

WEMU enjoys its highest ratings in station's history

By Debra Fitzgerald

Eastern Michigan's public radio station, WEMU-FM (89.1), enjoyed its highest listenership ever this fall, with a 5.1 share as reported by the Arbitron ratings service.

"This is the best overall showing and the best Washtenaw County showing WEMU has ever had, including during the Gulf War," said WEMU Marketing and Development Manager Mary Motherwell.

The 5.1 share means that 5.1 percent of people listening to radio at the time the ratings were taken were listening to WEMU. It represents a huge increase over WEMU's 3 share recorded last spring. The Average Quarter Hour listenership—the number of people listening to WEMU during any 15-minute period—was 1,900 listeners.

WEMU's weekly cumulative listenership for the ratings period was 54,000, an increase of 20,000 listeners over last spring, while the



weekly cumulative listenership for Washtenaw County was 33,900.

The huge increase in listeners is attributed primarily to operation of WEMU's new 324-foot broadcast tower, which began transmitting in January 1992. The tower increased WEMU's potential audience from 237,000 to nearly 2.4 million, including all or part of eight counties: Washtenaw, Wayne, Oakland, Monroe, Lenawee, Livingston, Jackson and Ohio's Lucas County.

WEMU also made some programming changes over the past

year, adding popular shows and shuffling schedules to meet listener requests.

"Obviously, reaction to the combination of WEMU's programming and the better coverage from our new tower has been terrific," said Station Director Art Timko. "It's gratifying to know we continue to provide a radio service that an increasing number of people consider valuable."

A National Public Radio affiliate, WEMU doesn't sell advertising, but does solicit underwriters for its shows. The increased audience has brought many new underwriters to the station, including Boardwalk Buffet and Grill in Ann Arbor, Ned's Bookstore in Ypsilanti, the Ann Arbor Symphony, Sam's Jams in Ferndale, Redwood and Ross and Ann Arbor's Borders Book Shop.

"Obviously, we think our customer base overlaps their listener base, but more importantly,

Continued on page 2

Spring graduation now two ceremonies

In an effort to better accommodate graduates and their families, EMU will hold two identical commencement ceremonies Sunday, April 25, in Bowen Field House.

The first ceremony, at 9:30 a.m., will be for graduates and advanced degree recipients from the College of Arts and Sciences and the second ceremony, at 2:30 p.m., will be for graduates and advanced degree recipients from EMU's other four colleges—Business, Education, Health and Human Services, and Technology.

Mary Lilley, administrative associate to the provost and chair of the Academic Ceremonies Planning Committee, said the two-ceremony format was introduced to safely and more comfortably accommodate the growing numbers of spring ceremony participants.

"We found the number of students graduating, and the percentage participating in the ceremony, has increased dramatically over the last few years," she said. "Almost 2,000 students will be eligible to

participate in the ceremonies this spring, including just a percentage of June and August graduates. Of this amount, as many as 1,600 may actually participate."

Lilley said to date, the maximum number of students participating in an EMU commencement ceremony has been around 1,200. And at that number, with up to four guests or family members accompanying every student, plus faculty and platform participants, Bowen Field House has been beyond capacity. In recent years, an overflow gymnasium, with spectators viewing the ceremony on closed-circuit TV, has had to be used.

"We are confident that the two ceremonies will provide a more enjoyable and pleasant experience for all," she said.

Lilley also said the decision to divide the graduates by college grouping was the most logical way to come up with two fairly equal numbers. She also said the College of Arts and Sciences ceremony was scheduled first because it will involve somewhat fewer graduates than the others combined, which will allow for a quicker dispersal of the attendees and a little more time for preparing for the second ceremony.

Staff campaign nears goal

By Debra Fitzgerald

With more than 600 gifts and pledges reported as of Feb. 1 representing more than \$230,000, EMU's faculty, staff and emeritus faculty are again demonstrating a strong commitment to the University as its sixth annual Faculty/Staff fundraising campaign nears its goal.

Kicked off Nov. 17, the campaign's goal is to raise \$250,000 from faculty and staff contributions, which can be directed to any fund the employee chooses. While active solicitation of donations ended Feb. 19, gifts and pledges will continue to be received throughout the fiscal year, which ends June 30.

Co-chairs of this year's campaign are Dr. Elizabeth Rhodes, head of the Department of Human, Environmental and Consumer Resources, and Al Robinson, manager of parking and paving.

"The success of this campaign is attributed primarily to a lot of hard work on the part of the divisional and area chairpersons who have taken the message to individuals, often one on one, and explained the merits of contributing to the University," said Robinson, who has taken a leadership role in the campaign for several years. "I also think that as the years go by, more and more people are putting this campaign as a priority in their expected annual giving," he added. "We get some new people each

Continued on page 3

Campus Capsules

Health Services To Hold Quit Smoking Group

University Health Services will sponsor a quit smoking support group every Wednesday at noon in McKenny Union's Faculty Room.

Call 7-2226 for more information.

Graduate Student Group To Meet March 10

The Graduate Student Organization will meet Wednesday, March 10, from 3 to 4:30 p.m. in Starkweather Hall.

The purpose of the meeting will be to discuss health insurance and other services provided by Snow Health Center.

Refreshments will be provided.

For more information, call Jeanne Clerc at 7-0042.

