



Shelton discusses budget with media

By Debra McLean

EMU President William Shelton, at his monthly press briefing Nov. 18, discussed the University's budget picture in light of state appropriation reductions and said any further cuts from Lansing "would become increasingly painful."

"We have a track record of somehow responding time and time again to the emergencies, but if we face another reduction in appropriation this year we would have no choice but that I think we would have to start cutting programs and personnel... additional appropriation cuts, we just can't transfer that amount over to the student."

He added, however, that the administration, in developing a revised budget to submit to the Board of Regents in January, is "going under the assumption that we won't have any other reductions in appropriation this year."

The regents' decision earlier this month to approve a tuition increase

for the 1992 winter semester as one response to the state budget cuts has been fairly well received by students, Shelton said.

"I think the reaction has been outstanding," he said. "Certainly students have enough challenges meeting the cost of their education and the additional responsibility of a 4 percent increase is not to be taken lightly. And yet I believe that our students, in recognizing the value of their education and recognizing some of the conditions confronting our state, realize that the University was responding in the most reasonable manner that it could with a combination of the tuition increase and a reduction in expenditures... It is an additional financial burden, and yet it was caused by factors beyond our control."

Shelton said all the divisional vice presidents have been instructed to find ways to trim personnel costs in their divisions to total a

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College Board's Aslanian will talk on lifelong learning Dec. 5

Carol Aslanian, director of the Office of Adult Learning Services at the College Board in New York City, will discuss "Becoming a Nation of Students" at Thursday, Dec. 5, at 9:30 a.m. in McKenny Union's Guild Hall.

Aslanian's talk will be part of a daylong visit to EMU when she'll also meet with various University faculty and staff to discuss a variety of issues relating to continuing education and "lifelong learning" for adult, returning students.

Her main 9:30 a.m. address will look at what types of adults return to school and why; how universities can encourage greater participation in adult education, particularly by minorities, low-income adults and other underserved populations; what role colleges and universities should play in the lifelong education of adults; what policies employers need to adopt to encourage access to learning opportunities for their workers; and what kinds of programs, activities and



Aslanian

services are most in demand by adult learners.

Among Aslanian's main responsibilities at the College Board is directing its Community Assessment Program, which provides market analyses for colleges and universities to assess the supply and

demand for higher education in their communities.

She also has assessed the contract learning needs of more than 500 companies and makes presentations to colleges and universities on how to service those needs.

Aslanian also recently directed a multi-year research and development project for the U.S. Army in Europe to assess the educational demand of its 500,000 troops, their families and civilian employees.

She currently serves on the Commission on Higher Education and is on the editorial board of Lifelong Learning.

Among the reports she has written or co-authored are "How Americans in Transition Study for College Credit" for the College Board, which looked at the learning patterns of more than six million adult students, and "Higher Education in Partnership with Industry," a Jossey-Bass publication which focused on the development of con-

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Campus Capsules

EMU To Hold High School Volleyball Clinic Dec. 8

EMU will host a pre-season developmental volleyball clinic for high school students Sunday, Dec. 8, beginning at 9 a.m. in the Olds Student Recreation Center.

The clinic will be offered in two sessions: The first, from 9 a.m. to noon, will focus on defense skills, while the second, from 2 to 5 p.m., will be a setter/hitter session.

Girls may register for either at a cost of \$20 per person or \$35 for both. Those registering for both also will receive a free t-shirt.

The clinics will be taught by EMU Head Volleyball Coach Nona Richardson, who coached the North Team at the 1991 National Sports Festival; EMU Assistant Coach Kim Berrington; Student Coach Nikki Stubbs, who was named First-Team All-Mid-American Conference Player for 1990; and members of the EMU volleyball team.

High school volleyball coaches also are welcome to observe their players and participate in discussions.

Registrations postmarked after Saturday, Nov. 30, will be assessed a \$5 late fee.

For more information, call Berrington at 7-2235 or Richardson at 7-0291.

Focus EMU To Suspend Publication Next Week

Due to printing and publication schedules interrupted by the Thanksgiving holiday, *Focus EMU* will not be published Tuesday, Dec. 3. Publication will resume Tuesday, Dec. 10.

Also, with the upcoming Christmas and New Year's holiday breaks, *Focus EMU* will not be published Tuesday, 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 the Jan. 8 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.

Campus Life Requests Events Information For King Day

The Office of Campus Life and the Martin Luther King Jr. Birthday Celebration Committee are requesting that groups and departments planning events for the Jan. 20, 1992, celebration submit information about those events by Friday, Dec. 6, to be included in the 1992 Celebration Program.

"A Call For Social Action" has been chosen for the programmatic theme and the committee encourages programs that will explore King's work, philosophies and leadership qualities in a challenging and stimulating way.

Submit program information to Shelley Wilson, Office of Campus Life, 221 Goodison Hall or Greg Peoples, associate dean of students, 206 Goodison. Be sure to include program title, date, location, brief description, sponsoring department or group and contact person.

For more information, call Shelley Wilson at 7-3045.

