

## Needy receive meals donated by EMU campus residents

By Susan Bairley

Thanks to student and staff participation in a project called "The Two Percent Solution," the first of many free meals donated by EMU students, who skipped one meal per month, will be delivered today (Tuesday, Feb. 11) at 11 a.m. to Brown Chapel AME Church, 401 S. Adams in Ypsilanti.

Developed by Director of EMU Dining Services Michael Crabb, in conjunction with EMU's AFSCME Local 1666 (food service staff) and Residence Hall Association, "The Two Percent Solution" asks students to donate one lunch per month which, in turn, will allow Dining Services to produce approximately two percent more than its regular production each weekday. The extra food then will be donated daily to Food Gatherers, a non-profit Washtenaw County agency which delivers free meals through 32 local agencies to hundreds of people each day.



Crabb

With 3,349 students on EMU meal plans, the targeted donation goal is 1,000 skipped lunches per month. As of Feb. 3, an average of 750 students per month had chosen to participate in February, March and April.

Crabb said he had had a desire

to implement a program like "The Two Percent Solution" for many years and that the "current recession and increased media attention to the needy" helped him realize "this was the year to make it happen."

"I had heard approximately two percent of the population was needy, hence 'The Two Percent Solution,'" Crabb said. "And in the business of food services, we knew we could help make a dramatic impact (if the logistics could be worked out)."

"We took a quick survey of the students who were equally interested in helping and were more than willing to contribute and participate," Crabb added. "Then we worked to gain the administrative support."

Crabb found the Food Gatherers to be a perfect match to help carry out the project and "with both units willing to dance," the project is ready to roll.

Although the willingness of students to donate one meal per

Continued on page 3

## Smith makes decision on Theta Chi case

EMU Vice President for University Marketing and Student Affairs Laurence N. Smith issued a statement Feb. 6 regarding the Theta Chi Fraternity. The statement relates to a Nov. 16 incident at the Theta Chi house on Cross Street during which members of the fraternity violated EMU's racial discrimination and discriminatory harassment policy, as determined at hearings of both the University Judicial Board and Judicial Appeals Board.

On Nov. 18, after an initial investigation of the incident, which involved an exchange of racial slurs escalating into a fight between Theta Chi members and a group of African-Americans who were denied admittance to a closed Theta Chi party, Smith imposed an interim suspension on Theta Chi. That meant the fraternity could not participate in University-related activities or enjoy any other privileges associated with recognition by the Office of Campus Life as a student organization.

At that time, Smith said he ordered the suspension to "convey to the fraternity and the Greek system at large that the University views with great seriousness the continued threat to the well-being of the campus community that events of this nature create." It was the second time this academic year that Theta Chi had been involved in an incident requiring police intervention.

After hearing the case, the University Judicial Board voted to suspend the fraternity for one year, a decision which Theta Chi appealed through the Judicial Appeals Board.

On Jan. 31, the Judicial Appeals Board, after hearing from witnesses from both sides of the case, made a recommendation to lift the suspension and put the fraternity on two years administrative probation, with the provision that its members develop and complete multicultural sensitivity training programs.

That group's decision has prompted a series of campus protests by African-American students and their supporters who urged EMU officials to reimpose the suspension. During a protest Feb. 6, those students submitted a list of "demands" to Smith relating to the treatment of minorities on EMU's campus. The demands are: 1) The Appeals Board decision on Theta Chi be overturned from two years probation to suspension; 2) use of campus facilities for social functions (be) returned, to include social and classic ballroom dances for all organizations on campus; 3) address police harassment and brutality; 4) (cancel classes on) Martin Luther King Jr. Day; and 5) address the necessity of professional staff and monetary allocations for the Multicultural Center.

Smith was meeting with student representatives regarding the demands and other issues Friday, Feb. 7, but any outcome of that meeting was not available at Focus EMU press time.

Under EMU policy, Smith had five days to accept, reject or modify the Judicial Appeals Board's recommendation. Following is his decision.

Theta Chi was found guilty of discrimination and discriminatory harassment by both the University Judicial Board and the Judicial Appeals Board. The University Judicial Board also found Theta Chi guilty of harassment as well as physical abuse or threats of physical abuse. The University Judicial Board sentenced Theta Chi to a one-year suspension without qualifications.

However, the Judicial Appeals Board found Theta Chi guilty of only one of the charges and imposed probation. Their decision, however, noted that they felt that "racial slurs are among the most reprehensible forms of misconduct." They further noted that "a substantial penalty was not inappropriate and that is the basis for our two-year sentence of probation."

The Judicial Appeals Board additionally felt that they needed to find a way to remind the group of their feelings about the importance of the offense and, therefore, they required Theta Chi to present to the Dean of Students a plan for programs of racial sensitivity which should be publicized through Campus Life, open to the campus at large, and requiring the attendance of all Theta Chis.

Although probationary status carries no other penalty, their decision did note that during the two-year probation period any violation or breach of the Conduct Code could result in suspension or termination, even if the violation might otherwise not merit such a penalty.

