

## JOB FAIR IS SEPT. 5

Space is still available for departments to make reservations for the On-Campus Job Fair Thursday, Sept. 5, from 4 to 6 p.m. in front of Downing Hall. Reservation deadline is Friday, Aug. 30. Call 7-1708 or e-mail Mary Jones.

## VOLUNTEERS NEEDED FOR UNITED WAY

Faculty, staff and students are invited to participate in the Washtenaw United Way Day of Caring Thursday, Sept. 12, from 9 a.m. to 3 p.m. The event links volunteers from corporations, universities and other area organizations with United Way agencies in the local community. Volunteers will be involved in projects with the Corner Health Center and the SOS Crisis Center, both in Ypsilanti. Lunch will be provided at the sites. To sign-up to volunteer, call Sharon Collins at 7-3200.

The new DPS administration phone number is 7-0892, which should be used to contact DPS administrators. 7-1222 will still be used for police related, non-emergency, issues. In an emergency, dial 911. The Parking Department remains 7-3450.

# FOCUS EMU

Volume 44  
Number 5

Aug. 27, 1996

News for  
Eastern Michigan University  
Faculty and Staff

## Orientation 1996 to welcome more than 1,500 incoming freshmen

by Kirk Carman

Approximately 4,000 people, including first-year Eastern students and their families, are expected to be on campus for the first day of Orientation 1996, which this year has the theme of "Learning First."

Held Labor Day weekend (Aug. 31 - Sept. 2), Orientation 1996 is a three-day program designed to help incoming freshmen be successful at EMU.

"The weekend will help introduce students to Eastern's academic and support services, as well as the many involvement opportunities available," said Glenna Frank Miller, director of the Office of Campus Life.

"Allowing students to come to Eastern's campus a few days prior to the start of the fall semester helps ensure they'll have a smooth transition to a collegiate environment."

This year's program features a wide range of activities and events, including early move-in for residence hall students, a kick-off picnic, opening convocation, parent orientation and reception, learning first sessions, involvement sessions, playfair, scavenger hunt and the Aug. 31 EMU vs. Temple football game in Rynearson Stadium.

"We're really excited about the first day of Orientation occurring the day Rick Rasnick and the Eagles begin their 1996 season," Miller said. "We couldn't ask for a better event to help close the first day of activities and get students more involved in

### Orientation 1996

#### Learning First

#### HIGHLIGHTS

##### Saturday, Aug. 31

**Residence Hall Move-In:** 8 a.m. — Residence Halls

**Kick-Off Picnic:** 11 a.m. — University Park

**Opening Convocation:** 1 p.m. — Bowen Field House

**EMU vs. Temple:** 7 p.m. — Rynearson Stadium

##### Sunday, Sept. 1

**Learning First Sessions:** 1:30/2:15 p.m. — Pray-Harold

**McKenny Extravaganza:** 5 p.m. — McKenny Union

**Playfair:** 8 p.m. — Bowen Field House

##### Monday, Sept. 2

**Involvement Sessions:** 10/10:45 a.m. — Pray-Harold

**Class Schedule Tour:** 2 p.m. — campus

**Dinner/Hypnotist:** 6 p.m. — University Park

Eastern spirit."

Miller said the main focus of the weekend will be conveying to students that at Eastern, "learning is first."

"Eastern has always been regarded as a learning university and this year's program will really emphasize that," she said. "Everything it takes to achieve academic success at Eastern will be explored, including understanding college professors, taking college examinations, writing term papers and time management."

The involvement sessions will highlight how to get involved at Eastern, fraternities and sororities at EMU, multicultural happenings, EMU Student Government, community service opportunities and campus student employment.

For more information or a complete schedule of Orientation 1996 events, call the Office of Campus Life at 7-3045.

The Orientation 1996 Help Center phone number, from Aug. 31 to Sept. 2, is 7-1122

## Smooth Move-In anticipated for Aug. 31, Sept. 2-3

While students and their parents unload microwaves, refrigerators, computers, dictionaries, clothing, and other items necessary for residence hall life, EMU Housing staff will be working diligently to ensure a smooth Move-In Saturday, Aug. 31, and Monday and Tuesday, Sept. 2-3.

Freshmen Move-In is scheduled for Aug. 31, from 8 a.m. to 12:30 p.m., with Upperclass Move-In scheduled for Sept. 2-3, from 9 a.m. to 5 p.m.

