

Lifespan Learning will present "Buying vs. Leasing a Car" Monday, Sept. 16, at 6:30 p.m. at the Depot Town Center. The cost is \$10. For more information, call 7-0407.

The lecture, "Information Technology Policy: Michigan and the Infrastructures of the Information Superhighway," will be presented by John Kost, chief information officer for the state of Michigan, Saturday, Sept. 14, from 10 a.m. to 12:30 p.m. in the McKenny Union Alumni Room. The lecture is free and open to the public.

The Eagles take on Toledo at their next home football game Saturday, Sept. 21, at 7 p.m. in Rynearson Stadium.

FOCUS EMU

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Sept. 10, 1996

News for
Eastern Michigan University
Faculty and Staff

Division of Academic Affairs to reorganize

by Kirk Carman and Pat Mroczek

Citing a need to "reorganize to meet the academic challenges of the 21st century," Provost and Vice President for Academic Affairs Ronald W. Collins announced an administrative reorganization of the Division of Academic Affairs, effective Sept. 6.

"We're working with various units that already exist," Collins said. "The primary goal is to strengthen programming from top to bottom. Better planning and coordination are necessary to achieve the programmatic impact we desire."

In making the announcement, Collins cited five divisional goals:

- strengthen the programmatic focus at all levels,
- adjust the programmatic focus for emerging changes in the delivery of academic programs,
- diversify the administrative team,
- streamline administrative actions and decision making, and
- increase opportunities for deans to be involved in fund raising.

The reorganization will include more than a dozen administrative changes, including:

- Dr. Don Loppnow, professor and head of the Department of Social Work, who will serve as interim assistant vice president for extended pro-

grams, the only newly created full-time administrative position. Loppnow joined EMU in 1974 as a lecturer in social work and was named department head in 1981. He holds a bachelor's degree from the University of Wisconsin, a master's degree from Washington University and a doctorate from the University of Michigan.

- Dr. Susan Moeller, interim associate dean of the College of Business, who will serve as interim director of academic budget and operations. This position is a revision of the former associate provost position. Moeller joined the EMU faculty in 1990 as associate professor of finance. She holds bachelor's, master's and doctoral degrees from Michigan State University.



Loppnow



Moeller

➤ See Reorganization, page 2

Agreement reached with AAUP on contract

➤ Agreement provides a 3% across the board salary increase for all faculty levels for each of the four years

by Kathy Tinney
University Relations

Negotiators for EMU and the EMU Chapter of the American Association of University Professors reached tentative agreement on a new four-year contract early Tuesday morning, Sept. 3, with the assistance of state mediator Charles Jamerson. Negotiations had been taking place since May. The current three-year contract expired Aug. 31.

The new agreement will be effective from Sept. 1, 1996, through Aug. 31, 2000. This is the first time since the University began negotiating with the faculty in 1974 that an agreement spanning four years has been reached.

The agreement provides a 3 percent across the board salary increase for all faculty levels for each of the four years. In addition, a salary differential pool is provided for the second, third and fourth years of the contract. The total compensation increase over the four years of the contract is 15.97 percent or \$7,838,697, with an average annual increase of 3.99 percent.

"We are very pleased with this agreement," said Ted Heidloff, executive director of Human Resources. "It addresses some issues that we thought were critical to the well-being of the

University. Our goal was to address market inequities at the senior faculty level and this agreement accomplishes that goal."

A market study revealed that the average salary of full professors at the University was 4.66 percent less than the average salary of full professors in the Mid-American Conference, and the average salary of associate professors was 3.41 percent under the MAC average. Through the salary differential pool, those differences will be reduced to 1.53 percent for full professors and 0.23 percent for associate professors over the life of the contract, assuming that the average salary increase at other MAC institutions is three percent for each of the next four years. The minimum increase from the salary differential pool will be \$500, with the largest increases going to those faculty whose salaries are farthest from the MAC average for their rank.

"We believe, and I think the AAUP agrees, that the salary differential pool is another tool in helping to keep the University competitive in its marketplace," said Heidloff. "The salary dif-

➤ See AAUP, page 4

CAMPUS CAPSULES

Volunteers Needed For United Way

Faculty, staff and students are invited to participate in the Washtenaw United Way Day of Caring Thursday, Sept. 12, from 9 a.m. to 3 p.m.

