

Lifespan Learning will present the program "Starting Your Own Small Business: Exploring the Possibilities" Monday, Sept. 30, at 6:30 p.m. at the Depot Town Center. The cost is \$10. For more information, call 7-0507.

Comprehensive Planning Group will present an educational seminar Monday, Sept. 30, on the benefits of financial planning through the Kemper Advantage III, tax-deferred annuity plan. Kemper is one of the tax-deferred annuity plans available to invest and plan for retirement on a tax-deferred basis. Faculty and staff are invited to attend one of two sessions Sept. 30, from 9 to 11 a.m. and 1 to 3 p.m. in the Reception Room of McKenny Union. To reserve a space, call 1-800-358-9567.

Dr. Linda Burilovich, professor of accounting, is serving as the new interim associate dean of the College of Business. She joined the EMU faculty in 1991.



# FOCUS EMU

Volume 44  
Number 9

Sept. 24, 1996

News for  
Eastern Michigan University  
Faculty and Staff

## '96 United Way campaign kicks off with \$90,000 goal for EMU



EMU United Way Campaign Chair and Provost and Vice President for Academic Affairs Ronald W. Collins kicked off EMU's 1996 United Way campaign Sept. 18 with a lunch in McKenny Union for departmental volunteers. EMU's goal for the "It's Your Choice" campaign is \$90,000, while the goal for the overall Washtenaw United Way campaign is \$8,350,000. Last year's EMU campaign surpassed its goal to raise more than \$90,000 in pledges and contributions. The 1996 campaign runs through Oct. 25 and will help support more than 600 agencies, organizations, programs and services that benefit more than 230,000 people throughout southeastern Michigan.

A message to the University Community:

The Eastern Michigan University community has a proud tradition of support for the Washtenaw United Way. Our gifts to Washtenaw United Way enable us to make a meaningful contribution to our community. The health and human care needs in our area are urgent, and, increasingly, Washtenaw United Way is being called upon to take the lead in responding to these critical needs. People in need depend upon your generosity and concern.

This year, EMU's United Way campaign runs Sept. 18 through Oct. 25. The kick-off lunch for the departmental volunteers was held Sept. 18 in McKenny Union, where we announced that EMU's 1996 campaign goal is \$90,000. The goal for the overall Washtenaw United Way campaign is \$8,350,000.

By contributing to Washtenaw United Way, you are supporting more than 600 agencies, organizations, programs and services that benefit more than 230,000 people throughout southeastern Michigan. These services work for us by helping make our community a better place to live and work. In addition, your United Way contribution provides you the best buy for your dollar. More than 90 cents of every dollar goes to support critically needed programs and services.

It is our responsibility to see that help is available in our community when it is needed. We can help meet this responsibility through our support of Washtenaw United Way. EMU employees answered the call for help last year, but services are still needed for thousands of young people, elderly citizens, the disadvantaged and the disabled in our.

EMU is proud to support Washtenaw United Way and its work towards improving the quality of life for everyone in our community. Please join with me in making a generous contribution this year. Thank you.

Sincerely,

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

## Enrollment at 22,541 students

by Pat Mroczek

EMU has lots of friendly new faces on campus but, as predicted, lost some familiar ones too, according to the official one-tenth report filed with the state of Michigan on Sept. 13.

EMU's new freshman class has 25 high school valedictorians and is 2,388 members strong.

"The class total is up by about 6 percent, a very positive increase," said Courtney McAnuff, vice president for enrollment services. "One of the big points of pride is the 33 percent increase in the number of freshmen with a grade point average of 3.5 - 4.0. We're very pleased with the size and quality of this class," he said.

McAnuff also noted the number of new graduate students jumped by 16 percent, from 697 to 811.

In all, Eastern's enrollment is 22,541, hitting the 2 1/2 percent decline that was budgeted for in 1996-97. EMU has 17,732 undergraduates and 4,809 graduate students. About 60 percent are women and 40 percent are men.

The number of returning under-

graduates is 13,120, down about 5 percent from last year's 13,767. "That's directly related to the economy," McAnuff said. "The trend at Eastern is the better the economy, the more students opt to work. We tend to experience the exact opposite of what's happening in the economy." McAnuff said his division is addressing the decline in returning undergraduate students and will announce details later this year of a new program to increase retention, especially in freshmen.

