

Dec. 15 graduating class totals nearly 1,600 students

Nearly 1,600 students will be eligible to participate in EMU's 1991 winter commencement ceremony Sunday, Dec. 15, at 2 p.m. in Bowen Field House.

Approximately 1,100 undergraduates and 500 graduate students will be eligible to receive their degrees.

Dr.Carolynn Reid-Wallace, assistant secretary of education for postsecondary education in the U.S. Department of Education, will deliver the commencement address and receive an honorary doctorate from the University.

Reid-Wallace, whose appointment was approved by the U.S. Senate Nov. 26, served as vice chancellor for academic affairs at City University of New York from 1987 to 1991. Before that, she was assistant director of education for the National Endowment for the Humanities, dean of academic affairs and acting president at Bowie State University in Maryland and served as an administrator for the National Association for Equal Opportunity in Higher Education.

She has been a member of the National Council on the Humanities, which advises the NEH, since 1988.

Reid-Wallace holds a bachelor's degree from Fisk University, a master's degree from Adelphi University and a doctorate from George Washington University.

EMU President William E.

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Staff training office to offer new programs

By Debra McLean

The Human Resources Department will offer new staff training and development programming beginning in January.

Sheila Holmes, who comes to EMU after 14 years working in employee services at Michigan Bell Telephone Co., recently was appointed manager of University services and training programs. The new position supercedes the former quality of work life associate position, which had been vacant.

Executive Director of Human Resources Ted Heidloff, who developed the new position, said an organization as large as EMU needs an on-site staff training function.

"In a complex organization that's decentralized like a university, it's absolutely necessary that our employees have a common body of knowledge about how to do certain things," he said. "There's a very definite need for training at all levels at a university."

Holmes said she first plans to gather as much information as possible about the kinds of training opportunities EMU employees want.

"We'll be doing surveys and focus groups to determine training needs and we want to really target the training to specific groups," she said.

Heidloff said Holmes comes to EMU with a good background for the kind of office he envisions.

"We wanted someone with sufficient experience in training, but also start-up experience because we view this as a start-up venture," he said. "We really need to be more pro-active in this area."

"In a complex organization that's decentralized like a university, it's absolutely necessary that our employees have a common body of knowledge about how to do certain things."

The office will begin offering programs in January, first aiming at supervisors/managers and clerical staff. Holmes also will be responsible for the University's quality service training, which will be designed to help staff members improve their customer service skills.

Among the supervisory training to be offered will be programs in communication skills, team building, leadership training and cultural diversity.

Heidloff also noted that complex legal issues, such as implementation of the upcoming Americans with Disabilities Act, will require supervisory training. "I also think we ought to have a refresher course on what is and is not sexual harassment because it's obvious from the

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1991 Winter Commencement

Sunday, December 15
Bowen Field House

2 p.m.

President:	William E. Shelton
Grand Marshal:	Thomas L. McDole
Marshals of Faculty:	Michael J. Brabec Don A. Ifill
Marshals of Graduates:	Charles T. Anderson Mary Clare Beck Margaret A. Eide Joanne J. Hansen
Speaker and Honorary Degree Recipient:	Carolynn ReidWallace Assistant Secretary U.S. Department of Education
Music:	EMU Symphonic Concert Winds Max Plank, Conductor

The doors to Bowen Field House will open at 1 p.m. Participants should assemble in Warner Building by 1:45 p.m. The procession will begin at 2 p.m.

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

FACULTY—robe in Rooms 117 and 119, use front entrance to Bowen Field House.

BACHELOR'S DEGREE STUDENTS—robe in Dance Studio, Wrestling Room and Gym B; use northeast entrance.

HONORS STUDENTS—robe in Room 111; use northeast entrance.

MASTER'S, CASCI AND SPECIALIST'S DEGREE

STUDENTS—robe in Gym C; use southeast entrance.

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.

A reception for all students, administrators, faculty and guests will be held following commencement in Gyms B and C of Warner.

Campus Capsules

McKenny Holiday Buffet To Be Held Dec. 12

McKenny Union and Dining Services will hold their annual Holiday Buffet Thursday, Dec. 12, from 11:30 a.m. to 2 p.m. in the McKenny Union Ballroom.

The buffet will feature steamship round carved to order, holiday chicken, festive desserts and eggnog.

Tickets can be purchased in McKenny Union's Administrative Offices, Room 303, from Dec. 2 to 6. No telephone or mail reservations will be accepted.

Tickets are \$6.50 for students and \$7.50 for all others.

For more information, call 7-4108.

Retirement Reception Planned For Kreklau

A retirement reception for Jim Kreklau, locksmith at the Physical Plant, will be held Friday, Dec. 13, from 2 to 4 p.m. in the Carpenter Shop at the plant.

Kreklau is retiring after 30 years of service to EMU.

The University community is invited to attend.

Risk Management Office Moves To King Hall

The Department of Risk Management and Workers' Compensation recently moved from the Business and Finance Building to 319 King Hall.

Staff located there are Director Mary C. Brooks, Workers' Compensation Specialist Telane Ransom and Senior Secretary Kathy Minor.

The office phone number will continue to be 7-1357.

