

"The first time a faculty member writes a proposal to a major federal agency, the chances of them getting it are less than a third, maybe less than 25 percent," he said. "But what you get from that first sub-

mission is feedback from the reviewers, where you're finding out what you have to do to be competitive and that feedback often is very specific and very helpful.

"One of the things about writing grants is you have to be ready for rejection," he added. "If you aren't ready for rejection, you're in the wrong game."

New Faces

The EMU Board of Regents approved the following staff and faculty appointments at its March 27 meeting.



Cline



Silvi

Linda J. Cline, former cruise office supervisor for the Automobile Club of Syracuse, N.Y., was appointed administrative marketing coordinator in the Center for Entrepreneurship.

Cline, 42, attended Cornell University for two years and graduated summa cum laude from Syracuse University with a bachelor's degree in consumer affairs.

Cline worked as a leisure travel agent and, later, cruise office supervisor at the Automobile Club of Syracuse for four years. Before that, she worked eight years at the Plainville Turkey Farm, first as mail-order department manager, then as marketing manager.

As administrative marketing coordinator in EMU's Center for Entrepreneurship, Cline will assist the director with the development, planning and implementation of

program marketing strategies.

Joan E. Silvi, news and promotions director at WIQB-FM in Ann Arbor, was appointed staff announcer at WEMU-FM (89.1).

Silvi, 28, worked at WIQB for three years after serving one year as a news producer at WWJ-AM in Detroit. She also was a news anchor and reporter at WPAG-AM (now WPZA) in Ann Arbor from 1985 to 1987. Silvi started her news career as a reporter for the Dearborn Press and Guide in 1983 and was a free-lance writer for The Ann Arbor News in 1987-88.

She holds a bachelor's degree from Madonna College, earned in 1984, and attended EMU in 1980-81.

She is a member of the Society of Professional Journalists.

A former Livonia resident, Silvi has done community work as a tutor and foster care worker with the Isabella Teenage Youth Home of Family and Neighborhood Services of Wayne County.

As staff announcer at WEMU, she will host "Morning Edition" and produce and host other programs as assigned.

Kevin J. Smart, director of employee and labor relations for Trump Taj Majal Casino Resort in New Jersey, was appointed director of employee relations.

Smart worked for the Trump resort for one year after serving six years as an employee relations

counselor and labor relations manager for Harrah's Hotels and Casinos. From 1977 to 1983 he worked as an employee relations and labor relations representative for Getty Refining and Marketing Co. and was an employee relations associate and representative for Union Carbide Corp. from 1975 to 1977.



Smart

Smart holds a bachelor's degree in business management and a master's degree in labor and industrial relations from Michigan State University.

He belongs to the Society for Human Resource Management, Philadelphia Industrial Relations Association and the Industrial Relations Research Association.

As director of employee relations, Smart will negotiate and monitor the administration of labor contracts including investigating and processing grievances.

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

Volunteers

Continued from page 2

ganizational communications/psychology, has worked more than two hours per day for the past five years with Circle K International, the largest collegiate service organization. She began by organizing a chapter at Oakland University in 1985, served as Circle K's statewide lieutenant governor in 1987-88, and was elected secretary/treasurer the following year.

After transferring to EMU in 1989, she served as president of EMU's Circle K chapter in 1989-90 and helped the club regain its charter status, which had been lost for five years. The club also received first place for club service and achievement that year in state awards. In March 1990 Oleksa received the J. Douglas Alexander Outstanding Circle K'er Award and later that year was elected district governor for the Michigan district where she increased membership 148 percent, chartered two new clubs and reactivated an inactive one.

Reurink, a senior studying social work, currently serves as student coordinator for Project Serve in Ann Arbor and initiated a program called Service Spring Breaks for the University of Michigan in which students spend spring break doing volunteer work. She belongs to the EMU Ambassadors Society where she spearheaded a "Help the Homeless of Ypsi" program in which all EMU's student organiza-

tions worked together to provide 150 personal care boxes to the homeless of Ypsilanti. Reurink also is an Ypsilanti Elder Care volunteer, is vice president of campus awareness for the Golden Key National Honor Society, co-coordinated a young mothers program for the Huron Valley Girl Scouts and has worked with the Father Patrick Johnson House Program in Ann Arbor.

Commencement

Continued from page 1

Due to the size of the graduating class and increased attendance at EMU commencement ceremonies, tickets are required for all guests. Advance tickets are provided to all graduates. Seating will be on a first-come, first-served basis.

Parking will be available in all university lots and the parking structure.

