

FOCUS EMU

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EMU 1950 alumnus Jack Hipple (in EMU shirt) challenged WJBK-TV sports personalities Denny McLain (far left) and Eli Zaret (falling) Jan. 4 to one of their televised "SportsChallenges." Hipple bested the two men in the 200-meter run, but fell to defeat in the softball throw and 100-meter run. The event, filmed in Bowen Field House, aired on TV 2 last Sunday.

King Day events include lectures, films and march

EMU has scheduled a series of activities Monday, Jan. 17, to celebrate the ninth annual Martin Luther King Jr. holiday, including a lecture by Dr. Mae Jemison, the nation's first African American female astronaut, at EMU's annual President's Luncheon at noon at the EMU Corporate Education in Ypsilanti Township.

Tickets to the luncheon are \$25 for the general public and \$7 for students.

The EMU celebration actually will begin Saturday, Jan. 15, at 6 p.m. in the Eastern Eateries lower level with a presentation by Ahmad Abdur-Rahman, a former Black Panther who spent 21 years in prison before his life sentence was commuted by Gov. John Engler in 1992.

Sigma Gamma Rho Sorority

See full King Day calendar, page 2

See King Day, page 2



Jemison

Nation's first black female astronaut is special guest

The Office of Campus Life will host a lecture by Dr. Mae C. Jemison, the first black female astronaut, Monday, Jan. 17, at 7:30 p.m. in McKenny Union's Ballroom as part of EMU's Martin Luther King Jr. holiday celebration.

Jemison flew on a joint U.S.-Japanese Spacelab mission aboard shuttle Endeavor in September 1992, during which she conducted experiments in life and material sciences and was co-investigator for an experiment

See Jemison, page 2

CAMPUS CAPSULES

Tuition Waiver Program Features Two Changes

Effective Jan. 1, spouse and/or dependents utilizing the one half tuition waiver will have the same grade requirements as Eastern employees who use the waiver.

A staff or faculty member's spouse and/or dependent child will forfeit tuition waiver benefits and must reimburse the University the full cost of the waiver if:

a. A grade of "pass," or "C" or above is not achieved in any course for which the tuition waiver is obtained. (Grades of C- are unacceptable.)

b. A mark of "Incomplete" (I) is received and not converted to a passing grade within one year following termination of the semester in which the course was taken, or the date the employee terminates, whichever is earlier.

These changes will apply to courses taken during Winter 1994 and all subsequent terms. New revised tuition waivers will be available for Spring 1994. It will not be necessary to redo the Winter 1994 application.

Blood Drives Set For January

The Omega Psi Phi fraternity will sponsor an American Red Cross blood drive Monday, Jan. 17, from 2 to 8 p.m. in Hoyt Hall.

The following Red Cross blood drives also will take place on the EMU campus during the month of January: Wednesday and Thursday, Jan. 19 and 20, from 1 to 7 p.m. in Downing Hall, sponsored by EMU Hillel; and Monday, Jan. 24, from 2 to 8 p.m. in the Holy Trinity Student Chapel.

ICARD Study Forum Rescheduled To Jan. 13

The Ypsilanti Area Chamber of Commerce/ICARD Intergovernmental Cooperation Study Public Forum has been rescheduled to Thursday, Jan. 13, at 7 p.m. at the EMU Corporate Education Center.

Call 482-4920 for more information.

Substance Abuse Lunch To Be Held Feb. 1

An orientation luncheon titled "Infusing Substance Abuse Prevention Into the Curricula: A Program for Faculty, Administrators and Staff" will be held Tuesday, Feb. 1, from noon to 2 p.m. in McKenny Union's Alumni Room.

The luncheon is open to all EMU faculty, administration and staff and a door prize will be given away.

For more information, call 7-2226.

Weight Watchers "At Work" Program Planned

A Weight Watchers "At Work" weight loss program will begin on campus today (Tuesday, Jan. 11), from noon to 1 p.m. in room 216 Rackham Hall.

For more information call Mary Ellen at 7-2348.

Athletics Plans Breakfasts For Women's Programs

EMU's Intercollegiate Athletics Department will hold a series of "Breakfasts of Champions" this winter in support of women's athletics.

They will feature coaches of women's athletics programs, who will discuss their strategies for the

current and upcoming seasons.

The breakfast dates will be Tuesday, Jan. 18; Thursday, Feb. 3; Tuesday, Feb. 15; Tuesday, March 15; and Tuesday, April 5.

All breakfasts will be in McKenny Union's Guild Hall with the exception of the April 5 breakfast, which will be in McKenny Union's Tower Room.

The breakfasts cost \$6 each and will run from 8 to 8:50 a.m., with doors open at 7:30 a.m.

For reservations, call Carol Carrico, at least two days prior to the breakfast, at 7-1330.

Pinhole Photography Show is in Ford

"View From a Small Opening," an exhibition of contemporary pinhole photographs will be on display in EMU's Ford Gallery through Friday, Jan. 28.

Pinhole photography, a process where an image is inverted and projected through a tiny hole, was first discovered circa 400 B.C. Today, it is used in nuclear medicine, astronomy and physics.

