



FOCUS EMU

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Annual faculty/staff campaign kicked off for 7th year with ambitious goal

By Debra Fitzgerald

EMU kicked off its seventh annual faculty/staff fund-raising campaign Nov. 8 with a goal to raise nearly half a million dollars from faculty and staff contributions.

"That's a lot of money," said Bruce Patterson, EMU director of planned giving and coordinator of the campaign. "We're going to have to reach high to achieve that goal."

Under the theme "Galaxy of Stars," the campaign, with an actual goal of \$449,612, will run now through Feb. 28. Campaign co-chairs this year are Dr. Robert Holkeboer, director of the University Honors Program, and Al Robinson, manager of parking and paving, who has been involved with the campaign since its beginning.

"I became involved in this campaign because it's a unique opportunity to contribute to the



Holkeboer



Robinson

University's unmet needs," Robinson said. "Although the goal sounds (high), rest assured that with all of our efforts, we will probably exceed that goal. I'm very motivated and very proud to be a part of this."

Holkeboer, in his first year with the campaign, announced his "Top 10" reasons for giving to EMU, a take-off of television host David Letterman's Top 10 lists, during the campaign kick-off luncheon Nov. 8. Among Holkeboer's reasons: donating to the University gives you the right to complain

about things later on; it's tax deductible; and giving to EMU just feels good.

"It's going to be easy to convince people to give to EMU because there are so many good things about Eastern," Holkeboer said. "We are going to get 100 percent participation and I think that's more important than the actual dollar goal. Even if someone gives \$5, that's participation and everyone needs to feel like they're a part of it."

Patterson agreed with Holkeboer that full participation by EMU's approximately 1,800 employees is the campaign's real goal. "The operative word is participation," he said. "Not everyone on this campus has the same ability to give dollars, but it is important that we all come together and show people outside the University that we all support the mission of EMU."

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Regents approve 3-year agreement with faculty

The Board of Regents Nov. 11 approved a three-year contract with the EMU Chapter of the American Association of University Professors, which represents approximately 700 faculty members at the University.

The contract, which was ratified by a 219-65 vote of the membership Oct. 6, 1993, runs from Sept. 30, 1993, through Aug. 31, 1996, and provides for across-the-board salary increases of 2.5 percent this year, 3 percent next year and 3 percent in the third year of the contract. It also provides for a 0.7 percent salary differential pool in year two and a 0.5 percent salary differential pool in year three. Funds from those pools will be used to make adjustments in individual faculty salaries based on comparative market data with such allocations being determined and processed through the Office of the Assistant Vice President for Academic Affairs.

In addition, the new contract

changes the supplemental pay structure for those faculty teaching spring and summer classes. Rather than earning 22 percent of their base pay for teaching seven-and-a-half week classes and 18.5 percent for six-week classes, all faculty will earn 20 percent of their base salary for spring/summer classes of either length.

Other changes include increases in the Blue Cross/Blue Shield deductibles from \$50 to \$100 per individual and from \$100 to \$200 per family. The new contract also preserves the right of the University administration to offer faculty only one health maintenance organiza-

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Board approves 3-year contract with EMU's police sergeants

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CAMPUS CAPSULES

Theatre for Young Plans Performance

The Drama/Theatre for the Young program's fall touring production titled "Home Free" will be presented Thursday, Nov. 18, at 5 p.m. in the Best Hall Lounge.

Adapted and directed by Karen Smith-Meyer and intended for children, "Home Free" is a powerful and evocative work with personal and universal meanings. It has been enthusiastically received by school audiences, kindergarten through middle school.

Students, faculty, staff and their children are encouraged to attend the on-campus performance.

Open Enrollment Set For Dependent Care Program

EMU's annual open enrollment for participation in the Dependent Care (D-Care) Assistance Account program will begin Monday, Nov. 22, and continue through Friday, Dec. 10. Coverage will take effect Jan. 1, 1994.

The D-Care program allows employees to pay for eligible dependent care expenses with pre-tax dollars and is an alternative to the child care tax credit that is available on a personal income tax return. The money credited is not subject to FICA, federal or state taxes, therefore, reducing one's taxable income.

Interested individuals may obtain enrollment materials from the Benefits Office, 301 King Hall. Enrollment in the program is only permitted during the open enrollment period (unless you are in your first 30 days of hire). Current participants must re-enroll for the 1994 calendar year.

Federal Internships Offered To Grad Students

The United States Office of Personnel Management in Washington, D.C., is accepting applications for its Presidential Management Intern Program (PMIP).

PMI positions provide exposure to a wide range of public management issues, as well as substantial opportunities for career development. The PMI program is designed to attract to the federal service men and women who have demonstrated academic excellence, capacity for leadership, high potential for future professional growth, and commitment to and a clear interest in a public service career.

