

## REGENTS ISSUE

# Regents extend two agreements

### ■ More Regents news, PAGE 3

The Eastern Michigan University Board of Regents approved agreements with President William E. Shelton and the EMU Sergeants' Chapter of the Police Officers Labor Council at its Sept. 15 meeting.

The Regents approved the extension of the employment agreement between the board and President William E. Shelton from July 1, 2000, to June 30, 2002. All other provisions of the employment agreement remain unchanged and continue in full force and effect.

The board also approved the collec-

tive bargaining agreement between the University and the EMU Sergeants' Chapter of the Police Officers Labor Council. Shelton and the University's Bargaining Committee were authorized to execute the agreement.

The new agreement will run from Sept. 15, 1998, to June 30, 2001.

Included in the agreement is a three percent across-the-board increase in wages each year for three years. The increase in wages will cost the University an additional \$7,646 in the first year; \$7,280 in the second year; and \$7,498 in the agreement's third year.

The negotiated changes also include a memorandum of understanding implementing a six-month, trial basis 12-hour work schedule; an increase in retirement life insurance from \$4,000 to \$5,000; an increase in the annual uniform allowance from \$400 per year to \$450 and an increase annual plain clothes allowance from \$585 per year to \$635; and in the third year of the agreement, the University's contribution to TIAA-CREF will increase by 1 percent.

The agreement has already been ratified by the bargaining unit, which includes five members.

# Nursing program set to celebrate 25 years

### By Ward Mullens

While most of the campus is aware that Eastern Michigan University is preparing to celebrate its sesquicentennial next year, there is another milestone being reached this fall.

The Department of Nursing at EMU is celebrating a quarter century on campus.

"It's important to celebrate 25 years of anything done well," said Dr. Regina Williams, department head. "It's a significant time frame and a significant achievement."

The celebration begins Sept. 21-22 with a kick-off phone drive for nursing alumni. Williams said the nursing department is trying to raise money to help furnish its area in the new College of

Health and Human Services building.

Other events set to mark the celebration include Scholarly Achievement Day Nov. 9 and a gala anniversary dinner Nov. 14.

The celebration focuses on the achievements of the nursing staff and students.

The keynote speaker for the event is scheduled to be Dr. Ora L. Strickland, a professor at Emory University.

"We want everyone to

know that nursing has grown in 25 years. That it has kept up with changes. That it has been on the forefront of many changes and that it continues to be an excellent program,"

said Williams, who has been the department head since coming to EMU in 1990 from Wayne State University.

According to Williams, the nursing department began in 1973 and was developed to meet a growing need for nurses. Over the last 25 years that need has not dimin-

ished very much.

The department has grown from a "generic, undergraduate program" with about 25 students into a department serving more than 300 students working on either a bachelor of science in nursing (BSN) or a master's of science degree (MSN).

The department is staffed by 16 tenure-track professors, one full-time lecturer and several part-time lecturers.

Williams said that while the University's birthday is not until next year, both the sesquicentennial and the nursing program's 25-year celebration are signs of success.

"We are a part of the University. Our success is in some measure the University's success," Williams said.



# WEMU unveils new look for listeners

### By Ward Mullens

It's not often that a radio station encourages its listeners to use their eyes instead of their ears, but Eastern Michigan University's radio station, WEMU (89.1), is doing just that.

The station, which has been on campus since 1965, is changing the look of its logo.

"We needed a logo that represented everything we do," said Mary Motherwell, marketing and development director for WEMU. "Our current logo is dated and doesn't say much."

The new logo emphasizes WEMU's affiliation with National Public Radio and its format of news, jazz and blues and gives the radio frequency.

"We really wanted to highlight the frequency numbers," Motherwell said. "So many of our listeners identify with that."

Motherwell said talk about changing the logo began about a year ago, but that the change was unrelated to the recent "tweaking" of the station's format.

The logo was designed by Mark Sandell of Logic Inc., a



### FACING THE MUSIC: The new logo of WEMU 89.1

Web page firm in Ann Arbor. The design cost about \$2,000. Once the logo was complete Motherwell and Art Timko, WEMU station manager, approved it and presented it to the station manager's committee.

