

Academic support services discussed

Dr. Hunter Boylan, director of the National Center for Developmental Education at Appalachian State University, met with EMU faculty and staff Sept. 30 to collect information about the University regarding its current on-campus academic support services and future academic support service needs and will visit the EMU campus two more times this year.

On Nov. 15, he will conduct a seminar for the entire University community to discuss current issues and trends in learning assistance programs; and on Jan. 24, he'll meet with selected faculty and staff to discuss recommendations for a comprehensive, on-campus learning assistance program at EMU.

Boylan's visit is one of the first activities being funded through the Budget Committee of the President's Commission on the Learning University in response to a proposal submitted by Dr. Sherry Sayles-Folks, chair of the Access and Equity Task Force.

It was the observation of that task force that EMU's current academic support services, although providing assistance for many students, are "fragmented and do not adequately meet the needs of all students." The task force also expressed concern about the reduction and/or elimination of many Ypsilanti Adult Education Program during the next two years.

For those two primary reasons, the Access and Equity Task Force recommended "the University re-evaluate student learning assistance needs and develop a comprehensive program which will enhance learning for all students in our Learning University."

Boylan, who served as director of the Kellogg Institute for the Training and Certification of Developmental Educators from 1980 to 1986, is known for his research in the area of developmental education and his findings, which indicate adequate learning assistance is

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Homecoming/Parent's Day weekend to kick off with bonfire, pep rally

EMU will host a number of events in conjunction with its 1991 Homecoming/Parent's Day scheduled for Saturday, Oct. 19.

To kick-off the Homecoming weekend, there will be a Bonfire and Pep Rally behind the Olds Student Recreation Center Thursday, Oct. 17, at 6 p.m. The EMU cheer team, football team and Head Coach Jim Harkema will be on hand to fire up the crowd and a live band will perform.

The Owen College of Business Building downtown Ypsilanti will be open for tours beginning at 9:30 a.m. Saturday.

Several academic departments will host receptions for their alumni Saturday at 11 a.m. throughout McKenny Union.

A "Golden Years Brunch," featuring members of the Class of 1941 coming together for a 50-year reunion, will be held at 11 a.m. in the Hoyt Conference Center.

At the same time Saturday, EMU's Black Alumni Chapter will host a scholarship luncheon in McKenny Union.

The annual Green and White Luncheon will begin at noon in the

McKenny Union Ballroom, featuring a reunion of the Class of '66,

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Faculty to get awards at Homecoming luncheon

The annual EMU Green and White Homecoming Luncheon will be held Saturday, Oct. 19, from noon to 1:30 p.m. in the McKenny Union Ballroom.

The luncheon is open to all alumni and friends of EMU at a cost of \$9.75 per person for the general public and \$9 for alumni members.

The program will include live musical entertainment from the 1960s in honor of the 25th reunion of EMU's Class of '66.

President William Shelton will open the luncheon, followed by appearances by Head Football Coach Jim Harkema, the EMU Pep Band and the EMU Cheer Team.

The Alumni Board of Directors will present five EMU faculty members with the Alumni Association's first Teaching Excellence Award. The winners were nominated by alumni, graduates and graduating seniors.

This year's recipients are Richard Fairfield, professor of fine arts; Dr. David Hortin, associate professor of political science; Dr. Margaret Moore, assistant professor of teacher education; Curtis Stadfeld, professor of English; and Dr. Mary Vielhaber Hermon, professor of management.

The Alumni Board of Directors also will hold its election of officers at the luncheon.

Campus Capsules

MPSERS Plans Pre-Retirement Meetings In Local Area

The Michigan Public School Employees Retirement System has scheduled pre-retirement information meetings locally in Wayne Oct. 8; Flint Oct. 10; Saginaw Oct. 15; Grand Rapids Oct. 17; and Detroit Oct. 24.

The meetings will discuss the retirement process and the benefits available. They are held at no cost and all public school employees are invited to attend, in particular those planning to retire within two years.

Some of the topics include: monthly pension computation, survivor options, creditable service, pension requirements, how to apply for a pension and a description of retiree insurance available.

For information regarding the location and times of the meetings, call the Benefits Office at 7-3195.

CPR Classes Will Be Offered On Campus

University Health Services will offer a CPR class Tuesday, Oct. 8, from 8 a.m. to noon at Snow Health Center.

The class will offer training in adult CPR and the Heimlich procedure.

To register or for further information, call Mary Beth Good at 7-1122.

Rec/IM To Hold 'Fun Night' For Faculty And Staff Oct. 11

The Recreation/Intramurals Department will host a Faculty/Staff Fun Night Friday, Oct. 11, at the Olds Student Recreation Center beginning at 7 p.m.

Activities will include euchre and volleyball.

Pizza and soft drinks will be provided. The cost is \$5 per person.

To attend R.S.V.P. to Jack Moffett by 5 p.m. Wednesday, Oct. 9, at 7-1338.

Black Faculty And Staff To Host Deborah McGriff

Dr. Deborah McGriff, superintendent of the Detroit Public Schools, will be the keynote speaker at a reception hosted by EMU's Black Faculty and Staff Association Monday, Oct. 14, beginning at 5:30 p.m. in Room 205 Welch Hall.

New members of EMU's black faculty and staff also will be introduced at the reception.

