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Vol. 27 No. 8 Sept. 29, 1981

## Regents Hear Research Report

The Board of Regents received a report on research development activities at the University for fiscal year 1980-81 at its regular meeting Sept. 23.

The report indicated that more than \$5 million in external funding was obtained for University projects during 1980-81.

According to the report, 83 faculty and staff members submitted a total of 203 proposals for external funding for 1981. Of the proposals, 62 were preliminary and 141 were formal proposals. The figures indicate an overall increase in proposal activity of approximately 21 percent from 1979-80 when 32 preliminary proposals and 136 formal proposals were submitted.

The research development report indicated that 71 of the 141 formal proposals for outside funding were funded for a success rate of approximately 50 percent. The success rate for funding proposals is approximately the same as that for 1980 when 68 of 136 grant proposals were funded.

The largest grant awarded to the University in 1981 was a \$2.9 million grant from the Agency for International Development to fund the University's Primary Teacher Training Project in Yemen.

Grants were sought from four categories of agencies, the federal government, state government, foundations and other agencies including school districts, local groups, colleges and universities, hospitals, etc. The greatest number of awards, 31 came from the other category. The federal government was second with 18, but was first in the number of denials (14). Six grants were received from foundations and 16 from state government.

Although the federal government awarded only 25.4 percent of the total number of grants received, those grants accounted for 73.5 percent of \$3,891,660 of the total funds received. Second was state government with 22.5 percent of the awards and 13 percent of the funds (\$690,042). Foundations accounted for 8.5 percent of the awards and \$484,741 or 9.2 percent of the funds awarded and other agencies accounted for 43.6 percent of the awards but only \$227,549 or 4.3 percent of the total funds received.

The report noted that the present economic climate in the U.S. and in Michigan makes it difficult to predict future success for the research development program. The uncertainty of the block grant

program and the prospect of reduced allocations for federal programs suggests the need to look for alternative sources.

Goals for the next year include increasing the number of proposals prepared, improving the quality of submissions and seeking greater diversity and participation among University faculty and staff.

## Regents Hear Fiscal Analysis

EMU Regents heard an independent fiscal analysis of the University by John Van Otterloo, an independent consultant, at their regular meeting Sept. 23.

Van Otterloo, who completed his study at the request of the Board, made several recommendations to the Board for more efficient University operations.

Van Otterloo's recommendations included the following:

--Eliminate the practice of management by committee and re-establish accountability for managers in all areas.

--Eliminate executives who represent unnecessary and unproductive management layers.

--Reorganize the University administration establishing one accounting and finance department combining all financial functions and eliminating various duplications in budget preparation, recordkeeping and analysis.

--Reorganize all administrative functions to centralize and eliminate duplication and waste.

--Encourage attitudes and reward actions of all employees that promote efficient organization and performance. The current attitude to spend before someone else does must be reversed!

--Hire strong and competent management and give executives the authority to take needed actions.

--Eliminate committees wherever possible (e.g. screening committees should only be used for top administrative positions).

--Begin a serious cost reduction program (consider incentives for contributing employees and managers based on costs saved).

--Increase revenues and fees wherever possible in light of the competitive environment and the University's situation.

The financial consultant also told Regents that the University's reserves are almost totally depleted and that during 1980-81 the University spent \$2 million more than its revenues by using up reserve funds.

In addition, Van Otterloo told Regents

the University's total liabilities increased from \$26,637,149 in 1980 to \$40,298,173 in 1981.

## Executive Order Cuts Budget

Governor William G. Milliken has signed an executive order reducing 1980-81 expenditures at Michigan state colleges and universities, a budget cut that will mean \$1.4 million loss in revenue for EMU.

Although the order was initially rejected by the appropriations committees in the Michigan House and Senate by unanimous votes, the bill is expected to pass.

A total of \$25.7 million in cuts was included in the most recent executive order by the Governor.

The following is a list of Michigan institutions and their respective revenue losses:

Central Michigan University, \$1,247,463; Eastern Michigan University, \$1,475,820; Ferris State College, \$930,141; Grand Valley State College, \$560,480; Lake Superior State College, \$249,152; Michigan State University, \$5,190,534; Michigan Technological University, \$911,417; Northern Michigan University, \$904,928; Oakland University, \$841,941; Saginaw Valley State College, \$285,093; The University of Michigan - Ann Arbor, \$6,191,033; The University of Michigan - Flint, \$362,637; The University of Michigan - Dearborn, \$401,553; Institute of Gerontology, \$37,917; Wayne State University, \$4,149,752; Western Michigan University, \$1,973,934 and the Upper Peninsula Health Education Corporation, \$15,291.

## Chinese Delegation Visited Campus

A delegation of 10 high level educators from the People's Republic of China met with Eastern Michigan University administrators and faculty to discuss the development of the Chinese educational system Sept. 25 and 26.

The purpose of the group's EMU visit was to explore options available to the Chinese in expanding educational research in the People's Republic of China. On this trip to the U.S., delegation members said their major interests are in the areas of improvement of elementary and secondary education, the development of secondary vocational schools, technical community colleges and teacher training.

## Regents Modify Retirement Plan

The Board of Regents adopted an Early Incentive Retirement Plan alternate that does not include a sick leave payment for retiring employees at its regular meeting Sept. 23.

