

## WELCOME!

Please join the Campus Ambassadors in welcoming the following staff members, hired since December:

**Paul Bielich**, Instructional Learning Intermediate in the School of Education  
**Stacy Eglinton**, Accountant for Financial Services & Budget Department  
**Rhoderick Foney**, Electrician in the Facilities-Plant Department  
**Joseph Goraj**, Instructional Learning Assistant for the Engineering Professional Development Department  
**Lusine Hambarzumyan**, Counseling Psychologist for Counseling and Support Services  
**Terrie Legette**, Purchasing Agent for the Natural Sciences Department  
**Renee Lopez**, Marketing Coordinator for Institutional Advancement  
**Judith McDonald**, Student Career Counselor for the Humanities Department  
**Gerlinda Melchiori**, Coordinator of International Programs in the School of Management  
**Monica Porter**, Director of the Women's Resource Center  
**Vivian Saroki**, Counseling Psychologist for Counseling and Support Services  
**Christopher Tremblay**, Director of Admissions

## STAFF SENATE WEBSITE

[www.umd.umich.edu/univ/staffsen/](http://www.umd.umich.edu/univ/staffsen/)

- Roster of Senators
- Senate Bylaws
- Senate History
- Committee Responsibilities and Membership
- Senate and Council Meeting dates, times, and minutes
- Mission Statement
- Staff Recognition and Awards
- "U Make a Difference"
- Voices of Staff
- Suggestion Box
- Questions and Answers
- Contact Link



## GOT AN IDEA?? TELL YOUR SENATOR!

If you have questions or comments regarding Staff Senate issues or have a great idea for the campus community, you can email the Staff Senate at [staff-senate@umd.umich.edu](mailto:staff-senate@umd.umich.edu) or click on the "what's on your mind" box found on the Staff Senate webpage: [www.umd.umich.edu/univ/staffsen/](http://www.umd.umich.edu/univ/staffsen/).

*The Senator* will be published quarterly for all the staff members on the UM-Dearborn campus. The Staff Senate welcomes your story ideas or suggestions. Please direct them to: Sharon Bingley, Susan Gedert, Betty Greco, Cindy Hanes, Patti Jones, Shirley Solomon, Andrew Stephenson, or Judy Wilson.

## FROM THE CHAIR

(continued from page 1)

*A commentary:* I think the key issue for all of us to be concerned about is staff morale. In Michigan we are facing some of the hardest economic issues in the country. I'll not recount what you repeatedly hear on the daily news. I have been asked by many people over the decades why I have stayed with the University. Many of my friends and relatives have suggested that I would do much better financially in business or industry. Perhaps that may have been the case. I can proudly say, however, that I have played a role in the development of the future of this area and in some cases, the world. Terrifically successful past students have visited me just to see how I am doing. Friendships that I have enjoyed over these many years now span the country, providing me the opportunity to visit places that I would likely not. All of this I have enjoyed in an environment that promotes and nurtures education and learning. That is truly gratifying. Sure, I'd like to increase my salary and have a more secure feeling about my retirement situation, but who would not? My employment with the University is much more rewarding than that of many in business and industry. That is the additional compensation that has kept me here.

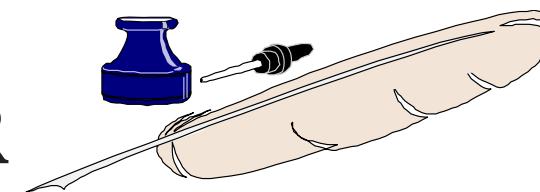
Keep in touch,  
—Bill Romej

### Save the date for the Chancellor's Picnic!

Thursday, June 22  
11:00 a.m. -2:00 p.m.

There will be an  
International Flavor  
because ...  
it's a small world after all!

# THE SENATOR



## A MESSAGE FROM THE CHAIR

As of this writing, I have been Chair of the Staff Senate for 57 days. What I have found thus far is that there is no adjustment period, no honeymoon, no transition time. You hit the ground running and hope that when you stumble, and you do, you will not be hurt too severely by the fall. In these past 57 days, I have gotten a few bumps and scrapes and my ego has been bruised significantly enough to assure me that this is truly a service position. There is no feeling of high status in this role. The pace is terrific. It will likely be the most educational role that I have had in many years. I thank the Staff Senate for this wonderful opportunity to be their Chair and allow me to develop myself personally and professionally. I will do my best to meet the high standards set by prior Chairs.