Program To Focus On 'Women's Peace Movement'

The Women's Studies Program will co-sponsor a program on women in the peace movement titled "The Most Dangerous Women" Monday, March 8, at 7 p.m. in McKenny Union's Main Lounge in observance of International Women's Day.

Co-sponsored by the Ann Arbor/Ypsilanti branch of the Women's International League for Peace and Freedom and the local chapter of the National Organization for Women, the program will feature several women discussing various aspects of the women's peace movement, including historical perspectives.

Participants will include Annie Blackman, coordinator of the local WILPF and several of its board of directors members, Ypsilanti City Councilwoman Jan Davis, national WILPF board member Ruth Graves and Bev Fish, president of the Ann Arbor/Ypsilanti chapter of NOW.

The program's title refers to how some women peace activists have been viewed for their work, accor-

ding to Graves of the WILPF national board. "These women have been responsible for a lot of social change that maybe the establishment isn't so keen on, so they were seen as 'dangerous,'" she said.

The EMU program is free and open to the public.

For more information, call 483-0058.

Fairfield Shows Work In Soviet Exhibit

EMU Art Professor Richard Fairfield recently was one of two Americans to have his work displayed at the INTERPRINT '92 Exhibition in Lviv, Ukraine, in the former Soviet Union.

Fairfield's screen print, "The Garden," was selected from more than 502 works submitted by 251 artists from 36 countries. INTERPRINT '92 featured 137 works by 113 artists from 30 countries.

"The Garden" is currently featured in the exhibit catalog "INTERPRINT '92," which presents a wide selection of modern print art of different styles and techniques.

Fairfield has participated in numerous national and international exhibitions, including: INTERPRINT '90; the Intergrafia Exhibition in Katowice, Poland; the International Print Triennial in Cracow, Poland; and the IMPREZA Exhibition in Ivano-Frankivsk, Ukraine.

He has received honorable mention awards in the International Print Exhibition in Detroit and the 41st International Exhibition in Seattle.

Rec/IM Fun Camp Offers Sports For Kids

The Recreation/Intramurals Department currently is enrolling children ages 9 to 14 in its annual Rec/IM Fun Camp.

The Rec/IM Fun Camp offers children recreational sports activities Monday through Friday from 8 a.m. to 5 p.m. in three

two-week sessions. The sessions will run June 28-July 9 (no camp July 5), July 12-23 and July 26-Aug. 6.

Held at EMU's Olds Student Recreation Center, which now includes a new outdoor lake facility, planned activities will include billiards, basketball, bowling, floor hockey, kickball, racquetball, table hockey, tennis, wallyball, swimming, music and movies.

In addition, children enrolled in the first or second sessions will automatically be enrolled in EMU's 1993 Learn to Swim Program, coordinated by former Head Swim Coach Mike Jones.

Children will be grouped according to age and size for all activities.

The camp is staffed by EMU students majoring in education, recreation or related fields with a strong interest in working with children.

The cost for full days is \$180 per two-week session for the first child in a family and \$140 for each additional child. Half days, running 8 a.m. to noon or 1 to 5 p.m. are \$10 for the first child and \$80 for each additional child.

Lunch will be provided for children attending full days.

Registration may be done by mail or in person at the Olds Recreation Center.

For more information, call Jack Moffett or Tina Ford at 7-1338

TIAA-CREF To Provide TDA Calculations

The Benefits Office has requested mass calculations for employees to evaluate their current tax deferred annuity programs or consider starting one.

EMU employees have the opportunity to participate in a tax deferred annuity to save additional money for retirement while at the same time reducing their current tax bill. EMU offers two plan op-

tions: TIAA-CREF or Kemper Advantage III.

The Internal Revenue Service allows employees to save a portion of their income through payroll deduction, thus reducing one's gross (pre-tax) earnings. No state or federal taxes are paid on the money until the employee retires and begins to receive a monthly income.

The calculations requested to assess the programs will be sent directly to employee's homes early this month.

Latino Student Group Plans Awards Banquet

The Latino Student Association will hold its annual awards banquet honoring outstanding Latino students Friday, March 26, with dinner from 7 to 9:30 p.m. followed by dancing in the McKenny Union Ballroom.

The keynote speaker will be Carlos Falcon, vice president for investments at Prudential Securities.

Tickets are \$11 for students and \$15 for all others.

RSVP to the Office of Campus Life at 7-3045 by Friday, March 12.

Juried Student Exhibit To Be March 3-31

The Art Department and the student-run Intermedia Gallery will present the 16th Annual Juried Student Exhibition Wednesday, March 3, through Wednesday, March 31, in Ford and Intermedia galleries.

The exhibit will feature ceramics, drawings, graphic design, jewelry, painting, photography, printmaking, sculpture, textiles and watercolor.

A reception will open the exhibition with an awards ceremony March 3 at 3 p.m. in Ford Gallery.

The exhibit, which is free and open to the public, is open in both galleries from 9 a.m. to 5 p.m. Monday through Friday.

For more information, call 7-1268.

Top administrators spend time teaching in the classroom

By Debra Fitzgerald

Usually, when a university course catalog lists "instructor" as the professor for a certain course, students figure it will be taught by a part-time, non-tenured faculty member. At EMU, however, it can mean your teacher will be the university president.

Several top EMU administrators, including President William Shelton, teach classes in addition to their other duties and say it's a great way to stay in touch with both the students and their fields of study.