Returning graduate students are down about 6 percent, from 4,269 to 3,998.

Transfer students are down slightly, from 1,758 last year to 1,663 this fall.

Students returning for a second bachelor's degree jumped significantly, from 316 to 464. The number of special admissions increased to 97 from 78 last year.

The number of student credit hours is 227,847, also hitting within the budgeted projection.

## Art exhibit, dinner dance, pinata ceremony highlight Hispanic Heritage month activities

EMU will host a variety of events and activities now through Friday, Oct. 18, in celebration of Hispanic Heritage Month, which this year has a theme of "Latinos' Contributions to America."

Events include a "Hispanic Celebration" Wednesday, Sept. 25, from 8 to 10 p.m. in Phelps Hall Lounge; a dinner dance Friday, Sept. 27, from 8 to midnight in McKenny Union Ballroom; and movie night Friday, Oct. 4, from 5 to 9 p.m. in the Multicultural Center Lounge. The movie titles will be announced.

Activities include a pinata ceremony Wednesday, Oct. 9, from 4 to 5 p.m. at the Rackham Day Care Center; a discussion by Kevin Poppeneau on how AIDS and teenage pregnancy affect minority students, from 3 to 4 p.m. in the Multicultural Center Lounge; and a lecture by Dr. Roberto Torres, associated



professor of associated health professions, who will examine the health of minority students in the U.S. and the trends and challenges of the 21st century Tuesday, Oct. 8, from noon to 1 p.m. in the McKenny Union Reception Room.

Events also will include a pinata ceremony and a fajita tailgate party Saturday, Oct. 12.; the McKenny Union Art Gallery exhibit Sunday, Oct. 13, through Sunday, Oct. 20. Gallery hours are 9 a.m. to 5 p.m.; and a Mexican Fiesta Night Friday, Oct. 18, from 5 to 9 p.m. Dining Commons I.

The activities kicked-off with the first meeting of the Latino Students' Association Sept. 10 and a recruitment party Sept. 11. The President's Merienda was Sept. 20, featuring speaker Alfred Ramirez, executive director of the White House Initiative on Educational Excellence for Hispanic Americans.

The Hispanic Heritage Month speaker will be announced shortly.

For more information call Floyd Carroll in the Multicultural Center at 7-2377.

## REGENTS SUMMARY

The Board of Regents approved the following actions at its Sept. 17 meeting.

## 1995-96 General Fund management report accepted

The 1995-96 Budget Management Report on the General Fund, presented to the Regents, reported a positive General Fund balance at year end, thanks to less spending.

The 1995-96 General Fund Operating Budget of \$131,450,127 was approved June 27, 1995. Prior-year authorization carried forward into 1995-96 amounted to \$1,861,884, increasing the total spending authorizations to \$133,839,384.

The approved funding plan included revenues of \$132,070,324 and account balances of \$1,861,884. The projected increase to fund balance amounted to \$92,823.

Revenues realized exceeded expenditures by \$2,449,938, increasing the fund balance to \$5,170,962. Revenues

exceeded the funding plan by \$2,899,382, which included a \$1 million supplemental appropriation from the state of Michigan and \$1.1 million in additional tuition from higher than budgeted enrollments. The \$1 million supplemental appropriation from the state resulted from a non-recurring conditional supplemental for special maintenance and technology.

Expenditures and transfers fell short of the spending authorization by \$1,319,617.

Outstanding obligations and commitments carried as account balances at year-end totaled \$4,709,874.

As a result of outstanding obligations and commitments, the unallocated fund balance as of June 30, 1996, amounts to \$461,088.

## 72 grants/contracts totaling \$3,128,877 accepted

The Regents accepted 72 grants and contracts totaling \$3,128,877.