The public is invited to attend. EMU's Black Faculty and Staff Association is designed to further the well being of the University's multicultural community and contribute to the institution's quest for excellence. The organization's goals are to improve the academic experience and quality of the black student as well as enhance the quality of work life and the professional development of black faculty, staff and students.

For more information on the reception or the association, call Hildred J. Lewis, chair of the Black Faculty and Staff Association, at 7-0488.

EMU To Host 7th Annual Fall Cello Festival

EMU will host the seventh annual Michiana Cello Society Fall Cello Festival concert Saturday, Oct. 5, at 7:30 p.m. in Washtenaw Community College's Towsley Auditorium.

The concert is the concluding event of a day-long festival celebrating the cello at EMU's Alexander Music Building.

The Michiana Cello Society will present guest artist Einar Holm as conductor of the Festival Cello Orchestra. A noted performer, Holm has been professor of cello for the last 25 years at Ithaca College.

The concert also will feature Detroit Symphony Orchestra cellists Marcy Chanteaux and John Thurman performing Leslie Bassett's

"Eight Duets for Two Cellos."

The concert is free and open to the public.

The festival activities during the day at EMU are limited to Michiana Cello Society members and registered guests.

For more information, contact Nola Thole, president of the Michiana Cello Society, at (616) 345-4467.

Watercolor Students To Show Work At CEC

The second annual Watercolorists at EMU Media Invitational Exhibition will open with an evening reception Friday, Oct. 4, at the EMU Corporate Education Center in Ypsilanti Township.

The exhibit will be open daily from 7 a.m. to 9 p.m. and will run through Dec. 28.

EMU students exhibit their work as selected by Igor Beginin, professor of art. The works are original watercolor and waterbased media in a variety of styles and are available for purchase.

The paintings will be exhibited on the first and second floors of the Corporate Education Center.

For more information, call the Art Department at 7-1268.

Basketball Teams Selling Customer Discount Cards

Men's and women's basketball are selling discount cards offering continuous discounts for one year at 18 area businesses. Among the businesses honoring the cards for discounts ranging from free soft drinks to 15 percent of all purchases are Wendy's, McDonald's, Taco Bell, Cottage Inn Pizza, Domino's Pizza, Tower Inn Restaurant and Hardee's.

Previously sold at \$10 each, the cards now cost \$5 and can be used an unlimited number of times at any of the businesses until Oct. 1, 1992.

The cards are available for pur-

chase from the Women's Basketball Office in Bowen Field House.

For more information, call Cathy Callahan at 7-2315.

Farewell Reception Planned For Development's Moffat

A farewell reception will be held for Don Moffat, planned giving development officer in the Development Office, Wednesday, Oct. 2, from 3 to 4:30 p.m. in Room 205 Welch Hall.

Moffat is leaving EMU to return full time to the insurance industry, specializing in pension planning.

The University community is invited to attend.

New 'EMU Fun Book' Published By Academic Affairs Division

The Division of Academic Affairs currently is selling a new "EMU Fun Book" featuring two-for-one coupons for several area restaurants as well as EMU sports and cultural events.

The books are \$10 each and include coupons worth approximately \$400.

Most academic departments have them available for sale.

For more information, call academic affairs at 7-3200.

Foreign Service Exam To Be Held Nov. 9

The Foreign Service Written Examination will be given in this area Nov. 9, with the deadline for receipt of exam applications set for Friday, Oct. 4.

Applications are available in the Career Service Center, fourth floor of Goodison Hall.

To be eligible to take the exam, applicants must be at least 20 years old, U.S. citizen and available for worldwide assignment.

For more information, call the U.S. Foreign Service Recruitment Division at (703) 875-7490.

Parade entrants sought

EMU is accepting entries for its 1991 Homecoming parade which will be held Saturday, Oct. 19, at 2 p.m. beginning in downtown Ypsilanti.

"Last year's parade was outstanding; this year I anticipate it will be even better," said Carole Lick, assistant director of EMU Alumni Relations and organizer of the parade.

The almost 70 entries last year included floats, vehicles, drill teams and various organizations. Those welcome to enter are community organizations, city and business entries, student entries, residence halls and student fraternity and sorority entries.

Lick said the parade is always a success because EMU and Ypsilanti work together each year.

"The EMU and community officials all come together for the parade," she said. "That's the reason it is so good."

There will be several bands in the parade, including EMU's Marching Band, several area high school bands, an EMU alumni band and the EMU cheer team. The students in this year's parade, including the high school bands, will be eligible for a competition as best entry. The winner of that competition will be announced at half time of that evening's Homecoming football game vs. Western Michigan University at 6 p.m. at Rynearson Stadium.

A special feature of this year's parade will be a reunion of members of the Golden Years Alumni Class of '41, who will ride

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'Lectures in Learning' to kick off Oct. 8 with former umpire Pallone

The Office of Campus Life will host a presentation by former National League baseball umpire Dave Pallone Tuesday, Oct. 8, at 8 p.m. in Hoyt Conference Center.

Pallone's talk is the first in a four-part lecture series scheduled this year titled "Lectures in Learning." The series is being funded through the \$47 activity/facility fee paid each semester by students in EMU's residence halls.

One of baseball's most independent and outspoken figures, Pallone weathered a stormy 18-year career as a professional umpire which included a 1988 run-in with then Cincinnati Reds Manager Pete Rose during a Reds-New York Mets game which cost Pallone an opportunity to work in the World Series.

