Mary Frances Berry, the U.S. Civil Rights Commission, who prevailed through court action and presented President Ronald Reagan from firing her in 1983, will address a conference on race relations at the Lansing Radisson Hotel Thursday.

Berry will give the keynote speech for the event, titled "Michigan's Racial and Ethnic Diversity: Setting the Agenda for the 1990s," at 9:45 a.m. following opening remarks by U.S. Rep. John Conyers Jr. (D-Detroit); George Arwady, publisher of the Kalamazoo Gazette; John Castillo, western regional manager in the community service bureau of the Michigan Department of Civil Rights; Arthur L. John- son, vice president for community relations at WSU and president of the Detroit chapter of the National Association for the Advancement of Colored People; and U.S. Rep. Howard Wolpe (D-Lansing).

Two workshops will begin at 10:30, "Conflict Resolution," convened by Joseph B. Stilburg, director of the master's degree program in industrial relations at WSU; and "Racism Through Dualism," led by Lewis H. Carlson, professor of history at WMU.

Concluding remarks will be made by Provost George M. Dennison of WMU, and Sue Marx Smock, dean of the College of Urban, Labor and Metropolitan Affairs at WMU.

A registration fee of $25 covers all sessions, a luncheon voucher and parking. For more information, persons may call Alicia Yeagley at 7-2380.

Dennison announces decision on Inselbergs

Citing mitigating circumstances, Provost George M. Dennison has reduced the discipline on Inselberg, who was found guilty of unprofessional conduct on the part of two professors in an April 3 physical altercation with a student they suspected of cheating during a biology examination.

Announcing his decision May 18, Dennison reiterated the University's strict adherence to due process concerns and its institutional commitment to protect the academic integrity of the classroom by providing conditions essential to an environment within which teaching and learning can occur.

On April 10, the University released its preliminary findings of unprofessional conduct at a faculty meeting paid suspension for Edgar Inselberg, the Office of Faculty Development spring semester unpaid suspension for Rachel M. Inselberg, education and professional development.

After a May 14 disciplinary hearing between both Inselbergs, as prescribed by the University's collective bargaining agreement, with its faculty union, the American Association of University Professors, Dennison has decided to change the discipline for the Inselbergs as follows:

• Suspension without pay for the 1990 fall semester.
• He must guide his conduct in the future by strict adherence to the provisions of the Rules of Conduct as provided in the WMU/AAP contract.
• He must consult with the Office of Institutional Development concerning tactics and strategies for developing, administering and assuring the quality of examinations. These consultations must also cover appropriate ways to han- dle large classes while accomplishing the academic objectives. He must authorize the direction of examinations to report to the provost in general terms the results of these consultations prior to the close of the 1990-91 academic year.
• He must consult with the associate director of the Office of Institutional Development concerning the appropriate role of faculty members in the control and management of classroom situations and authority that official to report to general

Race team ready to fill 'er up -- with science

Search concludes with Ferraro recommended as new dean of the College of Arts and Sciences.

Provost George M. Dennison has announced that the search for a new dean of the College of Arts and Sciences has been concluded.

Dennison will recommend to President Haenicke that Dr. Douglas P. Ferraro, professor of psychology and psychiatry and chairperson of psychology at the University of New Mexico, be named the University's newest dean.

Haenicke is expected to recommend approval of Ferraro's appointment at the next regular meeting of the Board of Trustees on Friday, June 29. The appointment would be effective July 1.

Ferraro would replace Dr. A. Bruce Clarke, former dean who now serves as associate vice president for academic affairs. Dr. David O. Lyons has served as interim dean of the college and will resume his post as associate dean of arts and sciences.

"President Haenicke and I have very high regard for Dr. Ferraro's skills and talents as an scholar and as an academic administrator," Dennison said. "We are very pleased that he has accepted our offer to provide leadership in our largest college."

The College of Arts and Sciences provides instruction for approximately 4,915 undergraduates and 1,240 graduate students.

A certified political scientist in the state of New Mexico and a qualified expert in forensic psychopharmacology, Ferraro has conducted extensive research and written numerous publications in his major fields of interest, which are psychopharmacology, behavioral medicine/health psychology and forensic psychology.

