



MIND IF WE JUST DROP IN? The Golden Knights, the United States Army's official aerial demonstration team, will "drop in" Saturday, Oct. 12 before EMU's Homecoming football game against Bowling Green. The squad plans a night jump into brightly-lit Rynearson Stadium. Also, the Golden Knights will give a public demonstration Friday, Oct. 11 at 4:30 p.m. at the stadium. This jump is free and open to the public.

Bidwell to head Foreign Languages, Levy appointed Chemistry Department head

Dr. Jean S. Bidwell, director of the Office of International Projects here, is the new head of EMU's Department of Foreign Languages and Bilingual Studies.

She replaces Dr. John R. Hubbard, who returned to teaching within the department.

Bidwell first joined the foreign languages faculty at EMU in 1962 after spending five years teaching French and English at Airport Community High School. She served for two years at the EMU Laboratory School at Lincoln High School before joining the full-time, on-campus faculty in 1964. She served as head of the Foreign Languages Department from 1974-80 before taking a three-month sabbatical leave to serve as a consultant to the EMU/USAID Basic Education Development Project in the Yemen Arab Republic. In 1981, she was appointed director of the Office of International Projects.

In that position, Bidwell managed grants and contracts for Eastern's educational projects overseas, including the Yemen project.

She was named "EMU Woman of the Year" by Eastern's Women's Commission the same year she assumed responsibility for International Projects. Last summer, she was elected to the Board of Education of the Washtenaw Intermediate School District.

Bidwell earned a bachelor's degree from Brown University in 1954 and her master's degree in education from EMU five years later. She received a master's degree in romance languages in 1965, a doctorate in 1971 and a certificate in English as a Second Language in 1977, all from the University of Michigan.

Her appointment is effective immediately.

The Board of Regents also approved the appointment of Dr. Judith T. Z. Levy as head of the Department of Chemistry, effective in July of 1986.

Levy earned her bachelor's degree in chemistry from Goucher College in Towson, Md., and her doctorate in physiological chemistry from The Johns Hopkins University School of Medicine.

Before accepting the EMU position, Levy was an associate professor at Wellesley College in Wellesley, Mass. Before that she spent a year as a research associate (on sabbatical) with Orthopaedic Surgery Children's Hospital Medical Center in Boston.

She also taught in the department of radiological science at Johns Hopkins, the department of cell biology and pharmacology at the University of Maryland School of Medicine and was a postdoctoral fellow in physiological chemistry at Johns Hopkins.

Levy will assume the post in July of 1986.

Blue Cross/Blue Shield Open Enrollment

Open enrollment for Blue Cross/Blue Shield Insurance is held annually in October. Employees wanting to make coverage changes may do so from Monday, Oct. 7 through Friday, Oct. 18, in the Staff Benefits Office, 308 King Hall.

Changes may include new enrollments for employees not previously covered in the University's group plan or new family members not added in the initial 30-day period allowed.



Jean Bidwell

Campus Capsules

University-wide Coffee Hour Scheduled

All University employees are invited to a coffee hour Tuesday, Oct. 8, from 9:30 to 11 a.m. in Dining Commons I. The coffee hour is sponsored by the Quality of Work Life Council and the President's Office to thank employees for doing a good job.

In addition, an appreciation brunch is scheduled for 6 to 8 a.m. for all custodians and evening employees, also in Dining Commons I.

Severe Weather Alarm To be Tested

Beginning tomorrow at noon, the Severe Weather Alarm system will be tested the first Wednesday of every month.

Unions receive increases, other benefit adjustments

At its September meeting, the Board of Regents approved contracts with three campus bargaining units and approved salary and benefit adjustments for non-bargained for University employees.

A two-year agreement with the EMU Chapter of the American Association of University Professors (AAUP) was approved.

The agreement provides an 11 percent salary increase over two years, increases in the salary increment awarded for promotion, increases in the increment awarded to faculty who earn a doctorate, changes in the evaluation, appointment, reappointment and tenure procedures, a tuition waiver program for spouses and dependent children and a tenure buy-out plan.

Faculty appointed prior to Jan. 1, 1985, will receive a salary increase for 1985-86 derived by applying five percent to the base salaries paid faculty at each rank. Instructors will receive \$1,092, assistant professors \$1,292, associate professors \$1,523 and professors \$1,789. The salary increases will cost the University an estimated \$936,702. An additional \$21,486 will be spent adjusting the salaries of faculty members whose salaries are not equal to or higher than the salary for their rank, years in rank and academic degree as described in the minimum salary table.

Salary increases for 1986-87 will again be based upon five percent of the average salary paid at each rank. In addition, a Salary Differential Pool equal to one percent of total faculty salaries will be established to address market inequities.

