

**BIG APPETITE:** The 34th Annual Football Banquet is Sunday, Jan. 5 at 1 p.m. at the Marriott. Tickets are \$35. Reservations must be made by Friday Dec. 20. Call 7-2160

**LIBRARY HOLIDAY HOURS:** The following is the University Library's intersession schedule. Dec. 20 (7:45 a.m.-10 p.m.), Dec. 21 (9 a.m.-5 p.m.), Dec. 22 (CLOSED), Dec. 23 (8 a.m.-5 p.m.), Dec. 24-Jan. 1, 1997 (CLOSED), Jan. 2-3 (8 a.m. - 5 p.m.) and Jan. 4-5 (CLOSED). For more information, call 7-1380.

**PROVIDING CARE:** University Health Services Pharmacy has been accepted as a provider for Care Choices HMO and Mercy Health Plans PPO. Call 7-1125

# FOCUS EMU

Volume 44  
Number 20

Dec. 17, 1996

News for  
Eastern Michigan University  
Faculty and Staff



Dear Faculty and Staff:

I would like to extend a warm wish to you and your family for a safe and happy holiday celebration.

As another year comes to a close, I am grateful to be part of a community that is so committed to learning. I am proud of the strides made at Eastern Michigan University this year, especially those that strengthened the quality of the educational environment for this region. Our list of successes continues to grow thanks to the efforts of the people who work and learn here.

I look forward to working with you in the coming year and wish you all happy holidays and a prosperous New Year.

Cordially,

William E. Shelton  
President

## EMU bucks enrollment trend

**E**astern Michigan University's selective admissions policy bucked the enrollment trend in the state and helped EMU become one of the most selective institutions among Michigan's 15 public colleges and universities, according to a Dec. 9 article in the *Detroit Free Press*.

The story by Ariana E. Cha reported that EMU and the University of Michigan's Flint campus are the only two institutions in Michigan with a lower acceptance rate than a decade ago. In 1986, 80 percent of applicants were accepted at EMU. By 1996, EMU was accepting only 74 percent of those who applied.

Additionally, EMU (74 percent) and the University of Michigan at Ann Arbor (68 percent) had the most selective acceptance rates among Michigan's 15 public institutions.

Courtney McAnuff, EMU's vice president for enrollment services, said EMU selectivity derives from a strengthened admissions policy. "Basically, we have increased our selectivity and enrolled more students who have higher grade point averages," he said.

"While we desire to grow and be a stronger institution, we're not willing to do that at the expense of academics. One of our most important jobs is to make sure students learn and are in a position to get a job or go on to post-graduate education after they leave here."

*Free Press* research shows that statewide acceptance rates for first-year students ranged from a 26 percent increase at Grand Valley State University (to

85 percent) to only a 3 percent hike at Northern Michigan University (to 92 percent) since 1986. Oakland University's acceptance rate (84 percent) rose by 18 percent from 10 years ago. Central Michigan (80 percent) and Western Michigan (82 percent) were up by 12 percent and 11 percent, respectively. Michigan State and Wayne State universities each reported 8 percent increases from 1986.

"That's because many of the schools only use GPA now," McAnuff explained. "EMU continues to use both ACT/SAT test scores and GPA in accepting students."

McAnuff said some of EMU's best "selectivity" indicators are the quality of the current freshmen class and the competitive nature of the next. EMU's 1996-97 freshman class not only featured 25 high school valedictorians and salutatorians but also a 33 percent increase in the number of entering students with a GPA of 3.5 to 4.0. "We were very pleased with the size and quality of that class," he said.

More recently, the Presidential Scholarship Competition on Saturday, Dec. 7, attracted almost 700 students — up by about 200 from last year. As compared to last year's competitors, there was a 34 percent hike in the number of students with a 3.5 GPA or better.

"Admissions and affordability are the first two parts of EMU's success," McAnuff concluded. "Retention is the other part, so we will continue to focus on the student services that make this a strong institution," he added.

## EMU extends Learning Edge to Spain

**E**astern Michigan University has extended its *Learning Edge* to Madrid, Spain. EMU's College of Business and the Advanced School of Business Administration and Marketing at ESIC (Escuela Superior de Gestion Comercial y Marketing) have signed an agreement of cooperation for a double master's degree program.

"We are delighted to be joining the prestigious Escuela Superior de Gestion Comercial y Marketing in offering the double master's degree program," said Stewart Tubbs, dean of EMU's College of Business.

