



## Capsules

### Kemper Advantage III Agents To Visit Campus

Agents representing Kemper Advantage III will be on campus every Wednesday as of May 18 from 9 a.m. to 3 p.m. to discuss the tax shelter annuity program with current participants and anyone interested in joining.

Persons wishing to inquire about their accounts may call the Southfield office of Comprehensive Planning Group Inc. at (313) 424-8440 between 8:30 a.m. and 6 p.m. That call may be made collect by identifying yourself as an EMU employee.

For more information about the on-campus visits, call Staff Benefits at 7-3195.

### EMU To Offer Youth Piano Lessons

EMU's Young People's Conservatory will offer group piano instruction to preschool and elementary-age children for six weeks beginning Tuesday, June 21, through Thursday, July 28, in the Alexander Music Building.

Students will attend either a Tuesday or Wednesday session for Suzuki- and Orff-based group piano instruction and Thursdays will feature music appreciation, creative movement, rhythm band and theory games.

For more information, or to register, call Anderson at 971-8349 or the EMU Music Department at 7-4380.

### New System Streamlines EMU's Alumni Records

A new computer system recently became operational in the Alumni Relations and University Development Office making the maintenance of records for the more than 80,000 EMU alumni and friends more efficient.

The new system allows on-line retrieval of entire alumni records, and changes can be made instantly. It also enables the office to process alumni and friends' donations to the University much more quickly and accurately said Linda Radke, coordinator of Alumni Development Records and Research.

## Two professors, two students win MAGB awards

Two EMU faculty members and two students recently were named as distinguished faculty and outstanding undergraduates by the Michigan Association of Governing Boards of Colleges and Universities.

The EMU recipients are Alethea K. Helbig, professor of English language and literature; Dr. Georgea Sparks, assistant professor of teacher education; Denise Kaercher of Niles, Ohio; and Shawn Patrick Smith, of Burton, who both graduated last month.

The awards are given each year to faculty and student recipients at each of Michigan's 15 public universities to recognize the recipients' excellence and showcase higher education in the state.

The EMU faculty recipients were nominated and chosen for the award by members of the EMU Deans' Advisory Council. Student recipients were nominated by University deans, department heads and directors and chosen by a selection committee.

Helbig has taught literature classes at EMU since 1966. She has published two anthologies of poetry for young people and recently published "Nanabozhoo, Giver of Life," the first literary study of the Ojibwa

Indian's mythical leader. Presently, Helbig is collaborating with EMU Professor Emerita of English Language and Literature Agnes Perkins on a four-volume encyclopedia of award-winning children's literature.

Helbig has published more than 100 articles, 200 reviews and has presented more than 60 papers at professional conferences. At EMU, she was instrumental in developing the University's undergraduate and graduate programs in children's literature, which were among the first such programs in the United States. She received EMU's Distinguished Faculty Award for Research and Publication in 1984.

Sparks joined the EMU faculty in 1985 and last year was awarded EMU's Distinguished Faculty Junior Teaching Award. In receiving the MAGB award, Sparks was cited for her "singular ability to motivate students by demonstrating in her classes the teaching behaviors that produce successful student learning." Her teaching consistently is rated as excellent by her students and she is an active consultant to faculty in other departments interested in in-

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## Three finalists named for business and finance VP job

EMU has announced its three finalists for the position of vice president for business and finance at EMU.

The position was vacated by Robert J. Romkema, who retired in January.

The finalists are Rudolph E. Koletic, former vice president and general manager for The Austin Companies in Tampa, Fla., and former vice president for business and finance at the University of Tampa; Janet G. Pichette, a Chrysler Financial Corp. treasurer and former vice president for finance at American Motors Financial Corp.; and Leonard C. Sippel, vice president for administration and finance at Wayne County Community College.

Koletic was with The Austin Companies, a real-estate management and development firm, from 1984 to 1987. Before that he served as vice president for business and finance at U-T from 1979 to 1984 and at St. John Fisher College in Rochester, N.Y., from 1968 to 1979. Koletic also was a controller for

State University of New York-Buffalo from 1962 to 1968. He holds a bachelor's degree from Ohio University and a master of business administration degree from SUNY-Buffalo.

