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# FOCUS EMU

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## Wintermusic II features Concert Winds, Symphonic Band

Wintermusic II, the second in a series of winter concerts sponsored by EMU's Department of Music, will be presented tonight in Pease Auditorium.

The concert will feature the University Concert Winds and the Symphonic Band. The band, under the direction of J. Whitney Prince, assistant professor of music, will perform "Chorale and Alleluia," by American composer Howard Hanson; "Apollo," a contemporary aleatoric piece by John Pennington; and the "Florentiner," a march by Julius Fucik. The Symphonic Band portion of the program also will include a set of pieces, performed as "three valentines." "Tell Me Daphne" by Gordon Jacob, "A Love Song" by Halsey Stevens and "Australian Up-Country Tune" by Percy Aldridge Grainger will comprise the set.

The University Concert Winds, directed by Dr. Max Plank, professor of music, will perform a variety of music by distinguished American composers.

"Scaramouch, Symphony No. 3," a prize-winning composition for winds by Kenneth Snoeck, will feature a myriad of percussion instruments. "When Jesus Wept," a prelude by William Scherman and early American composer William Billings, also will be performed.

Lawrence Van Oyen, graduate assistant for the University Bands, will conduct "The Trombone Section," a march by Paris Chambers.

In addition, Scott Joplin, the ragtime pioneer, will be represented by two chamber selections from his "Red Back Book."

The concert is free and open to the public.

## SDSI program recognized in national magazine

Eastern's Staff Development for School Improvement program recently was featured in the Winter 1985 issue of *Counterpoint*, a national news magazine dedicated to promoting quality in education for all children.

In *Counterpoint* the SDSI program was recognized as one of the 17 winners in the first "Showcase of Excellence" sponsored by the American Association of State Colleges and Universities. The magazine cited EMU's University-level program as well as its school program in 16 Michigan locations.

According to Judy Smith-Davis, editor-in-chief of *Counterpoint*, the EMU program was chosen because it "is unique in its merging the goals of higher education and public education and in developing productive relationships among the faculties of each in order to improve education."

"This program also is exemplary in its evaluation procedures, which have led to its validation as a national model that can be adopted by universities and school districts all over the nation," she said.

*Counterpoint* is a national

publication of the American Association of State Directors of Special Education and is distributed four times a year to more than 8,000 educators and parents across the United States.

Eastern Michigan's SDSI program is designed to provide school staff with skills needed to address specific professional problems. It is based on the belief that classroom teachers can best address their needs, identify their own priorities and plan a program to improve their schools.

EMU's program involves approximately eight faculty members from four of the University's five colleges who serve as project facilitators in 16 school districts.

Hundreds of teachers have participated in more than 100 school-based projects in some 60 schools, encompassing a total of 24 districts in southeastern Michigan.

At EMU, the SDSI program is directed by Dr. Mary Green, associate dean of the College of Education, and coordinated by Dr. Marylyn Lake, professor of special education, and Dr. Gerald Jennings, professor of business and industrial education.

## EMU considers revision of internal promotion procedure

President John W. Porter is reviewing a new internal promotion procedure which could make EMU's employment practices more expedient and ensure that internal candidates have the first opportunity to apply for job openings as they occur.

In conducting his review, Porter has asked the University community to consider the procedure, as set forth by Executive Director of Human Resources Milton Lewis, and make any comments in its regard to Lewis by Thursday, Feb. 27.

The proposed procedure is in keeping with the University's present promotion policy which states "...Subject to the understanding that the best qualified person is desired for any vacancy and recognizing the University commitment to affirmative action, it is the general policy of EMU to promote employees within the ranks whenever it is possible and reasonable to do so, and whenever the evaluation of an employee's work indicates that he or she has earned the right to such promotion..." (EMU Policy Manual, Chapter 3, p. 21).

According to Lewis, the existing promotion policy never had any written procedures or guidelines to accompany it. "Although policy favored internal promotion, the absence of established procedures was counterproductive to its actual implementation. Postings and advertising for vacancies often occurred simultaneously and incumbent employees were not assured of any special consideration," Lewis said.

"What we'd like to do now," Lewis continued, "is state in our procedures that EMU's internal promotion policy will give qualified employees an oppor-

tunity to be considered first for promotional opportunities."