Handicapped seating will be available on the northwest side of Bowen Field House. For more information on handicapped seating, call 7-2237.

shelton

Continued from page 1

over the last 10 years," Shelton said. Although the enrollment has increased by 35 percent, he added, faculty increases were 20 to 25 percent and administration increases were only 15 percent. Based on these figures, "EMU has been a very good steward of its monies," he said.

Shelton also said that EMU offers one of the most inexpensive undergraduate educations in Michigan; out of the 15 public universities in Michigan, EMU comes in 14th place for its low-cost education.

"I have no expectation that we will move up in that ranking this year," said Shelton, "and there's a possibility that we could move down."

Proposals for university support for 'Safewalk', a student-run service which escorts people walking at night on campus, also were discussed at the briefing.

Shelton, who plans to meet with student government representatives, said "There's no question that having a safe campus environment is important at our institution."

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, assistant vice president, Executive Division
Susan Bairley, associate director, Public Information
Debra McLean, *FOCUS EMU* editor
Dick Schwarze, photographer
Monica Moore, student intern

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, April 22, 1991. **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 Salary)

- CSSA91020 - CS-03 - \$541.22 - Clerk, Admissions
- CSSA91021 - CS-03 - \$541.22 - Clerk, Admissions
- CSAA91048 - CS-05 - \$679.02 - Senior Secretary-75%, Communication and Theatre Arts (Experience in accurately recording and monitoring multiple budget statements preferred; ability to work in a high visibility environment; word processing experience and/or ability and willingness to learn)
- CSAA91041 - CS-05 - \$679.02 - Senior Secretary, Nursing (Word processing/computer experience desired: Quattro Pro, Lotus 123, WordPerfect 5.1)

LECTURER

- LCAA91006 Lecturer, Spanish, Foreign Languages and Bilingual Studies, Fall 1991
- LCAA91007 Lecturer, Spanish, Foreign Languages and Bilingual Studies, Fall 1991

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate)*

- FMSA91029 - F-M-06 - \$5.92 - Pot & Pan Utility, Monday-Friday, 11 a.m. - 7:30 p.m., DC#1, Housing & Dining Services

*Pay rates stated above do not include shift differential. The pay rate reflects the probationary rate for a newly hired EMU employee. Current bargaining unit members will be paid according to pay rates specified by the current AFSCME contract for the pay grade.

An Affirmative Action/Equal Opportunity Employer

Research

Fellowships for College Teachers and Independent Scholars

The National Endowment for the Humanities provides fellowships for six to 12 months of full-time study and research that will make significant contributions to the humanities. The maximum stipend is \$30,000. Proposals are due by June 1, 1991. For further information, contact: Guinevere L. Griest, Director, Division of Fellowships and Seminars, National Endowment for the Humanities, (202) 786-0466.

Family Planning General Training Projects

The Public Health Service has funds available for training projects directed at family planning services projects. The general training curriculum must include content in the following areas: 1) adoption; 2) clinical management; 3) counseling and client education; 4) family involvement; 5) infertility; 6) natural family planning; 7) program management; 8) sexually transmitted diseases, including HIV infection and AIDS; 9) adolescent abstinence from premarital sexual activities; 10) male involvement; and 11) substance abuse. Specific attention should be given to training which will enable trainees to work more effectively to reduce teen pregnancy, reduce unintended pregnancy among all women, reduce the initiation of sexual activity by teenagers, increase the effectiveness to contraception among all women, implement pre-conception care and reduce sexually transmitted diseases including HIV.

Proposals are due May 20, 1991. Contact Michelle Barnes at 7-3090 for further information.

Innovation in Education Program

The U.S. Department of Education is seeking applications to identify and disseminate innovative preschool, elementary and secondary education approaches. ED is particularly interested in new and challenging curricula to increase student performance, including alternatives to ability grouping and tracking; teacher development and instruction; approaches to improve teacher quality and learner outcomes, including professional development and innovative strategies to recruit, train and reward good teachers; and new school organization patterns and management strategies to create more productive working and learning environments, including comprehensive, schoolwide approaches that integrate compensatory, bilingual and vocational education with regular education.

Proposals are due June 3, 1991. For further information, contact Cheryl Kozell at 7-3090.

Higher Education Challenge Grants

The U.S. Department of Agriculture will award challenge grants on a competitive basis to U.S. colleges and universities that have a demonstrable capacity to carry out teaching in the food and agricultural sciences and business. The grants require a dollar-for-dollar match.