Pichette joined Chrysler Financial Corp. in 1987. She was vice president for finance at American Motors Financial Corp. from 1986 to 1987 and served as controller there from 1983 to 1986. She also worked for American Motors Corp. in various financial capacities from 1979 to 1983. She earned a bachelor's degree in accounting from Michigan State University in 1976 and a master of business administration degree from the University of Detroit in 1981.

Sippel has held his position at WCCC since 1986. He was associate vice president for finance at Old Dominion University in Norfolk, Va., from 1981 to 1986. Sippel was finance and management systems officer/assistant corporate treasurer at the

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# EMU faculty pay near national average

The average college professor is earning \$37,000 this year—4.9 percent more than in 1986-87—according to an annual faculty salary survey conducted for the American Association of University Professors.

At EMU, the average annual faculty salaries are \$42,400 at the professor rank; \$36,000 for associate professors; \$29,900 for assistant professors; and \$27,000 for instructors.

Except for full professor, the EMU averages are just above the national averages for each rank, as reported in the survey. Nationally, the average salaries are \$47,400 for professors, up five percent from last year; \$35,300 for associate professors, up 4.8 percent; \$29,200 for assistant professors, up 4.9 percent; and \$22,090 for instructors, up 3.8 percent.

"With this contract, we've been able to inch back in the right direction... we're starting to gain," said Dr. Bruce Warren, professor of sociology and president of EMU's chapter of the AAUP. "Both AAUP and the University recognized that EMU professors were substantially underpaid compared to other schools," he added.

EMU faculty settled a three-year contract with the University last September which gave full professors eight percent raises this year and 7.5 percent during each of the next two years. All other teaching ranks received seven percent this year and 6.5 percent each of the next two.

EMU Provost and Vice President for Academic Affairs Ron Collins agreed with Warren that EMU's new faculty contract will provide some much-needed equity with other schools.

"Over the years, until this contract, we have not given special attention at the higher professorial ranks," he said. "Our entry-level salaries are competitive (EMU leads the nine Mid-American Conference schools for average salary at the instructor level), but we hadn't given special attention to the top like other schools were so we fell behind nationally."

Collins added that although EMU's faculty salaries at some ranks still fall near the bottom in the Mid-American Conference (see table), that should change by the time the present AAUP contract expires. "It was certainly our hope that we would go higher in

those rankings than we are, but over this contract we expect that we will. We had some definite catching up to do," he said.

Although the national average increase is less than last year's 5.9 percent gain, it marks the seventh consecutive year that average faculty salary increases have outpaced inflation, according to the survey, which was based on data from more than 1,900 institutions. When adjusted for inflation, the actual increase was 0.9, compared to last year's actual gain of 3.9 percent.

While this was the third consecutive year in which average faculty salary increases fell below those of the previous year, faculty members fared better than administrators. Average salaries for the latter rose an average of 3.3 percent for the current year, falling below the inflation rate for the first time in five years, according to the results of a recent survey by the College and University Personnel Association.

Non-bargained-for administrators at EMU received seven percent pay raises this year. However, this is the last year EMU administrators will receive an across-the-board increase. Future raises for nonunion administrators will be performance based.

The AAUP report, "Mastering the Academic Market Place," examines the tension in the faculty market that occurs when junior professors in hard-to-hire disciplines earn more than senior professors in other disciplines.

Hirschel Kasper, professor of economics at Oberlin College and chairman of the

AAUP committee that conducted the study, said such inequities in salary levels will continue as long as people in competitive fields, such as accounting, business, computer science and engineering, have attractive professional opportunities outside of higher education.

"There's going to be a real struggle over the next few years (in this area)," Warren said. "It's really going to be a challenge to find some equity there and still attract top-notch people."

Collins also sees no easy solution to the salary shifts. "You either pay the going rate or you don't hire people, and the latter is unacceptable," he said. "It's a struggle because the entry-level salaries in low-supply fields keep going up, but you've got to hire good, well-qualified people. If we tried to operate like we did 25 years ago (with an across-the-board salary table for all faculty), we'd be out of business."

The AAUP report also indicated that average salary increases were again larger at private, independent institutions than at public or church-related colleges and universities. The average salary for faculty members at private institutions was reported to be \$39,730—up 5.6 percent from last year, while the average salary at a public institution was reported to be \$37,170—up 4.7 percent from last year.