McKenny Bookstore Offers Holiday Staff Discount

The McKenny Bookstore is offering a 20 percent discount for faculty and staff on all non-clearance clothing, gift, trade book and supply items now through Dec. 23.

A staff I.D. is required to receive the discount.

Compensation Programs Has Phone Number Change

The Compensation Programs Office has the following new telephone number effective immediately: 7-2275.

Staff available at that number are Director Craig Reidsma, Specialist Kathy Sciote, Analyst Lynn Tindall and Senior secretary Sandi Collier.

HECR/Military Science To Hold Annual Holiday Tea

The Departments of Human, Environmental and Consumer Resources and Military Science will hold their annual holiday tea Thursday, Dec. 12, from 11 a.m. to 4 p.m. in the Burson Room of Roosevelt Hall.

Tea, punch and cookies will be served and holiday music will be presented.

The University community is invited to attend.

Candidates Sought For Goldwater Scholarships

Faculty are encouraged to identify candidates for the 1992 Barry M. Goldwater Scholarship and Excellence in Education program, designed to encourage careers in science and mathematics.

The scholarships are valued at up to \$14,000 applied to the last two

years of undergraduate school.

EMU can nominate up to six candidates on the basis of an essay, demonstrated potential for a career in math or science, outstanding academic performance and an interview with the Goldwater Committee.

Nominees must be U.S. citizens, full-time juniors or seniors in a math or science field, and planning to attend graduate school.

Instructions to apply are available in the Honors Office, 250 Jones Hall. The deadline to apply is Dec. 16.

For more information, call Dr. Robert Holkeboer, director of the Honors Program, at 7-0341.

Focus EMU To Suspend Publication For Holiday

Due to printing schedules interrupted by the upcoming Christmas and New Year's holidays, the *Focus EMU* publication schedule for December will be changed as follows: The final issue for 1991 will be published next week, Tuesday, Dec. 17. The deadline to submit copy for that issue is today (Tuesday, Dec. 10) by 5 p.m. in the Public Information Office, 18 Welch Hall.

Focus EMU will not be published Dec. 24 or 31.

Publication for the 1992 winter semester will resume Wednesday, Jan. 8. The deadline to submit copy and calendar and events information for that issue, which will cover the week of Jan. 8-13, is Tuesday, Dec. 17, by 5 p.m. Submissions should be made in writing to: *Focus EMU*, Public Information Office, 18 Welch Hall.

After the Jan. 8 issue, *Focus EMU* will be published each Tuesday throughout the winter semester, with the deadline continuing to be 5 p.m. Tuesday for the following week's issue.

Please keep this publication schedule in mind when planning publicity for campus events in December and January.

For more information, call Debra McLean or Susan Bairley at 7-4400.

Collegium Showcase To Look At Technology and Society

The Collegium for Advanced Studies will present the second in its "Faculty Showcase" series Tuesday, Dec. 10, at noon in the Roosevelt Hall Burson Room.

The featured speaker will be Dr. Ron Westrum, professor of sociology and interdisciplinary technology, who will discuss his latest book "Technologies and Societies: The Shaping of People and Things."

The presentation is free and open to the public.

For more information, call Collegium Chair Dr. E.L. Cerroni-Long at 7-0012.

White House Fellowships Program Seeks Applicants

The President's Commission on White House Fellowships is accepting fellowship applications from professionals in the early stages of their careers to serve as special assistants to Cabinet Officers, the Vice President or the President's principal staff.

The program is open to all U.S. citizens, except federal employees.

Leadership, intellectual and professional ability, and commitment to public service are the broad criteria employed in the selection of fellows.

Between 11 and 19 fellowships will be awarded.

Applications are available from the President's Commission on White House Fellowships, 712 Jackson Place N.W., Washington, D.C., 20503 or by calling (202) 395-4522.

The deadline for applying is Dec. 15.

Notification Required For Dependent Coverage

EMU faculty and staff members with dependent children between the ages of 19 and 25 must notify the Benefits Office of their intention to continue carrying those dependents on EMU's health and dental insurance plans.

The dependent must be an Internal Revenue Service dependent to allow continued coverage.

To continue health care coverage, the employee will be charged a rider cost through payroll deduction and must sign an enrollment card for 1992; for dental continuation, the employee must complete and return a letter received from the Benefits Office.

The deadline for turning in enrollment cards and dental letters is Dec. 13. Failure to follow either set of instructions will result in the loss of dependent coverage beginning Dec. 31.

Call the Benefits Office at 7-3195 for more information.

LU Commission approves action items for funding consideration

By Susan Bairley

The development of a comprehensive learning assistance program, cultural sensitivity workshops and the development of an assessment model for the co-curriculum were among several items recently approved for immediate action by the President's Commission on the Learning University.

The recommendations, which were approved by the commission in November, now will be submitted to the Learning University Budget Committee for immediate funding or assigned to an action team for implementation.

The comprehensive learning assistance program recommendation, submitted by the Access and Equity Task Force, comes on the heels of a recent cut in state funding to the Ypsilanti Adult Education Program, which has served as a major provider of academic support at EMU. When Dr. Hunter Boylan, director of the National Center for Developmental Education at Appalachian State University, returns for a third visit to EMU Friday, Jan. 24, he will work with an action team in developing EMU's learning assistance program.

