



# FOCUS EMU

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## \$125 million '93-94 operating budget is 3.9% increase over last year's

A 1993-94 General Fund operating budget of \$124,990,092 for EMU was approved by the Board of Regents at its regular meeting June 22.

The new budget represents an increase of \$4.76 million or 3.9 percent when compared with last year's \$120, 228,296 budget and incorporates an 8 percent tuition increase, which also was presented to the board for approval June 22.

The 1993-94 budget assumes no increase in state appropriation, no reductions in the personal services (staff and faculty) budget and the allocation of \$728,554 from a \$1.4 million projected fund balance for 1992-93.

Increases to the base budget include \$351,418 for scholarships; \$205,740 for 20 additional graduate assistant positions and

increased tuition waivers; \$231,307 for increasing utility costs; \$374,880 to fund salary increases already negotiated in the clerical/secretarial United Auto Workers Local 1975 contract; \$244,847 to pay increased liability, workers compensation and unemployment insurance costs; and \$50,000 to restore the program development fund to its 1991-92 level of \$250,000.

Adjustments to the base also include various reductions as well as increases, amounting to a net reduction of \$262,841; 12 requests for program improvement funded at \$768,287, plus \$561,665 in non-recurring costs; and \$300,000 more for departmental services, supplies and materials budgets.

In addition, the new budget includes a \$246,309 increase for

faculty positions; \$350,184 for Continuing Education, which is offset by a projected increase in

*See Budget, page 2*

## Auxiliary Fund budget is \$28.6 million

A 1993-94 Auxiliary Fund Operating Budget totaling \$28,632,378 was approved by the EMU Board of Regents June 22.

The budget represents \$28,856,168 in gross revenue, \$28,632,378 in expenses and a \$223,790 net.

The revenue is generated from Housing and Dining Services, 69.12 percent; University Health Services,

*See Auxiliary, page 4*

## Dow's Massingill named Coatings Research head

Dr. John L. Massingill Jr., development associate for Dow Chemical Co., was appointed director of the Coatings Research Institute by the EMU Board of Regents at its June 22 meeting.

Massingill, 51, earned a bachelor's degree in chemistry from Texas Christian University, where he also received a master's degree in analytical chemistry and a doctorate in organic chemistry.

Massingill was employed by the Dow Chemical Co. from 1968 to 1993, where he held positions as development associate from 1986 to 1993, technical account manager from 1984 to 1993, technical leader in 1984-85, development leader in 1984, research leader from 1976 to 1983, research specialist from 1970 to 1976 and senior research chemist in 1968. He has been a Dow instructor since 1988, in areas including statistical process control, continuous improvement in productivity, polymer adhesion and quality performance. He also was a captain in the U.S. Army Chemical Corps from 1968 to 1970 and was employed by Mobil Oil Co. in the summers of 1963 and 1964.

Since 1987, Massingill also has been vice president and financial officer for Joe Hartley



**Massingill**

Enterprises Inc., a gas well business, and a member of the board of directors of Dale/Ford and Associates Inc., a real estate investment firm.

As a consultant, he has worked for Ionics Inc. and Ultrapure of Texas, both in Houston, and Intermedics Corp. in Freeport, Texas.

Massingill is the author/co-author of professional articles published in many publications including Analytical Chemistry, the Journal of Organic Chemistry and Modern Paint and Coatings. He also has prepared more than 45 Dow Chemical Co. research reports and patents.

*See Massingill, page 2*

## CAMPUS CAPSULES

### Intercollegiate Athletics Plans Softball Camp

The Intercollegiate Athletics Department will offer a softball camp Sunday through Thursday, July 11-15, for girls ages 10 through 18.

The camp will be taught by EMU Head Softball Coach Connie Miner and Assistant Coach Nancy Oestrike.

It will teach hitting, bunting, baserunning, catching, throwing, pitching, fielding and sliding game strategies.

The camp fee is \$210, which includes room and board, a t-shirt, a pizza party, individual awards, the use of a video tape to help correct techniques and the use of a speed gun to determine pitching speed. Commuter rates also are available.

Enrollment is limited.

For more information, call Miner at 7-1031.

### Volleyball Camps Are Planned In July

The Intercollegiate Athletics Department will host two sessions of a summer volleyball camp for seventh through 12th grade girls Sunday through Thursday, July 11-15 and 18-22.