There will be an "unveiling" of the logo in conjunction with the pledge drive in October, Motherwell said. She said that bumper stickers with the new logo will be mailed to contributors.

"You have to stay fresh in this industry," said Motherwell. "There is a saying I like about radio. It's, 'There are two choices. Evolve or die!' I would prefer to evolve."

## INSIDE

### GETTING TO KNOW YOU

Among other Regents news, 50 new staff members were approved **PAGE 2-3**

## Happy Anniversary!

These staff and faculty members are celebrating service anniversaries with Eastern Michigan in September. (NOTE: Because there are so many celebrating anniversaries this month, more names will run in future issues.)

## 30-34 YEARS

Dennis M. Beagen,  
communication/theatre arts

Howard D. Booth,  
biology

JoAnne Mary Bums,  
career services

Carter James Eggers,  
music

Thomas H. Franks,  
history/philosophy

Alan Heezen,  
computer science

Fredrick Hunter,  
fine arts

Harold Roger King,  
history/philosophy

Marylyn Elizabeth Lake,  
special education

Nora Martin,  
special education

James C. Porter,  
physics/astronomy

Nicholas C. Raphael,  
geography/geology

James Alan Reynolds,  
English language/literature

Dale L. Rice,  
special education

Jerry R. Williamson,  
chemistry

Jon Kenneth Wooley,  
physics/astronomy

Michael C. Zahratka,  
fine arts

Joseph Gurt,  
music

George B. Perkins,  
English language/literature

Donald A. Buckeye,  
mathematics

George Cassar,  
history/philosophy

Allen S. Ehrlich,  
sociology

Bob England,  
Rec/IM

## New faces

## English, nursing departments get new faculty

The Eastern Michigan University Board of Regents hired four new tenure-track faculty members for the 1998-99 academic year at its Sept. 15 meeting.

Of the four faculty appointments, one is an African-American. All are female.

The new faculty members are:

• **Peggy Alford-Trewn**, assistant professor, nursing, effective Aug. 26, with a specialization in community health. She earned a Ph.D. from Wayne State University in 1995, a master of science in nursing degree from Wayne State University in 1981 and a bachelor of science degree from the University of Michigan in 1976. She comes to Eastern Michigan

from the University of Michigan at Flint, where she has worked since 1993. She was previously employed at Wayne County Community College in Detroit.

• **Moneera Al-Ghadeer**, assistant professor, English language and literature, effective Jan. 2, 1999, with a specialization in U.S. literature and cultural studies. She is currently a doctoral candidate at the University of California, earned a master of arts degree at the State University of New York in 1988 and a bachelor of arts degree at King Saud University in 1984. Al-Ghadeer worked as a translator and journalist in Riyadh, Saudi Arabia, from 1982-85.

• **Victoria Gotts**, instructor, industrial technology, effective Aug. 26, with a specialization in construction management. Gotts earned two degrees at EMU, a master's degree in industrial technology in 1997 and a bachelor of science degree in 1988. She has been employed by EMU since 1989.

• **Linda Shirato**, assistant professor, learning resources and technologies, effective Aug. 26, with a specialization in public services. She earned a master's degree in library science at the University of Michigan in 1971 and a bachelor's degree at Earlham College in 1965. She has been employed by EMU since 1991.

## Dean, exec. director top list of 50 new staff

The appointments of more than 50 new Eastern Michigan University staff members were approved by the Board of Regents at its Sept. 15 meeting.

All appointments are effective immediately. Joining Eastern Michigan's staff are:

• **Margaret Cline**, executive director, university computing. She earned a master's degree in applied psychology (industrial) in 1985 from the University of Arkansas at Little Rock and a master of arts degree in communications from Western Kentucky University in 1992. Prior to coming to EMU, she worked at Western Kentucky University for 13 years.

