

Broadbanding study of jobs progressing

By Ron Podell

Starting next year, Eastern Michigan University is expected to be better able to evaluate current employees' market value, which could result in expanded compensation opportunities in the future.

That's because Human Resources personnel and others at EMU who make hiring decisions will be better equipped to evaluate job skill sets and their worth as a result of a recent compensation broadbanding study.

Broadbanding is a pay structure that groups and consolidates a large number of pay grades and salary ranges into broad bands with relatively wide salary ranges, typically with 100 percent differences between minimum and maximum salaries. Salaries for positions are based on market rate, which can mean within higher education and/or the private sector.

Since January, nearly 700 administrative and professional/technical jobs on campus have been reviewed and evaluated by Human Resources; a Compensation Advisory Committee (CAC) composed of a dozen AP and PT employees from all divisions of the University; Professional Skills, Inc.; and DRT Consulting, Inc., said Jill Pollock, direc-

tor of Human Resources.

DRT recently completed broadband studies for the University of Detroit Mercy and Siena Heights University.

The jobs have been categorized into



seven main job bands, including: office administrative assistance, management, technical, professional, coordination, functional supervision and advising. The bands are broken down into groups of jobs having the same nature of work, but drawn from different labor markets, Pollock said.

"One of the things we're committed to is paying people equitably," Pollock said.

"That may mean we choose to pay people 95 percent, 100 percent or 120 percent of the market rate in these broadband areas. We'll look at all of the positions we've identified."

Under broadbanding, the University will make those decisions based on market rate. For example, when the University hires academic advisers, it would make a salary determination for that position based on what other similar higher education institutions are paying, said Cynthia Holste Pepper, a consultant with DRT. On the other hand, accountants' salaries may be based on market rates in the private sector and/or academia because those jobs aren't as academic-specific as others, she said.

"How do you bring your pay structure into the 21st century?" said Holste Pepper. "All of your employee programs need to support the mission of the University or they're falling short."

The University's present pay grade system groups jobs together in narrow grades based on factors that were considered important to the University in the mid-70s when the system was installed, Pollock said.

But the system is now outdated, as the

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Shorrock resigns from Foundation position

John Shorrock, vice president for University Advancement and executive director of the EMU Foundation, recently announced that he is resigning his positions, effective July 15, 2002.

"We are sorry to see John leave the University," President Samuel A. Kirkpatrick said. "In his tenure at EMU, John has made significant contributions to the advancement area and the University's efforts to establish a professional fundraising operation."

Shorrock, who cited personal and family reasons for his decision, described his time at Eastern as personally and professionally rewarding.

"I am especially pleased that during this past year we were able to implement major changes to the Board of Trustees of the EMU Foundation and Alumni Affairs," Shorrock said. "I'm confident that as a result of these changes, the Board and alumni will be better able to serve the University and help

it achieve its fundraising potential."

Because of the importance of this position, and the need to continue the momentum the Foundation has built to achieve its goals, the University will move quickly to find a replacement, Kirkpatrick said. Alexander, Haas, Martin and Partners have been engaged to assist the University in the selection process.

"Fortunately for the University, Alexander, Haas, Martin and Partners are very familiar with the EMU Foundation and the type of individual we need," Kirkpatrick said.

Martha Tack, senior executive for presidential initiatives, will head the screening committee, which she said will have an aggressive schedule.

"We've already posted the advertisements nationally," she said. "Screening will begin the first week of June and will continue throughout the interview process. Our goal is to make a recommendation to the president by July 15."

Simpkins chosen assistant VP for student affairs

By Ron Podell

Karen Simpkins has been named assistant vice president for student affairs at Eastern Michigan University. The appointment is effective June 1, 2002, pending approval from the Board of Regents.

Simpkins, who has been director of student judicial services at EMU since 1996, fills the position that has been vacant since July 1, 2001, when Jim Vick became vice president for student affairs.

Simpkins is believed to be the first female at EMU to serve as assistant vice president for student affairs, said Vick, who said he checked EMU records dating back to the early 1970s.

"I've known Karen and worked with her for many years," Vick said. "She just has an impeccable record on campus for doing quality work. One thing that everyone says is that she is a good complement to me."

Simpkins agreed.

"I'm a good strategist and I've worked with Jim a long

time," Simpkins said. "I think I'm a good complement to Jim."