*Some passages from the above article were reprinted with permission from The Chronicle of Higher Education.*

## AVERAGE FULL-TIME FACULTY SALARIES IN MID-AMERICAN CONFERENCE

	PROF	ASSOC PROF	ASST PROF	INST
Eastern Michigan . . . . .	\$42,400	\$36,000	\$29,900	\$27,000
Ball State . . . . .	40,800	33,400	26,800	18,400
Bowling Green . . . . .	48,600	38,100	30,300	21,700
Central Michigan . . . . .	44,000	37,200	30,400	23,900
Kent State . . . . .	48,200	37,100	30,400	24,600
Miami University . . . . .	50,300	38,100	31,300	24,300
Ohio University . . . . .	48,000	37,700	30,800	24,900
Univ. of Toledo . . . . .	49,800	38,000	31,200	24,200
Western Michigan . . . . .	43,600	35,600	29,700	20,900

Source: *The Chronicle of Higher Education*, May 1988

## Vice president

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Center for Cultural and Technical Interchange Between East and West Inc. in Honolulu from 1978 to 1982 and served in various other capacities there from 1976 to 1978. He was assistant director of budget,

planning and analysis at the University of Wisconsin-Stevens Point from 1971 to 1976.

Sippel earned a bachelor's degree from Wisconsin-Stevens Point in 1970 and a master of business administration degree from U-W

at Oshkosh in 1973.

The finalists will be interviewed in closed sessions this month and a recommendation for the new vice president is expected to go to the EMU Board of Regents at its regular meeting in June.

## Ass't prof Peg Webb dies

Dr. Margaret J. (Peg) Webb, EMU assistant professor of English language and literature, died of cancer Tuesday, May 10, at St. Joseph Mercy Hospital in Ann Arbor.

Webb, 55, joined EMU's faculty in 1967. She was an instructor at the University of Illinois from 1963 to 1967 and taught in the Hamilton, Ohio, public schools from 1959 to 1963. She also worked as an advertising copywriter for Macmillan Publishing Co. in New York City from 1955 to 1958.

Webb earned a bachelor's degree in 1954 from Wellesley College, a master's degree in 1963 from Miami University and a doctorate in 1967 from U-I.

At EMU, Webb specialized in teaching 19th century British fiction.

Webb's home was Marigold Farm on Morgan Road in Ann Arbor, where she raised sheep with colored wool for spinning. She was a longtime active member of the Spinners' Flock in Ann Arbor and belonged to the Ann Arbor Dog Training Club.

She is survived by her parents Herbert A. and Josephine Nudd Webb of Hamilton, Ohio, and several cousins.

Memorial contributions may be made to the Humane Society of Huron Valley, 311 Cherry Hill Road in Ann Arbor.

## Emeritus prof Zickgraf dies

Dr. P. Louis Zickgraf, professor emeritus of history at EMU, died of a massive heart attack Tuesday, May 10, in Lansing.

Zickgraf, 78, was an EMU professor for 32 years. He began his career at EMU (then Michigan State Normal College) in 1948, teaching Latin and Greek. He later moved into the the History and Social Sciences Department where he taught ancient (Greek and Roman) history until his retirement in 1980.

Zickgraf was born in Leavenworth, Kan. He earned his bachelor's and master's degrees from Indiana University in 1930 and 1931 respectively. He received his doctorate from the University of Illinois in 1939.

Before joining the faculty at EMU, he served as an instructor at I-U, a teaching assistant at U-I, a teacher at the U-I High School and was an assistant professor at the University of Oklahoma.

He is survived by his wife, Laura Reid Zickgraf, and four children: Lucia of Lansing; Wylie and wife Kristine of Hudsonville; Paul of Flint; and Mary Johnston of Cedar Rapids, Iowa. He also is survived by three grandchildren.

Memorial contributions may be made to the March of Dimes.

## ICARD economic forum to focus on budget reform

The Institute for Community and Regional Development at EMU will present its fourth annual Michigan Economic Developments Forum, focusing this year on budget reform, Friday, June 3, beginning at 8:30 a.m. in Hoyt Conference Center.

The forum will feature Director of the Michigan Department of Management and Budget Shelby Solomon and the University of Michigan's Dr. Edward Gramlich, former acting director of the Congressional Budget Office.

The first session of the daylong forum, at 9 a.m., will look at the U.S. and Michigan economies and also will focus on the U.S. auto industry. Dr. David Crary, EMU assistant professor of economics, and Dr. Arthur Schwartz of General Motors Corp. will serve as presenters.