• **Carolyn C. Dahl**, academic dean, continuing education. She is a 1978 American studies graduate of the University of Southern Mississippi and also earned an Ed.D. in adult education at the University of Georgia in 1983. Since 1983 she has served in a variety of roles for the University of Illinois at Urbana-Champaign.

• **David L. Boggs**, academic department head, business and technology education. He earned a bachelor's degree in philosophy and English from Sacred Heart Seminary in Detroit in 1961, a master's degree in philosophy of education from Catholic University of America in Washington, D.C., in 1964 and a Ph.D. in adult and continuing education from Michigan State University in 1972. From 1974-98, he served in a variety of roles at Ohio State University.

• **Thomas K. Venner**, academic department head, fine arts. He studied at Alliance Francaise in Paris, France, from 1971-72, earned a bachelor of arts degree in art at Alma College in 1973, and a master of fine arts with a specialization in ceramics at Eastern Michigan in 1978. From 1979-98, he served in a variety of roles at Siena Heights College in Adrian. Since 1995, he has been chair of the visual and performing arts and education division at Siena Heights.

• **Gwendolyn M. Reichbach**, director, National Institute For Consumer Education. She earned a bachelor's degree in secondary education from Miami University of Ohio in 1966, a master's degree in management, equipment and consumer affairs at Ohio State University in 1969, and a Ph.D. in administration from the University of Michigan in 1986. Reichbach joined EMU in 1973 as an assistant professor and became associate director of NICE in 1994.

• **Mary Jane Dopp**, business process consultant, university computing. She earned a bachelor of arts degree in business administration at Siena Heights College in Adrian in 1996. Since 1994, she has worked for Siena Heights, where she most recently was director of records and research.

• **Margaret R. M. Harless**, project administrator, campus life. She is a 1995 graduate of Eastern Michigan and adviser to EMU's VISION Project, a volunteer opportunity through

Campus Life Programs. Since 1995, she was affiliated with the University of Michigan's mentorship program.

• **Suzu Merchant**, head coach, women's basketball. Merchant was the head women's basketball coach at Saginaw Valley State from 1995-98. Her career head coaching record at SVSU is 54-29. She earned her bachelor's degree from Central Michigan University.

• **Richard Bannon**, assistant coach, strength and conditioning. He earned an associate's degree in business at Miami-Dade Community College, a bachelor's degree in exercise physiology at Florida International University and a M.Ed. degree in exercise physiology at the University of Virginia. He was a strength coach for football at Vanderbilt University in Nashville in 1997-98.

• **Vaughn Levy**, coordinator, computer operations, records and registration. He earned a bachelor's degree in mathematics at Bowling Green State University in 1974 and a master's degree in management from the University of Michigan in 1980. Since 1995, he has been the owner of a commercial/industrial cleaning franchise.

• **Joy E. Denton**, micro-computer support specialist II, university marketing and student affairs. She earned a bachelor's degree in consumer affairs in 1977 from Eastern Michigan and did advanced study at both Central Michigan University and Judson College in Elgin, Ill.

• **Bruce A. Henry**, senior

programmer and analyst, university computing. He earned a bachelor's degree in computer science at Marygrove College in Detroit in 1988 and completed advanced study in programming at Marygrove in 1998.

• **LeighAnne Redmond Denja**, center manager, continuing education. She earned a bachelor's degree with triple honors in basic studies, interpersonal communication and psychology from Eastern Michigan in 1996 and a master's degree in communications from EMU in 1997.

• **John C. Shaw Jr.**, area complex director, housing. He earned a bachelor's degree in communication arts and sciences at Western Illinois University in 1993 and a master's degree in guidance and counseling at Eastern Michigan in 1995.

• **Curtis L. Baker**, officer, campus police, public safety. He earned a bachelor's degree in criminology and criminal justice at Eastern Michigan in 1997 and also graduated from the police academy at Washtenaw Community College in 1997.

Among other new hires are:

• **Samuel Jalet**, head coach, women's swimming and diving; **Jacob Boss IV**, assistant coach, baseball; **Ann Pierson**, assistant coach, softball; **Michael Shedd**, assistant coach, men's basketball; **Chad Walthall**, assistant coach, men's basketball; **Kimberly Clextan**, coordinator, College of Business graduate school; and **Andrea M. Nordmann**, assistant head coach, women's basketball.