The event links volunteers from corporations, universities and other area organizations with United Way agencies in the local community.

Volunteers will be involved in projects with the Corner Health Center and the SOS Crisis Center in Ypsilanti. Lunch will be provided.

To sign-up to volunteer, call Sharon Collins at 7-3200.

Staff/Faculty Tuition Waivers Due By Sept. 20

The last day for staff, faculty and spouse/dependent tuition waiver application submission for the fall term is Friday, Sept. 20. Failure to turn in the waiver on time will result in the application not being approved.

For more information, call 7-3195.

Varsity Baseball Alumni Golf Tourney Is Oct. 4

EMU Baseball will hold the second annual Varsity Baseball Alumni and Friends Golf Tournament Friday, Oct. 4, at the EMU Huron Golf Club.

The day begins with a continental breakfast at 8:30 a.m. and ends at 5 p.m. with a cookout.

The event will raise funds to continue improvements at Oestrike Stadium. Entry deadline is Friday, Sept. 27.

For more information, call Roger Coryell at 7-0315.

Safety/Hazard Awareness Training Is Mandatory

The Health and Safety Office will conduct Safety Awareness and Hazard Communication Training in the McKenny Union Tower Room as follows:

- Tuesday, Sept. 24, at 10 a.m.
- Thursday, Sept. 26, at 7 p.m.

The training is mandatory for all employees, including student employees. To attend, call 7-0794.

Eagle Card Office Hours For Fall/Winter Semester

The Eagle Card Office hours for the fall and winter semesters are as follows:

- Monday: 9 a.m. to 5 p.m.
- Tuesday: 9 a.m. to 6:30 p.m.
- Wednesday: 9 a.m. to 6:30 p.m.
- Thursday: 9 a.m. to 5 p.m.
- Friday: 9 a.m. to 4 p.m.

The office will be open from 10 a.m. to 2 p.m. Saturdays in September.

For more information, call Randy Hockey at 7-3458.

Information Technologies Lecture Is Sept. 12

The lecture, "Information Technologies and Intergovernmental Relations: Current Experiences," will be presented by Stan Bien, section chief, and Terry Riemenschneider, consultant for Michigan's WIC division. Thursday, Sept. 12, from 5:30 to 8:30 p.m. in McKenny Union's Alumni Room.

The lecture is free, open to the public and part of the "Information Technology, Government and the 21st Century" seminar series.

Supplemental Employment Forms Due

As the fall semester begins, faculty members are reminded of their contractual obligation (Article IX, Section C) to report supplemental employment.

This should be done using the official form for such reporting, available in departmental offices. The form should be submitted to the faculty member's department head, and will be forwarded to the dean and provost for signature.

100% Lecturer Benefits Information Available

All newly hired and returning 100% lecturers must go to the Benefits Office, 317 King Hall, during the first two weeks of the fall term to pick up their applicable benefits information.

All returning 100 percent lecturers must complete new health care enrollment forms. Benefits enrollment must be completed within the first 30 days of hire, so please act quickly.

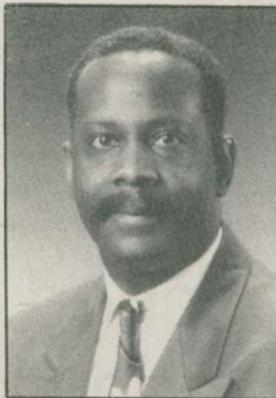
For more information, call 7-3195.

Peoples named dean of students

by Pat Mroczek

Gregory A. Peoples, associate dean of students since 1991, has been promoted to dean of students, effective Aug. 1. He replaces Bette White, who had served in that position for more than 25 years.

"Greg Peoples is an outstanding person to provide the leadership for the expanded dean of students role," said Laurence N. Smith, EMU vice president



Peoples

for marketing and student affairs. "His previous positions in higher education and his accomplishments as associate dean and as a prominent civic leader provided us with an excellent opportunity to promote a highly qualified professional from within our division."