In reviewing these decisions, the



overriding concern must be whether or not the penalty will ensure that Theta Chi has seriously examined their behavior and successfully altered it as a prerequisite for membership in the University community. I do not feel that the decision of either judicial body provides adequately for this activity.

Eastern Michigan University, its administration, and governing board has publicly committed repeatedly to supporting and fostering an environment in which education is a primary goal and in doing so has confirmed the responsibility for taking whatever action necessary to ensure that all members of the University community are able to pursue their education free of intimidation, discrimination, or threat. As such, Theta Chi's behavior is particularly offensive to our community.

It is my decision that Theta Chi must immediately initiate and be engaged in, within thirty days, a structured and professionally directed racial sensitivity program to ensure that there is a fundamental change of both the attitude and the behavior of its members if they wish to be part of our University community. I, therefore, am directing that Theta Chi, working through its National and under the guidance of a special University committee set up and chaired by our Assistant Vice President for University Marketing and Student Affairs, engage in such an effort as a precondition of recognition and acceptance.

I am imposing a suspension on Theta Chi, with loss of all privileges as a recognized student organization, until such time as the special committee is satisfied that

Continued on page 4

## Campus Capsules

### FCIE To Host Series On Multicultural Sensitivity

The Faculty Center for Instructional Excellence will host a repeat of its Multicultural Sensitivity Series today (Feb. 11) and Thursday, Feb. 13, from noon to 1:30 p.m. in the Graduate Meeting Room of Starkweather Hall.

Presented by Dr. Jan Collins-Eaglin, assistant professor of teacher education and associate director of the FCIE, the series explores the range of issues faced by teachers when students have diverse backgrounds. In particular, Collins-Eaglin will show a video and discuss the learning experiences of culturally diverse students at EMU.

For more information, call the FCIE at 7-1386.

### EMU Hosting 'Come Home Eastern' Event Feb. 14-15

The Office for Alumni Relations and EMU Huron Valley Alumni Chapter will hold a "Come Home to Eastern" weekend Friday and Saturday, Feb. 14-15.

The weekend will begin with a Valentine's Day dinner Friday at 7:30 p.m. in the Huron Golf Clubhouse. The dinner, featuring entertainment and choice of prime rib or grilled swordfish, costs \$30 per person.

Then, EMU's women's and men's basketball teams will play against Bowling Green State University Saturday at Bowen Field House. The women's game starts at 12:30 p.m., with the men's game following at 3 p.m. Reserved seating tickets are \$8 each and are available by calling 7-2282.

After the games Saturday will be a pizza party at the Huron Golf Clubhouse, at which Intercollegiate Athletics, the Hoop Group and Fast Break Club will host a "slam-dunk" wrap-up for the game. The cost for the party is \$5 per person. Finally, at 8 p.m. Saturday will

be a performance of "The Lion in Winter" in Sponberg Theatre. Written by James Goldman, the comedy explores the dilemma faced by King Henry II of England when choosing an heir to the throne. Admission is \$8 and tickets are available by calling 7-1221.

In addition to the scheduled events, the Olds Student Recreation Center will be open to members of the alumni association from 9 a.m. to 7:45 p.m. Saturday and the Radisson on the Lake has reserved a block of rooms for event participants.

To sign up for any of the "Come Home to Eastern" events, or for more information, call the Office for Alumni Relations at 7-0250.

### Payroll Explains Tax Changes

Due to a high number of phone calls from employees, the Payroll Office has submitted the following explanation for changes in the tax code for 1992.

The 1992 Social Security (OASDI) wage base will increase this year to \$55,500, up from \$53,400 in 1991.

The payroll tax rate in 1992 remains at 6.20 percent for Old Age Survivors and Disability Insurance.

The Medicare Part A (HI) wage base will increase in 1992 to \$130,200, up from \$125,000 in 1991. The payroll tax rate for Medicare Part A remains at 1.45 percent in 1992.

### Three Students To Receive GM Volunteer Spirit Award

Any organization, faculty or staff member may nominate students to receive the General Motors Volunteer Spirit Award.

All currently enrolled EMU students are eligible for the award, which recognizes students who have distinguished themselves through unselfish service to others.

Winners will be selected by an

independent committee of faculty, staff and students. Winners will receive a plaque and five shares of General Motors common stock.

Applications are available at the Office of Campus Life in 221 Goodison, the VISION office in 211 Goodison and the Rec/IM front desk. They must be turned in by 5 p.m. Friday, Feb. 21, to the Office of Campus Life.

For more information, call 7-3045.

### Academic Programs Abroad To Host Dutch Visitors

The Office of Academic Programs Abroad will host a reception for two campus visitors from The Netherlands Thursday, Feb. 13, from 3:30 to 5 p.m. in McKenny Union's Tower Room.

The guests, both from the University of Groningen in The Netherlands, are Dr. Ingrid van der Meer, coordinator of its U.S./Dutch student exchange program, and Dr. Hillig van't Land, coordinator of the Canadian/Dutch student exchange program there.

The reception will provide an opportunity to be updated on the status of EMU's direct student exchange program with the University of Groningen and meet some of its participants.

Refreshments and appetizers will be served.

The University community is invited to attend.