Eligible PMI candidates must be, or expect to become prior to appointment, U.S. citizens; complete or expect to complete a graduate degree related to the analysis or management of public policies and programs during the 1993-94 academic year; and be nominated by the director of their academic program. The application deadline is Dec. 1.

For more information call Dr. Jeanne Clerc at 7-0042 or Dr. Raymond Rosenfeld at 7-2252.

Applicants Sought For Keal Fellowships

EMU's Women's Commission currently is accepting applications for this year's Josephine Nevins Keal Development Fund Fellowships.

Established by 1901 graduate Keal, the fund is designed to help EMU's female faculty members advance their professional competence and rank through study and research.

Keal Fellowships are available to tenure-track women faculty members who have taught at least two terms at EMU. They subsidize female faculty participation in the following activities, listed in descending order of importance: original research; publishing of research results; attendance at professional conferences to report research results and/or enhance professional advancement; and the taking of courses needed for professional advancement.

Fellowships are generally limited to a maximum of \$300 to \$700, in order to assist as many female faculty members as possible. Due to limited funds, priority at this time will be given to junior faculty.

The deadline for submitting 1994 Keal Fellowship applications is Friday, Dec. 10. Fellowship recipients will be announced no later than Monday, Feb. 28. Applications should be submitted to the Women's Commission Office in Room 313 Goodison Hall, or to Joanne Hansen in Room 124-M of the University Library.

Michigan Artists To Discuss Watercolor

Michigan artists Gwen Tomkow and Karen Carter Van Gamper will discuss landscape watercolor painting Wednesday, Nov. 17, at 8 p.m. in 107 Ford Hall.

Tomkow paints the woodlands, orchards, fields and dunes of Leelanau Peninsula. Her compositions are represented by several Michigan galleries, including Joppich's Bay Street Gallery in Northport, Partner's Gallery in East Lansing and the Cary Gallery in Rochester.

Van Gamper paints the

wildflowers, beaches, stairways and driftwood of countryside and lake scenes. Her work has been showcased in American Artist magazine and has recently been shown in the Birmingham Women Painters Show and the International Society of Marine Painter's Exhibit at the Mariner's Museum in Newport News, Va.

Sponsored by Watercolorists at EMU and funded by EMU Student Government, the presentation is free and open to the public.

Organ Concert To Benefit Pease

Organ faculty members from three local colleges will be featured in "Pease Pipes," a benefit concert for the restoration of Pease Auditorium, Sunday, Nov. 21, at 4 p.m. at Zion Lutheran Church in Ann Arbor.

The concert will feature University of Michigan Professors Robert Glasgow, Michele Johns, James Kibbie and Marilyn Mason; Concordia College Professors Jeffrey Blerch and Donald Williams; and EMU's Mary Ida Yost.

The concert is being presented by the Ann Arbor Guild of Organists under the leadership of EMU alumna Joy Schroeder, EMU alumna and EMU graduate student Andrew DeFabo.

Those attending the concert are asked to make a generous donation to the \$5.7 million restoration effort.

Focus EMU Won't Be Published Nov. 30

Due to the Thanksgiving holiday, Focus EMU will not be published Tuesday, Nov. 30.

2.5% pool is set aside for merit raises

A three-year salary increase funding program for EMU's 245 non-bargained-for employees was approved by the Board of Regents at a special meeting Nov. 11.

As established by the regents, salary increases for EMU's administrative/professional, confidential clerical and athletic coaching staff will be distributed from pools of 2.5 percent of all non-bargained-for salaries in 1993 and 3 percent of all non-bargained-for salaries in 1994 and 1995. Coaches' increases will be distributed in accordance with EMU's Pay for Performance Plan while AP and CC employee increases will be distributed through the established Merit Pay Program.

In addition, the board approved revised salary schedules for AP and CC staff and authorized the president to approve future salary schedule adjustments for all three non-bargained-for groups, based on market survey indications.

Under the new salary schedules, administrative/professional employees at the lowest, AP-03, level will earn between \$15,501 and \$20,576 while those at the highest, AP-17, level, will earn between \$93,048 and \$147,964. Confidential clerical employees will now earn between \$15,959 and \$20,562 at the lowest, CC-03, level and between \$32,672 and \$45,823 at the highest, CC-09, level.

All salary increases will take effect July 1 of their respective years.

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PRESIDENT'S PERSPECTIVE

EMU President William Shelton occasionally publishes columns in Focus EMU addressing a variety of issues facing higher education. Today he discusses higher education funding.



Shelton

The funding picture for American higher education has been so bleak that college presidents can only joke about it.

"We have seen the light at the end of the tunnel," said one of my colleagues in his annual address to the faculty, "but we're going to have to turn it off to save energy." Another, facing a second round of devastating budget cuts, said, "When we started this process, we were standing on the brink of disaster. I'm glad to report to you today that we have taken a giant step forward."