"We're anticipating a smooth move in for everyone — students, parents and University staff," said Rebecca Figura, director of EMU Housing. "It's a phenomenal process to coordinate moving the students into their residence halls and we've implemented several strategies to guarantee minimal disruption."

Figura said students and parents will be pleasantly surprised when they find EMU students from fraternities and sororities, campus Christian groups and athletic teams assisting in the move-in process.

"Dollies will be available for transporting items and the EMU Parents Association will have stations set up at various campus locations to help answer any questions or concerns," she added.

Faculty and staff interested in volunteering their time to assist during Move-In should call 7-1300.

## CAMPUS CAPSULES

### New Graduate Assistant Orientation Is Aug. 29

The Graduate School will sponsor a mandatory New Graduate Assistant Orientation program for all first-time fall 1996 graduate assistants Thursday, Aug. 29, from 8 a.m. to noon in Strong Auditorium. The program will include responsibilities and rights of new GAs.

For more information, call Patrick Melia in the Graduate School at 7-0042.

### EMU/MSU Tailgate At Spartan Stadium Is Sept. 28

The EMU National Alumni Association will sponsor a tailgate for the EMU vs. MSU football game Saturday, Sept. 28, at 10:15 a.m., with the game scheduled for 12:30 p.m.

The tailgate will be at the Central Services area, located a few feet from the northeast corner of Spartan Stadium.

The tailgate party costs \$5 for National Alumni Association members and \$8 for all other guests.

To RSVP or for more information, call 7-0250.

To buy game tickets, call 7-2282.

### Graduate Student Picnic At The LakeHouse Is Aug. 29

Following the new G.A. Orientation on Aug. 29, the Graduate Student Organization will sponsor a picnic for all new and returning graduate students from 12:30 to 4 p.m. at Big Bob's at the LakeHouse. Food and drinks will be provided. EMU administrators and graduate faculty also are welcome.

### Safety/Hazard Awareness Training Is Mandatory

The Health and Safety Office will conduct Safety Awareness and Hazard Communication Training in McKenny Union as follows:

- Thursday, Sept. 5, at 10 a.m. in the Alumni Room

- Tuesday, Sept. 10, at 2 p.m. in the Tower Room

- Tuesday, Sept. 24, at 10 a.m. in the Tower Room

- Thursday, Sept. 26, at 7 p.m. in the Tower Room

The training is mandatory for all employees, including student employees. To attend a training session, call 7-0794.

### University Health Services Closed Aug. 27

University Health Service will be closed Tuesday, Aug. 27 for staff training.

Patient services will resume patient services Wednesday, Aug. 28.

For more information, call 7-1122.

### Rec/IM Canopies Available For Rental

Canopy rentals for football games and other University functions are available through the Rec/IM.

20-foot by 20-foot canopies are available for \$65 and 20-foot by 40-foot canopies are available for \$125.

For more information, call Everett Goodson at the Rec/IM at 7-1338.

### Staff/Faculty Tuition Waiver Applications Due By Sept. 20

The last day for staff, faculty and spouse/dependent tuition waiver application submission for the fall term is Friday, Sept. 20. Failure to turn in the waiver on time will result in the application not being approved. For more information, call the Benefits Office at 7-3195.

### Eagle Card Office Has Special Hours For Fall Opening

The Eagle Card Office hours for the beginning of the fall semester are:

- Saturday, Aug. 31: 9 a.m. to 4 p.m.
- Sunday, Sept. 1: 4:30 to 8 p.m.
- Monday, Sept. 2: noon to 5:30 p.m.
- Saturdays Sept.: 10 a.m. to 2 p.m.

### Special University Library End Of Summer Hours

The University Library will have the following hours before the start of the fall semester:

- Tuesday, Aug. 27 through Friday, Aug. 30: 8 a.m. to 5 p.m.
- Saturday, Aug. 31 through Monday, Sept. 2: closed
- Tuesday, Sept. 3: 8 a.m. to 5 p.m.

### Notice On Deceased Student Christopher Barba

Christopher A. Barba, EMU industrial technology graduate student, died this past spring.

His widow has asked that Christopher's name be removed from all EMU mailing lists.

## Rankin promoted to head of Sociology/Anthropology

Dr. Joseph H. Rankin, professor in the Department of Sociology, Anthropology and Criminology, was promoted to academic department head in that same department.