### MPSERS To Hold Informative Meetings

The Michigan Public School Employees Retirement System (MPSERS) has scheduled informative meetings during March in Livonia and Detroit. For information about the locations and times, call the Benefits Office at 7-3195.



## Four faculty members recognized for excellence

Four members of EMU's faculty were named 1991 Distinguished Faculty at a ceremony Feb. 12 at Hoyt Conference Center.

Dr. Carla Tayeh, assistant professor of mathematics, received the Teaching I award recognizing faculty with less than five years at EMU; Dr. Jerald Griess, professor of industrial education, received the Teaching II award recognizing faculty with more than five years at EMU; Dr. Richard Douglass, associate professor of associated health professions and director of that department's health administration program, received the Scholarly/Creative Award; and Dr. James H. Conley, professor of management, received the Service to the University Award.

Distinguished Faculty Awards are presented annually at EMU. Recipients are nominated by any combination of three faculty colleagues and/or students. An EMU Faculty Council committee chooses semifinalists and the winners are selected by an external committee composed of faculty and administrators at other universities.

In receiving the Teaching I Award, Tayeh was cited for her ability to "convey the excitement of learning mathematics, with an emphasis on problem solving, communication and mathematical connections." She also was noted for her belief that students must have the opportunity to successfully solve very challenging problems so they can learn how to believe in their own mathematical power.



Tayeh

Douglass

Conley

Not pictured, Jerald Griess

Tayeh, who joined EMU's faculty in 1989, holds a bachelor's degree from Florida International University, a master's degree from the University of Georgia and a doctorate from Southern Illinois University.

In receiving the Teaching II Award, Griess was cited for his efforts to remain current with the area he teaches in, industrial technology, which is "a highly technical area that constantly changes." Also, students rank Griess as one of the most "exceptional faculty members" at EMU and the computer-aided design program, which he developed, has the largest enrollment of any major in the college.

Griess holds a bachelor's degree from Nebraska Wesleyan University, a master's degree from Oklahoma A & M College and a doctorate from Pennsylvania State University. He joined the EMU faculty in 1967.

Douglass received the Scholarly/Creative Award for his work as "an active contributor to the expansion of the state of knowledge in several areas of

health problems and human service needs for 20 years." Specifically, Douglass has given 47 conference presentations since joining EMU's faculty in 1987. His original research has been published in books, monographs and refereed journals and he has written several grants. Among the topics Douglass has explored in his research are AIDS, Alzheimer's Disease, suicide, alcoholism and substance abuse, homelessness among the elderly, domestic mistreatment of the elderly and the representation of black elderly in long-term facilities.

He has a bachelor's degree from Alma College and a master's degree and doctorate from the University of Michigan. Douglass also has studied at Haile Selassie I. University in Addis Adaba, Ethiopia.

In receiving the University Service Award, Conley was noted for providing "exceptional service to the University and the College of Business" since joining EMU in 1969. He was co-author of the 1973 graduate program proposal for the college which resulted in the establishment of master's level degree programs being offered by the college. Most recently, Conley played a strong leadership role in the development of the new Gary M. Owen College of Business Building.

Conley has served on numerous college committees, including those for personnel, curriculum and faculty member searches, and was acting Management Department head in 1988-89. His other committee work has included membership on the College of Business Development Board, COB Faculty Development Fund Campaign and work as faculty adviser to the COB student chapter of the Entrepreneurs Association.

University wide, Conley has served on the Graduate School Research and Sabbatical Leave Committee and currently is working with the Faculty Council on the Academic Policies Committee. He also is working with the Accounting Department to develop a minority student recruitment program in cooperation with major accounting firms and the Black Ministerial Association of Greater Detroit.

Conley, who joined EMU's faculty in 1969, holds a bachelor's degree from Otterbein College in Ohio, a master's in divinity from United Theological Seminary in Ohio and a doctorate from Michigan State University.



Executive Vice President Roy Wilbanks (right) took U.S. Rep. Carl Pursell on a tour of Pease Auditorium last April to show the historic building's renovation needs. EMU staff currently are working with architects from Quinn Evans in Ann Arbor to determine use plans for a \$1 million federal grant recently awarded to begin renovation/restoration of the auditorium.

## State agrees to fund Pease restoration

EMU staff currently are working with architects from Quinn Evans in Ann Arbor to best maximize the \$1 million federal grant awarded last year to begin renovation/restoration of Pease Auditorium.

As reported in a construction progress report to the EMU Board of Regents at its Jan. 28 meeting,

the University is hoping to use the funding to support the reversal of degenerative conditions existing in Pease. That would allow the building to be reopened while additional funding is pursued for complete restoration.

In addition, the report cited "significant progress" on the Rynearson Stadium

Continued on page 3

## COB marks first year in Owen Building

By Doug Olson

One year after its official opening, the Gary M. Owen College of Business Building is still getting rave reviews from those who use it.

"By and large the comments are very favorable," said Dr. Stewart Tubbs, dean of the College of Business. "People like the openness and the so-called 'daylighting concept' that is evident in many of the rooms of the building."