Other compensation adjustments include an additional one percent of base salary for some faculty who teach workshops which require a 24-hour commitment, an increase in the incre-

ment paid faculty for future attainment of the doctorate from \$900 to \$2,500 and increases in the increment paid faculty who receive promotions. The increment for promotion from instructor to assistant professor was increased from \$500 to \$800, from assistant professor to associate professor from \$600 to \$900 and from associate professor to professor from \$700 to \$1,200.

Benefit improvements included a 50 percent undergraduate tuition waiver for the spouses and dependent children of faculty members and an increase from 16.70 percent to 17.05 percent of earnings in the contribution the University makes to the TIAA-CREF retirement fund for faculty members enrolled in that program. The projected cost of this improvement for 1985-86 is \$54,182.

A tenure buy-out plan will be available to all faculty members who have completed at least 20 years of service in a regular tenure-track position at EMU by June 30, 1986. Faculty members must apply for this one-time only option by April 15, 1986, and may retire effective Dec. 31, 1985, or April 30, 1986, at the discretion of the University. The plan provides a buy-out sum equivalent to one academic year's (eight months) base salary plus \$650 for each complete year of service, payable over three years. In addition, medical benefits will be maintained for five years or until the faculty member obtains coverage through another source or reaches age 70, whichever is less.

Faculty members electing this option may be replaced by lecturers or other staff for up to four years. During the fifth year, replacement must be made by a regular bargaining unit member.

Continued on page 4

Rossiter to Speak On American Women in Resistance

Dr. Margaret Rossiter, emeritus professor of history, will speak here tomorrow at noon in the Alumni Lounge of McKenny Union. Her topic will be "They Fought Without Uniforms: American Women in the French Resistance." Her presentation will be sponsored by the Collegium for Advanced Studies, the History Department, Phi Delta Theta Honor Society, the Women's Studies Program, the Women's Association and the Women's Commission at EMU. Coffee will be served.

EMU Symphony Orchestra To Perform

The EMU Symphony Orchestra will perform its first concert of the 1985-86 season Thursday, Oct. 3, at 8 p.m. in Pease Auditorium. All concerts are free and open to the public.

State Senator Lana Pollock To Address "Lunch and Learn"

The EMU Women's Association will host State Senator Lana Pollock Friday, Oct. 11, at noon in the Tower Room of McKenny. Pollock will speak on "Women in the Political Process."

Focus on Faculty

Chemistry's Project SERAPHIM distributes software, trains teachers

Imagine a world where computers could be found in every chemistry classroom. Humming inside their disk drives would be the best, most up-to-date software available. The teachers would, of course, drain every drop of educational value out of all that technology, simply because they've been so well-trained in computer usage. The result would be chemistry classes that reached more people and produced the best chemistry students ever.

Sound like a dream? For some people in the Chemistry Department here, it is. But it's a dream that's gaining a strong foothold on reality, thanks to Project SERAPHIM.

SERAPHIM, funded by the National Science Foundation (NSF), promotes the use of computers in teaching chemistry, especially at the high school level. The idea was born three years ago by Dr. John Moore, chemistry professor and director of the project, and his wife, Betty, who serves as project manager.

John was editing the computer series column in the "Journal of Chemistry Education" at that time, something he still does. The journal's worldwide readership put him in touch with chemistry teachers across the globe. It occurred to the Moores that many teachers have no way of knowing about—or purchasing—the latest software for teaching chemistry. So in January, 1982, they wrote a proposal to the NSF requesting funds to allow EMU to serve as a clearinghouse for software and information. The \$160,000 grant came through, and Project SERAPHIM was in business.

Since 1982, the clearinghouse has distributed more than 12,000 computer disks and 10,000 information packets to chemistry teachers all over the world. The project has distribution centers in France, Canada, Kenya, West Germany, Yugoslavia and Italy, not to mention the United States.

That clearinghouse is the foundation for what is now a three-

pronged approach to promoting the use of computers in the chemistry classroom. A three-year grant for \$600,000, the project's third and largest grant, enabled SERAPHIM to introduce two new aspects into its program last year. The first is a training system that brings high school teachers from across the U.S. to EMU, teaches them how to lead workshops on computer usage and sends them back to their respective parts of the country to spread the word.

The second component has professors, teachers and programmers creating new, innovative programs. That's why Project SERAPHIM Fellows from as close as Grosse Pointe and as far away as California were on campus this summer. And it's this newest area—research and development—that excites John Moore the most.

"We're trying to develop things that people haven't thought about before," said Moore, a 46-year-old with dark hair, a beard and glasses. His blue-green eyes brighten when he talks about "R & D."

"The other programs were almost like flash cards," he said. "The computer had you choose between a right and a wrong answer. We're looking into something different from the older kinds of computer-assisted instruction or drill-practice."