Among those received during the period of May 1 through Aug. 31, were 12 grants totaling \$1,118,027 for projects in the Centers for Corporate Training, directed by Walter DiMantova. Included were two grants from Ford Motor Co. — \$634,700 for Ford customer service and quality and \$115,500 for Ford health and safety training — and \$165,492 from the United Auto Workers-Ford National Educational Development Training Center; \$50,000 from Fred Jones Manufacturing; \$45,700 from Gelman Sciences Corporation; \$41,650 from the Gerstenslager Company; \$24,560 from Herbert Orr Company and \$19,800 from the National Steel Corporation.

Other major grants were two totaling \$312,000 from Skillman Foundation for the Comer Schools and Families Initiative; \$308,295 from the U.S. Department of Education for the Upward Bound Program; \$191,350 in two grants from the University of Wisconsin - Madison for the Comprehensive Regional Assistance Center Satellite; \$155,443 from the W.K. Kellogg Foundation for the Training and Action Partnerships for Drinking Water Protection in Southeast Michigan; \$119,850 from Sinai Hospital for laser equipment; \$107,987 from the Paint Research Association for salary support and \$101,313 in two grants from the National Science Foundation, one for \$61,818 for religious movements in Algeria and Jordan and \$39,495 for the development of hands-on learning in modern and traditional optics.

Also received were grants totaling \$77,100 from the Michigan Family Independence Agency for Foster PRIDE/Adopt PRIDE Train the Trainer Training; \$52,150 from the W.K. Kellogg Foundation for the GEM Network Dissemination in Southeast Michigan; \$50,000 for WEMU radio station's 1996 Montreux/Detroit Jazz Festival broadcast, with \$25,000 coming from both Detroit Edison and Borders Books and Music; \$50,000 from Ford E & FH Division for cooperative education; \$40,290 from the South Coast Air Quality Management District - CA for Architectural Coatings for the Year 2,000; \$37,000 from the U.S. Instituté for Peace for the Islamic Movements in Algeria and Jordan and \$32,100 in two grants from Parke-Davis, one for \$30,000 for Community Outreach: The String Quartet Residency Program and \$2,100 for the Parke-Davis student internship.

Among the grants are \$25,760 from the General Motors Corporation for the GM Powertrain Technical Education Program; \$23,245 from Child & Family Services of Washtenaw for the AmeriCorps: Teams for School Success - Child & Family Services Support; \$18,000 from Philip Morris for sports policy research; \$15,000 from Ypsilanti Public Schools for Ypsilanti Schools Parent Partnership-2000 Project; \$5,000 from Oakland County for continuation of the Aviation Management Student Intern Program and \$3,200 from Wildlife Forever for A Southern Bat in a Northern Climate: Roosting Requirements of the Endangered Indiana Bat.

## 1995-96 report show auxiliary revenues up

EMU's 1995-96 Auxiliary Fund Budget Management Report, presented to the Regents, showed EMU's Auxiliary Operations did better than planned last year.

Earning revenues of \$31.4 million, the figure was \$2.1 million in excess of the budget plan. The excess revenues are attributed primarily to the Housing and Dining operations, University Publications, Computer Sales, Parking and the Corporate Education Center.

The net of operations was \$5.21 million, which was \$1.03 million in excess of the budget plan.

In addition, the net addition to the Auxiliary Fund balance was \$687,564, raising the accumulated balance to \$2.78 million. The net change to the maintenance reserve and capital ac-

counts increased the total by \$147,579, providing an accumulated balance of \$4 million.

By area, the year-end balances were: Housing, Dining, McKenny Union and Conferences, \$783,220; University Health Services, (\$48,537); Children's Institute, \$15,017; Student Media, (\$7,459); Licensing, \$2,640; Recreation/Intramurals, \$37,360; University Publications, \$47,665; Library Copy Center, (\$138); Computer Sales, \$14,550; Telecommunications, \$29,155; Kresge Environmental Education Center, (\$3,484); Parking and SEEUS, \$3,295; Corporate Education Center, (119,802); Huron Golf Club, (75,999); Centers for Corporate Training, \$11,437; and the Center for Public Service (ICARD), \$23,993.