Shelton, a former high school teacher and college professor, is teaching EDL 613, Introduction to Higher Education, in the College of Education this semester and says it's well worth the extra duty.

"I believe that returning to the classroom, at least occasionally, refreshes the administrator's perspective on the mission of the University," he said. "Unfortunately, most of an administrator's time is consumed with organizational and procedural matters. The classroom experience reminds one of the primary purpose of the University."

Shelton also joked earlier this month that he was assigned Room 2 in the somewhat run-down Boone Hall so he could learn first-hand how badly the college needs a new facility. "I'm just glad there's a soft drink machine outside the classroom with a light on it so we can see while we're in there," he quipped, "but I'm really enjoying it."

Shelton's students are so pleased with their surprise professor, they don't mind the environment at all.

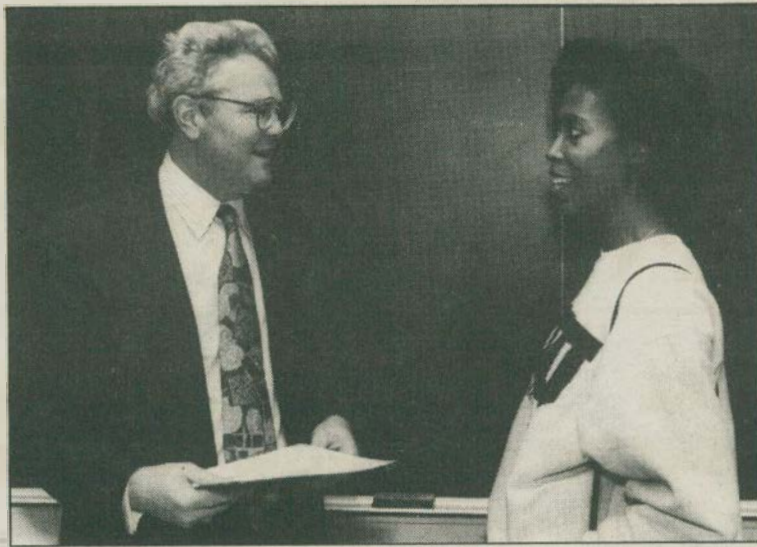
"I feel it is a true honor to have the opportunity to have Dr. Shelton teaching (the course)," said Amanda Delprato. "His extensive knowledge of higher education has been a real benefit to the class."

Delprato added that Shelton's presence in the classroom is decidedly more professorial than administrative.

"Having the president of the university could be very intimidating for students, but not in this case," she said. "Dr. Shelton possesses a warm and likeable demeanor, which makes the class enjoyable and educational."

EMU Provost and Vice President for Academic Affairs Ronald Collins was a chemistry professor for more than 15 years before joining the EMU administration, so permanently leaving the classroom never occurred to him.

"I still get a lot of enjoyment out of teaching," said Collins, who



EMU President William Shelton is among several administrators and staff members who teach in addition to their regular duties. Here, Shelton talks with Belinda Lee, a graduate assistant in HPERD and one of Shelton's students in the EDL 613 - Introduction to Higher Education—course he's teaching this semester.

teaches at least one class a year. "I don't want to get 100 percent detached from my field. I haven't forgotten what goes on in the classroom and continuing to teach reminds me, amid all the meetings and things I go to, why EMU is here in the first place. It all comes down to teaching and learning."

Kathleen E. Christie, who took Collins's CHM 119 course, said she would recommend him to any student needing a chemistry course.

"Dr. Collins is an excellent professor," she said. "His teaching methods are resourceful, interesting and fair and reveal his commitment to education and learning. He is a very down-to-earth man, which was evident during class time and during his office hours."

As Vice President for University Marketing and Student Affairs, Laurence N. Smith is well known among students. He occasionally teaches, however, saying he finds many benefits in working with students just planning to enter the field he's enjoyed for more than 30 years. Last semester, Smith taught a guidance and counseling course, Student Personnel in Higher Education.

"It's great to explore the principles and foundations and approaches with someone viewing them from a fresh perspective," he said. "It keeps me fresh because I'm hearing things that are very current."

Smith added that teaching allows him to develop closer relationships with faculty members. "I've always had contact with colleagues in the academic rather than practitioner

side, but it's gratifying to share the context of the classroom and all that represents," he said. "I think it's good for all of us — faculty, administrators and, especially, the students."

University Attorney Kenneth McKanders said teaching also helps him stay up to date in his field, as well as providing contact with students.

"Most of the legal issues I deal with do not place me in direct contact with students and teaching provides me with the opportunity to interact with them," he said. "This interaction is challenging professionally as it requires that I do research and stay abreast of legal issues which I may have only limited involvement with in my day-to-day duties as EMU's general counsel."

McKanders currently is teaching HAD 511—Health Law in the Department of Associated Health Professions and has taught EDL 614—Law of Higher Education in the Department of Leadership and Counseling. He also has taught undergraduate courses.

"In teaching the course content, I am able to share with students many of the practical experiences in resolving legal issues which arise in both higher education and health care," he said.

These administrators represent just a sampling of EMU staff members who happily turn their eight-hour days into 12 or 14 hours by adding teaching to their list of duties. Across the board, however, they say the benefits far outweigh the sacrifices.