One example Moore cited is called "instrument simulation." Such a program makes the computer behave exactly like a scientific instrument, allowing students to learn how the machine operates before getting their hands on the real thing.

This would be advantageous, Moore said, because instruments don't always work, there aren't enough of them to go around and they're expensive to buy and operate.

"One example at EMU is the HPLC, which probably starts at around \$20,000," Moore explained. "It's used for chemical analysis. It's a bunch of different parts and it would take you all day to figure out how to use it.

And if you don't know what you're doing you can screw it up and somebody will have to fix it. The idea behind instrument simulation is to let the student try it on the computer first and learn, 'okay, you're supposed to turn this knob first, and so on. The computer will actually become the instrument.'"

Developing innovative programs like this one and distributing them world-wide has obvious benefits. But these efforts won't mean much unless the teachers who get the programs know what to do with them. That's why SERAPHIM used some of that 1984 grant money to establish its workshop leader training program.

"Last summer we brought 18 people here to train for workshops," said Betty Moore as she and her husband sat in a large office about ten strides down the hallway from the clearinghouse room. "Those are the first 18 dots you see on the map out in the hall."

That hall, an enlarged outline of the United States, is now speckled with 35 dots, each one representing a trained workshop leader who is giving computer workshops to other teachers in his or her surrounding area. The dots are scattered, as if at random, from coast to coast, and you can find at least one in 25 different states.

Those 35 leaders gave roughly 30 workshops last academic year, John said. He estimates that as many as 800, or even close to a thousand high school chemistry teachers attended. Since there are about 20,000 high school chemistry teachers in the country, it's conceivable that the workshops have reached five percent. Those workshop leaders will continue to give seminars, as will each new batch of trainees. In addition, the Moores have plans for an advanced workshop for those who have taken the first one.

During SERAPHIM's early stages, many of those teachers who discovered the value of computers discovered something else:

their schools couldn't afford them. In some cases, schools that bought computers found they couldn't afford the software to run them. Bake sales and other fund raisers just weren't enough. Despite the five-dollar cost of each disk (SERAPHIM distributes them at cost), some schools struggled to come up with the money. One even wrote the Moores and asked if they had any "used" software that could be sent, free of charge.

"The Moores sent them some. 'We figured, if they needed it that badly . . .'" Betty explained.

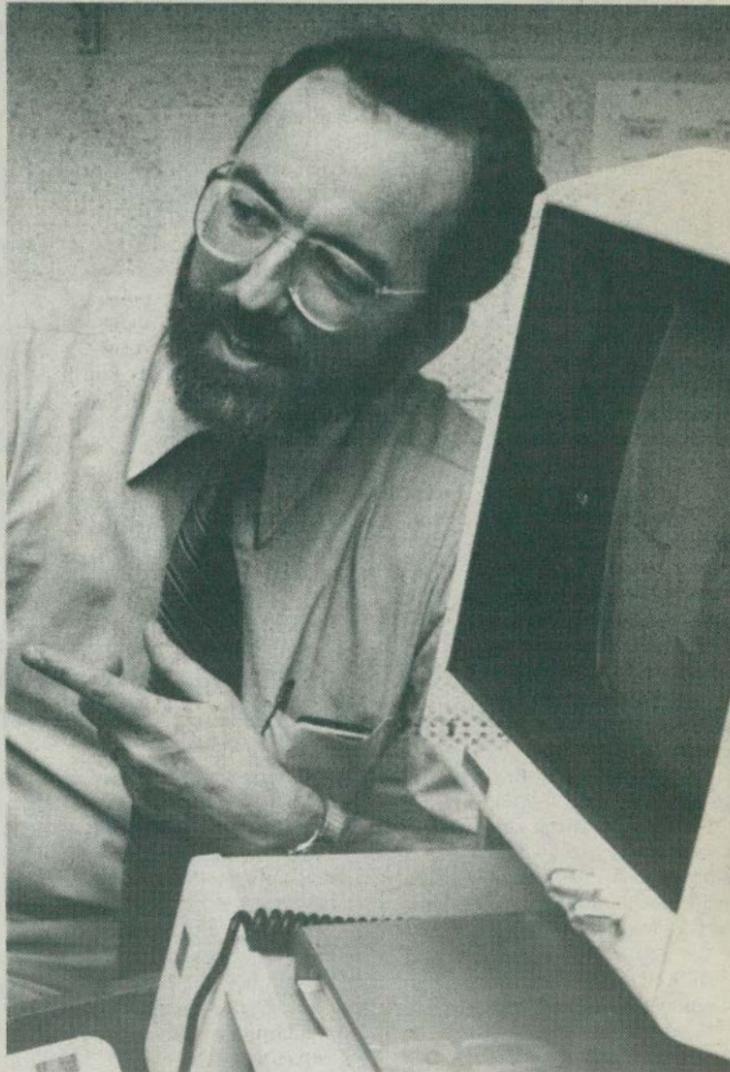
Such benevolence is common at SERAPHIM, which was jokingly named after a type of angel. A friend of the Moores

who came up with the name didn't expect the Moores to take it seriously. But they like it, and it stuck.

