

Faculty Profile shows record number of profs last year

Reflecting the continued growth in its enrollment, EMU employed a record total of 676 tenured or tenure-track faculty members last year, an increase of 14 over 1989, according to a report recently released by the University.

The Faculty Profile, prepared annually by the Office of Planning, Budgeting and Analysis, gives a detailed view of EMU's faculty in terms of age, rank, salaries, tenure status, gender, race and highest academic degree earned.

The number of EMU faculty has increased in seven of the past 10 years, recorded declines in two years (1983 and 1989) and remained unchanged in one year. Faculty turnover during that same time has averaged about 5 percent each year.

The College of Arts and Sciences, EMU's largest, employed the most faculty at 364 in 1990, followed by the College of Education at 111, College of Business with 73, College of Health and Human Services

with 64, the College of Technology with 39 and the University Library and Media Services, which employed 25 faculty last year.

Of the 676 faculty in 1990, 288 or 43 percent were full professors, an increase of three over 1989, followed by 195 associate professors, reflecting 29 percent and an increase of nine; 168 assistant professors, an increase of three to total 25 percent of all faculty; and 25 instructors, which was one less than last year totaling 3.7 percent.

Women composed a record high 34.5 percent of faculty in 1990 with 233 faculty members, compared to 34.1 percent in 1989 and 30.1 percent in 1981. By rank, the percentage of women faculty grew at the associate professor level from 34.9 percent in 1989 to 37.4 percent last year. The percentage of women faculty declined, although marginally, at all other faculty ranks to total 20.5 percent of full professors (down 0.2 percent from 1989); 50

percent of assistant professors (down 0.9 percent); and 68 percent of instructors (down 1.2 percent).

Women composed 48 percent of new faculty hired in 1990 and more than 50 percent of new faculty hired in 1987 through 1989.

The racial distribution of faculty saw some marginal declines in minority representation in 1990, much of it attributed to the overall increase in faculty numbers. The number of black faculty fell from 43 in 1989 to 40 last year and from a 6.5 percent share of all faculty to 5.9 percent. Asian and American Indian faculty remained relatively constant at 4.44 percent and 0.29 percent of faculty, respectively, while Hispanic representation increased to total 1.33 percent in 1990.

The percentage of faculty holding doctorates (or other terminal degrees) increased for the eighth time in the past nine years to total a record high 76.5 percent who held such degrees in 1990. The number of faculty holding doc-

Faculty Profile Highlights

The following highlights are based on fall 1990 statistics from the Faculty Profile report prepared annually by the Office of Planning, Budgeting and Analysis.

■ There were a record total of 676 tenured or tenure-track faculty in 1990, an increase of 14 over 1989.

■ Of those faculty, 443 or 65.5 percent were men and 233 or an all-time-high 34.5 percent were women.

■ In 1990, 93.4 percent of full professors has doctorates, followed by 79 percent of associate professors, 54.8 percent of assistant professors and 8 percent of instructors.

■ The median age of faculty members in 1990 was an all-time-high 48.7 years old, while a record-low 1.8 percent of faculty were 30 years old or younger.

■ Between 1981 and 1989, the median age for faculty members increased three years, from 45.4 to 48.4 years old.

■ The average salary for faculty rose 3.95 percent to total \$43,002 in 1990. By rank, the average was \$50,492 for full professors (up 4.36 percent), \$40,900 for associate professors (up 3.34 percent), \$34,862 for assistant professors (up 4.08 percent) and \$27,804 for instructors (up 2.15 percent).

■ Due to added faculty numbers, total University funding committed to faculty salaries increased 6.15 percent between 1989 and 1990, to total \$29,069,120 last year.

torates increased at all ranks, to total 93.4 percent of full professors (up from 93 percent in 1989), 79 percent of associate professors (up from 77.4 percent), 55 percent of

assistant professors (up from 52.7 percent) and 8 percent of instructors (up from 3.8 percent).

The percentage of faculty either tenured or on tenure-track declined

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Campus Capsules

Retirement Reception To Honor James Laatsch

A retirement reception will be held for James R. Laatsch, director of compensation and benefits, Wednesday, July 10, from 2:30 to 4 p.m. in Room 205 Welch Hall.

Laatsch has retired after 10 years as director.

A recognition program will take place during the reception at 3 p.m.

The University community is invited to attend.

'Window Period' Offered To Join MIP Program

The public act which introduced the Member Investment Plan in the Michigan Public School Employees Retirement System has been revised to include a window period for those who did not elect to participate in 1987.

Those members in the Basic Plan will be able to buy years in the MIP plus interest during an open enrollment period beginning Sept. 1, 1991, through Jan. 1, 1993.

Notices will be mailed to members' home addresses.

For more information, call 1-800-765-5445.

Changes Made In Some MPERS Buy-in Costs

Beginning Jan. 1, 1992, the cost of MPERS maternity/child rearing time, non-public school service and universal buy-in times will increase between three-tenths and five-tenths of one percent.

The percentage change for the cost increases with the member's age.