EMU NAACP Chapter Plans 'Freedom Fund' Dinner

The EMU Chapter of the NAACP will host its first Freedom

Fund Dinner featuring keynote speaker Charles Anderson, president of the Detroit Urban League, Friday, Dec. 6, at Hoyt Conference Center.

The evening also will include other speakers, musical vocalists, a dramatic presentation and after-dinner dancing.

Tickets are \$12 and can be purchased at the Eastern Eateries on the EMU campus or by calling Barbara Coppage-Holsey at 434-6348 or Kell Stone at 487-0978.

Huron Golf Club Plans Holiday Sale For Staff

The Huron Golf Club is holding a special sale on all its men's and women's apparel for EMU faculty, staff and students now through Dec. 21 from 10 a.m. to 3 p.m. each day.

All apparel will be priced at 40 percent off the regular price, with other items reduced 25 to 50 percent.

The Huron Golf Club is located at 1275 Huron St. in Ypsilanti Township.

A faculty/staff or student I.D. will be required for sale purchases.

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.

EAP Program Plans Team Management Workshop

The EMU Employee Assistance Program will present a workshop titled "Improving Productivity Through Team Management" Tuesday, Dec. 3, from 9 a.m. to noon in McKenny Union's Alumni Lounge.

Presented by EAP Coordinator Robert Dargel, the workshop will explore management techniques that sabotage productivity and cohesiveness and those that promote productivity and effective teams.

For more information or to register, call 7-1109.

Organizational Change To Be Discussed Dec. 4

A presentation titled "Developing a High Involvement Organization: Transformation and Change at Domtar Gypsum" will be given by Mike Scarfo, head of organizational development/human resources at North America Domtar Gypsum, Wednesday, Dec. 4, at 6 p.m. in Room 114 of the Owen College of Business Building.

The talk will be hosted by the faculty, students and alumni of EMU's graduate program in human resources and organizational development.

Scarfo will speak on the Domtar transformation from a traditionally organized, hierarchical firm, to a more flexible and team oriented organization.

The University community is invited to attend.

For more information, call Nick Blanchard at 7-0453.

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 plan 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.

D-Care Open Enrollment Continues Through Dec. 6

The open enrollment period for participation in the Dependent Care Assistance Account program is continuing now through Dec. 6 through the Benefits Office.

New enrollments will become effective Jan. 1, 1992.

D-Care provides a way to minimize the financial burden of child care costs by setting aside money on a tax-deferred basis to pay for eligible expenses.

Enrollment in the program may be done only during the open enrollment period unless you are in your first 30 days of employment.

Current participants must complete new enrollment forms for the 1992 calendar year, as well.

Informational forms and enrollment materials may be obtained from the Benefits Office in 301 King Hall.

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.

Profs look at uphill climb USSR faces in establishing democracy

By Jay Harkness

Ten years ago, the Soviet Union was seen as an evil, unrelenting military empire. Today, however, it faces its biggest challenge as the Soviet people endure the growing pains of forming a more democratic state in the midst of independence-seeking republics and the dissolution of the once-powerful Communist party.

The road toward democracy in the Soviet Union probably began with Mikhail Gorbachev's perestroika, a loosening of state control, but "it's safe to assume this wasn't the exact plan of what (he) really meant to do," said Dr. Leonas Sabaliunas, professor of political science at EMU.

"It did contribute to impulses in the Soviet Union," he said, "(but they) didn't know what democracy was."

Dr. Barnabas Racz, also a professor in EMU's political science department, echoes that opinion, but adds, "...politically and economically, there was a demand and need for change. The Soviet economy ran out of steam."

Though this summer's failed coup attempt in the Soviet Union sent a brief shudder through many, it really was "a blessing in disguise for those welcoming a democratic change," according to Sabaliunas. "To those that hoped to preserve the domination, certain communist systems, it was a big blunder," he said.

Racz agreed, but added that there could be a negative impact from the coup attempt. "It may accelerate the democratic process too quickly. If it quickens the tempo, everything may become chaotic, with some significant negative effects," Racz said. "Depending on the economic situations, possibly some totalitarian systems will appear in the republics."

Now that the Soviets are headed toward a democratic system and market economy, the challenges they'll face are many. "The biggest

challenge," said Dr. Donald Pearson, professor of economics, "is adapting the monopolies to respond to a marketplace economy. . . . The Soviet Union is a third-world economy with a powerful military.

"The Soviets produce enough food, (but) it rots before it gets to consumers."

—Pearson

They never have been viable and competitive."

Pearson added, however, that the nation can learn to function in a competitive market. "They can be competitive, even if they break up into republics," he said, because the country has such vast resources.

Getting there will take time, though. "They have very little democratic practice," said Sabaliunas. "It's not enough to elect (democratic) leaders; development will take time."

One question often asked is whether Soviet workers will be able to make the change from a communist system, where there really were no monetary incentives to work hard, to a market-driven system. Pearson believes that won't cause a problem for most Soviet people. "I wouldn't think so," he said. "A lot of people work in what they currently call the 'underground, black market economy' " where there are such incentives.

