

Community Blue health plan takes effect with the new year; will include new benefits

By Ron Podell

Beginning Jan. 1, 2001, administrative professionals, athletic coaches and confidential clerical employees will have Blue Cross-Blue Shield's "Community Blue" PPO as their health insurance plan.

President Samuel A. Kirkpatrick and his Cabinet made the Oct. 23 decision, which will affect roughly 240 Eastern Michigan employees.

The change is one of many regarding health benefits that the University believes will improve health coverage for Eastern Michigan employees while at the same time save the University money — a combination that will continue to provide health care coverage without a premium cost to employees.

"The University feels this is a very strong product and a very comprehensive product," Benefits Director Jeanette Hassan said of the Community Blue plan. "It is a plan that has the best features of an HMO with the flexibility of a traditional plan."

For example, Community Blue will cover preventative and wellness services — physicals, immunizations and routine exams — that typically are not covered under traditional plans, Hassan said.

In addition, if an employee uses a physician in the Community Blue net-

work, the co-pay per office visit is \$10 and prescription costs are \$10 for generic and \$20 for brand name prescriptions. Previously, employees in these three groups had to pay their office visits and prescriptions in full up-front before being reimbursed by Master Medical, Hassan said.

In another new benefit regarding prescriptions, employees will be able to get their prescriptions from Snow Health Center at a discounted rate, meaning the employees' co-payment will be even less than \$10 or \$20.

For the first time, employees in these three groups also will be able to obtain prescriptions through mail order. An employee can receive a 90-day supply of prescriptions with one co-payment, Hassan said.

The Community Blue plan also provides hearing and vision services, which were not provided for in Blue Cross-Blue Shield's traditional plans, Hassan said.

"By having all APs, athletic coaches and confidential clericals under Community Blue, it will allow Blue Cross-Blue Shield to provide its best product, simplify administration (of health care insurance) and hopefully maximize cost savings," Hassan said.

The Board of Regents discussed the

Community Blue PPO Information Meetings

For Faculty

Wednesday, Nov. 1, 8:30-9:30 a.m., Tower Room, McKenny Union
Thursday, Nov. 2, 4-5 p.m., Room 114, College of Business
Monday, Nov. 6, 2-3 p.m., Room 300, Halle Library
Thursday, Nov. 9, 5:30-6:30 p.m., Room 320, Halle Library

For APs, athletic coaches and confidential clericals

Wednesday, Nov. 1, 10-11 a.m., Tower Room, McKenny Union.
Monday, Nov. 6, 12:30-1:30 p.m., Room 300, Halle Library

issue of obtaining more cost-effective health care at their June 20, 2000 meeting. At that time, Human Resources Executive Director Ted Heidloff told the Regents M-CARE raised its rates on its "point of service" plan 46 percent.

"It is accurate to say the 46 percent increase in M-CARE was the result of a marketing decision made by M-CARE that didn't go so well," Heidloff said at that time.

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Eastern Michigan celebrates United Nations Day

By Karen Sanborn

Eastern Michigan University and Washtenaw Community College students, representing 40 countries, gathered at EMU's Lake House for the third annual joint celebration of United Nations Day Oct. 24.

Since 1947, United Nations Day has been celebrated in nations, large and small, around the world.

"EMU is a mirror of the United Nations with the number of countries represented on campus," said David Archbold, assistant director of foreign student affairs and coordinator of the event. "Today, we celebrate diversity and the importance of United Nations Day and what it means. This year is The International Year for the Culture of Peace."

From the Netherlands to Sri Lanka, from Russia to Venezuela, students from all over the world packed the Lake House.

"It's nice to connect all people from different coun-



MUSIC UNITES: EMU student Maki Ochi, from Japan, plays "Haru no Umi" (The Sea in Springtime), a Japanese piece by Miyagi Michio, on the flute during a ceremony for United Nations Day.

Photo by Stefanie Anderson

tries," said Mohamed Kolailat, an EMU pre-med student from Lebanon.