Applications received by Dec. 31, 1991, will have the cost calculated using the current, lower percentages. Applications received after Dec. 31 will have the cost calculated using the new percentages.

The Benefits Office has a new chart with the cost increases available upon request.

For more information, call 7-3195.

Soviet Botanist To Give Seminar At EMU July 17

The Eastern Michigan University Biology Department will host a seminar Wednesday, July 17, featuring Dr. Solomon Pavlovich Wasser, head of the Department of Spore Plants at the N.G. Kholodny Institute of Botany, Academies of Sciences, in the Soviet Republic of Ukraine.

The presentation, titled "Botanical Research in the U.S.S.R.," will begin at noon in Room 103 Mark Jefferson Science Building on the EMU campus.

The Kholodny Institute houses the largest herbarium in the Soviet Union, featuring more than two million specimens. Wasser's primary research area is mycology (fungi), an area about which he's published several articles and books.

He is in the United States as a guest of Dr. Paul A. Volz, EMU professor of biology.

The seminar is free and open to the public.

For more information, call the EMU Biology Department at 487-4242.

Golf Outing To Benefit Ford Scholarship At EMU

A golf outing to benefit the William D. Ford Congressional Scholarship Fund EMU will be held Friday, July 12, at 11 a.m. at the Huron Golf Club.

The outing will begin with lunch and range practice, followed by a shotgun start of the golf tournament at noon and cocktails and dinner at 6 p.m.

The Ford Congressional Scholarship is one of five four-year, full-ride academic awards given to students who score the highest on a competitive EMU scholarship exam and who are among the top scholars at their high schools.

Ford has been a U.S. representative in the 15th Congressional District, which includes EMU, for

26 years. Last year, during Ford's silver anniversary year in Congress, the University recognized him as a "good friend and legislator" by declaring Jan. 26, 1990, as "Bill Ford Day" and by hosting a 25th anniversary celebration in his honor to benefit the EMU scholarship fund in his name.

The contributions requested to attend the Ford golf scramble are \$250 per person for lunch, golf, cocktails and dinner; \$100 per person for dinner only; and \$1,000 for patrons and hole sponsors.

Former Michigan House Speaker Gary Owen and Dr. William Simmons, former EMU regent, served as co-chairs for the Ford tournament planning committee.

For more information or reservations, call EMU's Development Office at 7-0252.

Export Academy Seminar Series Begins July 17

The Export Academy at EMU will present its annual summer seminar series Wednesday, July 17 and 31, from 9 to 11:45 a.m. at the Corporate Education Center.

The July 17 seminar, "Export Potential in Eastern European Markets," will be presented by Dr. Daniel Kazmer, senior economist with the U.S. Central Intelligence Agency and adjunct professor of Russian studies at Georgetown University and Johns Hopkins School of Advanced International Studies.

On July 31, "Legal Ramifications of European Unification" and "World Export Opportunities: American Business is Ready When You Are!" will be presented by attorney Stephen W. Guittard, partner at Clark, Klein & Beaumont; and Wilhelm C. Kast, president of DPCS International Inc.

The seminar costs are \$30 each or \$50 for both.

For reservations or more information, call Janice Moses at 434-1640.

EMU's Export Academy is funded with a grant from the U.S. Department of Education Fund for the Improvement of Post-Secondary Education.

EMU Student To Intern With U.S. Rep. Ford

William Vaughan, an EMU senior majoring in public law and government, has received a cooperative education placement to serve as an intern in U.S. Rep. William D. Ford's (D-15th District) Washington, D.C., office during the 1991 fall semester.

The son of William J. and Darlene Vaughan of Canton, Vaughan will serve as a legislative aide to Ford on the Congressional Subcommittee for Postsecondary Education, which Ford chairs. As such, Vaughan will conduct research to revise and update the Higher Education Act, now involved in reauthorization hearings, to reflect the nation's current educational situation.

Vaughan currently is serving in two additional internships, as an administrative aide to the Superior Township supervisor and a community development intern with the City of Wayne.

He will graduate from EMU in April 1992.

Vaughan received the internship in Ford's office through the placement efforts of EMU's Career Services Center.

Ford's Congressional District includes the Eastern Michigan University campus.

Retirement Reception To Honor Dean Rudisill

A retirement reception will be held for Alvin E. Rudisill, dean of the College of Technology, Thursday, July 18, from 3:30 to 5 p.m. in Room 201 Welch Hall.

A special presentation will be made to Rudisill at 4 p.m.

The University community is invited to attend.

Teacher Ed wins CASE award

The Teacher Education Department recently won a Silver Medal from the Council for Advancement and Support of Education in its 1991 Recognition Program.

The award, one of two second place prizes out of 28 entrants, was given in the School and College Partnerships category for EMU's Collaboration for the Improvement of Teacher Education program.

This is the second national award this year for EMU's CITE program. In March, it was awarded a 1991 Distinguished Program in Teacher Education Award by the Association of Teacher Educators.

Established in 1985 through a federal grant, the CITE program brings teachers, University faculty and school administrators together to develop prestudent teaching field experiences which develop instructional decision-making in EMU students studying to be teachers.

