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NCAA presidents look at gender equity, lower costs

By Susan Bairley

Suggesting that neither issue would find easy resolution at the 1994 National Collegiate Athletic Association convention, the NCAA Presidents Commission discussed gender equity and intercollegiate athletic costs at its recent (April 6-8) meeting in New Orleans.

According to EMU President William E. Shelton, who is the only Michigan college president on the commission, both issues were heavily discussed after status reports were heard from the NCAA Gender Equity Task Force and the NCAA Special Committee to Review Financial Conditions in Intercollegiate Athletics.

"The status reports appear to represent similar positions—that significant progress has been made—but significant barriers remain," Shelton said. "Also, any movement by one of the groups has potential implications for the other. I firmly believe the two are inextricably linked."

"...significant progress has been made, but significant barriers remain."

One of the basic issues expressed by the GETF is that there still is no acceptable definition of "equity," Shelton said, noting that three draft definitions are being considered. He also speculated that the definition most likely to emerge will be the most general, which is of concern to the presidents.

The Gender Equity Task Force has created two subcommittees: the Institutional Standards Subcommittee and the NCAA Standards Subcommittee.

The first encourages surveys of strategies that promote gender equity; adoption of position statements on participation opportunities; sponsorship to increase interest in women's sports; and an equitable distribution of resources.

The NCAA Standards Subcommittee developed equity recommendations for NCAA championships and criteria for emerging sports for women, such as aerobics competition. Also, with regard to Division I grants-in-aid, the committee has already made the following recommendations: that any modifications should allow for gender equity; that all athletes should qualify for the same amount of maximum aid; that criteria for grants-in-aid decisions should include such things as injury, racial equity, appropriate practice squad size, etc.; and that men's opportunities should not be reduced to accommodate more opportunities for women.

Currently, men's sports have 222.7 approved grants representing 61.2 percent of all athletic aid, Shelton said, and the subcommittee proposes no change in the number of grants. But limits on women's sports would increase from their current 141 grants maximum to 168, increasing the percentage from 38.8 to 42.9 percent.

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COE programs get NCATE reaccreditation

By Susan Bairley

EMU's professional education programs have been reaccredited by the National Council for the Accreditation of Teacher Education, as announced April 19 by EMU President William Shelton.

The reaccreditation extends until 1997, the maximum possible period of time granted by NCATE.

Although EMU has held NCATE accreditation continuously since it was first available, College of Education Dean Jerry Robbins said this cycle of reaccreditation was the first for EMU under new, rigorous standards adopted by NCATE in 1988. Since those standards have been in effect, only 72 percent of institutions seeking accreditation or reaccreditation have been fully approved, he said.

EMU Provost and Vice President for Academic Affairs Ronald Collins said he's "extremely pleased" about the reaccreditation.

"As I've said throughout the process, I consider the NCATE accreditation second only in importance to the North Central Association's accreditation of the entire institution," Collins said. "With our heritage and emphasis on teacher training and education, it is very, very important. During the reaccreditation process, both the president and I said we were willing to make every effort possible to commit what was needed within our resources to achieve reaccreditation, and we did that."

"While NCATE identified some areas for improvement, which is always helpful in strengthening a program, the bottom line is that we are reaccredited and that speaks very well for the institution," Collins added.

In granting EMU reaccreditation, NCATE cited many programmatic strengths at EMU including its university-wide commitment to pro-

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Campus Capsules

Science Education Is Topic Of Grad School Conference

The Graduate School and Division of Academic Affairs will co-sponsor a teleconference titled "Revitalizing Science Education" Wednesday, April 28, from 11 a.m. to 4 p.m. in Room 311 Library.

Author Sheila Tobias will host the teleconference.

For more information, call Jeanne Clerc at 7-0042.

MPSERS Statements To Be Mailed Out

The Benefits Office will mail annual account statements from the Michigan Public School Employees Retirement System to employees currently enrolled in that retirement plan.

The statements are generated from Lansing and reflect credited service from July 1, 1991, through June 30, 1992. They do not reflect the accumulated total of years of service.

Questions regarding the statements should be directed to MPSERS at (517) 322-6000.

Continuing Education Plans Golf School

The Division of Continuing Education will offer its annual spring semester Golf School Friday through Sunday, May 7-9, at the Treetops Sylvan Resort in Gaylord.

The class, offering one undergraduate credit, provides students with opportunities to develop basic golfing skills through lectures, demonstrations and practice under the instruction of Rick Smith, nationally known golf professional and 1991 Michigan Golf Teacher of the Year.

Costs include regular spring tuition and fees, as well as housing, \$42.40 per person/night for double occupancy or \$73.14 per person/night for single occupancy; and \$130 for

the golf package, including play on the nationally famous Treetops (a course by Robert Trent Jones), golf cart, range balls and a group barbecue dinner on Saturday night.

Registration is on a first come/first served basis.

For a registration packet or more information, visit EMU's Office of Continuing Education in 321 Goodison Hall or call 7-0407.

Recycling Group Plans Tree Planting Ceremony

The Recycles Task Force will host a tree planting ceremony in recognition of Earth Day Thursday, April 22, on the lawn outside the Mark Jefferson Science Building at 10 a.m.

One of five trees "earned" over the winter through EMU's recycling efforts will be planted. A tree is planted for each 10 tons of paper recycled on campus.