The boom years that followed World War II have gone bust. Higher education is likely to experience constrictions for revenues and tight budgets for at least the next 15 years. Some have anticipated modest relief from the so-called "peace dividend," but this windfall is likely to be swallowed up by the national health-care plan. At the state level, discretionary dollars that once went to education have been nibbled away by other urgent spending needs such as prisons, infrastructure, health care, entitlements and federally mandated programs.

Federal aid, while it has increased over the last decade in actual dollars, has declined from 20 percent to 15 percent as a percentage of the higher education budget nationwide. By way of contrast, in other countries of the world virtually all of the costs of higher education are publicly funded. Although higher education employs 2 percent and serves 7 percent of all American citizens, its share of the federal budget is only 1.5 percent or about \$24 billion. To put this figure in perspective, it costs the American taxpayer 10 times that amount just to pay the annual interest on the national debt.

Higher education in Michigan has been treated fairly well compared to institutions in other states. Last year, public universities in 19 states experienced mid-year cuts averaging 4.2 percent. The Massachusetts system was forced to reduce its budget by 30 percent between 1988 and 1992. Michigan's flat appropriation this year, which would have been

viewed as a disaster just a few years ago, seemed almost worth celebrating when viewed against the backdrop of devastating cuts in Ohio, California, New York, Connecticut and Oregon.

As federal and state assistance continue to shrink as a percentage of the operating budget, so too does access and opportunity, while the burdens on students and parents increase in direct proportion. In 1960, one year after the launching of Sputnik and the beginning of the "space race," taxpayers were contributing 78 percent of the costs of a Michigan public college education. By 1975, that percentage had decreased to 65 percent. Today, it is down to 52 percent, while the share borne by students and their families has

Compared to its sister institutions, EMU continues to be a 'best buy' for college students in Michigan.

increased from 20 percent in 1960 to 45 percent in 1993. Nationwide, state appropriations now account for only 30 percent of public higher education's operating costs. This process has been called "the privatization of public education."

Compared to its sister institutions, EMU continues to be a "best buy" for college students in Michigan. Even though EMU's appropriation-per-student is the second lowest (behind Grand Valley) of all state institutions, its tuition and fees are also the second lowest (behind Northern Michigan). The efficiency of our instructional delivery systems is reflected in the cost of providing a year of high-quality, fully accredited education for one full-time EMU student (\$5,971), compared to the state average of \$9,935. EMU's student-to-faculty ratio of 21:1 significantly exceeds the state average of 15:1, as does its student-to-staff ratio of 43:1 compared to 25:1 statewide.

EMU's budget deliberations for 1993-94 were guided by four principles:

- The University will operate within a balanced budget.
- The University will maintain or increase current staffing levels.
- Survival is not sufficient.
- Any increase in tuition should not represent an insurmountable barrier to student access.

These principles have yielded a budget that provides for increases in faculty and staff positions and compensation, scholarships and assistantships, critically needed program improvements, and a tuition increase that is the third lowest among the 15 public universities in the state.

EMU is also the beneficiary of a special appropriation of \$51.7 million—the first capital outlay for

higher education in Michigan in six years. This will enable us to construct a badly needed new library, relocate the physical plant, and provide new quarters for our world-class College of Education.

State funding is also an increasing struggle for the K-12 school systems in Michigan and elsewhere. Since Michigan's legislators rejected the property-tax funding for schools (a savings of nearly \$1,000 for the owner of a \$70,000 home), they have been scrambling to identify politically acceptable taxes to replace lost revenue of approximately \$6 billion. On Oct. 5, Governor Engler spoke to the Legislature, outlining his plan for

financing Michigan's schools and setting a Dec. 31 deadline

for enactment. The Governor's plan would require a Feb. 8 special education to approve a 2-cent increase in Michigan's sales tax, now at 4 percent, which would raise about \$1.8 billion of the more than \$6 billion needed. He also proposed raising the tax on a pack of cigarettes from 25 cents to 65 cents, generating another \$400 million. A 4 percent tax on the sale of homes would raise another \$800 million. The Governor wants to generate another \$450 million by raising the single business tax. A 16-mill state property tax on businesses and second homes would generate \$1.2 billion.

Governor Engler's plan also includes a school choice and voucher feature: parents would receive an education certificate from the state guaranteeing their right to send their children to the neighborhood school, but giving them the option of choosing a school in another district.

Without question, his plan for refinancing and restructuring K-12 education will be widely debated. While it does not directly affect higher education, we can foresee some indirect implications. It is in our interest to be active participants in this debate and share the immense expertise of our faculty and staff.

Although few states have suffered more by the recession than Michigan, its voters and legislators have shown their faith in the value of education by continuing to invest in it. It is a costly investment, but one that yields better dividends than municipal bonds. No one has expressed it better than Derek Bok, the former president of Harvard University: "If you think education is expensive, try ignorance."

the University an estimated \$386,800 in 1993-94, \$478,900 in 1994-95 and \$493,676 in 1995-96, including related fringe benefit costs.

authorized for faculty in fiscal years 1993-94 through 1995-96.