CITE students enroll in a three-course block which consists of curriculum methods, social foundations, and evaluation and measurement. Students participate in a 10-week field placement, spending half-day visits in a CITE teacher's classroom and, eventually, developing and teaching a weeklong minunit.

Participating school districts in EMU's program are the Ann Arbor Public Schools, Lincoln Consolidated Schools, Willow Run Public Schools, and the Ypsilanti Public Schools.

Kate Morris-Curtin, an EMU lecturer and teacher in the Lincoln Consolidated Schools, serves as CITE director. For more information on the program or the awards, call her or Dr. Marvin Pasch, professor of teacher education, at 7-3260.



SIGNING ON—EMU President William Shelton recently attended an opening ceremony for the Universities Center at Mott Community College in Flint where he signed an agreement for EMU to provide courses leading to the master's degree on the Mott campus. Mott President David G. Moore looks on as Shelton signs. Mott's Universities Center program is a cooperative effort with EMU, Central Michigan, Ferris State and Wayne State to provide Mott students with access to degree programs from those universities.

FCIE awards eight grants for innovative teaching plans

Nine faculty members recently received \$1,200 grants from EMU's Faculty Center for Instructional Excellence to support innovative classroom projects they will complete during the 1991 fall semester.

The FCIE's annual Grants for Teaching Innovations program is designed to help faculty develop teaching strategies that reflect awareness of current research about effective teaching and learning. Grant criteria particularly encourage active, hands-on teaching methods and student-centered learning.

The winning proposals were chosen by a panel of faculty judges representing all of EMU's colleges as the best of 20 applications submitted.

The winners and their classroom plans are:

Dr. Jeanne M. Clerc, associate professor and program director of clinical laboratory sciences in the Department of Associated Health Professions, who will use a problem-based/case-study approach in her immunohematology course. She will develop case studies through research and contacts with local blood banking professionals and document the effectiveness of the new approach through student evaluations, comparisons of test scores and a journal of observations.

Dr. Arthur S. Howard, associate professor of chemistry, who will use his grant to pay for actual spectra readings to use in class rather than photocopies, which will significantly increase students' chances of skillful interpretation.

Dr. Allen Kurta, assistant professor of biology, who will foster criticalthinking skills in his general zoology course using a three-pronged approach: (1) during lectures, students will use the scientific method to "discover" zoological facts being presented; (2) students will read short, original research articles; and (3) they will work in groups on problems related to lecture material, design and execute experiments to reconcile the problems and present their findings.

Dr. Roger D. Long, assistant professor of history, who will involve students more actively in his History of the World in the 20th Century honors course by having them debate discussion questions and present final summaries; conduct an oral history project that combines research and interviews with people who were involved in



FCIE innovative teaching grants recently went to, from top left, Jeanne Clerc, Arthur Howard, Gordon Moss, Barbara Scheffer, Gaie Rubenfeld, Cathy Fleischer and Robert Kreger. Not pictured, Allen Kurta and Roger Long.

historical events; and complete essay exams instead of multiple-choice tests.

Dr. Gordon Moss, professor of sociology and director of the Center for Cooperation, who will use his grant to purchase copyrighted course materials, rent films, and defray costs of guest speakers who will participate in his Sociology of Cooperation course. In this experimental class, students will learn about cooperation by experiencing and observing their own group processes, participating in their own evaluations, and making decisions about the course.

Barbara Scheffer and **M. Gaie Rubenfeld**, assistant professors of nursing education, who will refine an approach they've been developing for entry-level students that promotes the development of critical-thinking and problem-solving skills. They will demonstrate problem solving; give problems to groups of students and have them verbalize their thinking processes; and guide their practice in solving problems that come from case studies, simulations and actual patient data that students will collect.

Dr. Cathy Fleischer, assistant professor in the Department of English Language and Literature, who will use a "problem-solving and publication" approach to inspire students to write. Students will choose topics of concern to

them and investigate their concerns in a number of ways while focusing on solutions. They also will produce a desk-top published book of their work.

Dr. Robert Kreger, associate professor of special education, who will assign teams of two to four students to research, write, film and present a video presentation to their classmates in his Introduction to the Education of the Emotionally Impaired course.

The FCIE was created at EMU in 1985 to support faculty members in their efforts to enhance their teaching skills. In addition to the grants program, the FCIE offers workshops, discussion forums, seminars, speaker programs, private consultations, an annual conference and various special projects. It also publishes *The Journal of Professional Studies*, a national, refereed journal on enhancing teaching effectiveness in higher education.

Dr. Robert Kraft, professor of English at EMU, is FCIE director; **Gretchen Otto**, associate professor of art, is associate director for programming; **Jan Collins-Eaglin**, assistant professor of teacher education, is associate director for special programs; and **Sally Wright** is manager of operations and publications.

For more information on the FCIE or its grants program, call 7-1386.

'Summer only' athletes run risk of injuries

By Debra McLean

For many people, summer's imminent arrival means dragging out the exercise gear for the first time in months and attempting to pack what should have been a year of fitness activities into a few days or weeks.