Other Access and Equity Task Force action items are the appointment of an action team to create a plan to better manage diversity, including a plan for recruitment and retention of female and minority staff; and funding of a series of cultural sensitivity workshops for faculty, staff and students.

Based on recommendations of the

Assessment Task Force, three departments, Physics and Astronomy, Management, and Communication and Theater Arts,



are developing pilot assessment programs. In addition, a new proposal from the task force likely will include a request to fund a new director of assessment position and a new developmental course for all first-year students, based on the already existent University orientation course, AAD 179, and an upper-level follow-up course to be taken at the start of a student's junior year.

Approved action items recommended by the Co-Curriculum Task Force are to publish two handbooks—one for faculty and one for first-year students and families—regarding the role,

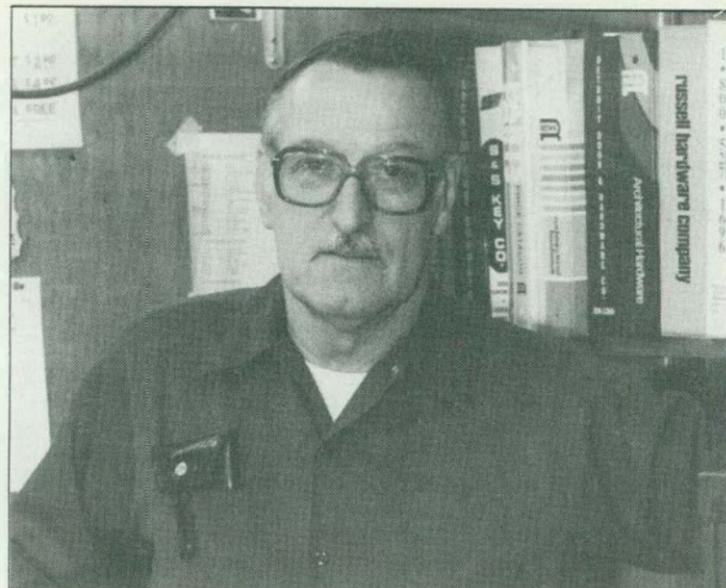
benefits and uses of the co-curriculum in the Learning University; and the development of a co-curriculum assessment model.

The Academic Program Design Task Force recommendation to strictly monitor and enforce existing class scheduling policies will be implemented by the Provost's Office, which has agreed to assume enforcement responsibilities as well as create a centralized room scheduling plan to better utilize space and resources.

Finally, the Research and Inquiry Task Force recommended the routing of indirect cost grant monies back to academic departments and the review of a capstone/culminating experience recommendation. The grants proposal will be submitted to the EMU Board of Regents for approval, while the other proposal, which would require all seniors to complete some type of capstone/culminating experience, will be submitted to the Assessment Task Force for review.

Discussions and decisions related to recommendations from two other task forces were delayed until the next commission meeting due to lack of adequate discussion time available.

The approved action items were said to represent some of EMU's first steps toward becoming a Learning University and are considered "significant milestones" of the Blueprint 150 plan.



EMU photo by Brian Forde

Locksmith Jim Kreklau will retire this month after 30 years at EMU. "(The University) has grown a lot and I've seen a lot of interesting things," he said.

Locksmith Kreklau to retire after 30 years

By Jay Harkness

Jim Kreklau was the first official locksmith people at EMU knew, and now, after working 30 years in the Physical Plant, he's decided to lock up his future and retire.

Kreklau has seen five presidents reign over the University since he first joined the carpenter shop in 1961. "(The University) has grown a lot and I've seen a lot of interesting things," he said. "There were about 5,000 students when I started."

His decision to retire was rather spur-of-a-moment, Kreklau said, as he didn't fully commit to it until the end of November and he'll leave EMU at the end of this month. "I didn't turn in (my retirement papers) until last week," he said. "I had an idea I'd retire after 30 years, but I hadn't made up my mind."

He can't change his mind now, though, because a house is already being built for Kreklau in Tennessee, where he'll be close to his two daughters. Still, he admits that leaving will be difficult.

"I'll miss all my friends, all the people," he said. "If it wasn't for the students, I wouldn't have had a job. In the 30 years I've been here, I've never had any problems with students."

One bonus of retirement he looks forward to is not having to wake up early to punch the time clock.

"Now I can get up when I want to," he said. But his life as a retiree won't consist of sitting around and being bored, either.

"I've got hobbies, like crafts-works," he said, and he plans to return to Michigan for a hunting trip each year. "I've lived in Michigan all my life, so I'll come back every year to go hunting. I enjoy that a lot," he said.

Now that his decision to retire is "locked up," Kreklau said he'll always look back fondly on his three decades at EMU.

"It's fun working here. There's something different all the time, something new to learn," he said. "I'll have a lot of memories."

Alumni Association honors five faculty for teaching excellence

The EMU Alumni Association honored five professors earlier this semester when it presented its first Teaching Excellence Awards.

A framed certificate and large medallion were presented during Homecoming 1991 activities to Richard Fairfield, professor of art; Dr. Mary Vielhaber Hermon, professor of management; Dr. David Hortin, associate professor of political science; Dr. Margaret Moore, assistant professor of teacher education; and Curtis Stadtfeld, professor in the English Language and Literature Department.