Local and state politicians, and EMU and WCC representatives helped make the day special. EMU President Samuel A. Kirkpatrick read the University's proclamation in support of United Nations Day and urged everyone to support the purpose of the United Nations.

EMU boasts students from

112 countries, according to Paul Dean Webb, director of foreign student affairs and organizer of the first EMU United Nations Day in 1983.

State Representative Ruth Ann Jamnick told the students how proud she was of them.

"It takes a lot to leave your country and come to a country you don't know," she said. "I hope we've made you welcome."

Both educational institu-

tions received a proclamation from the city of Ypsilanti, as well as a special congressional certificate for outstanding and invaluable service to the community from Congresswoman Lynn Rivers.

The day's meaning was well symbolized when WCC student Dinorah Kurkendall, from Mexico, played the guitar and sang, prompting students from other nationalities from both schools to join in.

Watson lends historical expertise to presidential debates

By Karen Sanborn

The Museum of Broadcast Communications was looking for an expert on presidential debates — and they found her at Eastern Michigan University.

Mary Ann Watson, professor of telecommunications, has spent the past several months as the content consultant for a new Web site: "The Great Debate and Beyond: The History of Televised Presidential Debates" (www.mbcnet.org).

Because of her research on television in the early 1960s — documented in her book, *"The Expanding Vista: American Television in the Kennedy Years,"* which is used in college classes around the country — Watson was asked by the museum to coordinate all of the content included on the Web site.

The content includes everything from essays and interviews with noted scholars and political consultants, to photos, video clips and insightful memos.

"I couldn't have designed a media history project in which I'd be more eager to participate," Watson said of the assignment.

Watson and a team of researchers have pulled together an educational, interactive and entertaining

chronicle that honors 40 years of televised presidential debates.

Co-sponsored by AT&T, "The Great Debate and Beyond" Web site is a powerful tool for teachers.

It includes a complete version of the 1960 Kennedy-Nixon debate and a special teacher study guide prepared by The History Channel, for use when watching the debate.

A 15-minute documentary on the debate, featuring A&E's Bill Kurtis and reflections about the debate by the late historian, Theodore White, also can be found on the site.

When the team decided the site should contain the thoughts of experts in the field of debate, Watson interviewed two colleagues: Dennis Beagen, head of EMU's Communication and Theatre Arts Department, and Ray Quiel, director of forensics.

Watson also included the insights of three EMU students. Jamie Lynn Gilbert, Heather Ondercin and Ty James offered their opinions on the Great Debate, an event that took place decades before they were born.

On Sept. 26, Watson went to Chicago to commemorate the 40th anniversary of the first televised debate between Vice President Richard Nixon



DEBATING HISTORY: Mary Ann Watson, professor of telecommunications, poses in front of a picture of a family watching the Kennedy-Nixon presidential debate in 1960. Watson has served as a consultant to the Museum of Broadcast Communications, which created a Web site chronicling the history of televised presidential debates.

and Massachusetts Senator John F. Kennedy.

Hosted by the Museum of Broadcast Communications, the reunion debate took place at the same site as the historic confrontation — Studio One at WBBM-TV in Chicago.

"For me, the most amazing part of being at the 40th anniversary reunion in Chicago was the opportunity to casually chat with Ted Sorenson, President John Kennedy's closest adviser

and, in many respects, JFK's alter-ego," said Watson.

The reunion debate was moderated by Bruce DuMont, a veteran Chicago political analyst and founder/president/CEO of the Museum of Broadcast Communications.

Featured guests included: Howard K. Smith, moderator of the first debate; Sander Vanocur, former NBC and ABC news correspondent, and the sole surviving member of the journalist panel that

questioned the two candidates in 1960; Don Hewitt, director of the historic television debate, and now executive producer of "60 Minutes;" Herbert G. Klein, media adviser to Vice President Richard Nixon for the debate and now vice president and editor-in-chief of the Copley Newspapers; and Theodore C. Sorenson, policy adviser, legal counsel and speech writer to Senator and then-President Kennedy.

