

Teacher shortage expected soon

First of two parts

By Tim Richard
staff writer

On paper, one-fourth of all teachers in the metro Detroit area could retire by 1988.

Two-fifths of the superintendents and even higher numbers of school curriculum administrators will be eligible for pensions in the next three years.

"Even though enrollments are up in teacher certification programs, there's going to be a shortfall," predicted Hugh Jarvis, Macomb County history teacher who now heads the Michigan Federation of Teachers. "We will have at least a mini-crisis."

HOW MANY actually will take advantage of a new retirement passed by the Michigan Legislature last year? And what effect will an influx of new teachers have on school quality?

Some 50 faculty and administrators from state teachers' colleges spent a day wrestling with those two questions. So far they are guessing at the numbers of teachers they'll have to provide.

C. Danforth Austin of the University of Michigan-Flint put some numbers on the teacher problem:

- Wayne County — 28 percent or nearly 5,000 of the total K-12 faculty could retire by 1988.

- Oakland County — 24 percent of about 2,500 could retire by 1988.

- Macomb, Kalamazoo and Genesee counties — 23 to 24 percent could opt for pensions.

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— Hugh Jarvis

Michigan Federation of Teachers

- Statewide — 21 percent or 20,500 of Michigan's nearly 96,000 could retire by 1988.

THE "RULE OF 80" is at the heart of the matter, Austin said.

The retirement plan adopted by the Legislature makes a public school employee eligible for retirement when he or she has a combined age and experience factor of 80.

For example, a person who began teaching at age 22 and is now age 51 would have 29 years of experience and a retirement factor of 80.

How many actually will retire?

Austin said experience points toward the 50-80 rule: 50 percent will retire the first year they are eligible, and 80 percent will retire within three years of the year they're eligible.

APPLYING the 50-80 rule in Oakland County, about 12 percent of all teachers, or 1,250, will retire the first year. By 1991, about 19 percent of all teachers, or 2,000, will retire.

"What income would a teacher of age 56 receive?" one college official asked Austin.

"Multiply the salary by 45 percent," he replied.

"They're not going to Florida to fish," Austin went on. "With that 45 percent of salary cushion, they have the opportunity for doing other things with some measure of financial security. They will do something else."

The percentages eligible for retirement are highest in the tri-county area, outside metropolitan counties and such Upper Peninsula counties as Dickinson, Iron, Gogebic and Ontonagon.

ADMINISTRATORS, in particular, could be in short supply because so many are age 55 or older.

Among teachers, the biggest areas of loss could be library science (29 percent), counselors (28), industrial arts (24) and social science (23).

Science and math could lose 21 percent, with higher proportions retiring from chemistry and physics.

To the extent that new teachers come from state teacher colleges, the faculties of higher education will have to be expanded. Said Scott Westerman, dean of Eastern Michigan University's college of education: "I will need at least 15 additional faculty next year. I've gotten seven. I need 15 on top of that."

Where will the new teachers come from? And will quality be reduced by quantity?

Execs say MBA grads lacking 'people' skills

Master of business administration graduates must learn to work with people as well as theories and computers, according to a survey of chief executive officers of Fortune 500 companies.

Cornell University's Johnson Graduate School of Management surveyed chief executives from the nation's largest and most successful companies.

They learned that senior corporate leaders are seeking M.B.A. (master's degree in business administration) graduates who possess not only the technical skills to handle day-to-day operational problems, but also "people" skills.

The study measured attitudes on a wide range of business issues. It was based on responses from more than 200 corporations.

MAJOR FINDINGS:

- Most (78 percent) are pleased with the performance of M.B.A. graduates at their firms, and believe

(67 percent) that business schools are doing a good job in preparing students.

- 79 percent agree that greater emphasis should be placed on the teaching of human values in the workplace. In the words of a transportation company chief, M.B.A. graduates often "lack people sensitivity, and mistakenly believe that good analytical, problem-solving skills coupled with knowledge of computers is sufficient training."

- Half agree with the general characterization of M.B.A. graduates as being "aggressive, overambitious and overpaid."

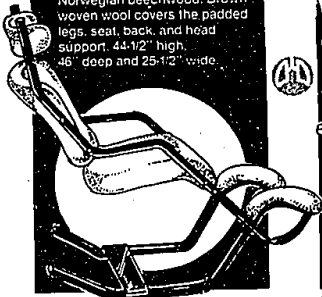
- Most believe that the "ideal" M.B.A. graduate should be a generalist rather than a specialist and, in measuring the potential worth to business, consider an M.B.A.'s leadership potential and interpersonal skills as more valuable than functional knowledge.

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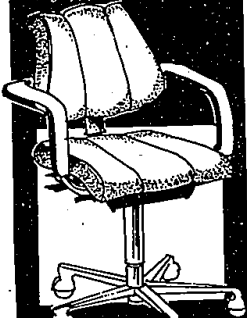
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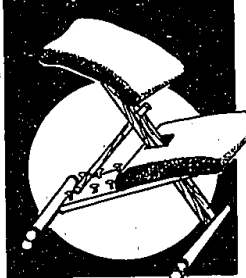
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Lucas to launch bid for governor

Wayne County Executive William Lucas will launch his candidacy for the Republican nomination for governor on Wednesday during a four-city plane hopping run across lower Michigan.

Lucas has chartered a plane to carry himself, close supporters and about 25 media representatives from Detroit to Free-land, Grand Rapids and Lansing and back to Detroit — to make his formal announce-

ment, said campaign manager Mari Patterson.

IN DETROIT, his announcement will be made at 9:30 a.m. in the Westin Hotel in the Renaissance Center. He will then move on to City Airport in Free-land, Kent County GOP headquarters in Grand Rapids, and the steps of the State Capitol Building in Lansing.

He will return that evening to Detroit and end the day at Little Rock Baptist

Church in Detroit.

The announcement, scheduled purposefully on President Abraham Lincoln's national birthday observance, follows a Tuesday night kick-off fund-raiser at Detroit's Cobo Hall.

There will be a \$500-a-ticket reception and a \$125-a-ticket general reception there. About 750 persons are expected, Patterson said.

— Teri Bonas

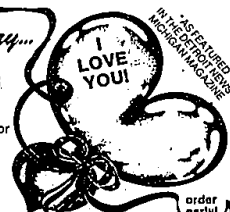
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