"Since Michigan is one of the leading import/export states in the United States, it is only fitting that we continue to develop our global partnerships. We look forward to expanding our student and faculty exchanges with ESIC," Tubbs said.

Tubbs and D. Francisco Larrea Pascal, general secretary of ESIC, implemented the international arrangement on Dec. 6.

The international arrangement involves the mutual recognition and validation of credits on the undergraduate and graduate levels, leading to degrees from both institutions. Successful candidates will be awarded a master's degree in business administration in international business from EMU and a master's degree in business administration and marketing (Licenciatura en Gestion Comercial y Marketing) from ESIC.

The arrangement follows a general agreement of cooperation signed by EMU President William E. Shelton and D. Simon Reyes Martinez Cordova, general director of ESIC, in 1993. Formalization of the dual degree program is the result of several years of effort by EMU's Office of Admissions, the Graduate School, the College of Business and the World College.

Implementation of the program will begin in the

fall of 1997 and require one academic year of graduate studies at EMU and between nine and 12 months of graduate studies in Madrid. Geoffrey M. Voght, associate director of EMU's World College and a professor of Spanish, said students "must have advanced proficiency in both English and Spanish. Plans call for an equal number of students from each school to participate in the program each year." Voght hopes for about a dozen participants the first year.

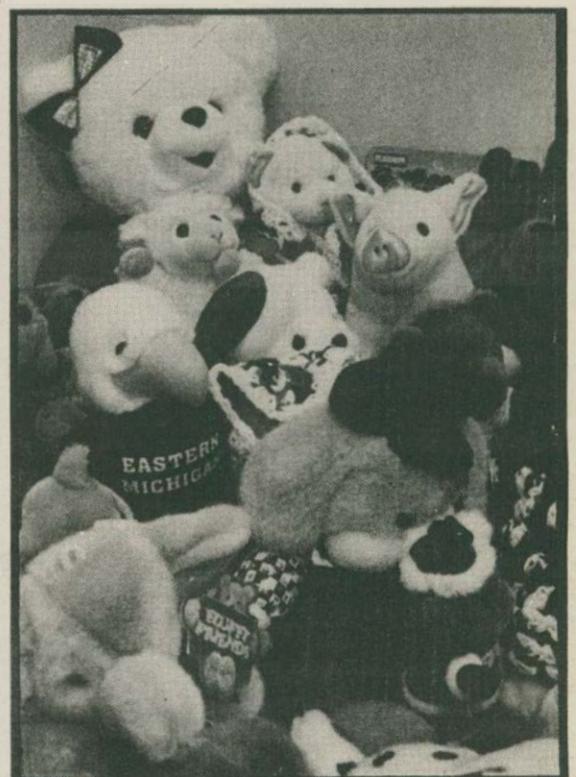
EMU and ESIC have been exchanging students since the mid-1980s to provide practical training in business administration under the International Cooperative Education Exchange (ICEE) program. Two ESIC students are currently doing internships in Michigan: Beatrice Gehre, who is working for Volkswagen in Auburn Hills, and Alejandro Serrano, who works for SIEMENS in Troy.

The arrangement with the Madrid institution is among at least 25 that EMU has around the world, Voght said. The international programs are in a variety of disciplines, including business administration, education, physics, social work or technology.

While EMU's international connections are extensive, among the foreign opportunities are a dual graduate degree program in Germany; an exchange of trainees in France, Germany, Spain and Venezuela; and Chinese Exchange Programs with numerous universities in China and Taiwan.

William Whitmire, coordinator of graduate business programs in the College of Business, said that the ESIC agreement is similar to the one between EMU and the Export Akademie of Baden-Wuerttemberg in Germany. "So far, we have had one EMU student and two E-A students complete the program. Currently, we have three E-A students enrolled at EMU," he added.

## Warm fuzzies....



**This collection of cuddly critters is just a sample of the contributions made by the University community during the holiday season. The Division of University Marketing and Student Affairs will donate the stuffed animals to local charities to help brighten the holidays of children.**

## PEOPLE

## Martin wins national performance award

Annette Martin, professor of communication and theatre arts, was recently honored with the Speech Communication Association's Leslie Irene Coger Award for Distinguished Performance at the association's annual meeting in San Diego, Calif.

