

LEAVING THE PLANT: The Division of Business and Finance will host a retirement reception for Glen Bolling (22 years) and Sgt. Merritt McComb (30 years). Call 7-0219.



SPREADING THE WORD: Helping the Smithsonian and developing environmentally safe paint are all in a day's work for Dr. Frank Jones and his students at the Coatings Research Institute. Page 2.

VOLUNTEER TODAY: The V.I.S.I.O.N. Project hosts a fair which features information on volunteer opportunities on campus and in the community. Call 7-3045.

FOCUS EMU

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Number 1 22

Jan. 14, 1997

News for
Eastern Michigan University
Faculty and Staff

EMU remembers Dr. King with events



A bust of Dr. King

The 12th Annual Martin Luther King Day will be celebrated by the country on Jan. 20, but there will be events on the EMU campus from Jan. 15-23. For more info, call 7-3045. The following is a list of events honoring Dr. King:

Wednesday, Jan. 15

6-9 p.m. - MLK dinner, Utility Room Rec/IM

Thursday, Jan. 16

7-9 p.m. - "A tribute to the black man" sponsored by Wise Hall 4th floor: RA and MPA, Wise Hall, Main Lounge

Monday, Jan. 20

8 a.m. - 3:30 p.m. - EMU Athlete "Celebrity" Read-In, Ypsilanti Area Elementary Schools

9-11 a.m. - Conference/seminar: "Corporate Encouragement of Entrepreneurship Within A Diverse Society," College of Business

9:15-10 a.m. - Opening session: "Dr. King & America Today," McKenny Ballroom

10:15-11:45 a.m. - Morning panels/sessions - Topics include: "Baseball Blackout" (Guild Hall), Introducing the Civil Rights Movement to Children and Young Adults: Books of History, Political Science, Poetry and Fiction" (Founders Room), Nonviolent Protest: First Hand Experiences from the 1960s" (Main Lounge), EMU Forensics Team Speeches and Oral Interpretations (Reception Room), "Interracial Relationships" (Tower Room), "Gold Art of Africa: What Does it Mean to You? Living Traditions on Both Sides of the Atlantic" (Faculty Room) and "Teaching What You're Not: Identify Politics in Education" (Alumni Room)

Noon-2 p.m. - film: "Freedom On My Mind," McKenny, Main Lounge

Noon-2 p.m. - President's Luncheon with special guest Myrlie Evers-Williams, Ypsilanti Marriott, Lakeshore Ballroom. Sold out.

12:30 p.m. - Moment of silence - bells will toll worldwide

Noon-1:45 p.m. - Midday Festival and potluck, Goodison, Multicultural Lounge

1 p.m. - WEMU (89.1 FM) will broadcast Myrlie Evers-Williams remarks from the

Please see KING, PAGE 4

Affirmative action audit shows slight dip

EMU's 1995-96 affirmative action audit shows that while the total number of minorities on staff (non faculty) declined from 228 to 226, the actual percentage of representation increased slightly.

"We decreased a little but you have to look over the long term," said Tamara Fackler Hendricks, director of the affirmative action office.

The audit, which compares data from Oct. 1, 1995, to Oct. 1, 1996, shows a slight reduction in the number of EMU staff employees declined from 1,135 to 1,091. There

also was a slight decline in the number of faculty, from 685 to 684.

While the total number of staff decreased, the number of minority staff increased by .6 percent. Minority faculty decreased by four, or .57 percent, from 103 to 99 in 1996.

Based on the audit, EMU's non-faculty workforce showed the following representations: 635 women (58.2 percent), 186 blacks (17 percent), 15 Hispanics (1.4 percent) 13 Asians (1.2 percent) and nine Native Americans (.8 percent). The faculty workforce showed 263 women (38.45 percent), 45 blacks

(6.58 percent), 10 Hispanics (1.46 percent), 39 Asian/Pacific Islanders (5.7 percent) and five Native Americans (.73 percent) in 1996.

Within the staff there was a slight increase in the percentage of Hispanics and Native Americans. The faculty workforce showed an increase in female and Asian representation.

"The area most notable was the decline in the workforce of females," she said.