The sessions will be taught by EMU's Head Volleyball Coach Nona Richardson and Assistant Coach Steve Hendricks. They will include training in volleyball fundamentals, combination drills and team strategies.

Participants will be broken up

into groups according to age and ability levels.

The \$220 camp fee includes room and board, a camp t-shirt, a pizza dinner, an ice cream feast, awards, facilities and equipment use, videos and games, swimming and athletic training. A \$180 per session commuter option also is available.

Satellite two- and three-day volleyball camps also are available in July for middle school, junior varsity or varsity athletes at the cost of \$50 for 2 days or \$75 for 3 days.

Enrollment is limited.

For more information, call 7-0291 or 7-2235.

### COB Dedicates New Psarouthakis Laboratory

The College of Business held a dedication ceremony for its new Dr. John and Inga Psarouthakis Behavioral Laboratory June 29 at the Owen College of Business Building downtown Ypsilanti.

The lab will be used primarily by students in EMU's College of Business to develop interpersonal skills.

Funding for the lab was donated to EMU by Psarouthakis, founder of Ann Arbor's JP Industries, a manufacturing firm which grew to \$540 million in revenue in 10 years before being merged with T & C plc, a British firm.

Psarouthakis now is chairman and chief executive officer of JPE Inc., a company he recently founded to acquire and operate

manufacturing companies.

Psarouthakis also is active in community affairs, including long-time support of EMU and other universities.

The late Inga Psarouthakis shared her husband's enthusiastic support of EMU and was involved in other civic activities, including the Michigan Theater board of directors, Washtenaw United Way, American Red Cross, Ann Arbor Farm and Garden Club and the United Earth Organization, of which she was a founding member.

### Incoming EMU Student Gets Rotary Scholarship

Kyla Gurganus, a 1993 Willow Run High School graduate, recently received a \$500 scholarship from the Ypsilanti Rotary Club to attend EMU.

The daughter of Ralph and Ellen Gurganus of Ypsilanti, she also is a recipient of EMU's Regents Plus Scholarship, valued at \$10,000 over four years. Gurganus will enroll at EMU in the fall and plans to study secondary education.

Gurganus was one of four Rotary Award winners chosen from 10 nominees. In addition to the cash award, the recipients receive an inscribed plaque and their high schools receive a permanent plaque to add to the school's collection.

The awards were presented by Ypsilanti Rotary President Monika Sacks at a ceremony in early June at the Radisson Resort in Ypsilanti.

## Board approves tuition increases averaging 8% for most students

A tuition increase averaging 8 percent for resident undergraduates was approved by the EMU Board of Regents June 22.

The increase, which equates to 7.8 percent for full-time lower-level undergraduates, raises the rate for lower-level courses by \$6.25 per credit hour, from its current \$76.50 to \$82.75 per credit hour for 1993-94. The tuition cost for full-time upper-level undergraduates will increase 8.3 percent. For upper-level courses, the rate will increase by \$7 per credit, from \$81.50 to \$88.50 per credit hour.

For full-time resident undergraduates, the result will be an increase ranging from \$194 to \$217 per year. Including a 10-cent increase per credit hour in the student health service fee, full-year-equated lower-level undergraduates will pay approximately \$2,710 per year and upper-level undergraduates will pay approximately \$2,888 in full-year tuition and fees.

Full-time resident graduate students will pay 8.8 percent more as the rate increases \$10

per credit, from \$110 to \$120 per credit hour. For full-time graduate students, this will mean an increase of approximately \$240, to \$3,011 per year. As is currently the case, doctoral students will be charged the revised graduate credit hour rate plus a 25 percent (per credit hour) surcharge.

For full-time non-resident undergraduates, the cost of attending EMU will increase 8 percent for lower-level students and 8.6 percent for upper-level students. The credit hour increases will be \$16 — from \$196 to \$212 for lower-level courses — and \$18 — from \$206 to \$224 for upper-level courses.

Full-time non-resident graduate students will pay 8.8 percent more. The tuition rate will increase by \$23 per credit hour, from its current \$258 to \$281 per credit.

