

In an effort to help persons with disabilities or special needs reach their destinations safely, the Physical Plant Grounds is attempting to prioritize its plowing and salting schedule. For special requests, contact 7-2278.

Theatre of the Young's fall touring production, "Love Like Salt and Other Ordinary Wonders," will be 6 p.m. Tuesday, Dec. 10, in McKenny Guild Hall. Offering 40 minutes of stories, riddles and transformations of the ordinary and everyday, the event is free. Children ages 4 and older are especially welcome. Call 7-0031.

The deadline for Faculty/Staff Campaign gifts and pledges is Monday, Dec. 16. For information, call Karen Gabrys at 7-0252.

FOCUS EMU

Volume 44
Number 19

Dec. 10, 1996

News for
Eastern Michigan University
Faculty and Staff

CAMPUS CAPSULES

Apollo astronaut to land on campus

Apollo and Space Shuttle astronaut Tony England will speak at the Science, Space and Technology Lecture Series for Youth being hosted by EMU on Thursday, Dec. 12, at 7 p.m. in the EMU Corporate Education Center. The event is free and open to the public.

England, the associate dean of Rackam Graduate School at the University of Michigan, will discuss aerospace issues with a special emphasis on career opportunities for high school students. For more information, contact David Meitzler at 7-1161.

Opening of the "Gift"

"The Gift of the Magi" is being presented at the Sponberg Theatre on Dec. 12 and 13 at 12:45 p.m. The 40-minute presentation is free. The TO BE Cafe will offer a special "buy a cappuccino, get a free cookie," from 12:30-1:30 p.m. For more information call 7-1220.

1,650 students to graduate

Approximately 1,650 students will be eligible to participate in EMU's 1996 winter commencement ceremony Sunday, Dec. 15, at 1:45 p.m. in Bowen Field House.

There will be three doctoral candidates joining the field of 1,200 undergraduates and 450 master's candidates eligible to receive degrees. The three doctoral candidates are Kathryn Malnar, Joan Tucker and Sherrill Evenson Pryor.

Rodney Slater will deliver the commencement address and will receive an honorary degree from the University.

EMU President William E. Shelton will preside over the ceremony. The grand marshal will be Dr. John Novak, associate professor of biology and Faculty Council president.

The EMU Symphonic Concert Winds, under the direction of Dr. Max Plank, will provide the music.

The doors to Bowen Field House will open at 12:45 p.m. The procession of graduates will begin at 1:45 p.m.

All guests must have a ticket to be admitted. Public parking will be available in the parking structure and all University lots except the Bowen Lot. Handicapped seating is available. Please call 7-3200 for more information.

U.S. highway chief to receive honorary degree

Rodney E. Slater, administrator of the Federal Highway Administration, will receive an honorary doctor of public service degree and present the December commencement address.

Slater, a 1977 graduate of EMU, will return during graduation exercises Sunday, Dec. 15, in Bowen Field House.

A football and forensics star at EMU in the 1970s, Slater earned a degree from the University of Arkansas School of Law in 1980.

Since 1993, he has served as the Federal Highway Administration's 13th administrator. He is the first African-American administrator and the 19th chief highway executive to serve the agency since its inception in 1893.

Slater has served in a variety of administrative positions, including executive assistant to Arkansas Gov. Bill Clinton, chairman and commissioner for the Arkansas State High-

way Commission, director of government relations at Arkansas State University and an assistant attorney general for the state of Arkansas.

He also served as deputy manager for the Clinton/Gore campaign during the 1992 presidential election and helped direct Clinton's gubernatorial campaigns in 1980 and 1982.



Slater

Slater's numerous honors include EMU's Black Alumni Achievement Award, the Arkansas Transit Association's Arkansas Public Transportation Advocate Award and the Arkansas Jaycees' Ten Outstanding Young Arkansans Award. Arkansas Times magazine has called him an "Arkansas Hero" for his environmental work in the Mississippi Delta region of Arkansas.