He is a fellow of three divisions -- experimental psychology, experimental analysis of behavior and psychopharmacology -- of the American Psychological Association. He has served as president for the Northwest Regional Association, the psychology section of the American Psychological Association and the American Association for the Advancement of Science, and the Biofeed- back Association of America.

His honors include membership in Phi Kappa Phi and Phi Eta Sigma, listings in Who's Who professional publications, and outstanding teaching awards in 1976 and 1982.

Ferraro has served as a consultant for several agencies, including the National Institute of Mental Health, National In- stitute of Drug Abuse, National Drug Abuse Council, National Research Coun- cil, and the Animal Resource Board of the National Institutes of Health.

He earned his bachelor's, master's and doctoral degrees from Columbia Uni- versity in 1961, 1963 and 1965 re- spectively. A member of the UNM faculty since 1965, Ferraro has been chairperson of the Department of Psychology there since 1984.

Dalbigh named to post

Kenneth A. Dalbigh, political science, has been elected as a member-at-large to the Board of Governors of the Society for Conservation Biology. This new professional society seeks to conserve and maintain the earth's genetic and bio- logical diversity by encouraging interdisciplinary joint efforts among the pure and applied natural and social sciences.

at the Daytona (Fla.) Speedway and that the race itself will include several laps around the Indianapolis Motor Speedway.

Dennison and Bordner had special praise and thanks for many corporate sponsors who helped underwrite the cost of the special project, including: Welch's; the Consumers Power Co.; the Kellogg Co.; the U.S. Army; the Dana Corp.-Beaver Aerospace; Energy Conver- sion Devices; Studio Three Associates; Sonnenschein Batteries Inc.; Duane Weed Video Productions; the Eaton Corp.; Plan- tack Society of New Mexico Inc.; and Performance Controls Inc.
Spring, the time of regeneration, seems to be the time we all take stock of our selves and make new resolutions and improvements, assessing our current physical and financial well-being. We go on diets and vow to exercise regularly; we make commitments to ourselves. We project our goals and resolve to put them into practice the next year, and where we think we will be. The University, too, predicts and projects what it will be in the 1990-91, in terms of what it will cost to keep healthy, happy and well-paid employees. And it makes commitments to its employees in terms of the benefits it offers, in addition to salary and wages.

According to Barbara S. Liggett, associate vice president of Personnel, studies support the claim that a well-vowed, well-supported benefits program can be critical in making commitments to employees in terms of the benefits it offers, in addition to salary and wages.

"The University wants to respond to those needs, Liggett said. The newest perk that will be offered is the Individual Health Reimbursement Account for Dependent Care. The account for financing dependent care, as the name implies, contributes to health and retirement costs and other fringe benefits—"those extras that enrich our lives and provide that physical, mental and emotional well-being."

The benefits pool for the fiscal year 1989-90 is set at 33.2 percent of salary base, compared to 32.8 percent for 1988-89. The benefits pool, or fringe pool, is the amount set aside by WEMU to supply the money that is needed for benefits, and set the pool rate for the next fiscal year.

Some items, such as Social Security, retirement benefits and life insurance, do not contribute to the benefits pool; their costs are included in the budgeted benefits pool for the year. But the hospital/medical benefits continue to gobble a bigger share of the pie. While still a small slice, the amount budgeted for dependent tuition remission and staff tuition discount costs was increased to respond to wider use of benefits. The University is glad to offer this wider variety of tuition discounts, because we know that to be employable, workers in the '90s, particularly women and minorities, must be better educated," Liggett said. She cited statistics from the WMU's Center who stated that half of women in the U.S. workforce have a college education or less, and that by the year 2000, only 14 percent of the jobs available will be open to someone at this educational level.

I believe we have a high opportunity to make a difference in the American employees," Liggett continued. "I am pleased to endorse programs like 'Staff for Life,' Liggett continued, "for we must continue to encourage our workforce of members and our families, and be proactive in our efforts to develop healthy lifestyles and must continue to offer information to people to do this. Faculty and staff must work together to control substance abuse in our University community. We must let our colleagues know about the confidential help and counseling available to all employees through the WMU's Employee Assistance Program."

Western wants to offer its employees the best, most competitive benefits program financially possible, but developing healthy lifestyle choices is one employee's individual responsibility," Liggett stressed.

