

# the Interior

\* CHOIRS TO PRESENT 'THE MESSIAH'  
\* CARDINAL HOOPS COACH NETS 250TH VICTORY

For Saginaw Valley State University employees. Published by the Office of Information Services. Call 790-4054 with news items.

December 8, 1987

## SVSU BOARD APPROVES NEW FACULTY CONTRACT

The SVSU Board of Control met in special session on Nov. 30 to approve a new three year contract between the SVSU Faculty Association and the University administration. The new pact will be retroactive to July 1, 1987, and will extend through June 30, 1990.

The Board's approval concludes a process that began several months ago. The Association and administration bargaining teams reached tentative agreement on Friday, Nov. 13, and the contract was ratified by the Association membership Thursday, Nov. 19.

The new contract includes six percent across-the-board salary increases for each of its three years. It also gives the University administration discretionary control over salary adjustments that are in addition to the six percent increases, according to Vice President for Academic Affairs Robert Yien.

While retirement benefits remain the same as under previous contracts, caps on University contributions to health insurance will rise, going from \$240 per month in 1987-88 to \$255 per month the following year and \$270 per month in 1989-90 for faculty with family coverage.

In addition, faculty who are

eligible for promotion in the three-year period will benefit from larger increases. Those moving from instructor to assistant professor will receive a \$1,000 salary hike, while achieving associate professor rank adds \$1,500 to base salary, and full professor status is accorded a \$2,000 salary increase. This compares with \$800, \$1,200 and \$1,600, respectively for past movement from one rank to another.

The new agreement includes other opportunities for salary adjustment that Yien believes are innovative and will aid the institutional mission of providing outstanding instruction and fostering research.

"The contract provides flexibility to target some of the compensation dollars so we can offer incentives for outstanding performance," he said. The provision for "merit" pay begins in 1988-89, the second year of the contract. A fund equivalent to .25 percent of the total pool for faculty base salaries will be set aside for this purpose and will be added to selected faculty members' base salaries. Individual faculty members whose performance is superior may be awarded salary increases of up to \$500 per year. Such adjustments become part of the permanent base for those people.

(Please turn to Page 2)

## Etceteras...

... The across-the-board increase in SVSU's faculty contract is in the middle range of faculty salary increases negotiated at Michigan universities this year. MEA reports that Wayne State salaries will rise by 2.8 percent this year, while Eastern tops the list with hikes of 8 percent for professors and 7 percent for other ranks. Other universities reporting increases are CMU, 7%; Oakland, 7.5%; Northern, 6.5%; Western, 5.75%; U of M-AA, 5.25%; and MSU, 3.5%.

Source: Michigan Education Association

... Under the contract that expired June 30, 1987, SVSC faculty received increases of 5 percent in 84-85, 5.5 percent in 85-86, and 6 percent in 86-87. There also were increases in health care and retirement contributions and single-subscriber vision insurance was added to the package of fringe benefits.

Source: 1984-87 SVSC Faculty Contract

... Between 1977 and 1985 the price of health insurance for a full-time employee tripled at 222 colleges surveyed by Teachers Insurance and Annuity Assn.

Source: Chronicle of Higher Education, 9/30/87, p. 1

**( continued from Page 1)**

In the final contract year, the fund for merit raises will increase to .5 percent of the faculty base salary pool, to a maximum of \$25,000. Individual merit increases can range up to \$1,000.

The administration also can recognize outstanding performance through payment of one-time-only bonuses, Yien indicated. "This contract provision is effective immediately, but funding must come from a source other than the University's general fund," he said. No more than five faculty may receive a bonus in an academic year, and the awards are not to exceed \$1,000 each.

Another contract provision allows for salary adjustments based on equity and market demand. "Faculty whose expertise is in certain high-demand areas may have numerous employment opportunities at other institutions or outside higher education," Yien said. "This fund will allow us to remain competitive in these sought-after fields while maintaining across the curriculum equity." Up to \$37,500 can be used for market adjustments, with another \$37,500 set aside for equity reimbursement.

While the economic increases in the new contract are higher than the current and expected rate of inflation, both University administration and Association leadership believe such increases are necessary to bring SVSU salaries to a competitive level.