Simpkins said she also was interested in the job because it involved work in human resources and academic affairs, areas she's familiar with in her current position.



Simpkins

A 26-year employee of the University, Simpkins established and became the first director

of the Student Judicial Services office in 1996 as a separate department from the Dean of Students Office. In that role, Simpkins wrote and implemented the first new student conduct code and judicial process since 1986.

Simpkins received her juris doctorate from the University of Toledo College of Law.

Student maps history of Washtenaw County tornados

By Carol Anderson

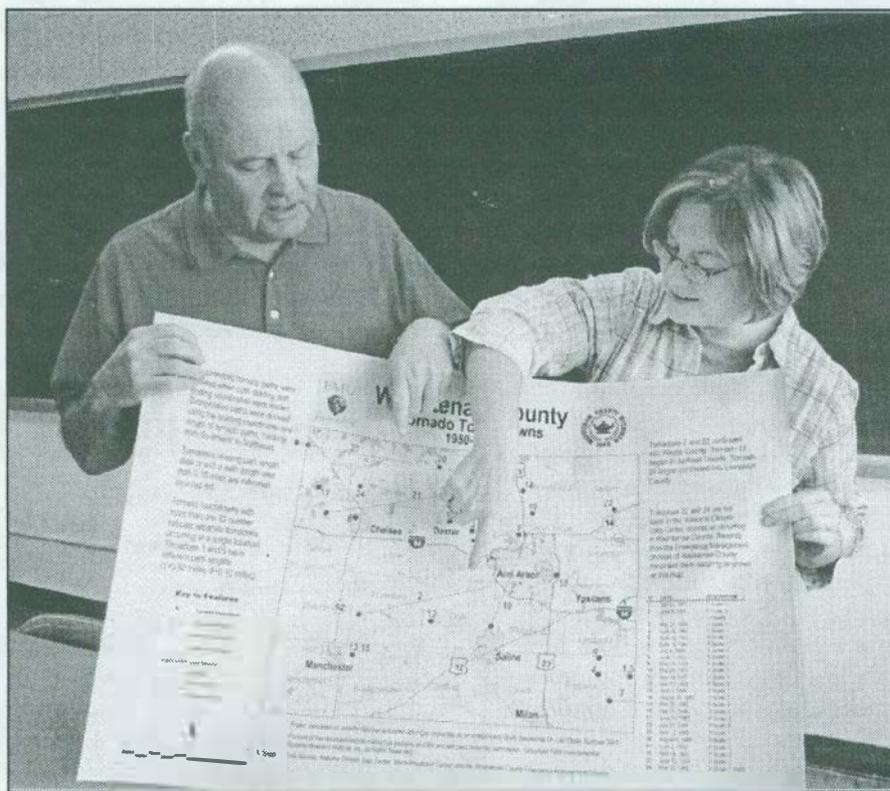
It's tornado season. From March through July or August, the gentle breezes of a spring or summer day can take on a Dr. Jekyll/Mr. Hyde personality and can transform into devastating monster winds capable of demolishing mobile homes, overturning cars and hurling people and animals through the air.

Jennifer Beecher, an Eastern Michigan University senior majoring in geography, has mapped the history of tornado activity in Washtenaw County from 1950 — 2001.

"The map is very unique and the only one of its kind in Michigan," said Beecher.

Using information from the National Weather Service's Storm Prediction Center and Geographic Information System software, Beecher created a map to track tornados in the county using layers of information, including latitude and longitude, county boundary lines, roads, rivers cities and lakes. Since she's an art history minor, Beecher said she wanted it to be pleasing to the eye as well as immediately informative.

"The hardest part of the project was getting the aesthetics of the map correct. I wanted it to be user-friendly," said Beecher. "At first, it looked too chaotic. I had to determine how much information to in-



TORNADO HISTORY: Geography and geology teacher Carl Ojala (left) reviews a tornado map created by EMU student Jennifer Beecher. Beecher mapped the history of tornado activity in Washtenaw County from 1950-2001.

clude."

She recorded 24 tornados with red dots, indicating where they had touched down. If the tornado traveled a distance, it is represented on the map by a red dot and a line connecting its starting point, path of destruction and its ending point.