EMU co-sponsoring Michigan Dispute Resolution Conference

By Rashid S. Umar

Innovative programs and techniques for handling various types of conflict will be the topics addressed at the second annual Michigan Conference on Dispute Resolution, Nov. 9-10 at the Eagle Crest Conference Center.

The two-day program — presented by the Dispute Resolution Center of Washtenaw County, Eastern Michigan University and The University of Michigan — is for attorneys, educators, mediators, and human resource and public administrators. The conference will explore the emerging field of alternative dispute resolution, its methods and benefits.

"For newcomers, we hope it would teach them about dispute resolution," said Glen Sard, executive director of the Dispute Resolution Center of Washtenaw County. "We also hope that the people who are

familiar with this will gain more beneficial information, and maybe the conference will provide networking and building of alliances."

The conference begins Nov. 9 with a breakfast and remarks by Josh Stulberg, law professor from Ohio State University, and Lansing Mayor David Hollister, who will present a luncheon keynote speech on the benefits of dispute resolution in the public sector.

Hollister and Stulberg will be part of the distinguished panel of speakers assembled to present cost-effective and efficient methods to manage conflict.

In the afternoon, a four-person panel on Michigan's new alternative dispute resolution court rules for mediation will meet. Cynthia Diane Stephens, chief judge pro tempore, 3rd Circuit Court, Detroit; Amy J. Glass, Michigan Mediation and Arbitration Services; and attorneys Steven

L. Schwartz and Thomas G. Klenbaum are the panel members.

A reception will follow, highlighted by keynote speaker Sen. Alma Wheeler Smith and the announcement of the Father Bernard J. O'Connor Award, which will be presented to judges John Kirkendall and Nancy Francis.

The second day of the conference offers a choice of three intensive post-conference, day-long workshops on advanced mediation skills, resolving organizational conflicts and building negotiation awareness.

O'Connor, assistant dean for EMU's college of arts and sciences, along with minister Larry Sullivan, will present one of the three work-

shops, "Resolving Conflicts Within Organizations."

"We all encounter conflict in our workplaces and communities, even in our closest relationships," said O'Connor, who is an attorney, minister and member of Michigan's State Board of Ethics. "This conference is a unique opportunity to better understand conflict so that we can prepare ourselves and our organizations to resolve disputes constructively."

O'Connor will focus on recognizing common conflicts within organizations, means to prepare for anticipated conflict situations, conflict management options, selecting the appropriate response and practical skills and strategies. O'Connor also will moderate "Managing Workplace Conflict," on the conference's first day.

For registration information, call Vicki Kelly, (734) 741-0603, or visit the conference Web site: www.mimmediation.org.



O'Connor

University receives input on NCA draft

By Ron Podell

The latest draft of the University's North Central Accreditation of Colleges and Schools (NCA) self-study drew a small crowd and even fewer questions at an Oct. 16 public hearing in Sponberg Theatre.

Don Bennion, Eastern Michigan's self-study coordinator, took that as a sign that the self-study draft report is in good order of the NCA's upcoming visit in March 2001.

"I think it's a positive," he said.

Denise Tanquay, professor of management in the College of Business, raised the question of whether the "termination at will" policy for upper-level administrators is being looked at.

"That (policy) puts a damper on academic administrators' willingness to be free to take certain positions," Tanquay said. "I see that as a negative to the campus."

The policy states that each employee has the right to terminate his or her employment at any time, with or without notice or cause, and the University has the same right.

Bennion said that topic will be addressed in chapter three, "Institutional Resources," of the self-study report.

Tom Venner, head of the art department, said old contract language from the prior American Association of Universities and Professors (AAUP) contract was still in the self-study report. The new

AAUP agreement was approved by the Board of Regents during a special meeting Oct. 20.

"It's absolutely essential that by the end of January (2001), we have the (new) contract in print so that we can send it to the visiting team," Venner said.

The University will be asking the NCA visiting team for approval of reaccreditation for 10 years, approval of its two doctoral programs in the works (clinical psychology and interdisciplinary technology) and the ability to develop future doctorates without prior NCA approval, Bennion said.