For all students, registration fees will remain unchanged at \$40 for each of the fall and winter semesters and \$30 each

*See Tuition, page 4*

## Some scholarship recipients will be required to live in residence halls

The Board of Regents, at its June 22 meeting, approved a change in General Fund scholarship criteria to require recipients of the University's largest scholarships to live on campus during their first two years at EMU.

Beginning with the 1994-95 academic year, student recipients of the Presidential, Regents and Recognition of Excellence scholarships and athletic grants-in-aid will be required to live in one of EMU's 13 residence halls during their first two years.

EMU Housing officials anticipate the new requirement will improve the image of on-campus living as well as increase occupancy and auxiliary revenue for the University.

While the Presidential Scholarship, a four-year, full-ride

award, already requires on-campus living for two years, the same requirement for Regents and Recognition of Excellence awards was dropped by board action in 1984 when residence halls were over capacity.

Decreasing numbers of new high school graduates, however, have meant enrollment declines in the student category First Time in Any College, which is the student most likely to live in campus residence halls. Between 1988 and 1992, EMU's FTIAC enrollment has declined from 2,568 students to 2,042; the number of FTIAC students living in residence halls over that same period has declined from 1,940 to 1,564.

EMU's overall enrollment hasn't experienced a similar

decline because the number of transfer students has increased over that period, although those students are less likely to live in residence halls; typically, 75 percent of FTIACs live in residence halls while only 30 percent of transfer students do.

Implementation of the criteria change will result in an average gain of 64 first-year students and 56 second-year students living in residence halls. Based on 1993-94 room and board rates, the maximum potential revenue gain would be approximately \$473,584 in its first year.

Some students may be exempted from the criteria change due to medical, personal or other reasons consistent with current Housing contract release requirements.

## Barry U's Bretting is named to head HPERD

Dr. Michael Martin Bretting, chairman of the department of sport and recreational sciences at Barry University in Florida, was named head of the Department of Health, Physical Education, Recreation and Dance by the Board of Regents June 22.

Bretting replaces Dr. Patric Cavanaugh, who is returning to teaching.

He has been at Barry University as both department chairman and associate professor since 1987. Prior to that, he was chairman of the physical education department and assistant professor of sport management at Valparaiso University in Indiana from 1983 to 1987, where he also served as head coach of the men's and women's varsity swimming and diving teams. He was an instructor in the physical education department at the University of Maryland-College Park from 1977 to 1982 and a graduate assistant there and at East Carolina University in 1975-76. While at Barry University, he also worked as a sports psychologist with the school's intercollegiate athletic program.

Bretting holds a bachelor's degree in physical and health education and a master's degree in physical education from East Carolina, earned in 1975 and 1976, respectively, and a doctorate from Maryland earned in 1983.

His other work experience has included being selected twice as swim coach for Sport for Understanding, where he took American swimmers overseas for competition; positions as aquatic director, pool manager and head swim coach at three Maryland

country clubs; assistant swim coach for the University of Maryland's men's varsity team from 1976 to 1979; assistant swim coach and head water polo coach at East Carolina in 1975; a swim camp instructor in North Carolina; and co-manager and head swim team coach at Wayneswood Recreation Association in Virginia from 1970 to 1974.

His current research interests include contrasting the responsibilities of intercollegiate athletic directors and professional sport general managers, as well as sport management curriculum development.

Bretting's professional memberships include the American Alliance for Health, Physical Education, Recreation and Dance; North American Society for Sport Management; Association for Supervision and Curriculum Development; Association of College Honor Societies; Gatorade Sports Science Institute; and the College Swimming Coaches Association of America.

While in college, Bretting was Southern Conference Champion in the 100- and 200-yard butterfly event in 1974 and 1975, All-Southern Conference Selection in Swimming during those two years, and co-captain of East Carolina's swim team in 1974-75.

As department head, he will administer and direct the developmental, personnel, financial and operational activities of the HPERD Department.

His appointment was effective July 1.

## Faculty and administrators granted tenure by board

Five faculty and academic administrators were granted tenure by the Board of Regents June 22.

Those granted tenure were Enos Greer Massie, assistant professor of social work; Dr. Jerry Robbins, dean of the College of Education and professor in the Department of Leadership and Counseling; Dr. James Riley, professor and head of the Teacher Education Department; Dr. Thomas Harden, professor and dean of the College of Technology; and Dr. Michael Bretting, newly appointed associate professor and head of the Health, Physical Education, Recreation and Dance Department.