"The contract recognizes that SVSU needs to adequately compensate our highly qualified faculty, and to remain competitive with other institutions and other employers if we are to continue to attract

well qualified people," noted SVSU President Jack M. Ryder. "For several years SVSU has lacked the fiscal resources necessary to continue to attract and adequately reward outstanding personnel. This contract takes steps to rectify that situation."

Other changes in the new contract address the committee structure and the grievance process. "The committee structure has been streamlined to make it more efficient and productive," Yien said. "The number of major committees has been reduced from five to three by combining responsibilities. Additionally, the responsibility for faculty research and development has been moved from the University to the school level."

Yien indicated the grievance process also has been streamlined and simplified.

"Rather than multiple routes for grievance procedures, the new contract contains a simplified three-step process

with decisions final and binding."

### **SVSU PSI CHI CHAPTER INDUCTS NEW MEMBERS**

The SVSU chapter of Psi Chi, the national honor society in psychology, conducted a fall initiation Nov. 15 and inducted new members and officers.

Faculty adviser is Dr. Gerald Peterson, chairman of the psychology department.

Students initiated were Kandee Anderson of Twining, Thomas Becker of Kawkawlin, Gloria Cheek of Saginaw, and Larry Klosowski, June Robbins-Badgerow and Deborah Stringer, all of Bay City. Students eligible for Psi Chi are upper level students majoring or minoring in psychology who have demonstrated high academic accomplishments.

New officers are Cheek, president; Robbins-Badgerow, vice president and Klosowski, treasurer.

**Marc Lemieux, counsel general of Canada, provided an overview of the proposed Free Trade Agreement between the U.S. and Canada during a recent speech on campus. Lemieux's appearance was part of the International Lecture Series.**



### CHOIRS PLAN PRESENTATION OF HANDEL'S 'THE MESSIAH'

"... O thou that tellest good tidings to Jerusalem, lift up thy voice with strength ..."  
So goes a passage within George Frederick Handel's "The Messiah." And so the strength of nearly 200 voices shall be lifted when the SVSU choirs, the Bay Chorale and Midland Symphony members perform "The Messiah" on Friday, Dec. 11.

The musical performance begins at 7:30 p.m. in the Theatre. SVSU choirs to perform are the Concert and Chamber choirs and the Early Music Collegium.

The tremendous piece includes 184 voices and 21 musical instruments.

According to Dr. Eric Nisula, chairman of the music department and director of the production, the secret to Handel's continued popularity is not just the solidly constructed composition, but the piece is "brilliantly musical and most affecting (and) not so complex as to put off the average listener."

Tickets for the performance are available by calling the music department at extension 4159.

### PARTICIPANTS SOUGHT FOR 'HEALTH YOURSELF - 1988'

SVSU campus offices, classes and groups are being solicited to sponsor a booth during the fourth annual SVSU Health Fair.

"Health Yourself - 1988" will take place from 1 to 7 p.m., Tuesday and Wednesday, Feb. 16 and 17 in the Brown/Wickes Walkway.

The purpose of the fair is to promote wellness through learning. It is sponsored by

Health Services. Booths should include some activity in which visitors can participate.

Reservations are due to Gloria Hansen, director of Health Services, extension 4271, by Dec. 18.

### DIRECT DEPOSIT OF PAY AVAILABLE FOR EMPLOYEES

Beginning in February, Direct Deposit of Pay services will be available for full-time, permanent employees of the University.

A memo and pamphlet describing the services were issued to all full-time personnel by James G. Muladore, controller.

The service would automatically deposit employees' bi-weekly earnings to their designated financial institution. For more information, contact the Controller's Office at extensions 4217 or 4218.

### PHYSICS, ENGINEERING CLUBS PLAN LECTURE

James Seitz, building manager for Hemlock Semiconductor Corp., will discuss "Polycrystalline Silicon: From Quartz to Semiconductor," at 1:30 p.m., Wednesday, Dec. 9 in Room 204 of the Arbury Fine Arts Center.

The event is co-sponsored by the Physics Club and student chapter of the Institute of Electrical and Electronics Engineers. Refreshments will be served.

For more information, call extension 4134.

### BRIEFLY SPEAKING

-- The second session of the professional development

seminar for administrative/professional staff, "**A Hands-on Approach to Team Building**," is from 1:30 to 4:30 p.m. today in Lower Level Doan.