"I've always believed that there were people on campus deserving recognition who weren't in research, but were teachers," said Joyce Squires, president of the Huron Valley Alumni Chapter and chair of the Alumni Association Teaching Excellence Awards Committee. "These awards come from alumni and those close to being alumni—graduating seniors and grad students. No nominees were extracted from faculty; we wanted this teaching award to come from students."

Fairfield, 54, came to EMU in 1963 after receiving a master's degree in fine arts at the University of Illinois. He was nominated by an alumnus from his printmaking class, who said Fairfield encourages students to enter juried art shows by accumulating information, copying entrance forms and arranging the delivery of art work—sometimes doing it himself. As an encouraging and knowledgeable professor, he also keeps students apprised of scholarships for which they might qualify.

Vielhaber-Hermon, 38, has been at EMU since 1976. She holds both a master's degree and doctorate in organizational communication from the University of Michigan. Vielhaber-Hermon was nominated by a former student who noted her



Fairfield



Vielhaber-Hermon



Hortin



Moore



Stadtfeld

Club, managing the Hockey Club and serving as counsel for the Student Senate.

Moore, 45, joined EMU in 1988 after completing her master's degree and doctorate at the University of Southern Florida. Moore was nominated for bringing her experiences teaching (at every grade level) into the classroom and providing her students with strategies, lessons and ideas that she had successfully used in her classrooms, not just read in textbooks. She also was noted for participating in elementary school programs that encourage children to improve their reading and writing skills and exposes them to culturally diverse literature.

Stadtfeld, 56, joined EMU in 1966 as director of information services and finished his master's degree here two years later. He was cited for his innovative teaching methods in his journalism classes, which include creating a fictitious community where he plays all the characters that the students/reporters must interview to cover stories ranging from robberies, fires and murder and his ability to stimulate critical thinking and encourage students to view situations from many sides and identify the prejudices reporters bring to the issues they cover.

"We were very pleased and very proud of the premiere recipients," Squires said. "We will start a push in January for next year's nominations."

"Now that people see the awards are a real thing, we've gotten nominations already for next year," said Director of Alumni Relations George Beaudette. "The alumni board has always felt we wanted to honor those teachers who put so much time into their work with students. We should have started this a long time ago."

use of humor to explain information being taught and for focusing on "how" to become a team member, not just "what" constitutes a team member.

Hortin, 49, has been at EMU since 1966. He received his juris doctorate from the University of Michigan and passed the Bar Exam in 1968. Hortin was nominated by a former student who praised him for stimulating thought, encouraging participation and demonstrating genuine enthusiasm in his classes. He was also noted for serving as faculty sponsor for the Legal Carriers

Recession shows little effect on United Way

By Tiffany Anteau

Pledges and donations from faculty, staff and students to the United Way Campaign this year totaled \$89,454.38 and exceeded the \$70,000 goal by 28 percent.

"I really think that people who are employed and feel secure in their jobs have a concern for others who aren't so fortunate and this year had an even bigger concern because (of the recession)," said Ann Kettles, director of records, registration and advising and chairperson of this year's campaign. "Besides, they're all good people here."

The President's Office and Executive Division had the highest level of employee participation at 73 percent and exceeded their \$9,539 goal by 63 percent to total \$15,569.25 raised.

The Division of Academic Affairs raised 105 percent of its \$47,114 goal this year to total \$49,680.60. Sixty-two percent of that division's employees contributed.

The Business and Finance Division exceeded its \$6,462 goal by 28 percent and raised \$8,259.73 with 45 percent of employees donating.

The University Marketing and Student Affairs Division exceeded its \$6,885 goal by 81 percent to raise \$12,449.80 and had 70 percent of employees participate.

Pledges by emeritus faculty totaled \$3,495 while EMU students

contributed \$2,390.24 to the campaign.

The reserved parking spot, given each year through a drawing among all employees who contribute \$50 or more, was won this year by Jay Jernigan, professor in the English Language and Literature Department.

Kettles said that while Jernigan was pleased to win, "he's going to give the parking spot to his wife who has more trouble parking than he does."

Kettles attributes the success of this year's campaign to the compassionate nature of people at EMU. "There was a lot of compassion out there this year," she said.

Doris Komblevitz, director of state, federal and community relations, will chair next year's United Way Campaign.

The Washtenaw United Way is a volunteer system designed to identify and anticipate community needs in a variety of areas; develop plans to address those needs; and raise the financial support necessary to do so.

Volunteer administrators allocate the funds raised each year to more than 60 agencies which provide a wide range of social and health care services, including the American Red Cross, Perry Nursery School and the Huron Valley Boys and Girls Club.

The county agency exceeded its own goal this year to raise more than \$7 million.

Focus on Staff

Corteg grows along with EMU soccer program

By Jay Harkness

In the "win-at-any-cost" era of the 1980s, some college coaches began to focus so hard on winning that the student-athlete's best interests often took a back seat to victories and glory. EMU's Chris Corteg, however, went in the opposite direction and his soccer program's success is evidence that he's headed down the right road.