Pattison brings diverse background to EMU

by Nancy J. Mida

Babies to freshmen may seem like a quantum leap for some, but not for Dr. Nancy Pattison, newly appointed chief of medical staff in University Health Services.

Pattison, who comes to EMU from student health services at the University of Memphis in Memphis, Tenn., said she "stumbled into college health service. I was closing a private practice in pediatrics, and looking into joining a practice in Battle Creek, when I heard about the position at the University of Memphis. I enjoy this age group and like helping them learn good health practices. I feel my training is serving me well," she added.

Pattison completed a residency in pediatrics at the University of Tennessee in 1986, earned a medical degree from the University of Miami (Fla.) School of Medicine in 1983, a bachelor of science degree from the University of West Florida in Pensacola in 1978 and an associate's degree from Pensacola Junior College in 1976.

Before embarking on her college career, Pattison served in the U.S. Navy as an aerographer's mate, where her duties included weather observations and flight forecasts for pilots in training.

Though Pattison has enjoyed life in the sun belt, she is no stranger to Michigan winters. She spent her early childhood here, moving to Europe with her family when she was 10. "Learning metrics, English grammar, as well as German grammar, was a challenge," she admitted. Her high school diploma is from the International School of Brussels, Belgium. Pattison noted that she was an "international business brat, not an army brat."

Living in Europe also encouraged multi-lingualism. Pattison speaks French and learned Spanish while working with patients in Miami.

FOCUS ON STAFF



Dr. Nancy Pattison

Pattison returned to Michigan because she wanted to stay in college health, but moved back to the area because her family is in Battle Creek.

As chief of medical staff, Pattison will handle all medical aspects of health services at EMU. "We have

an excellent staff in place here with very talented people," she said. Pattison plans to build on an initiative already in place. "Ellen Gold has laid the groundwork for a Student Health Advisory Council, an all-student council, chaired by a student. We hope to get started after the first of the year," she added.

"We're also looking to increase service to students and the University community, particularly students whose parents have them enrolled under a health maintenance organization (HMO)," she said.

Pattison also discussed the "no excuse" policy, initiated in September.

"It's an incentive for students to try to interact with professors on an adult level, and not come in a week after they have been sick, are behind in their classes, and expect to get an excuse." She said the policy is not inflexible. "If someone is really ill, and comes in, we will recommend a course of treatment, but this is not to be interpreted as an excuse [to miss class]. This needs to be worked out between the student and the professor.

"After all, student health care originally came to college campuses because students were getting sick, were unable to come to class, and there was no one to take care of them," she added.

Interested in a healthy environment, Pattison hopes to become a health advocate for the University community. She invites calls about health concerns, and will address campus groups in an effort to "keep this campus healthy."

Pattison said she will miss warm, southern weather less than she misses a favorite hobby, playing the hammered dulcimer. She loves music, and enjoyed playing classical, rock, jazz, blues and country with her former duo, the Sweet Maple Sounds.

1996 Presidential Scholars

By Kate Bullach and
Doug Bentley

The Board of Regents honored EMU's 10 freshmen 1996 Presidential Scholarship recipients during its regular meeting on Nov. 19. The Presidential Scholarship provides \$34,000 for tuition and fees for 30 credit hours per academic year for four years, plus room and board allowances equivalent to the cost of a double room with a 20-meal plan each year. Students who receive the award must complete at least 15 credit hours per semester, maintain a 3.5 grade point average and live in EMU Honors Residence Halls during their first two years at the University.

Scholarship recipients are selected during EMU's annual invitational Presidential Scholarship Competition, which attracted 529 students last December. Each scholarship winner also completed a successful interview. Featured on this page are the 1996 recipients.

Evelyn Billiu

Evelyn Billiu included a small, pink stuffed pig as part of her portfolio for her Presidential Scholarship interview at EMU. It must have brought her good luck.

Billiu of Walled Lake graduated in June as Walled Lake High School's salutatorian. In her senior year alone, she was president of the Walled Lake chapter of the National Honor Society, class secretary, homecoming queen, a participant in the spring play, and a member of the forensics and soccer teams and the symphonic and marching bands.

