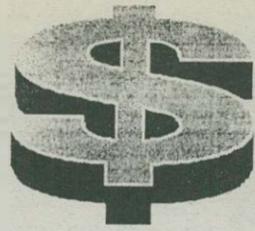


## TODAY

**BROADCAST:** Annual State of American Education Address by U.S. Education Secretary Richard Riley, 2-3 p.m., 217 Library.

## CASH OPTIONS

There are plenty of options for faculty members who need a grant to help with research or teaching. And they don't need to look externally. **PAGE 2**



## FACULTY SHOWCASE

The Winter Faculty Showcase is Wednesday, Feb. 18, 3 p.m., McKenny Union Tower Room. For information call 487-0064.

# FOCUS EMU

Volume 45  
Number 26

Feb. 17, 1998

News for  
Eastern Michigan University  
Faculty and Staff

## Eastern Michigan's sesquicentennial planning begins



**BY THE BOOK:** Vice President Laurence Smith, John Novak, Maria Davis and Ken Stevens look over the initial planning materials for the Eastern Michigan University sesquicentennial celebration.

**By Pat Mroczek**

It started with \$13,500 and six acres of land. Community leaders in Ypsilanti, intent on beating out other Michigan cities for the state's first normal school, made a lucrative proposal to the State Legislature: \$13,500 and six acres, a temporary site to get the school started and \$700 a year for the first five years to pay the principal's salary.

Ypsilanti didn't want to come in second. It would be the first teacher's college west of the Allegheny Mountains and the first tax-supported college in Michigan open to men and women alike.

The year was 1849.

In 1999, the campus community will honor the success of those visionaries when Eastern Michigan University celebrates its sesquicentennial.

"The sesquicentennial celebration is an opportunity to re-establish and reaffirm Eastern Michigan University's mission of learning, research and public

service," said President William E. Shelton. "I hope the entire University community will join in making the sesquicentennial an event that will set the pace for the next 150 years."

To lead the celebration, President Shelton has appointed a steering committee and operations team from the University community to guide the overall celebration.

Laurence N. Smith, vice president of university marketing and student affairs and author of a soon-to-be-published University history, has been named chair. Vice chair is Kenneth W. Stevens, professor of communications and theatre arts.

Shelton said Eastern's sesquicentennial includes a diverse series of events, highlighted by a convocation and a sesquicentennial ball.

The planning process began Feb. 11 when Smith

**Please see PLANS, PAGE 3**

## CHECKING REFERENCES

### Library's new on-line catalog system makes searches easy

**By Ward Mullens**

If you are looking for information in the vast cosmos of resources at the EMU library, you may want to explore with Voyager.

Voyager is the next generation of library systems which gives users the ability to navigate the library's more than 600,000 volumes and other resources without ever leaving their own computer.

"The system allows people using the World Wide Web to reach the library from any location," said Sandra Yee, department head of the University Library.

"We think of this as the next generation of on-line systems. This system is UNIX based and has a graphic interface," Yee said. "It looks better and is easier to maneuver."

"It's like a card catalog in electronic form, but it has all of these other possible options for access," said Walter Hogan, coordinator of library technical services.

These options include indexes, jour-



**ON-LINE LIBRARY:** Sandra Yee, department head of the University Library, stands in front on the bank of computers which are used to access the library's electronic version of a card catalog. The system, called Voyager, allows users to locate sources and information from the library's more than 600,000 volumes without leaving their computer.

nal titles, and full text of some journal articles.

"With this system we can support scholars and researchers who can't be on campus," said Hogan.

What users get when they log into the Voyager homepage at [www.portal.emich.edu](http://www.portal.emich.edu), is a simple interface with six different areas to explore. The areas are local catalogs, databases, remote libraries, library informa-

tion, patron information and help.

The Voyager system is still in the implementation phase, but there is access to EMU's local catalog, databases and help. The other three areas are under construction.

Users who want to conduct a search for information on a certain topic just click on local catalog, choose a search method, then enter specific information on their topic.

According to reference librarian Ron Coleman, the Voyager system is better because it provides the ability to conduct different types of searches and can rank information based on specific words used to define the search.