## SERVICE ANNIVERSARIES

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

## ➤ 41 YEARS

Bird, Paul G. — Comm & Theatre Arts

## ➤ 39 YEARS

Northey, James H. — Mathematics

## ➤ 38 YEARS

Sullivan, John M. — Chemistry

Bennett, Normajean — Assoc Health Profes

## ➤ 37 YEARS

Scott, Ronald M. — Chemistry

## ➤ 36 YEARS

Adams, John R. — HPER&D

Pappas, John Nick — Fine Arts

Vanharen, John — Fine Arts

## ➤ 35 YEARS

Hall, Malone — Mailroom And Postage

## ➤ 34 YEARS

Loree, John Peter — Fine Arts

Case, Franklin D. — Eng Language & Lit

Sharp, David W. — Fine Arts

## ➤ 33 YEARS

Greene, Bert I. — Teacher Education

Ullman, Nelly Szabo — Mathematics

Saunders, Ronald — HPER&D

Sheard, John E. — HPER&D

Jennings, Gerald L. — Business & Indust Ed

Fairfield, Richard T. — Fine Arts

Rankin, Joanne S. — Mathematics

Martin, Annette — Comm & Theatre Arts

Anderson, Marvin C. — Fine Arts

Gousseff, James W. — Comm & Theatre Arts

Samonte, Quirico S. — Teacher Education

## ➤ 32 YEARS

Rokusek, Henry James — Business/Indust Ed

Work, Stewart Dean — Chemistry

Gottwald, Henry L. Jr. — Special Education

Lauckner, Kurt — Computer Science

Walter, James Richard — Mathematics

Wasik, Claudia B. — HPER&D

Gwaltney, Thomas M. — Teacher Education

Harrison, Charlie — Athletic Maintenance

Goff, Richard Davis — History & Philosophy

Moore, Sarah E. — HECR

## ➤ 31 YEARS

Ginther, John Lincoln — Mathematics

Collins, Ronald W. — Prov & Vp Acadmc Aff

Keros, John William — Dept. Of Accounting

Hansen, Joanne — LR&T General Library

Quinn, Kathleen S. — Special Education

Yeakle, Myrna A. — HPER&D

Ghosheh, Najati S. — Biology

Youssef, Zakhour I. — Psychology

Cichanski, Allen — Geography & Geology

Jernigan, Jay — Eng Language & Lit

Yamauchi, Masanobu — Chemistry

## ➤ 30 YEARS

Avedon, Barry — Fine Arts

Pappas, John G. — Leadership & Counsel

Wilson, Herbert Hugh — Business/Indust Ed

Odell, Jerry W. — Psychology

Powell, Ralph R. — Chemistry

Abbott, Richard Henry — History/Philosophy

Palasek, James Robert — Special Education

Warren, Patricia — Sociology

Dempster, Andrew C. — Computer Science

Minick, Merlyn C. — Biology

Sabaliunas, Leonas — Political Science

Field, Jan Michael — Fine Arts

Tammany, David D. — Fine Arts

Chung, Young Iob — Economics

Anderson, Irene — HPER&D

Karabenick, Stuart A. — Psychology

Cross, Gilbert B. — Eng Language & Lit

## ➤ 25 YEARS

Peel, Annette — HECR

Remmers, John Hermann — Comp Science

Mcclennen, Sandra E. — Special Education

Kieft, Lewis Dean — Business/Indust Ed

Stevens, Suzanne J. — Biology

Rafiq, Mohammad — Mathematics

Miller, William A. — Honors Program

Barker, Gerald — Electrical

Holkeboer, Robert O. — ORD

Burney, Frances J. — LR&T General Library

## ➤ 20 YEARS

Beebe, Michael — Special Education

Loppnow, Donald — Social Work

Case, Mary Jane — Faculty Council

Bradley, Ina Jean — Ce Amin Admn Support

Lopez, Lawrence — Univ Comp-Tech Servs

## ➤ 15 YEARS

Paciorek, Michael J. — HPERD

Ziefert, Marjorie — Social Work

Ametrano, Irene M. — Leadership & Counsel

Prince, John W. — Music

Hendrickson, Lorraine — Management

Mcmanus, John L. — Psychology

Hillegas, Kathleen B. — Nursing Education

Rusiniak, Kenneth W. — Psychology

Zirk, Willard D. — Music

Ahmad, Imtiaz — Finance & Cis

Smith, Margaret J. — Special Education

Pathak, Chandra P. — Dept Of Accounting

Woodland, Bill M. — Economics

Sharifi, Mohsen F. — Dept Of Accounting

Clark, John — LR&T General Library

Varney, Carol A. — Management

Meyer, Thomas O. — Univ Publications

## ➤ 10 YEARS

Miller, Sharon — Parking & Paving

Lehman, Paul R. — Music

Niehaus, Mary E. — Business Dean

REGENTS SUMMARY (continued)