"The 'weekend warriors,' those are people who never exercise during the winter but when the weather gets nice they decide to exercise and they don't prepare for it, which leads to injuries," said Kristi Jacobs, assistant director in Eastern Michigan University's Recreation/Intramurals Department.

Recreational athletes can suffer a host of injuries, Jacobs said, many of which are named for the activities they tend to overdo: tennis elbow, runner's knee, swimmer's shoulder, even "goggles headache" (from prolonged use of tight-fitting swim goggles).

"Those are all basically overuse injuries," Jacobs said. "A lot of people in the summer tend to work a little harder, run a little longer, because they haven't been working out, but then they end up with an injury and they're off for at least three weeks."

One common overuse problem is tendonitis, when the tendons that attach muscles to joints are injured. "The one thing that responds well to tendonitis is stretching," Jacobs said. "I can't say it enough that people should stretch as part of their routine."

The "best remedy" for all wear-and-tear injuries, she said, is called R.I.C.E. in the fitness vernacular: rest, ice, compression and elevation. "The rest part is easy, it means stop what you're doing as soon as you feel pain," Jacobs said. For more severe muscle soreness, ice can be applied three or four times a day for 10 to 15 minutes. Compression, lightly wrapping the affected muscle with an elastic bandage, reduces swelling, and elevation, getting the injured area higher than the heart, allows gravity to drain fluid and keeps weight off the area.

While even recreational athletes will have to do one or all of those things eventually, Jacobs cautions that "if the pain doesn't go away in a couple of days, it's time to go to the doctor because you might have done something more serious than just wear and tear."

Another problem common to the

novice athlete is muscular imbalance, where one muscle group is worked much more than its opposing group, the biceps and triceps for example, which can put stress on their corresponding joint.

The biggest concern Jacobs has

"A lot of people in the summer tend to work a little harder, run a little longer, because they haven't been working out, but then they end up with an injury and they're off for at least three weeks."

—Jacobs

for "summer-only" athletes, however, are the dangers extreme heat can pose.

"The heat is very, very serious," she said. "In the winter you can dress accordingly, but in the summer the heat can be very dangerous."

She cites that as many as 1,200 deaths have been reported nationwide in one summer among people who over-exercised in the heat.

"The biggest problem when people end up in bad situations is that they don't drink enough fluids," Jacobs said. "When you exercise in the heat, you lose a lot of body fluid, sometimes up to five pounds if you weigh yourself afterwards, and it has to be replaced or you'll get dehydrated."

Health experts recommend drinking one pint of fluids, preferably water or fruit juice, every half hour for those who plan to exercise strenuously for more than 40 minutes.

Jacobs also cautions that if it's very hot with a high level of humidity, intense exercising should be avoided altogether. "I would say if it's really humid, don't run. If you're walking and you can't breathe, it's ridiculous to run," she said. "Sweat doesn't evaporate when the humidity is high, so your cooling system isn't working."

The three main problems that can occur while exercising in extreme heat are heat cramps, heat exhaustion and heat stroke. Heat cramps are most likely caused by a chemical imbalance, Jacobs said,

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STEPPING DOWN—College of Education Dean W. Scott Westerman and Associate Dean Mary Green were honored June 27 with a retirement reception in Welch Hall. Both will step down at the end of this year.

First EMU doctoral program is ready to enroll students

By Susan Bairley

After, literally, years of discussion, planning and lobbying support from other public universities to become a doctoral-granting institution, EMU is getting ready to enroll its first doctoral class this fall.

Having received full accreditation by the North Central Association of Colleges and Schools, the new EMU doctorate is an Ed.D. in educational leadership offered through the Department of Leadership and Counseling in the College of Education. It is designed for full-time administrators, requires 60 semester hours beyond the master's degree and includes a major in educational leadership, applied research, an administrative internship and completion of a dissertation.

Initially, the program will admit students who've already completed a specialist's degree at EMU. They also must have scored at least 1,500 on the Graduate Record Exam and have a 3.75 grade point average in their specialist's program.

The EMU specialist's degree criteria will be a requirement only in the initial years of the program. With North Central scheduled for a "success-check" visit in 1995-96, getting students in and successfully graduated from the program is a top priority. "Because of the issue with the time frame, we know these people (former EMU graduate students) better. We had some experiences with them and can better predict if they will or will not be successful in the doctoral program," said Dr. Martha Tack, professor and head of the Leadership and Counseling Department.

"For the initial class we had 35 to 40 applications and were restricted to 10 spots. So we're screening down to a smaller number and are doing individual interviews with people who meet the quantitative criteria," she said.

Tack said one unique aspect of the program is its working-person focus. "We are building the program to service the person who works full time," she said. "But, we're hoping several of them will

take some kind of administrative leave and we do have doctoral fellowships available."

Another aspect of the program is its emphasis on applied research. "We want people to do research that will be immediately useful in either their place of employment or other places of employment, having broader application than in just one

"I think the doctorate's impact over time will be major. Just gaining the accreditation was a major advance. Joining that elite group of doctoral-granting institutions puts us in a different category."

