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# FOCUS EMU

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## Employee turnover rate rises one percentage point in 1992

By Debra Fitzgerald

EMU's employee turnover rate rose one percentage point in 1992, but was still lower than the national average for non-manufacturing employment, according to a report received by the Board of Regents March 23.

The Employee Termination and Turnover Statistics report, prepared by the Human Resources Benefits Office, showed EMU's 1992 employee turnover rate at 8 percent, compared to 7 percent in 1991. That rate is slightly below the national average for non-manufacturing employment of 8.4 percent and less than one percentage point above the average for manufacturing employment of 7.4 percent.

The report stated that the 8 percent turnover rate is "not a major item of concern" because nearly a third of the terminations resulted from retirement. The rate also is lower than EMU's average rate for the past 10 years, 8.8 percent.

The annual report is based on payroll records and a survey completed by employees leaving the University. In 1992, 40 percent of exiting employees completed the survey.

Of the approximately 1,832 employees at EMU in calendar year 1992, 139 left the University. The top five reasons for leaving cited on the exit survey were better job opportunity (33.3 percent), retirement (22.2 percent), career change (21.1 percent), low rate of pay (11.6 percent) and family/home responsibilities (11.1 percent). However, the top five reasons according to official notices of separation were retirement (29.5 percent), found another position (26.6 percent), leaving the area (8.6 percent) and miscellaneous reasons (26.6 percent), such as illness, returning to school, etc.

Of the employees who cited "better job opportunity," not all of them were leaving for a higher paying job, according to the report.

Several said they were leaving to accept a "more challenging" position with higher levels of responsibility and decision making; others said they were going to a work environment that is "more supportive" in terms of budget/staffing allocations, pay for performance, flexible work hours and greater promotional opportunities.

Of the employees who left EMU in 1992, 52 (37.4 percent) were men and 87 (62.6 percent) were women. By race, 124 (89.2 percent) were white, eight (5.8 percent) were black, five (3.6 percent) were Asian and two (1.4 percent) were Hispanic.

By employee group, the combined rate for administrative/professional, professional/technical and athletic coaching employees rose from 10 percent in 1991 to 11 percent last year.

Turnover for campus police officers rose from 10 percent to 15 percent.

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## Faculty retention efforts outlined

By Susan Bairley

While EMU's faculty turnover rate during the last 10 years has been slightly below the national average and the reasons for leaving are comparable to employees leaving employers elsewhere, EMU has chosen a proactive approach to retention, particularly where minority faculty are involved.

An Academic Affairs Division report on the University's efforts to improve faculty retention was presented to the Board of Regents March 23.

The report, a follow-up to an oral presentation given before the Educational Policies Committee in January, details retention activities that currently are underway or proposed by the division. Planning and implementation of the initiative involves participation of the provost's office, deans and department heads, faculty, and members of the Black Faculty and Staff Association, Latino Advisory Council and Faculty Council.

Major components of the retention initiative include: a revised new faculty orientation program, the introduction of a faculty mentoring program, ongoing faculty development in the areas of cultural awareness and diversity and the introduction of a senior administrative internship program.

EMU has not lost minority faculty at a rate significantly higher than that of non-minorities, but the reasons why some minority faculty have left include: a perceived lack of sufficient and appropriate support and mentors; feelings of isolation and exclusion; and a belief that diversity-related perspectives, opinions and research are not valued or respected.

Using this information, EMU's retention program was developed. Its guiding principles are: that the efforts must be division-wide; that they must include collaboration and ongoing dialogue; and that they must be inclusive—designed for all new faculty.

New faculty orientation, as part of the effort, is a two-day, formal orientation program with the first day devoted to developing a better understanding of the campus and surrounding community. It stresses University operations, divisional organizations, contractual expectations and requirements and social activities. The second day features presentations by the Faculty Center for Instructional Excellence, providing information on programs available on campus to assist faculty with instruction.

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## Campus Capsules

### Distinguished Faculty Ceremony This Week

Three faculty members will receive Distinguished Faculty Awards at a Celebration of Faculty Excellence ceremony Wednesday, March 31, at 3:45 p.m. in the McKenny Union Ballroom.

The award winners are Dr. Kate Mehuron, assistant professor of philosophy, who will receive the Teaching I Award for faculty who have been at EMU less than five years; Dr. James S. Magee, professor of political science, who will receive the Teaching II Award for faculty who have been at EMU more than five years; and Dr. Richard H. Abbott, professor of history, who will receive the Scholarly/Creative Activity Award.

Next week's Focus EMU will feature more information about the award winners and the ceremony.

For more information, call 7-2237.

### 'Bra Strap' Coming To Sponberg Theatre

The Department of Communication and Theatre Arts will present the play "Excuse Me While I Adjust My Bra Strap" Friday through Sunday, April 2-4, and Thursday through Saturday, April 15-17, in Sponberg Theatre.

Written by EMU Department of Communication and Theatre Arts Professor Annette Martin, the play takes a warm-hearted and alternative look at contemporary lifestyles, relationships and values.