"In the old system it was hard to

**Please see VOYAGER, PAGE 4**

## Upcoming conferences focus on African Americans; girls, women

**By David Mitchell**

Eastern Michigan University will host two national conferences in late February and early March.

The Fifth Annual Young African-American Professionals Leadership Conference is Feb. 27-March 1 and the Girls and Women in Conversation Conference, March 5-7.

The Young African-American Professionals Leadership Conference theme is "Expanding Student Horizons with Tools for the 21st Century." The conference will feature Tavis Smiley, host of the BET Tonight television program and author of "Hard Left;"

civil rights activist Sister Souljah, author of "No Disrespect;" and Kevin Powell, author of "Keeping it Real," and former editor of Vibe magazine.

The cost for students is \$140 (\$160 for on-site registration), and \$160 for professionals (\$180 for on-site registration). To register call the Office of Multicultural Affairs, 487-2377.

The theme of the Girls and Women in Conversation Conference is "Empowering Girls of Promise through Dialogue." Events will be in McKenny Union, Pease Auditorium and the Eagle Crest Conference Center.

Speakers for the conference include EMU Regent

Dr. Rosalind E. Griffin, director of Sinai Hospital Hearing Professional Services; Dr. Carol Gilligan, chair of Gender Studies at Harvard and author of "In A Different Voice;" and Dr. Valerie Polakow of the College of Education and author of "Lives on the Edge."

The cost for the entire conference is \$150 for non-students, and \$100 for students. Daily conference rates are \$55 for non-students, \$35 for students, and \$20 for students in grades 8-12. Tickets for the luncheon with Polakow and Gilligan are \$50.

For more information, call 483-5308.

## PEOPLE

## Tack moves to academic affairs

Martha Tack's recent appointment to interim associate vice president for academic affairs is one of the many changes in the College of Education.

"It's been a whole chain of things," said Jerry Robbins, dean of the College of Education.

Filling in on an interim basis in Tack's former post as associate dean for the College of Education is Michael Bretting. Bretting was the department head for health, physical education, recreation and dance.

"I take on the day-to-day administration and budgetary concerns for the College of Education," Bretting said.

Taking over for Bretting on an interim basis as head of HPER&D will be Jeff Goodwin. Goodwin is an associate professor who has been with the University since 1994.

Leah Adams, teacher education, participated in the 44th World Assembly of the International Council on Education for Teaching (ICET) in Muscat, Oman. She was an invited participant in the Consortium for International Standards for Teacher Education, chaired a session and presented a paper on her collaborative research with a colleague in Singapore.

David Thomas, therapeutic recreation, had his article "The Effects of Music on Bathing Cooperation for Residents with Dementia" in the winter 1997 edition of the *Journal of Music Therapy*. The research suggests that music may delay severe agitation in some patients, reducing their physical aggressiveness while increasing job satisfaction for caregivers.

Sally McCracken, CTA, has received the American Association of University Professors Service Award for her outstanding contributions and involvement with both the local and national chapters of AAUP. The award will be presented in June during the annual meeting of AAUP's Collective Bargaining Congress in Washington, D.C.

Raymond Rosenfeld, political science, has developed a number of international connections as a result of his '95-96 sabbatical and Fulbright Grant to the Ukrainian Academy of Public Administration in Kiev. He has since traveled to the Ukraine in '96 and '97 under the auspices of a United States Information Agency Speakers and Specialist Grant, to lecture in Kiev, Lviv, Dnipropetrovsk and Kharkiv. He was invited to assist in the Fulbright orientation program in Washington, D.C., and also was guest lecturer in Germany.

Valerie Polakow, teacher education, has had the international project she conducted with two Danish colleagues funded by the Danish Social Ministry for '98-99. The project focuses on the impact of family and child care, an analysis of the United States, Sweden and the United Kingdom. Additionally, she has been invited by Greenwood Press to serve as editor for the international series on "homelessness" as part of a new reference series on "a world view of social issues."

"Using Class Size to Reduce the Equity Gap," co-written by Charles Achilles, leadership and counseling, appeared in the December/January issue of *Educational Leadership*.

Mary Ann Watson, CTA, has had her new book *Defining Visions: Television and the American Experience Since 1945*, released by Harcourt Brace publishers. Based on the key concept that television has not only covered history but altered its course, the book explores in-depth the connection between television and American culture.