Proposals must be directed to the undergraduate level of study in one or more of the following targeted need areas: 1) curriculum design and materials development, 2) faculty preparation and enhancement, 3) instructional delivery systems, and 4) student experiential learning. Proposals may address one targeted need area across several subject matter areas, or any combination of targeted need areas within one subject matter area.

Proposals are due June 3, 1991. Contact Cheryl Kozell at 7-3090 for guidelines and application forms.

Events of the Week

April 16 - April 22

Tuesday 16

MEETING — The "Older and Wiser" group, an informal forum for returning women students, will meet. Call 7-1118 for more information, Stratford Room, McKenny Union, noon

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

BASEBALL — The EMU team will host Western Michigan, Oestrike Stadium, 1 p.m.

MEETING — The Strategic Planning Advisory Committee will meet, Gallery I, McKenny Union, 1 p.m.; Guild Hall, McKenny Union, 3 p.m.

PERCUSSION ENSEMBLE — The EMU Music Department will present its annual Percussion Ensemble, featuring a variety of percussion chamber music including Chavez's "Toccata" and an arrangement of African dance music titled "High Life." The Adrian High School Percussion Ensemble also will perform. Call 7-4380 for more information, Alexander Recital Hall, Alexander Building, 8 p.m.

MEETING — The EMU Panhellenic Council will meet, Founders Room, McKenny Union, 8 p.m.

Wednesday 17

TEACHER PLACEMENT DAY — Career Services will present its Teacher Placement Day job fair. Call 7-1005 for more information, Goodison Hall, 10 a.m. - 5 p.m.

MEETING — The Handicapper Accommodation Review Commission will meet, Best Hall Lounge, 1:30 p.m.

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

WORKSHOP — The last in a series of EMU workshops titled "Feminist Pedagogy" will be presented by the Faculty Center for Instructional Excellence and the Women's Studies Program. Today's workshop is titled "Feminist Science," and will explore if women and men approach science differently. Call 7-1386 for more information, Graduate Meeting Room, Starkweather Hall, 3 - 5 p.m.

Thursday 18

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 Student Action Team will meet, Gallery I, McKenny Union, 7:30 p.m.

JAZZ ENSEMBLE — The EMU Music Department will present its annual Jazz Ensemble. Call 7-4380 for more information, Alexander Recital Hall, 8 p.m.

THEATER — The Communication and Theater Arts Department will present the comedy

"Talking With." All tickets are \$4. Call 7-1221 for ticket information, Sponberg Theatre, 8 p.m.

Friday 19

WORKSHOP — The Benefits Office will present an orientation workshop for new EMU employees. Call 7-3195 for more information, 205 Welch Hall, 8:30 a.m.

WORKSHOP — Career Services will present an advanced resume writing workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison, 1 p.m.

BASEBALL — The EMU team will host Miami University, Oestrike Stadium, 1 p.m.

WORKSHOP — Career Services will present an advanced interview and job search skills workshop for non-education majors. Call 7-1005 to sign up, 405 Goodison, 1 p.m.

MEETING — The EMU Graduate Council will meet, Conference Room, Starkweather Hall, 3:15 p.m.

BANQUET — The Student Media Awards Banquet will be held to honor student staff members of Aurora, Cellar Roots and the Eastern Echo. Tickets are \$25. Call 7-1010 for more information, Washtenaw Country Club, Ann Arbor, 6:30 p.m.

CONCERT — The Music Department will present its annual EMU Choir and Chamber Choir Spring Concert, featuring works by Bernstein, Mozart and Tallis. Call 7-4380 for more information, Towsley Auditorium, Washtenaw Community College, Ann Arbor, 8 p.m.

THEATER — The Communication and Theatre Arts Department will present the comedy "Talking With." Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. Call 7-1221 for tickets, Sponberg Theatre, 8 p.m.

Saturday 20

COMMENCEMENT — EMU will hold its spring 1991 commencement ceremony, featuring John Damoose, vice president for Chrysler Corp., as speaker. Call 7-3233 for more information, Bowen Field House, 9:45 a.m.

BASEBALL — The EMU team will host Miami University, Oestrike Stadium, 1 p.m.

THEATER — The Communication and Theatre Arts Department will present the comedy "Talking With." Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. Call 7-1221 for tickets, Sponberg Theatre, 8 p.m.

Sunday 21

CONCERT — The Music Department will present its annual Alumni Honors Concert featuring performances by the Symphonic Band, University Concert Winds and the Alumni Honors Band, formed each year for this event. The guest conductor will be Professor Russell Reed, who is retiring from EMU this year after 34 years. Call 7-4380 for more information, Towsley Auditorium, Washtenaw Community College, Ann Arbor, 4 p.m.