# Regents revise investment policy, file reports

The Eastern Michigan University Board of Regents revised its investment policy and filed several financial reports when it met in regular session Sept. 15.

## INVESTMENT POLICY

The board revised the University's investment policy, raising from 5 to 50 percent the portion of the University's investment portfolio which can be invested in "simple" floating rate or variable rate instruments.

The action will allow investments in funds that have a blend of fixed and floating rate instruments, expanding qualified investment opportunities. The outcome will reduce the impact which interest rate fluctuations have on the value of the University's portfolio.

## 1997-98 GENERAL FUND BUDGET MANAGEMENT REPORT

The 1997-98 general fund operating budget of \$141.5 million was approved by the board June 17, 1997. Prior-year authorizations carried forward into 1997-98 amounted to \$4.98 million, increasing the total spending authorization to \$146.5 million.

The approved funding plan included revenues of \$142.2 million and the allocation of account balances car-

ried forward of \$4.98 million. Revenues exceeded expenditures by \$1.56 million, increasing the fund balance to \$8.4 million.

Outstanding obligations and commitments carried over as account balances at year-end amount to \$5.4 million, which will increase the spending authorization for 1998-99.

The unallocated fund balance as of June 30, 1998, is \$2.9 million.

## AUXILIARY FUND BUDGET MANAGEMENT REPORT

Auxiliary operations earned revenues of \$29.44 million, which is \$1.66 million in excess of the budget due to an increase in residence hall and dining services' contracts.

"The sound fiscal position of the auxiliaries will enable the University to make improvement in both facilities and services and meet the changing needs of contemporary students," said Jim Vick, assistant vice president of University marketing and student affairs.

The net of operations amounts to \$4.67 million, which is \$756,130 in excess of the budget plan. Payments from the net of operations include \$951,809 in debt service; \$180,000 to the facility plan; \$2.32 million to the maintenance reserve; \$963,973 to the general fund for administrative sup-

port, and \$69,909 to the general fund for support of the heating plant.

The auxiliary fund operating account balances increased by \$110,311. Accumulated balance as of June 30, 1998, is \$1.71 million. It was noted the reserve and capital accounts in the plant fund increased by \$791,774, providing an accumulated balance as of June 30, 1998, of \$5.90 million.

## GENERAL FEE REPORT

Net general fee revenues were \$7.4 million in 1997-98. Total distributions were \$8.958 million, including revenues of \$1.597 million earned but not distributed during the prior fiscal year.

The amount is based on an enrollment of 521,410 credit hours assessed at the rate of \$15 per credit hour.

Revenues distributed included:

- \$2.99 million to Learning Technologies to enhance student access to computing hardware and software, network services and resources, professional services and integrated technologies in the Bruce T. Halle Library. A total of \$972,000 was spent for the Learning Technologies Initiative projects while \$2.02 million was transferred to the plant account to fund the integrated technology system infrastructure in the Halle Library.

- \$2.1 million to the facilities plan

for debt service, deferred maintenance and campus beautification.

- \$1.08 million for athletics, including operational support for 18 teams, grant-in-aid funding for 12 soccer, four golf and one each in track and softball players, four graduate assistantships and eight staff positions.

- \$1.05 million for University Health Services, which is now funded almost 63 percent by the general fee. User fees account for the remaining support.

- Other distributions included \$802,000 for the new Convocation Center and College of Health and Human Services buildings and \$532,000 for student activities.

A balance of \$42,700 was retained for distribution in 1998-99.

## 1997-98 CONSOLIDATED FINANCIAL STATEMENTS

The board accepted and placed on file the University's audited 1997-98 consolidated financial statements and supplementary information as of June 30, 1998, and 1997. Representatives from Arthur Anderson, LLP, reported the internal control environment and overall attitude toward controls at the University continues to be strong.