Corteg began his coaching career in 1980 at Oakland Community College, and at that time, "winning was very, very important, which is typical of young coaches," he said. "(Winning) really was one of my main driving forces behind coaching. . . Winning was paramount, not at all costs, but definitely very important."

As his coaching career continued, Corteg's outlook began to change. "The longer you stay in the business," he said, "the broader view you get. You see the big picture a little better. Winning is still important, but the development of your young athletes academically and athletically is really the most important."

In his ninth season at EMU, Corteg still strives for the "ultimate" team, which in his view is a bit different than what most coaches wish for. "The 'ultimate' would be to have 18 great players who all have 4.0 grade point averages," he said. "Realistically, at Eastern, that's what I'm working for—to get the best student-athlete possible."

That's also what Corteg focuses on when he recruits players for EMU's team. "One of the things I've learned is to recruit the best student-athlete, not just the best athlete," he said. "Recruiting the best student-athlete gives you the best student in the long run," noting academic-oriented teams seem to be the best as far as camaraderie, good effort and good sportsmanship. "All the things that go into having a good team," he said.

"Maybe sometimes you don't end up with the best record winning and losing, but overall, it's the best situation to be in."

Corteg recorded his 100th win as a coach earlier this season, in a 2-1 victory over Macomb Community College, but he didn't make a big deal out of the situation. "Once you think about it, you reflect back over the years you've put in, it's a milestone that's a little satisfying,"

"Winning is still important, but the development of your young athletes academically and athletically is really the most important."

he said, "(but) I don't get overly excited about records."

This season wasn't the most successful in Corteg's career, but it was definitely the most memorable during his nine years at EMU. "We had a great pre-season training on Mackinac Island that was memorable for the young people involved in our program," he said.

The team also had the opportunity to travel, playing in a Memorial State tournament, and faced a tough schedule throughout the season.

"What made this season so special was the fact that we started eight freshmen, and sometimes even nine freshmen, the whole season, and we came out with a 10-10-1 record," he said.

A rough 1-5 start didn't deter the team as they won nine of their last 15 games while tying one other. "It isn't a great record, obviously," Corteg said, "but the fact that we played a lot of good schools and started off 1-5 showed excellent progress for a very, excellent young group. Starting eight or nine freshmen in Division I is unheard of."

Corteg's group showed the ability to come back after falling behind,

which nicely illustrated what he calls his team's "special character."

Coaching was something Corteg knew he wanted to do since his second year in college. "I really figured out working with young figured, young men and women, that physical education and/or athletics is something I wanted to do," he said.

He began his climb up the coaching ladder as an assistant at Macomb Community College, where he remained for three years, and one year at Oakland University, before taking the head coaching position at Oakland Community College in 1980.

When he's not working on the sidelines, Corteg still stays involved in soccer, playing on an indoor and two outdoor men's teams, including Wham, the Michigan state champion men's over-30 team.

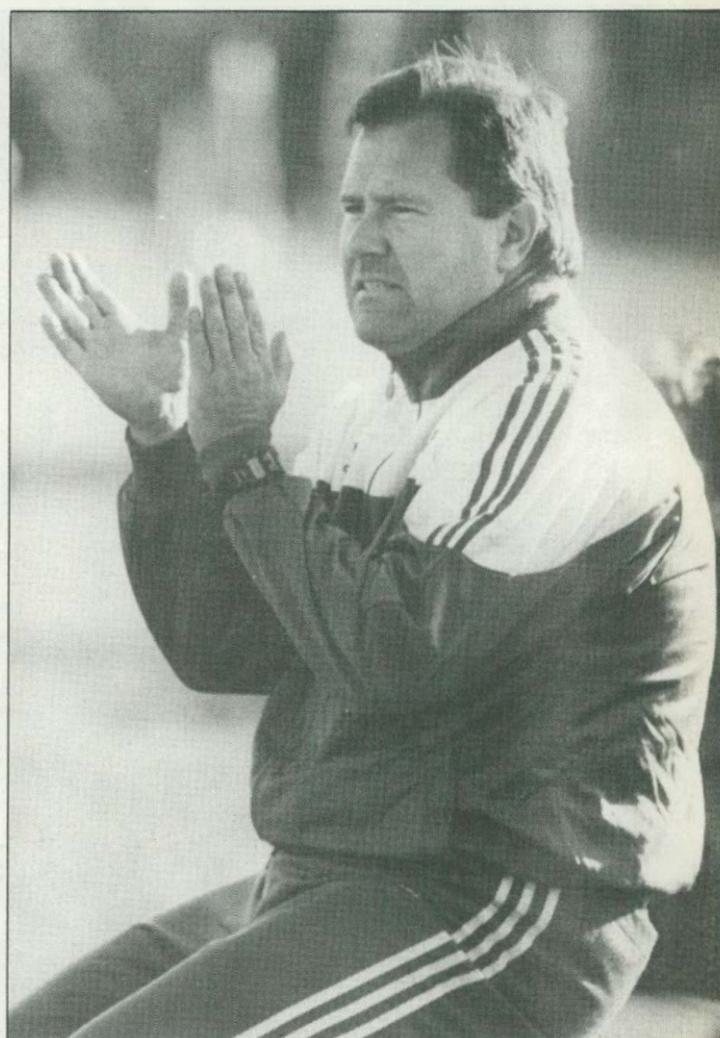
His success building EMU's soccer program has earned Corteg coaching offers from other schools, but for now he's decided to remain at Eastern. "I would say that I could be offered a higher coaching job somewhere, and I would probably turn it down," he said.