Pallone left baseball in 1988 and claimed in his 1990 autobiography "Behind the Mask: My Double Life in Baseball" (Viking/Penguin, 1990; Signet, 1991) that he was forced out of his profession because

he's homosexual. He currently is in negotiations for production of a movie based on his book.

"Behind the Mask" details Pallone's struggles as a gay man "working under constant public scrutiny in the intensely macho world of professional sports," and gives a behind-the-scenes look, both funny and serious, at baseball's National League.

Pallone was an umpire with the National Association of Professional Baseball Clubs (minor league) from 1971 to 1978. He moved to the major league in 1979, accepting a National League position during that year's bitter strike by union umpires.

As one of the youngest umpires in the history of professional baseball, Pallone was selected to work the 50th anniversary All-Star Game in July 1983, the 1987 National League Championship Series, was home plate umpire for Nolan Ryan's 4,000th career strike-out and

worked home plate when Pete Rose tied Ty Cobb's all-time hit record of 4,191.

His EMU talk is free and open to the public.

Other speakers scheduled in the series, all slated for 7:30 p.m. in Hoyt Conference Center, are:

— Black poet Nikki Giovanni Nov. 14;

— National Football League referee, motivational speaker and author Jerry Markbreit Feb. 11;

— and a "censorship debate"

March 9 featuring Florida-based attorney Jack Thompson whose crusade to have the rap band 2 Live Crew prosecuted for obscenity gained national headlines two years ago and Henry Rollins, a member of the punk rock band Black Flag who will argue against censoring musicians and other artists.

For more information on any of these lectures, call the Office of Campus Life at 7-3045.

Teleconference to explore status of Greek organization on campuses

EMU will participate in a live, interactive, national teleconference titled "The Greek System: An Institutional Asset Or Liability?" Tuesday, Oct. 8, from 1:30 to 3:30 p.m. in Guild Hall of McKenny Union.

The teleconference will explore the idea that while campus Greek organizations (fraternities and sororities) often are the most visible student groups, with the potential to create a sense of community, develop leadership and create a positive learning environment, they also often grab negative news headlines causing some to question their contributions to a university.

EMU participants will be able to share their perspectives after the conference is aired. The audience also will also be able to phone in

their responses to the questions: Can fraternities and sororities enhance the quality of student life? Do Greek organizations promote a sense of community? And, what role should student affairs play in strengthening the Greek system?

Presenters for the conference will include Dr. George Kuh, professor of education at Indiana University; Dr. Tom Goodale, vice president of student affairs at Virginia Polytechnic Institute and State University; Maureen Sweeney Syring, immediate past international president of Delta Gamma fraternity and assistant development director for the Delta Gamma Foundation; Hortense Canady, immediate past national president of Delta Sigma Theta sorority, the nation's largest black women's organization;

and Robert Frackelton, president of the Interfraternity Council at the University of California at Los Angeles.

Marsha Guenzler, associate director of the student union at University of Maryland-College Park, will moderate their on-air presentations.

EMU will participate in a second national teleconference Feb. 6 titled "Understanding and Meeting the Needs of Gay, Lesbian and Bisexual Students."

Both teleconferences are sponsored by the National Association of Student Personnel Administrators and the National University Teleconference Network.

For further information contact EMU's Office of Campus Life at 7-3045.

Regents approve capital outlay request totaling \$71.5 million

The Board of Regents Sept. 25 approved the University's proposed 1992-93 capital needs request, totaling \$71.5 million, for submission to the Governor's Office for consideration during the upcoming legislative appropriation cycle.

The request identifies \$36.6 million in new building construction and \$34.9 million in building renewal and special maintenance projects deemed essential for the continued success of the University. It includes \$19.8 million in first-year funding and \$51.7 in future years funding.

By priority rank, the 29 projects and their associated costs for which funding is being requested are: new

College of Education Building, \$22.5 million; University Library renovation and expansion, \$9 million; new sports training and instructional facility, \$14.1 million; Pease Auditorium renovation, \$4.9 million; and Boone Hall renovation, \$1.8 million.

Fifth through 18th on the list are requests for funding the renewal of the following buildings: Business and Finance, \$609,000; Ford \$1.36 million; heating plant, \$1.36 million; Hover Laboratory, \$786,000; Mark Jefferson, \$1.49 million; Pray-Harold, \$2.26 million; Quirk Theatre, \$848,000; Rackham, \$1.75 million; Roosevelt, \$781,000; Sill Hall, \$1.24 million;

Snow, \$962,000; Strong, \$2.19 million; and Warner, \$976,000.

Nineteenth on the list is steam tunnel maintenance, \$500,000, followed by: Mark Jefferson masonry repairs, \$125,000; miscellaneous cooling tower repairs, \$300,000; Strong, heating, ventilation and air conditioning renovation, \$150,000; Rackham air conditioning repairs, \$125,000; Pray-Harold stair treads, \$55,000; greenhouse structure repairs, \$200,000; physical plant tank farms, \$300,000; Rynearson road/sidewalk repairs, \$60,000; campus electrical improvements to the two main feeders, \$500,000; and Mark Jefferson elevator repairs, \$276,000.

Budget management report is submitted to board for '90-91

A 1990-91 General Fund budget management report was received by the EMU Board of Regents at its Sept. 25 meeting.

Last September, the regents approved a 1990-91 General Fund operating budget of \$109,066,769. With carry-forward obligations of \$798,976 from the previous year, the total authorization was \$109,865,745.