Under the terms of the agreement, employees approved for the Early Incentive Retirement option shall not be eligible for payment of 50 percent of their unused accrued sick leave computed as of their last date of active service with the University at the applicable salary rate.

Also, employees approved for the Early Incentive Retirement option shall be eligible for a lump sum payment of accrued annual leave effective the last date of the employee's active service at the University. The lump sum payment will not include accrued sick leave.

Some of the other new terms, conditions and rules of the retirement plan option adopted by the Regents included:

--For a period of 24 months following the effective date of an employee's resignation, the University shall also provide hospitalization insurance which is in force for full-time non-bargained-for employees as of the date of resignation, subject to the understanding that the employee shall immediately forfeit all rights to this benefit should he or she otherwise become eligible to receive hospitalization insurance coverage through another source. Should the employee later become ineligible for hospitalization insurance coverage through said other source he or she may have said coverage reinstated upon appropriate written application to the University. Within 20 calendar days of the employee becoming eligible for hospitalization insurance coverage through another source the employee must serve appropriate written notice upon the University that his or her hospitalization insurance coverage is to be terminated. Said notice shall be by certified mail to the University's Staff Benefits Office.

Failure to so notify the University shall result in the employee becoming liable to the University in an amount equal to any and all payments made by the University toward hospitalization insurance coverage for which the employee was not entitled. Any or all such sums owed the University by virtue of the employee's noncompliance with the provisions herein set forth, may be deducted from any outstanding sums payable by the

University to the employee, or may otherwise be collected by the University through appropriate civil process.

-Except as may otherwise be required by law, early incentive retirement payments shall not be subject to University TIAA/CREF or MPSERS contributions nor shall they be subject to F.I.C.A. (social security), state and federal income tax withholdings. Sums in payment of accrued annual leave (OPTION: and in payment of accrued sick leave), shall be subject to University TIAA/CREF or MPSERS contributions and shall be subject to F.I.C.A. (social security), state and federal income tax withholdings. The University will make appropriate disclosure of payments made in the relevant calendar year on Internal Revenue Forms W-2 or 1099, whichever is applicable.

- All applicants approved for termination under the terms of the University's Early Incentive Retirement Plan shall be required to execute an individual resignation agreement with the University which shall describe the benefits and obligations of the parties.

- The President shall be authorized to adopt appropriate systems, terms, conditions, rules and regulations in furtherance of the EIR Plan.

## Openings

### Administrative/Professional/Technical

PT-06 - Pt-08\* - Programmer/Analyst - University Computing - Completed applications are requested by Oct. 30, 1981; however the search shall remain open until the position is filled. \*Salary grade will be dependent upon assignment and qualifications.

PT-09 - \$797.81 - \$1,071.83 - Utility Coordinator - Physical Plant - Deadline date: Oct. 30, 1981

Internal applications for the above Administrative/Professional/Technical Positions should submit a Promotional Openings Application form to the department in which the vacancy exists.

## Events of the Week

- Sept. 29 - WORKSHOP The Division of Continuing Education will sponsor a workshop on "Communication Skills for Managers" in McKenny Union at 7 p.m.
- Sept. 30 - WORKSHOP The Division of Continuing Education will offer a workshop titled "Accounting for Managers" at 7 p.m. in McKenny Union
- Oct. 1 - LUNCHEON - An EMU Quarterback Luncheon will be held in the Tower Room of McKenny Union at noon.
- Oct. 2 - FILM - "Silent Movie" will be shown as part of the CLC Cinema Series at 8 p.m. in Strong Auditorium. \$2.
- Oct. 3 - FILM - CLC Cinema will show "Young Frankenstein" at 8 p.m. and midnight in Strong Auditorium. \$2.
- Oct. 4 - CONFERENCE - An international business conference will be sponsored by the Department of Foreign Languages and Bilingual Studies in cooperation with the Goethe Institute and the Carl Duisberg Society. The conference will meet at Hoyt Oct. 4 through 6.
- Oct. 5 - LECTURE - Keith Tolber will speak on religious cults in a lecture sponsored by United Students for Christ in Guildhall of McKenny Union. (Time to be announced.)
- EXHIBIT - EMU Art Department will exhibit art works in Sill Gallery through October.

## Regents Accept EMU-WCC Plan

A "statement of intent" which calls for the governing boards and administrative staffs at Eastern and Washtenaw Community College to pursue complementary rather than competing educational missions was accepted by the Board of Regents at its regular monthly meeting.

The statement is scheduled to be signed by representatives from each institution Oct. 28.

According to a discussion draft of the statement, the purpose of the EMU-WCC agreement is to "consult and cooperate" in achieving the following goals:

-To provide, through program-to-program agreements, educational opportunities at EMU for students who are recipients of specific associate degrees from WCC.

-To create a joint planning process designed to encourage non-duplication of specialized courses and programs, to enhance associate degree-level programs at WCC and to enhance baccalaureate-level programs at EMU.

-To create the opportunity for students at each institution to take courses at the other institution through mechanisms to be cooperatively developed.

-To promote the shared use of facilities, equipment and services.

-To promote cooperation if offering non-credit community service programs to citizens in the Washtenaw County area.

-And to provide for an ongoing structure of consultation between EMU and WCC, including the appointment by each institution of a liaison officer and persons to serve on a coordinating committee.

The "statement of intent" will be effective Oct. 28 for an initial period of five years unless terminated by the presidents of each institution in writing one year in advance of such a termination.

## 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.