She shrugs off her high school accomplishments, saying she always demanded success from herself. Now Billiu is showing the same determination at Eastern. "It's a little bit harder than I expected. There's a lot of self-directed learning. If you don't understand, it's not necessarily the teacher's responsibility to explain it to you."

Billiu has found that her role on the EMU's forensics team is also different from high school. Walled Lake had a 65-member team. EMU's is only about 20 members. Instead of competing in only one event, team members are allowed to compete in all nine. Billiu is set for four: prose, poetry, informative and persuasive.

She is considering a double major in secondary education and mathematics. If her career path leads to teaching, Billiu wants to influence her students in an unforgettable way. "I want to help people who are in a slump or work with those who are gifted," she concluded.

Bryce Hoffman

Most children's goals are to convince their parents to buy them a toy or let them stay up past bedtime. Bryce Hoffman was always ahead of his time.

Hoffman made up his mind he wanted to learn to read in kindergarten — he reached that goal and has achieved several new ones.

The Traverse City resident is a June graduate of Traverse City High School. He was president of the National Honor Society, a member of the marching,

symphony and jazz bands, and helped produce the *Trojan Times*, the Traverse City High School's newsletter. He earned the rank of Eagle Scout in the Boy Scouts of America.

The little boy who worked so hard to read now hopes to cure the world of apathy with his writing. A journalism/public relations major at EMU, he is a news writer for the campus newspaper, the *Eastern Echo*. Among his assignments, he covers student government.

"Sometimes you read something that just really hits home and drives you to a point where you're personally involved even though it doesn't effect you," Hoffman said. "My career goals include working as a writer in some capacity. I want to make the world personal for the readers of my work."

Erin Hunt

Erin Hunt came to EMU on one of the most important days of her life. One interview stood in the way of a four-year, full-ride scholarship.

As if she wasn't nervous enough, her contact lenses blurred, her eyes wouldn't focus. Maybe that's why she spilled cranberry juice on her pale-peach sweater. Many might have given up and gone home. Not Hunt.

"I turned my sweater around backwards because I had really long hair then. I don't know if they noticed or not. I was convinced I didn't get the scholarship after that," she said.

Not quite. On Nov. 19, Hunt was introduced during the Board of Regents meeting as one of 10 freshmen to receive the prestigious award.

The Belleville resident graduated from Belleville High School in June. She was active in Spanish Club, National Honor Society, Kumon Math and was captain of the Mega Quiz Bowl Team. She also worked at Fischer Library in Belleville and volunteered at a local food program for needy people. Hunt said she mastered the concept of time management in high school, a skill she is finding handy at EMU.

Hunt is already involved in the EMU community. A bio-chemistry major, she will join Phi Delta Epsilon, a co-ed fraternity for medical students. She is planning a minor in Spanish. After graduation, she plans to attend medical school.

"The word infinity has a new definition for me," Hunt said. "My educational, personal and professional choices are infinite. As a child, I was never able to count to infinity. I'm not the least bit fazed, I'm still counting."

Everett Kalcec

Everett Kalcec struggled for more than two hours with the nine sub-categories of the scholarship exam, knowing a four-year, full-ride scholarship to EMU was at stake.

"It was a really, really hard test. They design it so no one can do well," Kalcec said.

He beat the odds, however, and was named an EMU 1996 Presidential Scholar.

Kalcec of Holly was an academic star at Fenton High School and active in

National Honor Society, drama club, the high school jazz, marching and symphonic bands and in school and community plays. He was also a member of the University of Michigan-Flint and EMU Honors Bands, the Flint Jazz Ensemble and the Flint Youth Wind Ensemble. Kalcec also earned the rank of Eagle Scout in Boy Scouts of America.

At EMU, he is pursuing studies in music education and hopes to become a band director. He is a member of EMU's 200-member marching band.

"I want to educate myself as efficiently as I can," he said, "so that I may educate others in the future."