Tack



Bretting

## By Ward Mullens

It was a project that Janet Kauffman, professor of English at EMU, had wanted to do for a long time, but never had the resources to try.

Kauffman wanted to help her students create their own books using visual images. Creating the text wasn't a problem, but she needed a professional to help with the graphics.

She also needed some money to finance the creative experiment.

Kauffman found Lisa Steichmann, a faculty member at Washtenaw Community College who specializes in book-making and photography. Kauffman also found a flyer for something called the Graduate School Research Support Fund Awards.

"I saw an exhibit she had done in Ann Arbor. When I saw the flyer for the grant, I thought she would be good to work with," said Kauffman, who has been at Eastern Michigan for nine years.

"I like the idea of working on projects like this in a short-term way," Kauffman said.

Kauffman and Steichmann were awarded one of 19 grants distributed from July 1 to Dec. 31, 1997. The grants, worth between \$300 and \$2,000, are distributed through the Office of Graduate Studies and Research.

"A lot of faculty don't know what's out there or what's available to them," said Robert Holkeboer, interim dean of Graduate Studies and Research at Eastern. "The volume and level of research aid is a mystery to some."

Holkeboer said that of the faculty who are aware of grants, some assume they can't get them so they don't try for them.

There are 10 other awards and grants similar to the Graduate School Research Support Fund Awards. Graduate Studies and Research also offers Sabbatical Leave Awards, Faculty Research and Creative Activity Fellowships, Spring-Summer Research Awards and Laboratory Health and Safety Funding.



Kauffman



Holkeboer

Center.

Aside from the value to faculty and their research and students, Holkeboer said internal grants are important when it comes to applying for external funds.

"Internal funding is external leverage," he said. "Agencies like to see institutional commitment."

Eastern Michigan spends a little more than \$3 million annually, or approximately 2 percent of its operating budget, to support faculty research and creative activity. Grants and contracts from outside agencies amounted to an additional \$11,700,000 for the 1997 fiscal year, according to the Faculty Resource Directory published by the Division of Academic Affairs for research and teaching.

Kauffman said she feels that the grants are money well spent.

"It (the grants) really allows you to introduce new things in teaching," said Kauffman. "I think it's something the University needs to invest in. The only way to get experimental is to get a grant, otherwise it's hard to get faculty together."

## VP Smith to chair NASPA national academy

The National Association of Student Personnel Administrators has named Laurence N. Smith, vice president for university marketing and student affairs, as chair of its newly established National Academy for Leadership and Executive Effectiveness.

"Larry Smith's vision and enlightened leadership will strengthen our profession," said NASPA President Jack Warner, noting Smith is nationally recognized as an expert in executive development, transformational management and mobilizing institutions, communities and organizations for revitalization and renewal.

"We are fortunate to have the expertise and experience of one of our nation's leaders in this field," added NASPA Executive Director Gwendolyn Jordan Dungy.

Smith said he is pleased with the opportunity. "It's a great honor to provide leadership within one's profession for such an important initiative. I'm glad Eastern Michigan could be part of this. It's flattering to have your expertise recognized by others and make a direct contribution in a meaningful way."

The academy will conduct a symposium June 7-10 in Breckenridge, Colo., focusing on the academy's five areas of emphasis:

- executive effectiveness
- educator effectiveness
- personal effectiveness
- understanding politics and power
- and understanding the power and implications of technology.

The academy is the outgrowth of a long-term initiative by NASPA officials to identify skills and knowledge crucial to the success of chief college student affairs administrators. The work began in 1994 when NASPA President James Scott appointed Smith to lead the Committee on Future Skills and Knowledge for Student Affairs Leaders.

Under Smith's leadership, the committee examined ways to help chief student affairs officers develop and refine professional skills. Based on their findings, the committee made recommendations for deliberate process of continual professional development for university professionals.

"The establishment of this academy is a major initiative that NASPA has undertaken to best serve senior professionals in our field," Smith added. "It shows NASPA's commitment to meeting the most important needs defined by its membership."