—Provost Collins

setting," Tack said. "We want it to be action-oriented research; things that are not going to collect dust on a shelf, but things they can take back and show that what they've done at Eastern makes a serious difference in the way education's provided in their particular location."

Although the general public may see a doctoral program as simply a nice addition to an institution, academicians say, offering a doctorate greatly changes a university. "It provides a form of credibility, in terms of the institution having the wherewithal with regard to the resources, such as the best faculty, library and/or computers, to be able to sustain the highest level of education that we offer in this country," Tack said.

"A doctoral program is the pinnacle of the educational experience, therefore you have people on your campus who are mature thinkers, who can bring a different level of conversation to class. There is a typical upgrading in such areas as the library and support for research, because (faculty) cannot participate in a program where you ask people to do research, as in the

form of their dissertations, and not be able to model good research for them," she added.

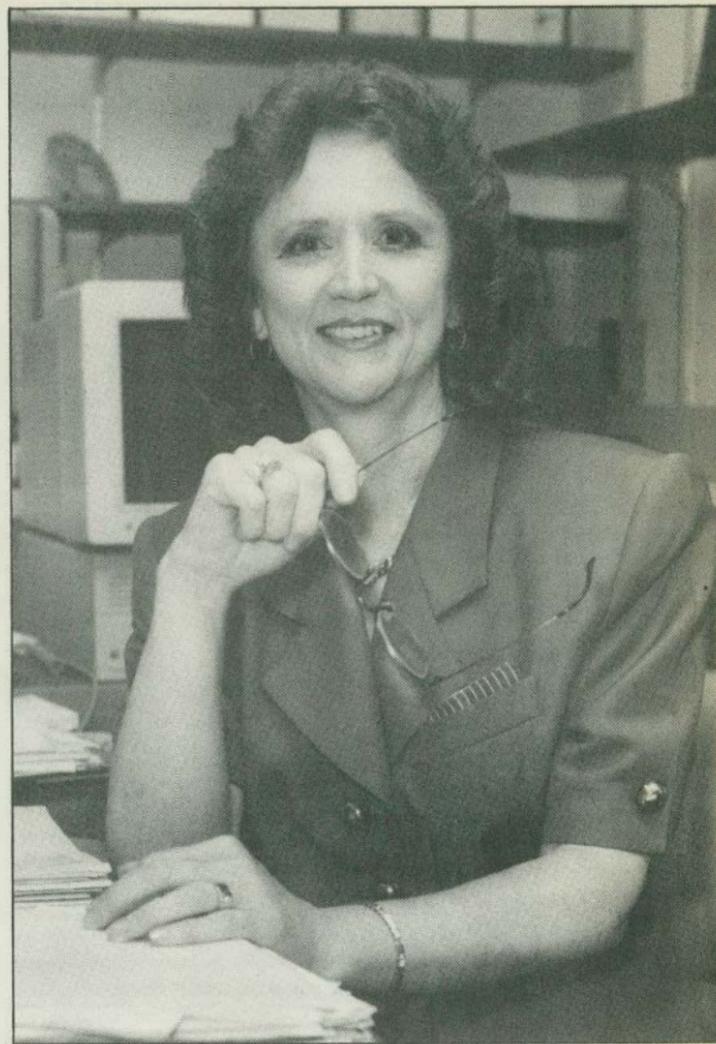
Tack said the doctorate has pumped up departmental faculty, as well as the general excitement level. "Faculty are challenged in different ways. There is excitement at having the opportunity to teach doctoral classes, to work with doctoral students, because they represent the 'cream of the crop.' They are the best we can find, the best minds, the best achievers. It is a stimulus for faculty and other students," she said.

Dr. Ronald Collins, EMU provost and vice president for academic affairs, agrees. "The presence of the students, the involvement of the faculty, the role models and examples...There is a new tone of involvement with a doctoral program and there are many positive spinoffs," he said.

One long-range effect, according to Collins, may be the evolution of other doctoral programs at EMU. "I think the doctorate's impact over time will be major," he said. "Just gaining the accreditation was a major advance. Joining that elite group of doctoral-granting institutions puts us in a different category. We have laid the foundation now for continued evolution which hopefully will, in the long term, result in very doctoral programs; but it's a very slow process," he said.

Tack also said the new doctorate represents a major hurdle jumped by placing EMU among Michigan's other doctoral-granting institutions. "It has been an uphill battle. I was not here during most of the battling, but from what I've gathered, for 20 to 25 years they'd been talking about this doctorate. And it has been a real struggle politically to get it on board," she said.

"I think the institutions across the state now are going to be looking to us, as the newest doctoral program, to see if we really can do it, and unquestionably, we can do it," Tack added. "We just have to show them we have the quality offerings that a doctoral program exemplifies."



Dr. Martha Tack began work at EMU last July as head of the Leadership and Counseling Department. "This job was just exactly the kind of thing I was looking for," she said. "For my entire professional career, I've worked in doctoral programs and certainly would not have moved to an institution without a doctoral program, because I love working with doctoral students."

Tack well-suited to guide new program

By Susan Bairley

Pulling a new doctoral program on board at Eastern Michigan has meant adding some new faculty, and in EMU's case, hiring a new department head to help lead the program as well.