Martin, of Brighton, won the award based on her 25 years of contributions as an artist, director, scriptwriter and teacher. For 25 years, she has chosen timely and challenging material to adapt and direct, offering shows at EMU and at festivals and conventions around the country. According to the Speech Communication Association, "her most important work is the reminder of how important performances can be."



Martin

Martin's past awards include EMU's artistic recognition award presented during the 1984 Celebration of Faculty Excellence. She has also participated in a variety of professional activities, including international screenwriting workshops.

The Speech Communication Association is the oldest and largest society of communication scholars, representing more than 7,000 communication faculty in the United States and 25 other countries. The 1996 selection committee includes Mary Frances Hopkins, chairperson and presenter, Wallace Bacon and James VanOosting.

Professor Coger contributed the funds necessary to create the endowment for this award, which was first presented at the 1994 SCA convention.

**Dr. Ruth Ann Hansen**, interim head of the Department of Associated Health Professions, presented the Commencement address for Physical Therapy and Occupational Therapy at the University of Indianapolis in December. Hansen received an honorary doctorate of science degree.

**Dr. Don R. Lick**, head of the Department of Mathematics, received the Certificate of Meritorious Service from the Mathematical Association of America for 1997.

**Jerry Robbins**, dean of the College of Education, presented "A Foggy View from Mt. Olympus" at the University of Mississippi's Kappa Delta Pi 50th anniversary celebration in November.

**Anne Robinson**, coordinator of the Alzheimer's Education Program, has been awarded grants of \$80,000 and \$14,000 both from the Michigan Department of Mental Health.

**Dr. Lorraine Wilson**, professor in the Department of Nursing Education, has co-authored the textbook *Pathophysiology* (fifth edition).

## TENURE

EMU's Board of Regents voted Nov. 19 to grant tenure, effective Sept. 1, to Dr. Robert M. Kiss, assistant professor in the finance and computer information systems department.

Kiss earned a bachelor's degree at Miami University of Ohio and master's and doctoral degrees from Kent State University. He previously worked at Kent State University and Hiram College in Ohio.

Kiss, a resident of Ann Arbor, has been a faculty member at EMU since June 1990.

Newly hired, tenure-track faculty are considered "on probation" for a minimum time period that varies according to rank. By rank, that time is five years for instructors, four years for assistant professors, three years for associate professors and two years for professors. During the probationary period, faculty are evaluated annually for reappointment and must have a favorable pre-tenure evaluation after the requisite probationary years of service are fulfilled before being recommended for tenure.



Photo by Sheila Brown

Andy Perez, Amy Burby and Mike Erwin

## Career Horizons shows 'em the way

By Doug Bentley

When he smiles and said that his goal is to make students *want* to leave school, Eastern Michigan University's director of career services is quick to qualify himself.

"A good way to gauge how well a program is working," noted Dr. J. Michael Erwin, "is to determine how many of its students are *really looking forward* to moving on into the workplace. If we're successful, our students will be excited about the prospect of getting out there and doing it."

That said, it's no surprise that Erwin, along with Career Development Associate Andy Perez, is working feverishly to further implement EMU's Career Horizons program. Piloted last year with a group of 1,203 students and expanded this year to include roughly 2,400 more, the program represents a new and innovative way of encouraging, tracking and guiding incoming students toward a successful collegiate experience. "Students need to know where they're going," said Perez, "and Career Horizons accelerates the process."

Erwin, who projects the program to eventually handle some 20,000 students, is a bit more blunt: "The program allows us to be intrusive. It allows us to let students know when they're deviating from the plan."

Erwin noted that only 213 of the 1,203 students in last year's pilot group were able to fully meet the Career Horizons performance standards. Most, then, warranted some level of intervention, the simplest of which is what he jokingly calls an "Uncle Mike" letter. Such a letter, Erwin said, often does nothing more than encourage a student to focus on a particular field of study, provide a gentle reminder to keep the grades up, or suggest a way to become involved on-campus.

The framework of the Career Horizons plan is thus tethered to the importance of three elemental—but often overlooked—ingredients of college-level success: the choice of a career, the maintenance of good grades and the development of "people" skills. Erwin's office, in fact, has produced and circulated a folder outlining these three areas in broader detail, breaking them down into courses of action, as well as listing the pertinent on-campus resources that a student may tap into for each.

For example, students interested in developing their leadership skills are encouraged to complete a self-assessment activity in the Career Services Center, to consider attending EMU's Annual Leadership Conference, and to look into any of the University's more than 100 on-campus student organizations by contacting the Student Government office or the Office of Campus Life.