Newly hired, tenure-track faculty are considered "on

probation" for a minimum time period that varies according to rank. By rank, that time is five years for instructors, four years for assistant professors, three years for associate professors and two years for professors.

Massie meets the general contractual requirements for tenure as well as the specific performance standards defined by the Social Work Department.

The collective bargaining agreement between EMU and the faculty union also allows granting of tenure to non-bargaining unit members if approved by the majority of faculty in the department where tenure is being accorded.

For Robbins, Riley, Harden and Bretting, this has occurred in their respective departments.

## REGENTS SUMMARY

The EMU Board of Regents acted on the following agenda items at its June 22 meeting. The regents:

- **authorized** the University administration to refinance the University's existing debt and to issue bonds in an amount not to exceed \$22.5 million.

Proceeds of the bonds primarily will be used to refinance the 1991 Student Fee Bonds, establish a debt service reserve fund if required and pay the costs related to the bond issue.

In granting the administration authority to issue the bonds, the board resolution states that a bond purchase agreement only will be executed if the net present value savings is in the range of \$250,000. It also authorizes new interest rates not to exceed 5.8 percent per year and states that the first bond maturity may not occur before June 1, 1994, while the last maturity may not occur later than the 2010-11 fiscal year, which coincides with the existing term of University debt.

Although refinancing the University's existing debt is expected to cost nearly \$300,000, the net present value savings will be approximately \$250,000 after accounting for all issuance costs and the University will realize nearly \$385,000 in cumulative savings from yearly debt service payments.

Any bonds issued will be

secured by the University's general revenues and will be authorized by the acting vice president for business and finance.

The aggregate principal amount of the 1991 Special Projects Student Fee Bonds was \$18.95 million.

- **accepted** 24 grants and contracts totaling \$455,560.

The largest of the grants was \$105,000 from the National Science Foundation for the NSF Coatings Research Center at EMU and Michigan Molecular Institute research member support, fully funding those activities.

The board also received two grants totaling \$111,466 from the Library of Michigan — \$99,930 from the discretionary grant program and \$11,536 from the Title III base grant program; and six grants totaling \$51,900 to the Emissions Evaluation Center — \$27,700 from BASF, \$17,425 from PPG Industries Inc., \$2,500 from Guardsman, \$2,275 from Ford Motor Co., \$1,200 from Union Carbide Corp. and \$800 from DuPont.

Other grants were \$47,287 from the Paint Research Association as salary support for the PRA/Coatings Research Institute director; \$34,705 from the National Coalition for Consumer Education for the National Credit Education Clearinghouse at EMU; \$27,174 from the U.S.

Army Corps of Engineers to the Geography and Geology Department for an Intergovernmental Personnel Act agreement, fully funding that contract; \$25,050 from the Research Corp. for structure activity studies of deltorphin neuropeptides; \$11,251 from the Washtenaw United Way for the Ypsilanti Student Literacy Corps project; and \$10,565 from various sponsors for a consumer investment project.

The regents also received \$9,000 from the Downriver Community Conference for training workshops; \$8,700 from Johnson, Johnson and Roy Inc. for a US-12 reconstruction project groundwater analysis and risk assessment; \$8,000 from General Motors Corp. as a manufacturing process engineering manual supplement; \$4,000 from First of America Bank of Southeast Michigan for an economic analysis of southeast Michigan; and four grants totaling \$1,462 for the Linguist Editorial Support Initiative — \$500 each from Lawrence Erlbaum Associates Inc. and Walters Kluwer Academic Pub. Bv. Distribution Center, \$262 from various sponsors and \$100 each from the Linguistic Society of America and Incontext Corp.

Thus far this fiscal year, the regents have accepted 200 grants and contracts totaling \$7.5 million.

## Budget, from page 1

tuition revenues; a reduction of \$60,000 in support to the Corporate Education Center; and \$1.4 million as a budget provision for compensation increases that will result from staff and faculty contract negotiations currently in progress.