A yellow wood tree, unique because its white floral bloom comes in midsummer, will be planted at the Mark Jefferson site. Two additional yellow woods will be planted at the Business and Finance Building this week to honor the occupants of that building for having the highest percentage of recycling. Approximately 90 percent of the office paper and newspaper going into that building is recycled.

For more information on the tree planting, call Sandie Jones at 7-4194.

Teleconference Looks At Diversity In Education

A teleconference titled "Celebrate Diversity: Strengthening Education Opportunities for Children and Families With Special Needs, Languages and Cultures" will be presented today (Tuesday, April 20) from 12:30 to 5:30 p.m. in Room 311 Library.

It will look at bilingual, multicul-

tural and special education issues as they specifically relate to children and families representing African American, Asian American, Hispanic, Native American and Anglo American cultures.

Presented by the New Mexico State Department of Education, it will feature Dr. Alba Ortiz and Joanne Starks, faculty members at the University of Texas at Austin, who will serve as conference facilitators.

It is sponsored at EMU by the Media Services Center, Latino Advisory Council, Latino Student Association and the Multicultural Center.

For more information, call Jesse Villegas at 7-2220.

Children's Institute Camp To Begin June 21

The Children's Institute currently is accepting registrations for its summer day camp, designed for children entering kindergarten through fifth grade in the fall.

Programs also are available for toddlers and preschoolers.

For more information or to register, call 7-1126.

Rec/IM Camp Offers Sports For Kids

The Recreation/Intramurals Department currently is enrolling children ages 9 to 14 in its annual Rec/IM Fun Camp.

The Rec/IM Fun Camp offers children recreational sports activities Monday through Friday from 8 a.m. to 5 p.m. in three two-week sessions. The sessions will run June 28 - July 9 (no camp July 5), July 12 - 23 and July 26 - Aug. 6.

For more information, call Jack Moffett or Tina Ford at 7-1338 Monday through Friday from 8 a.m. to 5 p.m.

1993 Spring Commencement Sunday, April 25 Bowen Field House 9:15 a.m. and 1:15 p.m.

For the first time this year, EMU is holding two identical spring commencement ceremonies to accommodate the growing number of students and their families who wish to participate each year. The morning ceremony will honor graduates of the College of Arts and Science while the afternoon ceremony will honor graduates of the other four colleges.

Participants in the morning ceremony should assemble in the Warner building by 9 a.m. with the procession beginning at 9:15 a.m.; afternoon participants should assemble by 2 p.m. with the procession beginning at 2:15 p.m.

President:	William E. Shelton
Grand Marshals:	Edward Compere (morning) Lawrence Geffen (afternoon)
Speaker and Honorary Degree Recipient:	Thomas A. Fleming
Music:	EMU Symphonic Concert Winds David Woike, Conductor

Doors to Bowen Field House will open at 8:15 a.m. for morning ceremony, 1:15 p.m. for afternoon ceremony.

FACULTY—enter by the southeast door of Warner (ground floor), assemble in rooms 117 and 119 and form line for the procession in adjacent hallway by 9 a.m. (morning) or 2 p.m. (afternoon).

ALL CANDIDATES FOR GRADUATION, IN ACADEMIC DRESS, WILL FORM A LINE AT 9 A.M. FOR MORNING CEREMONY AND 2 P.M. FOR AFTERNOON.

BACHELOR'S DEGREE STUDENTS—enter by southeast door of Warner, proceed upstairs and assemble in Gymnasiums B and C (street level).

HONORS STUDENTS—enter by southeast door of Warner, assemble in Room 111.

GRADUATE STUDENTS—enter by the northeast door of Warner. For morning ceremony, assemble in the Dance Studio (specialists and advanced graduate certificate students) and Wrestling Room (all others). For afternoon, assemble in Dance Studio (specialists, graduate certificate, Business and Education students) and Wrestling Room (Health and Human Services and Technology graduates).

PLATFORM PARTICIPANTS (Regents, Cabinet members, etc.)—use front entrance to Warner, assemble in Room 241 Warner.

Handicapped seating is available in Warner. Call 7-3200 for more information. Parking will be available in the parking structure and all University lots except behind Snow Health Center.

Questions regarding students records pertaining to graduation should be directed to Graduation Audit at 7-4203 for undergraduates or the Graduate School, 7-0093 for graduates students.

Report shows some graduates are finding fewer jobs, lower pay

By Becky Minsley

EMU 1990-91 graduates earning bachelor's degrees were slightly less likely to find professional employment and earned lower salaries than their 1989-90 counterparts, according to a recently released placement report based on the responses of 1,999 EMU students graduating between December 1990 and October 1991.

However, students earning graduate degrees during that same period reported a higher level of employment and higher salaries than their 1989-90 counterparts.

The Placement and Follow-up Report of 1990-91 Graduates, prepared by EMU's Career Services Center, shows that the percentage of EMU undergraduates finding professional employment (defined as a position for which a degree is the normal prerequisite) was down, falling to 61.4 percent, 2.2 points lower than the 1989-90 rate of 63.6 percent.

Similarly, total employment (professional and otherwise) was down for undergraduates, with 90.7 reporting they found jobs compared to 91.6 in 1989-90.

The average salary for those students also decreased slightly to \$23,467, as compared to the 1989-90 average undergraduate salary of \$23,574.

For EMU students receiving graduate degrees, professional employment increased from a rate of 87.2 percent in 1989-90 to 87.9 percent in 1990-91, while graduate-level salaries increased from an average of \$33,334 in 1989-90 to \$34,551 in 1990-91.