Another question, as winter approaches, is how will the Soviet Union, in the midst of a collapsed economy, feed itself through those long, cold months. "The Soviets produce enough food," said Pearson, "(but) it rots before it gets to consumers." The country's poor, often primitive, infrastructure is blamed for that, in which badly made roads turn to rivers of mud and trains designed to move military supplies aren't adequate to transport farm products.

Pearson contends that mass starvation, which some predict, won't occur. "The Soviet people are very good. They learned from trying to live in spite of the system. They are very clever people," he said.

Even if they do make it through the winter, though, the Soviet people clearly have a long way to go. Racz, quoting the former Soviet foreign minister, said no one should exclude the possibility that a second coup may be attempted, particularly as the economy worsens.

"Hardliners are still there in the organizations. Hostile attitudes in government structures could add to the entire problem," he said. "Republics face the problems, also, of how to resolve ethnic and nationality differences."

The United States, as it sits back and watches its former Cold War enemy struggle to gain a sure footing in the world, has been asked by Gorbachev for a variety of forms of assistance. Economically, Pearson feels that in the short term, aid in food will be needed.

However, he adds that the United States should "primarily invest in building networks, such as warehouses, wholesalers, etc."

Sabaliunas says the kind of aid they need most is advisory. "Let them learn from our examples," he said. "Give advice in establishment (of a democratic system), send delegations."

"The United States does have to find a new policy toward the Soviet Union," added Racz.

And despite all its troubles, all three men say the Soviet Union will continue to be an important player in world politics.

"No matter what happens, what changes," Racz said, "they will still be a major player in Europe."

Many countries in Eastern Europe realize this and will most likely, if not already, begin to "cultivate a cordial relationship with the Soviet Union," he added. "The Soviet Union will stay powerful, one way or another."



Paula Yocum, vice president and sales manager of The Hamblin Co., presents a Printing Industries of America Certificate of Merit to David Kieft, graphic arts specialist in University Publications. Kieft received the award for his Campaign for Champions logo.

Campaign for Champions logo design gets award

EMU's Campaign for Champions logo design, created by University Publications and printed by The Hamblin Co. in Tecumseh, recently was awarded a Certificate of Merit in the 1991 Printing Industries of America Inc. Graphic Arts Award Competition.

The logo, which was designed by EMU's graphic arts specialist David Kieft, was one of nearly 7,000 entries in 54 categories from printing and graphic art firms worldwide.

The Campaign for Champions design features 19 miniature silhouettes of athletes participating in various sports. The figures are gold foil stamped on a dark green background with white vertical lines separating the sports figures into columns. Under the design, the gold-stamped script, "Maintaining the Competitive Edge," precedes the dark green identification, "A Campaign for Champions."

Hamblin Vice President and Sales Manager Paula Yocum presented the PIA certificate to Kieft.

"The Certificate of Merit Award is a very distinguished honor," said PIA Chairman Sam Sowell. "The excellence in design and printing shown by the merit award winners is clearly recognized industry wide."

Hamblin also won four other Certificates of Merit in this year's competition.

The Campaign for Champions design and print will be featured with other merit winners in the 1991 PIA Graphics Arts Awards Annual, a full-color publication which highlights all of the winning entries with captions and photos.

Co-sponsors of the PIA competition are Heidelberg USA, Scitex America Corp., 3M and Westvaco Corp.

Susan Burson dies at 93

Susan M. Burson, former professor and head of the Department of Home Economics at EMU from 1955 to 1965, died Oct. 11 after a lengthy illness, in Chula Vista, Calif. She was 93.

Burson was born Oct. 19, 1898, in Canton, Ohio. She earned her bachelor of science degree at the University of Georgia in 1920 and her master's degree at Columbia University's Teachers College in 1930.

Before joining the EMU faculty in 1953, Burson served as assistant state supervisor for the Georgia State Board of Education from 1925 to 1927 and as state supervisor of home economics in North Carolina from 1931 to 1935. From 1935 to

1944, she was a program planning consultant for the U.S. Office of Education and was an education specialist with the U.S. Army until 1949.

While department head at EMU, Burson originated programs in family life education and consumer studies.

Upon her retirement, home economics alumni established the Susan M. Burson Scholarship, awarded each year to a prospective teacher of home economics. Later, the department named its informal classroom in Roosevelt Hall the Susan Burson Room in her honor.

She is survived by two nephews and a niece.

Appointments

The EMU Board of Regents approved the following staff appointments at its Nov. 5 meeting.



Chiari



Figura

Kathryn Chiari, doctoral candidate at Nova University in Fort Lauderdale, Fla., was appointed mental health counselor in Counseling Services.

Chiari, 33, holds a bachelor's degree in psychology from Macalester College in St. Paul, Minn., and a master's degree in clinical psychology from Nova University where she is finishing her doctorate.

Chiari began her professional career as a behavioral specialist at Our Place group home in Florida in 1984. She was a program specialist at The Starting Place adolescent drug rehabilitation center from 1985 to 1986 and worked as a social worker/counselor for Big Brothers/Big Sisters of Broward County (Florida) from 1986 to 1988.