"I feel we have met all of our general institution requirements and all of the criteria," Bennion said.

The latest self-study draft, finished this month, was made available Oct. 18.

"We want to make this as available as possible for people to review to minimize the chances for errors or facts," Bennion told the crowd of 25 at the public hearing.

The final self-study report, which will incorporate changes suggested or subjects discussed at the October public hearing, will be sent to the NCA office and visiting team members in January. The NCA team is slated to come to Eastern Michigan March 19-21.

To help prepare departments for the visit, Bennion said the self-study committee will provide "standard-type questions you may be asked" by visiting team members.

Regents approve AAUP agreement

By Ron Podell

A collective bargaining agreement between Eastern Michigan University and the EMU chapter of the American Association of University Professors (AAUP) was approved by the Board of Regents at a special board meeting Oct. 20.

The new agreement extends from Sept. 1, 2000, to Aug. 31, 2004. The AAUP, which represents 687 full-time faculty at EMU, ratified the then-tentative agreement by a vote of 297-30 Sept. 25.

"I would like to complement the negotiating team, all members of it for resolving our differences and bringing the faculty back to the classroom," said Board of Regents Chair Philip Incarnati.

Key compensation components of the approved collective bargaining agreement include:

- A 5-percent across-the-board adjustment and

a 1 percent salary differential pool in the first year of the contract. The salary differential pool has traditionally been distributed for market adjustments.

■ In the second year, the faculty would receive a 4 percent across-the-board increase, with a provision that any faculty member who elects the University health plan during Fall 2000 open insurance enrollment will receive \$1,000 added to their base income (effective fall 2001).

■ The third year of the University's proposal offers a 5-percent across-the-board increase. A Joint Salary Task Force (JSTF) will be created and will consist of three AAUP representatives and three administrators. The task force will make

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For a more extensive listing of University events, go to the Office of Public Information home page at www.emich.edu/public/public_information/

EMU employees can now submit Master Medical inquiries online

EMU employees can now submit a Master Medical inquiry over the Internet by visiting the Blue Cross/Blue Shield of Michigan Web site at www.bcbsm.com. To access, click on the *Group Customer & Cardholders* button. Under that menu, select *Master Medical Inquiry Online*.

The new option allows employees to ask questions about their Master Medical coverage, including claims information, explanation of benefits forms or other related issues. When making an online inquiry, you will need to refer to your Blue Cross/Blue Shield membership card and possibly your Explanation of Benefits Statement.

Proposals sought for MLK event

Individuals, groups and departments interested in submitting a program proposal for the Martin Luther King, Jr. Celebration Jan. 15, 2001, can pick up a form at: The Center for Multicultural Affairs, 720 King Hall; Department of African American Studies, 620 Pray-Harrod; and the McKenny Union information Desk. Program proposals are due no later than Nov. 3. Call 487-0031 or e-mail Jessica.Alexander@eta@artsci

Course prerequisites will be enforced in Winter 2001

In order to comply with the audit recommendations made by the State of Michigan Office of the Auditor General, EMU will begin enforcing course prerequisites beginning with the Winter 2001 semester. Students that do not meet course requirements (whether it is prerequisites, department permission or some other restriction) will be prevented from registering. For more information, call 487-2304.

Lansing inducted into hall of fame

The late Marjorie Lansing, a former Eastern Michigan University professor, was inducted into the Michigan Women's Hall of Fame Oct. 26 during an awards dinner at the Novi Hilton.

Lansing, who died in 1998 at age 87, was honored for her work as an educator, author and political activist. Lansing wrote the book, "Women and Politics: The Invisible Majority," which introduced the concept of the "gender gap" and was described by Gloria Steinem as a "landmark study."

Lansing chaired the Washtenaw County Democratic Party from 1960-61.

EASTERN MICHIGAN UNIVERSITY™

WEEK #3
\$42,945
(Total: \$6,823 raised)

WEEK #4
\$56,509
(Total: \$13,564 raised)



Our goal:
\$105,000

Washtenaw
United Way

CAMPAIGN RUNS THROUGH NOV. 10

JOBSLINE

An Affirmative Action/
Equal Opportunity Employer

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 5 p.m., Monday, Nov. 6. **NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.**

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-0016. Compensation/Employment Services office hours are Monday-Friday, 8 a.m. to 5 p.m.

