



EMU plans events for King holiday

As part of EMU's celebration of the Martin Luther King Jr. national holiday, Arthur L. Johnson, president of the Detroit chapter of the NAACP, will speak on "The Legacy of Dr. Martin Luther King Jr." Monday, Jan. 19, at 4 p.m. in EMU's Strong Auditorium.

Johnson, who assumed his present post with Detroit's National Association of Colored People this month, has been involved with that chapter since the early 1960s. He is vice president for community relations at Wayne State University and professor of educational sociology there.

His talk is free and open to the public. Also, a reception will follow his presentation at 5 p.m. in the Strong Auditorium lobby.

Other King celebration events will include a gospel music concert Sunday, Jan. 18, at 6 p.m. in Pease Auditorium. Admission to the event is \$5 per person at the door, with proceeds benefiting the Martin Luther King Jr. Memorial Gardens project at EMU.

On Monday, Jan. 19, a day-long schedule of activities will begin at noon when EMU President Dr. John Porter will serve as keynote speaker at a Presidential Luncheon in EMU's McKenny Union Ballroom.

The luncheon is open to the public and tickets will cost \$10 per person and \$4 for students, available at the Office of Campus Life, 221 Goodison Hall. Reservations are requested by Jan. 14 at 7-3045, although a limited number of tickets will be available at the door.

Also Monday, at 2 p.m., fundraising organizers will kickoff the fundraising campaign for the



King Gardens at the gardens site, between Welch and Boone Halls.

Starting the 2 p.m. kickoff, a campus-wide moment of silence in memory of King will be observed during which the Pierce Hall bells will toll.

The day's events will culminate in the showing of two films, "Martin Luther King Jr.: A Man of Peace" and "The Civil Rights Movement in the South," at 5:30 p.m. in Strong Auditorium.

That event is free and open to the public. The events commemorating King are sponsored by EMU's Black Faculty and Staff Association, PRESS Club, Office of Minority Affairs, Alpha Phi Alpha, Residence Hall Association, Office of Campus Life, Student Government, Counseling Services, Division of Academic Affairs, Afro-American Studies, Housing and Food Services and the Division of Student Affairs.

For more information, contact the Office of Campus Life at 7-3045, or the Office of Minority Affairs at 7-3116.

Funding analysis report shows high enrollment causes shortfall

The EMU Board of Regents, at its regular monthly meeting Dec. 17, received a report analyzing the University's funding resources in relation to enrollments as they have increased over the past seven years.

According to the report, prepared by EMU's Office of University Planning, Budgeting and Analysis, Eastern Michigan, relative to other Michigan colleges and universities, is confronting with the problem of supporting an increasing number of enrolled students without additional state funding. Furthermore, additional tuition revenue gained from increased enrollments, at present tuition rates, is not sufficient to cover the additional instructional or service costs associated with the greater number of students.

To address the insufficient funding problem, EMU President John W. Porter suggested the EMU regents consider several options for further discussion and/or action. These are: raising the issue of appropriation levels commensurate with enrollments to the governor and Michigan Legislature; limiting EMU enrollments to a level more adequately serviced at present funding levels; shifting the allocation of resources internally to support the functions required for the delivery of instruction and required student services; and/or increasing tuition to cover the increased costs of increased enrollments.

To further explain EMU's funding problem, the report to the regents analyzed data with re-

gard to enrollment, program costs and funding at EMU and Michigan's public colleges and universities.

While headcount enrollments at state colleges and universities have declined marginally, by -3.7 percent, from fall 1979 to fall 1985, headcount enrollments at EMU increased by 12 percent, during the same period. This resulted in a percentage increase of total headcount at EMU from 7.9 to 9.2 percent.

During the same period, while Full-Year-Equated-Student enrollments at state colleges and universities declined by -6.7 percent, EMU's FYES enrollment increased by 10.9 percent, increasing the percentage of FYES enrollment at EMU from 6.8 to 8.5 percent.

Regarding program costs, the total cost per FYES at EMU is significantly less than that for all state colleges and universities combined. In 1979-80, the average cost per FYES was \$3,467 at EMU compared with the state average of \$4,419. In 1985-86, the average cost at EMU was \$4,943 compared with a state average of \$7,148. Excluding Michigan's three major research institutions the state average was less than EMU's in 1979-80, at \$3,289, but still exceeded EMU's cost in 1985-86 at \$5,188.

Generally, the total cost increase at Eastern Michigan during the past seven years was approximately 70 percent of the cost increase at the state colleges and universities combined.

Also, the instructional cost per FYES at EMU is significantly

less than that at all state colleges and universities combined. In 1979-80, the instructional cost per FYES at EMU was \$1,731 versus a state institutional average of \$2,181. In 1985-86, the instructional cost at Eastern Michigan was \$2,287 compared with the state institutional average of \$3,359.

Generally, the instructional cost increase at EMU over the past seven years was approximately 60 percent of the state colleges and universities. The cost increase at EMU was 32.1 percent whereas the cost increase for state institutions combined was 54 percent.

With regard to funding, EMU's state appropriation, as a percentage of the total higher education appropriation, has declined slightly from 5.8 percent in 1979-80 to 5.7 percent in 1985-86. It is generally true that the percentage of total appropriation awarded each state college and university has followed suit, remaining fairly constant over the last seven years.