Regents accept report on 1995-96 general fee

The Regents approved the 1995-96 General Fee Report.

Net general fee revenues earned during 1995-96 amounted to \$6,587,685. Total distributions amounted to \$6,631,644, including the prior fiscal year earned but undistributed revenues. The amount is based on the reconciliation to an enrollment of 520,604 student credit hours assessed at the rate of \$13.33 per student credit hour, established by the Board of Regents in April 1994.

The revenues were distributed to:

- the Facilities Plan, \$2.1 million, for more than 50 improvements including chemistry research lab renovations, campus beautification, energy audit/engineering design in nine buildings, a new parking lot (Oakwood) and structural repairs to Pray-Harold Classroom Building;
- Learning Technologies, \$1.67 million, for design fees, systems acquisition, operation of student and instructional labs in the College of Business, McKenny Union, Goddard Hall and the library, expanded dial-up services, library lobby project, network wiring, and hardware and software;
- University Health Services, \$1.03 million, for support following a switch from University funding to general fee allocation;
- Athletics, \$971,987, to establish a women's golf program, provide operational support for teams, grant-in-aid funding, staff funding, and facility

projects on softball dugouts, wrestling wall mats, basketball practice goals and track renovations;

- Student Activities, \$495,065, spread to more than a dozen accounts (concerts, entertainment, student leadership, lectures, freshman success, film fest, multicultural program, student organizations program for campus, recreation/intramurals, spirit program, ambassadors, commuter programs and Pease Auditorium) and to support Quirk Box Office and provide ticket system upgrades;
  - Student Government, \$174,298, in support of the Women's Center and 11 Student Government items ranging from payroll/benefits to support of more than 40 student organizations on campus and REACT (Resources/Equity Action for Consumers and Tenants) and
  - Performing Arts, \$145,880, in support of about 20 projects ranging from completing the purchase of band uniforms started in 1994-95 to equipment upgrades to completion of the Sponberg light bridge.
- Expenditures are limited to general fee revenues realized, with no advanced funding of future commitments permitted. Of special note, the report cited a \$200,000 transfer of athletic fee monies to the enhancement of the academic program and also cited a balance of \$282,269 was retained for carry-over and distribution in 1996-97.

Four-year faculty contract approved

The Regents approved a four-year contract with the EMU chapter of the American Association of University Professors.

The new agreement will be effective Sept. 1, 1996, through Aug. 31, 2000. This is the first time since the University began negotiating with the faculty in 1974 that an agreement spanning four years has been reached.

Members of EMU-AAUP ratified the contract Sept. 13 by a vote of 211-54.

The agreement provides a 3 percent across the board salary increase for all faculty levels for each of the four years. In addition, a salary differential pool is provided for the second, third and fourth years of the contract. The total compensation increase over the four years of the contract is 15.97 percent or \$7,838,697, with an average annual increase of 3.99 percent.

A market study revealed that the average salary of full professors at the University was 4.66 percent less than the average salary of full professors in the MAC, and the average salary of associate professors was 3.41 percent under the MAC average. Through the salary differential pool, those differences will be reduced to 1.53 percent for full professors and 0.23 percent for associate professors over the life of the contract, assuming that the average salary increase at other MAC institutions is 3 percent for each of the next four years. The minimum increase

from the salary differential pool will be \$500, with the largest increases going to faculty whose salaries are farthest from the MAC average for their rank.