"It's wonderful from my standpoint as an instructor," said Dr. Mary Vielhaber-Hermon, professor of management. "The classrooms are well-equipped and comfortable. It's kept me excited as a teacher."

"It looks more like a mall than a typical educational institution building," added Rolland Cooper, lecturer in the Accounting Department, noting that the new building is "spacious, well-lit and pleasant."

The \$33 million facility, located in downtown Ypsilanti, opened for classes at the beginning of winter semester 1991. It was officially dedicated at a March 22 ceremony.

"I had an official from the (American Assembly of Collegiate Schools of Business), our accrediting group, say that only 10 percent of all the business schools in the United States ever get a new building," Tubbs said.

One of the features that has drawn much praise is the level of available parking, which includes a parking structure adjacent to the building.

"The parking is fantastic," Cooper said. "I used to walk a half mile to class in Pray-Harrod."

Vielhaber-Hermon agrees, saying "You don't have to plan your life around parking any more."

While the same half-mile walk could now get you back to campus from the new building, some people admit they miss being closer to the action.

"I do feel isolated from main campus," Vielhaber-Hermon said. "I really miss seeing students from other departments." She said she



EMU photo by Jennifer Falvey

The Gary M. Owen College of Business Building downtown Ypsilanti opened just one year ago and continues to get rave reviews from those who use it.

remedies that by saying involved with events on campus.

Excitement over the facility has helped the college raise more than \$2 million to fix and equip the building. Many donors have funded specific projects, such as furnishing a room, and the college puts a plaque at the location to recognize the gift.

"I really couldn't even begin to calculate how many times I've shown this building," Tubbs said, noting that tours help spark interest from potential donors, faculty and students.

The new building, Tubbs added, is just one more step in the college's plan for continuous improvement.

"We're trying to continuously get better and better," he said. "We've

worked on improving the curriculum. We've worked on recruiting really good faculty members. We've upgraded the standards for the student grade point average requirement to get into the college. Our goal is to continuously improve, and the building is just one part of that."

Citing the many donations by corporate and private sponsors and the committees of students and faculty who aided the decision-making, Tubbs said the project is an example of the "incredible amount of teamwork" that goes into making the College of Business the best it can be.

"We had a faculty committee for the construction of the building. We had faculty committees working on the curriculum development. We've

had active work from the students. We've had business men and women who have worked as volunteers to help us with the fund raising and to advise us on our improvements. It's been a very inspiring team effort by so many people involved," he said.

The college is continuing efforts to raise funds for more furnishings and to finish construction of the master's of business administration executive classroom. "It's called an executive classroom because it's really going to be very plush," Tubbs said.

The college still plans to raise more than \$2 million to reach its fundraising goal of \$5 million for the total building project.

**Emergency  
on Campus  
Call 1-2-3**



# Focus on Staff

## With McKanders as legal eagle, EMU keeps its counsel

By Doug Olson

Ken McKanders is a man of many roles. By day, he's the university attorney at EMU, handling legal issues and questions which come up about virtually all areas of law.

After work, he is the staff adviser to Alpha Phi Alpha fraternity, an academic mentor, instructor of the Renaissance Optimists Club, the National Association of College and University Attorneys and three bar associations.

"It's a lot of different pieces, but they all kind of fit together," said McKanders, who also is married and raising four children.

McKanders came to EMU four years ago as university attorney after serving several years in the same capacity at Wayne State University and Wayne County Community College. "In a sense, what attracts me to the position is the variety of work that I do," he said.

To add to the variety and his involvement in the community, McKanders is active in many levels of campus life. "I think the added benefit is that I'm practicing law but I'm also able to be involved directly with students and to assist them in some way," he said.

One of the most direct ways he assists students is through the Academic Mentoring Program. He currently advises two students, both of whom plan to pursue law careers. "In terms of assigning them to me, it was a perfect fit, because not only do we discuss the problems generally involved in a mentoring relationship, but we can also discuss long-term career plans," he said.

He also regularly places a student from EMU's Legal Assistant Program as an intern in his EMU office. "It's beneficial, not only for me but for the student and the program."

McKanders also has contact with students as an instructor. "I have taught a course out of Leadership and Counseling, 'The Law of Higher Education,'" he said. "Right now I'm teaching Health Law."

Teaching, he said, "makes for a long day" because he teaches night classes after working all day, but he enjoys it because it's something different than the usual legal work.

McKanders also is the staff adviser for Alpha Phi Alpha fraternity, which he was a member of as an undergraduate at Michigan State University.

When he came to Eastern, McKanders did not abandon his community service work in Wayne County. He remains a member of the Wayne State University Campus Ministry Board and of the Renaissance Optimists Club, which is based in Detroit.