"Jennifer's map is very detailed and extremely accurate," said Carl Ojala, professor, EMU Department of Geography. "This is the best independent study ever (for one of my students)."

One of the most rewarding aspects of the project, said Beecher, was pre-

senting it at the Undergraduate Symposium.

"People were very interested in relating their personal stories about a specific tornado. Even the clerk at Kinko's told me about being in St. Patrick's Church, north of Ann Arbor, and having a tornado destroy the church's hall," she said.

According to Beecher, the map is only for historical purposes. She says it can't predict where future tornados will hit since such forces of nature are a random thing.

"It's an old wives' tale that Ann Arbor is too hilly to have a tornado," she said. "Topography doesn't have anything to do with tornado activity."

Most tornados in Washtenaw County are classified as either small or moderate, Beecher said. The Fujita Scale determines the speed of the winds and ranks tornados on a scale of 0-6 by examining the damage.

Washtenaw County experienced 24 tornados since 1950 that ranged from F-0 to F-3. In 1953, an F-5 tornado hit Flint. That was the strongest tornado to ever hit Michigan, Beecher said. Michigan usually gets 17 tornados annually. There were 32 last year, Ojala said.

A copy of Beecher's map is located in the tornado display case in front of room 200 in Strong Hall. Ojala said he plans to update the map, but hopes it won't be necessary.

Sutton gives Olympian performance in Salt Lake City

By Kathleen Shields

Although it's not widely known, Eastern Michigan University sent a team to the 2002 Winter Olympics in Salt Lake City. They did so well, in fact, they were invited to return in 2004 when the Olympics are held in Athens, Greece.

They went as catering employees instead of athletes, but the work was definitely Olympic-caliber.

The EMU team consisted of Martha A. Sutton, director, College of Health and Human Services Advising Center; hotel and restaurant management graduate students Robert Campbell and Mi-Hyun Kang; and Kim Kyokeyan, a 2001 graduate of the program now studying for a doctorate in the field at Michigan State University.

The opportunity presented itself when a representative of Culinary Express-

sions International, the company that won the contract to provide food catering at the Olympic Games, contacted EMU and agreed to pay for all transportation and housing expenses.

Needing enough employees to run a 10,000-square-foot commissary and 10 satellite kitchens, the company did a coast-to-coast sweep of hotels, restaurants and programs that prepare students for careers in those fields.

They extended invitations to top catering companies throughout the United States and Canada to join them in the project. They ended up with a staff of nearly 500, which included 96 chefs from some of the nation's top restaurants.

Sutton saw the Winter Olympics as a wonderful opportunity for her students to gain experience and make valuable contacts.

Sutton and her students



GOLDEN OPPORTUNITY: (left) Martha A. Sutton, director, College of Health and Human Services Advising Center, poses at Zions National Bank in Salt Lake City after it was converted into a dining hall for the 2002 Winter Olympics.

Sutton and three hotel and restaurant management graduate students (one now working on his doctoral degree at Michigan State), worked in food preparation at the Winter Games after being invited by Culinary Expressions International, the company that won the food catering contract for the Winter Olympics.

were hired to work as managers, cooks and servers in corporate and hospitality venues. Sutton prepared meals for AT&T, Qwest and Lucent broadcast technicians, while her students helped feed Nike employees and their corporate guests.

In addition to preparing lunch and dinner each day, there were private parties and special events the teams had to cater.

Sutton said she worked 60

hours a week, lost 15 pounds and had only three days off the entire four weeks.

"One woman was so exhausted she left after a week. Another group of women from Staten Island went as a lark, only to proclaim at the end that it was the stupidest thing they'd ever done," Sutton said. "Me? I'd jump on the plane and go again tomorrow."

Sutton has that chance. She has accepted an offer

to work at the 2004 Games in Greece. Her department is considering working with Culinary Expressions to make the 2004 Olympics an official internship for hotel and restaurant management majors.

"Students will be able to get all of the internship hours they need in just four weeks — in Greece, to boot," Sutton said. "I'm urging my students to 'go, go, go.' Our number of team members should skyrocket by 2004."

Office for International Students offers e-newsletter

By Paula Miller

For years, the Office for International Students (OFSA) has wanted to send out an e-newsletter to EMU's international student population. Now, it is becoming a reality.