I greatly admire the work done by our most recent past Chair, **Laura Drabczyk**. Her calm, deliberate demeanor, her even-handed, contemplative responses to concerns faced by and within the Senate were of the highest nature. In great part, it was through her dedication in cooperation with the Staff Senate and partnering with various administrators and the Chancellor that we can enjoy the generous new initiative introduced by **Chancellor Little** most recently: the Dependent Tuition Scholarship Program. As Chair, I want to extend

the deep gratitude of the Staff Senate to the Chancellor for his significant contribution to the needs of the faculty and staff in these difficult economic times. I also want to thank Jeff Evans for his resourceful and diligent efforts in providing the information necessary for the implementation of this long-sought program. As Staff Senators we feel that our efforts in this regard have played a significant role in establishing this scholarship. We should all feel very proud.

There are currently other initiatives being developed by the Staff Senate this year. Aside from the salary package that we have submitted to the Chancellor and Senior Officers for consideration, the Senate is focusing significant attention to concerns about salary compression. We are in the throes of developing a longevity recognition proposal to address the issue of salary inequity for those staff who have remained with the University over significant periods of time as the salary market has increased. How we can partner with the administration on such a plan will measure our ability to develop a more universal understanding about this concern and how it supports the goals of the University.

In looking back at the last year as Vice Chair of the Staff Senate, I noticed that we were very much in

tune with those concerns of the staff that can be bundled into the category of compensation. What I am hoping is to also inspire the Senate to more comprehensive goals than we have aspired to in the past. I am concerned that the administration may begin to look at the Staff Senate as a group who always has its hand out, continually pressing for compensation in one form or another. I agree that there exists real concern about staff salaries, salary compression, and employee and retiree medical benefits. There needs, however, to be more attention paid by the staff and the Staff Senate to addressing the goals of the administration as well. It is important for us to know that our leaders have access to a great deal of information that perhaps we do not. It is their understanding of how all of the puzzle pieces of the University can best fit together to provide for not only the current needs of the campus community and the metropolitan area, but also for those needs in the many decades ahead. Aspiring to help meet the goals of a metropolitan university as well as developing ways to achieve the necessary enrollment growth for the University's future success may help the Senate in ultimately meeting its staff compensation goals. I want to thank the campus community for its patience during these times and assure you that as an advisory partner to the University administration we will do our best to represent you through these concerning times.

(continued on page 4)



## DID YOU KNOW ENHANCE YOUR AWARENESS OF ERGONOMICS

*Easy changes, Big results*

Michigan Healthy Community has launched an ergonomic awareness program in March to help bring more attention to the ways that low-cost changes in the work environment can make your job more comfortable and productive.

The awareness campaign includes information for evaluating your own work area as well as helpful tips on how to move, lift, and adjust your work space to lessen stresses on your body. Easy changes can have big results, and with little or no cost.

Features of the awareness program will include self-assessment information and web-based tutorials on workplace ergonomics. Teams at M-Works, Occupational Safety & Environmental Health, UMHHC Safety Management Services, and UM-Dearborn and Flint Environment, Health & Safety Departments have joined together in this effort, updating related websites with new self-help information and tips.

The Michigan Healthy Community website will become your gateway to ergonomic information in early March so watch your mailbox for more information.

There are many ways to help yourself be more comfortable and productive by making *easy changes with big results*.

**Enhance Your Awareness of  
Ergonomics in March 2006.**

[www.Mhealthy.umich.edu](http://www.Mhealthy.umich.edu)

## CFW GENERAL MEETING

The Commission for Women will hold their general meeting on:

**Monday, April 3, 2006  
in Kochoff Hall C, University Center  
from 12-1:15 p.m.**

All faculty and staff are invited to attend. We will be accepting nominations to the Executive Board, presenting our annual report and taking suggestions for programs of interest to the campus. Also, the Agenda for Women will make a presentation on the 2005 Staff Climate Survey. You may view the report at:

[www.umd.umich.edu/  
agenda\\_for\\_women/  
2005\\_Staff\\_Climate\\_Study.pdf](http://www.umd.umich.edu/agenda_for_women/2005_Staff_Climate_Study.pdf)

Lunch will be provided. Please RSVP to **Cindy Hanes** at: [chanes@umd.umich.edu](mailto:chanes@umd.umich.edu) or ext. 69152.

## READY, SET, GET ACTIVE

Beginning February 7, the University of Michigan kicked off its *Active U* campaign by offering incentives to help get a little more activity in our daily cycles. With **7,278 people participating** in this challenge, as of March 15, 2006 we have **logged over 8.0 million minutes of daily activities!** At the end of this 8-week program any individuals or teams that have won will attend an awards ceremony where each participant will be entered into a raffle with a chance to win prizes such as tickets to U-M athletic events, private lessons, and more.

We encourage you to nominate permanent staff members who **Make a Difference!**

The nomination form can be found on the Staff Senate web page: [www.umd.umich.edu/  
univ/staffsen/](http://www.umd.umich.edu/univ/staffsen/).