William Myers

On the weekends, William Myers sings and plays the guitar with his band, *Big Willie and the Flaming Debutantes*. During the school week, however, he focuses more on the academic excellence that helped him become a Presidential Scholar.

Myers of Farmington has always been serious about academics. In the third grade, he was accepted into the Delta Accelerated Program. "This marked the first time my teachers expected a higher level of effort and thought in my assignments. The more that is asked of me, the more I am able to produce. The accelerated program also set me in a higher reading, science and math curriculum."

Myers graduated from Farmington High School. He participated in the French Club, debate team, varsity choir, junior varsity soccer and several high school plays including the lead roles in *Fiddler on the Roof* and *Bye-Bye Birdie*.

A theatre major, Myers will pursue acting roles at EMU. He also is interested in studying abroad. "I would like to get a better sense of the world," he added.

Neil Noble

No one caught Neil Noble of Lebanon, Ohio, complaining.

More than 525 students came to EMU last year to compete in the Presidential Scholarship Competition, which includes a comprehensive test and interview. "I really didn't think the test was that bad," Noble said. "The process was fun. It was pretty relaxed, and I really enjoyed the interview."

Noble graduated from Springboro High School in June. During high school, he was president of the National Honor Society, active in Students Against Drunk Driving and served as a teen counselor teaching local fifth grade students about drug awareness and self-esteem.

He was a Buckeye Boys State delegate for the American Legion's annual "mock government" program to help Ohio high school students understand the roles of state, county and city officials.

He is the past recipient of the Presidential Academic Fitness Award, served as captain of the varsity golf team and

was selected Academic All-Conference for both basketball and golf. He received the Archie Griffin Award for Sportsmanship from the Ohio High School Athletic Association.

"Eastern has a small-college feel," Noble said. "The professors will give you personal attention anytime you need help. In just the short time I've been here, I've been able to go to my professors and get answers to my questions."

A pre-medicine major, Noble has already started science courses and is thankful to his high school for adequately preparing him for University-level work.

"I like the college atmosphere," he added. "There's more responsibility on you to get things done."

Emily Ovaitt

Emily Ovaitt can relate to the Brady Bunch's "middle-child syndrome." Sandwiched between two brothers, she learned how to fare for herself by competing.

Ovaitt's self-motivation helped her excel in academics, which has paid off at EMU.

The Midland resident graduated magna cum laude from Midland High School in June. She's been on the honor roll since seventh grade and is both a National Merit Commended Student and listed in *Who's Who Among American High School Students*.

During her high school years, Ovaitt was a member of the marching and concert/symphonic bands and a participant in several school plays. She earned the rank of master sergeant in the Tittabawassee Valley Fife and Drum Corps, performing authentic fife and drum routines for more than five years. The corps has performed in almost every state east of the Mississippi River.

Her interest in musical performance continues at EMU. As a member of EMU's marching band, she had the opportunity to perform during EMU home football games and in front of almost 70,000 fans at EMU's football game against Michigan State University in East Lansing Sept. 28.

A secondary education major with an interest in teaching English, Ovaitt hopes to follow in the footsteps of her



Hoffman



Kalcec



Hunt



Myers



Billiu



Ovaitt

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.

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high school teachers.

"When I was in high school I had a lot of teachers who were really inspiring. There were those who were there for the paychecks, but there were others who really cared and served as role models for me," Ovaitt said.

A good teacher, she added, can make all the difference, motivating students to learn, fostering an interest in the subject matter and making students feel less intimidated. Ovaitt wants to become such a teacher.

David Seidl

One gets the feeling that Albion's David Seidl isn't easily discouraged. Take, for example, his choice of careers.

"I'm planning to be an Internet communications specialist," he said, acknowledging that, currently, there probably isn't such a job. "But there will be," Seidl insisted, "just as soon as I graduate."

That's the undaunted approach that helped Seidl become one of 10 Presidential Scholars.