However, the increase in state appropriation per FYES to Eastern Michigan has been less than that to the state colleges and universities in all but one year of the last six.

Overall, the state appropriation per FYES increased 54.3 percent for state colleges and universities but only 29 percent at EMU. And, tuition revenue per FYES at Eastern Michigan increased 72.1 percent during the study period while increasing 83 percent at state colleges and universities.

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Arts festival offers dance, music and theater



The 1987 Beaux Arts Festival, a showcase of dance, fine arts, music and theater, will be presented by EMU Saturday, Jan. 17, through Saturday, Jan. 24.

The annual festival brings together the creative works of EMU faculty and students from the Dance division, and the Departments of Music, Art and Communication and Theater Arts through performances, art exhibits and films.

The festival begins Saturday, Jan. 17, with the 1987 Beaux Arts Ball at 8 p.m. in the Hoyt Conference Center. The evening will include a buffet dinner, cash bar, dancing and entertainment featuring the Michigan Opera Theater, the Don Korte Orchestra and musical emcee Bob Taylor.

The cost for the ball is \$25 per person, with proceeds benefiting several arts and entertainment programs at EMU.

The festival will continue the entire next week with performances and exhibits offered daily in EMU's Sponberg Theater.

Sunday, Jan. 18, EMU instrumental and choral performers will present a musical collage at 2:30 p.m. Featured pieces and performers will include Robert Schumann's "Scenes From Childhood, Op. 15" by EMU music professor Ann Beth Gajda on piano, and Theme and Variations on the Japanese folk song "Sakura" by guitarist and EMU

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Campus Capsules

ROTC to Hold Blood Drive

The EMU Army Reserve Officer Training Corps will sponsor a blood drive Wednesday and Thursday, Jan. 14 and 15, in the lounge area of Downing Hall from 11 a.m. to 5 p.m.

Blood banks nationwide presently are facing serious shortages, so please stop by and give blood.

For more information, contact The Military Science Department at 7-1020.

Memorial Service for Professor's Daughter

A memorial service for Cindy Compton, daughter of EMU Department of Communication and Theater Arts professor Gail Compton, will be held Tuesday, Jan. 13, at 2 p.m. at the Holy Trinity Chapel, 511 W. Forest, Ypsilanti.

Friends and colleagues of Gail Compton are invited to attend.

Cindy Compton, 20, was killed in an automobile accident Dec. 28.

Along with her father, she is survived by her mother, Mary Sue Compton, and two brothers, Brad, of South Hampton, Mass., and Brian, a senior at EMU.

Business Ethics Seminar Jan. 21

EMU's Corporate Training Center will co-sponsor a seminar, "Business Ethics and Plant Closings," with United Campus Ministries Wednesday, Jan. 21, at noon in the Alumnae Room of McKenny Union.

William E. Diehl, president of Riverbend Resource Center, Inc., a Pennsylvania-based management consulting firm, and former manager of sales at Bethlehem Steel Corp., will serve as speaker.

The public is invited to attend, and will be charged a small fee for lunch.

Seating is limited, and reservations may be placed by calling 482-2977.

Marketing Approach Presentation, Jan. 14

EMU will host in-service presentation, "A Marketing Approach That Makes a Difference," Wednesday, Jan. 14, at 9 a.m. in the Hoyt Conference Center's Roosevelt Room.

The presentation will demonstrate a marketing approach to aid educational institutions by Laurence Smith, EMU's vice president for Marketing and Student Affairs.

Scheduled topics will include how to attract and hold students, how to attract new resources and volunteers, how to manage with limited resources and how to create organizational and individual readiness for change.

Cost for the conference is \$12 per person or \$6 per person in groups of six or more participants.

For more information, call 7-2137.

Drawing Contest at Ford Gallery

Michigan Drawing '87, a competitive drawing contest for Michigan artists, will be held in EMU's Ford Gallery March 30 through April 24, during which the entrants will be exhibited.

Approximately \$1,500 in cash and purchase awards will be given to contest winners, and Ann Arbor artist Larry Cressman will serve as juror.

A \$15 entry fee allows up to three submissions in any drawing media.

Deadline for entries is Saturday, Feb. 21. For more information, contact Jay Yager in EMU's Art Department, 7-0465.

Organ recital features American music

EMU's 1986-87 Organ Recital Series will continue Tuesday, Jan. 13, with "An Evening of Victorian Americana," featuring EMU music professor and University organist Mary Ida Yost at 8 p.m. in Pease Auditorium.

Prinzipal VI, a group of university, college and church organists from Michigan, Ohio and North Carolina, will perform a number of pieces by American composers including Concert Variations on "The Star Spangled Banner," Op. 23; Prelude in D-Flat, Op. 19, No. 1; Allegretto from the Organ Sonata in E-Flat Minor, Op. 65; Variations on "America;" Prelude on an Old Folk Tune: "The Fair Hills of Bire, O;" "Scherzo;" "Overture to William Tell" and "The Stars and Stripes Forever."