Peoples is well versed in the responsibilities that befall a dean of students office in the 1990s. "The dean wears many different hats these days, the challenge being to wear the right hat at the right time," Peoples said. "Sometimes as mediator between a faculty member and a student, sometimes as a disciplinarian, counselor, adviser, administrator or friend.

"I'm looking forward to this challenge and am hoping to draw upon my many experiences in the area of student affairs to help me be successful. I hope my acquired knowledge and personality will reshape and reposition the office into one ready to handle the students coming to the University in the

next century," he added.

As dean, Peoples will direct and coordinate services, programs and functions for the non-academic activities of students. From 1991 to 1996, he served as associate dean, providing leadership, coordination and facilitation for divisional priorities and activities and managing the office in the dean's absence.

Prior to that, he served as director of enrollment services at Washtenaw Community College from 1985 to 1991. From 1983 to 1985, he was a corporate specialist and then director of admissions for GMI Engineering and Management Institute in Flint.

He initially arrived at EMU in 1977 as coordinator of the Campus Interact Center and served from 1980 to 1982 as assistant director of admissions and associate director for 1982-83. He served as a resident hall director at Kent State University in 1975 to 1977 and an assistant director of admissions at Allegheny College from 1973 to 1975.

His personal activism includes serving as president of the Lincoln Consolidated Schools board of education and a member of the board of directors at Hope Medical Clinic. He is a past deacon at the Packard Road Baptist Church and served as the vice president of the Washtenaw Intermediate Schools board of education from 1994 to 1996. He played a key role at Willow Run Community Schools in the 1980s.

Peoples was the 1995 recipient of the EMU Black Alumni Service Award and in 1993 received the Ypsilanti-Willow Run Branch of the NAACP Community Service Award.

He earned a master's degree at Kent State University in 1977 and a bachelor's degree at Allegheny College in 1973.

He and his wife, Alice Leigh Peoples, have four children, Allaina, Ashleigh, Angela and G. Matthew Peoples.

New policies established for Banyan *@* messages

The rapid growth of the Banyan network has caused an explosion of *@* messages. While most *@* messages are appropriate, others generate many complaints. To address this issue, the University Computing Advisory Council has endorsed the following changes to University e-mail practices:

1) The Office of Public Information has established EMU TODAY, a daily *@* message to the EMU community. You can send a Banyan e-mail message to EMU TODAY to request that an item be included in one of the daily messages.

2) Learning Technologies has established the Web Caucus computer conference for you to post items not included in EMU TODAY. You can register for this service from the EMU home page (<http://www.emich.edu>) by clicking on the EMU Web Caucus link and then selecting the EMU_NEWS conference. The UC Call Center can help you post items to WEB CAUCUS.

3. LAN administrators have been asked to disable the *@* privilege for most Banyan users. Please note that you will still be able to send *@group@org and *@*@org messages to your group and organization. The following offices will retain authority to send *@* messages of importance to all EMU employees:

- President, Vice Presidents & Deans
- Office of Public Information
- Public Safety
- Physical Plant
- Human Resources
- Learning Technologies and
- University Computing

University Computing and Learning Technologies encourage you to install the Netscape Web browser on your Windows or Macintosh computer to access WEB CAUCUS and other web services. For assistance, call the UC Call Center at 7-2120. If you have comments on the new procedures, e-mail or call Al McCord, executive director of University Computing, at 7-1491.

Board of Regents to meet Sept. 17

The Board of Regents will meet Tuesday, Sept. 17, with the following meetings:

- **Student Affairs Committee Meeting:** 8 a.m. - 205 Welch Hall
- **Faculty Affairs Committee Meeting:** 8 a.m. - 201 Welch Hall
- **Educational Policies Committee Meeting:** 9:30 a.m. - 205 Welch Hall
- **Finance Committee Meeting:** 10:30 a.m. - 201 Welch Hall
- **Regular Board Meeting:** noon - 201 Welch Hall
- **Recess for Lunch:** 12:30 p.m.
- **Reconvene Regular Meeting:** 1:30 p.m.