The play features a startling, but warm-hearted collage of original performance pieces including "peep shows," gender dances and a series of stage numbers, challenging a range of ideas including gender, heterosexuality, drag, nudity and men's movements.

Described as "outrageous, feminist and intentionally gutsy," the play is intended for adult audiences only

due to language, sexual content and partial nudity.

Tickets are \$8 Friday and Saturday and \$6 Sunday, with a \$2 discount for EMU students and \$3 discount for Mainstage members. Thursday is "Bargain Night," with all tickets priced at \$4.

Showtimes are 7:45 p.m. nightly and 2:15 p.m. for the Sunday matinee.

Ticket reservations can be made by calling the EMU Arts and Entertainment Box Office at 7-1221.

### Women's Association Spring Lunch Is April 3

The EMU Women's Association will host its annual spring recognition luncheon Saturday, April 3, from 11:30 a.m. to 2 p.m. at Weber's Inn in Ann Arbor.

The group will present 1993 service awards to Kay Campbell and Joan Schiller and honor retirees Nadeen Bishop, Betty Bornemeier, Phyllis Young Green, Joan Schiller and Eleanor Wright.

The luncheon will begin with a cash bar at 11:30 a.m., followed by lunch at noon.

The cost is \$15 per person. For more information, call Cathy Day or Sharon Robertson at 7-0433.

### April 1 BFSA Meeting To Include Administrators

The Black Faculty and Staff Association has invited EMU's top-level administrators to attend its next meeting, which will be Thursday, April 1, at noon in the Goodison Hall Multicultural Center.

The first 30 minutes of the meeting will focus on a discussion with the administrators about the BFSA's main organizational concerns.

The BFSA also is planning a year-end celebration Friday, April 30, at the Radisson on the Lake, Players Lounge.

For more information, call Dr. Nora Martin at 7-0137.

### 'Home Improvement' Star To Wear EMU Shirt In Show

ABC sitcom star Tim Allen of "Home Improvement" will be wearing an EMU sweatshirt in one of the show's April episodes.

Scheduled to air during the second week in April, the episode titled "Birth of a Hot Rod" will show Allen in an EMU sweatshirt.

Allen, who began his career as a comedian in the Detroit area, wore a sweatshirt from nearby Cleary College in a previous episode and frequently wears shirts with Detroit-area athletic logos.

EMU's University Marketing Department contacted the show and sent Allen the shirt to wear.

The show airs locally on WXYZ-TV, Channel 7, Wednesday nights at 9 p.m.

### 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.

Held at EMU's Olds Student Recreation Center, which now includes a new outdoor lake facility, planned activities will include billiards, basketball, bowling, floor hockey, kickball, racquetball, table hockey, tennis, wallyball, swimming, music and movies.

In addition, children enrolled in the first or second sessions will automatically be enrolled in EMU's 1993 Learn to Swim Program, coordinated by former EMU Head Swim Coach Mike Jones.

Children will be grouped according to age and size for all activities.

The camp is staffed by EMU students majoring in education, recreation or related fields with a strong interest in working with children.

The cost for full days is \$180 per two-week session for the first child in a family and \$140 for each additional child. Half days, running 8 a.m. to noon or 1 to 5 p.m., are \$110 for the first child and \$80 for each additional child.

Lunch will be provided for children attending full days. Registration may be done by mail or in person at the Olds Recreation Center.

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

Monday through Friday from 8 a.m. to 5 p.m.

### Rosmarie, Keith Waldrop To Speak March 30

Writers Rosmarie and Keith Waldrop, founders and editors of Burning Deck Press, will speak tonight (Tuesday, March 30) at 7:30 p.m. in McKenny Union's Tower Room.

Rosmarie Waldrop is the author of two novels, "A Form of Taking It All" and "The Hanky of Pippin's Daughter," and many collections of poetry.

Keith Waldrop is the author of several works including "Hegel's Family," "Shipwreck in Haven" and "A Ceremony Somewhere Else." His first novel, "Light While There is Light," will be published this spring.

The Waldrops' presentation, which is free and open to the public, is sponsored by EMU's Office of Campus Life and Department of English Language and Literature as part of the Writers Living and Alive series.

For more information, call 7-3045.

## Governor endorses Library funding

EMU's capital outlay request to the Governor's Office was officially amended to reflect the University's top-priority need for \$51.7 million for its library replacement/reassignment project, as approved by the Board of Regents March 23.

Already, Michigan Gov. John Engler has recommended EMU's library replacement/reassignment project be funded as part of his \$670 million capital outlay budget for higher education and public protection building projects.

The board action formalizes the University's request, articulated earlier this year, for funding of the project which would incorporate the construction of a new University Library building at the current location of EMU's Physical Plant, renovate the existing library building to house the College of Education and relocate the Physical Plant to an off- or peripheral campus location.

Other facilities needs included in EMU's original capital outlay request, approved by the regents in September 1992, remain unchanged.

## World College will present 12th language/communication conference

The University community is invited to a conference reception Wednesday, March 31, from 8 to 10 p.m. in the Lakeshore Ballroom, Salon VI, at the Radisson to welcome speakers and attendees to the World College's 12th annual Languages and Communication for World Business and the Professions conference.