In addition to Yost, members of the group include Deborah Ash, a member of the Plymouth Symphony Orchestra; Janice Beck, organist at Ann Arbor's First Baptist Church; James Hammann, music director at the Jefferson Avenue Presbyterian Church in Detroit and conductor of the Southeastern Michigan Choral Society and the Tecumseh Orchestra; Marguerite Long Thal, music director at the Sylvania, Ohio, United Church of Christ and Donald Williams, organist-choirmaster at Ann Arbor's Zion



Mary Ida Yost

Lutheran Church.

Yost has taught at Eastern since 1967 and received EMU's Faculty Artistic Recognition Award in 1983. She also won the Palmer Christian Award from the University of Michigan, where she earned both her master's and doctoral degrees, for exemplary achievement in the music profession in 1980.

The concert is free and open to the public.

For more information, contact Yost in EMU's Music Department at 7-1314.

Grad. School announces Barton Award winners

EMU's Graduate School has announced the recipients of its 1987 winter semester Barton Academic Achievement Awards.

The \$500 scholarships are awarded biannually through the Office of Financial Aid to students with grade point averages of 3.0 or better. Applicants must either be enrolled in their final undergraduate semester at EMU or must have earned a bachelor's degree from EMU and are a candidate for graduate admission at Eastern or the University of Michigan.

Recipients of the award are chosen on a competitive basis and given to students who continually strive for academic excellence.

The 1987 Barton Scholarship recipients are:

Kathy Lee Cederna of Ann

Arbor. She received her bachelor's degree in computer aided design in December 1986 and will be working toward a master's degree in industrial technology.

Adele Ponvert of Ann Arbor. She received her bachelor's degree in therapeutic recreation from EMU in 1985 and will be working toward a master's degree in special education.

Patricia Sinn of Chelsea. She received her Bachelor of Science degree in biology in 1982 from EMU and will be working toward a master's degree in guidance and counseling.

Michelle Nisley of Monroe. She received her bachelor's degree in recreation administration in 1985 and will be working toward a master's degree in elementary education.

Festival

Continued from page 1

associate professor of music Dr. C. Nelson Amos. Also, the newly-formed EMU Chamber Choir, under the direction of music professor Leonard Riccinto, will perform.

A showcase featuring the work of EMU's national champion forensics team will take place Monday, Jan. 19, at 4:30 p.m. EMU's forensics team, which finished first in the National Forensics Association Tournament last year, will perform in several categories including prose, poetry, dramatic duo, rhetorical criticism and informative and persuasive speaking.

Members of EMU's internationally acclaimed Theater of the Young program will perform "Synchronize! A Time Together" Tuesday, Jan. 20, at 4:30 p.m. This show, bringing to life letters and stories written by children, will be directed by EMU graduate student in the TOY program Kathleen Rowe.

Wednesday, Jan. 21, at 4:30 p.m., outstanding video and film work by EMU faculty and students will be shown. At 8 p.m., EMU oral interpretation students will present "Living Gallery," a series of live performances depicting the life stories of interesting "real-life" characters ranging from a Vietnamese boat person to a washed-up night club performer.

Thursday, Jan. 22, at 4:30 p.m., and Friday, Jan. 23, at 8 p.m., performances will be offered by EMU's touring mime company, The Mastermimes. In their 23rd season, EMU's Mastermimes are directed by Dr. James Gousseff.

The final day of the festival, Saturday, Jan. 24, the EMU Dancers will present a series of original pieces choreographed by students at 8 p.m.

Also, faculty and staff artwork will be on display in Room 107 Quirk and in the theater lobby throughout the entire week.

Admission to all performances is free, but tickets must be obtained from the EMU Arts and Entertainment Box Office by calling 7-1221.

For more information, call Ken Stevens in EMU's Communication and Theater Arts Department, at 7-1153.

EMU's Cross publishes new children's book

The recipe is quite simple. Take two 12-year-old boys, a "pesty" girl, a mysterious English butler and a deep, dark canal that seems to have no end and you have *Mystery at Loon Lake*, a hair-raising children's novel by Dr. Gilbert B. Cross.

Mystery at Loon Lake (Atheneum Press, 1986) is set in Loon Lake, an ideal, but imaginary, vacation spot near Scottsville, N.H. It features the adventures of Jeff Glover and his newly adopted Vietnamese brother, Nguyen (new-yen).

Their adventures begin when the boys decide to follow a mysterious boat through a series of marshes in a swamp near Loon Lake one night and happen upon a canal. The next day, as they are busy in the Scottsville library trying to discover a little of the town's history, they meet Jenny Weber, a girl whose courageous ways soon have them very curious about the canal.

Their curiosity leads them to the doorstep of an eccentric old woman, believed to be a witch, who is the author of a book on local history. From talking to the woman, they discover that the canal was built by her late husband in the 1920s and it extends across the Canadian border.

Their curiosity also leads them to Canada—and to danger. But, by the time the kids discover that they know too much, it is too late.

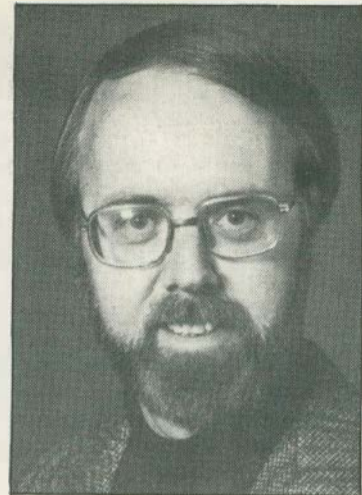
According to Cross, *Mystery at Loon Lake* was intended to be written as one book in an Atheneum series of mystery books by prominent children's writers. "They asked me to write one of the books because I'd written adult thrillers as well as a children's book," Cross said.