The report also showed the gap in salaries of male and female undergraduate degree recipients continues, with females earning 84.7 cents to every dollar males earned. Those average entry-level salaries were \$21,952 for women and \$25,932 for men. In the 1989-90 report, women reported earning 84.8 cents to each dollar their male counterparts earned.

Among undergraduates, degree recipients from the College of Technology reported the highest salaries at an average of \$27,392. At the graduate level, College of Business degree recipients had the highest salaries at an average of \$41,508.

Among EMU's five colleges, College of Health and Human Services bachelor's degree recipients had the highest professional employment rate at 79 percent.

The highest rate of professional employment among undergraduate majors (with at least 15 respondents) were in teaching of the mentally impaired (100 percent of respondents found jobs), occupational therapy (97 percent), general nursing (93 percent), teaching of exercise science (67 percent) and social science teaching (65 percent).

The report also showed that graduates belonging to minority groups were slightly more likely to find professional employment than white graduates, with 61.8 percent reporting they found such employment, compared to 61.5 percent of white graduates.

EMU's minority graduate degree recipients also fared slightly better than their white counterparts in the job market.

EMU's 1990-91 graduates, both bachelor's and master's degree recipients, were employed by more than 1,000 firms and organizations. The majority, 66 percent or two-thirds, were employed by non-profit organizations. While many EMU degree recipients once found employment with the Big Three automotive firms, only 38 1990-91 EMU degree recipients were hired by the auto industry, as compared to 81 EMU degree recipients in 1989-90.

As Michigan's job market continued to tighten, the number of EMU bachelor's degree recipients leaving the state upon graduation was higher for 1990-91 undergraduate degree recipients than for any group of EMU degree recipients in the past 10 years. While only 81.1

percent of EMU bachelor's degree recipients stayed in Michigan 10 years ago, the 1990-91 figure of 83 percent remaining in state was the lowest it has been since that time.

EMU teacher candidates, however, left the state in fewer numbers than in recent years, with 14.8 percent seeking out-of-state employment in 1990-91, compared to 17.4 percent in 1989-90.

In contrast with undergraduate degree recipients, EMU graduate degree recipients were more likely to stay in state to seek employment with 89.9 percent of the respondents continuing their Michigan residency.

Among 1990-91 EMU undergraduate and graduate degree recipients combined, Ohio, Illinois, California and Texas, in that order, were the states to which the highest numbers of EMU degree recipients relocated.

Finally, the percentage of undergraduate degree recipients pursuing further studies immediately after graduation increased from 27.6 percent in 1989-90 to 30.3 percent in 1990-91, the highest percentage since the Career Services Center began tracking follow-up and placement data on EMU degree recipients one decade ago.

Fewer 1990-91 EMU bachelor's degree recipients pursuing advanced degrees decided to continue their studies at EMU than in past years, however. While the majority of EMU bachelor's degree recipients pursuing further education still choose to stay at EMU for graduate studies, 59.1 percent, this number fell considerably from the 1989-90 percentage of 65.9 percent remaining at EMU.

When students left EMU, the majority remained in Michigan for their advanced studies, with many 1990-91 EMU degree recipients continuing their studies at Wayne State University (7.4 percent), University of Michigan—Ann Arbor (6.4 percent), Michigan State University (2.5 percent) and Oakland University (2.3 percent).

2,315 students are eligible to graduate

EMU will hold two commencement ceremonies Sunday, April 25, in Bowen Field House at which 2,315 students will be eligible to graduate.

In an effort to better accommodate graduates and their families, EMU will hold two identical ceremonies this year, one at 9:15 a.m. for graduates and advanced degree recipients from the College of Arts and Sciences and one at 2:15 p.m. for graduates and advanced degree recipients from EMU's other four colleges—Business, Education, Health and Human Services, and Technology. Approximately half of the students eligible to graduate are from the College of Arts and Sciences.

The number of EMU graduates choosing to participate in commencement ceremonies, particularly in the spring, has steadily risen, prompting the need for two ceremonies.

In one of EMU's largest graduating classes, approximately 1,765 undergraduate students and 550 graduate students are eligible to graduate this April.

Thomas A. Fleming, 1992 National Teacher of the Year, 1991 Michigan Teacher of the Year and an EMU alumnus, will be the commencement speaker at both ceremonies and will receive an honorary degree from the University.

Fleming earned a master's degree and teaching certificate in special education from EMU in 1968. He has been a teacher for more than 23 years, spending the last 22 of them as a social studies teacher and coordinator at the Washtenaw County Juvenile Detention School in Ann Arbor.

Before joining the Washtenaw County detention school staff in 1971, Fleming taught English and social studies at Maxey Boys Train-



EMU alumnus Thomas Fleming will deliver the commencement address at two identical ceremonies April 25 in Bowen Field House.

ing School and was an educational consultant with the U.S. Compensatory Education Program in the Chicago Public Schools.

In 1991, Fleming was named Michigan Teacher of the Year and, in 1992, he was chosen from among more than 2.5 million elementary and secondary public school teachers nationwide as National Teacher of the Year. He was honored in a White House ceremony where President George Bush awarded him a crystal apple, the traditional symbol of teaching.

EMU President William Shelton will preside over both commencement ceremonies.

Music for both ceremonies will be provided by the EMU Symphonic Concert Winds under the direction of David Woike.