The compensation increases and benefit plan changes for EMU's non-bargained-for staff will cost

Campaign, from page 1

Faculty and staff donations have exceeded the campaign goal each year since it started. Last year's \$250,000 goal was exceeded by more than \$150,000 to raise in excess of \$408,000.

"I remember when this campaign began and some people thought we were bold in setting a goal of \$100,000, so you can see how far we've come," said Dr. Ronald Collins, EMU provost and vice president for academic affairs.

"Still, we have a lot more work to do in this area of developing our fund-raising because only between 3 and 4 percent of the resources available to EMU come from sources other than the state or tuition."

The EMU campaign is unique because employees are free to designate their donations to any EMU fund — or combination of funds — they choose.

For more information on the campaign, call Patterson at 7-0252.



The HealthWorks Theatre of Chicago will bring its "Wizard of AIDS" show to EMU's campus for two performances Nov. 29 and 30. The classic children's tale is adapted to present an AIDS awareness message with humor and compassion.

'Wizard of AIDS' parody has prevention message

The Office of Campus Life will host two performances of "The Wizard of AIDS," a production of HealthWorks Theatre of Chicago, Monday, Nov. 29, at 8 p.m., and Tuesday, Nov. 30, at noon, in Sponberg Theatre.

"The Wizard of AIDS," a parody of L. Frank Baum's classic tale of Oz, shares its AIDS prevention message with humor and compassion. The story focuses on Dorothy, a young girl who must learn about AIDS and struggle against the ignorance and prejudice associated with it. As Dorothy and her three companions journey down the yellow brick road, they encounter unsafe sex and sexually transmitted diseases and learn safe sex practices.

HealthWorks Theatre of Chicago is a non-profit touring theatre company that specializes in AIDS and health education programs.

The "Wizard of AIDS" performances are free and open to the public. For more information, call Campus Life at 7-3045.

SERVICE ANNIVERSARIES

The following members of the University faculty and staff will celebrate milestone employee anniversaries with EMU this month. The names and departments listed below were provided by the Employment/Affirmative Action Office.

20 years

Rita Jean Bullard *General Library*

15 years

Arbra Hamilton *Health, Physical Education, Recreation and Dance*
Geo T. Johnson *General Maintenance and Repair*

10 years

Donna Vanraden *Accounting*
Steve Porter *University Computing*
Meriel Korzynski *Continuing Education*
Annie Williams *Custodial*

5 years

Lorine Dunklin *Custodial Services*
David Minick *Custodial Services*
Michelle K. Lockwood *Custodial Services*
Pamela Tonda *Custodial Services*
Michael McPhillips *Continuing Education*
Glen Ward *Golf Course-General Operations*

Library Holiday Hours

The University Library will have the following hours of operation during the Thanksgiving holiday weekend.

Wednesday, Nov. 22 7:45 a.m. – 5 p.m.
Thursday, Nov. 25 Closed all day
Friday, Nov. 26 9 a.m. – 5 p.m.
Saturday, Nov. 27 9 a.m. – 5 p.m.
Sunday, Nov. 28 1 p.m. – midnight
(Regular hours resume)

The Instructional Support Center will be open 9 a.m. - 5 p.m. Nov. 24; closed all day Nov. 25-26; open 9 a.m. - 5 p.m. Nov. 27; and open 1 p.m. - midnight Nov. 28 when regular hours resume.

Merit Pay, from page 1

In addition, the board approved a \$1,000 increase in the life insurance benefit for non-bargained-for retirees, from \$3,000 to \$4,000, and approved an increase in Blue Cross/Blue Shield Master Medical deductibles to \$100 for single coverage and \$200 for dual/family coverage effective Jan. 1, 1994. Co-payment requirements of 90 percent BC/BS and 10 percent employee will remain unchanged once deductibles are met.

The salary increase funding program is based on previously approved Merit Pay Program guidelines that recommend annual funding not be less than that provided for faculty. The Nov. 11 board action limits program funding to an amount equal to that

FOCUS ON FACULTY

Contis leads Women's Studies Program to its 20th anniversary

By Becky Minsley

When Ellene Tratras Contis, associate professor of chemistry and director of EMU's Women's Studies Program, was in eighth grade, a science teacher told her that women couldn't be engineers. Needless to say, Contis does not pass that same message on to her students.

"In the end, I think that we should all really end up being humanist," Contis said. "We shouldn't say, 'You are a man, therefore you will do this or you are a woman, therefore you will do this.' We should just be humanist and count each person as an individual, for whatever their potential is."

Contis, who first joined EMU as a chemistry lecturer and instructor, received her bachelor's degree from Youngstown State University and her master's degree from the University of Pittsburgh. Her doctoral study at the University of Michigan examined short-lived fission products of uranium. Her chemical research interests continue in this area as well as in using computers in chemical education and in analytical chemistry.