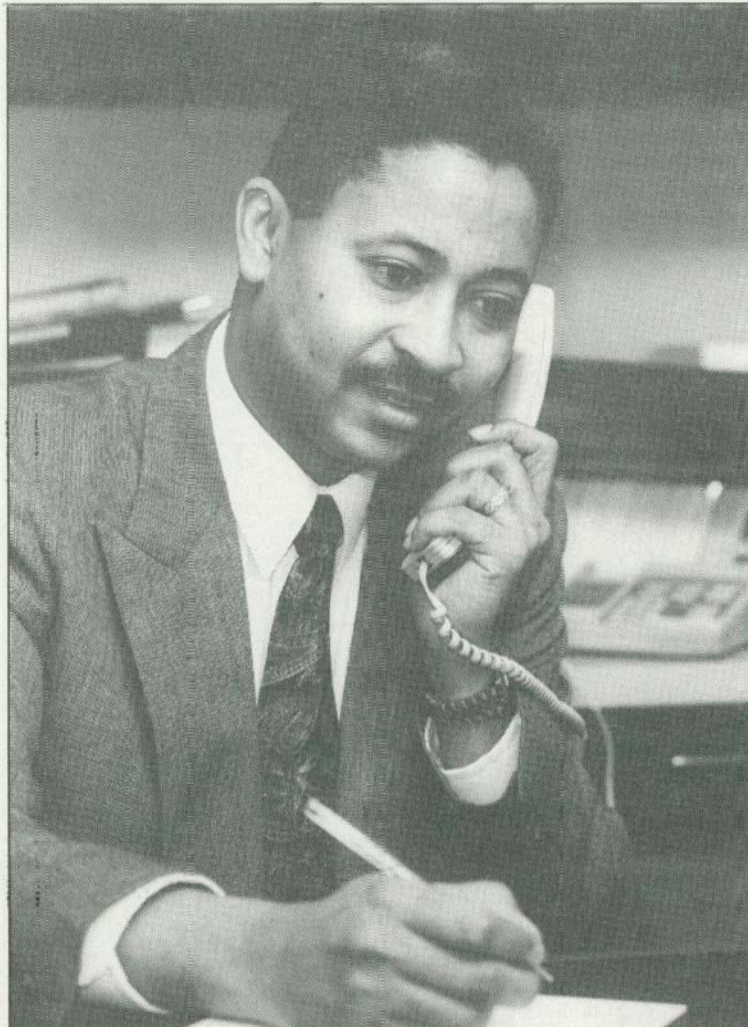
As former president of the Optimists, he stays with the group to participate in its many charity projects, which include "Meals on Wheels," programs at several Detroit middle and high schools and projects for the elderly.

McKanders also remains part of the Wolverine Bar Association, an organization of minority attorneys in Wayne County.

He has also joined the newly formed Vanzetti Hamilton Bar Association, which unites minority attorneys in Washtenaw County, and holds a seat on its board of directors.

Clearly, McKanders is a man who seldom gets bored.

"When we're involved in litigation (at EMU), I refer some of the cases to outside counsel. But I also handle some of the lawsuits in-house. I handle all of the civil rights cases in-house that are filed with administrative agencies, like the Equal Employment Opportunity Commission and the Michigan Department of Civil Rights. I also handle some of the claims with



University Attorney Ken McKanders joined EMU four years ago after serving in the same capacity at Wayne State University and Wayne County Community College. "I'm practicing law, but I'm also able to be involved directly with students and to assist them in some way," he said.

other agencies like the Michigan Employment Relations Commission or the Michigan Department of Labor Claims.

"In addition to that, I'm reviewing contracts on a daily basis for different departments and I serve as part of the president's cabinet, so I'm involved in policy issues at that level."

McKanders also handles inquiries from students and staff about a variety of legal issues.

"I get the day-to-day calls from individuals who have questions that may range from a student financial aid problem to a concern over copyright or intellectual property rights," he said. "It's a wide range of questions that surface day-to-day

in the office."

While many people don't immediately recognize the need for a university attorney, McKanders admits he didn't see it either until he became one. "At first, when looking for work, I was not specifically looking for work at an educational institution," he said. "I saw the position posted, but I really had no concept of what a lawyer would be doing in-house at a public institution of higher education."

"For a number of years after I was hired (at Wayne State) in 1978, when I told people that I was working for a university, the response was, 'Well, why would a university need an attorney?' I think most

**"When I told people that I was working for a university, the response was, 'Well, why would a university need an attorney?' I think most people realize now, by looking in the papers and seeing the types of claims that are being filed against universities, that there is a real need for in-house counsel."**

people realize now, by looking in the papers and seeing the types of claims that are being filed against universities, that there is a real need for in-house counsel." One real benefit of his job, McKanders said, is that he gets to work with so many different people around campus.

"I have contact with the president, vice presidents, faculty from all departments and staff from all the unions," he said. "So I've gotten to know a lot of people and I've enjoyed that. "Even though day-to-day I'm dealing with problems, I enjoy the work. It never depresses me or frustrates me."

## Regents hear new plan to recruit more minority faculty

A plan to recruit more minority faculty, including 50 percent or approximately 18 more African-American faculty by 1996-97, was received by the Board of Regents Jan. 28.

Currently, 79, or 11.6 percent, of EMU's 680 tenure track/tenured faculty are minorities. Of that amount 35, or 5.1 percent of total tenure track/tenured faculty, are African-American; 31, or 4.6 percent of the total, are Asian/Pacific Islanders; 11, or 1.6 percent, are Hispanic; and 2, or 0.3 percent are American Indian.