Actual expenses last year were \$110,480,103, exceeding the authorization by \$614,359. However, this included \$748,964 for instructional equipment which was author-

ized but not funded in accordance with the deferred maintenance plan.

Revenues were \$110,683,122, exceeding the budget by \$1,463,455, mostly due to greater-than-planned enrollments. While the University planned for 17,289.9 full-year-equated-students, the actual number was 694.5 more or 17,984.4; therefore, a net operating surplus of \$203,019 resulted.

Primarily due to the instructional equipment deficit and a Continuing Education deficit (\$166,005, but reduced by a previous year balance to \$106,438), the General Fund

balance was in deficit by \$520,313 as of June 30, 1991, however, both deficits will be covered by an established deferred funding plan.

In 1990-91, obligations, commitments and deferred funding plans, primarily associated with the Instructional Equipment Plan, provided an unencumbered, unallocated balance of \$1,589,307. Of this balance, \$544,442 was committed by the regents to 1991-92 operations in July, leaving an available balance of \$1,044,864, which could be allocated to operations if needed.

Promotions

The EMU Board of Regents approved the following staff promotions at its Sept. 25 meeting.



Cain

Stacy Jo Cain, police officer in the Public Safety Department, was promoted to crime prevention officer in that same department.

Cain, 28, attended Lansing Community College and Jackson Community College where she earned an emergency medical technician certificate. In addition, she attended numerous law-enforcement-related training programs at EMU, LCC, Ferris State University, Monroe Community College and various police schools.

Cain has served on EMU's police force since 1986. Before that, she was a control center operator for Domino's Pizza, an officer in the Clinton Police Department, a dispatcher for Huron Valley Ambulance and an officer with the Manchester Police Department.

She is a member of Women Police of Michigan, the Washtenaw County Juvenile Officer's Association, the Crime Prevention Association of Michigan, National Association of Town Watch and Juvenile Officers Association of Michigan and Ontario.

As crime prevention officer, Cain will coordinate and perform all crime-prevention activities of the Campus Public Safety Department and may substitute for campus police officers as needed and assigned.

Dr. S. Thomas A. Cianciolo, professor in the Accounting Department, was promoted to acting head of that department.

Cianciolo, 49, replaces Dr. Mohsen Sharifi who returned full time to teaching.

Cianciolo taught at the University of Detroit from 1968 to 1976 and was on the University of Michigan faculty, at both its Flint and Dearborn campuses, from 1976 to 1985 when he joined EMU. He was a Reim Foundation Distinguished Visiting Professor of Accounting at Walsh College in 1977 and a senior accountant at Arthur Andersen and Co. from 1966 to 1968.

He holds a bachelor's degree and master's of business administration degree from U-D and a doctorate from Michigan State University.

Cianciolo belongs to the professional careers committee of the Michigan Association of CPAs and has served as a financial planning consultant for several years.

At EMU, he serves on the College of Business strategic planning committee and graduate policy committee, is coordinator of the master's of science in accounting program, faculty moderator for Beta Gamma Sigma and is a member and former vice president of the Faculty Council.

As acting department head, Cianciolo will administer and direct the developmental, personnel, financial and operational activities of the Accounting Department.

Diane S. Greene, acting associate auditor in the Internal Audit Department, was named permanently to that position.

Greene, 43, received an associate's degree from Washtenaw Community College in 1986 and her bachelor's degree from EMU in 1991, graduating Magna Cum Laude. She will begin work toward her master of business administration degree at EMU this winter.

Greene began working at EMU in 1989 as a confidential clerical

employee in Internal Audit and was named acting associate auditor last year. Previously, she was an administrative assistant at DMW Group in Ann Arbor for two and one-half years and held various clerical and administrative office jobs at area companies including the Washtenaw County Road Commission, Huron Valley Graphics, Bendix Aerospace and the University of Michigan.

She is a member of the Institute of Internal Auditors, serving as chair of the Detroit Chapter's Professional Standards Committee, and also is a member of the EDP Auditors Association.

At EMU, Greene will assist and/or conduct operational, substantive and compliance audits in accordance with generally accepted auditing standards.



Greene

Jeanette M. Hassan, acting director of benefits programs in Human Resources, was promoted to director of benefits programs.

Hassan, 45, had served as acting director since January.

She holds a bachelor's degree from Wayne State University where she also is working toward a master's degree.

Before joining the EMU staff in 1986 as benefits program associate, Hassan was supervisor of benefits and records at Samaritan Health Center in Detroit for three years and was a benefits and training specialist at Detroit Receiving Hospital from 1981 to 1983. In addition, she was an English teacher at Redford Union High School from 1968 to 1981.

At EMU, Hassan has served on the Benefits Review Task Force and the Employee Assistance Program Advisory Committee. She also worked on special assignment as compensation programs associate for one year and is a member of the Women's Network.

As director of benefits programs, Hassan will plan, organize and direct the activities of the University's benefits office and staff.



Wiley

Jacqueline Wiley, benefits representative in the Human Resources Department, was named benefits specialist.

Wiley, 40, received a bachelor of arts degree in political science from Central State University in Ohio in 1972 and a master's degree in educational leadership from EMU in 1978.

She has worked at EMU since 1978, when she was named a personnel clerk. She was promoted to compensation programs associate in 1983, human resource data specialist in 1984, employment manager in 1985 and was a compensation analyst from 1987 to 1990.