Of the \$5.1 million in program improvement funding requests presented during this year's budget development process, 12 will be funded at a total cost of \$1.33 million. Of this amount, \$445,216, plus \$17,281 in non-recurring costs, is budgeted for the Academic Affairs Division for the North Central Association-

mandated assessment initiative, library acquisitions, the College of Business microcomputer laboratory, more student help and a Center for Adaptive Technology Education laboratory coordinator; \$105,369 will go to the Business and Finance Division for additional staff in Public Safety and the Cashier's Office; \$521,199 in non-recurring funds will go to the Executive Division for implementation and further development of the on-line Integrated Student Information System; and \$217,702, plus \$23,185 in non-recurring costs, is budgeted

for the University Marketing and Student Affairs Division for increased financial aid services to students as a result of reauthorization of the Higher Education Act and to provide additional select student and foreign student support services and fund the Martin Luther King/Cesar Chavez/Rosa Parks lecture series.

The 1993-94 General Fund operating budget is based on a projected fall semester enrollment of 25,635 students producing 565,000 student credit hours in 1993-94.

## Massingill, from page 1

Massingill is a member of the American Chemical Society, the National Coil Coaters Association and the Federation of Societies of Coatings Technology. For the ACS, he has served on its Books Department advisory board, National Council, and several committees.

At EMU, Massingill will

administer and direct the current operations and future growth of the Coatings Research Institute including short- and long-range planning, grant and contract development activities and management of day to day personnel, financial and other operational activities.

His appointment is effective immediately.

# FOCUS ON FACULTY

## Goodman helps people successfully navigate life's major transitions

By Debra Fitzgerald

The next time a big change occurs in your life and you tell yourself, "No problem. I can handle it," you may be kidding yourself.

Dr. Jane Goodman, EMU assistant professor of guidance and counseling, says most people adopt that posture in the face of change, but the submerged psychological effects can come back to haunt them.

"I've given workshops on life transitions, and interestingly, most of the people at the workshops denied they were going through anything," said Goodman, who also has counseled workers at the General Motors Corp. Willow Run plant about what to expect psychologically if they lose their jobs.

"Think of the number of people in this country every day who get told they're out of a job, they have until noon to clean out their desk and a security guard will take them out of the building. We never give enough attention to the psychological effects of that, but they are major," she said.

Other transitions Goodman has counseled people through include divorce and the experiences of immigrants to the United States.

"Many people come to this country and give up a lot of themselves to become 'an American,'" she said. "They feel like the only way to make it is to leave behind who they were, but when you do that there are a lot of psychological consequences because you have to build up these walls around who you were and it takes a lot of energy to keep those walls up. You have to face who you were, accept that it is a part of you and bring it back."

Goodman first became interested in the issue of immigration as a major life transition after reading "Lost in Translation: A Life in a New Language" (E.P. Dutton, 1989) by Eva Hoffman. An autobiography, it tells of Hoffman's emigration from Poland as a child and the lifelong difficulties of living a bicultural identity.

"The idea behind her book is that when you learn English, you lose a part of yourself — your language, your identity, your country," Goodman said. "You shouldn't have to leave all that behind, but usually you do and Eva Hoffman talks about recapturing it."

Goodman points out that many immigrants in English language classes are told to "forget Spanish," or whatever their native language is, if they want to learn English.

"Anytime you cut off a part of yourself like that, a part of your past, you don't cut it off and throw it away. It's still there," she said.

The process immigrants and others experiencing life changes go through, Goodman said, is similar to the grieving process.

"The first thing is denial or they will diminish the importance of the transition; after that comes really intense anger or sadness," she said. "Many people get stuck here and can't get out. I've heard people describe it as sandy walls that when they climb up a little bit, they slide back down. I know one woman who got divorced and went down to her basement and gained 40 pounds."

Eventually, people start fighting back, often experiencing a "renewed — but more productive — anger," followed by a sense of mission, wanting to help others experiencing similar circumstances.

"At this stage, someone who lost a job may decide, 'I'll show them. I'm going to get a wonderful job' or someone going through a divorce decides to become very successful," Goodman said.

Interestingly, the emotional ramifications of life changes occur even if the transition is of the person's own choosing. "Immigrants often feel scared and deeply sad for what they've left behind, but all around them are people saying, 'Aren't you lucky to be here. Aren't you lucky, for example, to have gotten out of Haiti,' so then they feel even worse because they think they shouldn't feel that way," Goodman said. "People say to me all the time, 'I left my job because I wanted to, but I'm miserable.' There's still a loss."