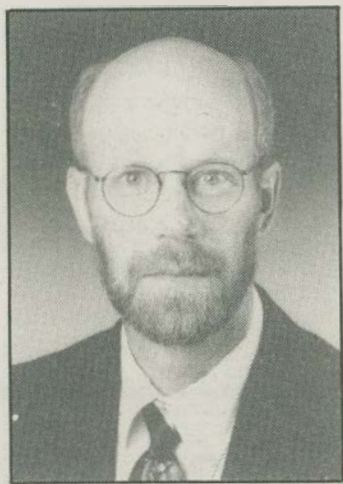
Rankin replaces Dr. Gregg Barak, who has returned to teaching full time.

Rankin, whose areas of specialization include criminology, juvenile delinquency and social control, holds a bachelor's degree in sociology from Central College in Pella, Iowa, and a master's degree and doctorate from the University of Arizona, Tucson.

He first joined EMU in 1984 as associate professor of sociology, a position he held until 1989, when he was named professor. Before that, he served as assistant professor of sociology at Purdue University from 1978 to 1984.

He was a trainee in the study of deviance, criminology and the sociology of law in the University of Arizona's Department of Sociology from 1974 to 1977, and served as a graduate teaching assistant in the department in 1973-74. He was an undergraduate teaching assistant in Central College's Department of Sociology in 1972-73 and served as a counselor's aide at Riverview Release Center in Iowa.

During Rankin's EMU tenure, he has served as a member of the Department Graduate Committee, the Finance Committee, the Learning Technologies Advisory Committee, the Social Science Computer Lab Committee and the Collegium for Advanced Studies.



Rankin

He has served as a textbook reviewer for Harcourt, Brace and Co. and West Publishing Co. and as an associate consultant for the "Journal of Criminal Law and Criminology." His articles have been published in journals including the "Journal of Research in Crime and Delinquency," "Criminology," "Social Problems," and "Social Psychology Quarterly."

He is a member of the Academy of Criminal Justice Sciences, the American Society of Criminology and the National Council on Crime and Delinquency.

As department head, Rankin will administer and direct the developmental, personnel, financial and operational activities of the Department of Sociology, Anthropology and Criminology.

His promotion is effective Sept. 2.

## Nursing program earns national reaccreditation

by Kirk Carman

The Department of Nursing Education has earned reaccreditation from the National League for Nursing, the single designated accrediting agency for nursing education.

To receive accreditation, the department voluntarily underwent a comprehensive process of internal self-study and an external professional review to verify compliance with the NLN's criterion for a nursing program. The department was found to be in substantial compliance with the criterion.

The NLN's 28 criterion include department mission, structure and governance, budget process, faculty utilization and credentials, curriculum and mission, course work and systematic evaluation plan, among others.

Dr. Regina Williams, head of EMU's Department of Nursing Education, said that while the reaccreditation process was demanding, it was beneficial because it allowed the department to complete an extensive self critique.

"The process enabled the department to identify strengths that were built upon and

expanded," she said. "The process also revealed areas of needed improvement and there was the impetus to engage in creative change to improve those areas. A tangential result is that all faculty increased their awareness of, and respect for, the expertise and strengths of other faculty members and the various contributions everyone, including faculty, staff, students and alumni, make to building and maintaining an exemplary nursing program."

The department's reaccreditation is valid until 2003. The accreditation must be re-applied for every eight years or it is revoked by the NLN.

The Department of Nursing Education first began in fall 1973 and graduated its first 25 students in August 1975. The program admits 80 students once each year. There are always a minimum of two qualified applicants for each slot in the generic nursing program. A bachelor of science nursing completion program for registered nurses and a master of science in nursing program also are offered by the department.

In fall 1996, the department has two initiatives. A bachelor of science nursing completion program will be offered in Jackson in partnership with W. A. Foote Hospital to a group of 80 students and a master of science nursing program will be offered in Flint through distance learning.



Williams

## Winder selected to score College Board exams



Winder

by Doug Bentley

For the second straight year, Diane L. Winder, associate professor in the Department of Music, was selected to participate in the reading and scoring of The College Board's Advanced Placement Examinations.

Each year, the AP Examinations allow high school students to complete rigorous college-level courses and tests from among 16 areas of learning. Based on their performance, these students receive credit and/or advanced placement upon entering college. During the past year, more than 840,000 AP examinations were evaluated by nearly 3,700 high school and college educators.

Winder was selected through The College Board's nationwide search, which balances its scoring panels by gender, ethnicity, academic level and geography. During a laborious one-week tour, Winder, a professor of cello, read and scored innumerable tests in the music theory category.