Passing the test



Bethany Goodman of Midland, executive director of Mothers Against Drunk Driving, came to campus Sept. 5 to donate a portable breath tester to EMU's Department of Public Safety. The small, hand-held device is valued at about \$600 and used by law enforcement officers when drivers are stopped on suspected drunk driving violations. Participating in the demonstration are Officer Stacy Cain, Public Safety Director John C. McAuliffe, Goodman and student volunteer Doug Bentley of Ann Arbor, whose breath test read "0." In 1995, Michigan had 570 alcohol-related traffic fatalities, 40 more than in 1994. EMU actively participates in a safe and sober driving program.

OBITUARY

Floyd R. Lamiman, who served in a variety of roles in housing and student affairs from 1951 to 1977, died Sept. 5 at Lapeer Regional Hospital. He was 78. A 1949 graduate of EMU, he earned a master's degree at the University of Michigan in 1959. During his 26-year career, he served as assistant dean of men, adviser to the Interfraternity Council and Men's Union, head of men's halls, manager of residence services and director of housing. He is survived by his wife, Betty, of North Branch; one son and one daughter.



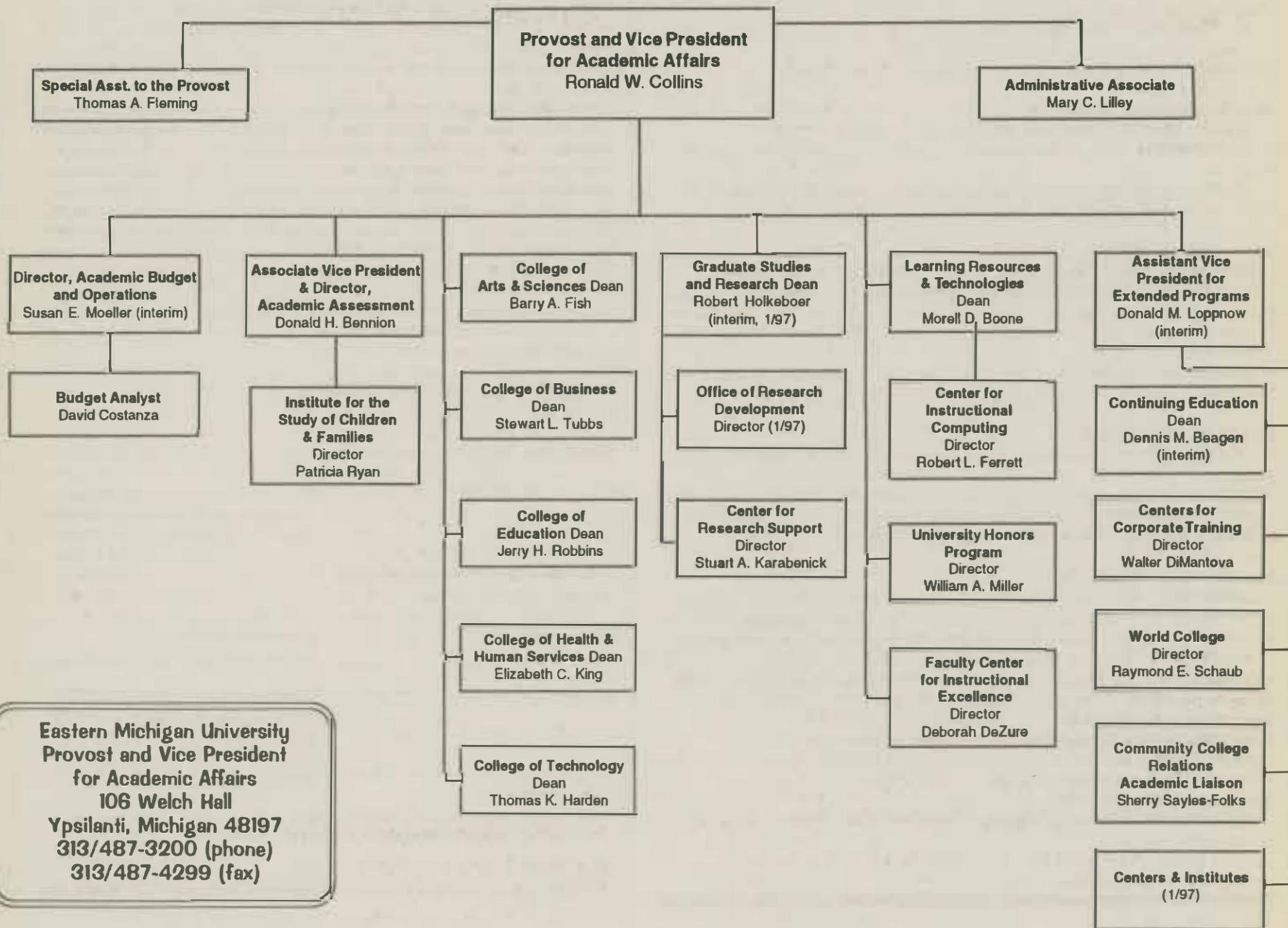
Lamiman

Name the ROTC cannon

The Military Science Department (R.O.T.C.) has obtained their own cannon and your assignment is to help name it.

By submitting your entry, you will be eligible to fire the cannon at a future EMU home football game. E-mail your entry to alumni.relations@emich.edu or via campus mail to Alumni Relations, 13 Welch (include name, address, phone number w/entry). Entries must be submitted by Wednesday, Sept. 18. For more information, call 7-0250.

Division of Academic Affairs Organizational Structure (9/96)



**Eastern Michigan University
Provost and Vice President
for Academic Affairs
106 Welch Hall
Ypsilanti, Michigan 48197
313/487-3200 (phone)
313/487-4299 (fax)**

Reorganization, from page 1

• Dr. Bob Holkeboer, director of the Office of Research Development and associate graduate dean, who will serve as dean, graduate studies and research, effective Jan. 1, 1997. This position is a revision of the former dean of the Graduate School. Since 1969, Holkeboer has served in a variety of roles, including teaching in the Department of English Language and Literature, creating the University Honors Program and serving as special assistant to the president in 1993-94. He holds a bachelor's degree from Calvin College and master's and doctoral degrees from Ohio University. He will be replacing Dr. Ronald Goldenberg, who has announced his retirement as dean.



Holkeboer