## Graduate School Research Support Fund Award winners:

Robert Neely, biology  
 Silvia von Kluge, psychology  
 Glenn Walker, biology  
 Robert Winning, biology  
 Janice Clark Young, HPER&D  
 Kris Rengan, chemistry  
 George Cassar, history and philosophy  
 Clayton Eshleman, English  
 Stephen Brewer, chemistry  
 Jonathan Ehrman, HPER&D  
 Janet Kauffman, English  
 Dianne Dirette, occupational therapy  
 Patricia Williams and Richard Rubinfeld, fine art  
 Deborah Heyl-Clegg, chemistry  
 Gian Mario Besana, math  
 Carl Ojala, geography and geology  
 Donald Snyder, chemistry  
 Charles Simmons, English  
 Pamela Ruitter-Feenstra, music

## 1998 Provost's New Faculty Research Award winners:

This award offers \$2,500 to \$5,000 to faculty in their first or second year of employment to carry out carefully designed research or creative projects. The program is designed to help new faculty establish a research agenda. The cash award may be used for virtually any purpose.

Richard Stahler-Sholk, political science  
 Peter A. Bednekoff, biology  
 Jeffrey Bernstein, political science  
 Vance Kennedy, chemistry  
 Charles Lambert, HPER&D  
 Lori Burlingame, English language and literature  
 Dianne Dirette, occupational therapy  
 Charles Simmons, English  
 Gian Mario Besana, math  
 Heinz Insu Fenkl, English language and literature  
 Pamela Ruitter-Feenstra, music

Look for EMU TODAY on the EMU Web site: [www.emich.edu](http://www.emich.edu)

**PLAN, from page 1**

hosted a joint meeting of the sesquicentennial's steering committee and operations team. He called upon the volunteers to be "tree planters," people whose faith encourages them to invest in the future for others.

Six committees — executive; academic; alumni; community; students; and cultural, social and entertainment programs — will join the steering and operations teams to provide leadership and direction.

Shelton invited the campus community to incorporate their academic, cultural and entertainment activities into our celebration.

"What a wonderful way to be renewed by our institutional roots and use the dreams of our founders to strengthen our commitment to learning," he

*"I hope the entire University community will join in making the sesquicentennial an event that will set the pace for the next 150 years."*

**William Shelton,**  
Eastern Michigan University president

added.

The members of the Sesquicentennial Steering Committee are:

**Laurence Smith**, chair

*Marketing/Student Affairs*

**Kenneth Stevens**, vice chair, CTA

**Rita Abent**

*Marketing/Comm*

**Anson Abraham**

*Student Government*

**Dennis Beagen**

*Continuing Education*

**Nancy Bowman**

*AFSCME*

**Stacy Cain**

*Fraternal Order*

*of Police Officers*

**Floyd Carroll**

*Multicultural Center*

**Diana Clark**

*UAW1975*

**Ronald Collins**

*Provost/Academic Affairs*

**Maria Davis**

*University Archives*

**Cathy Day**

*American Association of*

*University Professors*

**Patrick Doyle**

*Business and Finance*

**Cheryl Farmer**

*Ypsilanti Mayor*

**Melissa Ginotti**

*CampusLife*

**Kathleen Graham**

*Ypsilanti Hist. Society*

**Cindy Hall**

*Public Safety*

**Kathryn Howard**

*Ypsilanti Hist. Society*

**Floyd Carroll**

*Athletic Department*

**Carey Jernigan**

*EMU Foundation*

**Courtney McAnuff**

*Enrollment Services*

**Roy McCalister**

*Alumni Association*

**Gordon McQuere**

*Music Department*

**Malcolm Marts**

*UAW1976*

**Glenna Frank Miller**

*CampusLife*

**Mary Miller**

*Ypsilanti Hist. Society*

**Ron Miller**

*University Relations*

**Christie Montgomery**

*President's Office*

**Vicki Reaume Mushisky**

*Alumni Relations*

**Jeff Nesmith**

*Fraternal Order of*

*Police Sergeants*

**John Novak**

*Faculty Council*

**Teri Papp**

*Marketing/Student Affairs*

**Greg Peoples**

*Dean of Students*

**Todd Phelps**

*Greek Affairs*

**Juanita Reid**

*University Relations*

**Nik Schillack**

*RHA*

**Bill Smart**

*Physical Plant*

**Rosina Tammany**

*University Archives*

**John Van Haren**

*Art Department*

**Karen Gabrys**

*EMU Foundation*

**Larry Gates**

*Dining Services*

**Melissa Ginotti**

*CampusLife*

**Cindy Hall**

*Public Safety*

**John Havranek**

*Physical Plant*

**Cynthia Howie**

*Purchasing*

**Wendy Kivi**

*CTA*

**Ron Miller**

*University Relations*

**Pat Mroczek**

*Public Information*

**Melinda Ostrander**

*Facilities*

**Donna Santo**

*Continuing Education*

**Roth Woods**

*Dining Services*

The members of the Sesquicentennial Operations Team are:

**Rita Abent**

*Marketing/Comm*

**Dennis Beagen**

*Continuing Education*

**Margie Brooks**

*CTA*

**Michael Crabb**

*Dining Services*

**Beverly Farley**

*EMU Foundation*

**CAMPUS CAPSULES**

**State of Education address**

The State of American Education Address by U.S. Secretary of Education Richard W. Riley is Tuesday, Feb. 17, 2-3 p.m. The address will be broadcast live via satellite from Seattle and can be seen in Room 217 Library. Riley is scheduled to be the April 1998 EMU Commencement speaker. Call 487-3200.

**Clerical workshops**

Three clerical workshops are being offered Wednesday, Feb. 25. Subjects include "Understanding the Financial Resource System," "Purchasing in a Nutshell," and "Essential Business Writing." Sessions for "Understanding FRS" are from 8-11:30 a.m. or 1-4 p.m.; The "Purchasing in a Nutshell" session is 11:30 a.m.-1:30 p.m.; and "Essential Business Writing" sessions are 8-11:30 a.m. or 1-4:30 p.m. Anyone interested can register via e-mail [Register@HR\_Develop@HumRes] No phone registrations please. Call 487-4249 for information.

**Going abroad**

The Office of Academic Programs Abroad is hosting a Study Abroad Fair, Tuesday, Feb. 17, 11 a.m.-1 p.m., McKenny Union Main Lounge. Refreshments will be served and prizes will be given away. Call 487-2424.

**Winter Faculty Showcase**

The Collegium for Advanced Studies is sponsoring its Winter Faculty Showcase Wednesday, Feb. 18, 3 p.m., in the McKenny Union Tower Room. Dr. Elizabeth Schuster of Gerontology will talk about "The Application of Literacy Theory to the Experience of a Nursing Home Writing Group," and Dr. Marshall McLennan, geography and geology, will speak on "Focality and Spatial Integration of Nineteenth Century County Seats in Michigan's Lower Peninsula." Both of these talks are based on research conducted during sabbatical leaves.

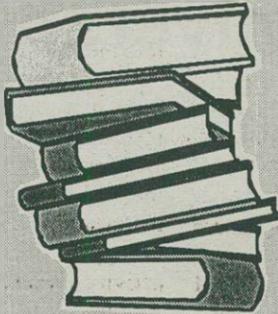
All faculty, students, administrators and staff are invited. Call 487-0064.

**Provost's medal nominations**

Nominations are being accepted for the Provost's Medal for Excellence in Graduate Assistantship.

This new award, which includes a \$500 cash award from the Graduate School, will be given to the graduate assistant who "demonstrates an outstanding commitment to the University, as indicated by a record of exceptional scholarly and/or creative activities and service above and beyond assigned duties." All graduate assistants will be eligible to receive the award, though individuals may receive it only once.

Nominations must be submitted by deans, department heads, program directors, project coordinators or members of the faculty and professional



**Library sets winter schedule**

The University Library winter recess schedule is: Friday, Feb. 20, 7:45 a.m.-5 p.m.; Saturday, Feb. 21, 9 a.m.-5 p.m.; Sunday, Feb. 22, 1-10 p.m.; Feb. 23-27, 8 a.m.-5 p.m.; Saturday, Feb. 28, 9 a.m.-5 p.m.; and Sunday, March 1, 1 p.m.-midnight (regular hours). Call 487-3316.

staff.