Cross, professor in the Department of English Language and Literature at EMU, has written several "thrillers," in fact. *A Hanging at Tyburn* (Atheneum Press, 1983) was a children's mystery novel set in England in the year 1760.

Also, Cross, under the pen name Jon Winters, has written *The Drakov Memoranda*, *The Cantenary Exchange* and *Berlin Fugue*, an espionage trilogy exploring the inner workings of the KGB and Britain's Secret Intelligence Service.

"But, I particularly enjoy writing children's novels because it enables me to go back and explore my childhood to find out what I liked and didn't like," he said.

There is much more, however, to writing children's novels than simply going back into childhood, as Cross will attest. He



Gilbert Cross

claims that a big part of writing *Loon Lake* was research. "For one thing, I've never set foot in New Hampshire. So, much of my research relied on reading maps of the area and consulting numerous small town newspapers," he said.

And, the adventures of Jeff and Nguyen are not over yet. Cross has written another book about the boys, *Terror Train* to be published sometime early next year.

A native of Manchester, England, Cross has been teaching at EMU for 20 years. He earned his bachelor's degree from the University of Manchester, a postgraduate teaching certificate from London University, a master's degree from the University of Louisville and a doctorate from the University of Michigan.

In 1972, he published his first book, *Drury Lane Journal: Selections from James Winston's Diaries 1819-1927* with Dr. Alfred Nelson, professor emeritus of English language and literature at EMU.

In 1977, he published *Next Week-East Lynne: Domestic Dramas in Performance 1820-1874*, a book on British theater history that won the Barnard Hewitt Award for outstanding contributions to theater history.

Also, Cross wrote *World Folktales: A Scribner Resource Collection* in 1980 with former EMU folklorist Atelia Clarkson.

In addition, Cross is co-editor of the Aldelphi Calendar Project, a comprehensive research effort documenting all theatrical performances on the London stage from 1800 to 1899.

"I can say that all my writing, whether it be academic or of children's books or adult thrillers, has been satisfying to me," Cross said. "It is worth all the suffering and sacrifice one goes through to write, to produce something worthwhile."

Award named for Russell Ogden

Miami University in Ohio has named an Accountancy Award for Dr. Russell Ogden, business and industrial education professor at EMU.

The award was established by Hugh Hoyt, a long-time instructor at Miami. Hoyt was one of the first accounting students Ogden instructed when he began teaching at EMU in 1956.

The Russell L. Ogden Accounting Club Award is given to the club officer judged to have con-

tributed the most to the chapter. It was awarded for the first time in 1986 to John David Davis.

In addition, Ogden recently contributed to "Contemporary Personal Finance," a book which was written by Louis E. Boone and David L. Kurtz. Ogden is acknowledged in the preface for his contributions to the book, and contributed directly to sections on insurance decisions and buying and selling securities.



"Works With Words," an art exhibit which uses language within works of art, will be on display in EMU's Ford Gallery until Jan. 30. Featured artists displaying at the show are Lynne Avadenka, Kathy Constantinides, Carol Jacobsen, Kathe Kowalski, Connie Samaras and Marilyn Zimmerman. Gallery hours are Monday through Friday, 9 a.m. to 5 p.m., and there is no charge to view the exhibit.

Focus on Faculty

George Mink writes first book on "case management"

Some people are driven to be "first" at something. At anything. EMU's Dr. George Mink wanted to be first at one thing—writing a book on case management.

Mink, assistant professor of social work and director of the College of Health and Human Services Center at EMU, saw a need for a definitive book on case management in the human services field and decided to write one.

The book, *Case Management in the Human Services* (Charles C Thomas, Publisher, 1986), was written by Mink with Julius R. Ballew of the Michigan Department of Social Services. "It was truly a joint effort because one of us wrote every other chapter and gave a lot of feedback on the chapter we didn't write," Mink said. "If it weren't for the fact that we have compatible Apple computers, we would probably still be writing the book!" he said.

Although others have researched case management, Mink's book is a first. "Through grants, I have written two training manuals on case management and many people have written articles about its various aspects, but this is the first full-blown book on the subject," he said.

Case management, Mink explained, is a method used by professionals to help people with multiple problems work most effectively with the entourage of persons needed to help solve those problems. "For instance, someone with a closed head injury often needs a series of helpers: an occupational therapist, medical doctor, community nurse, social worker and psychologist. What case management does is sort out the various duties of these professionals and organize them so they work together instead of undermining each other," he said.

Mink pointed out that a person's natural helpers are not usually professionals. "Most peo-

ple are helped with problems by natural helpers—parents, siblings, spouses, friends. But sometimes these helpers are cut off from the person and then someone must step in and repair the damages. So case management does not only apply to paid professionals, but it also works with people who used to be helpers. . . . to get them to help again," he added.

Moreover, case management also can be used as a tool for community mental health workers who serve as an intermediary between the person and the social agencies a person must deal with. "The mental health worker can go to the agencies and inform them of the person's needs and how those needs can most effectively be dealt with given the agencies' resources," Mink said.