Though her field has traditionally been male-dominated, Contis became involved with Women's Studies as soon as she got to EMU

in 1971. "I got involved with the Women's Studies Program because I was interested in women's issues," she said. "There weren't a lot of women in my field; in fact, there weren't a lot of women in science. I didn't anticipate that I would have any problems with male colleagues, so anytime I had encounters that seemed a little strange, I kind of pushed them aside and didn't get myself to understand why this was happening."

Contis said her work in women's studies and with other women faculty made her realize what a big challenge she had taken on by entering a non-traditional field. "Eventually, in the '70s when I started working here, it hit me," she said. "I had the support of women and then discussions occurred which made me realize that, yes, there was something going on here, and that things had to change. So I became an activist in that respect."

"The '70s were a period of time when these issues of discrimination were really being brought forward," she continued. "But it was at the instigation, if you will, of one woman, (EMU History Professor Emeritus) Dr. Margaret Rossiter, that I really became excited about being a part of the Women's Studies Pro-

gram. She was an incredible role model for me in terms of drive and stamina and being able to stick up for yourself and do the things you want to do."

Since the '70s, Contis, like Rossiter, has played an active role in helping other women on EMU's campus "stick up for themselves" and do the things they want to do. From educating students about women in science, to serving on the Women's Studies Committee, to her current position as director of the Women's Studies Program, Contis has played a vital role in the evolution and growth of EMU's Women's Studies Program.

The program now includes a curriculum with a minor, a master's degree program in liberal studies and courses offered through all five of EMU's colleges. It will celebrate its 20th anniversary April 8-9, when EMU hosts the annual Michigan Women's Studies Association Conference. Contis anticipates that the conference, titled "Women Demand Change: Activism and Academia," will draw high participation due to EMU's location in the southeastern part of the state, near numerous other academic institutions.

"We're doing something a little different for the conference this year," Contis said. "We want to focus on activism, and by the end of the conference we hope to have some concrete ideas on the general topics of women and work, women and the law, women and health, and women and education."

Contis believes politicians are finally beginning to recognize women's issues on a national level, which she hopes the conference will reflect. "What we want to do is meld together not only academicians from the universities, which is what the conference normally does, but also to bring in outside people," she said. "We are hoping to get local and national activists together with legislators or people who work in their offices, and to try to produce some position papers with some real concrete content and ideas."

Contis predicts continued growth for women's studies curricula both nationally and at EMU. "Ideally, women's studies, African American studies, Latino/Latina studies and Native American studies should really be incorporated into the main curriculum of all classes," she said. "If that intermingling of studies were to occur, then there would be no need for all of these separated areas."

Contis hopes that in the near future, EMU's Women's Studies Program will evolve into a complete interdisciplinary or university-wide program, where courses are available throughout all of the colleges, similar to the University Honors Program. "That makes it difficult because it doesn't fit into



Nina Contis, director of EMU's Women's Studies Program, has been involved with the program since its beginning 20 years ago. "There is no permanence in a program unless it is accepted universally. And it has been accepted here at EMU," she said. "The program is alive and well, and it is growing by leaps and bounds."

the typical organizational structure of the University," she said. "Right now, we do have courses in all colleges of the university, but there is no major."

Still, Contis says EMU has the proper number of women's studies courses to constitute a major. "It is hard to verbalize, but there is no permanence in a program unless it is accepted universally. And it has been accepted here at EMU. The program is alive and well, and it is growing by leaps and bounds," she said.

Last year, the Women's Studies Program awarded master's degrees to seven students, its highest number yet, and Contis said that there are approximately 40 women's studies graduate students in the program to date.

She credits much of the program's growth and success to the faculty and students involved in it. "The people I am involved with in the Women's Studies Program keep me informed, keep my energy and excitement level up, and are extremely supportive," she said.

"The students are wonderful," Contis added. "Our graduate students and our minors are just

superb in terms of volunteering and being enthusiastic and wanting to learn more. If it wasn't for that level of excitement that the students bring in, and if it wasn't for the faculty being so supportive and really excited about what they are doing, it wouldn't necessarily be the same experience."

Of course, Contis still runs into the occasional person, like her eighth grade science teacher, who tries to stereotype her by her gender or her profession, but they often don't know what to make of a women's studies program director who also is a professor of chemistry.

"People don't know where to pigeon-hole me when they find out that I'm involved with women's studies," Contis said. "I am a feminist, and people immediately have this impression that if you are a feminist, you are 'this and this.' I don't fit the stereotype, and then people don't know what to do. When people then find out that I come from a science background, the response is, 'How? You can't!' But that is O.K.. I think it's good for people to become accustomed to things that can't be. It makes people aware that you are there."