The second session, at 10:45 a.m., will

feature the U-M's Dr. John Jackson and EMU Associate Professor of Economics Raouf Hanna who will talk on regional economics.

National and state government budget outlooks will be the topics of the 1 p.m. presentations by Gramlich and Solomon and state educational finance reform will be discussed in the final session, from 2:30 to 3:30 p.m., by Mike Addonizio of the Michigan Senate Fiscal Agency and EMU Associate Professor of Economics John Anderson.

Registration is \$30 per person; \$15 for students, and includes lunch. Nonstudents registering after Friday, May 27, will pay \$35 each.

The mail-in deadline for registration is Friday, May 27, however, telephone reservations will be accepted until Wednesday, June 1.

For more information, or to register, call 7-0243.

## Research

### Developmental Disabilities Grant Program

For fiscal year 1988, the following activities will receive priority funding:

- Family Support
- Projects to Develop an Ongoing Data Collection System
- Projects of National Significance - HIV/AIDS
- Mental Retardation/Mental Illness - MR/MI Diagnosed
- Elderly Persons with Developmental Disabilities
- Technical Assistance for State Developmental Disabilities Planning Councils, Protection and Advocacy Agencies.

For more information, contact Rick

Howard at 7-3090. Receipt deadline is June 20, 1988.

### Development and Change in Planning Skills Throughout the Life Span

The National Institute of Health is seeking applications for studies on the development of planning skills in childhood and on subsequent changes in planning skills in adulthood. The aim is to encourage the development of theoretical models and the conduct of research pertaining to variables that play a role in children's and adults' (a) goal setting, (b) ability to make plans to reach goals and (c) goal attainment.

Application receipt date is July 29, 1988. Contact Rick Howard at 7-3090 for more information.

### MAGB awards

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structional improvement.

In addition, Sparks acts as a consultant to numerous educational organizations and is a frequent speaker at state and national conferences. She also has been published widely in education journals.

Kaercher majored in public relations and marketing at EMU. She was a four-year letter-winner in tennis and won Mid-American Conference championships in both singles and doubles, while maintaining a 3.80 grade point average. She was selected All-MAC in tennis for the past two years and received the 1987 MAC Sportsmanship Award.

An EMU Regents Scholar, Kaercher belonged to the Mortar Board, the EMU Stoic Society and Wo/Men in Communications. She also served as a volunteer group leader for EMU's freshman orientation. In addition to her athletic, academic and extracurricular activities, Kaercher volunteered on the Pro-

mote Ypsilanti Campaign through the Ypsilanti Area Chamber of Commerce.

Smith majored in secondary education, mathematics and psychology at EMU. He served as an undergraduate research assistant in the Psychology Department, a student adviser in the Academic Advising Center and as a volunteer at the Ann Arbor Shelter Association for homeless people. Smith also was a member of the Mortar Board, the Golden Key National Honorary Society, Phi Kappa Phi, and served as president of the EMU Stoic Society while maintaining a 3.55 GPA.

He received numerous honors at EMU including a Recognition of Excellence scholarship, Campus Leader Award, the Paul Douglas Congressional Teachers Scholarship and the James "Bingo" Brown Award. He was named to the Deans' List every semester while at EMU.

FOCUS EMU is published for faculty and staff every other Tuesday during the spring and summer by the Public Information and Publications Office. The deadline to submit copy is 5 p.m. Tuesdays for the following week's issue.

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## Adviser

**Academic Advising Center**  
229 Pierce Hall  
Hotline: 7-3344

### Faculty Interns

The Academic Advising Center would like to extend a welcome to our faculty interns for spring semester. Betty L. Barber, assistant professor of human, environmental and

consumer resources; and Jean-Bush Bacelis, instructor in the Management Department, will be assisting us and learning the ropes of the AAC. We look forward to working with them and hope their experiences will be as valuable for them as they will be for us.

If you would like information about the Faculty Intern Program, please contact Ann Kettles at 7-3129.

## Events of the Week **May 24 - June 6**

### Tuesday 24

**MEETING** — The Operational Policies and Procedures Committee of the EMU Board of Regents will meet, Founders Room, McKenny Union, 12:30 p.m.

**WORKSHOP** — The Office of Training and Development will hold part one of a workshop on techniques of supervision using the One-minute Manager Concept. Part two will be June 21, 201 King Hall, 1:30 p.m.