Students enter into the Career Horizons program by completing an occupational inventory, which provides an assessment of their interests and aptitudes. "Then," said Erwin, "we do two things: We match those skills with a major, and we communicate with faculty to determine which other skills they feel are

important for success in that field — skills learned both inside *and* outside of the classroom."

Erwin, of course, is fully aware that his program isn't the first to map out a plan for success at the university level, but he stresses one of the strategies that makes Career Horizons unique: "In some respects," he said, "we're involved in marketing. We're telling these students exactly where they can go to get whatever help they need."

Erwin is pleased with the program's initial results—such as the doubling of enrollment in EMU's guidance-oriented AADV-179 course from the previous year—but neither he nor Perez believes in standing pat. Their office is currently seeking a grant from the Fund for Improvement of Post-Secondary Education, which would add a video conferencing wrinkle to the Career Horizons mix. Such a system would provide students visual access to EMU faculty and staff through monitors in University computer labs.

Erwin also believes the program may one day find its way into high schools and community colleges. The community college link is practical, he noted, since over one half of EMU's students start their college careers somewhere else. Another innovation involves allowing Career Horizons students to access and update certain sections of their academic records, thereby providing a means of self-monitoring. "We're the only school we know of with such a plan in mind," he said.

For now, anyway, but according to Erwin, the competition isn't exactly feigning indifference. "Forty colleges and universities have already contacted us to ask for information," he said. "They want to be kept updated on how our program is working."

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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## EMU phone service lives up to its name

By Kate Bullach

Imagine answering at least 3,000 calls a day, seven days a week with a cheerful "Eastern Michigan University."

That's exactly what Telephone Services Supervisor Carol Russell has done for the last 25 years of her life. Hired in 1971 as assistant night supervisor, she has worked afternoons from 3 to 11 p.m. for 10 years while raising a family.

"When I first came to work at Eastern I never thought I'd stay 25 years, but I've really enjoyed it," Russell said. "I really enjoy my work, and I love working with students."

Taking their work very seriously is one thing Russell, operators Carol Frisbie and Ann Moore and the nine student employees all have in common. They consider every call important and will answer every question, even if that means researching the answer and returning a phone call.

Even the weather can't stop the phone service. "If the weather is really bad and Carol can't come to work, I can walk because I only live a mile away," Frisbie said. "I have walked when it's been so slippery that you can't even drive a car. It's important that someone be present to answer the switchboard."

The telephone operators have heard and handled it all: bomb threats, heart attacks, irate students, confused freshmen and countless other scenarios. They have enough material to fuel a stand-up comedian with material for years, but they won't share it.

"A lot of people might leave their job and talk about it to anyone, but we don't do that. What happens on our board we don't talk about," Frisbie said.

Russell agreed and shared a few other memorable stories. Every year, students call and want to know if classes begin Wednesday, and if they have a Tuesday-Thursday class, do they have to go to it on Tuesday? And, inevitably, a concerned parent will call about their freshman son or daughter.

"One mother was very upset because she couldn't reach her son at his room because his line was busy," Russell said. "The mother told me her son doesn't talk on the phone that long and asked me if I would please go to his room and have him get off the phone."

Russell said they often have callers who relate their life stories before asking their questions. Although she enjoys talking to people, she sometimes answers 10 to 12 calls a minute during busy times and doesn't have the time. Nevertheless, she never cuts anyone off.

"The people who call the switchboard, whether they're parents, students, staff or faculty members, are our customers and what they have to say is important," Russell said.

Russell also said that they often get blamed for university policy, especially on snowy days when



A Message to the University Community

Dear Faculty and Staff:

Once again, members of the Eastern Michigan University community have shown their generosity in supporting the United Way campaign by contributing \$92,257. This represents approximately 103% of our campaign goal of \$90,000.

The Washtenaw United Way helps fund more than 600 agencies, organizations, programs and services that benefit more than 230,000 people throughout southeastern Michigan. The annual EMU United Way campaign is truly a team effort. Thanks to the dedication and commitment of more than 100 volunteers from all divisions of the University, we were able to surpass this year's goal and show our collective support for those in need in our community.

I would like to thank everyone who helped make the 1996 campaign a success, including the 893 employees who made donations to this year's campaign. Best wishes for a happy and healthy holiday season.

Sincerely,

Ronald W. Collins, Provost and Vice President for Academic Affairs and Chairperson, 1996 EMU United Way Campaign

people demand to know why the university is open.