DIVISION OF WMU BENEFITS

1989-90

HOSPITAL MEDICAL-10.0%

OTHER INS/-2.89%

SEVERANCE PAY-3.08%

OTHER FRINGES-7.9%

FICA-7.65%

REITMRT INFTS-8.85%

33.2% OF EMPLOYEE'S PAY

Communication ethics conference set

Scholars from around the country will gather to examine academy's growing interest in communication ethics at a May 31-June 3 conference at the Kellogg Biological Station Education Center on Gull Lake.

The event is being sponsored by two WMU units—the Center for the Study of Ethics in Society and the Department of Communication—and by the Communication Ethics Commission of the Speech Communication Association. It is the initial Women's All-America Classic in the women's basketball tournament. She played one season of pro basketball in Italy in 1981-82 and coached junior

Elliot to coach women's basketball

Pat Charity Elliott, who was a star player and assistant coach at the University of Arizona for the last three years.

Elliot was an assistant at the University of Arizona for the 1984-85 season. She was named to the 1984-85 national honor's All-America Classic in Philadelphia. She was one of 15 nominees for the Wade Award as the nation's top college coach.

Elliot is the only WMU women's basketball coach in the history who has played in the NCAA men's basketball tournament.

The program will begin with registration at 1 p.m. Thursday, May 31, and will conclude at noon on Sunday, June 3. Attendance will be limited to the first 100 persons who pre-register through the Office of Faculty Development at 7-5305.

For WMU faculty and students who wish to attend the conference, expenses will be limited to the cost of meals and a conference facility fee for each day of attendance. For more information about the event, persons should contact conference director James A. Jaksa, faculty development, at the above number.

Board approves faculty and staff retirements

The retirements of one faculty member and two staff members were approved by the Board of Trustees on May 24.

The faculty member granted retirement with emeritus status is William P. Schrei- ber, professor emeritus of international business, management, marketing and computer science. A faculty member since 1968, his retirement is effective Jan. 2, 1991.

A board member during much of his years of service and effective dates, see: Mary K. Gibson, plant campus serv- ices, 20 years, effective April 27, 1990; and Cynthia Y. Wolkott, dinner service, 12 years, effective April 27, 1990.

Elliott to coach women's basketball

Pat Charity Elliott, who was a star player and assistant coach at the University of Arizona for the last three years, has been named the head women's basketball coach. Elliott was hired for the 1984-85 season rebounds (296 in 1978) mark. As an undergraduate in 1977-78 and 1978-79, Elliott was a member of the All-America Classic in Philadelphia. She was one of 15 nominees for the Wade Award as the nation's top college coach.

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Linda S. Dannison has been named in-
terim chairperson of the Department of Consumer 
and Technology. Her appointment, effective April 27, 1990, was 
approved April 27 by the Board of Trustees. She will replace Sue E. 
Dannison, who announced her 
resignation since 1975, who is retiring.

Dannison has been a WMU faculty member since 1978. She is a 
graduate and undergraduate student in the School of Community 
Health and Human Services, as professor in the School of Community 
Health and Human Services, and as professor in the School of Community 
Health and Human Services.

The revised statement identifies five major goals to guide the 
University's development in the 1990s: 
• To offer instructional programs of 
academic and professional organizations.

In other action, the Board approved a 
leave of absence for Stuart J. Dybek, 
English, for the fall and spring semesters.

Human Resources

Memorial Day observed 

Memorial Day will be observed as a 
legal holiday on Monday, May 28, by all 
University employees. There will 
be no classes in session and all offices 
and units, except those designated essen-
tial services, will be closed.

Flextime begins June 4

Although the University's regular busi-
ness hours of 8 a.m. to 5 p.m. remain un-
changed, summer flextime may be ar-
ranged for individual employees. This 
arrangement may begin June 4 and run 
through the last Friday in August under 
certain circumstances. The availability of flextime will run from 
June 4 through August 4.

Media

Two faculty members will be guests in 
coming weeks on "Focus," a five-min-
ute interview program produced by the Office of 
Public Information. "Focus" is scheduled to air on the following 
Wednesday mornings: 11:30 a.m. May 2; 11:30 a.m. May 9; 11:30 a.m. 
May 16; 11:30 a.m. May 23; 11:30 a.m. May 30; 11:30 a.m. June 6; 11:30 a.m. 
June 13; 11:30 a.m. June 20; 11:30 a.m. June 27; 11:30 a.m. July 4; 11:30 a.m. 
July 11; 11:30 a.m. July 18; 11:30 a.m. July 25; 11:30 a.m. July 25; 
11:30 a.m. July 25; 11:30 a.m. July 25.