In her new job, she will assist with the administration of the University's benefits program and provide information to employees on retirement, tax deferred annuities and various benefits.

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

Focus on Faculty

Gore guides students through desktop publishing technology

By Leah Anger

The communications industry has seen its share of revolutions, starting with the invention of the printing press, but another such revolution is under way and it's changing the way a lot of companies do business—desktop publishing.

"It's completely changing the face of the whole graphic communications and printing fields," said David Gore, Eastern Michigan University assistant professor of interdisciplinary technology and coordinator of EMU's communication technology program.

Gore teaches desktop publishing at EMU, and he's noticed a lot of students rushing to get those skills from fields that didn't used to require such knowledge.

"The students are seeing that this could be one of those factors, all other things being equal, that could make the difference in getting a job or not," he said. "Employers know what this is, they see the bottom-line savings, but they don't know how to do it themselves."

What the employers see is a new technology that has allowed them to produce high-quality, finished documents ranging from company newsletters to annual reports, in a fraction of the time it used to take and at a fraction of the cost.

"(Electronic publishing) is going to continue to be, at least for the next 10 years, a tremendous industry as far as size," Gore said. "People who can manipulate (these) software packages successfully are going to be the ones in greatest demand."

College students are getting into the act in another way, too. Not only are they learning desktop publishing skills for their own career aspirations, but many also are using the new technology to "publish" their own term papers.

"They're up in the lab all the time (doing their papers), because

they like the way it looks," Gore said. "It really does look more impressive and that visual (element) is important."

In the publishing world, desktop publishing is quickly eliminating longtime mainstay occupations, such as the layout artist who once labored for hours placing columns of type together.

"It completely reduces that area," Gore said, "and it's having such a major impact because it's so easy, these programs are so user friendly."

Indeed, where some companies once employed people or outside agencies to produce, say, an employee newsletter, more and more are having the job done in-house, often by secretaries or others with computer backgrounds.

Gore cautions, however, that the technology still doesn't replace an artistic eye.

"People who get involved in desktop publishing have to have some concept of design and layout," he said. "You've got to have some sense of what looks good and what doesn't, because the machine won't tell you. There's no key on the keyboard that says, 'Fix it' or 'Make this look good.' It's just going to do whatever you ask for."

While many art majors might not have envisioned a computer screen in their futures, EMU's Art Department, which offers a graphic design program, has been quick to pick up on the new technology, Gore said. "Our Art Department is on top of this and they're teaching it," he said. "I think graphic artists now look at this as just one more tool, another way to produce a graphic element. It's fun, it's exciting and it's so easy to make changes that you can have even more flexibility (in your design) and use less time."

Gore prefers to call desktop publishing "electronic publishing" because the technology is so ad-

vanced, there's really more to it than one simple publishing program.

"You need an understanding of all the different kinds of electronic media out there and how they work together," he said. "It's bigger than that package sitting in front of you, because you're also using a word processing package, maybe a drawing package, etc., and it all comes together in the desktop package."

For example, one new bit of technology allows photographic images to be taken as electronic still photos, eliminating the use of film and time-consuming developing, which can then be transferred to a desktop published document ready for printing in mere minutes.

"In the next five to 10 years, there's going to be some real changes taking place in the way we approach photography," Gore said. "It will never replace fine art photography, but a newspaper photo doesn't have to compete with the photos in a \$300 book."

While the field is relatively new, Gore says the technology already is so sophisticated that it's far from its "infancy" stage.

"We've gone well past the infancy stage," he said. "The sophisticated things available today give us what we need to work with. There will continue to be new things, but right now everything we need is there."

Many people who use desktop publishing software, in fact, rarely use all the features available to them, he added.

"When I was learning this, I would go out looking for projects that would push me into a new area, but I don't think most people do that," he said. "Unless you really need (a feature), you probably won't use it."

Gore, however, encourages his students to learn as much of the software as they can. "A lot of people come into the basic desktop publishing class and they think



EMU photo by Brian Forde

David Gore, assistant professor in the Interdisciplinary Technology Department, teaches EMU's courses in desktop publishing, a skill more and more students want to acquire. "(Electronic publishing) is going to continue to be, at least for the next 10 years, a tremendous industry as far as size," he said. He's pictured above with student Lori Risteau.

they're going to be home free, but you've got to spend more time with it," he said. "Sometimes it requires going out and finding something that somebody needs done and just taking it on to learn.

That's what I tell my students to do (because) there's going to continue to be an increase in the number of qualified people needed to do these jobs."

Regents Summary

The EMU Board of Regents acted on the following agenda items at its Sept. 25 meeting. The regents:

— accepted 21 educational grants totaling \$676,311, including a \$167,508 grant from the U.S. Department of Education to the Foreign Languages and Bilingual Studies Department as the first installment of a three-year funding commitment to continue and expand EMU's bilingual teacher training program's Team-Four Field Intensive Teacher Training Project.

The FITT project prepared 66 Detroit Public Schools teacher's aides and technicians for baccalaureate and teacher certification/bilingual endorsement from 1988 to 1991. During the next three years, the FITT project will target public schools in Detroit, Hamtramck, Pontiac and Farmington to address the need for assistance in providing educational training opportunities for bilingual instructors in those areas.

The project is being directed by Dr. Phyllis Noda, director of bilingual bicultural teacher education programs at EMU.