"Also, case management can help professionals put the person's needs in sequential order so they can be dealt with in the best way possible," he added.

Mink said "Case Management in the Human Services" can be read in two different ways. The first is to use the book to get a sense of the most practical way to do a quality job in case management. The book deals with several issues central to case management and the techniques used to handle them. "In this way, the book can be used in the classroom as a learning tool for students," Mink said.

The book also can be used by human service professionals as a tool in strengthening case management skills. "I know that these methods work because they come from our (Ballew and Mink's) own personal experiences. Plus, we checked our methods with numerous other professionals and got their feedback. And, I had generated help from Eastern faculty members who read the manuscript," he said.

Mink has years of social work experience on which to call upon. After earning a Bachelor of Arts degree in pre-theological studies

in 1953 from Ohio Wesleyan University, he earned a Bachelor of Divinity degree from the Garrett Theological Seminary in Evanston, Ill., in 1957.

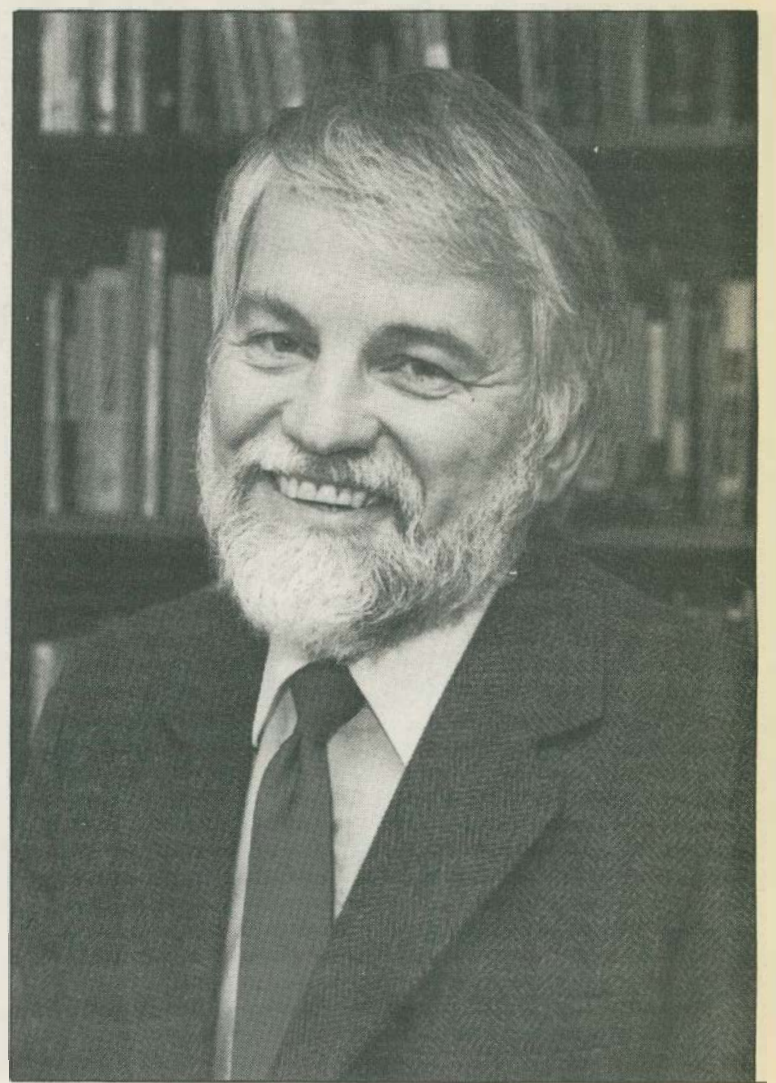
From 1957 to 1966, Mink worked as the director of the Wesley Foundation at Washington State University. Then, he earned his master's and doctoral degrees from the University of Michigan, and worked as a teaching fellow, assistant professor and lecturer in social work at various universities including the U-M and Wayne State University before coming to EMU full-time in 1980. Mink has directed six grants including one from the National Institute of Mental Health in 1977 and one for the Edna McConnell Clark Foundation in 1978. In addition, he has delivered numerous workshops on various aspects of social work and has written articles dealing with everything from training in mental health situations to the use of fieldwork experience in teaching introductory sociology.

He enjoys teaching at Eastern because of the Social Department's national reputation which Mink says is one of the best in the country. "Also, I enjoy teaching because I can get interaction and involvement that I couldn't get from just working on grants," he said.

For Mink, the change from campus ministry to social work was a natural step; "When I was a campus minister, I found myself simply putting 'Band-Aids' on the needs of the students I was dealing with. I thought I could do much more and the notion of helping people who really needed it appealed to me," he said.

Still, Mink concedes that the seminary and social work do teach the same basic values essential in dealing with people. "Caring. It's all about caring. If you don't care, you can't do good ministry or good social work."

By Kelly Row



George Mink, assistant professor of social work and director of the College of Health and Human Services Center at EMU, beat others to the punch and wrote first-ever book on case management in the human services.

Openings

To be considered for vacant positions, all Promotional Openings Application Forms MUST be sent directly to the Employment/Affirmative Office and received no later than 5 p.m. on the expiration date.