Nomination forms are available at the Graduate School. Deadline for nominations is March 13. The award will be presented March 23. Call 487-0042.

**In the mail**

Spring and summer class schedule books will be mailed bulk rate Feb. 20 to graduate students who are currently enrolled or eligible to enroll. The books will also be available at Pierce Hall and McKenny Union March 2.

Fall class schedule books will be mailed bulk rate March 2 to all currently enrolled or eligible students - both undergraduate and graduate. These books will be available on campus March 14.

Students should be sure that their addresses are updated by Feb. 23 to insure delivery of the fall book. The post office will not forward them.

**Veterans seminar**

All faculty and staff veterans interested in a veterans benefit seminar detailing opportunities related to improved home loans, educational benefits, job assistance, service organizations and a new healthcare system, should contact Bob Teehan at 487-3119.

**Relationship check-ups**

Counseling services is sponsoring a relationship check-up, Tuesday, Feb. 17, 10:30 a.m.-1:30 p.m., McKenny Union. Check-ups will also be available Wednesday, Feb. 18, 10:30 a.m.-1:30 p.m., Pray-Harold, second floor. These check-ups will provide information about enhancing intimacy and improving communication. Call 487-1119.

**One-act festival**

EMU Theatre presents the 1998 Student Written One-Act Festival, Tuesday, Feb. 17, at 8 p.m. and Wednesday, Feb. 18, 5 and 8 p.m. Tickets are \$3 and can be purchased at the door of the Lab Theatre in Quirk. Seating is limited! Call 487-1220.

**Women's Association awards**

Applications are being accepted for the fall 1998 and winter 1999 EMU Women's Association Merit Awards for Outstanding Scholarship and Financial Assistance Awards.

Juniors and seniors with GPAs of 3.5 or better who show promise of distinction in a chosen field and who demonstrate service to the University or to the community may apply for Merit Awards. Applicants for Financial Assistance Awards must be seniors with a GPA of 3.0 or better who show promise of distinction in a chosen field, who demonstrate service to the University or the community and who demonstrate financial need.

Applications are available from the Office of Financial Aid, 403 Pierce Hall, and must be received by Tuesday, March 10. Call 487-9801.

**Teaching excellence nominations**

Nominations are being accepted for the 1998 Teaching Excellence Awards. Award criteria and nomination forms are available in the Office for Alumni Relations, 13 Welch Hall. Nominations must be received no later than Friday, March 6. Call 487-0250.

**Alumni scholarship applications**

Applications are being accepted for the fall 1998 Alumni Association Scholarship Awards. Scholarships are available to children and grandchildren of EMU alumni who will be entering EMU as freshmen in the fall 1998 semester. Scholarship criteria and application forms are available in the Office of Alumni Relations, 13 Welch Hall. Applications must be received no later than Friday, March 6. Call 487-0250.

**Listen up**

There are several upcoming music events. They are: The EMU Symphonic Band will perform Tuesday, Feb. 17, 7:30 p.m., Pease Auditorium; the EMU Wind Symphony will perform Thursday, Feb. 19, 7:30 p.m., Pease Auditorium; a performance competition, 4 p.m., Alexander Recital Hall; the Winds Plus Alexander, 4 p.m., Pease Auditorium; Organ Recital Series #4, Tuesday, Feb. 24, 8 p.m., Organ Recital Hall. All of these events are free and open to the public. Call 487-2255.

Submissions should be sent to Office of Public Information, 18 Welch Hall. Call 487-4400.

**VOYAGER, page 4**

distinguish between a book or a journal," Coleman said.

A few key strokes and Coleman demonstrates his point by conducting a search with Voyager. The result is a listing of topic-related references with descriptions of whether they are books, magazines, articles etc. Voyager allows users to conduct searches based on title, author, subject, call number or journal title.

Coleman said the interface takes some adjustment, but provides an easier process.

"We may have to break some people in, but in the long run the Web is the way to go. It just requires some adjustment," Coleman said.

Yee said that the other areas of Voyager should be operational by the time the new library facility is opened in April.

There are also plans by the library and the company which supplies Voyager, to link the system to the new library's state-of-art retrieval system.