"It's a funny thing," said Winder. "I've never worked as hard in a single week, but I've never felt quite so good afterward, either."

## 1996 football season 'kicks off' Aug. 31

Rick Rasnick and the Eagles will begin the 1996 football season taking on Temple University Saturday, Aug. 31, at 7 p.m. in Rynearson Stadium.

1996 season football tickets are on sale in the Athletic Ticket Office in Bowen. Prices for faculty and staff are \$25, a savings of \$5.

For more information, call 7-2282.

## EASTERN AUTHORS

"Right from the Start" by Dr. Robert Holkeboer, director of the Office of Research Development and associate dean of the Graduate School, is a college orientation text which emphasizes self management and strategic planning, skills college students need to succeed. The book, which is completely revised from its 1993 edition, is designed to be used in freshmen orientation courses, including EMU's AAD 179. The workbook covers a wide range of topics, including college survival skills, values and relationships, study skills, planning for success and managing stress (Wadsworth Publishing Co.).



Holkeboer

► Submissions for "Eastern Authors" may be sent to Public Information, 18 Welch Hall

## Alumnus to direct Clinton's Michigan re-election campaign

EMU alumnus Freman Hendrix recently was selected to direct President Bill Clinton's re-election campaign in Michigan.

Hendrix has taken a leave of absence from his position as chief of staff for Detroit Mayor Dennis W. Archer to work on the high-stakes presidential campaign.

He previously was credited with engineering Archer's successful mayoral campaign. Now, President Clinton's campaign staff hopes Hendrix can do the

same thing in a Midwest state rich in electoral votes.

Hendrix, 45, earned a bachelor of business administration degree from EMU in 1978. In 1995, EMU honored the alumnus with the Alumni Achievement Award, presented to graduates of 10



Hendrix

or more years who have achieved distinction in their respective fields and shown continued support of the University.

Hendrix is an active member of EMU's Black Alumni Association and chaired the Friends Committee of EMU's first comprehensive capital fundraising campaign, the Campaign for Scholars. He is a member of the EMU Foundation Board of Trustees and played a key role in securing a \$100,000 gift for the restoration of Pease Auditorium.

After graduating from EMU, Hendrix was the senior field appraiser for the city of Detroit from 1979 to 1982. He became principal real estate appraiser of Detroit in 1982 and head real estate appraiser in 1986. In 1990, he became assistant Wayne County executive and remained in that position for three years.

He has received a number of awards and appointments. President Clinton appointed Hendrix to the Commission on National Merit Scholars.

His awards include "Man of the Year" by the Minority Women's Network, the G. Mennen Williams Leadership Award, Detroit Monthly's Political Rising Star Award and the Metropolitan Detroit Leadership for the 21st Century Architects Award.

## Public Safety Statistics

Following are the campus crime statistics for July 1996 and comparative figures for July 1995.

JULY	# in 1996	# in 1995
Murder	0	0
Criminal Sexual Conduct	0	1
Robbery	1	0
Aggravated Assault	0	3
Burglary	3	2
Motor Vehicle Theft	0	1
Liquor Law Violation	1	0
Drug Violation	2	0
Weapons Possession	1	0

FOCUS ON STAFF

# Tony Tocco leads Eastern Michigan's internal audit to a new era

by Doug Bentley

His business card reads like something out of a James Bond movie: **Anthony M. Tocco, CIA, CFE.**

It's a bit of a disappointment, then, when Tocco, 34, EMU's recently-appointed director of internal audit, explains that he isn't a spy after all, but rather a certified internal auditor and a certified fraud examiner.

Nonetheless, Tocco (which rhymes with cocoa) is proud of his certifications, as well he should be. They didn't come effortlessly. "I've been reading textbooks for the past eight years," he said. And Tocco will continue to bury himself in the books until January, when he'll add a master's degree in criminal justice to a growing list of accomplishments. Tocco already holds an accounting degree from Detroit College of Business and an MBA from Wayne State University.

He also is proud of having landed the

auditing directorship at EMU. "I really wasn't looking for a job," he said. "I just wanted to see how far my credentials would take me." Far enough, it seems, for EMU's Board of Regents to appoint him to the post this past May, although Tocco actually assumed his position in April. "I was a bit surprised, but now that I'm here, I'm really excited about the prospect of adding value to the University."