"Even if someone did come here from Haiti and life was just awful there, it was still home and they have to grieve the loss of that," she added. "I moved here from New York 32 years ago and I still feel when I go there that I'm going home, that I belong there. I'm very happy here and I don't want to move back, but that's still home."

Goodman teaches people about the "four S's" of successfully navigating a major transition: self, situation, support and strategy.

"The self is determining who you are. The situation means looking at the kind of transition it is. Was it in your control or out of your control," Goodman said. "And, of course, the level of support and the strategy you develop will determine how you handle the change."

"I suggest people take control over those four situations," she continued. "You can't change the scenario, but you can change how you view it and you can get



EMU photo by Jennifer Falvey

**Dr. Jane Goodman, assistant professor of leadership and counseling, has given workshops on helping people deal with big changes, such as divorce or moving to a new country. "Even if someone did come here from Haiti and their life was just awful there, it was still home and they have to grieve the loss of that," she said.**

support and ask for help. If you deny it is happening, it comes back and gets you later."

Goodman admits that most people get through life's transitions without counseling, often because of the social view attached to it. "The social stigma attached to counseling is that you're crazy, but most people who get counseling are very healthy, they just need help," she said. "Some people become

immobilized by their feelings and need help getting moving again."

Finally, Goodman said the key to moving through transitions is accepting that your life has changed. "You have to let go of the wish that things be the same as they were before the transition, then you can learn to cherish who you were then and who you are now," she said.

## NEW FACES

The EMU Board of Regents approved the following staff appointments during the spring semester.

**Sandra L. Niedergall**, athletic counselor at Northern Illinois University, was appointed as coordinator of athletic admissions programs.



Niedergall

Niedergall, 30, holds a bachelor's degree from Saginaw Valley State University and a master's degree from Northern Illinois. She also completed some graduate studies at EMU.

Before becoming athletic counselor at NIU in 1990, Niedergall was assistant women's track coach at EMU for two years and assistant track coach at Northwood Institute from 1985 to 1986.

At EMU, Niedergall will coordinate and provide assistance to student athletes, coaches and the athletic administration in the

areas of admission and initial and ongoing academic eligibility.

**Jacquelyn E. Campbell**, academic assistant at the University of Michigan Law School, was appointed programmer/analyst II in University Computing.



Campbell

Campbell, 28, earned a bachelor's degree in computer science from Southern University in 1987. Prior to joining U-M in 1992, Campbell was a software engineer at the Unisys Corporation in Plymouth from 1991 to 1992, an associate analyst at Consumers Power Co. in Jackson from 1989 to 1991 and an assistant account executive at the Inntrac Corp. in Atlanta from 1988 to 1989. She also was a data processing specialist at Stein Printing Co. in Atlanta in 1988 and an intern at AT&T Bell Laboratories in Columbus, Ohio, in 1987.

At EMU, Campbell will analyze, design and implement

complex systems and procedures and write and maintain computer programs for use by University Computing.

**Matt Hawks**, senior employment representative and college recruitment coordinator at the University of Michigan, was named compensation programs analyst in the Human Resources Department.



Hawks

Hawks, 30, replaces John Obermesik who left the University.

Hawks had been with the U-M's human resources department since 1986. He holds a bachelor's degree in public administration and a master's degree in labor and industrial relations from Michigan State University, earned in 1985 and 1986, respectively.

He lives in Ann Arbor where he serves on the board of directors of the Ann Arbor Options Center.

As compensation programs analyst, Hawks will be responsible for providing administrative and analytical assistance in support of the maintenance and regulation of the University's compensation and classification systems.

**Patricia Hooley**, senior programmer analyst at Great Lakes Bancorp in Ann Arbor, was appointed senior programmer/analyst in University Computing.



Hooley

Hooley, 46, received her bachelor's and master's degrees from the University of Michigan, where she also received a teaching certificate in mathematics and general science.

Prior to being named senior programmer analyst at Great Lakes Bancorp, she held positions there as project leader from 1988 to 1991, programmer analyst from 1985 to 1988, programmer from 1982 to 1985 and mortgage servicing specialist

from 1981 to 1982.