Although EMU's past minority recruitment efforts, particularly a plan initiated in 1986, have been successful and resulted in the appointments of 39 minority faculty, including 19 African-Americans, its efforts last year resulted in the addition of only one new black tenure-track faculty member.

Citing widespread competition and a shrinking pool of doctorally prepared African-Americans, the Division of Academic Affairs, report said it "must rethink its affirmative action strategy for the future."

Among the steps EMU intends to take to increase African-American faculty are: targeting faculty hires in entry-level positions (since competition intensifies for higher-level hires); placing greater emphasis on immediate area recruitment; replacing the formerly state-funded King/Chavez/Parks Visiting Professor program with a comparable

### Minority Faculty Recruitment Plan

The EMU Board of Regents received a plan Jan. 28 to increase minority representation in the faculty. Below are highlights of the plan.

■ Currently, 79 (11.6 percent) of EMU's tenure track and tenured faculty are minorities. Of those, 5.1 percent are black, 4.6 percent are Asian/Pacific Islanders, 1.6 percent are Hispanic and 0.3 percent are Native American.

■ The plan calls for recruitment of approximately 18 more African-American faculty by 1996-97.

■ Among the steps planned to achieve the African-American faculty goal is a provision to target faculty hires in entry-level positions, because competition from other schools intensifies for higher-level faculty hires.

■ In addition, initiatives are underway to provide a more supportive environment for minority faculty and two daylong sessions regarding diversity in academe are scheduled primarily for academic administrators.

■ The provost's office will sponsor a videoconference on minority recruiting later this year.

number of visiting lectureships funded by the University for use as a minority recruitment tool; and undertaking major outreach initiatives at the college and departmental levels to ensure more personalized contacts.

Also in the plan are directives to change EMU's recruitment language to emphasize its active pursuit of diverse faculty; increased funding for faculty recruitment; revisions to search procedures to expedite hiring of qualified minority candidates; and providing suffi-

cient full-time-equivalent faculty allocations to enable departments to offer reduced teaching load incentives for first-year minority faculty.

In addition, the provost's office said initiatives are underway to provide a more supportive environment for minority faculty and two daylong sessions regarding diversity in academe are scheduled primarily for academic administrators. The provost's office also will sponsor a videoconference on minority recruiting later this year.

### Needy

Continued from page 1

month is the essential ingredient for the project, Crabb credits the AFSCME Local membership as the "core," which is making it happen.

"The staff are extremely enthusiastic. They have spent a lot of time in meetings and are willing to give up time from their lunches and breaks to help prepare the extra food," he said. "I have to give a lot of credit to the AFSCME local. Without their willingness and support, we would not be able to do this."

Sharon Donovan, donor coordinator and project coordinator for "hot meals now" at Food Gatherers in Ann Arbor, said EMU's "Two Percent Solution" is the first project of its kind in the United States.

"We are in contact with perishable food programs nationally, and as far as I know, EMU's is the only university program in the country. You've started something that's really revolutionary," she said. "It's really stupendous. And we'll be sharing the program design with other PFP's (perishable food program handlers) at a national conference in Dallas in March."

Donovan said cost estimates show for every student meal donated, Food Gatherers will be able to serve three free meals to the hungry. "This week, only one meal per day was served in Ypsilanti," she said. "Next week, that's going to change."

"What we're looking for now are items to supplement the entrees from Eastern, like produce, which is high priority, and desserts," she said.

Coordinating the "The Two Percent Solution" is not the first contact EMU has had with Food Gatherers. Last December, United Auto Workers Local 1975, representing EMU's secretarial/clerical staff, donated \$18 per attendee at the union's usual holiday banquet. The net result was a \$3,374 cash donation, plus canned and dry goods to Food Gatherers.

"They (the union membership) was so wonderful and so generous," Donovan said. "And everyone I've worked with from the beginning at Eastern has had such a touching response. There's a lot to be thankful for."

### Pease

Continued from page 2

expansion/renovation, scheduled for completion by September, and the McKenny Union renovation, slated for completion by August.

Other projects noted in the report included the completed installation of Bowen arena's new sound system and enclosed the basketball floor; completed construction of a Huron Golf Club shelter building; and the current processing of construction documents for the new outdoor recreation center. With construction expected to begin on the center in early spring, an October completion is targeted.

It also was reported that, to date, all contracted obligations are within the approved project budgets with no indications that further progress will exceed those budgets.



**Theta Chi**

Continued from page 1

Theta Chi has made significant progress and has developed a plan for continued action and that, thus, their progress warrants readmission to the University appropriate to the terms of this decision. At such time the fraternity will be readmitted to the University with a one-year probation with privilege to ensure that all commitments made are honored. During this period of suspension and probation any violation or breach of the Conduct Code by Theta Chi members directly related to their house or their organization may result in full and final termination of the Theta Chi as a part of the University.