# W5

## NCA Self-Study begins

President William Shelton and Provost Ron Collins will inaugurate Eastern Michigan's North Central Association Self-Study and Accreditation Process with a kick-off event at noon, Friday, Sept. 25, in Sponberg Theatre. A reception will follow. Faculty and staff are encouraged to attend to learn why NCA's accreditation is important to the University; the role faculty and staff will play in the self-study process; how the self-study process can help EMU become a better university; and how the self-study process will unfold over the next two years. Call 487-3342.

## Women's Association, commission announces scholarship winners

The Eastern Michigan University Women's Association and the EMU Women's Commission invite the University community to a fall reception honoring its 1998-99 scholarship awardees. The reception will be Thursday, Sept. 24, 3 - 5 p.m., at the home of President William E. Shelton, 600 W. Forest Street.

The Women's Commission scholarships this year are awarded in honor of former Dean of Students Bette C. White. Recipients of the Bette C.

White Women's Commission Scholarship are: Marcia Renee Bannish (occupational therapy), Betty Ruth Brandon (computer aided design), Gretchen Marie Case (elementary education), Laura Lee Chizek (fine arts education), Coleen Yvonne Farrell (legal studies/criminology), Bettina L. Hoops (German language/literature teaching certification), Donna Jean Luce (telecommunications and film), Kathryn Ann Millar (secondary education), Michele Eve Peet (teacher education), Sherrie Lynn Pryor (urban and regional planning), Michelle T. S. Rueter (interdisciplinary technology), Adrienne Foster Strong (vocal music education), Eleanor (Ellie) Unterbrink (individualized interdisciplinary concentration), Jennifer Lynn Vagen (geology), Mary Louise Wertz (elementary education).

The Women's Association scholarship recipients are: Tameka LaTrece Smith (biology/education), Valerie E. Schrader (sociology, anthropology, criminology).

The Women's Association merit scholarship recipients are: Kara Lynn Fourman (occupational therapy), Carley M. Uppleger (marketing), Stephanie Ann Irvin-Dindorf (English/foreign languages) and Colleen Mary Ampezzan (special education).

## Library dedication set

The Bruce T. Halle Library Dedication/Family Day weekend hours are: Friday, Oct. 9, 7:45 a.m.-3 p.m.; and Saturday, Oct. 10, 8 a.m.-11 p.m. Call 487-0020.

## A little night music

Clavichord and candlelight. Dr. Pamela Ruiters-Feenstra performs J.S. and C.P.E. Bach and improvisation (including a saga based on a castle and an Italian baron) on a 1766 Friederici-model clavichord, 8 p.m., Organ Recital Hall (room 125) Alexander Music Building. Free and open to the public. Call 487-1314.

## Spectrum Lecture Series begins

The Spectrum Lecture Series, The Learning Center and Housing and Dining Services' Learning First Series present Andy Evans, The Comedy Counselor, Sept. 23, 7 p.m., McKenny Union Ballroom. This event is free and open to the public. Evans is a motivational speaker who addresses issues of stress, time management, etc. through humor. Call 487-3045.

## Big return

Athletic Club Football Luncheons are back! Get the inside scoop as Head Football Coach Rick Rasnick and his staff talk strategy while you enjoy a great buffet lunch and an opportunity to win a door prize. The luncheons are scheduled for Sept. 25 and Oct. 9, Hoyt Hall at noon; Oct. 23 and Nov. 20, McKenny Union Ballroom, noon. Tickets are \$10 each. Sponsorships available for \$320 (all four luncheons). Call 487-2282.

Send your information to 18 Welch Hall or call 487-4400.

# JOBSLINE

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., Monday, Sept. 28. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

The Compensation/Employment Services Office announces the following vacancies.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-0016.

## PROFESSIONAL/TECHNICAL (Minimum Bi-Weekly Salary)

PTSA9907 PT-06 \$922.57  
Area Complex Director, Housing.

PTAA9908 PT-07 \$1,060.91  
Coordinator: Distance Education Programs, Continuing Education.