The letters in SERAPHIM stand for Systems Engineering Respecting Acquisition and Propagation of Heuristic Instructional Materials, but John isn't sure if their friend came up with the acronym first or the words to go with it. In any event, the Moores are happy with the title.

"After doing a little research, we found that seraphim are the highest order of God's angels, and that they often deliver important messages," John said. "I think the name suits the project pretty well."

—By Marty Heator



John Moore

McLarty scholarship fund established

Dr. R. Neil McLarty, professor of history and philosophy at EMU and former head of the Department of History and Social Sciences, died Sept. 20 after an extended illness. He was 62.

McLarty graduated from Michigan State Normal College (now EMU) in 1944 and earned a doctorate in history from the University of Michigan in 1951. He served there as a history instructor from 1951-56 before joining the Department of History and Social Sciences at EMU, which was called Eastern Michigan College at the time.

He served as department head from 1965 to 1973; during his tenure the departments of Sociology, Economics and Political Science were organized.

McLarty is survived by his wife, Margery Roberts McLarty of Ann Arbor, and a daughter, Ann Elizabeth McLarty of Washington, D.C.

A scholarship fund has been established in his name at Eastern. Contributions can be made through the Office of Development, 7-0252.

Research

Graduate and Professional Opportunities Program

The program awards fellowships to educational institutions for qualified students, particularly minorities and women who have traditionally been underrepresented, to receive the graduate or professional degree necessary for entering the highest levels of professions, industry, colleges and universities and government.

Two separate career categories are eligible for support: (a) academic careers beyond high school; and (2) other than academic careers in those professional career fields of importance to the national interest. Low priority will be given to applications for which other federal funds are readily available.

The deadline for submitting an application is Friday, Oct. 11, 1985. Contact Cheryl Kozell at 7-3090 for guidelines and application forms.

Rockefeller Humanities Fellowships

The Rockefeller Foundation is funding a program of fellowships for writers and scholars in the humanities whose research furthers understanding of contemporary social and cultural issues. For 1986-87, residential fellowships are being offered at fifteen institutions across the country. Contact Cheryl Kozell at 7-3090 for further information.

Faculty Research Abroad Program

This Department of Education program provides opportunities to faculty members for research abroad in modern foreign languages and area studies. The proposed research must be: (1) relevant to the modern foreign language or area studies specialization of the faculty member; (2) cannot be conducted in the U.S. or for which a foreign country or region provides significantly superior research facilities; (3) will contribute to the development or improvement of the study of modern foreign languages/area studies in those fields needed for full understanding of the areas, regions or countries in which modern foreign languages are used; and (4) is not for dissertation research for a Ph.D. Western European studies are excluded from the competition.

The deadline for submitting applications is Monday, Nov. 4, 1985. Contact the Office of Research Development at 7-3090 to obtain the guidelines and application materials.

WEMU 89.1

Highlights

TUESDAY, OCT. 1

7 p.m. All Things Considered - NPR's award-winning daily news magazine that takes a look beyond the day's headlines - hosted by Noah Adams and Susan Stenberg.

9 p.m. Jazz at the Institute - Various featured artists.

WEDNESDAY, OCT. 2

7 p.m. All Things Considered - NPR's award-winning daily news magazine that takes a look beyond the day's headlines - hosted by Noah Adams and Susan Stenberg.

9 p.m. Latenight Jazz Scope - Music hosted by Michael G. Nastos. Two hours of great jazz artists are featured beginning at 10 p.m.

THURSDAY, OCT. 3

9 p.m. Jazz Summit - A 13-part series featuring highlights of the 1984 Monterey Jazz Festival with performances by great jazz artists.

FRIDAY, OCT. 4

8:30 p.m. Horizons - Wide range of interviews, reports and portraits especially for-but not limited to minority audiences.

9 p.m. The Bone Conduction Music Show - A no-holds-barred, in-depth, let the chips fall where they may look at roots of rock-n-roll industrial strength soul music and hip-shaking rhythm and blues. Hosted by Thayrone.

SATURDAY, OCT. 5

9 a.m. Big Band Spectacular - The best of the big bands from the '20s to the '80s are featured by John Assenmacher.

7 p.m. Huron Report

7:30 p.m. Eastern Michigan University vs. Toledo, Ohio Football Game.

SUNDAY, OCT. 6

12 p.m. Marian McPartland's Piano Jazz - Music.