-- Reservations are due today for employees planning to attend the **Holiday Luncheon** on Dec. 16 in Lower Level Doan. Cost is \$6.75 per person. Call Kathy Lake, extension 4032, for reservations.

-- Jeffrey Griebel, a Saginaw senior, will make an **Honors Thesis Presentation** at 4 p.m. today in the bibliographical instruction room on the third floor of the Zahn Library. Griebel will address "Aggregate Merger Activity as an Economic Indicator." His supervisor is Dr. Wayne Mackie, associate professor of finance.

-- The **Valley Film Society** will show "L'Avventura," an Italian award-winning drama, at 7:45 p.m., Friday, Dec. 18 in the Theatre. The film tells the tale of an artist who loses his mistress on a yachting trip and becomes involved with her best friend. The film features subtitles. For more information, call ext. 4332.

-- University personnel and students are entitled to \$2 off tickets to the Saginaw Hawks-Colorado Rangers hockey game Jan. 13. **SVSU Night** begins at 7:30 p.m. in the Saginaw Civic Center.

### ACROSS CAMPUS

-- **Dr. Anna Dadlez**, associate professor of Polish, will visit her homeland during the Christmas break. Dadlez's eight-day stay will enable her to assess recent developments in Poland.

## TRANSITIONS

This column lists several staff changes that occurred during November. Please note the changes in your 1987-88 Faculty/Staff Directory.

### Promotions/Transfers

-- Mrs. Karen Avila was promoted to senior records clerk in the office of the registrar.

-- Mrs. Karen Klemish (ext. 4141) transferred to Athletics as administrative secretary.

### Departing Staff

-- Ms. Liz Kornacki, administrative assistant to the vice president for academic affairs.

-- Mrs. Lorraine R. Kranz, senior records clerk in the office of the registrar, on leave.

-- Ms. Sudi Kotecha, reference librarian, Zahnow Library.

### PROFESSIONAL PROFILE

-- Mr. Paul Davis, adjunct professor of art, has been named director of creative services at Bradford-LaRiviere, the Midland-based creative services agency. Davis teaches advertising design, illustration and graphic design.

-- A photograph by Mr. Hideki Kihata, assistant professor of art, has been accepted for the juried competition, "Intimate Viewpoints," sponsored by the Michigan Friends of Photography. Kihata's photograph, "Self Portrait with Kathy," will be on display through Dec. 19 in the Urban Center for Photography gallery in Detroit.

-- Two faculty members and one student from the art depart-

ment recently had works accepted for the All Area 1987" arts show at the Saginaw Arts Museum. Mr. Matthew Zivich, professor of art, received a first place award for his "Sculpture from Duchamp," a painted foam-core sculpture. Mr. Hideki Kihata, assistant professor of art, had two mono-types (prints) accepted. Barbara Lyon-Bailey, a Bay City senior, had an untitled figurative sculpture accepted. The show is from Dec. 13 to Jan. 17.

### HIGH FIVE

-- Western Michigan handed the men's basketball team an 88-85 loss in Kalamazoo on Saturday. The Cardinals were led by Phillip Miller's 11

points. SVSU, 2-3 overall, began a string of seven straight road games spanning five weeks. They return home Jan. 9 to host Grand Valley.

-- The women's basketball squad, meanwhile, will host Purdue University-Fort Wayne, tonight before beginning a four-game road series this weekend.

### EVENT WATCH

Dec. 8...A/P seminar  
Dec. 8...Honors Thesis  
Dec. 8...WBB vs. Purdue  
Dec. 9...Physics, IEEE  
Lecture  
Dec. 11..."The Messiah"



**MILESTONE --**  
With five freshmen and five sophomores on the squad, men's basketball coach Dr. Robert Pratt will savor each Cardinal victory this season. Last Thursday's 76-58 win over Spring Arbor was the 250th of his 15-year career at SVSU. Pratt took on his first head coaching position when he joined Saginaw Valley in 1973 and has won 60 percent of his games as the Cardinal mentor.

You put the  
"U"  
in SVSU

So we welcome  
YOU

to attend  
an

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HOUSE

Thursday,

December 17

3:00 to 5:00  
p.m.

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Room 1  
Administrative Services Building