The operators, however, never lose their temper. They said the key is not to take anything personal. The callers are talking to the University not to them as individuals.

"We laugh, we joke, we have a good time," Russell said. "You have to keep it light and airy, keep your spirits up and joke and carry on because otherwise some of the stressful calls can get to you. The majority of the time, the callers are friendly and appreciative."

Telephone Services is staffed every day from 8 a.m. to 11 p.m. Individuals who call after closing will hear a message relating to event times, library hours and other information relevant to students or faculty.

## Fresh approach to housing earns high marks

By Kate Bullach

Eastern Michigan University's Housing and Dining Services is celebrating the turn of the century early, by providing the class of 2000 with a new and improved freshmen center.

Gone are the days when the freshmen were crammed like sardines four to a suite, packaged, shelved and forgotten at the Hill until they were sophomores. EMU's freshmen have been moved into the mainstream—the valley—and the residence halls Phelps-Sellers, Walton-Putnam and Wise.

The relocation allows most of the estimated 1,760 freshmen to be concentrated in one area, providing them with easier access to classrooms, dining and recreational facilities. However, the move is only the first step in easing the freshmen's transition to college life and EMU's Housing and Dining Services is doing its best to make the adjustment a successful one.

"We're really trying to put an emphasis on success and academic focus," said EMU Housing Director Rebecca Figura. "We'll have tutors and nightly study sessions in the Dining Commons Sunday through Thursday and we're working on the Learning First Program."

The Learning First Program is a lecture series dealing with topics related to being a freshman. The

series began Monday, Sept. 16, in the Hoyt Conference Center with motivational speaker Rudy Ruttiger, whose story has been made popular by the Tri-Star motion picture *Rudy*. Other topics of the series include secrets of succeeding at EMU, a mid-semester check up, selecting a major, relationships and surviving finals. The program is supported through student fee money.

The Walton-Putnam and Phelps-Sellers lounges also will host 11 sections of the freshmen success course, AADV 179. In this course, students learn how to effectively manage the university system, what study techniques can enhance grades and how to live and learn in a multicultural environment.

Housing and Dining Services aren't the only ones planning exciting programs for the first-year students. Junior Residence Hall Assistant George Gogal and his first floor freshmen are teaming up with Residence Hall Assistant Sally Miles and her freshmen to create a sister/brother floor.

"To help the freshmen meet new people is a big goal," Gogal said. "It's important for the freshmen to share experiences with their peers."

Gogal said it's camaraderie and togetherness that's important, not where you live.

Please see HOUSING, PAGE 4

## GRANTS

### University accepts \$2 million in grants

The Eastern Michigan University Board of Regents accepted 32 grants and contracts totaling \$2,141,443 at its Nov. 19 meeting.

Among those received during the period from Sept. 1 through Oct. 31, were seven grants totaling \$448,650 for projects in the Centers for Corporate Training, directed by Walter DiMantova. Among the grants were \$324,000 from the United Autoworkers-Chrysler National Skill Development and Training Center; \$50,000 from the Michigan Department of Labor; two grants totaling \$25,525 from Detroit Diesel Corporation; \$22,000 from the Lone Star Steel Company; \$16,375 from Ranco North American Corporation and \$10,750 from Pre-Delivery Service Corporation.

The National Science Foundation awarded two grants totaling \$474,527. The grants included \$364,565 for the Renovation of the Terrestrial and Aquatic Ecology Research Facility and \$109,962 for software development for the LINGUIST Network.

Three grants totaling \$253,180 came from the Administration for Children, Youth and Families for programs related to the quality of family foster care or professional staff education.

The United Soybean Board provided \$245,148 for the Reactive Diluent Demonstration Project in California.

Also received were three grants totaling \$243,000 from the Michigan Department of Education for continuation of the Early Childhood School Readiness Program, the Business Professionals of America-Michigan Association and the Michigan DECA Project.

Other grants and contracts awarded included \$76,240 from the U.S. Census Bureau for a computer hardware grant and \$75,000 from the U.S. Department of Justice for the COPS Universal Hiring Program; \$49,500 from the SOS Community Crisis Center for the AmeriCorps: Teams for School Success; \$42,000 from the Corporation for National and Community Service for continuation of Learn & Serve America.

