Faculty and Administration Reach Agreement on Contract
GSU Administration and UPI Faculty have reached agreement on a new four year contract after 13 months of negotiations. Below is a summary of the highlights of the agreement.

Compensation: There will be a salary increase of 1.5 percent in AY 2003-04, an increase of two percent in AY 2004-05, and an increase of three percent in AY 2005-06, plus increases from appropriations that may be allocated for salaries for each of the three years.

Professorial Rank System: A professorial rank system will be implemented effective AY 2005-06. Joint faculty and administration committees will develop standards and criteria for implementation. At the time the professorial rank system is implemented, faculty may choose to enter the rank system or remain a University Professor. Tenured faculty entering the rank system will be placed as Associate Professors or Full Professors based on agreed criteria. Untenured faculty will be placed as Assistant Professors and will apply for Associate Professor when applying for tenure. Faculty will be eligible to submit a proposal for Scholarship CUEs which, if approved, will result in a reduction in teaching load.

10 Month Contract: Effective AY 2004-05, Unit A Tenured/Tenure Track Faculty will move to a 10 month contract. The 10 month contract will include a teaching assignment of two full trimesters and a 7½ week assignment in either Block Two or Block Three. Unit B Lecturers and Unit B Support Professionals will remain on a 12 month contract.

Assignment of Duties: Tenured/Tenure Track Faculty will be assigned a maximum of eight 3-credit courses annually beginning in AY 2004-05. At the same time, no mandatory additional courses can be assigned once a maximum of 8 undergraduate, 7 graduate, or 7 mixed graduate and undergraduate courses have been assigned. Starting that same year, faculty may request to teach their courses in two trimesters if program need allows and if the third trimester is used for scholarship/research.

GSU to Attend Faculty Summer Institute
The IBHE funded Interinstitutional Faculty Summer Institute on Learning Technologies will run May 19 to 23 at U of I, Urbana-Champaign. Eight faculty from GSU will be on hand representing CELCS and the colleges of Education, Business and Public Administration, and Health Professions.

The Summer Institute is in its seventh year. It involves an intensive study of online learning and course development. It gives faculty an understanding of current benchmarks and gives them hands-on practice and skills in application software. Topics covered will range from the role of information technologies in universities to Internet copyright issues.
GSU’s Faculty Technology Coordinator Gary Fisk will present an overview on course management systems at the institute, highlighting the differences and similarities between programs such as WebCT and Blackboard. Interim Library Director Diane Dates Casey will present on the implications of the Technology, Education and Copyright Harmonization (TEACH) Act, which frames copyright issues relative to distance education.

**Human Resources Wellness Program A Big Hit!**
Over 100 university employees have participated in the Weight Watchers program, which is sponsored by the Department of Human Resources’ Wellness Program. GSU’s participants have lost a cumulative total of over 1,800 pounds since the program started 1½ years ago.

Program participants are able to lose weight, while eating regular food, by controlling portions and staying within a designated points range.

Meetings are held at noon on Wednesdays in the E-Lounge; however, plans are under way to open a second meeting in the evenings to accommodate staff and students with night classes. Anyone interested in joining the program at noon or during the evening, should contact Lillian Jung in Human Resources at extension x5305.

**Reading Dr. Holdstein**
The editors of the *Daily Southtown* have invited Dr. Deborah Holdstein, professor of English and rhetoric and chair of the Graduate Council, to write a once-a-month column for the newspaper. She recently submitted two sample columns for their review. The samples, about the modern attention span and the state of high school English instruction, will be the first two to run. The first column is expected to appear about four weeks.

**ScholarShip Sails On: Public Administration and CAS**
Drs. Chris Easley, from the College of Business and Public Administration, and Michele McMaster, from the College of Arts and Sciences, in concert with Dr. Cynthia Tate from Cynthia Tate and Associates, presented a paper, “Charting New Territory and Exploring New Frontiers: Examining an Interdisciplinary Approach to Teaching Leadership through the Integration of Communications, Organizational Behavior, Organization Development and Psychology,” at the Midwest Academy of Management in April. They also presented a symposium with Judy Zalewski, bureau chief of training for the Community Operations Division of the Illinois Department of Human Services, titled “Exploring New Territory and Driving Organizational Change: Examining a Partnership to Provide Leadership Skills for Mid to Senior Level Executives.” Both paper and symposium explored issues related to the Leadership Development Institute, a partnership between GSU and the Illinois Department of Human Services.

**ScholarShip Sails On: Education**
Dr. Renee Nash, Professor of Education, has written a chapter for Dr. Michael A. McMorris’s *Hostile Corridors: Advocates and Obstacles to Educating Multicultural America*. Nash’s chapter is titled “Educating the Educators: Teaching in 21st Century Culturally Diverse Classrooms.” Nash contributed a poem, “Deprivation,” to the same book.

**ScholarShip Sails On: Accounting and Public Administration**
Northern Illinois University’s Center for Governmental Studies’ *Policy Profiles*, volume 3, number 1, included “Can Government Accounting Be Trusted? An Experiment in Accounting and Accountability,” by University Professors John W. Swain, Lloyd G. Sage, and Susan L. Gaffney.

**Not All Awnings Go Right to Left – Some Go Up and Down**
The vertical strips being installed on the north side of the Faculty Office Center are the 21st Century equivalent of awnings, designed to protect offices from the glare of the east or west sun. Your humble editors, failed English majors they may be, seek to provide answers to the most provocative questions of the day. And this was one of them.