2 p.m. A Prairie Home Companion - Join host Garrison Keillor and the Butch Thompson Trio for "the most popular two hours on Public radio." (encore broadcast)

New Faces

The appointments of eleven new faculty members in nine academic departments were approved at the September Board of Regents meeting.

Dr. Eileen Carr and **Dr. Georgea M. Sparks** were appointed assistant professors of teacher education.

Carr received her bachelor's degree from Newton College. She received her Master of Arts, Master of Education and doctoral degrees from the University of Toledo. Previously, she taught at the University of Toledo and EMU.

Sparks received her bachelor's degree from the University of Colorado and her master's degree from Boston University. She earned her doctorate from Stanford University. She has served as a lecturer at EMU and on staff with the California State Department of Education.



Lula Lester

Lula Lester was appointed instructor in the Nursing Education Department. She received her nursing diploma from Binghamton Hospital School of Nursing and her Bachelor of Science in Nursing from EMU. She earned her master's degree in nursing from Wayne State University. She has worked at the University of Michigan Hospitals, Calvary Christian Academy, U.S. Steel and Bronson Methodist Hospital.

Pamela Moore was appointed instructor in the Computer Science Department. She received her bachelor's degree from Central Michigan University and her master's degree from Michigan State University.

Dr. Laura Reese was appointed assistant professor in the Political Science Department. She received her bachelor's degree from the University of Michigan at Dearborn. Reese received her master's



Laura Reese

and doctoral degrees from Wayne State University. She has taught at the University of Michigan's Dearborn campus.

Dr. Clifford Renk was appointed associate professor in the Associated Health Professions Department. He received his bachelor's degree from the University of Pittsburgh and his doctorate from the University of Florida. He has taught at the University of Wisconsin and the Medical College of Ohio.

Karen Sterzik was appointed assistant professor in the Industrial Technology Department. Sterzik received her bachelor's and master's degrees from EMU. She has taught at EMU and in the Brighton Area School District.

Sohelia Taheri was appointed instructor for the Operations Research and Information Systems Department. Taheri



Sohelia Taheri



Jean Wainscott

received a bachelor's and master's degree from EMU, where she worked as a graduate assistant.

Dr. Jean V. Wainscott was appointed assistant professor in the Biology Department. Wainscott received her bachelor's degree from Panhandle State University and her master's degree from the University of Kansas. She received her doctorate from the University of Oklahoma.

All the appointments are effective immediately.

EMU team places third in "Big 10 Run"

EMU's corporate team placed third recently in the Michigan Big 10 Run, a fundraiser for the American Lung Association. Each team was allowed to enter from five to 15 participants in the five-mile race. The top five finisher's times were totaled for each team.

EMU's top five finishers were: Gary Reffitt, who placed fifth overall and first in the men's 30-34 age group, Nancy Plantz, first in the women's 40-44 age group, Leroy Hackley, Hildred Lewis and Dennis Lefond.

Other participants were: Dick Roth, Scott Westerman, second in the men's 60 and over age group, Paul McKelvey, Ellen Gold, Courtney McAnuff, Art McCafferty, Cindy Klann, Carol Burke, Barb Levine and Bob Irish.

The team was sponsored by the Recreation/IM Department, Continuing Education, Human Resources and Academic Affairs.

OPEN YOUR HEART
AND LEND A HAND



Georgea Sparks



Martin Sade

Dr. Kim Rescorla and **Dr. Martin Sade** were appointed assistant professors in the Mathematics Department.

Rescorla received her bachelor's degree from Bloomsburg State College and her doctorate from the University of Utah. She has taught at the University of Utah.

Sade received his bachelor's degree from Michigan State University and his master's degree from San Jose State University. He earned a doctorate from the University of Arizona. He has taught at the University of Arizona, Pima Community College and San Jose State University.

Openings

The Personnel Office announces the following vacancies:

CLERICAL/SECRETARIAL

(Minimum Biweekly Rate)

CS-04 - \$466.98 - Secretary II - Teacher Education (Word processing experience and/or the ability and willingness to learn)

CS-04 - \$466.98 - Secretary II - Financial Aid Office (Ability to type accurately at 60 w.p.m.)

CS-06 - \$611.56 - Administrative Secretary - Corporate Training Center Operations (Ability to type accurately at a minimum of 60 w.p.m.; word processing experience required; experience with computer systems desirable) *** PLEASE NOTE:

APPLICANTS FOR THIS POSITION MUST SUBMIT THEIR BID FORMS TO UNIVERSITY RELATIONS, 141 PIERCE Final date for the acceptance of internal applications for the above positions is Tuesday, Oct. 8, 1985.