The good showing was especially significant, Motherwell said, because NPR costs continue to rise. "It was our most successful drive ever, but I don't want listeners to think we don't need money, because we still do," she said. The station's spring mail campaign just began and it will hold its next on-air fund-raiser March 18-24.

WEMU hosted several special events this past year, primarily to familiarize its new audience with the station.

For the first time ever, WEMU did a live broadcast from the Ann Arbor Art Fairs in July. It also brought two NPR personalities to town, Noah Adams from "All Things Considered" and Terry Gross from "Fresh Air," and hosted receptions for them to meet local listeners.

"We received a lot of favorable comments from those two events," Motherwell said.

WEMU has long been active in the Ypsilanti community, broadcasting its Jazz Competition live from the Ypsilanti Heritage Festival each August and sponsoring the WEMU Marching Band in the Heritage Festival and EMU Homecom-

ing parades. WEMU also co-sponsors and produces the Frog Island Jazz Festival in Ypsilanti, held this past year amid freezing temperatures, but still bringing record numbers of jazz fans to Ypsilanti.

WEMU also produces a live, national broadcast of the Montreux-Detroit Jazz Festival each year. The station kicked off 1992 with a series of listener appreciation parties featuring live jazz to introduce the station to its new markets.

Although WEMU features a hard-to-find mix of old and contemporary blues and jazz, it's perhaps best known locally for its award-winning news coverage. The station hosted several special news and feature programs leading up to the November elections and provided its usual outstanding local election night coverage.

"WEMU attempts to support our community through our news and music program and other activities," said Station Director Timko. "It's wonderful to know, through the ratings, underwriters and fund drives, that the community is supporting us too."

Staff training area announces schedule

The Staff Training and Development Office recently distributed information to administrative/professional and professional/technical staff announcing its upcoming programming for those areas.

The office will present a Management Development Series in Personal Productivity this semester. "These workshops are taken from the surveys everyone completed last year and represent the most requested topics based on those surveys," said Sheila Holmes, manager of training and development.

Programming for clerical/secretarial workers also is being developed and will be distributed to that employee group when completed.

The management development series will begin Wednesday, March 10, with the motivation workshop "Why Some People Will Always Succeed: How to Be One of Them" from 8:30 a.m. to noon in McKenny Union's Main Lounge.

Presented by Dr. Joseph Mancusi of the Center for Organizational Excellence in Virginia, it will focus on how to set goals and conquer them, why surviving is not enough, and why success does not come from your best talents.

Mancusi will present a second workshop, on stress management titled "Rx for Burnout," that same afternoon from 1:30 to 5 p.m. in the Main Lounge.

It will look at the main causes of burnout, how to tell if you have too much stress, the relationship between diet, exercise, stress and health, biofeedback and self-hypnosis to reduce stress and other prescriptions for stress reduction.

The cost for both workshops is \$89 per person or \$49 for one of the two.

The series will continue Wednesday, March 30, with a workshop on time management from 8:30 a.m. to 4:30 p.m. in McKenny Union's Guild Hall.

FCIE continues its programs into March

The Faculty Center for Instructional Excellence will continue its winter 1993 schedule of programs and services in March, beginning with a brown bag lunch workshop titled "Balancing the Demands of Teaching and Research" Wednesday, March 3, at noon in McKenny Union's Main Lounge.

Presented by Dr. Martha Tack, head of the Department of Leadership and Counseling, the session will identify several approaches faculty members can take to enhance productivity in scholarship while maintaining a focus on effective teaching.

Featured Faculty, an opportunity for colleagues to observe each other teaching and discuss the classroom techniques used, will include the following faculty members and courses in March:

George Mink teaching Introduction to Social Work Thursday, March 4, at 11 a.m. in Roosevelt Auditorium; Georgea Sparks-Langer teaching Curriculum and Methods Thursday, March 11, at 11 a.m. in I23 Boone Hall; and Richard Douglass teaching Administration in Health Care Organizations Thursday, March 25, at 5:15 p.m. in I13 Roosevelt.

The FCIE requires registration by those interested in observing the Featured Faculty by calling 71386.

Other March events sponsored by the FCIE will include:

•**Gender Issues in the Classroom**—Monday, March 8, at noon in McKenny Union's Alumni Room. This brown bag luncheon program will explore recent research studies on gender issues

Presented by the Franklin Quest Co., it will look at ways to reduce demands on your time, control procrastination, organize work space, set value-based goals, remember commitments, prioritize daily tasks, control time robbers and use of the Franklin Daily Planner.

The \$150 per person fee includes a Franklin Day Planner System, featuring a master filler, ultra binder, storage binder, zipper pouch, seminar guidebook and audio tape. Those not interested in receiving the planner will pay \$95 for the daylong seminar.

A workshop on meeting management titled "Meetings: What Makes Them Sick; What Makes Them Tick," will be held Tuesday, April 20, from 8:30 a.m. to noon in McKenny's Guild Hall.

Presented by Dr. John Tropman, professor in the Schools of Social Work and Business at the University of Michigan, it will explore why meetings go wrong and how to make them go right.

The cost is \$49 per person.

The series will conclude with a seminar on project management titled "Planning for Results" Thursday, May 13, from 8:30 a.m. to 4:30 p.m. in Guild Hall.

Also presented by the Franklin International Institute, prior attendance at a Franklin time management seminar (see March 30 above) is required to participate in this one.