And value, Tocco explained, involves much more than the periodic examinations — the audits — which he conducts on EMU's operating and financial records. "Audits and investigations are only part of what we can offer," he said.

"We also are trained to provide consulting services to deans, program directors and other EMU administrators." Business process design, another of Tocco's specialties, takes consulting a step further by completely redesigning and updating an old department, for example, and making it run more efficiently. Beyond that, his office serves as a sort of consumer overseer for the University by supervising the contract compliance of its business associates. In doing so, Tocco ensures that EMU ends up getting everything it paid for. "My forte is fraud investigation," he said, "and my certification also allows me to serve as an expert witness."

Tocco spent four years working for the Defense Contract Audit Agency within the Department of Defense. Since his responsibilities included compliance reviews of major defense contractors, Tocco knows overpriced goods and services when he sees them.

Auditors, of course, aren't paid

to be cheerleaders; they're paid to point out mistakes and shortcomings and recommend changes. This sort of relationship often makes for the occasional bruised ego, which Tocco hopes to avoid. "Communication is the key," he said. "We want to foster more of a partnership with our clients by maintaining continual communication. And since nobody knows the terrain better than the clients, their input is very valuable. We want to encourage their contributions, but at the same time, we want to educate them as to how certain new procedures can benefit the University. After all, we're on the same team."

Joining Tocco in this sizable responsibility is associate auditor Kenna Kramer. From their offices in the Business and Finance Building, this team of two reports to the Board of Regents and administratively to Patrick Doyle, EMU's vice president of business and finance. "We've already observed a number of areas where we can help," said Tocco, "and we hope to begin addressing those issues soon."

A good barometer of his department's success, he pointed out, is the number of service requests he receives from various University administrators. "I want people to call me up and ask for help," he said. "That means word is getting out that we're providing a good service. We may not be able to accommodate everyone, but it's certainly nice to be asked."

Tocco enjoys his work, and he's looking



photo by Scott Eddy

**As director of internal audit, Tony Tocco does more than just conduct audits on EMU's operating and financial records. "We also are trained to provide consulting services to deans, program directors and other EMU administrators," he said.**

for others who share his enthusiasm. His department has established an auditing internship for the fall semester, and he encourages any interested students to contact his office or the Career Services Center for more information. "The internship is our way of developing future auditors," he said, "and it's also our way of providing an educational experience for students."

### Tony Tocco Bio

- Earned a bachelor's degree from Detroit College of Business, a master of business administration degree from Wayne State University and is completing a master's degree in criminal justice at the University of Detroit-Mercy.
- Is a certified internal auditor and fraud examiner and is a member of the Institute of Internal Auditors, the Association of Certified Fraud Examiners and the Council of Petroleum Accountants Society.
- Is a member of the Stagecrafters Actors Group at Royal Oak's Baldwin Theatre and also is a member of the Detroit College of Business Alumni Association and Wayne State's MBA Association.

# Al Myers named *Multicultural Times* editor

by Doug Bentley

It's no surprise that Al Myers wants to teach. After all, his aunt was a teacher. And so was his grandmother... and his great grandmother. But why on earth, then, is this aspiring educator leaping into the newspaper business?

"It's a huge responsibility," said the recently-appointed editor of EMU's "Multicultural Times." "I welcome the challenge."

The "Multicultural Times," first published in 1991, is a monthly newspaper targeting African-American, Hispanic and Native American readership on the EMU campus. Myers, 27, is an elementary education major who hopes to bring a more topical, less subjective approach to the newspaper. "The Times has always provided good historical and statistical information," Myers said, "but students have never looked to the paper as a source of news. As an editor, I want to make sure that what's in the Times is newsworthy." Myers is planning a few other changes, as well, though he's not quite ready to tip his hand: "I can't give away all my surprises," he said. "You'll have to wait for the first issue."

Although Myers is the first to admit he's not a seasoned journalist, he feels that an abundance of on-campus activities have helped prepare him for the editorship. Within the past two years, for example, Myers has served as a student co-chair for the Young African American Professionals Leadership Conference, as an assistant coordinator of the King-Chavez-Parks College Days program, as a minority representative on EMU's Student Government, and as a member of



Myers

the school's Student Affairs Committee. Beyond that, during an undergraduate fellowship at EMU's Multicultural Center, Myers gleaned plenty of information from the paper's previous editors.