The audit showed that the total

Please see AUDIT, PAGE 4



2 score and 2

Ursula Phillips retires after 42 years

Eastern Michigan University wasn't even born when Ursula Christian Phillips came to campus 42 years ago. The school was known as Michigan State Normal College at the time.

"We registered in the gym which is now a parking lot. There was no Bowen, no Strong and no Pray," Phillips said between good-byes at her retirement reception.

"Welch Hall was the history department. The floors were concave and the file cabinets would do this," she said with a downward motion of her hand.

Phillips came to EMU in 1954, almost by accident.

"I had applied here and at Michigan. Both offered me a position but I took the job here because my son was going to school nearby," Phillips said. "I have not regretted one day."

She has also not slowed down much in her 42 years.

Please see URSULA, PAGE 3

Anderson, Spurlock get promotions within ORD

You may know Brian Anderson and Dorothy Spurlock work in the Office of Research and Development, but you may not know that each started the new year with a new title within ORD.

Anderson has been promoted to interim director of the Office of Research Development while Spurlock is the new interim associate director.

Anderson had served as the associate director of ORD since June 1994. He joined the ORD staff with 13 years of related grants and contracts experience at the University of Michigan. Anderson received his undergraduate and graduate degrees from EMU.

Spurlock had served as a research office associate at ORD the past four years. Spurlock also has grants experience with various public agencies. She received her undergraduate and graduate degrees from Western Michigan University and is currently working on her doctorate at EMU.

Both appointments were effective Jan. 1.



Anderson



Spurlock

Regents meeting Jan. 17



This is the
schedule for
the Jan. 17
Board of
Regents
meeting:

Student Affairs Committee
8 a.m. - 205 Welch Hall

Faculty Affairs Committee
8 a.m. - 201 Welch Hall

Educational Policies Committee
9:30 a.m. - 205 Welch Hall

Finance Committee
10:30 a.m. - 201 Welch Hall

Regular Board Meeting
Noon - 201 Welch Hall

Reconvene Regular Meeting
1:30 p.m. - 201 Welch Hall

CAMPUS
CAPSULES**Women's Commission
offers scholarships**

Applications for the Women's Commission Scholarships are now available in the financial aid office.

To be eligible, applicants must meet criteria established by the commission as well as have two letters of recommendation from a current or former teacher and/or work supervisor. Applicants must also provide official academic transcripts from all previously attended post-secondary institutions, except EMU.

Applications must be received by the office of financial aid by Friday, Feb. 7.

This year's Women's Commission Scholarships are being given in the memory of Rose C. Wingo, former professor in the business and technology education department. Call 7-3191.

**Corporate Training
looking for faculty interns**

The Centers for Corporate Training are seeking candidates for faculty internships for 1997 and 1998.

Opportunities for faculty include: applied research, program development, instruction and on-site training, program evaluation and proposal development for grants and contracts.

The number and length of internships depends on demand and relevancy of proposed internships. Call 7-1242.

Proper Introductions

The Compensation/Employment Services Office is offering the 1997 Employment Procedures Guide. The guide contains up-to-date information concerning procedures for hiring regular, academic and temporary employees; processing PAFs, honorariums and supplemental pay, etc.

Four informational sessions will help introduce the guide. The sessions will take place over two days, Wednesday, Jan. 29, and Thursday, Jan. 30, at McKenny Union Alumni Room.

Deadline for registration is Wednesday, Jan. 22. Call 7-6810.

**New ecology facility to
offer better environment
for research, teaching**

The EMU biology department has outgrown its greenhouse and is using some seed money to build a new one.

"The current greenhouse is four times older than its life expectancy," said Karen Gabrys, development officer for the College of Arts and Sciences. "The foundation is crumbling away. Basically it's standing on a wing and a prayer."

Then there is the situation with squatters. Squirrel squatters to be precise.