ADMINISTRATIVE/PROFESSIONAL/TECHNICAL

(Biweekly Salary Range)

PT-05 - \$498.34 - \$697.69 - Computer Operator - University

Computing - Deadline Date: Oct. 30, 1985

PT-06 - \$588.03 - \$834.99 - Chemist/Programmer - Department of

Chemistry (Project SERAPHIM) - Deadline Date: Nov. 1, 1985

PT-07 - \$676.27 - \$973.86 - Supervisor, Laboratory Services - Department of Chemistry - Deadline Date: Nov. 4, 1985

Deadline Extension: From Focus EMU (Sept. 3, 1985)

PT-05 - \$498.34 - \$697.69 - Supervisor, Food Service - Food Service

(Huron Hideaway) - Deadline Date: Oct. 9, 1985

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

Department of Chemistry -

— Assistant/Associate Professor of Chemical Education, Fall Semester/1986. Responsibilities include the coordination, organization, and teaching in the general chemistry program and collaboration in existing programs of microcomputer-based instruction. A doctorate in Chemistry or Chemistry Education and at least four years of college/university teaching experience is required.

— Assistant/Associate Professor, Physical Chemistry, Fall Semester/1986. To teach physical chemistry and other chemistry courses. Requires a Ph.D. degree and a strong commitment to teaching excellence. The development of an active research program is encouraged.

Deadline date for both positions: Applicants should submit application, curriculum vita, college transcripts, and three letters of recommendation by Dec. 2, 1985.

Department of History and Philosophy -

— Part-time Lecturer, Winter Semester/1986. To teach one or more sections of Introduction to Philosophy and/or Introduction to Logic. Requires a M.A. in Philosophy, with course work appropriate to the subject to be taught. Preference will be given to applicants with teaching experience in similar courses. Deadline Date - Oct. 30, 1985.

Affirmative Action/Equal Opportunity
Employer and Educational Institution

Adviser

Academic Services Center
229 Pierce Hall
Hotline: 7-3344

MS 100 - Fundamentals of Leadership and Military Science I

The section of MS 100 that meets from 3-5 MWTH (ID#70302) will not begin until Monday Nov. 4. This date is not listed in the fall schedule book.

Occupational Therapy Inquiry Sessions

The Occupational Therapy Department has scheduled four inquiry sessions for pre-O.T. students this fall semester. The first was held on Monday Sept. 23. The next three meetings are scheduled for the following times and dates:

Thursday, Oct. 24	3:30 - 4:30 p.m.
Wednesday, Nov. 20	1 - 2 p.m.
Thursday, Dec. 5	3 - 4 p.m.

These inquiry sessions will give the pre-O.T. students an overview of the professional as well as admission information. All interested students are encouraged to contact the O.T. Department at 7-4094 for additional information.

The Complete Word on Incompletes

There are two key points "incompletely" understood by some concerning the "Incomplete" grade. First, the "I" does not automatically turn into "E" after a year. Second, it is the instructor who determines whether or not to award an "I," in accordance with University policy.

In awarding an "I," you are asserting that:

1. Most of the work of the course was completed
2. The student has earned a "C" or better for that work
3. You accept the reasons offered to justify the "I."

The "I" grade enables the student to finish the remaining work of the course. It does not allow the student to go through the whole course again free.

A student must be doing satisfactory work during the semester and circumstances such as illness or other acceptable reasons prevent his/her completing the work of the course by the end of the semester. It is the student's responsibility to request an "I" grade, and the decision to grant the grade is left to the instructor. The instructor may ask for documentation.

A student has one calendar year from the end of the semester in which the "I" was awarded to make up the incomplete work. Again, it is the student's responsibility to make arrangements with the instructor for completing the work. After a year, an "I" grade remains on the transcript (almost like a "W") unless a written recommendation is made by the instructor to extend the time period and approval is received from the dean of the college. See page 21 of the 1984-85 undergraduate catalog or contact ASC at 7-3344 for further information.

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
Office of Information Services
Martin G. Heator, staff writer
Nancy J. Mida, FOCUS EMU editor
Dick Schwarze, photographer

Unions and non-bargained for receive wage, benefit adjustments

Continued from page 1

With 117 faculty members eligible for the plan, the potential savings to the University could range from \$133,368 to \$22,208,706 over five years, depending on how or if the faculty are replaced.

Changes were also made in evaluation procedures and pro-

cedures for faculty appointments, reappointments and granting of tenure.

The total cost of the agreement during 1985-86 is projected to be \$1,009,036. The agreement extends from Sept. 1, 1985, through Aug. 31, 1987.

Salary increases and additional benefits for members of UAW

Local 1975 were approved.

The current agreement between Local 1975 and the University, which extends through June 30, 1987, includes a provision for yearly negotiations of compensation for the coming fiscal year. This latest agreement is for the fiscal year that started July 1. Talks for next year's compensation agreement will start no later than June 1, 1986.