The World College will present the 12th annual Languages and Communication for World Business and the Professions conference Thursday through Saturday, April 1-3, at the Radisson on the Lake and EMU Corporate Education Center.

Organized by the World College in collaboration with the College of Business, Department of Foreign Languages and Bilingual Studies, Division of Continuing Education and the Center for Applied Linguistics in Washington, D.C., the conference is designed to promote the globalization of business and professional education as well as promote the broadening of foreign language education to include instruction in such areas as business and economics.

This year's program will include more than 130 speakers from approximately 30 states and 10 foreign countries, representing more than 60 different colleges and

universities and 13 businesses or organizations.

Among the workshops, and preconference workshops March 31, will be those on business-related foreign language instruction, cross-cultural business practices and communication, international internships and getting started in international business.

In addition, the Center for Applied Linguistics will present several simulated oral proficiency interview rater training workshops.

Registration for the conference is \$180 per person.

For more information, call the World College at 7-2414.



EMU photo by Jennifer Falvey

**'Spirited' Volunteers**—The student recipients of this year's General Motors Volunteer Spirit Awards received their plaques and five shares of GM stock at a McKenny Union ceremony March 25. EMU President William Shelton (left) and Jim Kornas (right), GM director of strategic merchandising and marketing programs, congratulated winners (from left) Karen Kreitzer, Eugene Market and Wendy Wells.

## FCIE plans many April events

The Faculty Center for Instructional Excellence will conclude its 1993 winter schedule of programs and services in April, beginning with a "Group Learning: Why and How" seminar Thursday, April 1, at noon in 501 Pray-Harrod.

Dr. Phillip Arrington, associate professor in the English Language and Literature Department, will demonstrate effective group learning as a way of promoting critical thinking, problem solving and com-

munication skills. The program will include a video produced at EMU titled "Group Inquiry: A Method for Learning."

A forum for new and tenure-track faculty titled "Taking Stock: Teaching and Working at EMU" will be held Friday, April 2, from 3 to 4:30 p.m. in 501 Pray-Harrod. Presented by Deborah DeZure, co-director of the FCIE, and a panel of faculty, the session will provide an opportunity to discuss the challenges encountered

when teaching and working at EMU.

The Featured Faculty series will include Dr. Janice Humphries teaching Health Assessment Monday, April 5, from 4:30 to 6:30 p.m. in 216 Pray-Harrod, where faculty are invited to observe her lecture. Lab observation for the same course will be Wednesday, April 7, at 9 a.m. or 2 p.m. in 130 King Hall and a discussion will be

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## Employee turnover Continued from page 1

The clerical/secretarial group also saw a slight increase, from 6 percent to 7 percent, although 1992 was the second year in a row that group maintained a single-digit turnover rate.

The food service/maintenance/skilled trades group saw a sharp decline in its turnover rate, from 12 percent in 1991 to 7 percent last year, the first single-digit rate for that group since 1988.

Turnover for faculty remained fixed at 5 percent, with that group's breakdown by race including 32 (88.8 percent) white faculty who left EMU in 1992, two (5.6 percent) black faculty and one each (2.8 percent each) Asian and Hispanic faculty members who left.

The employee exit survey also asks departing employees to rate certain aspects of University employment and the service levels of various departments. In 1992, they listed the 10 most favorable aspects

of employment at EMU as health insurance, dental insurance, paid vacations, paid holidays, paid sick leave, tuition waiver, job security, life insurance, cooperation from peers and retirement.

The 10 least favorable aspects of employment were chances for advancement, funding base for department, staffing allocation for department, recognition for work, cooperative work environment, rate of pay, opportunity for professional development, work load, communication on the job and child care.

The University departments receiving the highest service ratings from exiting employees, chosen from a list of 17 provided, were the Benefits Office, Cashier's Office, University Publications, Compensation Programs and Purchasing.

Those areas receiving the lowest service ratings were University Computing, Mail Delivery, Employ-

ment/Affirmative Action, McKenny Union and Student Accounting and Loans/University Bookstore (tied for fifth place).

During 1992, several efforts were made to improve EMU's employment environment, including development of a new Employee Assistance Program, implementation of training programs related to work environment through the Training and Development Office and improvements to the University benefits package.

The Benefits Office currently is accepting proposals from vendors to introduce an employee recognition/service award program and, to simplify and eliminate duplication in the employment process, the Employment/Affirmative Action Office is developing a universal personnel form which will eliminate five different forms currently in use.



**Golden Walkers**—EMU Provost Ron Collins (right) was on hand again this year as general chairman of the March of Dimes' annual WalkAmerica fundraiser. With Collins, kicking off the event with the "Golden Mile" walk in Ypsilanti March 25, were March of Dimes "Goodwill Ambassador" Zachary Damon (in front) and, from left, Golden Mile Ypsilanti Co-chair Wayne Studer, Ann Arbor Chairman Gayle Desprez, Ypsilanti Co-chair Sioux Shelton and volunteer walkers Elwood and June Kureth. The event is the March of Dimes' largest annual fundraiser.