Women's Studies Week to include science discussion

EMU's Women's Studies Program will sponsor a variety of activities to recognize Nov. 15 - 19 as Women's Studies Week.

Today (Tuesday, Nov. 16), a panel discussion titled "Revitalizing Undergraduate Science: Why Some Things Work and Most Don't," will be held 12:30 to 2 p.m. in McKenny Union's Tower Room. Dr. Judith Levy, EMU Chemistry Department head, will discuss the broader issues that influence change in the sciences. Also featured will be Dr. Maria Milletti, assistant professor of chemistry, and Dr. Diane Jacobs, associate professor in the Department of Physics and Astronomy, responding to the specific models and dynamics found in the book "Revitalizing Undergraduate Science: Why Some Things Work and Most Don't."

Co-sponsored with the Faculty Center for Instructional Excellence, the discussion will be facilitated by Nina Contis, director of women's studies and associate professor of chemistry, and will feature dessert and beverages.

"History of Women's Suffrage in Michigan," a discussion by Dr. Rachel Brett Harley, associate professor of music, will be presented Wednesday, Nov. 17, from noon to 1 p.m. in the McKenny Union Faculty Lounge.

Co-sponsored with the EMU Women's Association, Harley's discussion is based on the research that went into her book "Michigan Women Firsts and Founders," which was published last year.

"Students Speak: Latino/Latina Students," a panel of students discussing their EMU experiences and how their perceptions affect their learning, also will be presented Wednesday, Nov. 17, from noon to 1:30 p.m. in the McKenny Union Main Lounge. It is sponsored by the FCIE; dessert and beverages will be provided.

Finally, a reception celebrating 20 years of women's studies at EMU will be held Thursday, Nov. 18, from 3:45 to 5:30 p.m. in the McKenny Union Main Lounge.

For more information about any of the activities, call the Women's Studies Program at 7-1177.

Regents approve 3-year contract with EMU sergeants' chapter of police officers' union

The Board of Regents Nov. 11 approved a new three-year contract with the Sergeants' Chapter of the Police Officers' Labor Council, which covers five police sergeants in the Department of Public Safety.

Among the changes reflected in this new contract is recognition of the union's court-ordered name change from Fraternal Order of Police to Police Officers' Labor Council.

The agreement, which is retroactive to March 1, 1993, and extends to Feb. 29, 1996, provides

a 2.25 percent wage increase this year in the step 3 base rate; a 2 percent increase in steps 2 and 3 next year; and a 2 percent increase for steps 1, 2 and 3 in 1995. Also in March 1995, the lowest pay level for sergeants will be adjusted to be above the highest pay level for patrol officers.

Other negotiated changes in the new contract include: an increased second shift premium from 15 cents per hour to 25 cents per hour; increased third shift and swing shift premiums from 25 to

35 cents per hour; establishment of a 90-day probationary waiting period before employees hired as sergeants become eligible for medical and dental insurance coverage; and a limitation of not more than 30 days of seniority accrual during leaves of absence (other than a Worker's Compensation leave).

The new contract also provides: an increase to \$4,000 in the life insurance benefit for retiring employees who retire on or after Jan.

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Faculty, from page 1

tion option if it deems necessary at some future point.

The faculty contract also includes revisions designed to streamline the faculty evaluation process; modifies the layoff and recall article to provide a procedure for faculty to explore possible placement elsewhere within the University; increases the central sick leave bank for faculty from 300 to 400 days; and recognizes the Graduate Council as a contractual entity, providing procedures for the election of faculty members to that body.

In addition, the new contract

incorporates new Americans with Disabilities Act provisions and Family Medical Leave Act provisions and notes that the faculty and administration have agreed to work together in presenting seminars on issues related to multiculturalism.

The new contract and this year's across-the-board salary increases are retroactive to Sept. 30, 1993. Subsequent salary increases will occur as of Sept. 1, 1994, and Sept. 1, 1995. The contract is expected to cost the University approximately \$1.3 million in 1993-94 and nearly \$1.8 million in each of the contract's second and third years.

Sergeants, from page 3

1, 1994; a provision that employees receiving new ballistic vests may select either a waterproof or a regular type "second chance" vest; a unit allowance increase from \$330 per year to \$350 per year; a modification in the tuition waiver policy allowing for a minimum grade requirement of "C" or better in order to maintain eligibility for the waiver and providing for repayment of waived tuition when such grade is not received; an extension on the period of time for removing an "incomplete" to 12 months; and deletion of language in the previous contract specifying caliber/type of practice ammunition furnished by the University.

It is projected that the new contract will increase the sergeants' compensation costs this year by \$7,253, next year by \$6,422, and in 1995-96 by \$7,012.

Focus EMU is published weekly from September to April and biweekly from May to August for the 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. The deadline for submissions for "Events of the Week," which is prepared monthly, is the 15th of the month prior to the month the event will occur. Please send all submissions to: Editor, Focus EMU, Office of Public Information, 18 Welch Hall. Please direct any questions to (313) 487-4400.