PTAA9909 PT-08 \$1,209.55  
Workplace Education Specialist (English/Reading/Writing), Center for Management and Leadership at Dearborn Rouge Glass Plant. Grant Duration.

PTAA9910 PT-08 \$604.78  
Workplace Education Specialist (Computer Applications/Math), Center for Management and Leadership at Dearborn Rouge Glass Plant. Grant Duration. 50% Appointment.

PTSA9908 PT-09 \$1,398.13  
Coordinator: Office Technology and Information Systems, Divisional Technical Services-UM&SA.

PTUR9904 PT-09 \$1,389.13  
Senior Systems Programmer, University Computing.

## FACULTY

F9901 Associate/Full Professor: Graphic Design, Art Dept. Leader/Coordinator for Graphic Design area. Academic Appointment.

F9902 Assistant Professor: Graphic Design, Art Dept. Academic Appointment.

F9903 Assistant Professor: Communication, Communication and Theatre Dept. Teach courses in Interpersonal, Listening, Nonverbal and Small Group Communication. Academic Appointment.

F9904 Assistant Professor: Telecom/Film, Communication and Theatre Dept. Teach classes in audio/video and multi-media production. Academic appointment.

F9905 Assistant Professor, English Dept. Teach courses in literature and creative writing. Advise students; do research/creative activity; carry out service assignments. Academic appointment.

F9906 Assistant Professor: Medieval Literature, English Dept. Teach courses in field of specialization and others as required. Advise students; do research/creative activity; carry out service assignments. Academic appointment.

F9914 Assistant Professor, Computer Science Dept. Academic appointment.

F9915 Assistant Professor, Comp. Science Dept. Academic appt.

F9918 Assistant Professor, Psychology Dept. Academic appt.

F9920 Assistant Professor, Wellness: Health, Physical Education, Recreation and Dance Dept. Academic appt.

F9921 Assistant Professor, Dance: Health, Physical Education, Recreation and Dance Dept. Academic appointment.

F9922 Assistant Professor, Health Education: Health, Physical Education, Recreation and Dance Dept. Academic appointment.

F9923 Assistant Professor, Exercise Physiology: Health, Physical Education, Recreation and Dance Dept. Academic appointment.

F9924 Assistant Professor, Wellness: Health, Physical Education, Recreation and Dance Dept. Academic appointment.

F9925 Assistant/Associate Professor: Speech Pathologist, Special Education Dept. Academic appt.

F9926 Assistant/Associate Professor: Mentally Impaired, Special Education Dept. Academic appt.

F9927 Assistant Professor: Curriculum and Instruction, Teacher Education Dept. Research, advising and teaching in the curriculum program. Academic appointment.

F9928 Assistant Professor: Education Technology, Teacher Education Dept. Research, advising and teaching in the EDT/EDM program. Academic appointment.

F9929 Assistant Professor: Education Technology, Teacher Education Dept. Research, advising and teaching in the EDT/EDM program. Academic appointment.

F9932 Assistant Professor, Nursing Dept. Pediatric Nursing clinical major. Academic appointment.

F9933 Assistant Professor, Nursing Dept. Pediatric Nursing clinical major. Academic appointment.

## Why I attend Eastern Michigan University

I came here from Palestine. I found out about Eastern Michigan on the Internet. I did a personal search of schools in the United States with master's programs in clinical behavioral psychology. Eastern Michigan's site provided the most information about the graduate program and there was a lot of information about Ypsilanti.

When I came here I went through the foreign student orientation. I had been through the Fulbright orientation for a month at Columbia University, but everyone here was so helpful. Whatever you face they can help you.

It's a nice campus and a nice area where you can focus on your studies. You can meet people between classes and not feel like they're strangers. I enjoy the class system because they are smaller classes and they concentrate on discussion. And the professors are available to you. They have office hours.

I enjoy it here. The people are more flexible and it's a different aspect of living. It's like a big home.



Luma Tarazi,  
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EASTERN MICHIGAN UNIVERSITY<sup>™</sup>  
*The Learning Edge*