• Dennis Beagen, professor and head of the Department of Communication and Theatre Arts, who will serve as interim dean of Continuing Education, replacing Dr. Paul McKelvey, who will be teaching in the Department of Biology. Beagen has taught at EMU for 30 years, served as department head since 1981 and coached numerous forensics teams to national championships. He holds a bachelor's degree from EMU, a master's degree from the University of Michigan and also completed post-graduate work at Wayne State University.



Beagen

• Dr. David Clifford, interim associate provost for budget and operations, who will serve as a half-time interim associate dean for the College of Health

and Human Services and will have a half-time teaching assignment in Associated Health Professions. Clifford joined EMU in 1986 as director of the Office of Research Development and holds a bachelor's degree and doctorate from the University of Michigan.

• Dr. Max Kanagy, professor of industrial technology, who will serve as a half-time interim associate dean in the College of Technology and teach half-time. Kanagy joined EMU in 1986 and holds a bachelor's degree and doctorate from Ohio State University and a master's degree from Ball State University.

The creation of the assistant vice president for extended programs position will allow the division to better coordinate and strengthen all of its external academic programs. "More and more programs of this University and others will be in this extended domain," Collins said. "We all will witness a movement of more services and academic programs off campus."

Five of the organizational changes include a shift in reporting from the provost to the new assistant vice president for extended programs: Continuing Education, Centers for Corporate Training, World College and Community College Relations Academic Liaison. Changes in the reporting line for some Centers and Institutes will be determined at a later date (Jan. 1, 1997).

Four additional secondary personnel vacancies/interim appointments will occur due to other shifts, including a new associate dean of the College of Business, head of the Department of Social Work, head of the Department of Communication and Theatre Arts, and associate dean of graduate studies and

research and director of the Office of Research Development.

All of the new appointments are interim until a formal search is completed. All appointments are immediate, with the exception of Holkeboer.

The provost also noted that the reorganization is being completed via reallocation of current budgets without any new or additional University funds.

EASTERN MICHIGAN UNIVERSITY
The Learning Edge

FOCUS EMU is published weekly from September to April and biweekly from May to August for Eastern Michigan University faculty and staff. 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. Submissions may be faxed to (313) 483-2077.