The exhibition will feature seven photographers from around the U.S. including Jesseca Ferguson of Boston; Melissa Shook of Chelsea, Mass.; Pinky Bass of Fairhope, Ala.; Martha Casanave of Monterey, Calif.; Ruth Thorne-Thomsen of Moab, Utah; Sarah Van Keuren of Landsdowne, Pa.; and Nancy Spencer of San Lorenzo, N. M.

An opening reception will be held today (Tuesday, Jan. 11) from 3 to 5 p.m. in Ford Gallery.

Gallery hours are Monday through Friday from 9 a.m. to 5 p.m.

EMU To Offer Girls' Softball Clinics

EMU will host four sessions of a girls' fast-pitch softball clinic for junior high and high school pitchers, catchers and coaches Sunday, Jan. 16 and 23, on the EMU campus.

The session times are 9 to 11:30 a.m. and 1:30 to 4 p.m.

The clinics are taught by EMU's Head Softball Coach Connie Miner and staffed by her assistants and players.

The cost is \$20 per person and enrollment is limited.

For more information, call 7-1031 or 7-2274.

EMU Athletics Plans 'Fastbreak Luncheons'

EMU's Intercollegiate Athletics Department will hold a series of "Fastbreak Luncheons" this winter in support of EMU's men's basketball team.

The luncheons will feature Head Basketball Coach Ben Braun and his staff, who will discuss earlier games as well as strategies for the upcoming season.

The luncheon dates, all Fridays, are Jan. 14, 21 and 28; Feb. 18; and March 4.

All luncheons are at noon and will be in McKenny Union's Guild Hall.

The luncheons cost \$8 each with tickets available at Bowen Field House or at the door. Table sponsorships also are available for \$400 that include eight tickets to all luncheons; two reserved tickets to any home basketball game; and the opportunity to meet Braun and his staff.

For more information, call Intercollegiate Athletics at 7-1050.

Library tops list of 1993 EMU news

By Debra Fitzgerald

The list of top 10 news stories below in no way includes all the important things that happened at Eastern Michigan University last year. Instead, it includes those activities and events that made the greatest media impact, affected the greatest number of people or will significantly improve or change life at EMU.

Gov. John Engler's endorsement of an EMU proposal requesting \$51.7 million in capital outlay funds for a new library tops the list of EMU stories for 1993. Last February, EMU President William Shelton announced that the University would seek the funds for a "Library Replacement/Reassignment Project," earmarking \$41 million to build a new library on the current site of the Physical Plant offices, \$8 million to convert the current library to a College of Education facility and \$2.8 million

See Top 10, page 2

King Day, from page 1

Inc. will present its fifth annual gospel concert in honor of King Sunday, Jan. 16, at 4 p.m. in Roosevelt Auditorium. Admission is \$8 per person for the general public and \$5 for students or \$7 and \$4 with non-perishable food items, with children 12 and under admitted free.

The EMU Multicultural Center in Goodison Hall will hold an open house all day Monday with a variety of activities, exhibits and

refreshments planned, including a showing of the film "The Night Martin Luther King Came to Grosse Pointe," at noon, and the documentary "Free at Last" at 12:30 p.m.

Alpha Phi Alpha Fraternity Inc. will sponsor a memorial program at 3:30 p.m. at the King Plaza between Boone and Ford halls on EMU's campus.

An interactive discussion about diversity on campus titled "A World of Difference" and sponsored by the Campus Peer Program

will begin at 4 p.m. in the Buell Hall main lounge.

A presentation exploring racism in prisons titled "Prison Institutional Racism: Profound Effects on African America Prisoners" will be presented by Dr. Richard Kempter, visiting EMU psychology lecturer, at 4 p.m., with location to be announced.

The Office of Equity Programs and Campus Life will present astronaut Jemison in a second EMU lecture at 7:30 p.m. in the

McKenny Union Ballroom.

A campus candlelight march in honor of King, sponsored by the Minority Peer Advisors, will begin at 9 p.m. at Hill Hall, followed by hot chocolate at the Multicultural Center.

The EMU King celebration will continue Wednesday, Jan. 19, with "An Evening in the Footsteps of King," sponsored by the Social Work Department, featuring a multicultural potluck dinner at 5:30 p.m. in the King Hall lounge and a discussion on empowerment at 6:45

p.m. in Roosevelt Auditorium.

"Implementing the Dream: A Conscious Effort to Restore the Dream," a program designed to explore positive solutions to racism, will be held Wednesday at 7:30 p.m. with the location to be announced. The program is presented by the Association of Black Communicators.

For more information on any of the King Day events at EMU, call the Office of Campus Life at 7-3045.

Jemison, from page 1

in bone cell research. She served as a science mission specialist on the eight-day mission.

A medical doctor, Jemison was a general practitioner in Los Angeles when NASA chose her in 1987 to join its astronaut program. From 1983 to 85, she worked as an area Peace Corps medical officer in Sierra Leone and Liberia in West Africa.

Raised in Chicago, Jemison entered Stanford University at age 16, where she earned bachelor's degrees in chemical engineering and African and Afro-American studies. Jemison also earned a doctorate in medicine from Cornell Medical School in 1981. At Cornell, her interest in Third World countries evolved and she subsequently traveled to Cuba, rural Kenya and spent a medical clerkship in Thailand at a Cambodian refugee camp.

Jemison resigned from NASA in 1993 and taught at Dartmouth College. She has spoken at the United Nations on the uses of space technology, was the subject of a PBS documentary titled "The New Explorers: Endeavor" and also appeared in an episode of "Star Trek: The Next Generation."