This seminar will look at the project management process: visualize, plan, implement, close.

The cost is \$135 per person, which includes seminar guidebooks, a project management notebook and project management forms for planning, tracking, logging, indexing, communications and meetings.

"All these fees are significantly below the cost of attending these

Continued on page 4

WEMU

Continued from page 1

WEMU and NPR are important parts of the community and we want to support them and make sure they stay healthy and stay here in the community," said Dallas Moore, publicist for Borders, of her company's decision to become an underwriter.

Motherwell reports a significant increase in the number of businesses and organizations inquiring about underwriting opportunities. "The inquiries we've received from the new listening area has increased substantially and 'Morning Edition' (NPR's highly rated morning news show) has sold out several times in the last six months," she said.

As public radio, much of WEMU's funding needs are listener supported, and the increased audience has significantly benefited the station's fund-raising efforts.

WEMU's 1992 fall fund drive was its most successful ever, raising \$92,600 through 1,990 contributions. Those figures were 10 percent over the station's contributors' goal and 22 percent over its \$75,000 fund goal.

Focus on Staff

Upward Bound helps high schoolers move on to college

By Becky Minsley

From academic tutoring, to cultural education, to teaching of survival skills, EMU Upward Bound Project Director Hildred Lewis and Associate Director Laura Foster are making sure that some local ninth through 12th graders become successful post-secondary students.

A program developed from the Higher Education Act of 1965, EMU's Upward Bound has been around since 1967. One of 570 such programs nationwide, it works with underprivileged students from Ypsilanti and Willow Run to help them through high school and launch them into some kind of post-secondary experience — college, trade school, etc.

"We help them do the best job they can in high school," said Lewis. "And we prepare them for an education past high school."

The program includes rigorous academic instruction, individual tutoring and counseling for the students, most of whom are the first generation in their families to strive for post-secondary education.

While some of the students accepted into the program are struggling academically, that isn't the only criterion Upward Bound uses.

"We try to choose a cross section of students," Lewis said. "We have some enrolled who are excellent in the classroom, but outside of the classroom they may need some support. We have some who are middle of the road and we have some who are really struggling. Our goal is to get them all to be honor students while they're still in high school."

Lewis, who has been at EMU for 20 years, and Foster, a newcomer with one and a half years at the University, are responsible for a wide variety of duties, among which are after-school tutoring at Willow Run and Ypsilanti high schools, monthly meetings and activities for Upward Bound students, awards ceremonies to recognize student achievements and a six-week residential summer school camp hosted on the EMU campus during June and July.

Since Upward Bound is federally funded by the U.S. Department of Education, Lewis and Foster also must write a grant proposal every three years in order to continue EMU's Upward Bound program.

"Every three years we have to write a proposal, and the proposal is either accepted or rejected. And if you're rejected, that means your

"If we took a student from a neighborhood and he participated in Upward Bound, his chances of earning a four-year degree are four times greater than his neighbor's."

program is over. That's it. Even if you've been here for 20 years, five years, whatever. You just don't get funded. But we've been very fortunate. Upward Bound is well received by Congress," said Lewis.

That's not surprising, considering the program's success rate. More than 90 percent of the nation's Upward Bound high school seniors continue on to postsecondary education. Of the students who participate in the EMU Upward Bound Project, Lewis said that upon high school graduation approximately 30 percent attend Eastern, 30 percent attend Washtenaw Community College, 30 percent attend other institutions in Michigan, and 3 percent attend post-secondary institutions out of state.

Of the 30 percent of EMU Upward Bound graduates who begin at Washtenaw Community College, nearly half transfer to Eastern. "Eastern winds up with almost 50 percent of our students one way or another, at first or later on," said Lewis.

Additionally, a 1981 Research Triangle Institute study following 3,710 Upward Bound 12th graders from 54 randomly selected projects found that four years after high school graduation, Upward Bound students were four times as likely to have earned an undergraduate degree as students from similar backgrounds who did not participate in Upward Bound.

"In other words," said Lewis, "if we took a student from a neighborhood and he participated in Upward Bound, his chances of earning a four-year degree are four times greater than his neighbor's."

Foster explains that the success of Upward Bound students is not due to an exclusively academic focus.

"We build on emotional growth, social growth and cultural growth, as well as academic growth, because these are some of the areas that aren't normally focused on by the school system. And when a person gets to college or post-secondary education, those are the areas that cause the failure," she said. "Not that they didn't come to the college with a 3.5 or a 3.9 (high school grade point average), but that they didn't have the skills necessary to survive emotionally and socially."

"One of the things we do here at Eastern," she continued, "is that we demand every statement be positive. We don't allow negative statements among our students or our staff. We want positive statements because of their influence."

"We try to work with the entire person," added Lewis. "That's the reason I got involved with the program. It gives me an opportunity to work with the individual in the classroom and outside the classroom. I used to be a secondary math teacher and I also was a counselor. As a math teacher, obviously, you can help them with their math...but if you have contact with them in another way, then you can really make that person independent. And that's really what Upward Bound wants to do—make them independent people and students."

Some of the things Upward Bound works on, besides weekly tutoring sessions at both high schools, include time management and the promotion of study habits and skills.