Hogan said that means that anyone who uses Voyager to access the remote storage system will be able to find the information, request a book and have it waiting for at the circulation desk. Hogan said that other Michigan schools, many universities in other states and around the world are using the Voyager system.

While it may seem a little odd to implement a new system before moving into a new facility, Hogan said that it made perfect sense.

"It was smart to get this in before the move because once we get to the new library we'll know how to use it."

Yee said that the library staff has been using the system for other duties and has picked it up quickly.

Voyager has been on-line and in use since the winter semester began. While there have been a few glitches, Yee said the implementation has gone smoothly.

One of the other perks of the Voyager system, at least for the library staff, is that they will have less to pack for the move to the new facility. Voyager allows the Library to use the existing campus network to access it, thereby avoiding special wiring to access the mainframe from the new Halle Library. According to Hogan, moving the new system will just be a matter of turning the computers off, moving them and turning them back on again.

Although some librarians could feel threatened by a system designed to do one of their job duties, Yee said librarians will always be needed.

"We are the human interface," Yee said. "We can help make searches more productive by making good suggestions on where to begin."

## Why I work at Eastern Michigan University

I came to Michigan alone after I graduated from high school in Texas. I was a migrant worker who came here to pick tomatoes. I liked Michigan, so I stayed and went to work in a chemical factory.

I hated that job. But it introduced me to students from Eastern who were working at the factory for the summer. They convinced me to visit the campus. I came and loved everything about Eastern, and I knew I had to be at EMU.

I met an important person here — Carlos Falcon in the admissions office. He helped me with my financial aid and encouraged me to get to know Eastern's wonderful faculty. I can't tell you how much they helped me that first year. Carlos facilitated the admissions process for me and gave me good advice.

Today, I try to continue Carlos' work. I've traveled 90,000 miles recruiting for Eastern in the Midwest and back in my home state of Texas. I take my job seriously, because it wasn't so long ago that I was the one arriving on campus with no confidence, no study skills and a limited chance to succeed.

Then as today, people here really care. The University takes a family approach, so we solve our problems together.

I couldn't imagine *not* working at Eastern.



Alberto Perales ('79, '90),  
Assistant Director  
Admissions

EASTERN MICHIGAN UNIVERSITY  
*The Learning Edge™*

**RESEARCH**

[www.emich.edu/public/ord](http://www.emich.edu/public/ord)

**ORD open house**

The Office of Research Development is having an open house Thursday, Feb. 19, 2-4 p.m., to celebrate our move to the second floor of Starkweather Hall. We extend an invitation to the Eastern Michigan University community to visit our new space in such a grand, historic building. Refreshments will be served. Hope to see you there!

**JOBSLINE**

[www.emich.edu/public/hr/employ.htm](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., Monday, Feb. 23. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

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)

CSAA9838 CS-03 \$334.32  
Secretary, Social Work. 50% Appointment. Hours: Tuesday through Friday, 10 a.m.-2 p.m., and Saturday, 8 a.m. to 12 p.m.

CSUR9805 CS-05 \$838.86  
Senior Secretary, Institute for Community and Regional Development (ICARD). Some scheduling flexibility to meet department's training program needs is required. Valid driver's license and car to run errands to campus and community locations required. Experience using Access desirable.

**PROFESSIONAL/TECHNICAL**

(Minimum Bi-Weekly Salary)

PTAA9837 PT-07 \$1,060.91  
Program Assistant II, Corporate Training. Knowledge of Spanish, Quality Concepts and Business Negotiations, Contracting, and Communication.

PTSA9812 PT-08 \$1,209.55  
Career Development Associate, Career Services.

PTSA9813 PT-08 \$1,209.55  
Microcomputer Support Specialist, Divisional Technical Services.

PTUR9808 PT-08 \$1,209.55  
Senior Programmer Analyst, University Computing.

**FOOD SERVICE/MAINTENANCE**

(Minimum Hourly Salary)

FMBF9821 FM-21 \$12.44  
Electrician, Physical Plant. Hours: Monday through Friday, 7:30am to 4pm.

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.

EASTERN MICHIGAN UNIVERSITY  
*The Learning Edge*

An Affirmative Action/Equal  
Opportunity Employer