Seidl graduated first in his class at Albion High School in May. His academic and personal accomplishments include Albion Academic Varsity, National Merit Scholar Semi-Finalist, most improved honors for varsity tennis, a two-year varsity tennis award, an Albion College computing award, Future Problem Solving state qualifier and life rank from the Boy Scouts of America. He participated in Albion's Youth Advisory Committee and attended both Albion College's Operation Bentley and the American Legion's Boys' State.



Seidl

At EMU, Seidl is teaching a class on Internet navigation in the Goddard Hall computer lab. "I love seeing the face of a person who has never used the Internet before," he said, "especially when they find their favorite subject."

Seidl plans a dual major in communications and computer science in the hopes of pulling people together from around the world.

Seidl's interests, though, are not restricted to cyberspace. As a budding thespian at Albion, he provided technical support for his school's productions and made his acting debut in Dylan Thomas' "Under Milkwood." Seidl said he enjoyed the experience and found it challenging, but given all his other commitments, it seems likely that his stage career will ultimately go gentle into that good night.

Then again, David Seidl isn't easily discouraged.

Jennifer Sever

When Chardon, Ohio's, Jennifer Sever says she wants to live in a wooded

cabin and raise a family, she's not kidding. A 1996 Presidential Scholarship will help this forestry and wildlife management major get to that wild frontier.

Sever is preparing for a career with the National Park Service. Her affinity for national parks runs deep. "My favorite is the Badlands in South Dakota," she said. "The scenery there is just gorgeous."

Sever's love of the great outdoors hasn't kept her from excelling in the great indoors. She graduated with academic honors at Chardon High School in June, was a member of the National Honor Society, Chess Club, Project Support, Save Our Earth, Ohio PRIDE and posted three years of perfect attendance along the way.

She served as chapter president of Teen Institute (an organization similar to Students Against Drunk Drivers), served prominently in local Explorer Posts and was the recipient of two leadership awards for her efforts during a biology trip to the Allegheny National Forest. Also notable was Sever's participation in Ohio's Envirothon Competition, at which her team ended in fourth place.

"I appreciate that others have paved the way for me and hope to do the same for students who follow me," she added.

David Stefanik

To hear him tell it, David Stefanik sort of *stumbled* his way into one of EMU's prestigious four-year, full-ride scholarships. The Akron, Ohio, resident didn't think he had done well during the rigorous scholarship competition.

His credentials aren't nearly so modest. In June, he graduated from Revere High School in Richfield. A member of the Revere men's varsity soccer team that went to the state finals, he also was active in the National Honor Society, French Club and Principal's Leadership Forum. His abiding interest in music put him into the marching, pep, concert and jazz bands.

In July, he put the finishing touches on a Boy Scouts career by achieving his life's pursuit—the rank of Eagle Scout.

At EMU, he will study occupational therapy. "Although I have achieved many of my goals, there are still many more waiting to be tackled," Stefanik said. "The fulfillment of my EMU goals would be an excellent stepping stone to prepare me for the highly competitive field I would like to enter and for the highly competitive world waiting for me after college."



Sever



Stefanik

Patrol officers agree to new contract

A collective bargaining agreement between Eastern Michigan University and the EMU Patrol Officers' Chapter of the Police Officers' Labor Council was approved by the EMU Board of Regents Nov. 19.

The new contract for EMU's 16 patrol officers includes a 2.5 percent across the board increase, effective Aug. 25, plus a \$277 lump-sum, non-base bonus for bargaining unit members with six or more years of service.

In the second year, there will be a 3 percent across the board increase, effective July 1, 1997, plus a \$187 lump-sum, non-base bonus followed in the third year by a 3 percent across the board increase, effective July 1, 1998.

Among the negotiated changes in the

collective bargaining agreement are: a change in the time allowed for appealing a discipline, suspension or discharge from three to five days; major disciplinary actions will stay active in the employee's file for two years instead of three; current afternoon and midnight shift premiums are increased by five cents per hour; a swing shift premium is established with the same rate as the midnight premium; dental care coverage is increased to \$1,000 per person each year and lifetime maximum for orthodontia is increased to \$1,500; the uniform allowance is increased to \$400 per year; and the firearms qualification schedule is increased to twice per year.