Hooley was a substitute science and math teacher for Milan Public Schools from 1979 to 1980. While teaching math and science at Schools of Choice in Flint from 1974 to 1976, she also was science department chairperson. Hooley also taught science at Holmes Junior High School in Flint and was science department chairperson there from 1970 to 1974.

At EMU, Hooley will analyze, design and implement major systems and programming applications and assist in the writing and maintaining of complex computer systems.

Other staff appointments included **Ralph Hardin**, customer service representative in Student Accounting, and **Camille Tisdale**, secretary in the Leadership and Counseling Department.

Unless otherwise noted, all appointments are effective immediately.

New Faces will be continued, as space allows, in a future issue of Focus EMU.

**Auxiliary, from page 1**

7.17 percent; the Corporate Education Center and Huron Golf Course, 7 percent; Parking and Paving, 4.42 percent; Corporate Learning, 4.37 percent; University Publications, 4.23 percent; Academic Services, 1.64 percent; Student Media, 1.08 percent; licensing, Campus Life and Recreation/Intramurals, 0.73 percent; and the Kresge Environmental Education Center, 0.23 percent.

By University division, gross revenue to the Auxiliary Fund totals \$22,540,009 from Marketing and Students Affairs; \$4,501,895 from the Executive Division; \$1,342,336 from Business and Finance; and \$471,928 from Academic Affairs.

Expenses totaling \$28,632,378 will be distributed for supplies, services and materials, travel and equipment,

**Tuition, from page 1**

for the spring and summer terms.

The tuition increases are based on a planned enrollment of 565,000 student credit hours and are expected to provide \$56.27 million in revenues, \$3.97 million more than what would be generated at the 1992-93 rates.

In 1993-94, tuition revenues will support 45.3 percent of the proposed General Fund operating budget at EMU.

*Focus EMU* is published weekly from September to April and biweekly from May to August for the 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. The deadline for submissions for "Events of the Week," which is prepared monthly, is the 15th of the month prior to the month the event will occur. Please send all submissions to: Editor, *Focus EMU*, Office of Public Information, 18 Welch Hall. Please direct any questions to (313) 487-4400.

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\$8,648,924 or 30.21 percent of all expenses; staff salaries, \$7,612,077 or 26.59 percent; cost of sales, \$4,591,792 or 16.04 percent; student employment, \$2,927,130 or 10.22 percent; employee fringe benefits, \$2,708,045 or 9.46 percent; debt and other obligations, \$1,794,848 or 6.27 percent; facility fee, \$250,000 or 0.87 percent; and reserves totaling \$99,562 or 0.35 percent of all expenditures.

The Auxiliary Fund budget was developed based on several assumptions: a 1993-94 enrollment projection of 18,987 full-time-equivalent students; credit

hour production in 1993-94 totaling 532,000, not including Continuing Education; and a projected residence hall occupancy by Sept. 30 totaling 3,530.

The budget also assumes utilities consumption increases of 10 percent for water, 5 percent for electricity and 3 percent for gas, with corresponding cost increases estimated at 4 percent, 5 percent and 26 percent, respectively.

The 1993-94 Auxiliary Fund Budget will support 242.08 full-time-equivalent staff positions, an increase of 5.65 positions over 1992-93.

**OPENINGS**

To be considered for vacant positions, all Promotional Opening 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, July 12, 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.

**EXTERNAL APPLICANTS MAY SUBMIT AN INITIAL APPLICATION TO OUR CS AND/OR FM POOL. ONLY INTERNAL APPLICANTS MAY BID ON A SPECIFIC POSITION.**

**CLERICAL/SECRETARIAL**

(Minimum bi-weekly salary)\*  
CSAA9401 - CS-04 - \$587.76 - Customer Service Representative, Continuing Education

**PROFESSIONAL/TECHNICAL**

(Minimum bi-weekly salary)\*  
PTEX9331 - PT-05 - \$727.28 - Media Technical Services Assistant, Corporate Education Center. Flexible hours, may include some weekends.

PTEX9332 - PT-05 - \$727.28 - Media Technical Services Assistant, 50 percent, Corporate Education Center. Flexible hours, may include some weekends.

**CAMPUS POLICE**

(Minimum bi-weekly salary)  
CPBF9401 and CPBF9402 - CP-01 - \$772.86 - Officer, Campus Police, Public Safety. Two positions available.