Other provisions include prescription coverage for all faculty enrolled in an HMO insurance program, effective Jan. 1, 1997; a vision rider for faculty enrolled in the M-CARE HMO, effective Jan. 1; improvements to dental care coverage; an increase of one year at each rank in the time it takes to gain tenure; and an increase of one year in the time necessary for promotion from assistant professor to associate professor.

According to the contract, it will take three years to earn tenure at the rank of full professor, four years at the rank of associate professor, five years at the rank of assistant professor and six years at the rank of instructor. In addition, a terminal year of employment is provided for those faculty who do not receive tenure. Promotion from one rank to the next typically will take five years. Also, promotional adjustments were increased from \$900 to \$1,100 for instructor to assistant professor, \$1,400 to \$1,800 for assistant professor to associate professor and \$1,800 to \$2,250 for associate professor to full professor.

It is projected the contract will cost the University about \$1.5 million in 1996-97, \$2.0 million in 1997-98, \$2.1 million in 1998-99 and \$2.1 million in 1999-2000.

Information technology security policy approved

The Regents approved an Information Technology Security and Confidentiality Policy.

The policy establishes the University's commitment to protecting the security and confidentiality of student and University data. Directed toward institutional data maintained in computerized systems, the policy assures that University staff will use all data, both student and University, in an appropriate manner. The policy is consistent with the Family Educational and Privacy Rights Act and the University's contract with the Merit Network Inc.

University procedures governed by the policy will be reviewed on an annual basis.

According to the policy statement: "Information technology resources are provided by the University to students, faculty and administration in support of the University's mission. Institutional data is a University resource whose value is maximized through widespread and appropriate use of information technology resources, with due adherence to requirements of confidentiality and security."

Juanita Reid, vice president for University Relations, was given the responsibility of ensuring the policy's proper implementation. Review of the policy and accompanying practices may be delegated to appropriate administrative staff, with advice of the University's information technology advisory councils, legal affairs and internal audit.

It was noted the policy applies to all users of any device, workstation, personal computer, local area network, mini or mainframe computer, voice, data or video communication equipment provided by the University and attached to the University network, regional or national networks. Institutional data includes all information required to support the operation of the University, including personal data regarding students and employees. Excluded are personal records or scholarly information.

Under the new policy, institutional data resources will be given equal consideration, regardless of how the information is stored and accessed.

The policy goes into effect immediately.

Regents grant emeritus status to nine faculty

Nine retired faculty members were granted emeritus status by the Regents.

Those granted emeritus status were Dr. Larry Badii, professor of mathematics, who retired this year after 31 years of service; Dr. Leola Hogan, professor of nursing, who retired this year after 17.5 years of service; Dr. James D. Johnson, professor of political science, who retired this year after 28 years of service; Michael H. Jones, associate professor of health, physical education, recreation and dance, who retired this year after 29 years of ser-

vice; and Dr. George Mink, associate professor of social work, who retired this year after 15 years of service.

Also granted emeritus status were Dr. Thomas J. Murray, professor of communication and theatre arts, who retired this year after 33 years of service; Dr. Barnabas Racz, professor of political science, who retired this year after 28 years of service; Dr. Marvin Skore, associate professor of special education, who retired this year after 28 years of service; and Dr. John Woods Waidley, professor of leadership and counseling, who retired this year after 28 years of service.

Ethicist and animal rights activist Regan to speak Sept. 27

Dr. Tom Regan, nationally renowned ethicist and animal rights activist and EMU's 1996-97 McAndless Professor in the Humanities, will speak Friday, Sept. 27, from 2 to 4:30 p.m. in McKenny Union's Guild Hall.

Regan, who will deliver four lectures at EMU throughout the fall term, will address "Human and Non-human Animals: Patterns on Resistance to their Rights" at his Sept. 27 lecture.



Regan

Regan is a leading scholar of the circle of British intellectuals known as the Bloomsbury group and has published more than 100 articles in leading journals.

He also will lecture at EMU Oct. 18 and Nov. 1 and 22.

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
- Kate Bullach, student intern
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- Doug Bentley, student writer
- Sheila Brown, student photographer
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**EASTERN FASTFACTS**

The first Eastern Michigan University Alumni Association was organized in 1880.

► EASTERN FASTFACTS may be sent to Public Information, 18 Welch Hall.