The Employment/Affirmative Action Office announces the following vacancies. The expiration date for applying for these positions is Wednesday, Jan. 21.

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

POSTING # CLASS/GRADE

CSSA87001 - CS-03 - \$445.51 - Secretary - Career Services Center (Computer/word processing experience and/or the ability and willingness to learn.)

CSSA87002 - CS-03 - \$445.51 - Cashier - McKenny Bookstore

CSSA87004 - CS-03 - \$445.51 - Clerk - Financial Aid (Computer data entry experience and/or the ability and willingness to learn.)

CSBF87003 - CS-04 - \$485.65 - Key Entry Verifier - Parking and Paving (Micro/Main frame computer experience and/or the ability and willingness to learn.)

CSSA87003 - CS-05 - \$539.00 - Account Specialist - McKenny Bookstore (Telex/computer experience and/or the ability and willingness to learn.)

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

POSTING # CLASS/GRADE

APAA87001 - AP-13 - \$1,587.68 - \$2,589.60 - (Acting) Academic Department Head - History and Philosophy (18 month appointment)

PTBF87001 - PT-08 - \$833.88 - \$1,276.25 - Landscape Supervisor - Physical Plant

FOOD SERVICE/MAINTENANCE

(Minimum Hourly Rate)

FMBF87001 - FM-06 - \$8.25 - Custodian - King Hall/Custodial Services - Midnights

FMBF87002 - FM-06 - \$8.25 - Custodian - D.C. #1/Custodial Prorate - Midnights (Sun-Thurs)

FACULTY

POSTING #

FAAA87003 - Industrial Technology - Instructor/Assistant/Associate Professor - (Manufacturing Technology) - FALL SEMESTER, 1987

FAAA87004 - Industrial Technology - Instructor/Assistant/Associate Professor - (Computer Aided Manufacturing - CAM) - FALL SEMESTER, 1987

FAAA87005 - Mathematics - Assistant Professor (Math/Math Education/Statistics) - FALL SEMESTER, 1987

An Affirmative Action/Equal Opportunity Employer

January Enhance workshops offer Weight Watchers, stop smoking, more

The Office of Human Resource Development will present the following Enhance Workshops this week. The workshops are free unless otherwise noted and preregistration is necessary. For more information about the workshops or to register, contact HRD at 7-0076.

Times and dates for the remaining January Enhance workshops will be announced in future issues of Focus EMU.

- "Tools For Effective Supervision," Tuesday, Jan. 13, at 7:30 a.m. in the Guild Hall of McKenny Union. This workshop will help participants gain insight into their own work behavioral style and help them learn to work more effectively with employees.

- "Freedom From Smoking," Tuesday's from Jan. 13 to March 3 at 6:45 p.m. in Room 300 Snow Health Center. This workshop will utilize behavior modification techniques to help smokers kick the habit. Cost is \$35 per participant for the entire program.

- "Easy Guide to Using Nautilus Equipment and Biocycle," Wednesday, Jan. 14, at noon in the Olds Student Recreation Center. This workshop will demonstrate the use of nautilus equipment and bicycles at the Rec/IM, and will assist participants in designing a workout

program.

- "Overview of Benefits—AAUP," Wednesday, Jan. 14, at 3:30 p.m. in 201 King Hall. This workshop will describe EMU benefits to employees and answer questions regarding their benefits packages.

- "Techniques of Supervision Using the One-Minute Manager Concept," Thursday, Jan. 15, at 9 a.m. in the Faculty Room of McKenny Union. This workshop will enable participants to motivate their employees by investigating methods for rewarding good performance and coping with difficult employees.

- "Student Employment Procedures," Thursday, Jan. 15, at 3 p.m. in 201 King Hall. This workshop will focus on current college Work Study procedures and policies, with the changes for 1986-87 explained.

- "New Employee Orientation," Friday, Jan. 16, at 9 a.m. in the Faculty Room of McKenny Union. This program is designed to orient all new employees to the campus, the surrounding community and their benefit program.

- "Weight Watchers at Work," Monday, Jan. 19, at noon in 201 King Hall. This workshop will present the known weight loss program, and will in-

clude a weekly weigh-in, behavior modification lessons, a "Pep Step" program, and group support. Cost for the entire 10 weeks is \$75 per person.

- "The Enhanced Contact Program," Monday, Jan. 19, and Monday, Jan. 26, at 1 p.m. in 201 King Hall. Dr. Helen M. Burnstad, director of Human Resources Development, and Laurie Edwards, program coordinator of the Office of Campus Life, will present a workshop addressing the impact employees have on the people they meet in daily contact, and demonstrating techniques of positive communication with customers.

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, Communications
 Susan Bairley, associate director, Public Information
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 Dick Schwarze, photographer
 Kelly Row, student intern

Adviser Research

Academic Advising Center
229 Pierce Hall
Hotline: 7-3344
Pass/Fail

A pass/fail option is available to any regularly enrolled junior or senior in good standing. Courses are restricted to *free electives* only. Students wishing to elect this option should fill out a "pass/fail" application in the Academic Advising Center, 229 Pierce Hall. The last day to declare a "pass/fail" is Jan. 23.

Graduation-Certification Application

Students who anticipate completing graduation requirements must file a graduation application at the beginning of the semester in which they plan to graduate. Undergraduate degree applications are obtained from the Office of Academic Records and Teacher Certification.