**ADMINISTRATIVE/PROFESSIONAL**

(Minimum semi-monthly salary)  
APEX9305 - AP-07 - \$1,024.94 - Manager, CEC Media/Computer Services, Corporate Education Center. Flexible hours, may include some weekends.

\*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**

**RESEARCH****Service Delivery Programs**

Several programs recently have been announced that provide funding for a variety of service delivery projects:

The innovative *Worthy Projects Foundation* funds projects addressing the mental health needs of disabled individuals, including children and senior citizens. Grants range from \$8,000 to \$10,000. Applicants should submit a summary of their project by Sept. 1.

The *William T. Grant Foundation* supports research, education and training projects that improve the mental health of children, adolescents and youths, with emphasis on enhancing normal development. The foundation supports five forms of research initiatives: Research on the Development of Children, Adolescents and Youths; Research to Evaluate Broadly Based Social Interventions; Faculty Scholars Program; Consortia Programs; and the Small Grants Program, which promotes research, education, training or community service projects. Applicants should prepare a one- to two-page project summary for submission at anytime.

The *Robert Wood Johnson Foundation* supports projects addressing severe chronic health and mental health conditions, with emphasis on research and analysis projects that recognize common problems in the existing service system and offer tactics to make services more reasonable and responsive. Grants range from \$200,000 to \$500,000. Applicants should prepare a one- to two-page program summary for funding consideration at anytime.

The *Allstate Foundation* supports programs in health and fitness that promote wellness and health care cost containment; community revitalization and human services programs that improve the delivery of basic human services or the self-sufficiency of minorities and inner-city community-based nonprofits; and education programs that prepare students for careers in the insurance industry and support information and training on safety programs. Proposals are due Aug. 1 or Nov. 1, 1993, or Feb. 1, 1994.

The *Ruth Mott Fund Health Promotion* program supports projects that focus on health issues and problems of low-income populations that emphasize improved nutrition, stress control, exercise and fitness, smoking cessation, reduced drug and alcohol use and health care access. Deadline for submission is unspecified.

The *Danforth Foundation* makes grants to improve the quality of elementary and secondary teaching and learning. The Good Beginning for Every Child program promotes prenatal care, early childhood education and parenting skills with emphasis on pregnant teens and their children. The School and Community Partnerships program supports collaboration among schools, families and agencies that provide comprehensive services to needy students. The Leadership for Schools program funds improved preparation and development opportunities for education leaders and increased knowledge and commitment among policymakers in creating plans that set new education directions. No deadline is specified.

The *Joyce Foundation* offers Conservation funding, Cultural grants, Economic Development grants, Education grants and Election Participation program support. Deadlines for project submission are July 15 for culture and elections programs; Nov. 15 for economic development and education programs and March 15 for conservation projects.

The *Ford Motor Company Fund* makes grants for projects in health and welfare, civic and public policy, education, national and international relations and arts and humanities. Applicants are encouraged to submit a proposal at anytime.

For more information on any of these, call the Office of Research Development at 7-3090.

**EVENTS OF THE WEEK****July 7 - 19****Wednesday 7**

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

**Friday 9**

WORKSHOP - The Benefits office will hold an orientation workshop for new EMU employees. Call 487-3195 for more information. 205 Welch Hall, 9 a.m.

**Sunday 11**

CAMP - The Intercollegiate Athletics Department will sponsor a softball camp for girls ages 10 through 18 today through Thursday, July 15. For more information, call 487-1031. Hoyt Conference Center.

CAMP - The Intercollegiate Athletics Department will sponsor a summer volleyball camp for seventh through 12th grade girls today through Thursday, July 15. For more information, call 487-2235. Hoyt Conference Center.

**Monday 12**

MEETING - The Enrollment Conversion Committee will meet. Founders Room, McKenny Union, 3:30 p.m.

**Tuesday 13**

MEETING - UAW Local 1976 will meet. Founders Room, McKenny Union, noon

**Wednesday 14**

MEETING - UAW Local 1976 will meet. Gallery II, McKenny Union, noon

**Sunday 18**

CAMP - The Intercollegiate Athletics Department will sponsor a summer volleyball camp for seventh through 12th grade girls today through Thursday, July 22. For more information, call 487-2235. Hoyt Conference Center