"If people step up and say it's a good project, we'll be able to raise money to do it right,"

-Karen Gabrys, development officer

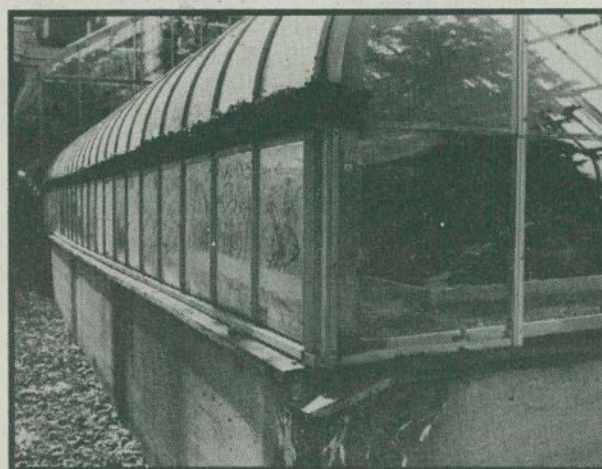
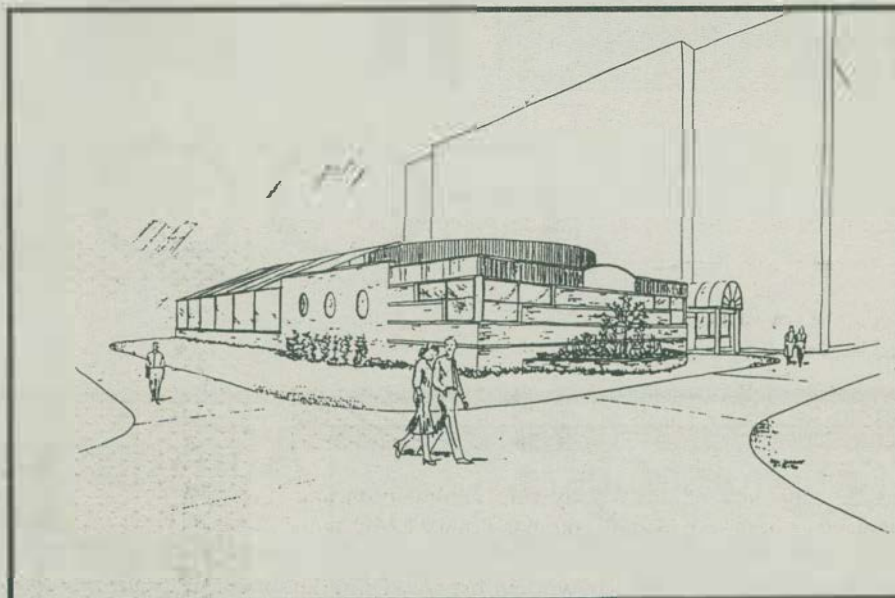
Gabrys said that the biology department recently planted some things in specific areas only to be surprised when the plants grew outside of their intended locations. Apparently squirrels had gotten into the greenhouse and spread the seeds over a large area.

In order to sow seeds for the future, EMU managed to reap a large financial nut from the National Science Foundation. EMU beat out 80 other universities nationwide to win \$364,565 for the new facility. Matching funds were used to increase the total by another \$222,000.

The complex will be called the Terrestrial and Aquatic Ecology Research Facility and will be next to the Mark Jefferson Building. The architect's rendering features five large areas including an aquatic ecology lab, a terrestrial ecology lab and three greenhouses, the largest of which will be more than 1,400 square feet.

"It's more than a greenhouse," said Dr. Doug Shapiro of the biology department.

"It's a combination of a greenhouse, an aquarium room and ecology lab. It will be used in support of research and teaching. It will be a brand new state-of-the-art facility," said Shapiro.



BEFORE AND AFTER: (top) An artist's rendering of the new ecology research facility, scheduled to be completed in 1998. (bottom) Broken windows and a crumbling foundation are just a few of the problems with the current greenhouse.

Perhaps one of the best conveniences for those using the new facility will be a covered walkway connecting the greenhouse to the Mark Jefferson Building.

There are also plans for the new greenhouse to have a computerized climate control system and some other "bells and whistles."

Shapiro said the "ancient heating system" in the current greenhouse makes it almost impossible to control the temperature and humidity at any time of the year. While some plants in one area of the current greenhouse may freeze and die, other plants in another part of the same greenhouse wilt from too much heat.

The realization of the climate control system, a misting system, aquarium filtration and other state-of-the-art equipment will depend on the efforts of the Ecology Facility Campaign to raise more

than \$200,000. Dr. William Fennel, former head of the biology department, is overseeing the fund-raising effort for the additional money.

"If people step up and say it's a good project, we'll be able to raise money to do it right," Gabrys said.