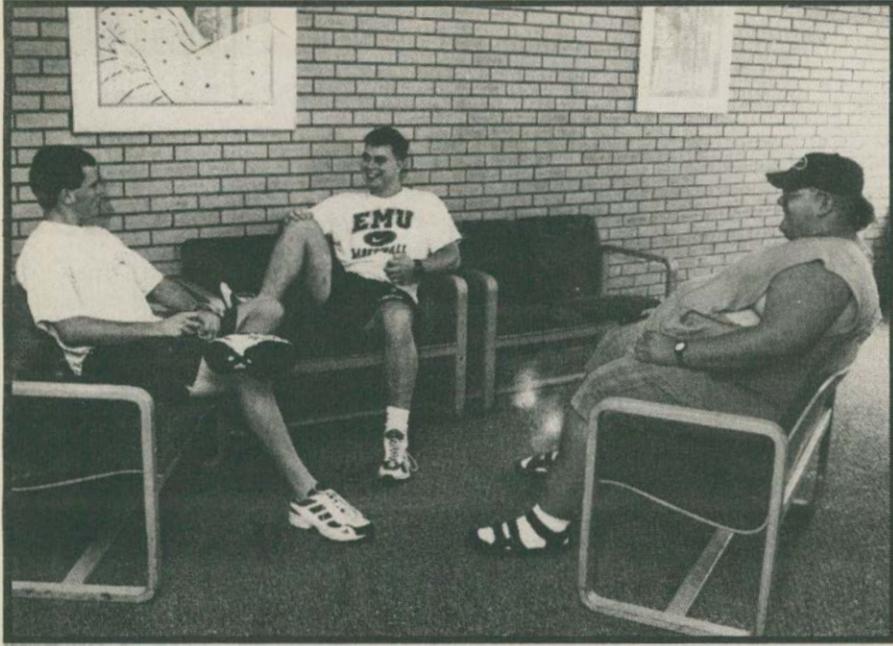
Also \$41,000 from the Washtenaw/Livingston Coordinating Agency for the Artful Living/Creative Studies program; \$40,000 from the Michigan Department of Community Health for the CAFAS Study; \$32,487 from the Monroe Intermediate School District for the Goals 2000 Local Reform and Professional Development Grant Program; \$28,020 from the Detroit Empowerment Zone Finance Institution Consortium for consumer education in the empowerment zone.

Also \$25,000 for the Michigan Public Health Institute for the Cardiovascular Risk Reduction Program for African-American Elementary Students and Their Families; \$20,674 from Koester Performance Research (NIH) for software for assessing computer usage skills; \$17,000 from the Monsanto Chemical Company for fellowship support for a visiting scientist from China.

And \$11,000 from the General Services Administration-PP for Chemistry Department equipment; \$9,989 from the Michigan Family Independence Agency for To Strengthen Michigan Families; \$7,138 from the City of Toledo to continue the graduate research internship; Two grants totaling \$1,890 from Michigan Campus Contact for the Campus Compact Student Support: Academic Service-Learning Training Module and Longitudinal Study.

## Remember...

**There will be no FocusEMU next week. We will resume publication on Jan. 7, 1997. Have a safe and happy holiday season!**



George Gogal, Rich Beaudrle and Tony Rush enjoy some lounge time.

#### HOUSING, from page 3

"I lived in Putnam Hall my freshman year and I loved it. It was close quarters but to me that was a part of it. It's all in the attitude," Gogal said.

The freshmen relocation has effected other students as well. The ground floors of the freshmen dormitories have been reserved for returning students, who have learned to adjust to the presence of the freshmen.

But sophomore Nathaniel Huss, a second year Phelps resident, said the freshmen haven't changed anything.

Huss said their dorm was always loud.

By freeing Hoyt, the move also allows Housing and Dining Services to provide upper-class students with the single living opportunity.

"Our big push is to provide more single living options for upper class students because that's what they seem to want," Figura said. "We have two of our three towers open as singles with full occupancy."

Meeting students' needs is a main focus of Housing and Dining Services. Each year they conduct a customer service survey and work closely with the

Residence Hall Association to obtain student feedback. In response to student input, Housing and Dining Services has made it possible for students with the Flex meal plan to spend \$50 a month at Quickfix, Pittstop and the Lobby Shop. In addition, students in Jones/Goddard, the "Honors" residence halls, can now access the Internet from their dorm rooms without a modem at a hook-up cost of only \$50 a year.