She currently is working on a project to facilitate health care in West Africa through satellite telecommunications.

Jemison has received many honors and awards including an honorary doctorate of science from Lincoln University in Pennsylvania, an honorary doctor of letters from Winston-Salem State University in North Carolina, the Turner Trumpet Award and the Kilby Science Award. She has a school in Detroit named after her, the Mae C.

Jemison Academy, that focuses on science and technology, and is a member of the American Chemical Society, the Association for the Advancement of Science and the World Sickle Cell Foundation.

Jemison also will speak at noon Monday at the EMU Corporate Education Center during the annual President's Luncheon in honor of Martin Luther King Jr.

Jemison's presentations are co-sponsored by the Equity Programs Office.

Recommendations for Faculty and Student Responsibilities on Martin Luther King Jr. Day

The recommendations below concerning faculty and student responsibilities on Monday, Jan. 17, the national Martin Luther King Jr. holiday, were developed by the EMU MLK Day Committee and the Executive Committee of the Faculty Council.

1. Classes will be held as scheduled on MLK Day, Monday, Jan. 17.
2. Students should be excused from classes to attend MLK Day activities provided:
 - a) the student notified the faculty member in advance that he/she will miss class and specifies the event to be attended (the event plus travel time should overlap class time for the excuse to be valid). Some mechanism should be provided by the instructor to allow students who have a legitimate conflict and have given advance notice to make up missed work (possibly in advance).
 - b) students are aware that they are responsible for material covered in class and in regularly assigned readings.
 - c) students are aware that instructors may require students to submit a relevant extra assignment, such as a brief report on the event attended and its meaning to them.

Celebrating King's Life and Work

Saturday, Jan. 15	• Lecture Ahmad Abdur-Rahman	Eastern Eateries 6 p.m.
Sunday, Jan. 16	• Gospel Concert	Roosevelt Aud. 4 p.m.
Monday, Jan. 17	• Multicultural Center Open House	Goodison Hall All Day
	• President's Luncheon Mae Jemison Speech	Corporate Ed. Center, noon
	• Films on King's Life	Multicultural Center, noon
	• Memorial Program	King Plaza 3:30 p.m.
	• Diversity Discussion	Buell Hall Lounge 4 p.m.
	• "Prison Racism" Richard Kempter	Location to be announced, 4 p.m.
	• Mae Jemison Lecture	McKenny Union Ballroom, 7:30 p.m.
	• Candlelight March	Hill Hall, 9 p.m.
Wednesday, Jan. 19	• Empowerment Discussion	Roosevelt Aud. 6:30 p.m.
	• "Implementing the Dream"	Location TBA, 7:30 p.m.

Top 10, from page 1

to relocate the Physical Plant offices.

The governor signed the capital outlay bill, Michigan's first for construction projects at its public universities since 1986, and ground is expected to be broken for the new library next fall.

EMU's other top stories for 1993 were:

2) In a year of continued limited resources, EMU successfully negotiated multi-year contracts with several employee groups, including the faculty, professional/technical employees and the police sergeants union. The faculty agreement, covering 700 employees, calls for across-the-board salary increases of 2.5 percent this year and 3 percent in each of the next two years of the contract which expires Aug. 31, 1996. The PT agreement, covering 275 workers, runs through Sept. 15, 1996, and allows for base wage increases of 1, 1.3 and 1.2 percent over the three years plus bonuses based on pay grade and position within the pay range. The sergeants' contract, extending through Feb. 29, 1996, provides wage increases ranging from 2 to 3 percent each year over the contract term depending on placement in the step system.

3) EMU's professional education programs were reaccredited by the National Council for the Accreditation of Teacher Education in April. The reaccreditation extends to 1997, the maximum amount of time granted by NCATE. Only 72 percent of institutions nationwide are fully approved for such accreditation, although EMU has held it continuously since it was first available.

4) The Pease Auditorium

Top 10 EMU News Stories in 1993

- 1) Gov. John Engler's endorsement of an EMU proposal requesting \$51.7 million in capital outlay funds for a new library.
- 2) EMU successfully negotiates multi-year contracts with several employee groups, including the faculty.
- 3) EMU's professional education programs were reaccredited by the National Council for the Accreditation of Teacher Education in April.
- 4) The Pease Auditorium renovation got underway.
- 5) The EMU Foundation posted the second highest annual fund-raising record in EMU history and won a lawsuit challenging its legitimacy.
- 6) Head Football Coach Ron Cooper had an outstanding inaugural season, posting a 4-7 overall record and 3-5 Mid-American Conference record.
- 7) McKenny Union showed off its \$7.6 million facelift with a week-long open house early in January.
- 8) EMU's first campus-wide open house, the Family Weekend/Academic Expo Oct. 23-24, drew thousands of visitors to campus.
- 9) The Higher Education Reauthorization Act of 1992 brought enormous changes to the financial aid business, more than doubling the number of student loans processed.
- 10) EMU's non-revenue sports teams made the University proud once again last year as women's track and men's swimming and diving captured league championships.

renovation got underway. Historic Pease Auditorium, closed in 1990 due to disrepair, will get its much-needed facelift thanks to a \$1 million federal grant, EMU's commitment of \$1.8 million from the student activity/facility fee and an ambitious fund-raising effort to raise \$1.2 million officially kicked

off in late August. The multi-phase project will restore the 80-year-old concert hall to its original splendor, with Phase I designed to open the building for use while the others phases are completed.