A new greenhouse was originally proposed in 1994, but the NSF rejected the plan because it involved renovations to Hoover and a greenhouse. When the renovations to Hoover were dropped, the greenhouse project was approved.

The site preparations for the new greenhouse have been completed and work is scheduled to begin in the spring.

"It's supposed to be a quick build," Gabrys said, noting she expects the new greenhouse to be ready in January 1998.

"We're extremely excited about it," Shapiro added.

Reputation of Coatings Research Institute keeps spreading

By Marcus Napthen

The Coatings Research Institute (CRI) located next to Sill Hall may not be that large of a building, but the state-of-the-art facilities inside have a big reputation for being a leader in expanding the technology of paints and coatings.

"We do research in the science and technology departments," said Dr. Frank N. Jones, professor of interdisciplinary technology and director of the National Science Foundation Coatings Research Center at EMU.

"That can span anything from basic research fundamentals of polymer chemistry to color science to rheology (the study of flow) to polymer physics to very applied things like paint that is more resistant to scratching," Jones said.

The CRI's research and development covers a broad spectrum, including projects related to aerospace, the automotive industry and even helping the Smithsonian.

But one of the primary concerns of CRI is helping to reduce the amount of solvents in paints for environmental reasons.

"A good size project that the CRI is working on is

with paints that have a very low level of solvents. There were very high levels 20 years ago to moderate levels today and maybe almost zero in five to 10 years," said Jones, who came to EMU in 1990 after working 20 years in research and development in the private sector.

Jones said another variant of the low-solvent project is trying to create paints that have less pollution but maintain their properties under demanding applications.

"If you think about what paint on a aircraft is subjected to flying through a sandstorm at supersonic speed, extreme hot and cold environments and subjected to salty air, it's a brutal environment."

CRI is also working on finding applications to use soybean oil in coatings. The general idea is to try to make soybean oil-derived paints.

"Our role is not to finish the job, but to demonstrate that the job can be done," Jones said.

"Our program at EMU is the youngest, it started in 1985 and has expanded rapidly. There is a tremendous need for what we do and the students who get through the program are highly employable," Jones said.

The need for the program isn't limited to hi-tech

either. Recently the Smithsonian Institute needed some help with two paintings and turned to Jones and CRI.

"The Smithsonian Institute had a specific problem with some paint that had been put on two valuable paintings about 30 years ago. It was a varnish that was supposed to protect them and then be removable when they wanted to remove it."

Of course, when it was time to take the varnish off, it wouldn't budge. Despite taking the paintings to the FBI lab, the Smithsonian wasn't completely satisfied with the results. A friend of Dr. Jones' was consulted and that friend suggested Jones and CRI.

"That is how I started with the Smithsonian and they suggested the idea of having some sort of working relationship with EMU," Jones added.

Thus far, the Smithsonian Institution Conservation Analytical Laboratory has presented one lecture series. Other events are in the planning stages.

While CRI and Jones enjoy a spreading reputation for quality research, Jones said one of the best parts of his experience at the Coatings Research Institute is the students.

"The students appeal to me most. The students I run into are a good bunch of people who are receptive to what you are trying to do."

Hi-flying hobbies keep Hendricks on fun course

By Kate Bullach

During his tour of duty in Vietnam, plumber Bruce Hendricks accepted the purple heart for a tax break.

"I was hit by shrapnel from a booby trap and the reason why I accepted the purple heart then was because they told me some states give you 10 percent off your income tax if you've been wounded in a war," Hendricks said.

"Michigan is not one of them, I found that out when I got back."

Hendricks found out something else when he got back, his EMU job was still waiting for him. Even though he was drafted 68 days after becoming a full-time University em-



Bruce Hendricks

ployee, 22 days shy of the 90-day rule, his position and seniority were honored. Hendricks has repaid EMU with almost 27 years of faithful service.

FOCUS ON STAFF

You could say Hendricks has worked his way from the ground up. He has served as a custodian, heavy equipment operator, grounds crewman, sprinkler specialist and a plumber.

"They put me in the department to do the sprinkler systems, underground irrigation for the campus," Hendricks said.