The total current year compensation budget is \$731,496.

Dearborn Heights becomes EMU's newest charter school

The EMU Board of Regents, at its meeting on Nov. 19, authorized the Academy for Business and International Studies in Dearborn Heights as the University's third charter school.

In addition, the board appointed a seven-member board of directors and authorized EMU President William E. Shelton to negotiate and execute a contract with the Academy for Business and International Studies, which will be located at 26123 McDonald in Dearborn Heights.

Board members appointed are James K. Burd, Livonia resident and procurement planning analyst for Ford Motor Co. in Dearborn; Barbara A. Grimm, Inkster resident and administrative manager for Staff Builders Health Care Services in Southfield; Suzanne R. Hamilton, Farmington Hills resident and career counselor for Oakland Community College in Farmington Hills; Mary Ray Brophy, Rochester Hills resident and attorney for Clark Hill P.L.C. in Birmingham; Charmaine Darnell Johnson, Detroit resident and research assistant for the Detroit Public Schools Office of Research, Evaluation and Testing; Barbara Sulik, Dearborn Heights resident and high school music teacher for Detroit Public Schools; Margaret E. Wilke, Redford Township resident and an Academy for Business and International Studies parent.

The terms of appointment for the initial board members range from one to three years, although subsequent board appointments will be for three years each.

Charter schools are public schools of choice, which are legally independent and operate under contract to an authorized public body. Under Michigan legislation, they are created to develop benchmarks to improve all public schools through competition for students.

Schools receive an estimated \$6,000 per student. Charter schools may not charge tuition and must employ certi-

fied teachers. Charter schools also must comply with all state and federal statutes, the Michigan School Code and all civil rights standards.

In 1996, EMU hired consultant Dr. Joseph Pollack, former superintendent of the Ypsilanti, Flint, and Evanston, Ill., school districts, to assist with both establishing a process and making recommendations for the authorization of

Charter schools are public schools of choice, which are legally independent and operate under contract to an authorized public body. Under Michigan legislation, they are created to develop benchmarks to improve all public schools through competition for students.

one or more public school academies. In May, EMU Regents authorized Gaudior Academy in Redford as its first charter school, and in June, authorized Commonwealth Development Community Public School Academy in Detroit as its second charter school.

A review committee consisting of Pollack; Dr. Jerry Robbins, dean of the College of Education;

Dr. Thomas Fleming, special assistant to the provost; and Dr. Susan C. Kattelus, assistant professor of accounting, reviewed applications and recommended the authorization of the Academy for Business and International Studies.

The school will be housed in a two-story, 13-classroom building and will be designed as a four-year high school program.

The academy will strive to: prepare students for higher education in international studies and business with special emphasis on mathematics, science, economics, and traditional and non-traditional languages; prepare students for the world of work in international trade and foreign service; and train students in the fast-changing technological business sector in coordination with local school districts' Career Technical Centers.

Academy officials expect to open the school Aug. 18, 1997, and provide 194 days of instruction through June 12, 1998.

The Academy for Business and International Studies expects to enroll 300 students for 1997-98, which would result in an administrative fee of \$54,000 to be paid to EMU.

Board of Regents approves contract with AFSCME Local 1666

A collective bargaining agreement between Eastern Michigan University and the American Federation of State, County and Municipal Employees Local 1666 was approved by the EMU Board of Regents at its regular meeting Nov. 19.

The new agreement between EMU and AFSCME Local 1666, which represents the University's 214 maintenance, food service and custodial employees, extends from July 1, 1996, to June 30, 1999.

In the first year, the agreement includes a 2 percent across the board increase, effective the date of ratification, plus \$340 lump-sum, non-base bonuses for all members of the bargaining unit and a 1 percent across the board increase, effective Jan. 1, 1997.

In the second year, there will be a 3 percent across the board increase, effective July 1, 1997, followed in the third year by a 3 percent across the board increase, effective July 1, 1998.