The weekly e-newsletter started in April and was sent to more than 1,200 students. The newsletter provides information on federal regulatory issues, EMU events, community activities and other updates.

"After all these years it's nice to have e-mail contact with all of our students all at once," said Paul Dean Webb, OFSA director.

Webb said there has been far greater attendance at events that directly target international students and he credits the e-newsletter.

Recently, the International Business Association (IBA) and the International Student Association co-hosted an outdoor soccer match. Because the two groups wanted to reach international students, they made sure to post their event in OFSA's e-news-

letter.

Teador Penov, former IBA president, thinks the e-newsletter is a great marketing tool for student organizations to use in order to promote and advertise their events. He said this is one of the many new enhancements OFSA is bringing to EMU's international student population.

"This additional service has provided many international students with vital announcements of on- and off-campus events to which they can closely relate to," Penov said.

"The e-newsletter is very helpful to me," said Ahmad Hoblos, president of the Muslim Student Association. "I love the idea of having this form of communication and being able to communicate with other international students."

The e-newsletter is for any student with a temporary visa who is enrolled at EMU. However, faculty, staff and other students are encouraged to get on the e-newsletter's routing list.

To be included on the routing list, e-



mail to emu_ofsa@hotmail.com with "Add me to the OFSA e-mail routing list" as the subject header. Only external e-mail addresses will work.

Newsletter postings should be e-

INTERNATIONALLY SPEAKING: (from left) Ruth Clark, adviser for the Office for International Students, discusses the office's new e-newsletter with international students Shoubing Lin, from China, and Yuliya Yurova, from Russia.

The weekly newsletter started in April and is sent to EMU's more than 1,200 international students. The newsletter provides students with information on EMU events, community activities and federal regulatory issues.

International students said the newsletter is a good marketing tool for student organizations to publicize events.

mailed to that address by 5 p.m. on Mondays. The format is similar to EMU Today and text only. Any attachments or forms should be posted on departmental Web sites.

SERVICE ANNIVERSARIES

These people are celebrating service anniversaries with the University in May.

30 or more years

Larry Ward (32 years) physical plant office

Kathleen Cramer (32 years) university computing-applications development

25 years

William Carter (25 years) maintenance service staff

Rock Grubaugh (25 years) custodial-prorate

Doris Miller (25 years) department of art

Mary Vielhaber (25 years) management

20 years

Alexandrine Sanford (20 years) learning resources-library

15 years

Ken Woods (15 years) custodial services

10 years

Donna Carcone (10 years) public safety

Jane Bartman (10 years) physical plant office

These people celebrated service anniversaries with the University in April.

30 or more years

Gerald Raymond Davis (36 years),

learning resources-media services

Candace P. Thompson (34 years), plant office

Linda Jean Smith (32 years), learning resources-library

25 years

Robert E. Donohue (25 years), electrical

15 years

Linda Yohn (15 years), WEMU-FM

Lillian Tusson (15 years), accounting

Thomas E. Staicar (15 years), learning resources-library

Mark Monahan (15 years), Convocation Center manager marketing

10 years

William A. Pollard (10 years), University Publications



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

Presidential film series begins May 14 at Halle Library

Learn more about our nation's highest office through "Presidents, Politics and Power," a six-part film and discussion series at Halle Library.

The series begins with "Teddy Roosevelt: The Bully Pulpit," Tuesday, May 14, 7-9:30 p.m., Halle Library. The series continues with "Franklin Delano Roosevelt: No Ordinary Times," May 21; "Harry S. Truman: Cold Warrior," May 28; "Lyndon Johnson, Anxious Power," June 4; "Richard Nixon: Power Used and Abused," June 11; and "Ronald Reagan: Reordering Priorities," June 18.

The series is free and open to the public. For more information, call Julia Nims, 487-0020, extension 2139.

Preservation experts offer a series of workshops

The Historic Preservation Program at Eastern Michigan University and the Detroit Club Preservation Foundation will offer a series of lectures by nationally known experts in the fields of plastering, paint analysis and decorative finishes.

Lectures are scheduled as follows: "Paint Analysis and Treatment," Saturday, May 18, 10 a.m.-2 p.m.; "Decorative Painting," Saturday, June 1, 10 a.m.-2 p.m.; and "Decorative Finishes," Friday, June 14, 5:30-8:30 p.m., Detroit Club, 712 Cass, in downtown Detroit.