While he may have worked "underground," his dreams have always been floating in the clouds. Hendricks said ever since he was a youngster he has always wanted to fly planes. And while he doesn't have a pilot's license, he does enjoy piloting airplanes — remote control airplanes that is. Hendricks is a member of the American Flying Association and a member of a flying club in Milan. But his flights, like so many aspects of his life, began here in Ypsilanti.

"We started flying right over here where the McDonald's is across from the golf course, before they put the street lights up," Hendricks said.

Hendricks admitted that at first he was better at crashing than anything else. He's made emergency landings in corn fields, grass and even on icy lakes. Hendricks takes it all in stride.

"I had snow skis built (for one of my planes) so I tried to fly on a nice calm winter's day on the lake. I got the plane up really nice and then I lost all radio control. I crashed right on the ice and there were parts all over the place," Hendricks said. "I've got two planes left. I've crashed about three."

Although he enjoys flying his planes, Hendricks said his

real passion is for golf. He said he gets out on the course at least once a week and has taken trips to Myrtle Beach just to play. In fact, he's one of two men responsible for starting EMU's men's golf club in the late '70s. During the club's first year, he served as president. The golf course is also where Hendricks married his wife, Tamara Fackler Hendricks, director of the affirmative action office at EMU.

Family ties don't stop there. Hendricks' father retired from the University in 1980 as a plumbing foreman. His older brother played football for the Eagles in 1964 and '65. His younger brother Daryl has worked in the physical plant for 22 years. Hendricks said his brother shares his passion for golf and flying.

Hendricks is definitely a family man. After a year of planning and payments, Bruce and Tamara celebrated the holidays with their five children on a two-week vacation to Disney World and Fort Myers, Fla.

Hendricks said in his spare time between family, work, golf and flying he works on his '57 GA Roadster car. What spare time?!

URSULA, from page 1

While at EMU, Phillips decide to go back to school. She chose an introductory literature class, loved it, got an A and didn't stop until she earned three degrees. Phillips earned her bachelor's degree in 1965, her master's in 1967 and her specialist's degree in 1969. She also earned 21 hours toward her doctorate.

Phillips career certainly didn't suffer because of her academic pursuits. She was named executive secretary in 1954, administrative assistant to the vice president of academic affairs in 1965, director of registration in 1971, registrar in 1986, special assistant to the provost for ISIS (Integrated Student Information System) in 1989 and was recently named ISIS user consultant.

"Whenever I cut myself, my husband looks to see if I have green blood," she said with a laugh.

"Whenever I cut myself, my husband looks to see if I have green blood,"

- Ursula C. Phillips

While she is retiring from EMU, Phillips is going to be very busy.

"My husband and I are going to travel," she said.

Destinations include a visit to see her brother in Arizona and on to Ireland, New Zealand and Australia.

Phillips said she also plans to do more volunteer work with the pastoral ministries at a local hospital.

"So how many presidents has it been?" chimes in one of the many well-wishers at her party.

Without missing a beat, Phillips not only gives the number of University presidents but also their names in order of tenure.

"The most unique thing about Ursula is the fact that she was always positive and committed to the University," said Dr. Alan McCord, executive director of University Computing.

"That's very rare to find in an individual, especially one who has seen so much and has gone through so much with the University. That says a lot about her."

EMU emerging as hub for linguistic superhighway

By Kate Bullach

Her office in the Pray-Harold Building is slightly larger than a walk-in closet, but it contains the gateway to the linguistics superhighway.

Helen Aristar-Dry, professor of English language and literature, sits in her office in front of a glowing computer screen, her face lit up by more than the screen's artificial luster. She simply can't contain her pride and excitement over Linguist, which may be one of the longest academic e-mail lists in the world.

The purpose of Linguist is to break isolation barriers and provide academic linguists with a forum to discuss linguistics issues and exchange information. The list receives 50 to 70 messages a day and has 8,000 subscribers from 70 different countries. About 44 percent of the subscribers are from the U.S.

The list is moderated, which means the messages come to the Linguist staff and are then compiled into issues on a single topic. The issues are then e-mailed from Texas A & M University to subscribers. There might be as many as 17 issues put out in one day.

One of the first linguist topics was the language of love.

"Sometimes instead of saying (I have) a commuter marriage, I say my computer marriage," said Aristar-Dry of how she met her husband, Anthony Rodrigues Aristar.