The new procedure would apply to all new positions as well as existing positions and extend across all job groups. The Employment/Affirmative Action divisional coordinators would continue to play an integral role in the employment/affirmative action process, however, their roles would be redefined to provide a concentration of their advisory input within the University division to which they are assigned. In addition, it would curtail the use of screening committees in filling non-faculty vacancies, except where deemed appropriate, but would maintain the screening committee process provided for in the faculty's AAUP contract.

Perhaps most importantly, the procedure is designed to strengthen EMU's commitment to affirmative action by setting up procedural steps to fully support the existing internal promotion policy. And, it is designed to make the whole process of filling vacancies more efficient.

"The new procedure would be one step toward streamlining the employment process," Lewis said. "Sometimes it took as long as nine months, or longer to fill one position. Without an extension of the search, all positions should be able to be filled in 45 days or less. And, in the case of hiring a qualified internal candidate, it may only take seven to 10 days following the posting's internal closure to make the qualified individual an offer," he said.

By the new procedure, the initial posting of a vacancy would occur as it does currently, with all AP-10 and above openings and all new positions subject to review and approval of the president.

Once the posting is reviewed by the Employment/Affirmative Action Office for consistency and appropriateness of title, grade, classification, minimum qualifications, etc., it would be posted in *FOCUS EMU* for current EMU employees who would exclusively have seven consecutive days (five of which would be business days) to complete a Promotional Opportunities Response Form and return it to the Employment/Affirmative Action Office no later than 5 p.m. on the seventh day to be eligible for the opening.

Once all responses have been received and the hiring authority has been briefed on selection procedures, process and affirmative action guidelines, all responses would be screened by an Employment/Affirmative Action Representative (with the hiring authority) for qualified internal candidates.

When screening has occurred the E/AA representative would certify a qualified pool of internal applicants, (meaning applicants who meet the posted minimum qualifications and are representative of affirmative action protected classes), and interviews of the candidates by the hiring authority would begin. If however, a qualified pool is not obtained, an external search would begin.

Providing a qualified pool is certified, the hiring authority would be required to conduct interviews and propose a recommended candidate within 10 days to the Director of Employment/Affirmative Action Tamara Fackler who would support or reject the employment decision based on affirmative action goals within the division.

Continued on page 4

## Campus Capsules

### Ypsilanti Library To Hold Used Book Sale

The Friends of the Library will conduct a used paperback book sale on Thursday, Feb. 20 and Friday, 21, at the Ypsilanti District Library, 229 W. Michigan Ave.

The sale will be held during library hours: 9 a.m. to 8 p.m. on Thursday, and 9 a.m. to 5:30 p.m. on Friday. There will be a variety of titles available, both fiction and nonfiction, including romance, adventure and history.

### Workshop on Career Changes To Be Offered

The Career Services Center will offer a workshop titled "Handling Change in Your Life" on Wednesday, Feb. 19 at 2 p.m. The Career Services Center is located on the 4th floor of Goodison Hall. Call 7-0400 to register.

### EMU's Office Of International Studies Offers Semester In Greece

Eastern's Office of International Studies, in cooperation with the Midwest Consortium for Study Abroad, is currently accepting applications for a semester of study in Athens, Greece, for the 1986-87 fall and winter semesters.

The semester in Greece will combine conventional classroom activities with excursions and field trips designed to explore Greece's unique cultural atmosphere.

For more information about the study program, or to apply, contact the Office of International Studies at 7-2424.

### Phi Alpha Theta To Initiate Members

The EMU chapter of Phi Alpha Theta, and international honor society in history, will initiate eight new members Wednesday, Feb. 19, at 3:30 p.m., in Room 116, Jones Hall. The ceremony, which will be conducted by current faculty and student members, is open to the public and refreshments will be served.

Phi Alpha Theta, founded in 1921 at the University of Arkansas, has more than 650 chapters, with the EMU group being established in the fall of 1984. Chapter activities locally have included speakers, films, an archive tour, and an awards dinner.

For more information, contact Professor Michael W. Homel, Department of History, 7-3067 or 7-1018.



## Participants

Several members of Eastern's faculty have been involved in professional activities recently.

**Dr. Badie N. Farah**, assistant professor in the Department of Operations Research and Information Systems, presented a paper titled "A Mathematical Model for Budgeting Computer Resources Among Competing Applications" at the Fifth International Conference on Mathematical Modeling.

