

Eastern Michigan University FACULTY-STAFF NEWS

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Guidelines Listed for Early Incentive Retirement Program

The University's new Early Incentive Retirement Plan currently is in effect for all non-bargained-for employees at EMU. It is also planned to make the program available to unionized employees at Eastern. The extent to which unionized employees are permitted to participate in the program depends upon the outcome of ongoing negotiations with their respective bargaining units.

However, in response to questions about the retirement plan, the Board of Regents has approved the formulation of specific rules and guidelines to assist in the program's administration.

The following guidelines have been excerpted from a report by President John W. Porter to all University deans, directors and department heads.

1. It is the overriding purpose of the EIR Plan that cost savings be realized through downsizing of the workforce. In many cases such savings may be realized by holding vacant the position of employees who elect to terminate under the plan and by redistributing their work load among remaining faculty and staff. In other situations this may simply be impractical. Therefore, the University has reserved the right to deny any application for the EIR where in the President's best judgment, the applicant's position is deemed essential to ongoing operations and the necessary coverage cannot be realized through reasonable realignment of existing staff and appropriate cost savings to the University.

2. To be eligible to apply for EIR the employee must have completed at least 10 years of regular full-time continuous service at the University. Employees on a regular eight month or 10 month continuing appointment shall be credited with a full year for such service. Employees on a paid medical, sabbatical or other paid leave from the University shall likewise receive credit for such service. Authorized unpaid leaves of absence will not constitute a break in service even though not creditable as service time.

3. Applications for Early Incentive Retirement may be obtained from the University's Staff Benefits Office. Because the purpose of the plan is to effect immediate reductions in expenditures for the University, eligible employees will have their applications considered in the order in which they are received. The Staff Benefits Office will time and date stamp all applications and provide employees with receipts as proof of submission. Employees

who apply prior to completing the necessary service with the University will have their applications returned but may reapply upon achieving eligibility.

4. Employees who apply and are subsequently accepted by the University for the EIR Plan shall receive payments equal to one-half their base salary for two years, to be computed as of their last date of active service and payable thereafter on a biweekly basis in 52 equal installments. Employees will also be entitled to continuation of their hospitalization insurance coverage for a term of two years from their last date of active service with the University, except where coverage is made available to the employee through another source.

5. The employer's contribution to dental insurance, long-term disability insurance and other insurance coverages shall terminate effective the first date following the employee's last date of active employment with the University. The Employer's contributions to MPSERS and TIAA-CREF will terminate effective the day following the employee's last date of active service with the University. The Regents will review legal counsel's opinion on retirement at the next meeting of the Board.

6. All rights to tenure, seniority, future wage and benefit increases, and all other terms and conditions of employment will likewise be terminated upon the employee's last date of active service with the University.

7. Employees who have been laid off or served notice of layoff by the University, or who have themselves served notice upon the University of their retirement, prior to receipt of formal application by the University, shall not be eligible for the Early Incentive Retirement Plan.

8. The EIR Plan is established on a trial basis and shall apply only to the first employees to be approved by the University who make up an aggregate total of \$400,000 in salaries. Applications from employees whose salaries will cause the University to exceed this amount will be returned. All approved applications for EIR shall become effective not earlier than 14 days nor later than 60 days after submission, except as otherwise expressly approved in writing by the President.

The Board of Regents as of July 7, 1981 has not determined whether or not EIR benefits will be payable in addition to, or in lieu of, payment of 50 percent of unused sick leave presently available to employees who

are appropriately vested and who otherwise qualify for a present retirement allowance by separating from school service for retirement purposes in accordance with the provisions of the Michigan Public School Employees Retirement System. Neither the University nor the individual applicant is bound by the provisions of the EIR Plan until the University and the applicant execute an individual EIR agreement which describes benefits and obligations of the two parties. Therefore, until the EIR agreement is executed, an applicant may withdraw his/her application.

EMU Family Day Scheduled Sept. 26

The EMU Parents' Association will sponsor its 1981 Family Day on campus Sept. 26. The Parents' Association council currently is seeking items for the Art and Treasure (elegant junk) Sale. Faculty and staff are encouraged to send or contribute "objets d'art" (furnishings, jewelry, sculpture, pottery, paintings, small appliances, sports equipment, etc.) to Room 202, McKenny Union.

Proceeds from the sale will go to the Parents' Association Fund to be used for the benefit of students and faculty. For further information on the sale, call 487-2222.

Surplus Items To Be Sold

University faculty and staff are reminded that surplus items on campus are offered for sale on a regular basis at the University Surplus storeroom, 1215 Huron River Drive.

The storeroom is open to EMU employees from 8 a.m. to 5 p.m. Monday through Friday. The general public is invited to inspect the surplus merchandise from 2 to 4 p.m. Monday through Friday.

According to Gary Reffitt, manager of University Stores, all sales are final and on a cash-only basis. Reusable items are offered to departments on-campus before they are offered to the general public.

For more information on surplus items, call Reffitt at 487-4197.

New Department Head Appointed

Dr. Rao Tummala, a professor of management science in the College of Business at the University of Detroit, was appointed head of the Department of Operations Research and Information Systems in the EMU College of Business.

Tummala's appointment was approved by regents June 24. He replaces Dr. Clayton S. Long who served as acting department head and returns to full-time teaching in the department.