Winter Recess Correction

Winter recess will begin Sunday, March 1, and run through Sunday, March 8. The dates listed in the 1986-87 catalog are not correct.

Handicapped Research and Demonstration Projects

The U.S. Department of Education will accept applications until Feb. 17 for cooperative agreements to develop, conduct and evaluate programs of advanced training in rehabilitation research. Awards will provide advanced research training in rehabilitation disciplines to individuals with advanced clinical and applied science training in areas that show promise for the rehabilitation field.

For further information on this program, contact Cheryl Kozell at 7-3090.

Small Business Research Studies

The Small Business Administration is soliciting proposals for research projects to: (1) determine the existing medical and family leave policies of small business and estimate the cost to small business if proposed legislation for mandated leave policies is enacted; (2) determine the appropriate measure of small business export activity and design a system for estimating exports by small business; (3) compile a list of public and private state-level efforts to encourage home-based business; and (4) bring special insight into the issues raised at the 1986 White House Conference on Small Business which are not covered in the request for proposal.

Proposals will be due in mid-February. Contact Cheryl Kozell at 7-3090 for a copy of the RFP.

Funding

Continued from page 1

In comparing individual institutional funding sources, there is a wide range in the percentage of total cost funded by state appropriation. In 1985-86, the percentage ranged from 53.6 percent at the University of Michigan to 73.8 percent at Northern Michigan University. The state college and university average was 62.2 percent com-

pared to 63.9 percent at EMU.

When combining state appropriation and tuition, the percentage range of total cost funded becomes much narrower. In 1985-86, that percentage ranged from 93.6 percent at U-M to 99.8 percent at Michigan Technological University. The state college and university average was 95.5 percent compared with 96.4 percent at EMU.

WEMU 89.1

Highlights

TUESDAY, JAN. 13

12:10 p.m. Afternoon Jazz Scope - Mill Jackson jazzes it up in "Opus de Jazz."
6:30 p.m. Kids America - Tune to the program that has teachers, parents and kids all across the country listening and learning.

WEDNESDAY, JAN. 14

10 a.m. Morning Jazz Scope - Wake up to the great sounds of swing, blues, salsa and bop.
7:55 p.m. EMU Basketball - EMU vs. Toledo.
11 p.m. Late Night Jazz Scope - Jazz in profile, featuring saxophonist Georgie Auld.

THURSDAY, JAN. 15

6 a.m. Morning Edition - Start off your day with the best of news, sports, features and weather.
12:10 p.m. Afternoon Jazz Scope - Featuring the energetic music of Donald Byrd in "Fuego."
6:30 p.m. Kids America: A unique call-in program for kids and parents.

FRIDAY, JAN. 16

12:10 p.m. Afternoon Jazz Scope - A special presentation of Elvin Jones in "Poly Currents."
5:10 p.m. Cafe du Jazz - Relaxing music after a hard day's work.
9 p.m. All Star Rhythm Revue - Hear the best of classic rhythm and blues.

SATURDAY, JAN. 17

9 a.m. Big Band Spectacular - Host John Assenmacher brings you the big band sounds of Chick Webb.
6 p.m. Prairie Home Companion - Host, Garrison Keillor.
8 p.m. EMU Basketball - Tri-State
9 p.m. Third World Dance Party - Host Tom Simonian plays the best of Reggae, Calypso, Latin and Funk.

SUNDAY, JAN. 18

9 a.m. Sunday Best - A special presentation of highlights from the Jazz Odyssey Series, "The Sound of Harlem."
1 p.m. Marian McPartland's Piano Jazz - Kenny Kirkland performs his original piano be-bop classic, "The Chance," in a duet with McPartland.
2 p.m. Prairie Home Companion - Host, Garrison Keillor.
7 p.m. When the Sun Goes Down - A special presentation of the Women's Heritage Series, "Super Sisters."
9 p.m. New Directions - Host Tom Simonian plays the newest in experimental jazz.

Events of the Week

Jan. 13-Jan. 19

Tuesday 13

WORKSHOP — The Office of Human Resources Development will present a workshop on tools for effective supervision today and every Tuesday through April 7, Guild Hall, 7:30 a.m.

SEMINAR — EMU's Women's Association will present a Lunch and Learn seminar titled "Laughter for the Health of It" featuring Sheila Feigelson, Alumni Lounge, McKenny Union, noon.

WORKSHOP — The Center for Instructional Computing will present a faculty workshop on dBASE III, 215 Library, 1 p.m.

WORKSHOP — The Office of Human Resources Development will present a workshop on how to effectively stop smoking today and every Tuesday through March 3. Fee, 300 Snow Health Center, 6:45 p.m.

RECITAL — A Victorian Americana organ recital will be performed, Pease Auditorium, 8 p.m.

Wednesday 14

WORKSHOP — The Office of Human Resources Development will present a workshop on using Nautilus equipment and bicycles, Olds Student Recreation Center, noon.

WORKSHOP — The Office of Human Resources Development will present an overview of AAUP member benefits, 201 King Hall, 3:30 p.m.

MEETING — The Beta Alpha Psi Accounting Club will meet today and every Wednesday of the month, Main Lounge, McKenny Union, 4 p.m.