Dr. Martha Tack began work at EMU last July as head of the Leadership and Counseling Department. Through that department, EMU's first doctorate will be offered and it looks like the person-program match was a good one.

Tack holds a doctorate in educational administration/higher education from the University of Alabama where she also earned a master's degree. She has a bachelor's degree in business education and English from Troy State University.

Before joining the EMU faculty/administration last year, Tack was a professor in the Department of Educational Administration at Bowling Green State University for nine years, where she developed a new doctoral program. "For about the last five years, my primary focus in life was to develop an interdisciplinary doctoral program in higher education administration (a reconfiguration of an existing degree in educational leadership) which was approved by the Graduate College shortly before I left," she said.

Tack's primary attraction to EMU was the start-up of the doctoral program. "For my entire professional career, I've worked in doctoral programs and certainly would not have moved to an institution without a doctoral program, because I love working with doctoral students," she said.

"This job was just exactly the kind of thing I was looking for. I had worked at Bowling Green and got my own research agenda and my publication record into good order, plus my training and experience has been in administration, so it was time for me to move back into the administrative ranks and this was the appropriate place to do it."

"We have a solid program, a good curriculum, so people who want to be on the cutting edge in the discipline of educational leadership know exactly where to come!"

Besides Tack, the new EMU program has welcomed Associate Professor William Hetrick as doctoral coordinator. "He came from the University of Southern Mississippi, has had some 20 years of experience in higher education and has directed almost 50 doctoral dissertations. So he comes with a wealth of experience," Tack said. "He also has a specialist's degree from Eastern, so he has been a friend of Eastern's for many, many years and we finally got him back here."

For EMU and for Tack, the new doctorate is a dream come true. "It is really exciting to have the opportunity to participate in the actual achievement of a dream," she said. "That doesn't mean we're not dreaming different things, but it has been such hard work for all the people who have been here. The faculty deserve a great round of credit, particularly Drs. Jack Minzey and Donna Schmitt, who have been here for a number of years and worked very hard to bring this to closure. I just happened to be lucky to be the one who is in the department head's position at the time the actual students are admitted, but they deserve so much credit."

Like in any new program, there may be a few bugs that will have to be worked out once things get underway, but Tack is confident that the new doctorate will be a sure winner.

"We have a solid program, a good curriculum, so people who want to be on the cutting edge in the discipline of educational leadership know exactly where to come!" she said.

New scholarships established

Several endowed scholarships recently have been established at EMU through the University Development Office.

- A \$10,000 scholarship fund was established in memory of 1987 EMU graduate Carolyn Marr Thomson, who died in 1990 from injuries sustained in an automobile accident.

Thomson graduated magna cum laude from EMU with a 3.88 grade point average in computer-aided design. While at the University, she also received a Campus Leader Award, Recognition of Excellence and Merit scholarships, Certificate of Merit, College of Technology honors and was on the dean's honor roll each year. She was employed as a project engineer at Johnson Controls Inc., Automotive Systems Group at the time of her death.

Hugh S. Thomson of Ann Arbor, Carolyn's husband, began the scholarship for students majoring in computer-aided design or manufacturing in the Industrial Technology Department.

- The Ellen Wilt Scholarship was established by Wilt, associate professor emerita of art at EMU. Scholarships from the \$10,000 endowed fund will be awarded to women with financial need who are art majors and have had an interruption in their education of at least two years.

- The Donald and Betty Drummond Scholarship Fund was established through a Department

of Communication and Theater Arts fund-raising campaign. The \$10,000 endowed fund was named for the former dean of the College of Arts and Sciences, who died earlier this year, and his wife, both avid theater supporters.

The fund will provide scholarships to students who are junior status or above, majoring in theater, music or art.

- The EMU Parents Association established the Martin Luther King Jr. Humanitarian Endowed Scholarship to recognize EMU students who demonstrate a commitment to the promotion of respect for all people and improving the quality of life for others consistent with the ideals of King.

Those eligible for scholarships from the \$10,000 fund are full-time EMU undergraduates and graduate students who meet the criteria and are nominated by either a group or individual from the University or community.

- The Alfred F. Lobbstaal Scholarship in Business Administration was established by Sandra J. Lobbstaal of Dexter. The \$10,000 endowed fund will provide scholarships for EMU business administration students with financial need who have attained at least sophomore status.

- The Lucie Ann McCall Art Education Scholarship was established by the estate of McCall, who lived in Grand Rapids. The \$5,000 endowed fund will provide

scholarships for art education or fine arts students who demonstrate potential teaching excellence in art.

- The O. Blaine Ballard Memorial Scholarship was established in memory of Ballard, former associate professor of music and chair of choral and vocal music at EMU, who died in 1989.

The endowed fund, which began about a year ago with a \$2,620 donation, was established by Katherine Sheiko of Waterford and Ballard's wife, Betty Ballard, of Belleville. The fund will provide scholarships for vocal music majors who sing in the University Choir.