CLERICAL/SECRETARIAL

(Hiring Rate)

CSSA0107 CS-04 \$21,369
Secretary II, McKenny Union/Campus Life (50% appointment)

CSAA0125 CS-04 \$21,369
Secretary II, Center for Organizational Risk Reduction

CSAA0124 CS-05 \$24,147
Senior Secretary, Military Science

CCPR0101 CC-06 \$25,320
Administrative Secretary,
President's Office. Strong knowl-

edge of Microsoft Office Suite and previous experience which provides knowledge of University policies, procedures and regulations is required. Ability to transcribe dictation tapes with accuracy requires.

PROFESSIONAL/TECHNICAL

(Hiring Range)

PTPR0103 PT07 \$29,363-\$34,531
Coordinator, Athletic Equipment and Facilities Athletics (RE-POST)

FOOD SERVICE/MAINT.

(Hiring Rate)

FMBF0127 FM06 \$8.08
Custodian, Physical Plant, Paint Research, DPS, Rackham, (MID-NIGHTS, 11 p.m. to 7:30 a.m.)

FACULTY

F0102 Assistant Professor, /2D Design, Art. Academic Year Appointment.

F0103 Assistant Professor, Watercolor, Art. Academic Year Appointment.

F0112 Assistant Professor, Communication & Theatre Arts. Academic Year Appointment. (RE-POST)

F0152 Assistant Professor, Leadership and Counseling. Academic Year Appointment.

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Heidloff said that EMU employees in M-CARE's point of service plan used the plan more than M-CARE projected when it initially proposed its rates.

For the first time, APs and athletic coaches will have the opportunity to waive their health care coverage if they have health insurance elsewhere. If an employee in either of these two categories chooses to waive their health care coverage, they will receive a monthly reimbursement of \$75, Hassan said.

APs, athletic coaches and confidential clericals also will be able to set aside money on a pre-tax basis in a flexible spending account, to be used for health care expenses not typically reimbursed under health care plans. More information will be forthcoming in the near future, Hassan said.

This year's open enrollment period for health care is Nov. 6-17.

All forms must be turned in to the benefits office by Friday, Nov. 17.

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recommendations about salary adjustments. In the third year, for each 1 percent increase in state appropriations in excess of 5 percent over fiscal year 2001-2002 (excluding capital and supplemental funding), one-half of 1 percent of faculty salary will be available to implement task force recommendations.

Faculty would receive another 5 percent across-the-board increase in the fourth year. In addition, for each 1 percent increase in state appropriation in excess of 6 percent (excluding capital and supplemental funding), one-half percent of faculty base salaries calculated as of Feb. 1, 2003, will be allocated to implement recommendations of the task force. An additional one-half of 1 percent also will be available in the fourth year to implement task force recommendations.

Why I work at Eastern Michigan University

I will graduate this year with an MLS (Master's of Liberal Studies) and my son is here now as a freshman working on his elementary education degree. Eastern has provided me with great flexibility so that I could manage my family life, my career and my education all at the same time.

I don't have to sacrifice soccer games and band concerts because I don't have to choose between those things and my job. I can have it all here.

Another element that EMU offers is diversity, from courses and programs to relationship building and career path. I began working here in student affairs as a career services adviser in the College of Business and then went to the College of Technology.

Now I am in corporate training. Our clients are from manufacturing, the auto industry, and construction. We do the health and safety training for those employees.

Where else could you choose to work with students, faculty, staff, corporate clients and the community? I have a menu to choose from at EMU.

We have a new president and I am excited about the direction in which the University is moving. Eastern Michigan University is going places and I am going with it!



Pamela Hill ('00)
Director,
Center for Organizational Risk Reduction
and OSHA Motor City Education Center
Women of Excellence Award Winner, 2000

EASTERN MICHIGAN UNIVERSITY