"Because we couldn't afford long



Aristar-Dry

"Since we started this World Wide Web site we think it's a real exciting opportunity to sort of make Eastern the place where everybody goes for linguistic information."

- Helen Aristar-Dry, professor of English and literature

distance phone calls, we had to have this thriving e-mail correspondence and this kind of alerted us to the potential of e-mail," Aristar-Dry said. "So Tony got some money out of the dean at the University of Western Australia to start this list."

The Linguist list was founded in December 1990 at the University of Western Australia. It was Australia's first e-mail list and began with 60 subscribers.

In 1991, Helen Aristar-Dry became a co-moderator and the list was moved to Texas A & M University, its current home.

Because of its high volume use, it requires more than 85 percent of Texas A&M's system capacity.

Linguist has also grown in staff, from two to eight.

Four of those eight people are graduate students. With the help of subscribers and the publishing community, Linguist grants two fellowships to graduate students who serve as editors of the list.

EMU funds two additional graduate students.

The two EMU graduate students working on Linguist are Annemarie Valdez and Ron Reck. Reck is the technical editor and is responsible for keeping the mailing list running.

The expansion of Linguist also includes a new World Wide Web site. The Web site features a database page of linguistic sources, departments and information. Linguist has also been awarded a \$110,000 National Science Foundation grant to develop software and improve e-mail handling.

"We're already the major international clearing house for Linguistics," said Aristar-Dry, who is currently editing and co-authoring a chapter in *Linguistics and Computer: A Practical Guide*.

"Now since we started this World Wide Web site we think it's a real exciting opportunity to sort of make Eastern the place where everybody goes for linguistic information," Aristar-Dry said.

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. 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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KING, from page 1
President's Luncheon.

1-4 p.m. - Senior Benefit Art Project, McKenny, Main Floor Dining Area

2-3:15 p.m. - Afternoon panels/sessions - Topics include: "Poetry Readings - Open Microphone" (Tower Room), "The Impact of the Struggle for Human Rights" (Alumni Room), "Affirmative Action Today" (Guild Hall), "Women's Issues: Welfare Rights, Past and Present" (Main Lounge), "Multicultural Dream" (Faculty Room), "Interpretations and Theatre: Wallace Bridges and Students" (Reception Room), "The Civil Rights Movement and Its Relationship to the Social Work Profession" (Gallery I) and "A West African Immersion: Cultural Awareness and Sensitivity" (Gallery II)

3:30 - 5 p.m. - Closing program - "Dances of West Africa," keynote

address by Myrlie Evers-Williams, "The Gospel Choir of EMU," Pease Auditorium

5:30 p.m. - Candlelight march - The march begins at Pease and goes through Residence Hall to MLK Gardens

6:30 p.m. - Reception following march, Goodison, Multicultural Center, Sponsored by SOAAU

7-9 p.m. - The Challenge of 21st Century African American Leadership, Depot Town Center, Cost is \$10

Jan. 22-23, Wed. and Thurs.
6-7:30 p.m. - Kid Konnection Kick-off, Pray-Harrold, Room 213

Jan. 24, Friday
8 p.m. - Performing Arts Series - Cissy Houston Gospel Concert, Pease Auditorium.

RESEARCH <http://www-ord.acad.emich.edu>**New Ford initiative crosses borders**

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

The Ford Foundation announces a new initiative, "Crossing Borders: Revitalizing Area Studies". This initiative is intended to promote new thinking and new practices in area studies teaching and scholarship at both graduate and undergraduate level, and to provide a culturally sensitive context for current efforts to internationalize research and the curriculum. Area studies attempts to respond to and illuminate dramatic changes in the world in recent decades and to understand complex relationships between the "local" and the "global".

The thematic range is broad and might include, but is not limited to, such issues as rethinking the notion of "area"; exploring the intersections of "local" and "global" processes; population movements and diasporas; class, race, gender, and identity; social, environmental, and religious movements; new forms of labor; nationalisms and subnationalisms; science and technology; arts and media. Funds available, \$25 million in grants over the next six years to support model programs on U.S. campuses.

The W.E. Upjohn Institute for Employment Research invites preliminary proposals for their 1997 grant program. The Institute is interested in funding proposals that address policy-relevant issues in three areas; employment relationships, low wages and public policy, and the decentralization of government-sponsored employment programs. Other proposals on any policy-relevant labor market issue will also be considered.