Among the negotiated changes in the collective bargaining agreement are:

provisions for a four-day, 10-hours per day work week, where work schedules may be changed on five working-days' notice; dental insurance changes allowing an annual maximum benefit increase to \$1,000 and lifetime maximum benefit for orthodontia to \$1,500; dental benefits end on the last day of employment, except that retirees are covered through the end of the month in which they retire; definition of "immediate family" is expanded to include "grandparents of a current spouse"; and half-day bereavement leave to attend a memorial service for persons not members of the employee's immediate family is limited to three per fiscal year.

The new agreement is expected to cost the University an additional \$241,915 increase in total compensation in 1996-97 and an added \$262,616 and \$270,083 in the contract's second and third years, respectively.

With approval of the agreement, the total current year compensation budget for AFSCME employees is \$8.6 million.

EVENTS OF THE WEEK Dec. 10-16

Tuesday, Dec. 10

ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
FCIE WORKSHOP: "Using and Writing Case Studies for Instruction," 10 a.m., Pray-Harrold, 7-1386
CIC WORKSHOP: "Internet Overview," 10 a.m., 311 Library, 7-1347
CONCERT: EMU Collegium, 8 p.m., Holy Trinity Chapel, free, 7-2255

Wednesday, Dec. 11

ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
CIC WORKSHOP: "Designing Web Pages using HTML and Images on the Web," 10 a.m., 102 Library, 7-1347
FCIE WORKSHOP: "Distance Learning," noon, 123 Library, 7-1386
CIC WORKSHOP: "Web Caucus Organizer's Workshop," 2 p.m., CIC Lab, 7-1347
MEETING: College Of Education Council meeting, 2 p.m., McKenny Union Gallery I, 7-1414
MEETING: Faculty Council Executive Board, 3 p.m., McKenny Union Founders Room, 7-0196
CONCERT: EMU Jazz and percussion ensembles, 8 p.m., Pease Auditorium, 7-2255

Thursday, Dec. 12

MEETING: College of Arts and Sciences Deans and Department Heads Meeting, 8 a.m., McKenny Union Tower Room, 7-4344
ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
CIC WORKSHOP: "Intro to Microsoft Access," 2 p.m., CIC Lab, 7-1347

Friday, Dec. 13

ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
CIC WORKSHOP: "PhotoShop Workshops," 1 p.m., CIC Lab, 7-1347
CPR CLASSES: University Health Services, 1:30 p.m., 7-1122
BASKETBALL: EMU at Carrier Classic, 6 p.m., Syracuse, New York, 7-0214
HOCKEY: EMU at U of M Dearborn, 7:30 p.m., 7-1338

Saturday, Dec. 14

ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
HOCKEY: EMU vs. U of M Dearborn, 7:30 p.m., Ann Arbor Ice Cube Sports Center, 7-1338
BASKETBALL: EMU vs. Old Dominion, 8 p.m., Syracuse, New York, 7-0214

Sunday, Dec. 15

COMMENCEMENT: Fall Commencement, 2 p.m., Bowen Field House
ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465

Monday, Dec. 16

FINAL EXAMS BEGIN
ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465

Tuesday, Dec. 17

ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
MEETING: College Of Education, Administration Staff Meeting, 10 a.m., 117 Boone Hall, 7-1414

Wednesday, Dec. 18

ART EXHIBITION: Ceramists Exhibition, Susan Beiner, Rebecca Harvey and Annette Siffin, 9 a.m. to 5 p.m., Ford Gallery, 7-0465
MANDATORY TRAINING: "Safety Awareness and Hazard Communication Training," 1 p.m., McKenny Union Alumni Room, 7-0794
MEETING: College Of Education Committee On Advanced Programs meeting, 3 p.m., McKenny Union Gallery I, 7-1414

OPENINGS <http://www.emich.edu/public/hr/employ.htm>

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 Monday, Dec. 16, 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 #1, University Library, Pierce, and the College of Business - Owen Building.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-0016. Compensation/Employment Services office hours are Monday - Friday 8 a.m. to 4:45 p.m.