In 1988, Chiari joined the staff of the Florida Mental Center Hospital as a mental health counselor and, in 1990, began her predoctoral internship in the Counseling and Psychological Services Center at Ball State University. She also

served practicums at Henderson Community Mental Health Clinic in Hollywood, Fla., and Nova University Community Mental Health Center in Fort Lauderdale.

At EMU, Chiari will provide individual and group therapeutic counseling and related services to students who have psychological, emotional and/or social adjustment problems. She also will provide preventive and educational services which foster student development and psychological health.

Rebecca Jo Figura, assistant director of residence life and facilities at Western Illinois University, was appointed director of University Housing.

Figura, 34, holds a bachelor's degree in criminology and psychology and a master's degree in counselor education, both from Indiana University of Pennsylvania. She also has been working toward a doctorate in educational administration and supervision at Bowling Green State University.

Before joining the Western Illinois staff in 1988, Figura managed a threeunit student housing complex at BGSU for three years. She also was area coordinator at Carnegie-Mellon University for two years and worked at Western Illinois as a summer conferences director and residence hall director.

While at WIU, Figura worked as an instructor, was a team course leader and was a member of the university's Task Force on Prevention of Sexual Assault and Emergency Consultation Team. As a member of the Great Lakes Association of College and University Housing Officers, she serves as

professional development committee chairperson and was an Ohio state delegate from 1986 to 1988. As a member of the Association of College and University Housing Officers International, she is a member of the Task Force on Graduate Preparation Programs and its Program Committee.

At EMU, Figura will provide direction and supervision for all aspects of a comprehensive University housing system, which includes 13 residence halls and four major apartment complexes. She also will lead the University student development program and teach one related academic course per year.

Lynn M. Tindall, former retail sales manager of First Impression in Ann Arbor, was named compensation analyst in the Compensation Programs Office.

Tindall, 40, earned a bachelor of science degree in sociology from EMU in 1990 and worked in EMU's Compensation Programs Office since 1989, first as a student analyst, then temporary analyst before her current appointment.

Tindall was personnel records manager and bookkeeper at Spring Engineering and Manufacturing Corp. in Livonia from 1982 until 1986, when she became sales manager at First Impression. She also was manager of sales and personnel at Lakes Gallery and J.B. Chips Co., from 1979 to 1982, and was a personnel records accounting clerk at Kux Manufacturing Corp. in Detroit from 1977 to 1979.

Due to space limitations, Appointments will be continued in the Dec. 10 Focus EMU.

Concert schedule set

The Music Department has a full schedule of concerts planned for December, including its annual seasonal celebration "Lessons and Carols."

The department will present performances from its Opera Workshop Thursday and Friday, Dec. 5-6, at 8 p.m. in the Alexander Music Building Recital Hall. The program will include scenes from Mozart's "Cosi Fan Tutte," Verdi's "La Traviata" and the Act One Finale from Rossini's "The Italian Girl from Algiers." The scenes will be semi-staged and sung in both English and Italian.

The "Lessons and Carols" celebration, based on the King's College Cambridge tradition of mixing biblical readings with music, will be held this year on Sunday, Dec. 8, at 3 and 7 p.m. in the Holy Trinity Chapel, 511 W. Forest in Ypsilanti. Among the performers will be the University

Choir, Women's Chorus, Chamber Choir and Measure for Measure, a men's choral society directed by EMU Music Professor Leonard Riccinto.

An EMU Collegium Concert, featuring the University Chorus, Chamber Ensemble and soloists, will be held Tuesday, Dec. 10, at 8 p.m. at Holy Trinity Chapel. Among the selections will be pieces by Haydn, Monteverdi and Telemann. Also Dec. 10, the EMU Jazz Ensemble will perform at 8 p.m. in the Alexander Music Building Recital Hall.

The Music Department will close out the month Thursday, Dec. 12, with a performance by the Concert Winds, Symphonic Band and Orchestra at 8 p.m. at Wayne Memorial High School, 3001 4th St. in Wayne. This program will feature works by Robert Washburn, Aaron Copeland, Robert Russell Bennett, Mozart and Berlioz.

Focus on Staff

BenDor mixes activism with Career Services work

By Kevin Howell

When Jan BenDor was inducted into the Michigan Women's Hall of Fame in October, the only one who seemed surprised with the honor was BenDor herself.

"It was a thrill," she said. "I wasn't expecting anything like that, except maybe in the historical division long after I was dead."

BenDor, 45, is the operations manager in the Career Services Center and has worked at EMU for eight years. She's found that her Hall of Fame induction, however, has tremendously increased her campus visibility.

"I've been amazed at how many people have dropped me a note," she said. "It's increased the level of communication I have with some of the people I work with all the time around campus."

BenDor received the Hall of Fame award for her work establishing a Women's Crisis Center in Ann Arbor to address the needs of sexual assault victims. That center is said to be one of the first in the United States.

"People who perhaps did not know of my involvement in the prevention and treatment of domestic violence and sexual assault have talked to me about their own experiences and the struggle they've been through in their own lives," said BenDor. "That's just been very touching. I would never have expected that to happen."