Another major grant was a \$150,000 award from the U.S. Department of Health and Human Services, providing 67 percent of the 1991-92 funding for the National Foster Care Resource Center at EMU. That project is directed by Dr. Patricia Ryan, director of the Institute for the Study of Children and Families.

Other major grants included \$74,448 from the National Science Foundation, funding 44 percent of a Chemistry Department project to acquire a high field fourier

transformer and magnetic resonance spectrometer; \$50,000 from NSF, fully funding an NSF/EMU Cooperative Research Center in Coatings Collaboration, with a Michigan Molecular Institute supplement; and \$46,000 from GNB Inc. for seminars there.

So far this fiscal year, the EMU regents have accepted 40 grants totaling approximately \$1.3 million. — received gift reports for the completed 1990-91 fiscal year and that year's fourth quarter.

In 1990-91, the University received \$1,920,999 in cash, bequests and gifts-in-kind; \$501,895 of which was received in the fourth quarter, April through June 1991. This compares with \$2,296,781 received in 1989-90 and \$584,853 received in the 1990 fourth quarter; down 14 percent for the fourth quarter and down \$375,782 or 16 percent for the year.

University Development Director Jack Slater attributed the decrease mainly to last year's recession. "There are many factors to which the decrease can be attributed, including and perhaps primarily, the recession," he said. "In addition, last year was affected by the lack of a major campaign. We had completed a major campaign for the Corporate Education Center and did not gear up our athletic campaign until late in the year.

"Gifts during the first quarter of 1991-92 are running 50 percent higher than a year ago," he added, "so I expect to see significant improvement this year."

By source, gifts received by the University in 1990-91 included: \$521,830 from alumni; \$266,540 from friends; \$454,201 in direct

support from corporations and foundations and \$178,738 in matching gifts; \$121,914 from faculty and staff; \$37,464 from parents; \$95,774 in bequests; and \$244,538 in gifts-in-kind.

The Executive Division, with \$764,927 in gifts, received the largest portion of University Development funds last year. Other gifts were: \$27,085 in endowments to colleges, the library and intercollegiate athletics; \$11,755 to the Division of Academic Affairs; \$109,406 to the College of Arts and Sciences; \$403,101 to the College of Business; \$30,621 to the College of Education; \$17,336 to the College of Health and Human Services; and \$32,273 to the College of Technology.

Also received was \$2,370 to the Division of Business and Finance; \$30,012 to the Division of University Marketing and Student Affairs; \$192,916 to scholarships; \$53,702 to plant funds; \$244,538 in gifts-in-kind, \$762 in other gifts and \$195 placed in a holding account.

— approved revisions to the University's Grade Grievance Procedure policy.

Under the policy, a student has the opportunity to formally appeal a final grade if the student believes the grade was awarded "capriciously or unfairly."

Last revised in 1982, the policy has been revised again to provide a more standardized set of guidelines under which the three-level procedure will be conducted.

The policy states that students may first attempt to resolve grade disputes by direct contact with the professor within five days of the

beginning of the next semester (Step I); file a formal grievance with the academic department head to be forwarded to the Department Grade Grievance Committee (Step II); or, under circumstances outlined in the policy, appeal that committee's decision in writing to the committee within five days of written receipt of its decision (Step III).

Specific revisions to the policy include: a requirement that academic department heads keep detailed written records of their attempts to communicate with an instructor regarding a grade grievance

Homecoming

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performances by the EMU cheer team and pep band, remarks by President William Shelton and Head Football Coach Jim Harkema and live musical entertainment. The highlight of the luncheon will be the Alumni Board of Directors' presentation of the Alumni Association's first Teaching Excellence Awards to five faculty members. The recipients, nominated by alumni, graduates and graduating seniors, are Richard Fairfield, professor of art, David Hortin, associate professor of political science, Margaret Moore, assistant professor of teacher education, Curtis Stadfeld, professor of English, and Mary Vielhaber Hermon, professor of management.

The EMU Homecoming Parade will begin on Saturday at 2 p.m. at the corner of Michigan Avenue and Huron Street in Ypsilanti and will conclude at McKenny Union on EMU's Campus.

when the student is unable to reach the instructor within the initial five-day period; a change in the Grade Grievance Committee membership from the previous three faculty members and two students "selected by appropriate department procedures" to three faculty members and two students, with the students selected from an annual list submitted by Student Government and with a preference that one of the students be a graduate student in those departments which offer graduate courses.

Tailgating before the Homecoming football game will come alive with the high spirited music of the marching bands from the parade as they march around Rynearson Stadium's parking areas beginning at 4:30 p.m.

The Homecoming game against Western Michigan University will begin at 6 p.m. with the EMU Alumni Band performing during the pre-game show. EMU's 1991 Homecoming King and Queen will be crowned at half time and parade competition winners will be announced.

The Black Alumni Chapter will host "The Big Blast" dance to end Homecoming weekend. The event will be held at the Hoyt Conference Center from 9 p.m. to 2 a.m. and refreshments will be served.

For more information on any Homecoming event, call the Office of Alumni Relations at 7-0250.

For tickets to the Homecoming football game, call 7-2282.

Parade

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in a Domino's Farms trolley car during the parade. The parade will begin at the corner of Huron Street and Michigan Avenue in downtown Ypsilanti and will conclude at McKenny Union on the EMU campus. Any group or individual interested in participating in the parade should contact Lick at 7-0250.