## Rate increases OK'd for Housing & Dining

By Debra Fitzgerald

At its March 23 meeting, the Board of Regents approved Housing and Dining Services rate increases averaging 4 to 4.7 percent for 1993-94.

For most students living in EMU residence halls, rates will increase 4.7 percent, while apartment rental rates will increase 4 percent.

Beginning with the 1993 fall semester, the standard 20-meal, double occupancy room and board rate for new students living in residence halls will be \$4,031, an increase of \$181 or 4.7 percent over the 1992-93 rate. However, all students currently living in residence halls will be able to renew their contracts for next year at this year's new student rate of \$3,850, an option which benefits nearly 50 percent of all residents.

Other double occupancy rates for new students will be \$3,983 for the 15 and 13-meal plans, \$3,935 for the 10-meal plan and \$2,138 for room only.

New residents in triple occupancy rooms will pay \$3,412 for the 20-meal plan, \$3,364 for the 15- and 13-meal plans, \$3,316 for the 10-meal plan and \$1,445 for room only.

Single occupancy room and board rates for new students will be \$5,151 for the 20-meal plan, \$5,103 for the 15- and 13-meal plans, \$5,055 for the 10-meal plan and \$3,243 for room only.

Rental rates for University apartments, which include energy costs, will increase an average of 4 percent beginning July 1, 1993.

Monthly rates in Pine Grove

Apartments will be \$385 for a furnished one-bedroom unit, \$427 for a furnished two-bedroom, \$356 for an unfurnished one-bedroom and \$400 for an unfurnished two-bedroom apartment.

Residents of Cornell Courts will pay \$387 for a furnished one-bedroom, \$430 for a furnished two-bedroom apartment, \$361 for an unfurnished one-bedroom and \$404 for an unfurnished two-bedroom unit.

Residents of Westview Apartments will pay \$438 for a furnished one-bedroom, \$478 for a furnished two-bedroom unit, \$410 for an unfurnished one-bedroom and \$452 for an unfurnished two-bedroom apartment.

Students living in Brown-Munson Apartments will pay from \$324 to \$549 per month for single occupancy apartments and between \$350 and \$793 monthly for double or triple occupancy units.

In addition, other 1992-93 fees for University apartments will include \$20 per month for new tenants in premium apartments, a \$10 per month pet fee for cats and fees ranging from \$10 to \$45 per occurrence for such things as late payment, insect extermination, transfers, holdovers and lockout services.

EMU staff and faculty living in University apartments also pay a monthly surcharge based on the number of bedrooms.

The approved increases will fund last year's base level of services, meet all trust and fiscal-related requirements and fund routine maintenance priorities. Anticipated

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## Faculty retention

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The faculty mentoring program is designed to link new faculty and established individuals with similar needs and research interests. The program's goals include establishing an information network among new and experienced faculty; providing support for the personal and professional needs of faculty in the program; and fostering professional development.

Ongoing faculty development in cultural awareness and diversity is another retention focus. Recently, a two-day evaluation of EMU's campus environment was conducted by Dr. Kevin Slater of Design, Research and Initiatives Consulting. Slater met with more than 400 EMU administrators, faculty, staff and students and submitted a report suggesting more education regarding the values of cultural diversity. The Deans' Advisory Council now is enlisting Slater's help in introducing multicultural issues throughout the curriculum.

Other development opportunities

have included two satellite teleconferences presented by Black Issues in Higher Education, co-sponsored by the Division of University Marketing and Student Affairs; and a University delegation, led by Provost Ronald Collins, to attend a two-day conference in Lansing titled "Equity in the Classroom III."

Finally, the Academic Affairs Senior Administrative Internship Program is intended to provide selected Academic Affairs personnel with the senior administrative experience necessary to explore career options and develop skills to become candidates for executive and senior administrative positions. The program will be available to regular members of the faculty and Academic Affairs' staff.

Future steps in the retention effort will include the training of mentors and proteges, the development of a process to enhance the pairing of new faculty and mentors and further implementation of the specific recommendations found in Slater's report.

# Focus on Faculty

## Cullen counts EMU work as one in a list of careers

By Kirk Carman

Mary Cullen, assistant professor in the Department of Interdisciplinary Technology, uses her career experience in business, marketing, media, photography and production to make her classes at EMU as well rounded as they can be.

"I've had really five careers, as a writer/producer, staff photographer, product manager, marketing director and teacher," said Cullen, who teaches courses including graphic communication, photography and desktop publishing and currently is the only woman faculty member in EMU's IDT Department.

She believes real-life experience is crucial for a successful education. "The days of the liberal arts education have changed dramatically. We are much more focused in terms of specific disciplines, which has been a shift to be compensated for or be aware of," she said.

"The well roundedness of liberal arts is valuable in terms of development and the ability to perform," Cullen added. "Many students nowadays don't have the ability to relate, negotiate or work well with others in the workplace."

Cullen thinks education should teach students to work together, not individually. "Openness is the key here. A person with an open mind has a much greater chance at achieving success. I'm essentially trying to build open minds."

