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The UMass/Boston Friday Report #3

*News and information about and for
the Community from the Chancellor's Office*

November 1, 1991

Faculty/Staff Salaries -- Chancellor **Sherry H. Penney** and faculty representatives were scheduled to meet this afternoon with **Piedad Robertson**, the Commonwealth's Secretary of Education, to discuss the possibility of improving the salary picture of faculty and other employees. She was accompanied by Professors **Bernice Auslander**, **Charles Knight** and **Arthur MacEwan**. Chancellor Penney also expects to talk to legislators about the issue in coming weeks. The Trustees of the University of Massachusetts have specifically asked that the system address the wage and salary issue as it presents to the State Government its budget request for Fiscal '93. In their meeting with Robertson, the UMass/Boston delegation, noting that the state's public higher education institutions are now in their fourth year without salary adjustments, reviewed the deleterious impact the lack of salary increases has had on morale and on faculty retention.

System President **E.K. Fretwell** has stated that the issue of employee wages and salaries will be an "integral part" of the University's budget discussions with both the Administration and the Legislature. In its next year's budget request, the University notes that, based on past national trends and a continued freeze on salaries, the gap in faculty salary increases since Fiscal '89 -- when compared to the average salaries of all ranks of faculty across the U.S. -- now amounts to approximately 17%. At this time, the University system is seeking a budget request for the educational infrastructure of \$285 million for Fiscal '93, an increase of 19% above this year's state budget allocation. That increase does not include funds to cover a possible salary adjustment, which would have to be arrived at through separate negotiations and the collective bargaining process. It does, however, take into account budget requests for such items as equipment for teaching and research, and funds for libraries and financial aid.



Staff Spotlight -- An estimated 6,000 young men and women from surrounding neighborhoods use the facilities of Clark Athletic Center at the University each year. And the man in charge of the program is Community Coordinator **Rodney Hughes**. He has been organizing a variety of athletic and recreational activities for the youngsters under a project begun seven years ago to improve relations between the community and the campus. The activities move into high gear on weekends and involve youth organizations and schools from the North End, Mission Hill, Charlestown, Dorchester, South Boston and Quincy, among others.

According to Hughes, a native of Mission Hill in Roxbury, there is a basketball league with 25 teams, soccer, baseball and swimming. The program also includes the renowned Boston Basketball Shootout; the annual three-day, 219-team Asian Tournament that draws basketball players from Hawaii, Chicago, New York and Philadelphia; and the

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National Sports Camp, funded by the National Collegiate Athletic Association and the federal government. The sports camp is ranked number one among 160 similar camps around the nation. Hughes, 41, attended Boston Trade School, where he played basketball. He was a high school opponent of Athletic Director **Charlie Titus**, and they became friends. After 20 years of experience working with children, Hughes was hired by Titus nine years ago. Under his deft and energetic management, the community sports program has flourished.

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Faculty & Campus Notes -- Professors **Robert Bowen** and **Tracy Vilareal** of the Environmental Sciences Program have been attending the 5th International Symposium on Toxic Marine Phytoplankton in Newport, R.I. They joined over 300 participants from 40 nations to discuss the biological and social problems of biologically produced toxins in marine systems. • Acting Dean **Daniel G. Shimshak** reports that the College of Management organized the 1991 New England Conference on Business Administration which took place in Boston last month. The conference provided an opportunity for 60 deans from throughout the northeast to discuss such issues as enrollment, curricular and teaching innovations, and faculty development and effectiveness. • Last Wednesday the Undergraduate Admissions Office hosted an articulation meeting with guidance counselors from 30 area high schools. • College of Management Professor **Lawrence Franko's** article, "Global Corporate Competition II: Is the Large American Firm an Endangered Species?" is being published this month in the University of Indiana Business School's *Business Horizons*. The article covers a 30-year decline in the global dominance of American firms in 14 industrial sectors plus banking, and the acceleration of this decline at the end of the 1980s.

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Diversity Project Receives Grant -- The Ford Foundation has awarded a two-year, \$150,000 grant to the campus to enable the University to establish curriculum changes so that all courses (except certain mathematics classes) will be taught from perspectives attributed to people of different cultures, genders, classes, ages, physical abilities and sexual orientations. The changes were recommended last May by the Faculty Council, which voted 10-2 to approve the so-called diversity requirement. Thus, all freshmen must in the future take a course examining how differences of experience and of perspective affect the way people view the traditional learning process.

Under the plan receiving support from the foundation, each college must develop a blueprint for satisfying diversity requirements and then present its plan next spring to the Faculty Council. The University is one of five institutions nationwide to receive the \$150,000 in this latest round of grants from the foundation to help institutions establish a diversity requirement. According to **Esther Kingston-Mann**, associate professor of history and coordinator of the diversity working group, the funds will allow the University to support a director and an assistant to coordinate the diversity project. The grant also will cover the cost of a series of four semester-long seminars for faculty starting next February that are being held to develop courses and requirements pertaining to issues of diversity.