Serving as grand marshal for the morning ceremony will be Dr. Ed-

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New Faces

The following people were appointed to staff positions by the Board of Regents at its March 23 meeting.

Neeta M. Delaney, contracted director of marketing and special programs in Eastern Michigan University's Continuing Education, was appointed permanently to that position.

Delaney, 42, earned a bachelor's degree from the University of Michigan in 1972 and a secondary teaching certificate there in 1982. She received her master's degree in arts administration from EMU in 1985.

Prior to joining EMU's Continuing Education in 1990, Delaney was program associate, then marketing director in EMU's Corporate Services from 1989 to 1990. She was director of the Michigan State Board of Education Summer Institute on the Arts and Sciences at EMU from 1985 to 1989 and directed EMU's Summer Quest program from 1986 to 1988. She also was project director of EMU's Department of Communication and Theatre Arts' Drama/Theatre Fest for two years and has been a lecturer in that department since 1984.

While at EMU, Delaney has served on several University committees, including the Martin Luther King/Rosa Parks/Cesar Chavez Task Force in 1988, the National Higher Education Week Planning Committee in 1990 and the Theta Chi committee in 1992. She also was involved in many areas of the President's Commission on the Learning University and currently serves as a member of the Presi-



Delaney



Harms

dent's Commission on Blueprint 150.

In addition, Delaney directed several major special events for the University and CTA Department, including the ground breaking and dedication of the Sponberg Theatre, Beaux Arts Festivals and balls and several commencement luncheons.

Delaney is a member of the National Continuing Education Association, serving as co-chair in 1991 and chair-elect in 1992. Also, several of the promotional/programming activities at EMU have been recognized with awards from that association in recent years.

At EMU, Delaney will initiate and implement marketing strategies, including alteration of product, pricing, distribution, public relations and promotions for special events. She also will identify, develop and direct the offering of conferences, workshops, seminars, institutes, symposiums and other special academic events in collaboration with other EMU units.

Diane K. Harms, former EMU graduate assistant, was appointed coordinator and manager of the Competitive Edge pro shop in the

Recreation/Intramurals Department.

Harms, 25, earned a bachelor's degree in business administration in 1989 and master's degree in human resources and organizational development in 1992, both from EMU.

While a graduate assistant, Harms was an intern at Nippondenso U.S.A. Inc. in Battle Creek. She also was a senior sales representative for Market Source Corp. in Cranbury, N.J., from 1989 to 1991.

Harms is a member of the National Intramural Recreation Sports Association and serves on the EMU Division of Marketing and Student Affairs Customer Service Committee.

At EMU, Harms will supervise physical and operational activities of the Competitive Edge pro shop, as well as plan, organize, administer, implement and evaluate outdoor recreation area activities.

Nancy J. Wu, clinical nurse manager at Catherine McAuley Health System's urgent care facility in Canton, was appointed staff nurse in University Health Services.

Wu, 36, earned a diploma in nursing from the Butterworth Hospital School of Nursing in 1977 and a bachelor's degree in nursing from the University of Michigan in 1981. She worked as a clinical nurse manager in the Catherine McAuley Health System since 1986 and was staff, then charge nurse at St. Joseph Mercy Hospital in Ann Arbor between 1981 and 1986.

Wu was head teacher in St. Joseph Mercy Hospital's Office of

Continued on page 3

Promotions

The following staff members recently were promoted.

Karen L. Simpkins, interim associate director in the Career Services Center, was promoted permanently to that position.

Simpkins, 41, holds bachelor's and master's degrees from EMU and a law degree from the University of Toledo. Before joining the Career Services staff in 1987, she was assistant program director for research and evaluation in EMU's Institute for the Study of Children and Families for seven years and was a senior research analyst for the ISCF's Foster Parent Training Project from 1976 to 1979.

Since 1984, Simpkins also has been a self-employed attorney and has served as a visiting lecturer in EMU's College of Business since 1988.

Simpkins is a member of the State Bar of Michigan, the Association for School, College and University Staffing, the Michigan College and University Placement Association, Michigan Cooperative Education Council, Midwest College Placement Association and the Midwest Cooperative Education Association.

As associate director, Simpkins provides administrative supervision in all matters related to Career Services Center with direct responsibility for developing corporate relations, job cultivation, external marketing, internal operations and career planning. She also organizes, implements and monitors on-campus recruiting, statewide job fairs and education placement.

James E. Stephens, computer operator in University Computing, was promoted to microcomputer support specialist II in that department.

Stephens, 24, has been on the EMU staff since 1990. He has



Simpkins



Stephens

taken classes at EMU and is a member of the Institute of Electrical and Electronic Engineers.

In his new position, Stephens provides technical services for installation, support and maintenance of hardware and software for personal computers and local area network servers.

The following staff members also were promoted recently:

Cheryl Perry, senior secretary in McKenny Union; **Susan Scherwitz**, library assistant III in the University Library; **Emma Williams**, senior secretary for the Business Professionals of America/Distributive Education Clubs of America Project in the Business and Industrial Education Department; **Julie Champagne**, senior account clerk in Student Accounting; **Helen Loder**, senior secretary in the Office of Research Development; **Nancy Hart**, groundskeeper in the Physical Plant; **Edward Phillpotts**, special projects crewperson in Custodial Services; **Foster Newlin**, pot and pan utility attendant in Dining Services; **E. Carolyn Jackson**, senior secretary in the Chemistry Department; **Jesse Caddell**, pot/pan/baker/helper in Dining Services' Bakeshop; **Carol Orłowski**, senior secretary in Human, Environmental and Consumer Resources; and **Sheila Frisbie**, account specialist in Accounting.