Having taught French for eight years, Cullen supports multiculturalism and promotes it in her EMU classes. "Studying historical, economical, political and social aspects of a foreign culture is productive in education because it reinforces the necessity and usefulness of open minds," she said.

Cullen believes the United States may be lacking in terms of multiculturalism and second language acquisition. "Because most European

countries are surrounded by other foreign speaking countries, many Europeans speak more than one language," she said. "Since the United States is isolated in that sense, there hasn't potentially been as much interest or a necessity in

**"A person with an open mind has a much greater chance at achieving success. I'm essentially trying to build open minds."**

multiculturalism or second languages."

Cullen, who holds a bachelor's degree in French from the University of Detroit, does agree that learning a second language can be tedious and difficult for an older student. "Many Americans believe English should be spoken by every other country in the world, but a second language can be an avenue toward exploring another culture," she said.

In her graphic communication and photography classes at EMU, Cullen's students must complete a slide show that promotes multiculturalism. "I give the students the opportunity to choose a culture foreign to them and present a slide show to the class," Cullen said. "The students learn, the class as a whole learns, and I learn."

Cullen believes students interested in the business field must believe they've never finished learning. "Our world is constantly changing and we need to constantly keep up with that change," she said. "Diversity in business is essential, especially in the age of information and technology."

Conflict in business can occur when individuals try to change the culture of the business environ-

ment they are in," Cullen added. "The culture of the business is dictated from the top down. Business is an extremely dynamic place to be and it requires a tremendous amount of energy, focus, dedication and drive."

"Currently, throughout a lifetime, individuals in American business have five, six or seven careers. I think people are looking out for themselves more and realizing that they need to remain diversified professionally, as well as personally," she said.

Cullen, who has been interested in photography for more than 20 years, recently began showing and selling her color travel photography at art fairs and exhibitions. Her work, mainly of the United States, Europe and Canada, features architecture, seascapes and landscapes. "I've found that people identify with photography of places they've visited or would like to visit," she said.

In addition to her bachelor's degree from the University of Detroit, Cullen holds a master's degree from the New School for Social Research. She was appointed assistant professor in EMU's Interdisciplinary Technology Department last June. "I still feel like I'm on my honeymoon at EMU," she said.

Her teaching duties include advising students interested in interdisciplinary technology courses and majors. "The communication technology degree offered by the department features a broad-based exposure to many different artistic and visual disciplines as well as the technological aspect," she said. "Courses in graphic communication, business, management and communication theatre arts provide many unique and different skills. Again, diversity is the key."

"I really am very impressed with EMU," she said. "I'm impressed with the curriculum, and most of all, the students. I think EMU has



Mary Cullen, assistant professor in the Department of Interdisciplinary Technology, is a living example of her belief that students should have a wide range of knowledge. Her previous employment has included work in business, marketing, media, photography and production. "I've had really five careers," she says.

a good mix of traditional and non-traditional students and their ambition and persistence constantly amazes me."

Cullen also is impressed with her colleagues on the faculty.

"Students at EMU are seeing

professors with expertise. Emphasis is placed strongly on scholarly activity without affecting students drastically. EMU is a diverse university with something to offer everyone, both students and faculty," she said.

## Regents Summary

The EMU Board of Regents acted on the following agenda items at its March 23 meeting. The regents:

— **authorized** the University administration to seek a liquor license for the EMU Corporate Education Center.

EMU now will apply to the State of Michigan for a new, full-year Class C and SDM license with Official Permit for Sunday Sales for the facility, to be issued under Act MCL 436.17h.

The license is being sought to meet client demands. At the CEC, many clients have requested the opportunity to provide beer and wine or a cash bar at receptions held in conjunction with meetings and conferences and at social events. Without a Class C license, the center cannot directly accommodate those requests.

Having the license could increase CEC revenues by as much as 10 percent.

— **approved** \$4,548,566 in General Fund scholarships, athletic aid and awards for 1994-95.

The board action increases that budget by \$382,009 over its 1993-94 base, adding \$65,239 for academic scholarships, \$137,519 in athletic grants-in-aid and \$179,251 in required federal and state matches.

Of the total 1994-95 General Fund scholarship, athletic aid and awards budget, \$1,389,528 will go to academic scholarships, including \$248,928 to fund 32 full-ride Presidential Scholarships and \$697,600 to fund 325 Regents Scholarships. Athletic grants-in-aid will total \$1,979,491, awards and grants will total \$450,350 and fun-

ding for federal and state required matches will be \$729,197.

The General Fund scholarship, athletic aid and awards proposal is presented to the regents one year in advance of the actual funding year due to publication requirements and the recruiting cycle for the 1994 freshman class.

— **accepted** 34 educational grants and contracts totaling \$2,232,336.

The largest of the grants was a \$1 million Housing and Urban Development grant from the City of Ypsilanti for the rehabilitation of Pease Auditorium. The HUD Development Grant Division awarded the special purpose grant for Pease to the city with the understanding that EMU would be sub-grantee. That money, plus \$1.8 million in matching University funds approved by the regents in January, will be used to complete Phase I of the Pease Auditorium rehabilitation.