"Everything we do is along educational lines or cultural development," said Lewis. "If they want to go to dances, there are plenty of dances, so that's fine. But we're



Upward Bound Program Director Hildred Lewis (seated) and Assistant Director Laura Foster are making sure that some local ninth through 12th graders become successful post-secondary students. "We help them do the best job they can in high school," said Lewis. "And we prepare them for an education past high school."

spending tax dollars and we're not paying for them to have a party."

Both Lewis and Foster add, however, that the students find many program elements fun as well as challenging. This past October the students came to EMU's campus to hear Jesse Jackson speak and in January they returned to see actor Ossie Davis.

"We always try to do something that promotes some type of growth,

be it emotional, social, cultural, whatever," said Foster.

They also hosted a holiday awards ceremony for the students in December which included a dinner for their families.

"My favorite part of this job is that it gives me an opportunity to work with what I call 'the total person,'" said Lewis. "It has given me an opportunity to really have an impact on an individual level."

Campaign

Continued from page 1

year but we also get a lot of others who are regular contributors and are just increasing their commitment."

Included in the more than \$230,000 raised so far is a kick-off leadership donation of \$11,000 dollars posted by Dr. Everett Marshall, professor emeritus of education, as well as numerous new Regents' and President's Council commitments.

Bruce Patterson, EMU development officer and coordinator of the campaign, said the campaign continues to show signs of strong support, with interest not only being demonstrated for the various College Endowment funds, but also the Library Endowment fund and the new Clerical/Secretarial Development fund. He also noted that Chairwoman Rhodes initially suggested that such a clerical/secretarial fund be established and made a substantial donation to it in demonstration of her support of the concept.

This year, several campus unions encouraged their members to join the campaign and support specific projects. As a result, the American Association of University Professors membership substantially supported the Library Endowment Fund while members of the clerical/secretarial union, United Auto Workers Local 197, significantly supported that

group's new development fund.

"In talking to the unions, we identified a lot of common concerns they wanted to work on," said Rhodes. "The clerical/secretarial union was concerned about the lack of funds for training and development and yet the great need for that, so we set up a fund. It's been gratifying to see the number of department heads and faculty who have given to that fund for clerical support. It hasn't just been clerical employees."

Other endowment funds targeted for special consideration this year included those for the Pease Auditorium renovation, Wade McCree Scholarships, Center for Entrepreneurship, Urban Education Chair, men's and women's athletics and scholarship programs and endowments for each of EMU's five colleges—Arts and Sciences, Business, Technology, Education, and Health and Human Services.

Patterson credits the strong showing thus far to the "esprit-de-corps" of the University family. "The demonstrated leadership of Co-chairs Rhodes and Robinson and the Divisional Chairs, Dean Ron Goldenberg, Sandra Williams, William Smart and Steve Ragan, and the other numerous volunteer leaders also made this campaign's success a reality," he said.

EMU's Faculty/Staff Campaign, has exceeded each year's goal since it first began.

FCIE

Continued from page 2

brown bag lunch seminar will focus on the implications of language diversity in the classroom and its role in interactions with students from different backgrounds.

•**Students Speak: Women Students in Science, Math and Technology**—Wednesday, March 24, at noon in McKenny Union's Alumni Room. This brown bag lunch panel seminar will look at students' opinions on the session's topic.

•**Introductory Workshop: Writing and Using Cases About College Teaching**—Monday, March 29, at noon in the Starkweather Hall Conference Room, and Tuesday, March 30, at 1 p.m. in the Owen Building Library. Developed for the College of Health and Human Services March 29 and the College of Business March 30, this workshop will look at using case studies about college teaching to promote discussion of teaching and learning.

•**Workshop for Case Writers: Drafting and Re-drafting**—Tuesday, March 30, at 9:30 a.m. in 501 Pray-Harold. Planned for people who have written a first draft, this session will focus on feedback from colleagues and the re-drafting process.

Registration is required for most FCIE events and some require that participants receive materials in ad-

vance of a seminar or workshop. For more information on any event, call the FCIE at 7-1386.

Scholarship created for EMU athlete

A scholarship fund has been established in memory of former student-athlete Mary M. Smith of Clarkston, a 1990 graduate who died last September.

Smith, 27, was an "outstanding tennis athlete, with a very warm and giving personality, who truly loved the game of tennis," said EMU Tennis Coach Claudia Wasik, Smith's coach for five years. "She always was willing, able and ready to help her fellow teammates."

The Mary M. Smith Memorial Scholarship Fund was created by Smith's friends and former teammates to provide an annual award to a deserving out-of-state student for the duration of her undergraduate tennis career at EMU.

An informal advisory committee has been established and is seeking donors to help achieve its \$50,000 endowment goal to permanently fund the scholarship.

Cash contributions, pledges and planned giving opportunities are



available options for donors.

For more information, call John Nordlinger, associate director of Intercollegiate Athletics, at 7-0252.

Training

Continued from page 2

seminars off campus," Holmes said.

In addition to the Management Development Series, the Training and Development Office has developed an audio- and videotape library where EMU employees can check out a variety of personal/professional development tapes free of charge for two weeks.

The office also is coordinating training on IBM and Macintosh computers for EMU employees presented by University Computing and Learning Resources and Technologies staff.

"This is just the beginning," Holmes said. "There's more to come."

For more information on any program, call 7-4249.