Focus on Staff

A passion for jazz: WEMU-FM's Linda Yohn has it

By Becky Minsley

When Linda Yohn, music program manager at EMU's jazz/blues radio station WEMU-FM (89.1), says, "I'm passionate about jazz," she means that jazz music is more than just her favorite type of listening, it's her way of life.

"I've been here (at WEMU) five years, and jazz was the reason I came here," Yohn said. "From what I could tell, this had the potential to be a class jazz station. And we are. I know that we're a really swinging jazz station."

Yohn's list of contributions to the field is hardly a short one. From hosting WEMU-FM's popular "Morning Jazz" show, to serving as producer for the Ypsilanti Heritage Festival Jazz Competition, to serving on the Board of Directors for the Southeastern Michigan Jazz Association and the Greystone Jazz Museum in Detroit, to being an advisory board member for the national jazz magazine *Jazz Times*, Yohn's involvement in the jazz community is massive.

Before assuming her position at WEMU in 1987, Yohn worked as a publicist for the New York firm Peter Levinson Communications where her clients included such notables as Mel Torme, the Modern Jazz Quartet, Chuck Mangione and Leni Stern.

Yohn also has served on the Community Advisory Board of the Creative Arts Collective, has been a national radio host of the Montreal-Detroit Jazz Festival, and coordinates the annual Frog Island Festival broadcast. Currently, Yohn is a member of the Public Radio Program Director User Group and is the editor and treasurer of the Jazz Radio Group newsletter.

"Yes, I'm passionate," Yohn said. "And I think the reason I do all of these things is because you have to network. You have to support each other. You have to find out what works. You have to find out what stations are taking what kinds of chances and would that work for you. You also get some good advice when you're talking with other stations, other programmers. You feed off each others' successes, you learn from each others' failures and you just support each other."

Yohn's support of the jazz community has not gone unnoticed. The Washtenaw Council for the arts recently nominated her for a 1993

Annie Award in its Service to the Arts category for her broad scope of work with the local jazz scene. Yohn was one of three people nominated for the award chosen from dozens of suggested nominees.

Yohn explains that her enthusiasm toward jazz began long before her career in radio, when she was a child.

"I was brought up in a very musical home," she recalls. "My mother had a real affection for the great American song of Jerome Kern, (George) Gershwin, (Richard) Rodgers and (Oscar) Hammerstein. My mother was trained to be an operatic vocalist, but instead she had babies. She sang in churches to earn money. She was a very beautiful soloist, singing 'The Messiah' or something like that. She was incredible. But for fun, for her own relaxation, she would go to her piano and play some Jerome Kern. Of course, at the time I was growing up—say when I was 13 or 14—this sounded like old fashioned gook to me...but as I grew older and went to college, that stuff I listened to in high school, which I still treasure too, kind of fell by the wayside.

"I began to discover jazz in college, and by the process of discovering jazz, I began to discover my mother and the music she liked. I remember coming home from college one semester and raiding my mother's record collection. She said, 'What's going on here?' I had the Benny Goodman albums. I took them, and she didn't mind. And I listened to them. And I became really enamored of them, so pretty much, it all started with my mom."

Today, Yohn shares her love of jazz not only through her WEMU show "Morning Jazz," aired Monday through Friday from 10 a.m. to 1 p.m., but also through a dedicated correspondence with various WEMU listeners.

"I write a lot of letters," she said. "I write letters to listeners who either like or dislike what we are doing. We have listeners, for example, in Milan Prison and they can't call to make a request, so I write to them.

"I also have a listener I correspond with who drives at the GM proving grounds. Just think of it: He's in his Buick, he has to drive these big Buicks all day! What else is he going to do except listen to

the radio? He has good radios, and he can pull (WEMU) in. So there are two guys listening out there at the GM proving grounds, and after they get done with their shift they'll talk about what they heard on WEMU that day. And one of them writes when he's really moved by something he's heard. He'll send his requests in by mail, and then I send the requests out to him (on the air). And he'll know they are for him. He's there every day, in a Buick or a Chevy or whatever he's driving."

In addition to responding to letters from listeners, Yohn spends a great deal of time responding to phone calls from listeners, record companies, trade publications and record stores.

"I talk to a lot of the record stores because we play stuff that is off the beaten path—this is not your usual music. Record store people call me and say, 'We have a customer who heard this, and what is it? We want to order it but what is it?' And when you're able to do that, to take a call from the record store people, that gives them a lot of confidence in you. They know that customers are intrigued by what we're playing," said Yohn.

Supervising a staff of approximately 30 people consisting of both full- and part-time professionals, students and volunteers, Yohn's position at WEMU makes her more than just a liaison between the public and the station; it makes her something of a teacher, particularly for student employees.

"Most of the people who are part-time temporary have experience, so I don't have to train them in basic radio," explains Yohn. "For students though, while they have received some (training) in telecommunications courses here at the University, there is nothing like really doing it, so we finish off a lot of what they've started in their courses. When students come here to work, they get some real nuts-and-bolts radio. I'm responsible for teaching a lot of the basics...and a lot of those basic things are skills they can take on somewhere else.