Other large grants were \$200,140 from the W.K. Kellogg Foundation to the Southeast Regional Center for Groundwater Education in Michigan; \$192,828 from the U.S. Department of Education for a team field-intensive teacher training project for bilingual instructional support staff, fully funding that project; and three grants totaling \$170,000 from the Ford Motor Co. Fund—\$45,000 each for a fuel pump sender program and an engine design project and \$80,000 for transmission and chassis computer-aided design.

Other grants included \$151,952 from the United Auto Workers-Ford National Educational Development Training Center for the 1992-93

UAW basic skills project at the Ford Milan plant; \$86,084 from the Michigan Department of Management and Budget for the School of Police Staff and Command; \$80,000 from the Michigan Department of Mental Health to the Alzheimer's Education and Demonstration Center; \$67,400 from Western Michigan University for a Michigan mathematics inservice project; and \$31,900 from the National Council for Consumer Education/AT&T Consumer Credit Education Fund to the National Credit Education Clearinghouse.

So far this fiscal year, the regents have accepted 140 grants and contracts totaling \$5.65 million.

— **designated** the proceeds of a unitrust agreement for the \$185,000 estate of 1927 alumna Esther Marie Walker Barnard to 14 separate EMU endowment accounts.

Of the estimated estate proceeds, two endowed scholarships will be established in Barnard's name—one \$35,000 education scholarship in the College of Education and one \$30,000 history scholarship in the College of Arts and Sciences.

The remaining \$120,000 will provide \$10,000 each to endowments for each of EMU's five colleges, and \$10,000 each for endowments benefiting the University Library, Pease Auditorium, Wade McCree Scholarship, John W. Porter Distinguished Chair in Urban Education, the Center for Entrepreneurship and \$10,000 each to men's and women's athletics.

Barnard, who died in Ann Arbor Oct. 1, 1991, at the age of 87, graduated with a bachelor's degree in education from EMU (then Michigan State Normal College) in 1927.

## Music events include April Fools' concert

An April Fools' Day recital, featuring the talents and antics of students and faculty in the Music Department, will be presented Thursday, April 1, at 8 p.m. in EMU's Alexander Recital Hall as the first of several musical events scheduled in April.

The recital, hosted by the EMU student chapter of the American String Teachers Association, will feature humorous songs, parodies and skits.

A piano recital, titled "Child's Play," will be Sunday, April 4, at 4 p.m. in EMU's Alexander Recital Hall. Faculty members Garik Pedersen and Anne Beth Gajda will perform works by Schumann, Debussy and Bizet.

The EMU Percussion Ensemble, conducted by Professor J. Whitney Prince, will perform Tuesday, April 6, at 8 p.m. in EMU's Alexander Recital Hall.

A Graduate Performance Award competition will be Thursday, April 8, at 4:30 p.m. in EMU's Alexander Recital Hall. Six students will be featured in the competition, including four vocalists, one pianist and one flutist.

The EMU Collegium Concert, conducted by EMU Professor Anthony Iannaccone will be Tuesday, April 13, at 8 p.m. in Holy Trinity Chapel, 511 W. Forest in Ypsilanti. Works to be performed include Mozart's "Vespers for Chorus, Soloists and Strings," Telemann's "Overture. Air and Conclusion for Oboe, Trumpet and Strings" and Vivaldi's "Magnificat." Vocal and instrumental chamber music from the Renaissance and Baroque

periods also will be performed.

The EMU Jazz Ensemble, conducted by EMU Assistant Professor David Woike, will perform Thursday, April 15, at 8 p.m. in Alexander Recital Hall.

A Symphony Orchestra Concerto Concert, conducted by EMU Assistant Professor Kevin Miller, will be presented Friday, April 16, at 8 p.m. in Washtenaw Community College's Towsley Auditorium. Six student soloists, accompanied by the EMU Symphony Orchestra, will perform works by Vivaldi, Mendelssohn, Beethoven, Strauss, Shostakovich and Sariosantos.

An Alumni Honors Concert, featuring the EMU Concert Winds, Alumni Band and Symphonic Band will be Sunday, April 18, at 4 p.m. at Saline High School, 7190 Maple Rd. in Saline. Works to be performed include: Brahms' "Blessed Are They," conducted by Professor Max Plank; Elliott's "British Eighth March," conducted by Sarah Dibble; and Clare Grundman's "Hebrides Suite," conducted by David Woike.

The EMU Choir, Chamber Choir and Women's Chorus will perform Sunday, April 18, at 8 p.m. in St. John's Catholic Church, 410 W. Cross St., in Ypsilanti. Conducted by Dr. Leonard L. Riccinto and Ruthann Wagner, the recital will feature works by Bach, Poulenc, Schutz, Britten and Gershwin.

All of the April events are free and open to the public.

For more information, contact Kristy Meretta in EMU's Music Department at 7-2255 or 7-4380.

## Housing

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venues also will fund \$1.6 million of the maintenance renovation plan and provide \$2.48 million in student wages.

The \$19.5 million 1993-94 Housing and Dining Services budget assumes an opening residence hall occupancy of 3,572 students and an occupancy rate of 92 percent in its 633 apartment units.