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RESEARCH

FIPSE Comprehensive Program, FY 1994

The Department of Education is offering its Comprehensive Program under the Fund for the Improvement of Postsecondary Education (FIPSE) for fiscal year 1994. Guidelines will be available from the Education Department Nov. 17, 1993, and ORD will be receiving them shortly afterwards. Deadline for the Comprehensive programs pre-application is Jan. 10, 1994, and full applications are due April 19, 1994.

Drug-Free Schools and Communities Emergency Grants Program

The U.S. Department of Education will award grants to programs that demonstrate significant need for additional assistance to combat students' drug and alcohol abuse. ED is funding projects that develop and implement comprehensive community-wide drug and alcohol abuse education and prevention programs for students in the most troubled areas of the Local Education Agency (LEA). Programs must involve families, school personnel and representatives of the community or social service organizations.

Deadline for submission is Jan. 26, 1994. For more information, contact the Office of Research Development at 7-3090. Refer to DFSCEGP.MBL10/22

Agriculture and Environmental Research

The U.S. Department of Agriculture is inviting applications for competitive grants awards in agricultural, forest, and related environmental sciences under the National Competitive Research Initiative Grants Program (NCRIGP). The USDA will fund basic and applied research by single investigators and teams, conferences, fellowships, new investigator awards and strengthening awards, which include career enhancement awards, equipment grants and grants to strengthen standard research projects.

Four high priority areas of research are: 1) Water Resources Assessment and Protection, 2) Biological Control Research, 3) Assessing Pest Control Strategies, and 4) Agricultural Systems.

Deadlines for submissions vary per program priority: Feb. 7, 1994; Jan. 18, 1994; Jan. 31, 1994; and Feb. 22, 1994, respectively. For more information, contact the Office of Research Development at 7-3090. Refer to AER.MBL10/22

Holiday Schedule

Following is the schedule of official University holidays for the upcoming holiday season. On these days, all University offices will be closed and no classes will be held. A schedule of the 1994 University holidays will be published after Jan. 1.

Thanksgiving Day Thursday, Nov. 25
 Designated Day After Thanksgiving Friday, Nov. 26

Designated Day Before Christmas Thursday, Dec. 23
 Christmas Day Observed Friday, Dec. 24
 EMU seasonal and designated days Monday, Dec. 27
 Tuesday, Dec. 28
 Wednesday, Dec. 29

Designated Day Before New Year's Thursday, Dec. 30
 New Year's Day Observed Friday, Dec. 31

All University offices and departments will reopen at 8 a.m. Monday, Jan. 3.

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 4:45 p.m. on the expiration date. **NOTE: LATE OR 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, Nov. 22, 1993. 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-Harold, Rec/IM Building, Physical Plant, Mark Jefferson, Hoyt Meeting Center, Dining Commons 1, University Library, Pierce and the Owen College of Business.**

Vacancy information also may be obtained by calling our 24-hour Jobs Line at 487-2462. Employment/Affirmative Action office hours are Monday - Friday 9 a.m. to 4:50 p.m. TDD phone number is 487-0127.

EXTERNAL APPLICANTS MAY SUBMIT AN INITIAL APPLICATION TO OUR CS AND/OR FM POOL. ONLY INTERNAL APPLICANTS MAY BID ON A SPECIFIC POSITION.

FOOD SERVICE/MAINTENANCE
(Minimum hourly rate)*

FMSA9405 - FM-06 - \$6.53 - Pot and pan utility, Dining Services. Academic year appointment. Hours: 11 a.m. - 7:30 p.m., M-F

FMBF9418 - FM-06 - \$6.53 - Custodian, Alexander, Physical Plant. Hours: 5 a.m. - 1:30 p.m., M-F

FMBF9419 - FM-06 - \$6.53 - Custodian, Pray-Harold, Physical Plant. Hours: 5 a.m. - 1:30 p.m., M-F

FMBF9420 - FM-10 - \$6.88 - Custodian/Housekeeper - Group Leader, Pray-Harold, Physical Plant. Hours: 5 a.m. - 1:30 p.m., M-F

CLERICAL/SECRETARIAL
(Minimum bi-weekly salary)*

CSAA9413 - CS-05 - \$690.71 - Senior Secretary, 50%, College of Health and Human Services. Hours: 8 a.m. - noon. M-F. Knowledge of Macintosh, Quatro-Pro and WordPerfect desired.

PROFESSIONAL/TECHNICAL
(Minimum bi-weekly salary)

PTBF9404 - PT-06 - \$819.89 - Accountant I, Accounting. Hours: 7:30 a.m. - 4 p.m., M-F.

*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

Nov. 16 - 22

Tuesday 16

MEETING - The College of Education administrative staff will meet. 117 Boone, 10 a.m.