**Dr. Asad Khailany**, professor in the Department of Operations Research and Information Systems, presented a paper titled "Some Principles for Designing DSS for the Third Era of Information Systems" with Wafa Korshid, at the International Federation for Information Processing Conference. The conference was held in London, England.

**Dr. Patricia Ryan**, professor of sociology and director of the Institute for the Study of Children and Families, presented a workshop on Discipline at the Bakersfield College Foster Training Program in Bakersfield, Calif.

**Dr. George Howe**, professor in the Department of Geography and Geology, recently was recognized by the American Meteorological Society for receiving a certificate honoring quality radio and television weather predictions in the initial year of the certificate program 25 years ago. Howe gives a weekend weather report on WEMU every Thursday morning and previously was director of the Traveler's Weather Service in Hartford, Conn., before coming to Eastern in 1969.



George Howe

FOCUS EMU is published weekly during the fall and winter semesters for faculty and staff at Eastern Michigan University. The deadline for copy is 5 p.m. Tuesdays for the next week's issue.

**Kathleen D. Tinney**, director, Public Information and Publications  
**Susan Bairley**, manager, news and editorial services  
**Nancy J. Mida**, FOCUS EMU editor  
**Dick Schwarze**, photographer

**Dr. Monroe Friedman**, professor of psychology, presented a paper titled "Are We Creating a 'Brand' New Language? A Content Analysis of Commercial Expressions in the Lyrics of Popular Songs of the Postwar Era" at the 1985 meeting of the American Council on Consumer Interests, in Fort Worth, Texas. Friedman also participated in the 1985 International Conference on Historical Perspectives in Consumer Research in Singapore, presenting a paper titled "Commercial Influences in Popular Literature: An American Historical Perspective."

**Dr. Stephen W. Brewer**, professor in the chemistry Department, published "Concomitant Effects in Analysis of Aqueous Solution Residues by Atomic Emission Spectrometry with Electrically Vaporized Thin Metal Film" in the October 1985 issue of Analytical Chemistry. The paper was written with co-author P.T. Fisher and R.D. Sacks from the University of Michigan's Chemistry Department.



Leah Adams

**Dr. Leah Adams**, professor of teacher education, was one of 34 U.S. teacher educators selected to participate in a summer institute on the International Development Crisis and American Education. The institute was held in Las Palmoas De Taos, N.M.

## Openings

The Personnel Office announces the following vacancies:

### CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CS-04 - \$466.98 - Secretary II - College of Business

Final date for the acceptance of internal applications for the above position is Tuesday, Feb. 25, 1986.

### ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PT-06 - \$611.56 - \$876.73 - Accountant I - Student Loan Accounting  
 Deadline Date: Tuesday, Feb. 25.

AP-09 - \$920.85 - \$1,441.83 - Coordinator, Student Business Services - Student Accounting - Deadline Date: Tuesday, Feb. 25.

AP-09 - \$920.85 - \$1,441.83 - Coordinator, Undergraduate Business Programs - College of Business - Deadline Date: Tuesday, Feb. 25.

AP-13 - \$1,526.62 - \$2,466.29 - Director, Urban Education Alliance - College of Education/Urban Education Alliance - Deadline Date: Tuesday, Feb. 25.

Internal applicants for the above Clerical/Secretarial and Administrative/Professional/Technical positions should submit a Promotional Openings Application form to the department in which the vacancy exists.

### FACULTY

Interdisciplinary Technology - Open Rank Faculty Position/Coordinator (Polymers and Coatings Technology) - Spring Semester, 1986 - Deadline Date: Tuesday, Feb. 25.

**An Affirmative Action/Equal Opportunity  
 Employer and Educational Institution**



LeRoy Watts

**LeRoy Watts**, associate professor of social work; **Dr. Bruce L. Warren**, professor of sociology; **Dr. Dale Rice**, professor of special education; **Dr. Patricia Ryan**, professor of sociology; and **Emily Jean McFadden**, assistant professor of social work, all representing the Institute for the Study of Children and Families, held workshops for the Illinois Department of Children and Services on "Organizing to Work Together: Enhancing Foster Parent Foster Care Teams for Improved Service to Children and Families." The contract learning seminar was held in Macomb, Ill.