For information, call Ted Ligibel, 487-0232, or the Detroit Club, (313) 963-8600.

EMU celebrates National Health and Fitness Day

Celebrate EMU Employee Health and Fitness Day (part of a national event), Tuesday, May 14, 11 a.m. - 2 p.m., University Park and Lakehouse. Participate in a variety of activities and information stations, including: fitness level evaluations, fitness trail walks, blood pressure screenings, glucose testing and sand volleyball.

"Quick to Fix" recipe ideas and demos, massages, yoga, pilates, golf tips, new games, bicycle safety (including proper helmet fitting), six dimensions of wellness and outdoor basketball are part of the event. Dress to participate in this campus-wide wellness celebration. For information, call 487-1107.

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, May 20. 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)

CSAA0240 CS04 \$22,224
Secretary II, Nursing, 10 a.m.-7 p.m. (50wpm) Expertise in Microsoft Access, Great interpersonal skills.

CSBF0225 CS05 \$25,113
Collection Specialist, Student Accounting.

CSAA0208 CS05 \$25,113
Senior Secretary II, Children's Institute, 7:30 a.m.-4:30 p.m.

PROFESSIONAL/TECHNICAL

(Hiring Range)

PTBF0218 PT06 \$26,300-\$30,716
Supervisor, Parking Operations, Parking & Paving. Position available July 2002.

PTSA0220 PT07 \$30,244-\$35,568
Unit Manager, Dining Services

PTEN0207 PT08 \$34,482-\$41,396
Project Coordinator, The Holman Learning Center.

FOOD SERVICE/MAINT.

(Hiring Rate)

FMBF0297 FM24 \$17.21
Stationary Engineer, Physical Plant. Hours as assigned.

ADMIN./PROFESSIONAL

(Hiring Range)

APIT0202 API I \$50,274-\$62,288
Assistant to The Chief Information Officer, Information and Communications Technology.

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point-factor system currently used for each job no longer reflects the work environment necessary to support the mission of the University.

Also, the job review and reclassification process is administratively burdensome and time-consuming.

Computer and information technology (IT) specialists are examples of jobs where the disparity between the present pay system and broadbanding would be the widest, Holste Pepper said.

"Information technology is integrally linked to the ability to reach strategic University outcomes," Holste Pepper said. "The skills have changed. The market rate for those skills have moved forward much faster than in other areas."

After the consultants and the CAC complete their review, they will prepare lists of the initial bands and job groups for each department. Members of the CAC will meet with department heads to explain the process and review the results. Training will be provided to senior administrators.

"It changes the HR/management relationship," Holste Pepper said. "When (broadbanding) is truly working, HR becomes partners with management-level employees when it comes to determining pay."

"What we're saying is we want to give (management) more tools to manage," Pollock said. "Now, they will have greater accountability for their actions."

In September, Pollock said she expects to submit a broadbanding recommendation that will include guidelines for use to the Cabinet and the Board of Regents. At the same time, she will be discussing the outcomes of broadbanding professional/technical jobs with representatives of UAW 1976.

"I expect that to be a constructive conversation," Pollock said of expected collective bargaining talks with that union this summer.

Pollock intends for Human Resources to implement broadbanding in January 2003, the same time that Human Resources is expected to switch to using the SCT Banner software system.



"It is very challenging and rewarding to interact with these students. We watch them grow and develop their academic and communication skills, accomplish their educational goals, and then graduate."

Mary Niehaus
Customer Service Specialist
College of Business
Undergraduate Advising Office

Why I work at Eastern Michigan University

For the past 16 years, I have been a part of the College of Business Undergraduate Advising Office. My responsibilities include interaction with many business majors and other students who enroll in business courses.

We have approximately 2,800 business majors that come in for advising while they are working on their admission requirements to the College of Business. After they have been admitted into their program, many students still confer with us and confirm their requirements for graduation. It is very challenging and rewarding to interact with

these students. We watch them grow and develop their academic and communication skills, accomplish their educational goals, and then graduate.

Another bonus to my working at EMU is having the opportunity to work with and become friends with our graduate assistants who are from around the world. As you can see, I especially enjoy my involvement with students. However, I also enjoy being a part of the EMU community and friends that I have made in other student services departments.