Grants made under this program are expected to result in research of a rigorous nature and a book published by the Institute that will be of interest to policy makers, practitioners and academics. The deadline is January 21, for 3-page program summary.

The Environmental Protection Agency (EPA) is inviting applications to develop wetlands protection programs and refine and enhance existing programs. Activities may include research, investigation, experiments, training, demonstrations surveys and studies related to the development of wetlands protection programs. Operational support will not be funded. Information can be obtained via the Internet: www.epa.gov/watrhme/pubs/jan97.htm, and at The Great Lakes National Program Office: www.epa.gov/glnpo/.

The Commerce Department's National Institute of Standards and Technology is inviting cooperative agreement applications for projects that pursue high-risk, enabling technologies with significant commercial and/or economic potential. Information can be obtained via the Internet: <http://www.atp.nist.gov>.

Funds available up to \$25 million in the first year funding. Single companies may receive up to \$2 million over three years in direct costs and are not required to provide matching funds. Joint ventures can receive a minority share of total costs for up to five years and must provide over 50% in matching funds. Subcontractors may not contribute to the matching funds.

The National Science Foundation invites applications for interdisciplinary research in learning and intelligent systems and their application to education and learning technologies.

Applications can involve multi-risk, multi-year, research projects conducted by interdisciplinary teams designed to develop fundamental knowledge that will advance and integrate concepts related to learning and intelligent systems; and develop experimental prototype systems and technology test beds that embody theory, test its consequences and point out factors relating to eventual application. The deadline is Feb. 7 for required preproposals; May 15 for full proposals.

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, Jan. 20, 1997**. 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.

CLERICAL2/SECRETARIAL
(Minimum Bi-Weekly Salary)

CSPR9701 CS-05 \$814.44 Senior Secretary, University Budgeting, Planning and Analysis, Repost. Position (increased to full-time status)

CSBF9712 CS-05 \$814.44 Senior Secretary, Risk Management/ Worker's Compensation. Ability to use WordPerfect, QuattroPro, Paradox and Lotus for Windows is desired.

CSBF9711 CS-05 \$814.44 Collections Specialist, Student Accounting. Some evening hours are expected.

CSEN9723 CS-05 \$407.22 Senior Evaluator/Recorder, 50%, Graduate Records. Hours: Monday through Friday, 10am-2pm.

CSEN9724 CS-04 \$720.73 Data Entry Clerk II, Financial Aid.

FOOD SERVICE/MAINTENANCE
(Minimum Hourly Salary)

FMSA9709 FM-06 \$7.14 Custodian, Housing (Custodian Prorate) - Walton, Repost. Hours: Monday through Friday, 6:30am to 3:00pm.

CAMPUS POLICE
(Minimum Bi-Weekly Salary)

CPBF9704 CP-01 \$1042.81 Officer, Campus Police, Public Safety.

PSBF9701 PS-01 \$1403.01 Sergeant, Campus Police, Public Safety.

*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

AUDIT, from page 1

number of women on staff declined by 42. That brought the overall representation down 1.4 percent. The audit showed that several women were affected by the reorganization of the University while retirements and attrition also were factors.

Another area of interest in the audit was the first-time appearance of a multiracial classification. Multiracial identification is based on biological parents.

Representations among the 113 new staff hires showed 56 percent were female and 26 percent were minority. Of the 31 new faculty hires, slightly more than 50 percent were female, 6.45 percent were black, 6.45 were Asian and 3.23 percent were Native American.

Of the 40 staff promoted, 72.5 percent were women, 27.5 percent were black and 2.5 percent Hispanics, Asians

and Native Americans. Among the 47 faculty members who were promoted during audit period, 51 percent were female, 14.8 percent were black, 2.1 percent were Hispanic and 4.3 percent were Asian.

"We are seeing movement from the entry level to the mid levels, but that movement is not as great at the upper levels," said Fackler Hendricks.

Another factor which may help improve diversity on campus is a new home page that is in the works for the affirmative action office. Fackler Hendricks said that the home page should be available by March or April and will offer an electronic copy of her office's report as well as other tips to help departments improve their diversity.

As for the overall view of the latest audit, Fackler Hendricks said it "means we have to make up some ground before we move forward."