"One of the nice things about working at Eastern, and why I do like it and why I don't anticipate myself going anywhere, is over the years, Eastern's been a nice place to work. Gene Smith has done a nice job in developing a good overall coaching staff, for all our sports. His style of administration is one I like," Corteg added.

Eastern's coaches are on a pay-for-performance plan, but according to Corteg, the goals set are very reasonable. "Winning is important, but definitely it is not the most important aspect," he said.

"They allow you to be creative, and run your own show without a whole lot of intervention," he said.

It's not a perfect set-up, however. "This is not a slam or a negative comment, but the budgets have been trimmed down a bit over the years," Corteg said, adding, "col-



EMU Soccer Coach Chris Corteg strives for the "ultimate" team, which would be "18 great players who all have 4.0 grade point averages. . . that's what I'm working for—to get the best student-athlete possible," he said.

lege athletics, in general, is tough. You can't fund everybody to the max, and I understand that and accept it." Corteg has done some fundraising of his own through summer camps, and is satisfied with what his program's done with its limited budget. "We've done well for what we have," he said.

EMU's soccer program clearly has a bright future ahead, with a young but now experienced group. Even better, the program has a coach who's happy where he is. "EMU is a fun place to work," Corteg said. "I'm very comfortable here."

History Prof Abbott looks at Pearl Harbor debates

By Debra McLean

Fifty years after Japan invaded the United States at Pearl Harbor, several debates about the war continue. Did President Franklin D. Roosevelt know the Japanese would attack Pearl Harbor? Were the atomic bombs at Hiroshima and Nagasaki necessary to ending the war? Was the war itself inevitable or avoidable through diplomacy?

EMU history Professor Richard (Hank) Abbott, who teaches military history, says the debates will continue, even though some should be put to rest.

"I think we should always wonder what presidents know about these kinds of things, but I think this question of how much did Roosevelt know ought to die," he said. "It's curious to me why people want to believe that he knew more than he did because I think we know pretty well what he did know and what he didn't know."

What Roosevelt did know, Abbott said, was that Japan clearly was moving toward war. What he didn't know was if they would attack a British or a U.S. possession.

"Roosevelt did expect a crisis to occur and as a matter of fact he thought it would occur very quickly," Abbott said. "He received a Japanese message that had been decoded on Dec. 6 that said, 'This means war,' but it didn't necessarily

mean war with the United States."

Still, even with clear information that Japan intended to go to war with somebody, Roosevelt, like most Americans, probably just did not believe Japan would attack the United States, Abbott said.

"I think the bottom line in all of the investigations is that the only way to account for it and understand it is that no one really seriously believed it would happen. We grossly underestimated the Japanese," he said. "We just couldn't conceive of them undertaking something like this and it was masterfully done, well-planned and well-executed."

"It's hard for Americans to see this today because of what seems to be the superiority of Japanese products," Abbott continued, "but our attitude toward the Japanese at that time was that they were inferior, incompetent, bumbling. . . little bitty people with these thick glasses who couldn't possibly pull this thing off."

So surprising was the attack, in fact, that when a U.S. Navy radar installation on the north end of Oahu reported several planes coming toward the island, no one in the chain of command even considered they were Japanese planes.

"There were many, many snafus, one after another," Abbott said. "Radar was a new device

and . . . the men out there that day were really learning how to use it and they did pick up some blips, a large number of blips. When they called the next guy in line to ask what to do, he said there were B-17s coming in from the states so it's got to be them. These guys watched them come closer and then turned off the screen."

Americans were so stunned by the daring attack, Abbott added, that some people on the ground at Pearl Harbor "swore the planes had swastikas."

As controversial as the war's beginning continues to be, however, its ending—the American decision to use atomic bombs at Hiroshima and Nagasaki in August 1945—often prompts even more debate.

"There's a lot of debate over how the war began, but there's a lot of debate about how it ended, too," Abbott said. "The decision to drop the bombs is a whole different subject from Pearl Harbor."

While Abbott believes the second bomb at Nagasaki was "absolutely unnecessary," he doesn't think a choice not to use the new weapon ever existed.

"There's a momentum that's built up for a weapon like that after so much time and effort and money has been poured into it and it's ready to go. Are you then not going to use it?" he said. "Particular-

ly because it promised an end to the war, I don't think any president would have been comfortable with not using it."

Abbott adds that the bombs were so new, their potential for destruction probably wasn't completely understood until they were used. "I don't think anybody understood really what the bombs meant, but it ended the war and that's what we wanted," he said.

"There was some discussion about whether or not we should demonstrate the bomb for the Japanese, like blow one up over an empty island, but the response was, 'What would that prove?'" he said. "The only way the bomb could be shown in all its horror would be to level a city. I don't think we really knew what it would do and we did apparently underestimate what the radioactive fallout would be."