5) The EMU Foundation had a great 1993 as it posted the second highest annual fund-raising record

in EMU history and won a lawsuit challenging its legitimacy. An Aug. 30 ruling in Washtenaw County Circuit Court said that the foundation operates separately from the University and therefore does not fall under the provisions of the Freedom of Information Act or Open Meetings Act. As such, the names of donors who request anonymity don't have to be released to the public. Gifts to the Foundation for the 1992-93 year totaled \$3.3 million, surpassing that year's goal by nearly 20 percent. As of June 30, 1993, the University's endowment asset was \$10,949,874, edging ever closer to its sesquicentennial goal of \$30 million by the 1999-2000 year.

6) Head Football Coach Ron Cooper had an outstanding inaugural season, posting a 4-7 overall record and 3-5 Mid-American Conference record. *Sports Illustrated* magazine noted Cooper's achievement as a rookie head coach when it gave him a "Coach of the Year" honorable mention for 1993.

7) McKenny Union showed off its \$7.6 million facelift with a week-long open house early in January. The 61-year-old building now features a mall-like interior with a delicatessen, Wendy's, remodeled bookstore, First of America bank, coffee shop, Que Pasta and a remodeled lobby shop. The building also is completely barrier-free, has a 25-station computer lab and was featured in a cover article in the September 1993 issue of *The Bulletin*, a magazine published by the Association of College Unions — International.

8) EMU's first campus-wide open house, the Family Weekend/Academic Expo Oct. 23-24, drew thousands of visitors to campus and featured more than 50 free performances, lectures, hands-on

demonstrations and activities. Most of the events had standing-room-only audiences and bus tours of Ypsilanti had to run two hours longer than planned to accommodate all who wanted to go.

9) The Higher Education Reauthorization Act of 1992 brought such enormous changes to the financial aid business, that much of the Division of University's Marketing and Student Affairs' above-base funding in 1993 went to that area for additional staffing. The act's goal, to increase access to financial aid for middle-income families, meant the university's volume of student loan applications doubled to nearly 10,000 students requesting loans. The act also provided for a new, free financial aid application form, increasing the number of applicants. EMU's financial Aid Office, in fact, closed its doors Aug. 9 - 13 for "massive processing of fall financial aid forms."

10) EMU's non-revenue sports teams made the University proud once again this year as women's track and men's swimming and diving captured league championships. For the men's swimming and diving team, coached by Peter Linn, it was their 14th consecutive Mid-American Conference championship with a total of 753 points to second place Ball State's 625.5 points. And although her team came in third in the MAC, women's Head Swim Coach Maureen Murrett was named Co-coach of the Year in 1993 in the MAC. Head Coach Bob Maybouer's women runners captured their seventh straight MAC track and field championship and Maybouer was named Coach of the Year for the second year in a row and the fourth in his career.

FOCUS ON FACULTY

Biology's Liu looks at 40-year history since gene structure discovery

By Debra Fitzgerald

Dr. Stephen Liu, EMU professor of biology, met with other scientists last semester to celebrate a remarkable anniversary.

In October, Liu went to a New York Academy of Sciences conference to explore the 40-year history since discovery of the double helix structure of DNA. That discovery has led to so much ground-breaking science, Liu noted, that in attendance at the conference were 12 Nobel Prize winners, who had primarily done research in molecular biology.

In 1953, two British scientists and an American published research findings in the British journal *Nature* which outlined the double helix of DNA as the genetic material in living organisms. "It was the first time biologists, biochemists and biophysicists agreed on what the genetic material was," Liu said. "And since then, great strides have been made."

Research into that DNA structure has led to such important scientific discoveries as: a detailed understanding of metabolism and metabolic energy; the identification of individual genes; the control of microbial infectious diseases with antibiotics and chemotherapies; a significant prolonging of life for cancer patients; recombinant DNA technology used to produce such things as human insulin; and, most notably, gene therapy and the Human Genome Project at the National Institutes of Health.

The potential benefit to human health with gene therapy is incredible, Liu notes. Someday, it may lead to a cure for genetic defects, such as sickle cell anemia or Down's Syndrome.

"At the University of Michigan, they have cured muscular dystro-

phy in an animal model, and of course, the next step is the human model," Liu said, "but it is controversial."

Indeed, along with providing probably the most dramatic potential for ameliorating human illness, gene therapy also brings the most dramatic ethical debates in science today.

"It's controversial because you're trying to alter human genetic make-up," Liu said. "We're trying to do it for something beneficial, but if you go one step further, the joke is that we'll try to produce 'super-humans.' I heard one biologist, though, say, 'We could produce super-humans, but by the same token, we could produce super-stupid humans.'"

Unlike other dramatic medical procedures, such as organ transplanting, gene therapy carries little actual risk to the patient. "So far there isn't much risk except a technical risk if the gene doesn't insert into the proper place and it integrates into another gene, making that individual deficient in that other gene," Liu said. "The benefit far outweighs the danger and scientists take their jobs very seriously, so that danger can be prevented."