**Joanne Hansen**, associate professor in the Center for Educational Resources, served as the chairman-elect of the Geography and Map Division for the Special Libraries Association Conference in Winnipeg, Canada. She will serve as Chairman of the Geography and Map Division for 1985-86.

**Dr. Donna M. Schmitt**, professor of leadership and counseling, recently presented a workshop titled "Women in Leadership: Strategies for Professional Development" at the 16th National Training Program of Federally-Employed Women, held at Cobo Hall.

## Research

### University Research Initiative

The Office of Naval Research will support a broad base research program that is designed to increase the number of science and engineering graduate students; to increase the investment in major pieces of research equipment at universities; to increase the investment in higher risk basic scientific research in support of critical technologies; and to provide more opportunities for contacts between universities, industry and DOD laboratories.

Proposals will be considered in the following research areas: Mathematics, Robotics, Artificial Intelligence, Computer Science, Manufacturing Sciences, Submission Structures, Biological Structure/Material Properties, Composite Materials, Structural and Electronic Polymers, Hydrodynamics and Ocean Remote Sensing and Modeling.

For detailed guidelines contact Rick Howard at 7-3090. Submission date is Tuesday, April 15.

### Humanities Projects in Media

This National Endowment for the Humanities program seeks to transmit the most important work in scholarship and learning in the humanities, to convey the best in thought and culture, and to engage the public in critical analysis and interpretation through quality television, film and radio programming. The program expects high standards, not only of technical quality but also of intellectual depth and rigor.

Projects supported under this program must address at least one of the following categories: 1. the appreciation and interpretation of cultural works; 2. the illumination of historical ideas, figures and events; and 3. an understanding of the disciplines of the humanities.

The deadline for submitting applications is Friday, March 21. Contact Cheryl Kozell at 7-3090 for further information.

### Deadline Reminders

U.S. Department of Energy. Advanced Coal Research Program, Friday, Feb. 28.

U.S. Department of the Interior. Water Resources Research Program Friday, Feb. 28.

## WEMU 89.1

### Highlights

#### MONDAY, FEB. 17

1 p.m. Afternoon Jazz Scope - Featured, James Po Johnson.  
 8:30 p.m. Enfoque Nacional - Spanish language news magazine.  
 10 p.m. Late Night Jazz Scope - Hosted by Michael Nastos. Featured, Albert Ammons.

#### TUESDAY, FEB. 18

1 p.m. Afternoon Jazz Scope - Featured, Count Basie.  
 8:30 p.m. Doc Savage - Radio adventure-drama.  
 9 p.m. Jazz at the Institute - Music from the Detroit Institute of Art.

#### WEDNESDAY, FEB. 19

1 p.m. Afternoon Jazz Scope - Featured, Thelonious Monk.  
 8 p.m. EMU Huron Basketball - At Toledo.  
 10 p.m. Late Night Jazz Scope - Featured, Bob Stewart.

#### THURSDAY, FEB. 20

1 p.m. Afternoon Jazz Scope - Featured, Miles Davis.  
 5:15 p.m. Cafe du Jazz - Great dinner-time music, hosted by Bret Julyk.  
 8:30 p.m. Fresh Air - Featured, Exiled South-African poet Dennis Brutus describes his ordeal while in prison for organizing anti-apartheid protests and discusses his decision to sign an exit visa which prohibits him from returning to his native country.

#### FRIDAY, FEB. 21

1:00 p.m. Afternoon Jazz Scope - Featured, Charlie Mingus.  
 8:30 p.m. Horizons - Featured, "A Celebration of Jazz: Duke Ellington."  
 9 p.m. The All-Star Rhythm Revue - Don't miss Stan and Evie!

#### SATURDAY, FEB. 22

9 a.m. Big Band Spectacular - Hosted by John Assenmacher. Featured, Bill Holman.  
 6 p.m. A Prairie Home Companion - Hosted by Garrison Keillor.  
 8 p.m. EMU Huron Basketball - Home, vs. Northern Illinois.  
 9 p.m. Third World Dance Party - Hosted by Tom Simonian. Featured, "From All Over Africa," and Jimmy Riley.