Approximately 363 clerical and secretarial employees will receive a five percent increase in their annual salary, retroactive to July 7, 1985. The cost of the salary increases is projected to be \$232,732.

In addition, the salary schedule will be adjusted to reflect a four percent increase at the minimum

levels of each pay grade and a five percent hike at the maximum levels of each pay grade. Secretarial and clerical salary ranges will run from \$11,176 to \$26,677.

Also approved was an undergraduate tuition assistance plan for the spouses and dependent children of seniority employees. The program will pay half of the undergraduate tuition costs for spouses and dependent children enrolled at Eastern, effective with the winter 1986 semester.

The new agreement also increased the entitlement to University-paid life insurance upon retirement from \$1,000 to \$3,000. This benefit improvement is not expected to increase the cost of overall life insurance premiums for the group.

A wage increase, changes in the grievance procedure and a tuition assistance plan are some of the highlights of an agreement between EMU and its maintenance-food workers union.

The 210 members of the **American Federation of State, County and Municipal Employees (AFSCME)** will get a 4.6 percent hourly wage increase for 1985-86, retroactive to July 7, 1985. In addition, workers will receive salary increases of 4.6 percent for 1986-87 and four percent for 1987-88.

It is projected that the wage increases will cost the University \$170,269 during 1985-86, \$178,103 during 1986-87 and \$161,995 during 1987-88.

Three changes were made in the grievance procedure. The time union officials have to meet with a grievant before a step II hearing was reduced from 30 minutes to 15, while the time allowed the union for filing a demand for arbitration was extend-

ed from 10 working days to 30 calendar days. The agreement also provides a process designed to speed up the arbitration of grievances involving the disciplinary termination of employees.

In addition to these changes, a new article was adopted that provides tuition assistance to the spouses and dependent children of Local 1666 members. The agreement will provide one-half of undergraduate tuition to spouses and dependent children who attend EMU.

The contract will expire June 30, 1988.

The adjustments for **non-bargained-for employees** are comparable to those given the three unions. The adjustments affect 198 non-bargained-for administrative, professional and clerical/secretarial employees.

The adjustments include a two-percent increase in base salaries retroactive to July 8, 1984, as well as a five-percent increase in base salaries effective July 7, 1985.

The total cost to the University of the two- and five-percent increases is estimated at \$480,969.

The adjustments also included an undergraduate tuition assistance plan for spouses and dependent children of University employees. Under the agreement, the University will pay half the total tuition cost of spouses and dependent children enrolled at EMU, effective with the winter 1986 semester.

Also approved was second surgical opinion coverage under the University's health care contract and a revised non-bargained-for salary schedule. The minimum salaries in the schedule were increased four percent and the maximums were increased five percent.

Open Interview Sessions

For Executive Director, Human Resources

The Human Resources Department, along with the Search and Selection Committee for an Executive Director, Human Resources, invite the University community to open interview sessions for the candidates.

Tamara Fackler: Tuesday, Oct. 1

10 - 10:30 a.m. - Union Interests - Human Resources Conference Room

10:30 - 11 a.m. - Faculty Interests - Human Resources Conference Room

11 - 11:30 a.m. - AA/EEO Council and Advisory Committee Members - Human Resources Conference Room

2:30 - 3:30 p.m. - Open Meeting for Campus Community - Faculty Lounge McKenny Union

Stephen Johnston: Wednesday, Oct. 2

10 - 10:30 a.m. - Union Interests - Human Resources Conference Room

10:30 - 11 a.m. - Faculty Interests - Human Resources Conference Room

11 - 11:30 a.m. - AA/EEO Council and Advisory Committee Members - Human Resources Conference Room

2:30 - 3:30 p.m. - Huron Room, McKenny Union

Milton Lewis: Thursday, Oct. 3

10 - 10:30 a.m. - Union Interests - Human Resources Conference Room

10:30 - 11 a.m. - Faculty Interests - Human Resources Conference Room

11 - 11:30 a.m. - AA/EEO Council and Advisory Committee Members - Human Resources Conference Room

2:30 - 3:30 p.m. - Open Meeting for Campus Community - Alumni Room McKenny Union

David Lister: Friday, Oct. 4

10 - 10:30 a.m. - Union Interests - Human Resources Conference Room

10:30 - 11 a.m. - Faculty Interests - Human Resources Conference Room

11 - 11:30 a.m. - AA/EEO Council and Advisory Committee Members - Human Resources Conference Room

2:30 - 3:30 p.m. - Open Meeting for Campus Community - Oxford Room, McKenny Union

EMU transfers funds to S.Africa free account

In a resolution passed last Tuesday, the EMU Board of Regents voted to transfer \$2.6 million to a South Africa-free fund established by the Common Fund, which is administered by the Philadelphia National Bank.