**WORKSHOP** — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 2 p.m.

**MEETING** — The Educational Policies Committee of the EMU Board of Regents will meet, Tower Room, McKenny Union, 3 p.m.

**MEETING** — The Student Affairs Committee of the EMU Board of Regents will meet, Guild Hall, McKenny Union, 4:30 p.m.

### Wednesday 25

**MEETING** — The Faculty Affairs Committee of the EMU Board of Regents will meet, Tower Room, McKenny Union, 8 a.m.

**MEETING** — The Finance Committee of the EMU Board of Regents will meet, Alumni Lounge, McKenny Union, 9 a.m.

**MEETING** — The EMU Board of Regents will meet, Guild Hall, McKenny Union, 11 a.m.

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

**WORKSHOP** — The Office of Training and Development will present a workshop on writing a will, 201 King Hall, noon

**WORKSHOP** — Career Services will present a resume preparation workshop for education majors, 405 Goodison, 2 p.m.

**MEETING** — The Affirmative Action/Equal Employment Opportunity Advisory Committee will meet, Gallery I, McKenny Union, 3 p.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for education majors, 405 Goodison, 3 p.m.

**WORKSHOP** — Career Services will present a resume preparation workshop for non-education majors, 405 Goodison, 4 p.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for non-education majors, 405 Goodison, 5 p.m.

**LECTURE** — As part of its spring/summer lecture series, "Innovative Technology: Where the Future Begins," the Department of Interdisciplinary Technology will host Dr. Morris Stein, New York University psychologist and author of "Stimulating Creativity." For more information, call 7-1161, Sheraton University Inn, Ann Arbor, 7 p.m.

### Thursday 26

**WORKSHOP** — The Office of Training and Development will hold a time management workshop, 201 King Hall, 1 p.m.

**WORKSHOP** — Career Services will present a career planning workshop, 425 Goodison, 2 p.m.

### Monday 30

**MEMORIAL DAY** — In observance of the Memorial Day holiday, all offices and departments will be closed and no classes will be held today. All campus, all day

### Wednesday 1

**MEETING** — UAW Local 1975 will hold an executive board meeting, Reception Room, McKenny Union, noon

**MEETING** — UAW Local 1976 will hold an executive board meeting, Huron Room, McKenny Union, noon

**WORKSHOP** — The Office of Training and Development will present the first in an eight-week series of workshops titled Supervising Office Areas Resourcefully. The remaining seven sessions will meet Wednesdays at 1:30 p.m., 201 King Hall, noon

**WORKSHOP** — Career Services will present a career planning workshop, 425 Goodison, 1 p.m.

**LECTURE** — As part of its spring lecture series, the Department of Interdisciplinary Technology will present Dr. Andrew Van de Ven, professor of human systems management at the University of Minnesota, who will discuss innovation by corporate teams, Sheraton University Inn, Ann Arbor, 7 p.m.

### Tuesday 2

**WORKSHOP** — Career Services will present a cooperative education orientation for students interested in a fall 1988 co-op placement, 405 Goodison, 9 a.m.

**WORKSHOP** — The Office of Training and Development will present a money management for retirement planning workshop, 201 King Hall, noon

**WORKSHOP** — The Office of Training and Development will present a workshop titled "Where is Your Career Going?", 201 King Hall, 1:30 p.m.

**WORKSHOP** — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 2 p.m.

### Friday 3

**FORUM** — The Institute for Community and Regional Development will host a forum titled "Michigan Economic Outlook: Focus on Budget Reform," featuring Dr. Edward Gramlich, former director of the Congressional Budget Office, and Shelby Solomon, director of the Michigan Department of Management and Budget. For more information, call 7-0243, Hoyt Conference Center, 8:30 a.m.

### Saturday 4

**RECITAL** — The EMU Young People's Conservatory will present its spring piano recital, Alexander Recital Hall, 3 p.m.

### Monday 6

**MEETING** — The Development Office will hold a staff meeting today and every Monday in June, Oxford Room, McKenny Union, 8:30 a.m.

**WORKSHOP** — Career Services will present a workshop on the Discover career planning computer program, 405 Goodison, 1 p.m.

**WORKSHOP** — Career Services will present a resume preparation workshop for non-education majors, 405 Goodison, 2 p.m.

**WORKSHOP** — Career Services will present an interview preparation workshop for non-education majors, 405 Goodison, 4 p.m.