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EASTERN FASTFACTS

During 1996-97, Eastern Michigan University will pay more than \$58 million in the form of scholarships, grants, part-time employment and loans to more than 11,000 students.

Source: Office of Financial Aid

► EASTERN FASTFACTS may be sent to Public Information, 18 Welch Hall.

EVENTS OF THE WEEK Sept 10 - 16**Tuesday, Sept. 10**

MANDATORY TRAINING: Safety Awareness and Hazard Communication Training, 2 p.m., McKenny Tower Room, 7-0794

WOMEN'S SOCCER: EMU vs. Michigan, 4 p.m., 7-2144

Wednesday, Sept. 11

MEN'S SOCCER: EMU vs. Michigan State, 3 p.m., 7-2144

RECEPTION: Opening Reception for "Surface and Structure" exhibit, 3 p.m., Ford Gallery, 7-0465

LIFESPAN LEARNING: "How to Survive and Thrive with Adult A.D.D.," 6:30 p.m., Depot Town Center, \$10, 7-0407

Thursday, Sept. 12

WOMEN'S SOCCER: EMU at Western Michigan, 4 p.m., 7-2144

LECTURE: "Information Technologies and Intergovernmental Relations: Current Expectations" by Stan Bien, section chief, and Terry Riemenschneider, consultant for Michigan's WIC division, 5:30 to 8:30 p.m., McKenny Union Alumni Room

LIFESPAN LEARNING: "Back Breaking News: Preventing and Reducing Lower Back Pain," 6:30 p.m., Depot Town Center, \$10, 7-0407

Friday, Sept. 13

ORIENTATION: New Employee Orientation, 8:30 a.m., 205 Welch Hall, 7-3195

VOLLEYBALL: EMU at Kansas State Tournament, 10 a.m./2 p.m., 7-0291

WOMEN'S CROSS COUNTRY: EMU Invitational, 5:50 p.m., 7-0262

MEN'S CROSS COUNTRY: EMU Invitational, 6 p.m., 7-0236

Saturday, Sept. 14

LECTURE: "Information Technology Policy: Michigan and the Infrastructures of the Information Superhighway" by John Kost, chief information officer for the State of Michigan, 10 a.m. to 12:30 p.m., McKenny Union Alumni Room

FOOTBALL: EMU at Western Michigan, 6:30 p.m., 7-6961

VOLLEYBALL: EMU at Kansas State Tournament, noon/5 p.m., 7-0291

Sunday, Sept. 15

WOMEN'S SOCCER: EMU vs. Michigan State, 1 p.m., 7-2144

MEN'S SOCCER: EMU vs. Illinois-Chicago, 3 p.m., 7-2144

Monday, Sept. 16

LIFESPAN LEARNING: "Buying vs. Leasing a Car," 6:30 p.m., Depot Town Center, \$10, 7-0407

AAUP, from page 1

ferential pool will be used to adjust faculty salaries to various academic labor markets in which the University competes for faculty and to correct internal inequities within various faculty ranks."

Other provisions of the agreement include prescription coverage for all faculty enrolled in an HMO insurance program, effective Jan. 1, 1997; a vision rider for faculty enrolled in the M-CARE HMO, effective Jan. 1; improvements to dental care coverage; an increase of one year at each rank in the time it takes to gain tenure; and an increase of one year in the time necessary for promotion from assistant professor to associate professor. According to the agreement, it will take three years to earn tenure at the rank of full professor, four years at the rank of associate professor, five years at the rank of assistant professor and six years at the rank of instructor. In addition, a terminal year of employment is provided for those faculty who do not receive tenure. Promotion from one rank to the next typically will take five years. Also, promotional adjustments were increased from \$900 to \$1,100 for instructor to assistant professor, \$1,400 to \$1,800 for assistant professor to associate professor and \$1,800 to \$2,250 for associate professor to full professor.

According to Heidloff, a new process was used during negotiations this year. Instead of bringing proposals to the table, as had been the practice in the past, the two teams brought problems to the table, worked on the problems in small groups, and then returned to the table to develop language that would solve the problems.