FOCUS EMU is published weekly during the fall and winter semesters for faculty and staff at Eastern Michigan University. The deadline to submit copy for consideration is 5 p.m. Tuesdays for the following week's issue. Please send submissions to: Editor, *Focus EMU*, Office of Public Information.  
**Kathleen D. Tinney**, assistant vice president, Executive Division  
**Susan Bairley**, acting director, Public Information  
**Debra McLean Fitzgerald**, editor, FOCUS EMU  
**Dick Schwarze**, photographer  
**Kirk Carman**, student intern  
**Tiffany Anteau** and **Becky Minsley**, student writers  
**Jennifer Falvey**, student photographer  
**HP Patterson**, phototypesetter



This publication is printed on recycled paper.

## 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 5, 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-Harrold, 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.

CLERICAL/SECRETARIAL  
(Minimum Bi-Weekly Salary)

CSBF9316 - CS-04 - \$587.76 - Customer Service Representative, Student Accounting  
 CSBF9317 - CS-04 - \$587.76 - Customer Service Representative, Student Accounting

\*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

## FCIE

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held that day at 4 p.m. in the Spelbring Room in King.

Dr. Sam Fullerton also will be a Featured Faculty April 5, teaching Introduction to Marketing from 12:30 to 1:20 p.m. in 114 Owen Building, with discussion immediately following in the Owen Building Dean's Conference Room.

Drs. Don Briggs and James Holoka will conclude the series teaching "Quest for Power" Monday, April 19, from 10 to 10:50 a.m. in 403 Pray-Harrold. It will include a "staged interview" with

Albert Speer discussing his support of Adolf Hitler. It will be followed by a discussion at noon in 501 Pray-Harrold.

Finally, the Dean's Forum on Teaching and Learning, "In Pursuit of Interdisciplinarity," originally scheduled for March 5, will be Monday, April 12, from noon to 2:30 p.m. in McKenny Union's Guild Hall. DeZure will facilitate the session in which faculty will discuss interdisciplinary possibilities with the academic deans.

The session is open to all faculty and registration is required.

Lunch will be served.

To register or for more information on any FCIE program, call 7-1386.

## Research

## Starter Scholar Research Awards

The March of Dimes Birth Defects Foundation announces its Basil O'Connor Starter Scholar Research Awards. This program is designed to support young scientist just embarking on their independent research careers, and is limited therefore to those holding faculty appointments at the instructor or assistant professor level. The applicant's interests should be consonant with those of the Foundation.

An abstract must be submitted by Aug. 31, 1993. Applications will then be due March 31, 1994. For more information, contact the Office of Research Development at 7-3090.

## Program on Female Drug Abuse

The National Institute on Drug Abuse is inviting applications on the etiology and consequences of drug abuse by women of all ages and on gender differences in the behavioral effects of abused drugs. Areas of interest for this program include: the role of drug use in women's sexual activity, pregnancy, parenting and high-risk behaviors; differences in drugs of abuse, patterns of abuse, routes of administration, physiologic and therapeutic responses and abuse of prescription drugs; the role of factors that increase risk for early onset and severity of drug abuse; and the differential consequences of drug abuse. Other interest areas are the etiology among subgroups of women, including homeless and incarcerated women, victims of violence and single women who head households; special factors affecting subgroups; impact of age on onset of abuse; victimization, rape, trauma, child abuse and neglect and post traumatic stress disorder involving women; natural history of transmission of HIV among drug-abusing women; intergenerational studies of risk factors; and legal, health and social policy issues.

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

## Planetary Materials and Geochemistry

The National Aeronautics and Space Administration is inviting applications for basic research on planetary materials and geochemistry. Investigations may involve direct measurements of physical and chemical properties and research efforts that contribute new data or analyze and synthesize data. Examples include studies of solar system formation and chemical differentiation of planetary bodies; laboratory studies of phase stability, thermal emission, chemical partitioning and other processes necessary to interpret planetary data; synthesis of previously obtained geochemical data and direct measurements of mineral composition, major and trace element chemistry, radiometric agents, magnetism and radiation exposure effects.

Proposals are due April 15, 1993. For more information, contact the Office of Research Development at 7-3090.

**EMU NEWSLINE**  
 Call 487-2460 24 hours a day for late-breaking EMU news, calendar updates and information on University closings during bad weather.

## Events of the Week

March 30 - April 5

## Tuesday 30

**WORKSHOP** — The FCIE will present a "Workshop for Case Writers: Drafting and Re-Drafting" featuring Pat Hutchings. For more information or to register, call 7-1386, 501 Pray-Harrold, 9:30 a.m.

**WORKSHOP** — The FCIE will present an introductory workshop "Writing and Using Cases About College Teaching" featuring Pat Hutchings. To register or for more information, call 7-1386, Library, Owen College of Business, 1 p.m.

**BUDGET HEARING** — An open budget hearing will be held to discuss enrollments and next year's budget. For more information, call 7-2211, 201 Welch Hall, 1 p.m.