The basic premise of gene therapy is that a deficient human gene, say one carrying muscular dystrophy, is removed from the patient's body through a blood or tissue sample and repaired or replaced with a healthy gene from someone else. It is then reinserted, usually by way of small amounts of a virus that will carry the gene to the cells it needs to reintegrate with.

"You have to take the cell from the individual in which that gene is deficient, multiply it under glass

so you can work on it, and reinsert it," Liu said. "And you have to use a virus to reinsert it that will attack that particular target, such as one that will attack the brain or the digestive system, so it will reinsert in the proper place. You can see this is highly technical."

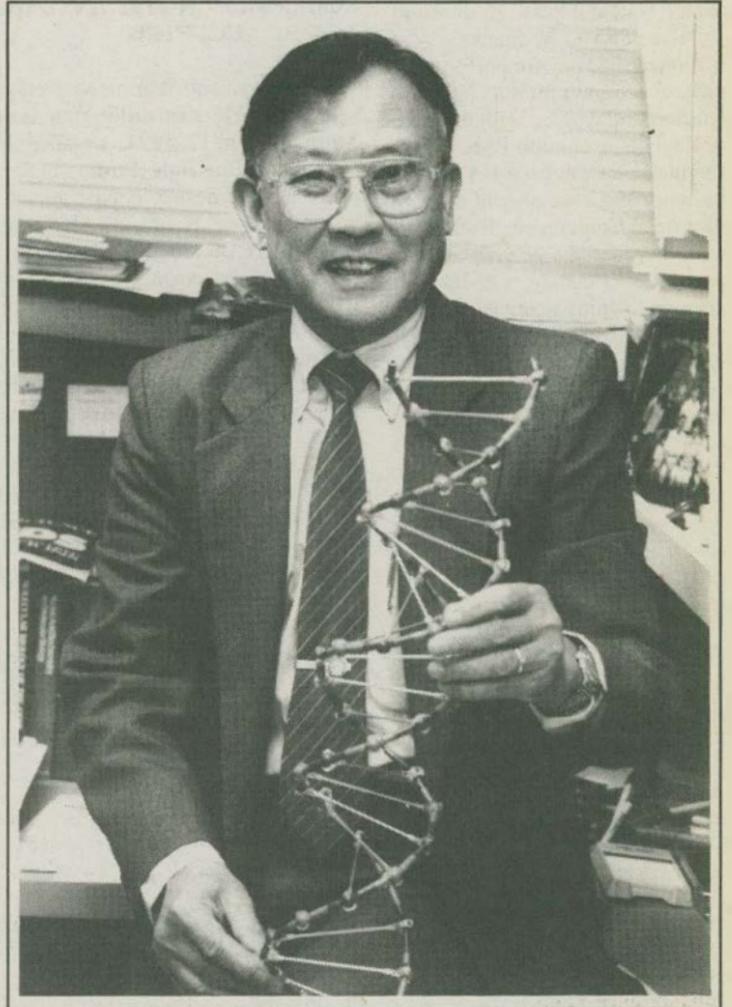
One limitation of gene therapy is that, so far, scientists have only been able to work on "body cells," as opposed to "germ cells," which means an individual's gene may be repaired, but the genetic defect will still be passed on to offspring. Germ cells affect reproduction and determine what is passed on to offspring, while body cells affect a human after it's conceived.

"What do you do, tell that person they shouldn't have children? You can see where the ethical issues come in," Liu said.

Researchers hope to eventually be able to work on the so-called stem cell, from which all other cells come, "but the stem cell is so complicated," Liu said.

"We have a long way to go yet, but we have accomplished a great deal," he added. "There is a possibility that genetic defects will someday be cured, but we have a long way to go."

In its 40-year history, the molecular biology field has made such great strides, Liu finds himself constantly working to keep pace with his profession. "I have to read every single day and go to seminars," he said. "The vocabulary changes every day, let alone the work and how you approach it. Fifty years ago, none of what's going on today was even imaginable. The life span of cancer patients — including my wife — has been extended and that's due to molecular biology. Most people are not aware of that contribution.



Dr. Stephen Liu, professor of biology, still manages to be thrilled and amazed by the advances in his field, molecular biology, such as gene therapy. "Fifty years ago, none of what's going on today was even imaginable. The life span of cancer patients — including my wife — has been extended and that's due to molecular biology. Most people are not aware of that contribution."

"If there were no molecular biology, no discovery of DNA, there would have been no cancer research with results on how to treat cancer patients and my wife could have died eight years ago

(when she had breast cancer)," Liu added. "That makes me deeply appreciate my field. When students say, 'What use will biology be to me?' they just don't realize how useful it is."

Wilbanks named 'Person of the Year' by Ypsi Press

Executive Vice President Roy Wilbanks was honored Jan. 1 by a front page *Ypsilanti Press* lead story announcing that he had been named "Person of the Year" by the newspaper.

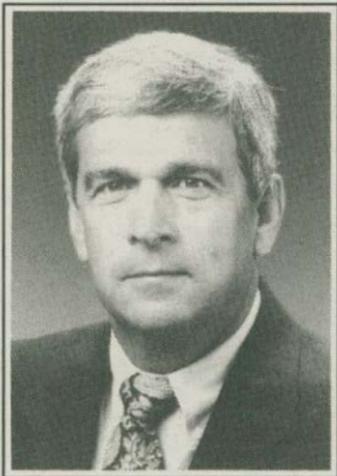
Wilbanks, 51, was selected from more than two dozen nominations submitted to the *Press*. Marcia Harrison-Harris, director of the EMU Corporate Education Center, nominated Wilbanks.