WORKSHOP - The Staff Training and Development Office will present a workshop on navigating the Internet with Gopher. Call 7-4249 for registration and location information, 2 p.m.

MEETING - The Living History Club will have a club seminar and general meeting. 702G Pray-Harold, 6 p.m.

RECITAL - The Music Department will present the second in a series of organ recitals. Call 7-4380 for more information. Organ Recital Hall, Alexander Music Building, 8 p.m.

Wednesday 17

BREAKFAST - The Department of Intercollegiate Athletics will sponsor a "Breakfast of Champions" in support of women's athletics. Call 487-1330 for more information and reservations. Tower Room, McKenny Union, 7:30 a.m.

SEMINAR - The Staff Training and Development Department will present appreciating differences in the workplace, a Myers-Briggs type seminar. Call 7-4249 for registration information. Founders Room, McKenny Union, 8:30 a.m.

DISCUSSION - The FCIE will present "Students Speak: Latino/Latina Students." A panel of students will discuss what they have been experiencing at EMU and how their perceptions are affecting their learning. Call 7-1386 for more information. Main Lounge, McKenny Union, noon

TELECONFERENCE - The National Association of Student Personnel Administrators will present "Building Partnerships for Community Service and Learning." Call 7-3045 for more information. Guild Hall, McKenny Union, 1:30 p.m.

MEETING - The Faculty Council will meet. Tower Room, McKenny Union, 3 p.m.

SEMINAR - The University Health Services prevention staff will present "Alcohol and Other Drug Related Issues in the Ethnic Community." Call 7-2377 for more information. Multicultural Center, 7 p.m.

Thursday 18

WORKSHOP - The Staff Training and Development Office will sponsor a workshop on logging in to remote computers with Telnet. Call 7-4249 for registration and location information, 9 a.m.

WORKSHOP - The Staff Training and Development Office will present a workshop on building office systems that work. Call 7-4249 for registration information. Alumni Room, McKenny Union, 9 a.m. **NOTE: Rescheduled from Nov. 2 in Training and Development catalog.**

WORKSHOP - Career Services will present a stress management for career planning, job search and life workshop. Call 7-0400 to register. 425 Goodison, 11 a.m.

WORKSHOP - The FCIE will present featured faculty member Pam Jacobs teaching "Psychology of Sex." Call 7-1386 for more information or to register. 101 Mark Jefferson, 11 a.m. (class observation); Tuesday, Nov. 23, 537 Mark Jefferson, 10 a.m. (discussion)

WORKSHOP - Career Services will present an information session for students wanting to know more about the Professional Experience Program. Call 7-0400 to register. 405 Goodison, 3 p.m.

MOVIE - Showcase EMU will present "The Fugitive." Admission is \$1. Call 7-1470 for more information. Roosevelt Auditorium, 9 p.m.

Friday 19

WORKSHOP - The Benefits Office will hold an orientation workshop for new EMU employees. Call 7-3195 for more information. 205 Welch Hall, 8:30 a.m.

WORKSHOP - The Staff Training and Development Office will sponsor a workshop on managing the customer service function. Call 7-4249 for registration information. Tower Room, McKenny Union, 9 a.m.

MEETING - The Graduate Council will meet. Starkweather, 3:15 p.m.

FOOTBALL - The EMU team will play at the University of Toledo. Call 7-2282 for ticket information. Toledo, Ohio, 7 p.m.

VOLLEYBALL - The EMU team will host Bowling Green State University. Call 7-0317 for more information. Bowen Field House, 7:30 p.m.

BANDORAMA - The Music Department will present Bandorama today and tomorrow featuring the EMU Concert Winds, Symphonic Band and Marching Band. Call 7-4380 for more information. Ypsilanti High School, 2095 Packard Road, Ypsilanti, 7:30 p.m.

JAZZ - The Free Friday Fun entertainment series will present jazz with Ryse Tyme. Call 7-3045 for more information. Eastern Eateries, 7:30 p.m.

Saturday 20

VOLLEYBALL - The EMU team will host the University of Toledo. Call 7-0317 for more information. Bowen Field House, 3 p.m.

MOVIE - Showcase EMU will present "The Fugitive." Admission is \$1. Call 7-1470 for more information. Roosevelt Auditorium, 9 p.m.

Sunday 21

CONCERT - The Music Department will present "Pease Pipes," an organ benefit concert. Call 7-4380 for more information. Zion Lutheran Church, 1501 West Liberty, Ann Arbor, 4 p.m.

Monday 22

WORKSHOP - The FCIE will present a workshop on group testing featuring Ron Hutchins of finance, operations research and information systems. Call 7-1386 for more information. Starkweather, 2 p.m.

WORKSHOP - Career Services will present a workshop using the Major-Minor Finder self assessment inventory. Call 7-0400 to register. 425 Goodison, 3 p.m.