Abbott believes the United States did not give Japan enough time to respond to the Aug. 6 Hiroshima bombing before hitting Nagasaki three days later. "It took them awhile to figure out what had happened, but we decided to hit them again and give the impression (that we had other bombs)," he said. "I think they would have surrendered before they hit Nagasaki, but there was a lot of division within the Japanese government about what to do."

Abbott adds that the pace of our decision to use atomic weapons

Continued on page 4

Training

Continued from page 1

Anita Hill case that men and women look at that differently," he said.

The clerical programs will include training areas such as telephone communication skills, dealing with difficult people and areas addressing personal development.

Heidloff said he'd like to see the development of a "user's guide" to the clerical function, outlining the major job tasks every clerical employee should know.

"For instance, a lot of people might not want to admit this but clericals do a lot of the budget work around here," he said. "We need to make sure they know how to read a budget statement and so on."

The first program in January will be targeted at supervisors and will address what every supervisor should know about EMU policies and procedures, such as sexual harassment, grievance handling, affirmative action, employee evaluations and hiring/termination policies.

Heidloff anticipates good participation in the new programs because so many people on campus had requested such an office. "I think we've got the right person and we've got support from across campus and in every division, so I feel pretty good about it," he said.

The office is located in 315 King Hall. The telephone number is 7-0083.

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
Tiffany Anteau, 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. **Note: Incomplete forms will not be accepted.**

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Monday, Dec. 16, 1991. **Detailed job descriptions** may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harold, Rec/IM Building, Physical Plant, Mark Jefferson, Hoyt Meeting Center, DC I, and the University Library.

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

CLERICAL/SECRETARIAL
(Minimum Annual Salary)*

CSAA9225 - CS-04 - \$14,674 - Secretary II, Leadership and Counseling (Word processing/computer experience desired: Macintosh and/or ability and willingness to learn)

CSBF9214 - CS-04 - \$14,674 - Secretary II, Controller's Office (Word processing/computer experience desired: WordStar or WordPerfect and/or ability and willingness to learn)

CSAA9206 - CS-05 - \$16,581 - Senior Secretary, Mathematics (Word processing/computer experience and/or ability and willingness to learn; scientific typing experience preferred)

CCAA9201 - CC-06 - \$18,170 - Administrative Secretary, Academic Affairs Personnel (Word processing/computer experience desired: WordPerfect, Paradox and/or ability and willingness to learn)

PROFESSIONAL/TECHNICAL
(Minimum Biweekly Rate)

PTAA9204 - PT-08 - \$1,043.62 - Project Coordinator, Institute for the Study of Children and Families

PTX9213 - PT-08 - \$1,043.62 - Assistant Director, Alumni Relations

*The pay rates stated above reflect the probationary rate for a newly hired EMU employee. Current bargaining unit members will be paid according to pay rates specified by the current UAW 1975 and AFSCME contracts.

An Affirmative Action/Equal Opportunity Employer

Commencement

Continued from page 1

Shelton will preside over the ceremony while business and industrial education Assistant Professor Thomas L. McDole will serve as grand marshal. Marshals of Faculty will be Dr. Michael J. Brabec, assistant professor of chemistry, and Dr. Don A. Ifill, associate professor of social work. Marshals of graduates will be Dr. Charles T. Anderson, professor emeritus of chemistry, and Mary Clare Beck, Margaret A. Eide and

Joanne J. Hansen, associate professors of learning resources and technologies.

Music for the ceremony will be provided by the EMU Symphonic Concert Winds under the direction of Dr. Max Plank, professor of music.

The doors to Bowen Field House will open at 1 p.m.; the procession will begin one hour later.

Handicapped seating will be available on the northwest side of Bowen Field House. For more information on handicapped seating, call 487-2237.

Research

Foreign Language Education

The National Endowment for the Humanities (NEH) is offering fiscal 1992 grants for summer teacher institutes to improve foreign language instruction at all levels. The institutes focus on incorporating authentic cultural materials into language curricula, developing postsecondary curricula and strengthening language instruction. The deadline for submissions is March 15, 1992. For further information, contact the ORD office at 7-3090.

Women's Education Equity

The U.S. Education Department is inviting applications for fiscal 1992 awards promoting education equity for women and girls at all education levels, particularly those who suffer multiple discrimination, bias or stereotype, and to provide financial assistance to education agencies and institutions to help them meet the requirements of Title IX of the Education Amendments of 1972.

ED first will fund project to develop new education, training, counseling, or other programs to increase the interest and participation of women in mathematics, science and computer sciences. Other projects will compete for remaining funds. The deadline for applications is March 11, 1992. For further information, contact the ORD office at 7-3090.

Science Education Ranks High As Governmentwide Funding Priority

Science Education continues to offer universities major funding opportunities, officials say.

The Bush administration's fiscal 1993 budget will recommend new efforts to evaluate the progress of science education programs and to educate the public about science, Energy Department official Richard Stephens said at the Society for Research Administrators annual meeting in Vancouver, British Columbia, last month.

The budget plan will highlight evaluation, assessment and dissemination of science education, said Stephens, with emphasis on developing longitudinal measures of learning.

Public literacy programs may be broader versions of the National Institutes of Health's new Science Education Partnership Awards. Recent first grants went mostly to universities for precollege science education collaborations.

Other initiatives may take the form of internships for nonscience professionals, Stephens said.