CLERICAL/SECRETARIAL
(Minimum Bi-Weekly Salary)

CSEN9720 CS-04 \$720.73 Reenrollment Clerk, Registration.
 CSBF9707 CS-04 \$720.73 Senior Account Clerk, Accounts Payable.
 CSUR9705 CS-05 \$814.44 Senior Secretary, Development Office. Ability to use MS Word, MS Works, Pagemaker 5.0, ClarisWorks and Quattro Pro desirable. Willingness to learn Raiser's Edge necessary. Appointment period: 1/2/97-6/30/97.

PROFESSIONAL/TECHNICAL
(Minimum Bi-Weekly Salary)

PTBF9705 PT-06 \$878.65 Area Foreperson, Physical Plant. Hours: Monday through Friday, 5 a.m. - 1:30 p.m. **Possibility of Tuesday through Saturday.
 PTAA9717 PT-07 \$1010.39 Coordinator, Honors.

*The pay rates stated above reflect the probationary minimum rate for a newly hired EMU employee. 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

EASTERN FASTFACTS

➤ Michigan State Normal School's (EMU) first graduating class in 1854 consisted of three students.

➤ The Motown Record label was introduced by Barry Gordy, Hon. '71.

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

The following paragraphs describe a few of the program announcements that have crossed our desks recently. Please contact Wendy Winslow or your ORD Officer at 7-3090 if you would like additional information.

The **Surdna Foundation** supports the **environment, community revitalization and effective citizenry programs**. Currently, the foundation is not accepting requests for arts funding. Funding for fiscal year 1995 was \$14.7 million.

Environmental fundingsupports the areas of biological and cultural diversity and the restoration of urban and suburban areas. Grants for community revitalization support comprehensive, multi-service, locally-directed programs. The foundation's interests in the effective citizenry program focus on developing and promoting opportunities for civic participation. Information about the Surdna Foundation is available on the Internet: <http://www.surdna.org/>.

The **Education Department's Fund for the Improvement of Postsecondary Education** is inviting applications to **increase cooperative activities and the mobility of undergraduate students between the United States, Mexico and Canada**.

Projects should encourage cooperation and exchange between nation's institutions; increase knowledge of languages, cultures and institutions; and form partnerships beyond eligible institutions to include business, professional associations, public authorities and other associations. The Education Department is interested in applications that involve disciplines such as the **environment, sustainable development, public health, human resources development, business, engineering and law**. Applications are available via the Internet: <http://gopher.ed.gov/offices/OPE/FIPSE/>. The deadline is March 15. Funds available: \$1.2 million from each country. Typical projects will receive \$102,000 over three years. Funds may be used to support student stipends of up

to \$3,000 and each institution should move no fewer than seven students over the project period.

The **McGregor Fund** supports **human services, education, healthcare, arts and culture and public benefit programs**.

Funding for human services supports emergency needs such as housing, provision of food, clothing and other direct aid. Education support goes to local colleges and universities, public research universities in Michigan and the Detroit public schools. The fund has special annual programs of support, with separate guidelines and deadlines, for private liberal arts colleges and universities in Ohio and Michigan. There is no deadline. Requests are reviewed in February, May, September and November. Before submitting a proposal, potential applicants are encouraged to contact the fund's staff to discuss their request. Information about the organization is available via the Internet: comnet.org/mcgregor/.

The **Trust for Mutual Understanding** provides support to **American nonprofit organizations working with their counterparts in Russia and in East/Central Europe on exchange projects in the cultural and environmental fields**.

Currently, the majority of the trust's grants focus on exchanges with the Czech Republic, Hungary, Poland and Slovakia. Among the types of cultural and environmental activities that receive support are advanced training programs, workshops, conferences, seminars and joint research projects. About \$2 million is given annually with two-thirds supporting cultural and one-third for environmental activities. Through Nov. 1, \$1.6 million in grants have been approved. There are no deadlines for a letter of inquiry which should be sent at least six months prior to the planned date of the project. If interested, the trust will request a formal proposal. Proposal deadlines are Jan. 1, April 1, Sept. 1.