**MEETING** — The Latino Advisory Council will meet, Gallery II, McKenny Union, 3 p.m.

**WORKSHOP** — Career Services will present a career planning workshop using the Myers-Briggs Type Indicator and the Strong Interest Inventory. Call Dr. Joanne Burns at 7-0400 for more information, 425 Goodison, 2 p.m.

**POETRY READING** — The "Writers Living and Alive" series will present Rosmarie and Keith Waldrop reading their poetry. For more information, contact the Office of Campus Life at 7-3045, Tower Room, McKenny Union, 7:30 p.m.

**RECITAL** — The Music Department will present an organ recital. Call 7-2255 for more information, Organ Recital Hall, Alexander, 8 p.m.

## Wednesday 31

**MEETING** — The Bargaining Council of the American Association of University Professors will meet. For more information, call 7-1070, Guild Hall, McKenny Union, 11 a.m.

**MEETING** — The Older and Wiser Group will meet. Call 7-1118 for more information, Reception Room, McKenny Union, noon

**WORKSHOP** — Career Services will present a workshop on the Major-Minor Finder. Call 7-0400 for more information or to register, 425 Goodison, 2 p.m.

**MEETING** — The Adult Children of Alcoholics support group will meet. Call 7-1118 for more information, 300 Snow Health Center, 3 p.m.

## Thursday 1

**MEETING** — The Division of Academic Affairs Deans' Council will meet, 205 Welch Hall, 10 a.m.

**WORKSHOP** — The Faculty Center for Instructional Excellence will present a workshop on Group Learning: Why and How, featuring Phil Arrington of the English Language and Literature department. For more information, call 7-1386, 501 Pray-Harrold, noon

**MEETING** — The Black Faculty and Staff Association will meet, Multicultural Center, noon

**MEETING** — The University Council on Teacher Education will meet, Gallery I, McKenny Union, 3:30 p.m.

**RECITAL** — Students and faculty from the Department of Music will present a recital of humorous songs, parodies, skits and whatever else seems appropriate for April Fools' Day. For more information, call 7-2448, Recital Hall, Alexander, 8 p.m.

## Friday 2

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

**WORKSHOP** — The Staff Training and Development Office will sponsor a workshop on Introduction to the Macintosh presented by University Computing and Learning Technologies.

To register, or for more information, call 7-4249, Computer Lab, McKenny Union, 8:30 a.m.  
**WORKSHOP** — The Staff Training and Development Office will sponsor a workshop on Introduction to Microsoft Excel presented by University Computing and Learning Technologies. To register, or for more information, call 7-4249, Computer Lab, McKenny Union, 10:30 a.m.

**WORKSHOP** — The FCIE will present a workshop titled "Taking Stock: Teaching and Working at EMU"—a forum for new and tenure-track faculty. Call 7-1386 for more information, 501 Pray-Harrold, 3 p.m.

**THEATER** — The EMU Communication and Theatre Arts Department will present "Excuse Me While I Adjust My Bra Strap." For mature audiences. Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. Call the EMU Arts and Entertainment Box Office at 7-1221 for more information, Sponberg Theatre, 7:45 p.m.

## Saturday 3

**ART EXHIBIT** — The Art Department will present a student exhibit of paintings by Helen KrySan and graphic designs by Hsing-Ming Chang today through April 17. For more information, call 7-3388, Intermedia Gallery, McKenny Union, 10 a.m. - 6 p.m.

**THEATER** — The Communication and Theatre Arts Department will present "Excuse Me While I Adjust My Bra Strap." For mature audiences. Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. Call the EMU Arts and Entertainment Box Office at 7-1221 for more information, Sponberg Theatre, 7:45 p.m.

## Sunday 4

**THEATER** — The EMU Communication and Theatre Arts Department will present "Excuse Me While I Adjust My Bra Strap." For mature audiences. Tickets are \$7 for the general public, \$5 for students and \$4 for Mainstage members. Call the EMU Arts and Entertainment Box Office at 7-1221 for more information, Sponberg Theatre, 2:15 p.m.

**RECITAL** — A piano recital will be presented by the Department of Music. Call 7-2448 for more information, Recital Hall, Alexander, 4 p.m.

## Monday 5

**WORKSHOP** — Career Services will present a resume writing workshop for non-education majors. Call 7-0400 for more information, 405 Goodison, noon

**WORKSHOP** — The FCIE will present "Featured Faculty" member Sam Fullerton teaching Introduction to Marketing. Call 7-1386 for more information, 114 Owen, 12:30 p.m. (class observation), Dean's Conference Room, Owen, 1:20 p.m. (discussion)

**WORKSHOP** — Career Services will present a workshop on the Major-Minor Finder. Call 7-0400 for more information or to register, 425 Goodison, 1 p.m.

**WORKSHOP** — Career Services will present an advanced interview/job search strategies workshop for non-education majors. Call 7-0400 to register, 405 Goodison, 1 p.m.

**WORKSHOP** — The FCIE will present "Featured Faculty" member Janice Humphries teaching Health Assessment. Call 7-1386 for more information, 216 Pray-Harrold, 4:30 p.m. (lecture observation); 130 King, 9 a.m. or 2 p.m., April 7 (lab observation); Spelbring Room, King, 4 p.m., April 7 (discussion)