"We have had students here who are now working at places like WJR, WAAM, WIOB," she added. "We're a real good place to come from. It's seat-of-the-pants experience, it's hands-on experience, and it's not 'smooth-brain, brainless' radio."



Linda Yohn, WEMU program manager, regularly corresponds with listeners to make sure the station is satisfying their jazz needs. "We have listeners, for example, in Milan Prison and they can't call to make a request, so I write to them," she said.

As much as Yohn enjoys training students and schmoozing with the public, though, being on the air is what she loves most about her job.

"There are moments when you are putting a show together—my shows are 'off-the-cuff'—and the show itself turns into a composition," she said. "You take a piece from one CD, follow it with a piece from another CD, pop another one in on top of it all, and they seem to go together seamlessly. It's like you're composing with other people's music. That is my favorite part."

In her private time, Yohn enjoys cooking gourmet vegetarian meals and staying home to relax over a peaceful dinner. She also listens to other music, including impressionist classical, Gregorian chants, string

bands, jug band music, "good" bluegrass, western swing, and "even early Elvis, which doesn't mean late Elvis," she said.

"I like a lot of music, but I like jazz the most," she said. "It's not like the pop music world where you might listen for a halfhour stretch and then, boom, your ears are tired. People listen to this station for as much as three hours at a stretch. The music is intriguing, it moves, it changes genres, it can go from Latin jazz, to historical jazz, to blues, to swing, to be-bop, to classic R & B, to New Orleans jazz, to traditional jazz. It's all jazz, but we mix it up in such a way that there are surprises, and yet those surprises are dependable. That's WEMU's jazz."

100 projects shown at undergrad symposium

A discussion of the themes of anxiety, rejection and depression in Charles Schulz's comic strip "Peanuts"; an analysis of feminism in children's literature; a look at prescription drug costs; and a forecast for the U.S. economy and aircraft industry are just a sampling of research topics that were presented by EMU undergraduate students at the 13th annual Undergraduate Research Symposium Friday, March 26.

Sponsored by the College of Arts and Sciences, "Symposium XIII: The Recognition of Excellence in Undergraduate Creativity and Research" showcased the outstanding work and research of nearly 100 EMU students.

Mentored by approximately 74 faculty sponsors, most of the student presenters were from the College of Arts and Sciences' 18 departments and programs, although several students from EMU's Colleges of Business, Education, and Health and Human Services also participated.

Among the departments represented, those with the greatest

numbers of student participants were English Language and Literature, with 15; Biology, with 11; Fine Art, with 10; Chemistry and Communication and Theatre Arts, each with nine; and Geography and Geology, with seven student presenters.

Following the presentations, Dr. David Adamany, president and professor of law and political science at Wayne State University, spoke at a luncheon honoring the participating students and faculty.

"EMU is a trailblazer in its emphasis on undergraduate research," Adamany said in his address. He also likened the research and teaching/presentation activities to that of customers at a bank.

"Before teaching, you must have knowledge. We teachers are like depositors at a bank. We put knowledge into the bank, but also withdraw knowledge, and no teacher can teach without first going to the common bank. Today, you are the depositors into the bank from which the rest of us will draw," he said.

New faces Continued from page 2

Health Promotion from 1985 to 1987. She also was staff nurse in EMU's Snow Health Center in 1981 and at Medical Personnel Pool in 1980-81. From 1977 to 1980, she was staff nurse and team leader at Butterworth Hospital in Grand Rapids.

In University Health Services, Wu will interview patients, evaluate signs and symptoms of illness, refer patients to physicians and provide preventative medical care and counseling for students, faculty and staff.

Lisa K. Wheeler, student secretary in the Institute for Corporate Learning, was appointed administrative assistant II in the institute.

Wheeler, 25, currently is working toward a bachelor's degree in business administration at EMU. In 1990-1991, she worked briefly as administrative secretary to the dean in EMU's College of Technology and was executive secretary to the controller and manager of marketing research at USPCI Inc. in Houston from 1989 to 1990.

Wheeler also worked as secretary to the captain in the central complex/control center at the Jackson state prison in 1988 and was student secretary in EMU's



Wu



Wheeler

Department of Interdisciplinary Technology for two years.

At EMU, Wheeler will provide administrative assistance of moderate complexity with authority to make some commitments on behalf of the institute.

Kenneth Kaminsky, health care consultant at the U.S. Public Health Service, National Health Service Corps in Rockville, Md., was appointed project administrator of alcohol and other drug prevention in University Health Services.

Kaminsky earned a bachelor's degree at City College of New York and a master's degrees in social work from New York University.

Prior to joining the National Health Service Corps in 1991, Kaminsky was director of the Drug Abuse Reduction Through Educa-

tion program in the Wayne County Intermediate School District for 19 years. He worked briefly as director in the Oak Park Department of Community Services in 1971 and was a social worker in the Detroit Public Schools from 1969 to 1971. He also was a mental health consultant at the U.S. Public Health Service, National Institute of Mental Health from 1967 to 1969.

Kaminsky has served as instructor/associate professor at the University Center for Adult Education in Detroit, Wayne County Community College, Oakland Community College in Auburn Hills and Wayne State University's Graduate School of Social Work.

He has served as a member of the American School Health Association study committees on school health, drugs and mental health; the State of Michigan Prevention Advisory Committee; the New Detroit Task Force on Substance Abuse; and the United Community Services Prevention Committee.