BenDor's involvement stretches back 20 years, before she was known as the "Founding Mother" of the rape crisis center movement in Michigan. In 1971 as a University of Michigan student, BenDor remembers, "It was head-in-the-sand time. The university didn't even want to acknowledge that there was a problem. It wasn't in their interest to acknowledge that there was any danger to students on campus."

There was an unsuccessful attempt to start an assault counseling service within the university, which BenDor recalls was "a total failure because there were just too many restraints. We couldn't even get a place to meet. It was only successful when it was taken away from any institutional control. Then it became free to do what it needed to do and was extremely successful."

The Assault Crisis Center in Ann Arbor lasted from 1971 until two years ago, when it ran into the problem many all-volunteer groups face—a lack of volunteers.

"It astounds me that so many people believe that they can't make a difference with their vote," Ben-

Dor said. "I've always followed the philosophy that one person can make a tremendous difference. I think being honored by the Hall of Fame supports my position. After 20 years I can look back and see I've gotten 35 states to change their laws and have gotten a thousand groups of people to provide support and services to sexual assault survivors—something that didn't exist back in 1971. And that's just in one area of change. Think of how much more change we could have

"It astounds me that so many people believe that they can't make a difference with their vote. I've always followed the philosophy that one person can make a tremendous difference."

—BenDor

if everyone had the attitude of 'I can make a difference.'"

Known around EMU's campus as an outspoken advocate, BenDor doesn't hedge her opinions on many controversial issues. She and two co-authors have spent the last two years researching a book on who is funding Operation Rescue, the anti-abortion group that frequently pickets Planned Parenthood and other health facilities known to perform abortions.

"Operation Rescue is very well funded. They are not just a bunch of fringe lunatics. They are extremely well funded through a very real network of shepherding religious organizations. In this area they're called the Word of God," she said. "But they all have the same structure, which is basically that of a totalitarian cult. It's the same dynamic that sent 900 to their deaths in Jonestown."

Her book digs past what she calls the Shock Troops—the people out front in the media—to find out what organizations and individuals are funding the cause, perhaps secretly, BenDor said.

"The economic right-wing have a tremendous economic interest at stake," she said. "These people don't want some changes to take place. I'd say the two changes they will fight the hardest on are acknowledging that homosexual people are a permanent part of the human culture and family; and they will fight to the death on allowing women into the United States Constitution. And the so-called abortion issue is their most effective way to fight that. They've been

holding us off for the last 10 years.

"There are deeply entrenched interests that are opposing these things," BenDor continued. "But they don't openly come out in opposition, they send out their Shock Troops. They send out Operation Rescue, they send out David Duke and the gay bashers and the street hooligans to make it look like these classy people are not supporting these causes. But they are."

BenDor initiated the (still active) national boycott of Domino's Pizza after a 1988 incident, still working its way through the legal system, where Domino's, according to BenDor, "violated Michigan Accommodations Law." At that time BenDor was President of Ann Arbor/Washtenaw National Organization of Women, which wanted to hold an event at Domino's Farms in Ann Arbor and was turned away on the basis of its pro-choice stance. Tom Monahan, owner of Domino's Pizza, is a devout Catholic and vehemently opposes abortion.

The somewhat successful national boycott did unleash some media backlash over the dynamics of boycotts, BenDor noted, which she likes to redefine for the press.

"When you boycott, you don't buy a product. You vote with your dollars," she said. "What's so disturbing about right-wing boycotts are that they boycott in a way that infringes on our right for free speech, to the extent that the word boycott now has a bad name. A boycott of a (television) program is totally against the rules, it's not fair to boycott a TV program or their sponsors, that's a whole different thing. That's suppression of free speech."

BenDor's activism has always been balanced with her career, two things she finds easy to separate. "I've never had a job that involved being an activist," she said. "It is very difficult to mix the two, because you get into all kinds of conflicts of roles."

In her position as EMU's operations manager of career services, a job she has held since 1985, she said, "I've always been interested in making sure people can eat while they go to school. I get to work on that because I run the student employment program, both the on-campus jobs and the off-campus job opportunities.

"EMU has always been a marvelous place. President Shelton gets a lot of credit for reinforcing that," BenDor continued. "I like working here. I like the spirit of the place. This institution attracts people who are innovative in their own fields and are going to be



EMU photo by Erian Forde

Jan BenDor, operations manager in Career Services, has successfully mixed her EMU career with a second career as an ardent women's rights activist for many years. "When you stand up for anything, you will be labeled in many different ways," she said. "You have to be prepared to be called very, very nasty things. (Activism) is not a way to become popular."

creative. People who innovate are always troublemakers, because they challenge the status quo. The University has to support deviant and minority opinions. That is absolutely necessary from a moral point of view."

At EMU, BenDor also works as a bargaining negotiator for UAW Local 1976, the her professional/technical union, and finds the activist experiences with compromise and helpful in that role.

"Obviously, we wouldn't have gotten a contract if we hadn't been willing to make compromises on a lot of issues," BenDor said. "Sometimes having the posture of being uncompromising is good, strategically. And sometimes when you feel you have nothing to lose, you draw very tough lines. As with the rape law reform, we felt we had nothing to lose because the law that we had was so totally useless."