Perhaps the only unappreciated change was this year's 3 percent increase in EMU room and board rates and University apart-

ment rents. The standard 20-meal, double occupancy room is \$4,400, an increase of \$128 compared to the 1995-96 rate. The single occupancy room and board rate is \$5,622 for the 20-meal plan.

Figura said future housing and dining changes will be based on student feedback and Housing and Dining Services will closely monitor the changes they made this year, especially in the freshman center and the towers. Future plans include re-opening Pittman Hall next year as another single occupancy dormitory.

**"It's important for the freshmen to share experiences with their peers."  
- Junior Residence Hall Assistant George Gogal**

## 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. 23, 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-Harrod, 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)

CSEN9721 CS-04 \$720.73 Data Entry Clerk, Financial Aid.

### FOOD SERVICE/MAINTENANCE (Minimum Bi-Hourly Salary)

FMSA9707 FM-06 \$7.07 Custodian, Housing (Custodian Prorate)-Wise Hall. Hours: Monday-Friday 6:30am-3:00pm.

FMBF9712 FM-12 \$7.71 Groundsperson, 50%, Physical Plant.

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

PTEN9707 PT08 \$1151.74 Academic Advisor for Special Pop.

\*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

The requisition deadline for Human Services for the Jan. 7 publication of postings is 5 p.m., Jan. 2, 1997. There will be no job posting for the weeks of Dec. 23 or Dec. 30.

## SERVICE ANNIVERSARIES

The following individuals are celebrating milestone anniversaries with the University in December.

30 years	15 years	10 years (cont.)
Robert Chester Parks I/C Athletics Track & Field	Cora Hubbard Custodial Prorate	Erik Lokensgard Industrial Technology
25 years	Carolyn Sabados Marketing	Annie G. Nerenz FGN Lang & Bilingual
June C. Wanty Health & Human Services	10 years	Natthi L. Sharma Physics & Astronomy
20 years	Robert Hall Custodial Prorate	John M. Thomsen Physics & Astronomy
Betty J. Beard Nursing Education	Sandra Defebaugh Marketing	
Charles S. Saxon Finance & CIS		

## 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 National Science Foundation and the Consejo Nacional de Ciencia y Tecnologia** invites applications to conduct pilot studies in **international cooperative research and research infrastructure in computer science, information systems and engineering.**

Projects can range from supplements to an existing award to new joint effort proposals and activities can include research collaboration at separate institutions or using a computer network; focused research workshops on relevant topics; and crossnational short and long term visits by junior and senior research and teaching faculty. Information can be obtained via the Internet: <http://www.nsf.gov/CISE> refer to NSF 96-145. There are 40 awards of up to \$100,000 a year for up to three years. The deadline is Feb. 5.

**The National Science Foundation and the North Atlantic Treaty Organization** invite applications for **postdoctoral fellowships in science and engineering.** The NSF and NATO will support research activities in math, engineering, computer and information science, geosciences, the history and philosophy of science, physical, biological, social, behavioral and economic sciences and interdisciplinary areas comprised of two or more of these disciplines. Access information on the Internet at: <http://red.www.nsf.gov/EHR>, refer to 96-149. There will be 30 fellowships to individuals and five awards will go to institutions to host visiting scientists from cooperation partner countries. Funds will include

a \$2,750 stipend; visiting scientists will receive dependency and travel allowances. The project period is one year. Deadline is Jan. 17.

The **National Science Foundation** is inviting applications to address **infrastructure or research-supportive needs to enhance research in math sciences.** Funds can support graduate and undergraduate students, post-doctoral investigators, computer support personnel and maintenance, visitors and consultant services, support for travel, workshops, conferences, special research years and other budget items essential for success of the program. About \$4 million for up to 15 awards ranging from \$35,000 to \$250,000 a year for up to five years. Cost sharing is encouraged. The deadline is Jan. 16.

The **National Science Foundation** funds projects that widely disseminate strategies, research results and resources on **improving math and science education for female students** and reduce the barriers for women and girls in technical careers.

Projects should allow individuals involved in improving math and science education for women and girls to interact and share strategies and information, including such activities as events including conferences, workshops, symposia; videotapes, brochures, and other media; and electronic networks. There are no deadlines. Applicants must submit brief, informal preliminary proposals before submitting full proposals. NSF will invite selected apps. to submit full proposals. Awards will not exceed \$100,000 for dissemination projects or \$75,000 for symposia, workshops or conferences. NSF makes about five or six one-year awards annually.