**UM** *Make a  
Difference!*

## CHANCELLOR'S STAFF RECOGNITION PROGRAM

AUGUST 16, 2006

**It's not too early to begin  
thinking about nominations for  
the Chancellor's Staff  
Recognition Program!**

Visit [www.umd.umich.edu/univ/  
staffsen/recognition\\_rewards/  
recognitionandawards](http://www.umd.umich.edu/univ/staffsen/recognition_rewards/recognitionandawards) for  
nomination information.

**Deadline: June 30, 2006**

## PROVOST SEARCH

The Provost Search Committee announces the dates, times, and places for the open sessions for all faculty and staff. Please attend as many sessions as possible. Please encourage your colleagues to attend. Keep in mind that these sessions present an opportunity for us to learn about the candidates as well as to provide them with information about and impressions of our campus.

### 1<sup>st</sup> Candidate

**March 27 & 29**

CANCELLED

### March 28

2:30-3:30 p.m. SSB Lecture Hall B

### 2<sup>nd</sup> Candidate

**March 29**

4:00-5:00 p.m. 1430/1440 PEC

*(Hosted by the Faculty Senate)*

### March 30

2:30-3:30 p.m. SSB Lecture Hall B

### 3<sup>rd</sup> Candidate

**April 3**

10:30-11:30 a.m. 1430/1440 PEC

*(Hosted by the Faculty Senate)*

2:30-3:30 p.m. SSB Lecture Hall B

### 4<sup>th</sup> Candidate

**April 4**

4:00-5:00 p.m. 1430/1440 PEC

*(Hosted by the Faculty Senate)*

### April 5

2:30-3:30 p.m. SSB Lecture Hall B



**Jeanette Schumacher** graduated from the University of Michigan in 1969 with a B.A. in psychology and earned her elementary teaching certificate. Prior to working here, she taught in the Livonia School District. In 1986 she was hired part-time in University Relations with her time allocated to Alumni Relations. Her job became permanent in 1987, and the Office of Alumni Relations relocated to the old SSC Development Office until the administration building was finished in 1989. She is one of many valued staff members who started in a temporary or part-time position. She has certainly seen many changes to the campus during her career here.

Through hard work and dedication, Jeanette became Director of Alumni Relations. Since August 2005, Jeanette now has responsibility for Alumni Relations and the Annual Fund. The most significant part of her job is keeping graduates engaged with the University through enrichment, lectures, seminars, class reunions, tailgates and other programs. One such activity she takes special note of is the recent 35<sup>th</sup> anniversary of the *Michigan Journal*. An important event is coming soon: the Alumni Society Legacy Scholarship Golf Outing is scheduled for May 19.

Jeanette grew up in Dearborn and now lives in Westland. She met her husband, **Mark**, at Oakwood Hospital and they will celebrate their 40<sup>th</sup> wedding anniversary in September. All four of Jeanette's children were educated here at UM-Dearborn.

Jeanette's daughter, **Jennifer**, is a 1991 CASL graduate and works for SAP. Jennifer's husband, **Dan Ford**, is a 1992 UM-D Chemistry graduate. Her son, **Aaron**, graduated in 1992 from CASL with majors in German and International Studies. He currently works for Kistler Engineering.



Jeanette's daughter, **Martha**, graduated from UM-D School of Education where she earned her degree in elementary education in 1998 and now teaches in the Redford Union School District. She and her husband, **Greg**, have a 3-year-old son, **Hunter**, and a baby girl born in January. Jeanette's youngest daughter, **Amanda**, earned her degree in Communications (CASL, 2005). Talk about a University of Michigan-Dearborn family!

When asked what she likes most about her job, Jeanette replied, "No two days are ever the same!"

—Shirley Solomon

*Volunteers are needed  
to help with  
any of  
the Staff  
Senate  
committees!*



**Communications**

**Elections**

**Hospitality**

**U Make A Difference**

**Workplace Environment**

Committee information and goals can be found on the Staff Senate webpage: [www.umd.umich.edu/univ/  
staffsen/](http://www.umd.umich.edu/univ/staffsen/)

*If interested, email:  
staff-senate@umd.umich.edu*



**BRING YOUR CHILD  
TO WORK DAY  
THURSDAY, APRIL 27, 2006**

For children 9-14 years old.  
Registration: \$7.00 per child;  
\$5.00 for parent attending lunch.

The day will begin at 8 a.m. with a continental breakfast and end at 3 p.m. in order for the children to have time to visit their parents' offices.

Brochures with registration forms have been mailed to the campus community. Please note that the registration deadline is **April 10, 2006**. If you have any questions, you may contact **Rachel Buzzeo** at [rbuzzeo@umd.umich.edu](mailto:rbuzzeo@umd.umich.edu) or x35188.