- The Coleman Educational Endowment was begun with an endowed and expendable scholarship of \$1,000 each by Mr. and Mrs. Fred Coleman of Romulus. The funds will provide scholarships for Romulus (or Western Wayne County) students who are in the top 10 percent of their graduating class and are working toward a teaching certificate at EMU.

- The expendable \$750 Birks Family Foundation Fund was donated by O. Richard Macklem, vice president and executive director of the foundation, which is located in Montreal. The scholarship was given primarily to partially fund the education of a specific Canadian student at EMU, with the balance available to other enrolled Canadian students.

- The Chet Bradley Memorial

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Faculty

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slightly in 1990, from 76.7 percent in 1989 to 76 percent last year. The overall composite salary for EMU faculty members increased nearly 4 percent in 1990 to total \$43,002. By faculty rank, the average salary was \$50,492 for full professors, a 4.36 percent increase; \$40,900 for associate professors, up 3.34 percent; \$34,862 for assistant professors, a 4.08 percent increase; and \$27,804 for instructors, up 2.15 percent from 1989. While average faculty salaries increased last year by less than 5 percent, the total amount of University funds committed to faculty salaries increased 6.15 percent to total \$29,069,120. The increase is due to the higher number of faculty employed in 1990, the report stated. The median age of faculty in 1990 was 48.7, a nominal increase over the previous year. From 1981 to 1989, however, the median age of EMU's faculty has increased three years, from 45.4 to 48.4 years old. The percentage of faculty aged 30 or younger declined in 1990 to a near record low of 1.8 percent of faculty. That figure is especially low, the report noted, when compared to the 6.6 percent of faculty in 1983 who were 30 or younger.

FOCUS EMU is published biweekly during the spring and summer semesters for faculty and staff at Eastern Michigan University. The deadline to submit copy is 5 p.m. Tuesdays for the following week's issue. Please send submissions to: Editor, *Focus EMU*, Office of Public Information. Kathleen D. Tinney, assistant vice president, Executive Division Susan Bairley, associate director, Public Information Debra McLean, FOCUS EMU editor Dick Schwarze, photographer

Research

Training for Special Program Staff

The Department of Education is inviting applications to conduct a workshop on effective operation of special programs for disadvantaged students, including Student Support Services, Upward Bound, Talent Search, Educational Opportunity Centers, Ronald E. McNair Post-Baccalaureate Achievement, and Training for Special Program Staff and Leadership Personnel Programs. ED will fund only projects that include strategies for preparing students for doctoral studies and reporting student and project progress. The deadline for submissions is July 30, 1991. For further information, contact Cheryl Kozell at 7-3090.

Congress-Bundestag Youth Exchange

The United States Information Agency is seeking proposals to administer various components of the Congress-Bundestag Youth Exchange Program. The program provides an academic year exchange scholarship for U.S. and German students and young professionals, young farmers and vocational school graduates. The deadline for submissions is Aug. 16, 1991. For further information, contact Jay Weinstein at 7-3090.

The Health and Effective Functioning of Older Rural Populations

The National Institutes of Health-Institute on Aging is inviting research and research training grant applications for the social, economic, psychological, environmental and biomedical factors affecting the aging processes and the health and effective functioning of older people in rural areas. Research topics of interest include: changing social, economic, demographic and epidemiologic characteristics of the older rural population, occupation and physiochemical environment, aging population of rural communities and aging rural people as resources. The deadline for submissions are Oct. 1, 1991, Jan. 1 and Feb. 1, 1992. For further information, contact Michelle Barnes at 7-3090.

Athletes

Continued from page 2

and usually go away or lessen when the athlete drinks fluids. Heat exhaustion can include fainting or collapsing, profuse sweating, nausea and dizziness. "If you feel any of those things, you need to lay down somewhere cool and drink something," Jacobs said. Most life threatening, however, is heat stroke, which Jacobs describes as "catastrophic" because it can lead to an elevated body temperature up to 106 degrees. "That happens when you have a complete shutdown of the sweating mechanism," she said, "and you obviously need to go to the hospital." In addition to lots of fluids, foods rich in magnesium and potassium

also are important because they're "vital to the body's cooling mechanism," Jacobs said. Such foods include most fruits, beans, nuts, oatmeal, potatoes, raisins, broccoli, carrots, spinach, salmon, tomatoes and tuna. "That's called a shopping list for a heat wave," she said. Jacobs's bottom-line advice, not surprisingly, is moderation, even if it means you won't look perfect in your swimsuit for the first days of summer. "You have to exercise in moderation and allow for the weather and humidity," she said. "People who have problems or end up with heat stroke are out there just pounding the pavement way too long."

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, July 15, 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-Harrod, 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)
CSBF9201 - CS-04 - \$600.90 - Secretary II, Physical Plant
CSAA9203 - CS-04 - \$600.90 - Secretary II, Teacher Education (Word processing/computer experience: Spreadsheets and/or ability and willingness to learn; ability to work in high volume customer relations environment.)