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

Thursday 15

WORKSHOP — The Office of Human Resources Development will present a workshop on techniques of supervision using the one-minute manager, Faculty Room, McKenny Union, 9 a.m.

WORKSHOP — The Office of Human Resources Development will present a workshop on student employment procedures, 201 King Hall, 3 p.m.

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

RECITAL — The Music Department will present the Kappa Kappa Psi Honors Recital, Recital Hall, Alexander Music Building, 8 p.m.

MOVIE — Campus Life's Silver Screen will present "Alien" (1979). Admission is \$1, Strong Auditorium, 8 and 10 p.m.

Friday 16

WORKSHOP — The Office of Human Resources Development will present a new employee orientation, Faculty Room, McKenny Union, 9 a.m.

TRACK MEET — The men's track team will host the EMU Invitational, Bowen Field House, 1 and 6 p.m.

MOVIE — Campus Life's Silver Screen will present "Aliens" (1986). Admission is \$2, Strong Auditorium, 8, 10 p.m. and midnight.

DANCE — Alpha Kappa Alpha will sponsor a dance. Admission, Ballroom, McKenny Union, 9 p.m.

Saturday 17

SWIMMING — The women's team will compete against Ohio University, Olds 50-meter pool, noon.

BASKETBALL — The women's team will host Cleveland State University, Bowen Field House, 5:30 p.m.

TRACK — The women's team will compete in the Michigan Relays, Ann Arbor, 6 p.m.

GYMNASTICS — The women's team will host Central Michigan University, Bowen Field House, 6:30 p.m.

MOVIE — Campus Life's Silver Screen will present "Aliens" (1986). Admission is \$2, Strong Auditorium, 8, 10 p.m. and midnight.

BASKETBALL — The men's team will host Tri-State University. Admission, Bowen Field House, 8 p.m.

BEAUX ARTS BALL — The 1987 Beaux Arts Ball will be held. Admission is \$25 per person, Hoyt Conference Center, 8 p.m.

MEETING — The Innovative Educational Program Review group will meet, Tower Room, McKenny Union, 9:30 a.m.

Sunday 18

THEATER — The Department of Communication and Theater Arts will begin the 1987 Beaux Arts Festival with a musical collage featuring instrumental and choral performers. Admission is free, as with all Beaux Arts events, but tickets are required. Call 7-1221 for more information, Sponberg Theater, 2:30 p.m.

CONCERT — The Music Department will present a High School Honors Band/Orchestra concert, Pease Auditorium, 2:30 p.m.

CQNCERT — As part of the Martin Luther King Jr. Birthday Celebration, the Black Faculty and Staff Association will sponsor a Gospel Music Concert to benefit the Martin Luther King Jr. Memorial Garden. Admission is \$5, Pease Auditorium, 6 p.m.

MOVIE — Campus Life's Silver Screen will present "Aliens" (1986). Admission is \$2, Strong Auditorium, 8 and 10 p.m.

Monday 19

WORKSHOP — The Center for Instructional Computing will present an introductory faculty workshop on LOTUS, 215 Library, 9 a.m.

SKIP-A-MEAL — As part of the Martin Luther King Jr. Birthday Celebration, the RHA and Housing and Food Services will sponsor a Skip-A-Meal option for students who wish to skip lunch and donate its cost to the Martin Luther King Jr. Memorial Garden, Dining Commons I and II, 11:30 a.m. - 1:30 p.m.

LUNCHEON — As part of the Martin Luther King Jr. birthday celebration, the Black Faculty and Staff, PRESS Club, Student Government and Campus Life will sponsor a luncheon. EMU president John Porter will be the keynote speaker. The cost is \$10 for the general public; \$4 for students, Ballroom, McKenny Union, noon.

WORKSHOP — The Office of Human Resources Development will present a Weight Watchers workshop. Fee, 201 King Hall, noon.

WORKSHOP — The Office of Human Resources Development will present a workshop on "The Enhanced Contact Program - Part 1," 201 King Hall, 1 p.m.

WORKSHOP — The Center for Instructional Computing will present an advanced faculty workshop on LOTUS, 215 Library, 1 p.m.

FUND-RAISING KICKOFF — The Office of Minority Affairs, Alpha Phi Alpha and Campus Life will sponsor a kickoff of the Martin Luther King Jr. Memorial Garden Fund-raising Drive. King Garden site, between Welch and Boone Halls, 2 p.m.

CELEBRATION — A Martin Luther King Jr. Birthday Celebration will be held, Strong Auditorium, 3 p.m.

LECTURE — As part of the Martin Luther King Jr. Birthday Celebration, the Office of Campus Life will sponsor a presentation by Arthur L. Johnson, president of the NAACP of Detroit, who will speak on "The Legacy of Dr. Martin Luther King Jr.," Strong Auditorium, 4 p.m.

THEATER — The 1987 Beaux Arts Festival will feature a forensics showcase, Sponberg Theater, 4:30 p.m.

MOVIES — Counseling Services, Minority Peer Advisors and Campus Life will present two movies as part of the Martin Luther King, Jr. Birthday Celebration, "Martin Luther King Jr.—a Man of Peace," and "The Civil Rights Movement in the South." Admission is free, Strong Auditorium, 5:30 p.m.