FOCUS EMU is published weekly during the fall and winter semesters for faculty and staff at Eastern Michigan University. The deadline to submit copy for consideration is 5 p.m. Tuesdays for the following week's issue. Please send submissions to: Editor, *Focus EMU*, Office of Public Information.
Kathleen D. Tinney, assistant vice president, Executive Division
Susan Bairley, acting director, Public Information
Debra McLean Fitzgerald, editor, FOCUS EMU
Dick Schwarze, photographer
Kirk Carman, student intern
Tiffany Anteau and Becky Minsley, student writers
Jennifer Falvey, student photographer
HP Patterson, phototypesetter



This publication is printed on recycled paper.

DeMattia names chairs of board committees

EMU Board of Regents Chairman Robert DeMattia recently appointed the 1993 chairs and members of EMU's various regents committees.

Chairing the Finance Committee will be Regent Philip Incarnati of Flint, with Regents Mara Letica and Frederick Blackmon, both of Bloomfield Hills, as members.

Chairing the Educational Policies Committee will be Regent Anthony Derezinski of Ann Arbor, with Regents James Clifton of Ypsilanti

and Carl Pursell of Plymouth as members.

Pursell also will serve as chairman of the Faculty Affairs Committee and Letica will serve as chairwoman of the Student Affairs Committee.

Regent Gayle Thomas of Dearborn will be EMU's representative to the Michigan Association of Governing Boards, with Blackmon acting as alternate representative.

Openings

To be considered for vacant positions, all Promotional Openings Application Forms **MUST BE SUBMITTED** directly to the Employment/Affirmative Action Office and received no later than 4:45 p.m. on the expiration date. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Monday, March 8, 1993. **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 and Finance Building, Sill Hall, Pray-Harrold, Rec/IM Building, Physical Plant, Mark Jefferson, Hoyt Meeting Center, Dining Commons I, University Library, Pierce, and the Owen College of Business.

Vacancy information also may be obtained by calling our 24-hour Jobs Line at 487-2462. Employment/Affirmative Action office hours are Monday-Friday 9 a.m. to 4:50 p.m. TDD phone number is 487-0127.

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Salary)*

FMBF9316 - FM-12 - \$7.12 - Groundsperson, 50 percent, Grounds, M-F, 7-11 a.m.

ADMINISTRATIVE/PROFESSIONAL

(Minimum Semi-Monthly Salary)

APEX9303 - AP-07 - \$1,024.94 - Compensation Program Analyst, Compensation Programs

*The pay rates stated above reflect the probationary rate for a newly hired EMU employee. Current bargaining unit members will be paid according to pay rates specified by the current UAW 1975 and AFSCME contracts.

An Affirmative Action/Equal Opportunity Employer

Research

Crime Victims Discretionary Grants

The Justice Department will fund new training, technical assistance and direct assistance programs to improve services to crime victims. The goal of this project is to provide support to multi-disciplinary, statewide victim conferences to enhance the quality and breadth of training that the conferences have to offer. State conferences must focus on providing in-depth, skills-oriented training on a variety of topics targeting criminal justice, medical and mental health personnel, as well as victims' service providers and advocates. Topics include multidisciplinary responses to sexual assault victims, victims' services in community corrections, mental health treatment of crime victims, training for mental health professionals in responding to child victims of physical and sexual abuse and managing victim assistance volunteers.

Deadline for submission is March 22, 1993. For more information, contact the Office of Research Development at 7-3090.

Research and Educational Projects

The Charles A. Lindbergh Fund supports research and educational projects that focus on a balance between the advancement of technology and preservation of the human/natural environment. Categories for review are: Aviation, Agriculture, the Arts and Humanities, Biomedical Research, Conservation of Natural Resources, Exploration, Health and Population Sciences, Intercultural Communication, Oceanography, Waste Disposal Management, Water Resources Management, and Wildlife Preservation.

Deadline for submission is July 15, 1993. For more information, contact the Office of Research Development at 7-3090.

Instrumentation and Laboratory Improvement

The Instrumentation and Laboratory Improvement Program (ILI) of the National Science Foundation supports the development of new or improved laboratory courses or experiments in the sciences, mathematics, and engineering. The dominant part of the program is titled Instrumentation Grants (ILI-IG), which matches grants for equipment needed to carry out a proposed project. The program seeks projects that will serve as models for the use of instrumentation. Dissemination of project results by means of professional or educational journals, presentations at scientific meetings, software or published laboratory manuals or experiments is expected.

The Leadership Projects in Laboratory Development (ILI-LLD) portion of the program supports the intellectual effort needed to develop models for undergraduate laboratory instruction. Unlike the Instrumentation Grants, the ILI-LLD supports project costs beyond equipment.

Applications must be submitted by Nov. 15, 1993. For more information, contact the Office of Research Development at 7-3090.

Academic Facilities Support

The National Science Foundation is seeking applications to improve the condition of research facilities, including those in the biological sciences. Grants are for modernization of facilities in discipline areas NSF usually supports (not for construction of new facilities). Funds are available for architecture and engineering services, testing, inspections, relocation, demolition, removal, fixed equipment, construction and construction management costs.

Applications are due April 6, 1993. For more information, contact the Office of Research Development at 7-3090.

Events of the Week

March 2 - 8

Tuesday 2

MEETING — The Latino Advisory Council will meet, 425 Goodison, 3 p.m.