#### SUNDAY, FEB. 23

12 p.m. American Women in Jazz - Music and profiles  
 1 p.m. Our Musical Heritage - American ethnic music.  
 1:30 p.m. Parsley, Sage and Politics - Focus on politically active musicians.  
 2 p.m. A Prairie Home Companion - WEMU encore presentations.  
 6 p.m. When the Sun Goes Down - Traditional blues, hosted by Michael Jewett.  
 9 p.m. New Directions - Hosted by Tom Simonian. Featured, new jazz recordings at 10 p.m. and "New Music America" at 11 p.m.



# Focus on the Issues

## Terrorists - "best not give in to them or give way to outrage."

By James S. Magee  
Professor, Political Science

Qaddafi, Abu Nahdal, Libya and the Palestine Liberation Organization (PLO) are all, unfortunately, a major concern for many Americans as we try to make sense out of terrorism and the terrorists. We are facing a familiar form of political action. The Irish Republican Army, the Japanese Red Brigade and the West German Bader-Mainoff Gang are all variants of the same phenomena. These groups want a radical change in the way certain governments manage their affairs.

Their similarity lies in their inability to convince governments of the correctness of their particular (and perhaps peculiar) vision. Instead of trying through "normal channels to achieve their ends, they turn to violence in such a way as to make it very difficult to guard against. They think violence against people who are unconnected with the policies they oppose will speed the day their views will be accepted because of the turmoil, confusion, and inability of governing authorities to effectively stop their violent acts.

It is a strategy of weakness—after all, most terrorists are in a small minority—but that is also their strength. Governments are hampered in finding them because their numbers are so small and they strike in crowded places where security is very difficult, if not impossible, to provide. At the very minimum, security puts an enormous strain on governing authorities and is very frustrating to ordinary people. It also may strike a note of fear among the general population as they do not know where or how terrorists will strike next.

Terrorists hope that all this will make governments willing to grant them their ends. If not, terrorists will continue their violence. In the process they come to adopt violence as a way of life. The more countries resist, the more committed to violence the terrorists become. Like the shadowy figure of Abu Nahdal they may come to see escalating violence as an end in itself.

The question of what the United States can do about terrorism is, unfortunately, very limited. It is no use talking or trying to negotiate with terrorists because their demands and attitudes are so outrageous. This would serve only to recognize and encourage them. Inevitably there is no protection against bombs in market places, shootings at airline terminals, selective assassinations or kidnappings such as the Achille Lauro. Secretary Schultz and President Reagan voice the outrage of all of us at these seemingly senseless and barbarous acts. The things we can do, however, are very limited. We can increase security and intelligence in concert with others so these incidents are less likely to happen. We can refuse to negotiate with terrorists. Even here we must weigh the costs of American lives, never an easy or simple thing for anyone to do. We can work to eliminate the grievances that originally spawned the terrorists, as for example the plight of the Palestinian people. This will isolate the terrorists even if it will not stop them. We can strike at them when we know where they are specifically.

Unfortunately, terrorists are seldom caught in the open. As is the case with Abu Nahdal and Libya, striking at Libya blindly only helps the terrorist aims. Many Arabs sympathize with the goal of the terrorists—a free and independent Palestine—and striking at terrorists in a way that hurts innocent bystanders will only increase sympathy for the terrorists and impede a Middle East peace process.

With modern weapons readily available and the existence of genuine mad men (Qaddafi) or cynics (Assad of Syria) as leaders of countries, terrorists are a fact of the modern world. Best not to give in to them or give way to outrage. Cold comfort indeed in these harsh times.

Many Americans are concerned about acts of terrorism, especially following attacks at Rome and Vienna airports and the hijacking of the Achille Lauro. Is the United States doing all it can to deter future acts of terrorism, or are our hands tied by political constraints? Are we willing to make sacrifices in our much-cherished personal freedom in exchange for more protection? In this issue, *Focus EMU* looks at a few of these questions and shares the viewpoints of faculty and staff members.



James Magee

## More immediate action necessary for "life in the short run."

By Wayne Hanewicz  
Lecturer, Interdisciplinary Technology

It is true that the problem of international terrorism has its roots in political, religious, and economic circumstance. Insofar as this is true, durable solutions will require serious social and political change. This is the general consensus of most authorities on terrorism, and it also seems to be the articulated *sine qua non* of the terrorists themselves. Even if one believed that terrorists were not being truthful about their motivation, it would be difficult to ignore the rationale, and it would not be possible to test its reliability until serious attempts were made to address it.