"The emphasis was on solving problems," Heidloff said, rather than hold-

ing positions. "I give a great deal of credit to State Mediator Charles Jamerson, who was very helpful in getting the parties to agreement, and to Nick Blanchard, chair of the Faculty Bargaining Committee. The AAUP presented very creative ideas toward solving our problems."

The negotiating team for the University included Jeffery Frumkin, director of academic human resources, who served as chief negotiator, Heidloff, Dr. Barry Fish, dean of the College of Arts and Sciences, Dr. Thomas Harden, dean of the College of Technology, Dr. Martha Tack, associate dean of the College of Education, Dr. Kenneth Rusiniak, head of the Department of Psychology, and Alvin Levett, director of budget management.

The negotiating team for the faculty included Dr. Nick Blanchard, professor of management, chief negotiator, Cheryl Conklin, executive director of the EMU Chapter of the AAUP, Dr. Benjamin Palmer, professor of foreign languages, Dr. William Cline, professor of foreign languages, Jeanne Pietig, professor of teacher education, and John Boyless, assistant professor of interdisciplinary technology.

Jamerson was a state appointed mediator from the Michigan Employment Security Commission. He had met with the bargaining teams twice prior to the final session Thursday.

The agreement is subject to approval by the AAUP membership and the EMU Board of Regents. The ratification vote is Friday, Sept. 13, from 3:30 to 8 p.m. in 201 Pray-Harrod. The next meeting of the Board of Regents is Tuesday, Sept. 17.

The AAUP represents 700 faculty at Eastern Michigan University.

OPENINGS

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Compensation/ Employment Services Office and received no later than 4:45 p.m. on the expiration date. NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.

The Compensation/Employment Services Office announces the following vacancies. The expiration date for applying for these positions is **Monday, Sept. 16, 1996**. 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 & Finance Building, Sill Hall, Pray-Harrod, Rec/IM Building, Physical Plant, Mark-Jefferson, Hoyt Meeting Center, DC #1, University Library, Pierce, and the College of Business - Owen Building.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 7-0016. Compensation/Employment Services office hours are Monday through Friday, from 8 a.m. to 4:45 p.m.

CLERICAL/SECRETARIAL
(Minimum Bi-Weekly Salary)

CSEN9707	CS-04	\$720.73	Secretary II, Equity Programs
CSAA9710	CS-04	\$720.73	Secretary II, Leadership/Counseling. Familiarity w/Macintosh, Microsoft Word 5.1 is desirable.

FOOD/MAINTENANCE
(Minimum Hourly Rate)

FMSA9700	FM-06	\$6.93	Custodian, McKenny Union Hours: 4 p.m. - 12:30 a.m. Tues-Sat.
FMBF9703	FM-14	\$7.86	Facilities Maintenance Worker, Housing (Repost). Departmental correction from Physical Plant to Housing. Hours are generally days Monday - Friday

PROFESSIONAL/TECHNICAL
(Minimum Bi-Weekly Salary)

PTSA9704	PT-05	\$ 779.37	Administrative Assistant I, University Marketing. Knowledge of Macintosh, Pagemaker, Quark Express and Works is desirable.
PTSA9705	PT-06	\$ 439.32	Teacher, Children's Institute (50%)
PTSA9706	PT-07	\$ 1,010.39	Writer II, Public Information
PTEN9706	PT-08	\$ 1,151.94	Academic Advisor of Special Populations, Academic Advising (Repost). Title and Class Rank correction. Experience with minority student programming; Knowledge of and experience with mentor programs is desirable.

ADMINISTRATIVE/PROFESSIONAL
(Minimum Semi-Monthly Salary)

APEN9700	AP-09	\$ 1,438.13	Assistant to the Vice President, Enrollment Services
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The pay rates stated above reflect the probationary minimum rate for newly hired EMU employee. The pay rate or salary for current employees will be established according to the respective employee group union contract, and/or University salary administration policy guidelines.

An Affirmative Action/Equal Opportunity Employer

Planning an Event?

The Office of Public Information is producing a long-range planning calendar of all University events.

Send all items to Public Information, 18 Welch Hall. For more information, call 7-4400.