And were there more hours in a day, Myers might have leisurely interests, too. Indeed, his minutes would seem to be pretty well spoken for, but when the topic turns to jazz music, Myers' grin gives him away. Jazz is an abiding passion of his, perhaps partly because it's in the blood: Myers' favorite musician is his grandfather, John Collins, a noted jazz man. And a solid second is the legendary Miles Davis, whose

biography he just finished reading.

Myers will graduate from EMU's College of Education in April. He said he's comfortable on the Ypsilanti campus, even though it's a long way from his hometown of Los Angeles. And it's likely that he never would've found his way to EMU were it not for the invitation of a benevolent aunt, Dr. Jan Collins-Eaglin, EMU assistant professor of education.

Just three years ago, Myers was mired in a business management program at a small school in Louisiana. He lacked sufficient funds, but Myers also concedes that he lacked sufficient motivation. Primed for a change, he was persuaded by Collins-Eaglin to pack his bags and make the trip north. "She really encouraged me," he said. "She told me I'd make a great teacher and that Eastern was a great school for teachers."

And so it's understandable, then, that Myers is eager to begin teaching. Deep down inside, however, he's driven by a somewhat bittersweet vision—a vision of one day opening his own school. "A lot of young males in the African American community are falling into a bad situation," he said, notably saddened, "and I want to be able to help."

A quiet, thoughtful nature prevents Myers from readily doling out advice, but where young people are concerned, he's adamant about education. "Prioritize," said Myers, leaning forward in his chair. "Schoolwork is the priority, and everything else is secondary. Clubs and organizations are important, but the education is first and foremost."

## Orientation for new faculty is Sept. 3

New Faculty Orientation will be Tuesday, Sept. 3, from 7:45 a.m. to 12:30 p.m. at the 5th floor of the Rec/IM. The Deans' Advisory Council, along with new faculty and their respective department heads, will be in attendance.

### EASTERN MICHIGAN UNIVERSITY *The Learning Edge*

*Focus EMU* is published weekly from September to April and biweekly from May to August for Eastern Michigan University faculty and staff. 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. Submissions may be faxed to (313) 483-2077.

**Pat Mroczek**, manager of news services, Office of Public Information  
**Kirk Carman**, *Focus EMU* editor  
**Dick Schwarze**, University photographer  
**Doug Bentley**, student writer  
**Scott Eddy**, photography intern

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**EVENTS OF THE WEEK** Aug. 27 — Sept. 3

**Thursday 29**

**NEW G.A. ORIENTATION**, Strong Auditorium, 8 a.m., 7-0042  
**GRADUATE STUDENT PICNIC**, the Graduate Student Organization, Big Bob's at the LakeHouse, Rec/IM, 12:30 to 4 p.m.

**Friday 30**

**NEW EMPLOYEE ORIENTATION**, 205 Welch Hall, 8: 30 a.m., 7-3195

**Saturday 31**

**FRESHMAN ORIENTATION AND RESIDENCE HALL MOVE-IN DAY**  
**FOOTBALL**, EMU vs. Temple, Rynearson Stadium, 7 p.m.

**Monday 2**

**UPPERCLASS RESIDENCE HALL MOVE-IN DAY**

**Tuesday 3**

**NEW FACULTY ORIENTATION**, Rec/IM 5th floor, 7:45 a.m.  
**UPPERCLASS RESIDENCE HALL MOVE-IN DAY**  
**COLLEGE OF EDUCATION FALL CONFERENCE**, Corporate Education Center, 12:30 p.m., 7-1414

► Calendar submissions may be sent to Public Information, 18 Welch Hall

**OPENINGS**

To be considered for vacant positions, all Promotional Openings Application Forms **MUST BE SUBMITTED** directly to the Compensation/Employment Services Office and received no later than 4:45 p.m. on the expiration date. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

The Compensation/Employment Services Office announces the following vacancies. **The expiration date for applying for these positions is Tuesday, Sept. 3, 1996.** 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 & Finance Building, Sill Hall, Pray-Harrold, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, DC#I, University Library, Pierce, and the College of Business - Owen Building.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 7-0016. Compensation/Employment Services office hours are Monday through Friday, from 8 a.m. to 4:45 p.m.

**CLERICAL/SECRETARIAL**  
 (Minimum Bi-Weekly Salary)

CSEN9704 CS-04	\$720.73	Secretary II, Financial Aid
CSAA9705 CS-05	\$814.44	Senior Secretary, Accounting Proficiency w/ Windows 3.1, Windows 95, MS Word 6.0, Excel 5.0 and ISIS registration and course scheduling desired.
CSAA9706 CS-05	\$814.44	Library Assistant III, LR&T (Library) Evenings and weekends required Sunday 1 p.m. to 10 p.m. and Monday through Thursday 9 a.m. to 6 p.m.