Having said this, it is also apparent that the kind of changes entailed here will take some time; though absolutely necessary, they are changes for the long run. But people live and die in the short run. There is only so much sacrifice that relatively uninvolved people will be willing to make for the long run, especially if they do not see the immediate relationship of the sacrifices to their individual lives.

For this reason, many people want their government to take action to protect them in the short run, and they have every right to expect such protection. After all, it is one of the fundamental responsibilities of government to protect the lives of its citizens. No government has the right to require citizens to jeopardize their lives for the long run, unless these citizens have somehow been designated to do so; this is why we make the distinction, however fragile, between military and civilian deaths in war.

There is another reason why more immediate action is necessary to counter international terrorism; we simply cannot afford the consequences. When terrorists (or revolutionaries) used rifles and dynamite, it was easier to tolerate the action and survive. But technology has changed all that, and for two simple reasons. First, advanced technologies provide terrorists with the ability to drastically expand the scope of their impact, and to involve effectively larger spheres of geopolitical influence. In other words, it is not only easy to envision the commonly described nuclear blackmail scenario, but it is also possible to envision a scenario which eventually plays super-powers against each other even though they may not have been directly involved in the immediate political context of the terrorism. Second, the world's increasing dependence on technology to provide food, shelter, medical resources, and other basic needs makes it increasingly vulnerable to terrorism.

For these reasons, the governments of the world must take steps which affect the ability of terrorists to threaten its existence. These steps most certainly include the use of legitimate criminal justice processes, like arrests, trials and, where warranted, conviction and sentencing. Improved physical security is another preventive measure. If it is true that it is not possible to eliminate the risk of terrorist attacks, it is also true that there can be less risk of a successful attack, and less damage from a given attack. There is a danger here that the impact of preventive measures will disrupt our lives, but social norms will let us know when the limits have been reached. A military response is not without risks, but if reliable information warrants it, it must be considered a viable alternative; this alternative must involve as wide an international political consensus as can be had.

Fortunately, serious anti-terrorism activities in the United States have remained either preventive or academic; but this may not always be so. The intricate political linkages which make up our world do not allow us to be uninvolved for too long a time; John Donne was right, we cannot be an island. Negotiation is not possible if people are not alive to negotiate.

## Views from across campus/ Do you think the United States is taking a strong enough stand in dealing with terrorism?



Sandie Jones  
administrative assistant,  
Custodial Services

"No, but I can see negative ramifications if we did become firm. I think we should stay just the way we are."



James Angle  
associate professor,  
English Department

"In theory, I hope something could be done, but there are dangers involved. It is dangerous for the U.S. to become world policemen."



Sarah Cogan  
librarian

"I don't think we should go rampaging through other countries. It's not our proper role."



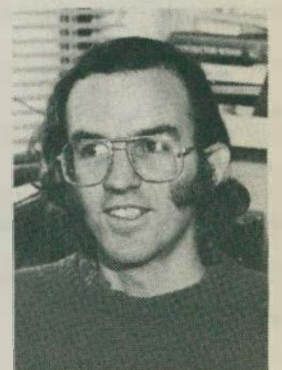
Lillie Mae Williams  
first cook  
Dining Commons II

"I don't think so because everytime the United States goes overseas, our citizens get killed. I think they (the terrorists) should be prosecuted."



Judy Slayer  
university cashier

"There should be a ban on unnecessary international travel. Also, I think security for our citizens overseas should be beefed up as much as possible."



Dr. Garry Hannan  
assistant professor,  
Biology department

"It would be up to the terrorists' countries to take legal action. We can't go into foreign countries, but the U.S. can put pressure on those countries to take action."

Responses compiled by Kelly Row, student writer; Ken Demmers, student photographer.



## Collegium seeks essays for Ralph Waldo Emerson contest

"What Are Universities For?" is the question posed for those who wish to participate in Eastern's Collegium for Advanced Studies annual Ralph Waldo Emerson essay contest.

The contest is open to all EMU faculty, staff, students and external collegium members who joined the group before Jan. 1, 1986. Each entry must be the author's original work and must be submitted in either the faculty/staff or graduate/undergraduate category.