BenDor is aware that her outspoken views have not always made her the most popular staff member on campus.

"When you stand up for anything, you will be labeled in many different ways. You have to be prepared to be called very, very nasty things," she said. "It's not a way to become popular. You'll be called whatever people project on to you."

But, she continues to take stands, because, as her recent Hall of Fame award shows, one person can make a difference.

"Organizations that a ready have set missions and set bureaucracies are in no position to innovate. If you want to innovate, you have to start outside the framework," she said. "What is often started by a bunch of troublemakers can become a landmark reform."

Shelton

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University-wide \$400,000 reduction in such costs.

"Some will do it by freezing positions, some will do it by a variety of things that relate to overtime, and some will do it in other ways, but it must be an actual reduction of cost from the personnel component of the budget," he said.

Other budget trimming measures will include the elimination of some non-instructional equipment programs and cuts in utilities costs. "Frankly, some programs that were line-item vetoed in Lansing are just gone; we won't have them anymore," he said. "(For example), we were in three consortia and we're having to make the decision now that all three of those will be either totally phased out or very, very limited in terms of their continued operation."

When asked about the student violence at Central Michigan University a couple of weeks ago in connection with its annual football match-up against strong rival Western Michigan, Shelton noted that alcohol probably played a strong role in the melee.

"Once again it seems from reports that I have seen and read that alcohol was very much a part of that," he said. "I know they are talking about the rivalry between Central and Western in the football field and certainly rivalries are fine... but there is no justification for behavior that has happened not just at Central, but at Eastern and (the University of) Michigan and all over America."

Shelton said the repeated incidents of student violence, including another one at an EMU fraternity Nov. 16, point more and more to a major problem confronting the nation.

"We have a crisis in this nation and it's going to take more than

colleges and universities to address it," he said. "We can no longer say, 'Well, that's just part of a college experience.' It's not. It's much more than that. Unfortunately, now it's part of the elementary school experience and the junior high school experience and the high school experience. It's part of the senior citizen experience today.

"The majority of people who participate in those kinds of activities would never consider exhibiting that kind of behavior in other circumstances," he continued, "but somehow with the influence of alcohol and the festivities relating to the consumption of alcohol, people's behavior changes drastically."

One solution Shelton pointed to would be greater legal penalties for those who contribute to alcohol abuse and its resulting behavioral consequences. "The penalty for those who encourage the abuse must be greater. There must be some responsibility there," he said.

"I read in the paper that there was approximately \$100,000 in damage to private property up there (at

Central Michigan). Now that's \$100,000 that someone is going to have to pay for. This is serious."

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tract education programs between colleges and employers.

From 1977 until she held her current post in 1980, Aslanian was associate director of the Future Directions for a Learning Society program of the Exelon Education Foundation. There, she wrote two major reports: "Americans in Transition: Life Changes as Reasons for Adult Learning," which won the 1984 Imogene E. Oakes Award for research; and "Adult Access to Education and New Careers: A Handbook for Action," a manual for administrators establishing or seeking to improve adult career counseling centers.

Prior to working at the College Board, Aslanian was assistant director for education and work at Policy Studies in Education in New York City where she directed several major studies for local, state and federal agencies.

She holds a bachelor's degree from Cornell University and master's degree in education from Harvard University.

Aslanian's talk at EMU is co-sponsored by the Division of University Marketing and Student Affairs, Continuing Education and the Faculty Center for Instructional Excellence.

It is free and open to the public. For more information, call Teri Papp at 7-2390.

**Commencement
To Be Dec. 15**

As announced early in the semester by the Division of Academic Affairs, the 1991 winter commencement has been re-scheduled to occur Sunday, Dec. 15, at 2 p.m. in Bowen Field House. The University Calendar in the undergraduate catalog had listed commencement to occur Dec. 21.

The Dec. 10 issue of *Focus EMU* will include processional information and other details about the Dec. 15 ceremony.

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. 4, 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)*
CSSA9213 - CS-03 - \$13,216 - Secretary, Career Services

PROFESSIONAL/TECHNICAL
(Minimum Biweekly Rate)
PTEX9213 - PT-09 - \$1,198.59 - Development Officer, University Development

FOOD SERVICE/MAINTENANCE
(Minimum Hourly Rate)
FMEX9201 -FM-12 - \$ 6.78 - Athletic Facilities Attendant, Intercollegiate Athletics

*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 contract.

An Affirmative Action/Equal Opportunity Employer

Research

Role-Playing Interpretation at the Fort Wilkins Historic Complex

The state is seeking a contractor with prior experience in historic site interpretation using the role-playing method for the Fort Wilkins Historic Complex, Fort Wilkins State Park, Copper Harbor, Michigan.

The selected vendor will plan, prepare, develop, present and evaluate models of historic site interpretation using the role-playing method. Project work shall include selecting a minimum of four interpreters; training those interpreters; having the interpreters provide on-site historical presentations evaluation of methodology and program effectiveness; and submitting a formal analytical and evaluative report to the Michigan Department of State, Michigan Historical Museum. Deadline for submissions is Dec. 3, 1991. For further information contact the ORD office at 7-3090.