**PROFESSIONAL/TECHNICAL**  
 (Minimum Bi-Weekly Salary)

PTUR9704 PT-05	\$ 779.37	Radio Reporter/Producer, WEMU Afternoon/Evening Schedule
PTUR9700 PT-06	\$ 878.65	Programmer/Analyst I, University Computing
PTUR9701 PT-06	\$ 878.65	Programmer/Analyst I, University Computing
PTEN9705 PT-07	\$1,010.39	Manager, Loans Processing, Financial Aid
PTUR9702 PT-08	\$1,151.94	Senior Programmer/Analyst, University Computing
PTUR9703 PT-09	\$1,322.97	Lead Programmer/Analyst, University Computing

**ADMINISTRATIVE/PROFESSIONAL**  
 (Minimum Semi-Monthly Salary)

APSA9702 AP11	\$1,825.71	Director, Student Judicial Services, Student Judicial Services Department
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The pay rates stated above reflect the probationary minimum rate for newly hired EMU employees. The pay rate or salary for current employees will be established according to the respective employee group union contract, and/or University salary administration policy guidelines.

**An Affirmative Action/Equal Opportunity Employer**

**RESEARCH** <http://www-ord.acad.emich.edu>

As a final pause before the fall busyness, from our meager archive of research humor, ORD offers excerpts from an underground classic by C.D. Graham, Jr.

**A GLOSSARY FOR RESEARCH REPORTS**

It has long been known that....	I haven't bothered to look up the original reference.
...of great theoretical and practical importance...	...of interest to me....
While it has not been possible to provide definite answers to these questions...	The experiment didn't work out, but I figured I could at least get a publication out of it.
The W-Pb system was chosen as especially suitable to show the predicted behavior...	The fellow in the next lab had some already made up.
Three of the samples were chosen for detailed study.	The results of the others didn't make sense.
...accidentally strained during mounting	...dropped on the floor.
...handled with extreme care throughout the experiments	...not dropped on the floor.
Typical results are shown.	Best results are shown.
Although some detail has been lost in the reproduction, it is clear from the original micrograph that...	It is impossible to tell from the micrograph.
The agreement with the predictive curve is ... excellent	...fair
... good	...poor
... satisfactory	...doubtful
... fair	...imaginary
...as good as could be expected	...non-existent
The most reliable values are those of Jones.	Jones was a student of mine.
It is suggested that...	It is believed that...
It may be that...	I think...
It is generally believed that...	A couple of others think so too.
It might be argued that...	I have such a good answer to this objection that I shall now raise it...
It is clear that much additional work will be required before a complete understanding...	I don't understand it.
Unfortunately, a quantitative theory to account for these effects has not been formulated.	Neither does anyone else.
Correct within an order of magnitude.	Wrong.
It is to be hoped that this work will stimulate further work in the field.	This paper isn't very good, but neither are any of the others.
Thanks are due to J. Glotz.	Glotz did the work.
..and to J. Doe for valuable discussions.	Doe explained what it meant.
If ORD can help YOU put words to paper, call 7-3090.	

\* Excerpts from article published in "Metal Progress" 1957.

**► 1996 Holiday Schedule**

Below is the schedule of official University holidays for 1996 and early 1997. On these days, all University offices will be closed and no classes will be held.

<b>Labor Day</b> .....	<b>Monday, Sept. 2</b>
<b>Thanksgiving Day</b> .....	<b>Thursday, Nov. 28</b>
<b>Designated Day After Thanksgiving</b> .....	<b>Friday, Nov. 29</b>
<b>Designated Day Before Christmas</b> .....	<b>Tuesday, Dec. 24</b>
<b>Christmas Day Observance</b> .....	<b>Wednesday, Dec. 25</b>
<b>Seasonal Days and Designated Days</b> .....	<b>Thursday, Dec. 26</b>
	<b>Friday, Dec. 27</b>
	<b>Monday, Dec. 30</b>
<b>Designated Day Before New Year's Day</b> .....	<b>Tuesday, Dec. 31</b>
<b>New Year's Day Observance</b> .....	<b>Wednesday, Jan. 1, 1997</b>