"If there is anyone in the community who deserves it more, I don't know who it is," Harrison-Harris told the *Press*. "This is a person who I don't think has had the public recognition that he deserves."

An editorial published in the *Ypsilanti Press* Sunday, Jan. 2, said Wilbanks was chosen for the annual honor because of "his lifetime of achievement in his hometown."

Born and raised in Ypsilanti, Wilbanks left for only a short time to attend Colorado State University on a wrestling scholarship. After he graduated, Wilbanks returned to the area as a teacher in the Northville and Romulus schools before joining the Ypsilanti Public Schools as a coach and science teacher. When Ypsilanti's Regional Career and Technical Center was established, Wilbanks was named its assistant director and eventually became principal.

When Wilbanks joined EMU in 1983 as assistant to the president, he took over planning and development for the Huron Center Project, which resulted in the



Corporate Education Center, Huron Golf Club and Radisson Resort.

"I watched him mold that project and forge ahead right at the time when we thought things were getting a little shaky," said Harrison-Harris. "He never lost sight of what the final project would be."

When its private owners could not find investors for the Radisson hotel, and integral part of the project, Wilbanks played a major role in getting the Michigan Retirement Fund to loan the money. He also lobbied heavily for state funds to build the EMU College of Business building in downtown Ypsilanti and developed the University facility plan, which has resulted in improvements to McKenny Union, Rynearson Stadium, the Rec/IM, as well as plans for a new Library

See Wilbanks, page 4

Policy on lecturer employment and fringe benefits approved by board

The EMU Board of Regents, at its regular meeting Dec. 7, approved the policy in the Employment/Affirmative Action chapter of the EMU Policy Manual entitled "Academic Personnel: Lecturers."

The policy defines the appointment process, responsibilities and fringe benefits for part-time or temporary faculty (lecturers) appointed for limited terms to supplement the work force of regular tenure-track and tenured faculty.

The policy replaces the "Conditions of Employment: Faculty Personnel Policy" section of the Policy Manual pertaining to lecturers, adjunct professors and other non tenure-track academic employees.

The Provost makes final recommendations to the Board of Regents for all temporary lecturer appointments. All employee departments are responsible for properly informing any "new employee," whom they wish to bring into the job prior to the Board's approval, that such employment is on a temporary basis and is subject to the Board's final approval.

University practices for implementing this policy include:

1. Temporary appointments are made to supplement the regular faculty workforce.

2. Such appointees, in whatever department, shall be assigned the rank of lecturer.

3. Service as a lecturer does not apply towards tenure, promotion in rank, or similar faculty benefits.

4. Whether part-time or full-

time, an appointment as a lecturer is for a stated period and carries no institutional obligation, expressed or implied, beyond the terms of the appointment.

5. Salary scales for lecturers

are based on need and department allocations.

Fringe Benefits

1. Lecturers and other non tenure-track academic employees,

See Lecturers, page 4

SERVICE ANNIVERSARIES

<p>The following members of the University faculty and staff celebrated milestone employee anniversaries with EMU last month or will this month. The names and departments listed below were provided by the Employment/Affirmative Action Office.</p> <p>December</p> <p>25 years Mary E. Fulford <i>University Computing - Operations</i></p> <p>15 years Claudia J. Galli <i>Speech and Hearing Clinic</i> Leola R. Hogan <i>Nursing Education</i></p> <p>10 years Arthetus Abraham <i>African American Studies</i></p> <p>5 years William Beard <i>Undistributed Maintenance Labor</i> Jane Ollila <i>Communication and Theatre Arts</i></p> <p>January</p> <p>25 years John Avis <i>Plumbing</i></p>	<p>Mildred Williams <i>Hoyt Central Production</i></p> <p>20 years Sandra Jones <i>Custodial Services</i></p> <p>15 years Laurie S. Novak <i>Custodial Services</i> Gary Reffitt <i>Purchasing</i> E.J. Bradford-Nutt <i>WEMU FM</i> Carol J. Gorney <i>Financial Aid</i> Edward S. Schmaltz <i>Parking and Paving</i></p> <p>10 years Lee M. Hancock <i>University Computing - Operations</i> Mary Kinloch <i>Financial Aid</i> Douglas R. Kisor <i>Fine Arts</i> Sharon A. Robertson <i>Foreign Languages and Bilingual Studies</i> Jan Collins-Eaglin <i>Department of Teacher Education</i> John W. Krienke <i>Counseling</i> Robert E. Teehan <i>Veteran Student Services</i></p> <p>5 years Eddie Bedford <i>Health, Physical Education, Recreation and Dance</i> Reynaldo Santiago <i>Eastern Eateries</i> Michael Douglass <i>Heating Plant</i></p>
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Wilbanks, from page 3

and College of Education facility.

Wilbanks also was chiefly responsible for securing federal funds for the renovation of historic Welch Hall and Pease Auditorium.

Also at EMU, Wilbanks instituted the "pay for performance" program for athletic coaches and worked with the Board of Regents to commit EMU to staying in the Division I-A category and a member of the Mid-American Conference. Both moves were considered risky, but have paid off enormously as EMU has gone on to enjoy many athletic successes and record numbers of spectators.