Boylan

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critical to the collegiate success of many students. He holds a bachelor's degree from Miami University of Ohio, a master's degree from Temple University and a doctorate from Bowling Green State University. Boylan formerly was professor and director of the doctoral program in developmental education at Grambling State University and worked in various capacities related to developmental education at BGSU. For more information, call Sayles-Folks at 7-0447.

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

Research

Field Readers Needed

The U.S. Department of Education needs field readers to evaluate grant applications submitted for funding for fiscal year 1992 under various Education discretionary grant programs. A field reader is an individual with expertise in at least one education program that supports his or her professional review of applications. Depending upon the competition, a person selected as a field reader may be asked to serve on a panel or to independently evaluate applications. Faculty interested in serving as field readers must submit their resumes to the Department of Education as soon as possible. Contact the Office of Research Development at 7-3090 for assistance in determining the appropriate office or offices of the U.S. Department of Education to contact.

International Undergraduate Exchanges

The United States Information Agency is inviting applications to conduct exchanges of undergraduate students from Albania, Bulgaria, the Czech and Slovak Federal Republic, Hungary, Poland, Romania, the Soviet Union, Estonia, Latvia, Lithuania and Yugoslavia. Support is offered for three categories of exchange programs: Category A is the President's University Undergraduate Exchange with the U.S.S.R.; Category B is the Samantha Smith Memorial Exchange with the U.S.S.R.; and Category C is the Samantha Smith Memorial Exchange with East and Central Europe. Proposals must be for study programs for which academic credit is given. The deadline for submitting proposals for Categories A and B is Oct. 16, 1991. The deadline for Category C is Nov. 1, 1991. For application materials, contact the Office of Research Development at 7-3090.

Education Grant Programs Announced

The U.S. Department of Education has published its annual list of direct grant and fellowship programs for the 1992 fiscal year. The announcement contains fiscal and programmatic information for potential applicants, and lists deadline dates for the transmittal of applications under certain programs. Copies of the announcement can be obtained by calling the Office of Research Development at 7-3090.

Literacy in Deaf Individuals

The National Institute on Deafness and Other Communication Disorders (NIDCD) is interested in a variety of areas dealing with literacy acquisition and remediation, including the relationship between deaf children's reading achievement and communication methods of their hearing parents; the relationship between reading and writing abilities; predictors of abilities; the impact of technological influences on literacy skills of the deaf; and cognitive factors associated with good reading and writing skills. Also of interest are innovative teaching strategies; the relationship between speech processing and literacy in deaf children who use spoken language primarily; the relationship among speech and sign processing and literacy in deaf children and adults who use sign language; and the sequence of speech and sign language acquisition and its effects on children's eventual literacy. Proposals can be submitted on Oct. 1, 1991; Feb. 1, 1992; and June 1, 1992. Contact the Office of Research Development at 7-3090 for application materials.

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, Oct. 7, 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-Harrold, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, DC 1, 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)*
CSAA9217 - CS-03 - \$13,216 - Secretary, Registrar's Office
CSEX9204 - CS-03 - \$13,216 - Clerk, University Computing
CSSA9208 - CS-03 - \$13,216 - Secretary, Office of Campus Life (Word processing/computer experience desired: Microsoft Word and/or ability and willingness to learn)

ATHLETIC COACHING

(Minimum Biweekly Salary)
ACEX9202 - AC-II - \$594.13 - Assistant Coach, Women's Softball, Intercollegiate Athletics

FACULTY

F9232 - Assistant Professor, Medieval and Early Modern Europe, History and Philosophy, Fall 1992
F9233 - Instructor/Assistant Professor, African History, History and Philosophy, Fall 1992
F9234 - Assistant Professor, Health Administration, Associated Health Professions, Winter 1992

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate)
FMBF9224 - FM-06 - \$6.22 - Custodian, Pray-Harrold, Monday-Friday, 5 a.m. - 1:30 p.m., Custodial Services (Repost)
FMBF9225 - FM-06 - \$6.22 - Custodian, Welch, Monday-Friday, 5 a.m. - 1:30 p.m., Custodial Services (Repost)
FMBF9226 - FM-06 - \$6.22 - Custodian, Pray-Harrold, Monday-Friday, 5 a.m. - 1:30 p.m., Custodial Services (Repost)
FMBF9227 - FM-06 - \$6.22 - Custodian, Pray-Harrold, Monday-Friday, 4 p.m. - 12:30 a.m., Custodial Services (Repost)
FMBF9228 - FM-06 - \$6.22 - Custodian, Pierce, Monday-Friday, 4 p.m. - 12:30 a.m., Custodial Services (Repost)
FMBF9229 - FM-06 - \$6.22 - Custodian-50 percent, Utility, Monday-Friday, 5 - 9 a.m., Custodial Services (Repost)
FMBF9230 - FM-06 - \$6.22 - Custodian-50 percent, Warner, Monday-Friday, 5 - 9 a.m., Custodial Services (Repost)
FMBF9231 - FM-06 - \$6.22 - Custodian-50 percent, Pray-Harrold, Monday-Friday, 5 - 9 a.m., Custodial Services (Repost)
FMBF9232 - FM-06 - \$6.22 - Custodian, Rec/IM, Monday-Friday, 5 p.m. - 1:30 a.m., Custodial Services (Repost)

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

An Affirmative Action/Equal Opportunity Employer

Events of the Week Oct. 1 - 7

Tuesday 1

MEETING — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 p.m.
ORIENTATION — Career Services will present a Professional Experience Programs/Co-Op orientation for students in the College of Business interested in participating in those programs. 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, Alumni Lounge, McKenny Union, 5 p.m.
MEETING — The EMU Ballroom Dance Club will meet, McKenny Union Ballroom, 6:30 p.m.