EVENTS OF THE WEEK Sept. 24 - 30**Tuesday, Sept. 24**

**LIFESPAN LEARNING:** "A Tour of German Wines," 7 p.m., Depot Town Center, \$25, 7-0407

**RECITAL:** Organ Recital Series #1, 8 p.m., Alexander Organ Recital Hall, 7-2255

**Wednesday, Sept. 25**

**LIFESPAN LEARNING:** Exploring the World of Effective Writing," 6 p.m., Depot Town Center, \$10, 7-0407

**LIFESPAN LEARNING:** "Making the Connection: An Introduction to the Internet," 6 p.m., Room 102 Library, \$25, 7-0407

**Thursday, Sept. 26**

**LIFESPAN LEARNING:** "Michigan Wines," 7 p.m., Depot Town Center, \$25, 7-0407

**Friday, Sept. 27**

**CONFERENCE:** 1996 EMU Leadership Conference, McGuire's Resort in Cadillac, 7-3045

**ORIENTATION:** New Employee Orientation, 8:30 a.m. 205 Welch Hall, 7-3195

**Saturday, Sept. 28**

**CONFERENCE:** 1996 EMU Leadership Conference, McGuire's Resort in Cadillac, 7-3045

**LIFESPAN LEARNING:** "Developing Critical Writing Skills," 9 a.m., Depot Town Center, \$60, 7-0407

**LIFESPAN LEARNING:** "The Theory and Practice of Hatha Yoga," 10 a.m., Rec/IM Aerobics Room, \$75, 7-0407

**FOOTBALL:** EMU at Michigan State, 12:30 p.m., 7-6961

**Sunday, Sept. 29**

**CONFERENCE:** 1996 EMU Leadership Conference, McGuire's Resort in Cadillac, 7-3045

**Monday, Sept. 30**

**LIFESPAN LEARNING:** "Starting Your Own Small Business: Exploring the Possibilities," 6:30 p.m., Depot Town Center, \$10, 7-0407

RESEARCH <http://www-ord.acad.emich.edu>RESEARCH EXCELLENCE FUNDS  
AWARDED FOR 1996/97

The Research Excellence Fund (REF) program is designed to focus state resources on a few projects each year that have potential to contribute to the Michigan economy through job creation or the development of new products and technologies. Total REF funding available to EMU for FY1997 was \$296,000. The annual competition is conducted locally by a committee chaired by Dean Ronald Goldenberg. Eleven preproposals were submitted, of which eight were developed by invitation into full proposals. Requests totaled \$594,607 in a keen competition that included several interdisciplinary groups. In addition to the REF awards, some equipment requests were partially or fully funded from internal sources.

Projects awarded REF funds for FY1997 are listed below:

DIRECTOR(S)	DEPARTMENT(S)	REF AWARD
Zouling Wu Donald Snyder	Physics/Astronomy Chemistry	\$32,353
Photonic Sensors and Sensing Systems. Develop a novel sensing system for detecting ultra-low absorption in optical materials. Applications would be immediate, with long-term benefits to manufacturing research and environmental studies.		
Michael Brabec James VandenBosch Clifford Renk	Chemistry Biology Assoc. Health Professions	\$45,197
Molecular Biology Research Facility. Establish a new common-use facility that will support faculty and student researchers, foster new collaborative and interdisciplinary studies, and generate increased sponsored research at EMU.		
Raouf Hanna Adrian Lottie Phyllis Noda Stuart Karabenik	Economics Political Science Foreign Languages and Bilingual Studies Psychology	\$67,851
Institute for Diversity in Business Services. Create a new institute to serve the business-related needs of the diverse cultural community in southeastern Michigan through educational programs, consulting, internships, and research.		
George Liepa Sarah Moore	HECR HECR	\$42,719
Textiles Institute of Eastern Michigan University. Create a new Textiles Institute at EMU to conduct research and provide textiles training in conjunction with over 240 textile-producing companies in Michigan.		
Yichun Xie Andrew Nazzaro Charles Monsma	Geography/Geology Geography/Geology ICARD	\$37,000
Research and Training Center for Geographic Information Systems (GIS). Continue to develop EMU's GIS capability. Support decision makers in solving complex environmental, social, and economic problems. The GIS system involves problem description and definition, data compilation, many forms of analyses, the formulation of decision options, and the evaluation of alternative solutions to problems.		
Jay Weinstein Kay Hodges Abraham Kadushin Patricia Ryan Bruce Warren	Sociology Psychology HECR ISCFC ISCFC	\$77,754