In University Health Services, Kaminsky will coordinate the development and implementation of programs, services, staff and operating procedures for a national student organizational drug prevention network.

NCATE

Continued from page 1

professional education, the extent of its inclusion of multicultural and global topics and the incorporation of adaptive technologies into the curriculum, the pre-student teaching field experiences and factors relating to EMU's student teacher program.

NCATE also recognized EMU for its high-quality instruction by faculty, its strong and well-supported doctoral program, its strong support from students, alumni and area educators, its leadership at the collegiate level and the support the program receives from the University's central administration.

Areas in which EMU will continue to improve its professional education programs include: program assessment; better course syllabi and communication of program changes to external constituencies; better minority representation among faculty and better distribution of faculty advising loads at the basic level.

NCATE also recommended improvements to the library space and holdings; the amount of clerical support staff and faculty office space available; better handicapped accessibility of some facilities; better conceptual models and knowledge bases for advanced-level instruction; and a reduction in the use of part-time lecturers.

"I want to personally acknowledge the magnificent contributions of the entire College of Education Faculty in successfully earning the NCATE reaccreditation," Shelton said. "And I am particularly appreciative of the exceptional leadership role played by Dean Jerry Robbins. His national stature as a professional educator was most evident during this comprehensive process."

Commencement

Continued from page 2

ward Compere, professor emeritus of chemistry, while Dr. Lawrence Geffen, associate professor of special education, will be grand marshal for the afternoon ceremony.

The marshals of faculty will be Robert Grady and Kate Mehuron in the morning and Donald Hartmann and Lorraine Wilson in the afternoon.

The morning marshals of graduates will be Charles Anderson, Monroe Friedman, Alexandria Oakes, Jerry O'Dell, David Reid, Barbara Richardson, Jon Wooley, Stewart Work and Zakhour Youssef. The afternoon marshals of graduates will be Anderson, Juan Esteva, Michel Mitri, Susan Pfoutz, Richardson, M. Gaie Rubinfeld, Virginia Skurski, Fathi Sokkar and Work.

Handicapped seating is available in Bowen Field House.

Parking will be available in the parking structure and all University lots except behind Snow Health Center.

Research

Michigan Arts Programs

A variety of programs have been announced by the Michigan Council for Arts and Cultural Affairs. These programs offer a wide range of opportunities for Michigan's artists, non-profit organizations, educational institutions, and local units of government to deliver quality arts and cultural programming and services to people and communities throughout the state. These programs include the Anchor Organization Program, the Arts Organization Development Program, the Artists in Schools Program, the Arts and Learning Program and State and Local Cooperative Projects.

Proposals must be submitted by May 3. For more information, contact the Office of the Research Development at 7-3090

Psychosocial Geriatrics

The National Institute on Aging is seeking applications for research on health-related behaviors and attitudes of older adults, their families and others that can affect health and functioning as people grow older. Areas to concentrate on in this program are nature and distribution of health attitudes and behaviors, links between health behaviors and attitudes and health-related outcomes and methodology issues.

Deadlines for this program are June 1 and Oct. 1, 1993, and Feb. 1, 1994. For more information, contact the Office of Research Development at 7-3090. Refer to MB331PG.

Innovative Research Grants

The National Science Foundation has invited short-term, six-month feasibility projects to test innovative approaches to scientific issues in areas NSF usually funds. Areas of interest are biology and neuroscience, molecular and cellular biosciences, environmental biology, behavioral and cognitive sciences, social and economic sciences, biological instrumentation and resources, and biological and critical systems. NSF expects to make at least 275 grants under this program.

Proposals must be submitted by June 14, 1993. For more information, contact the Office of the Research Development at 7-3090. Refer to MB461R.

Early Childhood Longitudinal Study

The Department of Education intends to award a contract for the design of a longitudinal study of kindergarten children, with an option to conduct the base-year study. The procurement involves development of overall design for the sample, data collection methodologies and procedures; development of the instruments and procedures for the base-year and first follow-up surveys; development of a national assessment to monitor progress toward the attainment of the first National Education Goal on school readiness; the conduct of a large-scale feasibility study of the longitudinal design and the national assessment; and an option to conduct the base-year study to collect baseline data for the national assessment.

Proposals must be submitted by May 18, 1993. For more information, contact the Office of Research Development at 7-3090. Refer to MB47ECLSKC.

NCAA

Continued from page 1

"Thus in scholarship limitations, I suppose 'equity' is achieved when a 57.1/42.9 percent ratio is present," Shelton said. "But the issue continues to be proportionality. How is equity defined? One suggestion is that participation ratios must reflect overall student population."

"To illustrate the magnitude of the proportionality challenge, currently in Division I, there are 2,808 teams in men's sports with 81,417 male athletes and there are 2,374 teams in women's sports with 38,572 female athletes," he added. "Football accounts for about 12,000 of the difference and cannot be separated out, although there continues to be strong support for separation."

Shelton said the GETF "for the moment" has defined areas where "equitable" treatment for male and female student-athletes should occur, including equipment and supplies, number of coaches and coaches' compensation, locker and training facilities, housing and dining, scheduling and recruiting, travel, publicity, promotions and support services.

Also, the task force is asking institutions to share any gender equity strategies currently in place and it intends to solicit input via several national public hearings.

"The bottom line is that this issue will not be resolved totally at the 1994 convention and I don't sense we are close to proposed

comprehensive legislation," Shelton said.