The action follows a resolution passed by the Board in August opposing apartheid in South Africa and informing the Common Fund that the University would divest its investments unless the Common Fund divested its South Africa holdings.

The South Africa-free fund was established Monday, Sept. 23, in response to pressure from principal investors, including colleges and universities.

In the resolution, the Board expressed its support of the Common Fund Board for its socially responsible action.

Events of the Week Oct. 1-7

Tuesday 1

MEETING — The Department of Health and Human Services will host a faculty breakfast today and every Tuesday of this month, Oxford Room, McKenny Union, 7:30 a.m.

WORKSHOP — Career Services Center will host a workshop on how to relate interests, values, skills and work problems to occupations and academic majors, 4th Floor Goodison, 11 a.m.

LUNCHEON — Sports Information will host the Quarter Back Luncheon, Spaghetti Bender, noon, fee is \$5.

MEETING — The UAW Local Bargaining and Grievance Committee of UAW Local 1975 will meet today and every Tuesday of this month, Gallery 1, McKenny Union, 12:30 p.m.

MEETING — The Screening Committee for the Director of Academic Services will meet, Reception Room, McKenny Union, 2:30 p.m.

Wednesday 2

MEETING — The Staff Training and Development Office will meet, Faculty Lounge, McKenny Union, 8 a.m.

SPEECH — Dr. Margaret Rossiter, emeritus professor of history at EMU, will discuss American women of the French Resistance, Alumni Lounge, McKenny Union, noon.

MEETING — The UAW Local 1975 Executive Board will meet, Faculty Lounge, McKenny Union, noon.

FILM — The Intermedia Gallery Film Lecture Series will present "Alberto Giacometti," sponsored by Student Government, Founders Room, McKenny Union, noon.

WORKSHOP — Career Services will host a workshop on how to use human resources to get information needed to make career decisions, 4th Floor, Goodison, 2 p.m.

MEETING — The College of Education will meet, Gallery 1, McKenny Union, 2 p.m.

WORKSHOP — The Instructional Support Center along with the Ypsilanti Adult Education will host a workshop on memory techniques, Room 311, Library, 3 p.m.

MEETING — The Counseling and Health Services support group for binge eaters will meet today and every Wednesday through October, Room 300, Snow Health Center, 3:30 p.m.

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

MEETING — The Ski Club will meet today and every other Wednesday of this month, Main Lounge, McKenny Union, 8 p.m.

Thursday 3

MEETING — Counseling and Health Services' support group for adult students will meet, 3rd Floor, Snow Health Center, noon.

WORKSHOP — Career Services will host a workshop on how to relate interests, values, skills and work problems to occupations and academic majors, 4th Floor Goodison, 2 p.m.

MEETING — The NAACP will host a rally, Roosevelt Auditorium, 3:30 p.m.

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

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

RECITAL — A faculty recital featuring Willard Zirk and the French Horn Chamber Orchestra will perform, Pease Auditorium, 8 p.m.

Friday 4

TENNIS — The men's team will host the Fall Invitational featuring Akron College, Bowling Green State University, Ferris State University, Illinois State University and the University of Toledo, EMU Tennis Courts, 9 a.m.

MEETING — The Staff Training and Development Office will host a new employee orientation, Tower Room, McKenny Union, 9 a.m.

MOVIE — Campus Life's Silver Screen will present "The Last Dragon" and "Enter the Dragon." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m. and midnight.

Saturday 5

SOCCER — The men's team will host Michigan State University, EMU Soccer Field, 1 p.m.

MEETING — The Alumni Board will host a dinner, Main Lounge, McKenny Union, 5 p.m.

DINNER — The football team will have a pre-game dinner, Snack Alcove, McKenny Union.

FOOTBALL — The Huron's will play the University of Toledo, Rynearson Stadium, 7:30 p.m.

MOVIE — The Office of Campus Life's Silver Screen will present "The Last Dragon" and "Enter the Dragon." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m. and midnight.

Sunday 6

MOVIE — The Office of Campus Life's Silver Screen will present "The Last Dragon" and "Enter the Dragon." Admission is \$1, Strong Auditorium, 7 and 9:30 p.m. and midnight.

Monday 7

MEETING — The Alumni Cultivation Committee will meet, Regents Room, McKenny Union, 9:30 a.m.

MEETING — Provost and Vice-President for Academic Affairs Ronald Collins will host an open meeting, Alumni Lounge, McKenny Union, noon.

WORKSHOP — Career Services Center will hold a workshop on how to relate interests, values, skills and work problems to occupations and academic majors, 4th Floor, Goodison, 2 p.m.

WORKSHOP — The Instructional Support Center along with the Ypsilanti Adult Education will present a workshop on improving memory techniques, Room 311 Library, 7 p.m.