**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**, *FOCUS EMU* editor  
**Dick Schwarze**, photographer  
**Doug Olson**, student intern

**Research**

**Runaway Drug Prevention**

The Administration for Children and Families (ACF) is inviting applications to improve and expand drug abuse prevention, education and information services for runaway and homeless youth and their families. ACF favors projects that involve family members, are sensitive to the particular needs of ethnic and minority group members, develop innovative ways to secure appropriate treatment services for clients and integrate their services with those provided by other agencies.

The deadline for submitting applications is March 17, 1992. Contact the Office of Research Development at 7-3090 for application information.

**Hitchings-Elion Postdoctoral Fellowships**

The National Institutes of Health's Fogarty International Center is inviting applications for fellowships in the United Kingdom to promote collaborative biomedical and behavioral studies between British and American scientists. Supported activities include collaboration in basic or clinical research and familiarization with or use of special techniques and equipment not otherwise available to the applicant.

Two deadlines have been established in 1992: May 10 and Sept. 10. For further information, contact the Office of Research Development at 7-3090.

**Environmental Education Grants**

The Environmental Protection Agency is soliciting applications for cooperative agreements and grants to support projects to design, demonstrate or disseminate practices, methods or techniques related to environmental education and training.

Proposals are due March 9, 1992. For guidelines and application forms, contact the Office of Research Development at 7-3090.

**Ecological Studies**

The National Science Foundation has set a June 15, 1992, deadline for applications submitted under a new program consolidating ecosystems studies and ecology programs. Areas of interest include community ecology of land and inland waters, with emphasis on species interactions and co-evolution in natural and agricultural ecosystems; microbial ecology of soil and freshwater; influences on the distribution and abundance of current and historical animal and plant communities; field, laboratory and mathematical modeling studies of the processes and components of natural, managed and human-dominated terrestrial, freshwater and wetland ecosystems; new methods of predicting ecosystem change and mathematically analyzing functional interdependencies in complex, highly variable systems; and information on ecosystem management and exploitation.

For further information on this program, contact the Office of Research Development at 7-3090.

**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 5 p.m. on the expiration date. **Note: 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, Feb. 17, 1992. **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, DC I, and the University Library.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-2462.

**CLERICAL/SECRETARIAL**

(Minimum Annual Salary)\*

CSAA9230 - CS-04 - \$14,674 - Secretary II - 50%, Management (Monday-Friday, 8 a.m. - 12 p.m. Wordprocessing/computer experience desired: Wordperfect 5.0, Wordperfect 5.1 and/or ability and willingness to learn; ability to work in high volume environment)

**ATHLETIC COACHING**

(Minimum Biweekly Salary)

ACEX9203 - AC-13 - \$1,102.03 - Assistant Head Coach, Football, Intercollegiate Athletics

\*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**

**Events of the Week**

**Feb. 11 - 17**

**Tuesday 11**

**WORKSHOP** — Career Services will present an Introduction to Career Planning workshop. Call 7-0400 to sign up, 425 Goodison, 11 a.m.

**MOVIE** — The film "Do the Right Thing" will be shown as part of McKenny Union's Lunch Time Video Series. Admission is free and popcorn will be provided, Guild Hall, McKenny Union, noon

**MEETING** — UAW Local 1975 will meet, Gallery I, McKenny Union, 12:30 p.m.

**WORKSHOP** — Career Services will present an advanced interview and job search workshop for students in the College of Arts and Sciences. Call 7-0400 to sign up, 405 Goodison, 4 p.m.

**WORKSHOP** — Career Services will present an advanced interview and job search workshop for students in the College of Business. Call 7-0400 to sign up, 216 Owen Building, 4 p.m.

**WORKSHOP** — Career Services will present an advanced interview and job search workshop for students in the College of Education. Call 7-0400 to sign up, 405 Goodison, 5:15 p.m.

**MEETING** — The EMU Ski Club will meet, Huron Room, McKenny Union, 6 p.m.

**MEETING** — The Lesbian, Gay and Bisexual Student Association will meet, Faculty Lounge, McKenny Union, 6 p.m.

**MEETING** — The EMU Ballroom Dance Club will meet, Ballroom, McKenny Union, 6 p.m.

**LECTURE** — National Football League referee Jerry Markbreit, who was head referee at this year's Super Bowl Jan. 26, will give a motivational lecture about the philosophy of winning as part of EMU's "Lectures and Learning" series. Call 7-3045 for more information, Hoyt Conference Center, 7:30 p.m.

**RECITAL** — The fourth recital in EMU's 1991-92 Organ Recital Series, featuring Prinzpal IV, will be held. Call 7-4380 for more information, Organ Recital Hall, 8 p.m.

**MEETING** — The College Republicans will meet, Faculty Lounge, McKenny Union, 8 p.m.

**Wednesday 12**

**WORKSHOP** — Career Services will present an advanced resume preparation workshop for students in the College of Health and Human Services. Call 7-0400 to sign up, Burson Room, Roosevelt Hall, 9 a.m.

**WORKSHOP** — Career Services will present an advanced resume preparation workshop for students in the College of Business. Call 7-0400 to sign up, 405 Goodison, 9:30 a.m.

**WORKSHOP** — Career Services will present an advanced interview and job search workshop for students in the College of Health and Human Services. Call 7-0400 to sign up, Burson Room, Roosevelt Hall, 10 a.m.