Discussion of cost reductions in intercollegiate athletics focused on the NCAA Special Committee to Review Financial Conditions, which has recommended several legislative proposals for the 1994 and subsequent conventions. If passed, some officials say the legislation could save Division I-A schools as much as \$200,000 to \$500,000. But, Shelton added, a "major barrier" to such legislation may be the 15 to 25 college athletic "superpowers, which would not want any reductions imposed by the NCAA," as already indicated to the committee by some.

"(The special) committee's recommendations included such things as reductions in travel and squad size, eliminating off-season training tables and the incorporation of five financial aid models, four of which include a 'need' factor," Shelton said.

In addition to discussing cost and gender, Shelton said the Presidents Commission identified several other issues for further investigation and discussion, including a merchandising concept to increase institutional revenues; the need to improve minority representation among athletic administrators and coaches; and the possibility of a collegiate football playoff.

He quickly added a caveat to the last item, however, saying, "I do not believe there is much support among presidents (for a football playoff), but because of the financial issues, we decided to listen to some concepts," he said.

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 4:45 p.m. on the expiration date. **NOTE: LATE OR 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, April 26, 1993. **Detailed job descriptions** may be reviewed in Room 310 King Hall. Posting Boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harrod, Rec/IM Building, Physical Plant, Mark Jefferson, Hoyt Meeting Center, Dining Commons I, University Library, Pierce, and the Owen College of Business.

Vacancy information also may be obtained by calling our 24-hour Jobs Line at 487-2462. Employment/Affirmative Action office hours are Monday-Friday 9 a.m. to 4:50 p.m. TDD phone number is 487-0127.

WE WILL NO LONGER ACCEPT EXTERNAL APPLICATIONS FOR SPECIFIC CS OR FM JOBS. APPLICANTS MAY SUBMIT MATERIALS TO THE GENERAL POOL ONLY. CURRENT EMU EMPLOYEES MAY BID ON ANY OPEN POSITION.

CLERICAL/SECRETARIAL

(Minimum Bi-Weekly Salary)*

- CSSA9307 - CS-04 - \$587.76 - Secretary II, Financial Aid
- CSSA9308 - CS-05 - \$664.15 - Career Services Assistant II, Career Services, word processing experience and/or ability and willingness to learn.

PROFESSIONAL/TECHNICAL

(Minimum Bi-Weekly Salary)*

- PTEX9327 - PT-05 - \$727.28 - Computer Operator, University Computing, M-F, 3 - 11:30 p.m.
- PTEX9326 - PT-06 - \$819.89 - User Support Assistant II, University Computing

ADMINISTRATIVE PROFESSIONAL

(Minimum Semi-Monthly Salary)

- APAA9311 - AP13A - \$2,668.39 - Associate Dean, Graduate School
- APBF9302 - AP-15 - \$2,942.32 - Vice President, Business and Finance FACULTY
- F9332 - Assistant Professor, Early Childhood, Teacher Education, fall 1993
- F9336 - Assistant Professor, History of Religion, History and Philosophy, fall 1993
- F9337 - Assistant Professor, Western Civilization, History and Philosophy, fall 1993
- F9338 - Instructor/Assistant Professor, Health Administration, fall 1993
- F9339 - Assistant Professor, Elementary Curriculum, Teacher Education, fall 1993
- F9341 - Assistant Professor, Marketing and Law, fall 1993

*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

Library Posts Special Hours

The University Library will have special hours this week during final exams and next week during the break between semesters. Only the lobby area of the Library will be open between midnight and 1 a.m. during final exams week, April 21-26. The hours will be as follows:

- Wednesday and Thursday, April 21-22 7:45 a.m - 1 a.m.
 - Friday, April 23 7:45 a.m - 11 p.m.
 - Saturday, April 24 9 a.m. - 11 p.m.
 - Sunday, April 25 1 p.m - 1 a.m.
 - Monday, April 26 7:45 a.m - 1 a.m.
 - Tuesday, April 27 7:45 a.m - 10 p.m.
 - Wednesday through Friday, April 28-30 8 a.m - 5 p.m.
 - Saturday and Sunday, May 1-2 Closed all day
 - Monday and Tuesday, May 3-4 8 a.m - 5 p.m.
- Regular hours (7:45 a.m - 10 p.m.) will resume Wednesday, May 5.



This publication is printed on recycled paper.

Events of the Week

April 20 - 26

Tuesday 20

MEETING — The administrative staff of the College of Technology will meet, 206 Sill, 8 a.m.

TELECONFERENCE — A diversity teleconference addressing bilingual, multicultural and special education issues will be presented. Call 7-2377 for more information, 311 Library, 12:30 p.m.

WORKSHOP — Career Services will present the workshop Business Etiquette II. Call 7-0400 for more information, 425 Goodison, 3 p.m.

Wednesday 21

MEETING — The Faculty Council will meet, Alumni Room, McKenny Union, 3 p.m.

Sunday 25

COMMENCEMENT — EMU's 1993 spring commencement ceremonies will be held, featuring Thomas Fleming, 1992 National Teacher of the Year and EMU alumnus. Call 7-2237 for more information, Bowen Field House, 9:30 a.m. (College of Arts and Sciences); 2:30 p.m. (all other colleges)

RECEPTION — A reception will be held in honor of African American, Latino and Native American graduates and their families. Call 7-3045 for more information, Multicultural Center, immediately following commencement