Democracy in Africa

The United States Information Agency (USIA) is seeking applications for five two-way exchange projects aimed at fostering increased democracy and a market-guided economy in Nigeria.

Projects include affiliations between university departments of mass communications to further teaching and research at both institutions, emphasizing the role of independent media to democratic functioning and government accountability; development of American studies in Nigeria with content on democratic values and traditions; joint research projects on political participation and electoral behavior, including an exchange of researchers to enhance development of research skills in Nigeria; legal education and research projects on human, civil and political rights; and joint research and publication projects focusing on issues of governance and democratization in Nigeria, including the rule of law, political accountability, administrative efficiency and equity. Deadline for submissions is Dec. 16, 1991. For further information contact the ORD office at 7-3090.

Defense Environmental Science

Proposals are invited under the University Research Initiative to enhance participation and undergraduate involvement in defense related environmental science, mathematics and engineering issues.

Environmental science, including solid and hazardous waste and ground water contamination, assessment and analysis of future environmental problems and integration of environmental science and technology with the Army's mission: computer aided software engineering (CASE), particularly studies aimed at determining the best CASE products and technologies for different tasks, advanced instructional technology, especially tutoring systems based on artificial intelligence systems and involving computer science and education or cognitive psychology faculty; and structural dynamics. Deadline for submissions is Jan. 7, 1992. For further information contact the ORD office at 7-3090.

**Events
of the
Week
Nov. 26 - Dec. 9**

Tuesday 26

- MEETING — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 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.
- MEETING — The EMU Greek Council will meet, Faculty Lounge, McKenny Union, 4 p.m.
- MEETING — AFSCME Local 1666 will meet, Huron Room, McKenny Union, 5 p.m.
- MEETING — EMU Student Government will meet, Faculty Lounge, McKenny Union, 6 p.m.
- MEETING — The Lesbian, Gay and Bisexual Students Association will meet, 130 Goodison Hall, 7 p.m.
- MEETING — The EMU Ballroom Dance Club will meet, McKenny Union Ballroom, 6:30 p.m.
- BASKETBALL — The women's team will host Valparaiso University. Call 7-2282 for tickets, Bowen Field House, 7:30 p.m.

Wednesday 27

- 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 — UAW Local 1976 will meet, Alumni Lounge, McKenny Union, noon
- MEETING — The EMU Ski Club will meet, Reception Room, McKenny Union, 4:30 p.m.
- HOLIDAY — Due to the Thanksgiving holiday, no evening classes will be held today. All campus, 5 p.m.

Thursday 28

HOLIDAY — Due to the Thanksgiving holiday, all University departments will be closed and no classes will be held today or tomorrow. All campus, all day

Friday 29

BASKETBALL — EMU's women's team will host Boston College. Call 7-2282 for tickets, Bowen Field House, 7:30 p.m.

Monday 2

- CLASSES RESUME — Classes will resume today after the Thanksgiving holiday break. All campus, 8 a.m.
- MEETING — The Residence Hall Association will meet, Salon Room, McKenny Union, 4:30 p.m.
- BASKETBALL — The men's team will complete its three days of competition at the Great Alaska Shootout. Call 7-0317 for more information, Anchorage, to be announced

Tuesday 3

- MEETING — AFSCME Local 1666 will meet, Gallery II, McKenny Union, 9 a.m.
- WORKSHOP — Career Services will present a workshop on "Business Etiquette," which will cover such topics as how to act at a job interview. Call 7-0400 to sign up, 405 Goodison, 10 a.m.
- MEETING — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 p.m.
- MEETING — The Greek Council will meet, Faculty Lounge, McKenny Union, 4 p.m.
- MEETING — AFSCME Local 1666 will meet, Faculty Lounge, McKenny Union, 5 p.m.
- BASKETBALL — The women's team will play at Butler University. Call 7-2282 for tickets, Indianapolis, 5 p.m.
- WORKSHOP — Career Services will present an advanced resume preparation workshop for students in the College of Education. Call 7-0400 to sign up, 405 Goodison, 5:15 p.m.
- MEETING — EMU Student Government will meet, Tower Room, McKenny Union, 6 p.m.
- MEETING — The EMU Ballroom Dance Club will meet, McKenny Union Ballroom, 6:30 p.m.
- MEETING — The EMU Panhellenic Council will meet, Founders Room, McKenny Union, 7 p.m.

Wednesday 4

- ART EXHIBIT — A scholarship and honors exhibition of honor students or those who have won scholarships in the Art Department will run today through Dec. 18. For more information call 7-1286, Ford Gallery, Ford Hall, 9 a.m. - 5 p.m. M-F
- MEETING — UAW Local 1975 will meet, Faculty Lounge, McKenny Union, noon
- MEETING — The "Older and Wiser" group, a drop-in forum for students age 25 and older, will meet, Gallery II, McKenny Union, noon
- MEETING — The Women's Studies Committee will meet, 411-D Pray-Harold, noon
- WORKSHOP — Career Services will present an introductory workshop on career planning. Call 7-0400 to sign up, 425 Goodison, 2 p.m.
- MEETING — The EMU Faculty Council will meet, Alumni Lounge, McKenny Union, 3 p.m.
- SEMINAR — Zahra Nabaei, a graduate student at EMU, will speak on the "Simulation of Beta Spectra in Liquid Scintillation" as part of the EMU Chemistry Department seminar series. For more information, call 7-0106, 104 Mark Jefferson, 4 p.m.
- MEETING — The EMU Ski Club will meet, Faculty Lounge, McKenny Union, 4:30 p.m.
- WORKSHOP — Career Services will present an advanced interview/job search strategies workshop for students in the College of Education. Call 7-0400 to sign up, 405 Goodison, 5:15 p.m.