Applied Research Unit (ARU). Expand a unit within ISCFC that was established with REF support in January 1996. ARU brings EMU expertise, research results, and methodologies to public, private, and governmental organizations in the areas of community revitalization, child welfare managed care, and impact and evaluation studies.

Complete guidelines and application procedures for the 1998 REF Award Competition are available at ORD's web site (<http://www-ord.acad.emich.edu/>).

## 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 Monday, Sept. 30, 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 also may be obtained by calling the 24-hour Jobs Line at 7-0016. Compensation/Employment Services office hours are Monday - Friday 8 a.m. to 4:45 p.m.

CLERICAL/SECRETARIAL  
(Minimum Bi-Weekly Salary)

CSAA9712	CS-04	\$720.73	Secretary II, Student Teaching
CSAA9714	CS-04	\$720.73	Secretary II, L R & T (Library)/LT Access Services
CSAA9715	CS-04	\$360.67	Library Assistant II 50%, LR&T (Library)
CSAA9713	CS-04	\$720.73	Library Assistant II, LR&T (Library). Evenings and Weekends required. Sunday & Wednesday, 1 p.m. to 10 p.m.; Monday, Tuesday & Thursday, 8 a.m. to 5 p.m. Willingness to work in high volume public service area.
CSAA9716	CS-05	\$814.44	Senior Secretary, Women's Studies. (Full Time Position providing support 50% Women's Studies & 50% Floater for College Of A & S. Prev. exp. With IBM and MAC, using MSW, WP, Clarisworks, Quicken, & Excel. Prev. ISIS experience desirable.

FOOD SERVICE/MAINTENANCE  
(Minimum Hourly Rate)

FMSA9701	FM-06	\$6.93	Custodian, McKenny Union. Sunday through Thursday, 4 p.m. to 12:30 a.m.
FMBF9705	FM-06	\$6.93	Custodian, Housing. Monday through Friday, 6:30 a.m. to 3 p.m.
FMBF9704	FM-16	\$8.51	Special Grounds Equipment Operator, Physical Plant. Monday through Friday, 7 a.m. through 3:30 p.m.

PROFESSIONAL/TECHNICAL  
(Minimum Bi-Weekly Salary)

PTUR9706	PT-06	\$878.65	User Consultant I, University Computing
PTUR9707	PT-06	\$878.65	User Consultant I, University Computing
PTUR9708	PT-07	\$1,010.39	Microcomputer Support Specialist I, University Computing

## FACULTY

F9702	Assistant Professor, HPERD, Teach, direct, and supervise within (Therapeutic Recreation Program), Academic Year
F9703	Assistant Professor, English (American Literature), Academic Year
F9704	Assistant Professor, English (English Methods), Academic Year.
F9705	Assistant/Associate Professor, English (Creative Writing/Minor Literature), Academic Year
F9706	Assistant/Associate Professor, English, Journalism, Academic Year

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

## ORD grant writing workshop is Oct. 2

The Office of Research Development is sponsoring a grant writing workshop Wednesday, Oct. 2, from 8:30 a.m. to 4 p.m. in the McKenny Union Faculty Room.

The workshop, which will be presented by Dr. Robert Lucas, director of the Institute for Scholarly Productivity in San Luis Obispo, Calif., is designed to help you write a first grant or upgrade your grantwriting skills. The workshop covers crucial elements of writing a successful proposal, including how to use available resources, identifying funding sources, matching your ideas to funders' needs, eliminating writer's block, writing a successful proposal, managing your work time and becoming a productive scholar.

The workshop is free to EMU faculty and staff. Spaces are limited, pre-registration is required and participants must commit to the entire workshop. To register, call Donna Noffsinger at 7-3090.