WORKSHOP — Career Services will present a resume writing workshop for education majors. For more information, call 7-0400, 405 Goodison, 5:15 p.m.

Wednesday 3

EXHIBIT — The Art Department will present the annual juried student art show today through March 19. For more information, call 7-3388, Ford Gallery, Ford Hall, M-F, 9 a.m. - 5 p.m.; Intermedia Gallery, McKenny Union, 10 a.m. - 6 p.m.

WORKSHOP — Career Services will present a Professional Experience Programs/Cooperative Education orientation workshop. Call 7-0400 for more information, 4th Floor Goodison, 10 a.m.

MEETING — A Quit Smoking Support Group will meet today and every Wednesday of the month. For more information, call University Health Services at 7-2226, Faculty Room, McKenny Union, noon

MEETING — The Older and Wiser Group will meet. Call 7-1118 for more information, Reception, McKenny Union, noon

WORKSHOP — The FCIE will present the workshop "Balancing the Demands of Teaching and Research" featuring Martha Tack of Leadership and Counseling. Call 7-1386 for more information, Main Lounge, McKenny Union, noon

MEETING — The Adult Children of Alcoholics support group will meet. Call 7-1118 for more information, 330 Snow Health Center, 3 p.m.

MEETING — The Faculty Council will meet, Alumni Room, McKenny Union, 3 p.m.

WORKSHOP — Career Services will present a workshop on the Discover career planning program. Call 7-0400 for more information or to register, 405 Goodison, 3 p.m.

WORKSHOP — Career Services will present an advanced interview/job search strategies workshop for education majors. Call 7-0400 to register, 405 Goodison, 5:15 p.m.

BASKETBALL — The women's and men's teams will play at Ohio University. For ticket information, call 7-2282, Athens, Ohio, 5:45 and 8 p.m.

Thursday 4

MEETING — The Division of Academic Affairs Deans' Advisory Council will meet, 205 Welch Hall, 10 a.m.

MEETING — The Bargaining Council of the American Association of University Professors will meet. For more information, call 7-1070, Alumni Room, McKenny Union, 10 a.m.

WORKSHOP — The FCIE will present "Featured Faculty" member George Mink teaching Introduction to Social Work. Call 7-2483 for more information or to register, Auditorium, Roosevelt, 11 a.m. (class observation), 108 Roosevelt, 12:20 p.m. (discussion)

SWIMMING — The men's team will compete in the Mid-American Conference Championship at Bowling Green State University today and tomorrow. Call 7-0317 for more information, Bowling Green, Ohio, noon

WORKSHOP — Career Services will present a workshop on the Major-Minor Finder. Call 7-0400 for more information or to register, 425 Goodison, 2 p.m.

MEETING — The University Council on Teacher Education will meet, Gallery 1, McKenny Union, 3:30 p.m.

MOVIE — Showcase EMU will present "Dracula." Admission is \$1, Auditorium, Roosevelt, 7 p.m.

Friday 5

MEETING — The Benefits Office will hold an orientation workshop for new EMU employees. Call 7-3195 for more information, 205 Welch Hall, 8:30 a.m.

WRESTLING — The team will compete in the Mid-American Conference Championship at Kent State University today and tomorrow. Call 7-0317 for more information, Kent, Ohio, 10 a.m.

LUNCHEON — The Fast-Break Club will sponsor a luncheon to support the men's basketball team. Head Coach Ben Braun will review the past week and give a scouting report on future opponents. For ticket information, call 7-2282, Guild Hall, McKenny Union, 11:45 a.m.

WORKSHOP — The FCIE will present the Deans' Forum on Teaching and Learning: In Pursuit of Interdisciplinarity. Call 7-1386 for more information or to register, 5th Floor, Olds Student Recreation Center, noon

TRACK — The men's and women's teams will host the EMU Last Chance meet. Call 7-0317 for more information, Bowen Field House, 7 p.m.

Saturday 6

WORKSHOP — Career Services will present a Professional Experience Programs/Cooperative Education orientation workshop. Call 7-0400, for more information, 4th Floor Goodison, 9 a.m.

BASKETBALL — The women's and men's teams will host Central Michigan University. Call 7-2282 for ticket information, Bowen Field House, 5:15 and 7:30 p.m.

MOVIE — Showcase EMU will present "Dracula." Admission is \$1, Auditorium, Roosevelt, 9 p.m.

Sunday 7

GYMNASTICS — EMU's team will host Kent State University and Radford University. Call 7-0317 for more information, Warner Gymnasium, 2 p.m.

Monday 8

WORKSHOP — Career Services will present a resume writing workshop for non-education majors. Call 7-0400 for more information, 405 Goodison, 9 a.m.

WORKSHOP — Career Services will present an advanced interview/job search strategies workshop for non-education majors. Call 7-0400 to register, 405 Goodison, 10 a.m.

BUDGET HEARING — An open budget hearing will be held to hear recommendations for program improvements in the Division of Business and Finance. For more information, call 7-2211, 201 Welch Hall, 10 a.m.

WORKSHOP — The FCIE will present a workshop on "Gender Issues in the Classroom." For more information, call 7-1386, Alumni Room, McKenny Union, noon

WORKSHOP — Career Services will present a resume writing workshop for education majors. For more information, call 7-0400, 405 Goodison, 5:15 p.m.