Wednesday 2

EXHIBIT — An exhibit of realist watercolor paintings by Sondra Freckelton, EMU's 1991 McAndless Distinguished Professor in the Humanities, will be shown today through Oct. 30. Call 7-1268 for more information, Ford Gallery, Ford Hall, 9 a.m. - 5 p.m., M-F
LECTURE — "AIDS: The Impact on Minorities" will be discussed by Dr. America Bracho, director of Chass Clinic, a family health center in Detroit that specializes in working with AIDS-afflicted minorities, and Loretta Roldon, an AIDS counselor at the clinic. For more information, call 7-2377, Multicultural Center, Goodison Hall, noon
MEETING — The Women's Studies Committee will meet, 411-D Pray-Harrold, noon
MEETING — UAW Local 1975 will meet, Faculty Lounge, McKenny Union, noon
MEETING — The "Older and Wiser" group, a drop-in forum for students over the age of 25, will meet, Gallery II, McKenny Union, noon
ADVISING FAIR — Career Services and Academic Advising will co-host this event to give students the opportunity to talk with staff about specific careers and majors. Call 7-0400 or 7-2170 for more information, Guild Hall, McKenny Union, 2 - 4 p.m.
MEETING — The Faculty Council will meet, Alumni Room, McKenny Union, 3 p.m.
ORIENTATION — Career Services will present a Professional Experience Programs/Co-Op orientation for students in the College of Technology interested in participating in those programs. Call 7-0400 to sign up, 405 Goodison, 3 p.m.
WORKSHOP — Career Services will present an advanced resume preparation workshop for students in the College of Arts and Sciences. Call 7-0400 to sign up, 101 Mark Jefferson, 4 p.m.
MEETING — The EMU Ski Club will meet, Reception Room, McKenny Union, 4:30 p.m.
MEETING — Student Organization for African American Unity will meet, Faculty Lounge, McKenny Union, 7 p.m.

Thursday 3

SEMINAR — A "Life Skills Seminar" will be held for adult returning students to help them learn to meet the challenges of returning to college life. For more information, call 7-1118, Gallery II, McKenny Union, noon - 1 p.m.
WORKSHOP — Career Services will present an introductory workshop on career planning. Call 7-0400 to sign up, 425 Goodison, 2 p.m.
WORKSHOP — Career Services will present an introductory workshop on resume writing. Call 7-0400 to sign up, 405 Goodison, 2:15 p.m.

MEETING — The EMU Panhellenic Council will meet, Gallery II, McKenny Union, 5 p.m.
WORKSHOP — Career Services will present an advanced resume preparation workshop for students in the College of Technology. Call 7-0400 to sign up, 143 Sill Hall, 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.
MEETING — Project Upward Bound will hold its monthly group meeting, Roosevelt Auditorium, 7 p.m.
FILM/LECTURE — Angie Reyes, director of the youth center at Latino Family Services in Detroit, will discuss Southwest Detroit's youth gangs and show the film "Willie" as part of Hispanic Heritage Month at EMU. For more information, call 7-2377, Multicultural Center, Goodison Hall, 7 p.m.
MEETING — Student Organization United for Peace will meet, Alumni Lounge, McKenny Union, 8 p.m.
CONCERT — The EMU Department of Music will sponsor an EMU Concert Winds and Symphony Orchestra Concert which will mark the debut of Kevin Miller as director of the Symphony Orchestra. For more information, call 7-4380, Saline High School, 7190 Maple Road, 8 p.m.

Friday 4

WORKSHOP — An orientation workshop for new EMU employees will be held, 205 Welch Hall, 8:30 a.m.
RECEPTION — The Collegium for Advanced Studies will host a faculty reception to discuss its theme for the upcoming year, "Interdisciplinary/Intercultural/International." All interested faculty and staff are invited to attend. For more information, call Dr. E.L. Cerroni-Long at 7-0012, Tower Room, McKenny Union, 3 p.m.
MEETING — The EMU Interfraternity Council will meet, Faculty Lounge, McKenny Union, 4 p.m.

Saturday 5

FOOTBALL — EMU will play at Kent State University. For ticket information, call 7-2282, Kent, Ohio, 1 p.m.
CONCERT — The Michiana Cello Festival and Festival Concert will join junior high school and professional cellists from throughout Michigan and Indiana. Call 7-1421 for more information, Festival: Alexander Music Building, 8 a.m. - 7 p.m.; Concert: Towsley Auditorium, Washtenaw Community College, 8 p.m.

Monday 7

LECTURE — "Hispanics in Business" will be discussed by Leo A. Garcia, manager of urban affairs at General Motors Corp., as part of Hispanic Heritage Month at EMU. Call 7-2377 for more information, Multicultural Center, noon - 1 p.m.
WORKSHOP — Career Services will present a career planning workshop using the Discover computer program. Call 7-0400 to sign up, 405 Goodison, 3 p.m.
MEETING — The EMU Residence Hall Association will meet, Salon Room, McKenny Union, 4:30 p.m.