Instrumental in forming the EMU Foundation, Wilbanks led the University's development effort to EMU's second highest fund-raising record in the school's history last year and set the ambitious goal to raise a \$30 million endowment by 1999, EMU's sesquicentennial year, thus assuring EMU's financial strength in the future.

"Wilbanks wanted to be in his hometown and he looked to his hometown for opportunities," said the *Press* editorial. "After he found those opportunities, Wilbanks repaid his hometown by putting a great deal of effort into improving both his community and the school for which he works."

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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Tiffany Anteau and Becky Miasley, student writers

Ralf Lang, student photographer
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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, Jan. 17, 1994.** Detailed job descriptions may be reviewed in Room 310 King Hall. Posting boards across campus also highlight necessary and desired qualifications. Locations of these boards are main traffic areas in: King Hall, McKenny Union, Roosevelt Hall, Business and Finance Building, Sill Hall, Pray-Harold, Rec/IM Building, Physical Plant, Mark Jefferson, Hoyt Meeting Center, Dining Commons I, University Library, Pierce and the Owen Building.

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.

FOOD SERVICE/MAINTENANCE
(Minimum hourly rate)*

FMBF9424 - FM-06 - \$6.53 - Custodian, C.O.B., Physical Plant. Hours: M-F, 5 a.m. - 1:30 p.m.

CLERICAL/SECRETARIAL
(Minimum bi-weekly salary)*

CSEX9402 - CS-04 - \$611.25 - Data Control Clerk I, University Computing. IBM 129 Keypunch experience desired. **Repost**

CSAA9418 - CS-04 - \$611.25 - Secretary II, 50%, Leadership & Counseling. Familiarity with Macintosh computers and Microsoft Word desired. Hours: M-F, 1 - 5 p.m.

CSAA9419 - CS-04 - \$611.25 - Secretary II, Institute for the Study of Children and Families. Grant duration. Knowledge of Macintosh Pagemaker and Microsoft Word desired.

CSAA9420 - CS-04 - \$611.25 - Secretary II, Music. Word processing experience and/or ability and willingness to learn.

CSSA9412 - CS-04 - \$611.25 - Data Entry Clerk II, Financial Aid.

ADMINISTRATIVE/PROFESSIONAL
(Minimum semi-monthly salary)

APEX9402 - AP-07 - \$1,050.54 - Associate Internal Auditor, Internal Audit. **Repost**

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

An Affirmative Action/Equal Opportunity Employer

RESEARCH**National Workplace Literacy**

The Education Department will invite applications in January to foster education and business partnerships to provide technology and literacy training to enhance the productivity of adult workers. This year's program puts more emphasis on curriculum development, evaluation, dissemination and planning to sustain long-term projects. Generally, projects should: provide basic skills services and activities, adult secondary education services and activities that may lead to completing a high school diploma; meet literacy needs of adults with limited English proficiency; upgrade skills needed to meet changes in workplace requirements or technology; improve speaking, listening, reasoning and problem-solving skills; and provide counseling and support services.

The program will be announced in January, with a deadline in mid-January. For more information, please call the Office of Research Development at 7-3090. Refer to NWL.MBL12/9.

The Getty Grant Program

The Getty Grant Program funds projects to promote art history research, advance understanding of art and conserve visual art and architecture. Unless noted, proposals are accepted at anytime for the following programs.

Publications grants support publication of manuscripts making significant contributions to art history scholarship. Deadline is July 1, 1994.

Resources grants provide funding for art history research centers, archival conservation and corpora and reference works.

Conservation of Works of Art grants fund initiatives to survey conservation requirements of art collections in institutions, treat and care for permanent collections and provide art conservation training.

Architectural Conservation grants promote conservation of architecturally, historically, and culturally significant buildings. The deadlines for this program are April 10, and October 10, 1994.

Conservation Publications grants foster publication of manuscripts providing useful information on art conservation.

Cataloging of Collections grants help museums develop collections as scholarly and education resources.

Interpretive Projects grants strengthen efforts to improve art museums' ability to educate the public.

For more information, contact the Office of Research Development at 7-3090. Refer to GGP.MBL12/9.

Lecturers, from page 3

appointed full-time (100 percent) for a continuous period equivalent to one full academic year (fall-winter) or longer, shall be eligible for the following benefits:

- Group hospital-medical regular non bargained-for employees;
 - Retirement and FICA contributions as prescribed by state and federal statutes;
 - Bookstore discounts equal to that provided regular non-bargained-for employees;
 - Access to University library and health services on the same terms and conditions and subject to the same restrictions as applied to regular non bargained-for employees; and a
 - Paid parking permit.
2. Lecturers and other non tenure-track academic employees, appointed less than full-time (100

percent) for less than the equivalent of one full academic year (fall-winter), shall be eligible for the benefits listed under No. 1 above: b, c, d and e.

Responsibility for Provost

The Provost and Vice President for Academic Affairs are responsible for the overall implementation, administration and interpretation of this policy. The Assistant Vice President for Academic Affairs is responsible for the daily administration of all academic personnel policies.

Scope of Policy Coverage

The policy applies to all full-time and part-time lecturers of the University.