- LECTURE — EMU's graduate program in human resources and organizational development will host a presentation by Mike Scarfo, head of organizational development/human resources at North America Domtar Gypsum. He will speak on organizational change and discuss Domtar's recent change from a traditional, hierarchical firm to a more flexible, team-oriented organization. Call Nick Blanchard at 7-0453 for more information, 114 Owen College of Business Building, Ypsilanti, 6 p.m.
- MEETING — The EMU Student Organization for African American Unity will meet, Faculty Lounge, McKenny Union, 7 p.m.

Thursday 5

- LECTURE — Carol Aslanian, director of the Office of Adult Learning Services at the College Board in New York City, will discuss "Becoming a Nation of Students" as part of a daylong visit to EMU when she'll also meet with various University faculty and staff to discuss a variety of issues relating to continuing education and "lifelong learning" for adult, returning students. For more information, call Teri Papp at 7-2390, Guild Hall, McKenny Union, 9:30 a.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.
- OPERA WORKSHOP — The Music Department will present performances from its annual Opera Workshop tonight and tomorrow night. The program will include works by Mozart, Verdi and Rossini. Call 7-4380 for more information, Recital Hall, Alexander Music Building, 8 p.m.

Friday 6

- WORKSHOP — An orientation workshop for new EMU employees will be held, 205 Welch Hall, 8:30 a.m.
- SWIMMING — The men's and women's teams will host the EMU Invitational today and tomorrow. Olds 50-meter pool 9 a.m., 3:30 p.m., 6 p.m.
- WRESTLING — The wrestling team will compete in the Las Vegas Classic today and tomorrow, Las Vegas, 10 a.m.
- SEMINAR — The final session of the semester-long discussion seminar "The Scholarship of Teaching and Learning" will be held. Call 7-4386 for more information, 501 Pray-Harold, 2 p.m.
- MEETING — The EMU Interfraternity Council will meet, Faculty Lounge, McKenny Union, 4 p.m.
- KING CELEBRATION DEADLINE — Today is the deadline for offices and departments to submit information about planned events for the Jan. 20 Martin Luther King Jr. Day celebration to the Office of Campus Life. The events will be included in the 1992 King Celebration Program. Call 7-3045 for more information. All campus, 5 p.m.
- MEETING — The Student Organization for Animal Rights will meet today and every Friday this month. For more information, call Jeff Zick at 7-0957, 130 Goodison, 6 p.m.
- NAACP DINNER — The EMU Chapter of the NAACP will host its first Freedom Fund Dinner featuring keynote speaker Charles Anderson, president of the Detroit Urban League. Tickets are \$12 and can be purchased at the Eastern Eateries on the EMU campus or by calling Barbara Coppage-Holsey at 434-6348 or Kell Stone at 7-0978, Hoyt Conference Center, 6:30 p.m.
- OPERA WORKSHOP — The Music Department will present performances from its annual Opera Workshop. The program will include works by Mozart, Verdi and Rossini. Call 7-4380 for more information, Recital Hall, Alexander Music Building, 8 p.m.
- BASKETBALL — The women's team will play in the Tennessee Tech University tournament today and tomorrow. Call 7-2282 for tickets. Cookeville, Tenn., to be announced

Saturday 7

BASKETBALL — The men's team will play at Boston University. Call 7-2282 for tickets, Boston, 1 p.m.

Sunday 8

- VOLLEYBALL CLINIC — EMU will host a preseason developmental volleyball clinic for high school students. The clinic will be offered in two sessions, from 9 a.m. to noon focusing on defense skills, and from 2 to 5 p.m. focusing on setting and hitting. Girls may register for either at a cost of \$20 per person or \$35 for both. For more information, call 7-2235 or 7-0291, Olds Student Recreation Center, 9 a.m.
- CONCERT — The Music Department will present two performances of its annual "Lessons and Carols: University Choir Seasonal Celebration," featuring a combination of readings and music. Call 7-4380 for more information, Holy Trinity Chapel, 511 W. Forest, Ypsilanti, 3 and 7 p.m.

Monday 9

- WORKSHOP — Career Services will present a career planning workshop using the Discover computer program. Call 7-0400 to sign up, 405 Goodison, 11 a.m.
- MEETING — The Enrollment Conversion Committee will meet, Gallery I, McKenny Union, 3 p.m.
- MEETING — The EMU Residence Hall Association will meet, Salon Room, McKenny Union, 4:30 p.m.