ADMINISTRATIVE/PROFESSIONAL

(Annual Salary Range)
APAA9202 - AP-09 - \$30,359 - 47,992 - Administrative Associate, Technology

PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)
PTBF9201 - PT-06 - \$772.82 - 1,118.56 - Accountant I, Payroll
PTBF9202 - PT-06 - \$772.82 - 1,118.56 - Accountant I, Accounting

An Affirmative Action/Equal Opportunity Employer

Scholarships

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Scholarship Fund was established with a seed money donation by Tom Antonow of Ann Arbor. Antonow has coordinated an effort in which 10 families have agreed to donate \$400 annually to the fund during the next five years. Scholarships from the fund will be provided to incoming freshman from Washtenaw County who have financial need and solid academic skills.

To donate to any of the funds or

to establish another scholarship at EMU, call Mary Ann Staff, development officer, at 7-0252.

Emergency on Campus Call 1-2-3

Events of the Week July 9 - July 22

Tuesday 9

MEETING — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 p.m.
MEETING — The EMU Ballroom Dance Club will meet, McKenny Union Ballroom, 6 p.m.

Wednesday 10

MEETING — The Ypsilanti Kiwanis Club will meet, Intermedia Gallery, McKenny Union, 11:30 a.m.
MEETING — UAW Local 1976 will meet, Regents East, McKenny Union, noon
MEETING — Strategic Planning will meet, Gallery I, McKenny Union, 1 p.m.
MEETING — The Handicapper Accommodation Review Commission will meet, Gallery II, McKenny Union, 1:30 p.m.

Friday 12

MEETING — The Benefits Office will hold an orientation workshop for new EMU employees. Call 7-3195 to sign up, 205 Welch Hall, 8:30 a.m.

Sunday 14

SUMMER QUEST — EMU will host its sixth annual Summer Quest residential youth program for students in grades 9 through 12 today through July 27. It offers students the opportunity to explore various career fields, including chemistry, theater, journalism, creative writing, entrepreneurship, jazz workshop, communication, art and design, video production and street law, as well as social and recreational activities. The cost is \$600 per student, which includes the academic workshops, 13 nights lodging in a campus residence hall, meals and related fees. For more information call 7-0902, Various buildings, all day

Tuesday 16

MEETING — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 p.m.
MEETING — The EMU Ballroom Dance Club will meet, McKenny Union Ballroom, 6 p.m.
MEETING — The EMU Panhellenic Council will meet, Regents East, McKenny Union, 7 p.m.

Wednesday 17

SEMINAR — EMU's Export Academy will present "Export Potential in Eastern European Markets" as part of its annual summer seminar series. The talk will be presented by Dr. Daniel Kazmer, senior economist with the U.S. Central Intelligence Agency and adjunct

professor of Russian studies at Georgetown University and Johns Hopkins School of Advanced International Studies. The cost is \$30 per person. For reservations or more information, call 434-1640, Corporate Education Center, 9 a.m.
MEETING — The Ypsilanti Kiwanis Club will meet, Intermedia Gallery, McKenny Union, 11:30 a.m.
MEETING — UAW Local 1975 will meet, Faculty Lounge, McKenny Union, noon
MEETING — UAW Local 1976 will meet, Regents East, McKenny Union, noon
MEETING — The EMU Faculty Council will meet, Room to be announced, 3 p.m.

Thursday 18

MEETING — Strategic Planning will meet, Founders Room, McKenny Union, 1 p.m.

Sunday 21

VOLLEYBALL CAMP — EMU will present the second session of its summer volleyball camp for girls entering the seventh through 12th grades today through July 25. Camp fees are \$200 for overnight campers and \$160 for commuters, which include meals. For more information or to register, call 7-0291 or 7-2235, Bowen Field House, all day

Monday 22

SPORTS CAMP — The Recreation/Intramural Department will host the third two-week session of its Rec/IM Sports Camp for children ages 9 to 14 today through Aug. 2. Fees are \$170 for the first child in a family and \$135 for each additional child for full days; and \$100 (first child) and \$75 (each additional child) for half days. For more information, call Tina Ford or Jack Moffitt at 7-1338, Olds Student Recreation Center, 8 a.m. - 5 p.m.
CHILDREN'S CAMP — EMU's Children's Institute will host a two-week daycamp titled "Around the World: The Global Adventure" today through Aug. 2 as part of its "Flights of Imagination" program for children entering kindergarten through third grade. This camp will explore different cultures around the world. The cost is \$160 for full days and \$90 for half days, with early drop-off and late pick-up also available. Call 7-1126 for more information, Rackham Building, 9 a.m. - 4 p.m.
SWIMMING LESSONS — The Recreation/Intramural Department will host the third two-week session of its 1991 Mike Jones Learn to Swim Program for children ages 5 to 14 today through Aug. 1. Classes will run 40 minutes Monday through Friday and will include a beginners class at 8:30 a.m., advanced beginners at 9:15 a.m., intermediate at 10 a.m. and advanced swimmers at 10:45 a.m. The cost is \$45 per two-week session. For more information, call Mike Jones or Tina Ford at 7-1338, Olds Student Recreation Center, various times
MEETING — The Enrollment Conversion Committee will meet, Gallery I, McKenny Union, 3 p.m.