Rationale for Creation or Revision

This policy has been revised to clarify the university's practices, responsibilities and scope of the policy.

EVENTS OF THE WEEK**Jan. 11 - 17****Tuesday 11**

WORKSHOP - Career Services will present a resume writing workshop for teacher candidates. Call 7-0400 to register. 405 Goodison Hall, 5:15 p.m.

Wednesday 12

MEETING - The University Computing Advisory Council/ISIS Steering Committee will meet. Call 7-3141 for location of meeting, noon

WORKSHOP - Career Services will present an introduction to career planning workshop. Call 7-0400 to register. 425 Goodison Hall, 2 p.m.

MEETING - The College of Education Council will meet. Gallery I, McKenny Union, 2 p.m.

WORKSHOP - Career Services will present a job search/interview skills workshop for teaching candidates workshop. Call 7-0400 to register. 405 Goodison Hall, 5:15 p.m.

Thursday 13

WORKSHOP - Career Services will present a career planning workshop using the Discover computer program. Call 7-0400 to register. 405 Goodison Hall, 2 p.m.

Friday 14

LUNCHEON - The second EMU Fastbreak luncheon will be held featuring men's basketball Head Coach Ben Braun giving his analysis of previous games and previewing upcoming opponents. Tickets are \$8 per person and table sponsorships are available. Call 7-2282 for more information. Guild Hall, McKenny Union, noon

TRACK - The men's team will host the EMU Invitational. Call 7-0317 for more information. Bowen Field House, 2 and 6 p.m.

MEETING - The Graduate Council will meet. Starkweather Hall, 3:15 p.m.

Saturday 15

WORKSHOP - The Music Department will sponsor the 7th Annual High School Keyboard Workshop. Call 7-2255 for more information. Alexander Music Building, all day

GYMNASTICS - The EMU team will host Western Michigan University. Call 7-0317 for more information. Warner Gymnasium, 2 p.m.

BASKETBALL - The women's and men's teams will host Ball State University. Call 7-2282 for ticket information. Bowen Field House, 5:15 and 7:30 p.m.

LECTURE - The Office of Campus Life will sponsor a lecture by Ahmad Abdur-Rahman, a former Black Panther who spent 21 years in prison before his life sentence was commuted by Michigan Gov. Engler. Call 7-3045 for more information. Lower Level, Eastern Eateries, 6 p.m.

Sunday 16

CONCERT - The Music Department will present a string chamber music concert featuring the EMU High School Chamber Musicians. Call 7-2255 for more information. Alexander Recital Hall, 1 p.m.

CONCERT - The Music Department will present the EMU High School Honors Band concert conducted by music professors Max Plank and David Woike. Call 7-2255 for more information. Ypsilanti High School, 2 p.m.

CONCERT - Sigma Gamma Rho sorority will sponsor the 5th Annual Gospel Tribute to Dr. Martin Luther King Jr. Admission is \$5 for students and \$8 for non-students (\$4 and \$7 with non-perishable food item). No charge for children under 12. Call 7-3045 for more information. Auditorium, Roosevelt Hall, 4 p.m.

Monday 17

FILM - The film "The Night Martin Luther King Came to Grosse Pointe" will be shown as part of EMU's Martin Luther King Jr. holiday celebration. Call 7-3045 for more information. Multicultural Center, Goodison Hall, noon

LUNCHEON - The 9th Annual President's Luncheon in honor of Dr. Martin Luther King Jr. will be held featuring keynote speaker Dr. Mae Jemison, the nation's first African American female astronaut. Call 7-3045 for reservations and more information. Radisson Resort, 1275 S. Huron St., Ypsilanti, noon

FILM - The film "Free at Last" will be shown as part of EMU's Martin Luther King Jr. holiday celebration. Call 7-3045 for more information. Multicultural Center, Goodison Hall, 12:30 p.m.

BROADCAST - WEMU-FM (89.1) will broadcast today's keynote speech by Dr. Mae Jemison who is speaking at EMU as part of the national Martin Luther King Jr. holiday. Radio 89.1 FM, 1 p.m.

FILM - Selected episodes from the documentary "Eyes of the Prize" and "Eyes on the Prize II" will be shown as part of EMU's Martin Luther King Jr. holiday celebration. Call 7-3045 for more information. Multicultural Center, Goodison Hall, 2 p.m.

WORKSHOP - Career Services will present a workshop using the Major-Minder Finder self-assessment inventory. Call 7-0400 to register. 425 Goodison Hall, 2 p.m.

MEMORIAL PROGRAM - Alpha Phi Alpha fraternity will sponsor its annual memorial ceremony honoring the life of Martin Luther King Jr. Martin Luther King Plaza, 3:30 p.m.

DISCUSSION - Campus Peers will sponsor "A World of Difference," an interactive discussion about diversity on campus. Main Lounge, Buell Hall, 4 p.m.

LECTURE - Dr. Richard Kempter, visiting lecturer in the Psychology Department, will present "Prison Institutional Racism: Profound Effects on African American Prisoners." Call 7-3045 for more information and location. 4 p.m.

LECTURE - As part of EMU's Martin Luther King Jr. holiday celebration, the Office of Campus Life will host a lecture by Dr. Mae C. Jemison, the first black female astronaut. Call 7-3045 for more information. Ballroom, McKenny Union, 7:30 p.m.