Meanwhile, the National Science Foundation soon will launch new doctoral training grants, said James Stutsman, assistant director for education and human resources.

NSF will kick off a \$23 million training grant program that will fund about 1,000 graduate students a year, in various disciplines. Applicants for the five-year awards, which will provide \$25,000 in support a year per trainee, must show they will undertake new training activities.

The Environmental Protection Agency may also put more emphasis on environmental science training, especially at historically black colleges and universities and other minority institutions, said EPA research official Robert Papetti.

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Pearl Harbor

Continued from page 3

Atlantic taking on U-boats... the last thing we wanted was a war with Japan and they did not want to go to war with us. You would think if neither side wanted a war with

each other, they would have found a way to avoid it.

"But wars take on their own momentum, as we found in Vietnam. Once you get started in a war, it feeds itself."

Events of the Week

Dec. 10 - 16

Tuesday 10

- MEETING — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 p.m.
- MEETING — The EMU Greek Council will meet, Faculty Lounge, McKenny Union, 4 p.m.
- MEETING — EMU Student Government will meet, Faculty Lounge, McKenny Union, 6 p.m.
- MEETING — The EMU Ballroom Dance Club will meet, McKenny Union Ballroom, 6:30 p.m.
- CONCERT — The Music Department will present its annual Collegium Concert featuring music for chorus, chamber ensemble and soloists, including works by Haydn, Monteverdi and Telemann. Call 7-4380 for more information, Holy Trinity Chapel, 511 W. Forest, Ypsilanti, 8 p.m.
- JAZZ ENSEMBLE — The EMU Jazz Ensemble will perform. Call 7-4380 for more information, Recital Hall, Alexander Music Building, 8 p.m.

Wednesday 11

- MEETING — UAW Local 1976 will meet, Gallery I, McKenny Union, noon
- MEETING — The "Older and Wiser" group, a drop-in forum for students over the age of 25, will meet, Gallery II, McKenny Union, noon
- MEETING — Rae Sovereign of the Leadership Training for Trade Union Women and Minorities program will speak on "Women and Labor" as part of a brown bag luncheon series presented by the Women's Studies Program, 411-D Pray-Harold, noon
- SEMINAR — Joe Terrell, a graduate student at EMU, will speak on "The Effects of Edges on Irreversible Lattice-Filling Processes" as part of the EMU Chemistry Department seminar series. For more information, call 7-0106, 104 Mark Jefferson, 4 p.m.
- MEETING — The EMU Student Organization for African American Unity will meet, Faculty Lounge, McKenny Union, 7 p.m.
- BASKETBALL — The women's team will host Cleveland State University. Call 7-2282 for tickets, Bowen Field House, 7:30 p.m.

Thursday 12

- HOLIDAY BUFFET — McKenny Union and Dining Services will hold its annual holiday buffet featuring steamship round, chicken, desserts and eggnog. Tickets are \$6.50 for students and \$7.50 for all others. Call 7-4108 for more information, McKenny Union Ballroom, 11:30 a.m. - 2 p.m.

- WORKSHOP — Career Services will present a career planning workshop using the Discover computer program. Call 7-0400 to sign up, 405 Goodison, 2 p.m.
- LECTURE — Dr. Dale L. Oxender, vice president of biotechnology in the Parke-Davis Pharmaceutical Research Division, Warner-Lambert Co., in Ann Arbor, will deliver a lecture on "Biotechnology: Fancy, Failure and Fact" as a Wellcome Visiting Professor in EMU's Biology Department. For more information, call 7-4242, Guild Hall, McKenny Union, 4 p.m.
- MEETING — The EMU Panhellenic Council will meet, Gallery II, McKenny Union, 5 p.m.
- MEETING — Women in Communication will meet, Alumni Lounge, McKenny Union, 6 p.m.
- MEETING — The EMU Gospel Choir will meet, Guild Hall, McKenny Union, 7 p.m.
- BASKETBALL — The men's team will play at the University of Michigan. Call 7-2282 for tickets, Ann Arbor, 8 p.m.
- CONCERT — The EMU Concert Winds, Symphonic Band and Orchestra will perform several selections, including pieces by Robert Washburn, Aaron Copeland, Mozart and Berlioz. Call 7-4380 for more information, Wayne Memorial High School, 3001 4th St., Wayne, 8 p.m.

Friday 13

- RETIREMENT RECEPTION — A retirement reception will be held for Jim Kreklau, locksmith at the Physical Plant, who is retiring after 30 years at EMU. The University community is invited to attend, Carpenter Shop, Physical Plant, 2 - 4 p.m.
- BASKETBALL — The women's team will play at the University of Illinois - Chicago. Call 7-2282 for tickets, Chicago, 5 p.m.

Sunday 15

- COMMENCEMENT — The 1991 winter commencement will be held featuring Dr.Carolynn Reid-Wallace, U.S. Department of Education's assistant secretary for post-secondary education, as speaker. Call 7-2237 for more information, Bowen Field House, 2 p.m.

Monday 16

- PRESS BRIEFING — EMU President William Shelton will hold his monthly press briefing with members of the local press. Call 7-4400 for more information, 202 Welch Hall, 10:30 a.m.