A native of Pedalimigala, India, Tummala earned his bachelor's degree from Sir. C.R. Reddy College of Andhra University in 1957. He earned a master's degree from Gujarat University in 1959. In 1961, he earned a second master's degree from Michigan State University and finished work on his doctorate at MSU in 1968.

Tummala has served as professor of management science at U-D since 1977. From 1976 to 1977 he taught as a professor in the Department of ORIS at EMU. From 1967 to 1975 Tummala taught at U-D in the management science program.

A Bloomfield Hills resident, Tummala's academic specialty is decision analysis and theory, regression analysis, forecasting, econometrics, applied probabilistic models, operations management and mathematical programming models.

The new EMU department head has published numerous articles in professional journals and is active in several professional and academic organizations.

Also, he is listed in "American Men and Women in the Social Sciences," "Who's Who in the Midwest" and "Community Leaders and Noteworthy Americans."

Co-op Program Plans Orientation

The University's Cooperative Education Office will host a fall orientation meeting for faculty at noon Thursday, Aug. 13 in Room 118, Goodison Hall.

The purpose of the meeting is to brief faculty on the co-op program and how it works. Everyone is invited to bring a brown bag lunch; beverages will be provided.

Faculty-Staff News

Faculty Staff News is published for faculty and staff every Tuesday during fall and winter and semi-monthly during the spring and summer terms. Editorial Offices: 2nd floor, Snow. Telephone: 487-4400. Kathleen D. Tinney, director of Information Services; Andrew J. Chapelle, news editor.

Development Office Wins Award

The Development Office has been named an honorable mention winner in the Improvement Category by the Council for Advancement and Support of Education and the U. S. Steel Foundation.

Since 1959, the Alumni Giving Incentive Awards of CASE and its predecessor organization, the American Alumni Council, annually have recognized distinguished achievement in annual giving. This year, more than 300 institutions were evaluated in the first round of judging. Of these, 41 received awards.

As an honorable mention winner, Eastern received a \$1,000 grant from the U. S. Steel Foundation and a certificate at an awards luncheon in Washington D.C. July 16.

The Development Office's year-end report for 1980 indicates significant increases in annual giving (cash gifts), bequests and gifts-in-kind. Cash contributions totalled \$335,074, a 15 percent increase when compared with the 1979 figure of \$290,812.

Bequests received during 1980 totalled \$65,238, compared to \$16,576 in 1979, an increase of 294 percent. Gifts-in-kind also established a new record in 1980. Last year, gifts-in-kind were valued at \$53,678, a 275 percent increase from the previous year's value of \$14,295.

Designated unrestricted gifts totalled \$205,754.32, a 23 percent increase from the 1979 figure of \$166,245.84. Gifts to the Development Fund totalled \$104,799.83, a 105 percent increase from the previous year's figure of \$50,930.92.

Gifts from friends of the University increased by 10 percent to \$57,109.32 while gifts from corporations and foundations increased 49 percent to \$96,914. Increases also were experienced in gifts from faculty and staff, up 78 percent to \$51,018.10, and from parents, up 309 percent to \$6,319.50.

Total support to the University in 1980 was up 41 percent.

Events of the Week

- Aug. 11 - MEETING - The E Club will meet in Gallery I of McKenny Union at 7:30 p.m.
- MEETING - The Student Affairs Committee of the Board of Regents will meet in the Tower Room of McKenny Union at 5 p.m.
- Aug. 13 - ORIENTATION - The Cooperative Education Office will hold its fall orientation meeting in Room 118, Goodison, at noon.
- Aug. 15 - MEETING - The EMU Chapter of the American Association of University Professors will meet in Gallery I of McKenny Union at 9 a.m.
- Aug. 18 - EXAMS - Final Exams for the 7 1/2 week session will be held on campus today and tomorrow.

GOLF TOURNAMENT - The Sixth Annual EMU Press Invitational Golf Tournament will be held at Radrick Farms Golf Course in Ann Arbor.

Summer Enrollment Drops Five Percent

Summer term enrollment at Eastern is 5,612 students, a decrease of five percent, or 296 students, from the 1980 summer term enrollment figure of 5,908 students.

The summer term headcount included 573 freshmen and sophomores, 2,180 juniors and seniors, and 643 special students. In addition 2,216 graduate students are registered for the summer term.

In-person registration and program adjustment for the fall term currently is in progress at the University Registration Office in Briggs Hall. The Registration Office is open from 9 a.m. to noon and from 1 to 5 p.m. on Monday. Tuesday through Friday the office is open from 8 a.m. to noon and from 1 to 5 p.m.

Fall semester classes begin Tuesday, Sept. 8.

Apply Now for Fall Release Time

Applications are now being accepted for the Office of Research Development, Graduate School Faculty Release Time Program. Any faculty member interested in preparing a proposal for external funding of research or development projects may apply for one-quarter release time during the fall semester. Applications will be accepted through Friday, Aug. 14, 1981.

Four appointments will be made, with selection based in part on the urgency of the need for release time and the potential impact of the funding proposal on the educational and research missions of the University. Applications are to be submitted to ORD for the joint review and approval of the director of ORD and the dean of the Graduate School.

Application materials are available at the Office of Research Development, 104 Snow. Call 487-3090 for more information.