**FORUM** — A drop-in forum titled "Older and Wiser" will be held for students over 25. Admission is free and refreshments will be served, McKenny Union, noon to 1 p.m.

**FULBRIGHT WORKSHOP** — The Graduate School, Office of Research Development and World College will co-sponsor a workshop on "Applying for a Fulbright Scholarship." The presenter will be Rosemary Lyons, a representative of the Fulbright organization in Washington, D.C. Faculty, staff and students are invited to attend. For more information, call Dr. Jeanne Clerc at 7-0042, 201 Welch Hall, 12:15 - 3 p.m.

**WORKSHOP** — Career Services will present a workshop using the Strong Interest Inventory. The SII must be taken at least one week before today's workshop. To take the SII, call Dr. Joanne Burns at 7-0400, 425 Goodison, 2 p.m.

**CO-OP ORIENTATION** — Career Services will present an orientation workshop on Professional Experience Programs and Co-ops for students in the College of Business. Call 7-0400 to sign up, 405 Goodison, 2:30 p.m.

**BASKETBALL** — EMU's women's and men's basketball teams will play at Central Michigan University. Call 7-2282 for tickets, Mount Pleasant, 5:45 p.m. and 8:00 p.m.

**MEETING** — Women in Communication will meet, Faculty Lounge, McKenny Union, 6 p.m.

**Thursday 13**

**MEETING** — The EMU Panhellenic Council will meet, Faculty Lounge, McKenny Union, 5 p.m.

**MEETING** — The EMU Gospel Choir will meet, Tower Room, McKenny Union, 7 p.m.

**'DADDY-DAUGHTER' NIGHT** — Students in EMU's recreation programming class will host this special Valentine's Day event where fathers can spend the evening with their "favorite sweethearts"—their daughters. The evening will include dancing, punch and cookies and flowers and a gift for each daughter who attends. Tickets are \$5 per couple, or \$7 total for families with more than one daughter. Proceeds will benefit EMU's Recreation Organization. For more information, call Vic Chiasson at 7-1343, Gymnasium A, Warner Building, 7 - 8:30 p.m.

**THEATER** — The Communication and Theatre Arts Department will present "The Lion in Winter," a James Goldman comedy about King Henry of England. All tickets are \$4. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theatre, 8 p.m.

**MEETING** — The Black Greek Council will meet, Huron Room, McKenny Union, 8 p.m.

**MOVIE** — The film "Listen Up," which looks at the work of musician Quincy Jones, will be shown as part of Black History Month, Multicultural Center, 8 p.m.

**Friday 14**

**'LITTLE SIBS' WEEKEND** — The Office of Campus Life will host this annual event during which siblings of EMU residence hall students visit campus and participate in a series of scheduled activities. Call 7-3045 for more information. All campus

**WORKSHOP** — An orientation workshop for new EMU employees will be held, 205 Welch Hall, 8:30 a.m.

**MEETING** — The Interfraternity Council will meet, Faculty Lounge, McKenny Union, 4 p.m.

**WRESTLING** — EMU's team will host the University of Toledo, Bowen Field House, 7 p.m.

**TRACK** — EMU's women's team will compete in the Central Collegiate Conference Championships today and tomorrow, Iowa City, 4 p.m.

**THEATER** — The Communication and Theatre Arts Department will present "The Lion in Winter," a James Goldman comedy about King Henry of England. Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theatre, 8 p.m.

**TRACK** — EMU's women's team will compete in the Red Simmons Invitational. Place to be announced, 10 a.m.

**BASKETBALL** — EMU's women's and men's basketball teams will host Bowling Green University. Call 7-2282 for tickets, Bowen Field House, 12:30 and 3 p.m.

**THEATER** — The Communication and Theatre Arts Department will present "The Lion in Winter," a James Goldman comedy about King Henry of England. Tickets are \$8 for the general public, \$6 for students and \$5 for Mainstage members. For more information, call the EMU Arts and Entertainment Box Office at 7-1221, Sponberg Theatre, 8 p.m.

**Saturday 15**

**GYMNASTICS** — EMU will host the Michigan State Championships, Bowen Field House, 2 p.m.

**Monday 17**

**PRESS BRIEFING** — EMU President William Shelton will hold his monthly briefing with members of the local press. Call 7-4400 for more information, 202 Welch Hall, 10:30 a.m.

**WORKSHOP** — Career Services will present a career planning workshop using the Discover computer program. Call 7-0400 to sign up, 405 Goodison, 1 p.m.

**MEETING** — The Residence Hall Association will meet, Faculty Lounge, McKenny Union, 4 p.m.

**WORKSHOP** — Career Services will present an advanced resume preparation workshop for students in the College of Education. Call 7-0400 to sign up, 405 Goodison, 5:15 p.m.

**MEETING** — Circle K International will meet, Gallery I, McKenny Union, 6 p.m.

**EMU NEWSLINE**

Call 487-2460 or 487-2461 24 hours a day for late-breaking EMU news, calendar updates and information on University closings during bad weather.