In each category there will be two awards: a bronze award and \$400 cash for the first place winner and a certificate of merit and \$100 cash prize for the runner-up. In the event of a tie, the cash will be divided equally between/among the winners. Should none of the essays written be of sufficient quality, no prize will be awarded.

Essays will be judged by collegium officers, faculty, staff and students and the awards will be announced at the collegium's April meeting. Family members of the judging committee are not eligible to enter.

The winning essays will be published in a special issue of *Mosaics*.

Specific submission details are as follows:

1. Entries must not have the name of the entrant anywhere on them. They must be identified only by a nine-digit code, which can be either the entrant's social security number or a number chosen at random. Numbers such as 123456789 or 111111111 should not be used. Entrants should make sure that all three numbers match. To safeguard against confusion, the number should be put at the bottom of every page of the essay.

2. All entrants must submit two copies of the essay and a separate sheet of paper identifying the number on the essay with the name of the entrant. The identification paper should be placed in an envelope with only the number on the outside. Inside the envelope should be a sheet with the applicant's name, identification number, address and phone number.

3. The essays must be no more than ten pages in length, double-spaced, and typed, with a least one inch margins on all sides. While footnotes are discouraged, if they are used, they must be included in the ten pages, although

they may be single-spaced. Only one side of the sheet of paper may be used. Submissions should be firmly stapled together.

4. Each entry must be the entrant's original work. All quotation from any other source must be identified by quotation marks and authorship. Entrants will be asked to sign a statement that the submission is their own work. Any departure from this rule will result in the disqualification of the submission.

5. Submissions on a topic other than the one chosen are not acceptable, nor are submissions on a merely related topic.

6. All entries and identifying sheets must be turned in to the secretary of the Sociology Department, room 712 Pray-Harrold, by 5 p.m. on Monday, March 17. The secretary will number and log the entries as they arrive. Late entries are not acceptable. Entries may be picked up at the Sociology Department after the awards are announced.

For more information, contact Dr. Ronald M. Westrum, professor of sociology, at 7-1161.

## Apply now for Children's lab

Applications for Eastern's Child Development Laboratory for the 1986-1987 school year are currently being accepted.

Parents may apply for enrollment for their three-, four-, and five-year-old children in one of four available programs which meet in EMU's Rackham Building two to three times per week from 9 to 11:30 a.m. or from 1 p.m. to 3:30 p.m.

The lab program offers a variety of experiences for young children and is open to all residents of the community as well as to EMU staff.

There will be an open house for community parents and children Sunday, April 6, from 2 to 4 p.m. in the Rackham Building on the EMU campus.

The deadline for applications for the 1986-1987 school year is May 1.

Applications and more information are available by visiting or writing the Child Development Office, 209 Rackham Building, or by calling 7-0286.

## Promotion procedure under review

Continued from page 1

If then, the hiring authority could not resolve the issues pertaining to the rejected appointment recommendation with the divisional E/AA coordinator, a hearing could be requested before the Special Selection Committee, which would consist of members of the Executive Council, including the president or his designee.

The decision of the Special Selection Committee would be final upon the approval of the president.

Once an appropriate candidate is selected and the salary recommendation is approved, the position, if AP-10 or above, would be offered by the hiring authority to the candidate, confirming acceptance with an E/AA representative. If AP-09 or below, the E/AA representative would make the offer, confirming acceptance with the hiring authority.

Finally, as currently occurs, the candidates promotion/appointment would be submitted by the president to the EMU Board of Regents for final action.

## Events of the Week Feb. 18-24

### Tuesday 18

**WORKSHOP** — The Office of Staff Training and Development will present an overview of the UAW Local 1976 benefits program, Room 201, King Hall, 9:30 a.m.

**WORKSHOP** — The Career Services Center will present a workshop on identifying skills, interests and values and relating them to occupations and academic majors, Room 425, Goodison Hall, 11 a.m.

**WORKSHOP** — The Office of Staff Training and Development will present a brown bag lunch workshop on the practical applications of making a will, Room 201, King Hall, noon.

**WORKSHOP** — The Office of Staff Training and Development will present a workshop on marketing the University and its educational services, Room 201, King Hall, 1 p.m.

**WORKSHOP** — University Computing will present a workshop on how to transfer files from a microcomputer to the mainframe and the reverse process, Room 221, Pray-Harrold, 4 p.m.

**MEETING** — Student Government will meet, Tower Room, McKenny Union, 6 p.m.

**MEETING** — The College of Education's Alumni Governing Board will meet, Gallery I, McKenny Union, 7 p.m.

**CONCERT** — The Concert Winds and the Symphonic Band will perform, Pease Auditorium, 7 p.m.

**WRESTLING** — The Hurons will host the University of Toledo, Warner Gymnasium, 7 p.m.

### Wednesday 19

**WORKSHOP** — The Office of Staff Training and Development will present a workshop on financial planning for families, Room 201, King Hall 9 a.m.

**WORKSHOP** — The Instructional Support Center, in cooperation with Ypsilanti Adult Education, will present a workshop on test-taking strategies, Room 311, Library, 10 a.m.

**MEETING** — UAW Local 1976 will have a membership meeting, Reception Room, McKenny Union, noon.

**WORKSHOP** — The Office of Staff Training and Development will present a workshop on writing effective letters and memos, Room 201, King Hall, 1 p.m.

**WORKSHOP** — The Career Services Center will present a workshop on handling life changes, Room 425, Goodison Hall, 2 p.m.

**MEETING** — The College of Education Council will meet, Gallery I, McKenny Union, 2 p.m.

**WORKSHOP** — The Career Services Center will present a interviewing skills workshop, Room 405, Goodison Hall, 4 p.m.

**MEETING** — The Energy Management Advisory Board will meet, Gallery II, McKenny Union, 4 p.m.

**WORKSHOP** — The Career Services Center will present a resume writing workshop, Room 405, Goodison Hall, 5:30 p.m.

**MOVIE** — Campus Life's Silver Screen will present "Spring Break." Admission is \$1, Strong Auditorium 7 and 9:30 p.m.

**THEATER** — The Department of Communication and Theater Arts will present "Finian's Rainbow." For ticket information, call the Quirk-Sponberg Theater Office at 7-1221 after 12:30 p.m. weekdays, Quirk Theater, 8 p.m.

### Thursday 20

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

**TRACK** — The men's indoor track team will host the EMU Open, Bowen Field House, 5 p.m.

**MOVIE** — Campus Life's Silver Screen will present "Spring Break." Admission is \$1, Strong Auditorium 7 and 9:30 p.m.

**THEATER** — The Department of Communication and Theater Arts will present "Finian's Rainbow." All tickets are \$2.50, Quirk Theater, 8 p.m.

### Friday 21

**SPRING BREAK** — Spring recess begins. All classes will be recessed until Monday, March 3, however, all University offices and departments will be open during their regularly scheduled times.

**MEETING** — The University Marketing Committee will meet, Gallery I, McKenny Union, 8 a.m.

**MEETING** — The Basic Studies Committee will meet, Faculty Lounge McKenny Union, 8 a.m.

**MEETING** — ADACAS will meet, Gallery I, McKenny Union, noon.

**MEETING** — The Inter-fraternity Council will meet, Gallery I, McKenny Union, 3 p.m.

**DINNER** — UAW Local 1976 will host a retirement dinner for all past and present retirees. Paid reservations required. Main Dining Room, McKenny Union, 6:30 p.m.

**WRESTLING** — The team will host Northwestern University and Chicago State University, Warner Gymnasium, 7 p.m.

**THEATER** — The EMU Players will present "Finian's Rainbow." Tickets are \$5.50; \$4.50 for EMU students; and \$4 for Mainstage members, Quirk Theater, 8 p.m.

### Saturday 22

**GYMNASTICS** — The men's team will host the Universities of Miami-Ohio and Notre Dame. Admission, Warner Gymnasium, 2 p.m.

**BASKETBALL** — The women's team will host Northern Illinois University. Admission Bowen Field House, 5:30 p.m.

**RECITAL** — Byron Turner will perform his senior recital, Recital Hall, Alexander Music Building, 7 p.m.

**BASKETBALL** — The men's team will host Northern Illinois University. Admission, Bowen Field House, 8 p.m.

### Monday 24

**SEMINAR** — The Staff Benefits Office will present a tax-deferred annuity seminar, Room 308, King Hall, 2 p.m.

**MEETING** — Student Publications will have a staff meeting, Regents Room, McKenny Union, 3 p.m.