"Barry Lopez: Visiting Scholar," a pro-
gram produced by media services for 
Kalamazoo Community Access Television, will air at 5:55 p.m. 
Sunday, June 3, on Channel 30; 7:55 p.m. 
Tuesday, June 5, on Channel 30; 7:55 p.m. 
Thursday, June 7, on Channel 32.

Obituary

Walter G. Marbur-
gen president of the Kalamazoo chapter of the National Society for Student 
Leadership and the American Student Leadership Organization. 
He is a member of the Homemaking Advisory 
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Lee Honors College, Grand Rapids building to be completed in July, Asken tells Senate

Two major construction projects -- the Lee Honors College and the expansion and renovation of the University’s regional center in Grand Rapids -- will continue in July, the Faculty Senate learned May 17.

Ground was broken April 27, 1989, for the Lee Honors College, which is expected to open in 1992 for the fall semester.

The new college, designed as a four-story, 90-500 square-foot psychology laboratory in Wood Hall, among a number of other projects.

In its only official action of the meeting, the Senate approved a recommendation to the University's Board of Trustees Friday, March 18, to complete a building for the Haworth Operations Research Center on East Campus. The building is expected to be completed this fall.

"We like to call it progress," said President Haenicke, who will now be a spectacular new center, both of which are expected to be completed this fall.

Asken, who reported to the Senate on the status of more than $70 million in current construction, asked for the patience of the University community during any inconveniences the projects cause.

NEW DOORS OPEN -- The new entrance to the Selbert Administration Building, located at the Graduate College was officially opened during a reception May 18. Here, from left, Dean Laurel A. Grotzinger, Graduate College, gives a tour to Rosanna F. Crawford, Office of the Vice President for Business and Finance; John P. Grotzinger, Director, Graduate Student Advisory Committee; and Kailash M. Banerji, chairperson of industrial engineering. The entrance includes a new reception area that expands the space and makes it more convenient for persons to access the building. The new entrance highlights the fact that the Graduate College and graduate programs are a special entity to the University," Grotzinger said. Other changes include an interior redesign making it more efficient work stations, as well as a new ceiling, flooring and signage. The new look also incorporates pieces from the University art collection.

Grant to fund access guide for elderly and disabled

Kalamazoo area disabled persons will have an easier time maneuvering around town as a result of a $5,000 grant from the Michigan Campus Compact Venture Grant Program. The grant will be used to produce and distribute an access guide to Kalamazoo area business and service facilities for use by elderly and disabled persons. The grant was developed with the help of student volunteers.

The guide will not judge whether a business or agency guide, which is being developed to Kalamazoo County businesses and services, Rider says. "Rather, it will provide the kind of information dismissed individuals and the elderly need in order to better Kalamazoo County businesses and services," Rider said.

The guide will be printed in a convenient, lightweight format and will include blank pages for each owner's personal additions.

About 150 assessments already have been completed by occupational therapy and blind rehabilitation and mobility specialists at WHMU over the past year. Those assessments have been logged into a computer by volunteers at the Kalamazoo Center for Independent Living.

The next step is for student volunteers to verify and update the information already collected through telephone interviews and on-site visits. New businesses and services and those not already surveyed also must be added to the data base. In addition, assessments of the facilities for local human service agencies must be added to the existing data. Once complete, Rider says, the data will be reorganized to fit the access guide format.

Rider estimates that about 15 students will work an average of two hours per week for 10 weeks to collect the remaining information before the guide is ready for printing.

The Michigan Campus Compact is an action-oriented, three-year demonstration project, now in its second year, which encourages voluntary community service opportunities for students and promotes education for citizenship by supporting service and internship experiences. It is sponsored by the Michigan Campus Compact, a national project to promote public and community service that is supported by the Corporation of the States.

MCC's Venture Grants are open to individuals or groups on MCC's 10 community campuses who wish to develop or expand community service programs. For more information about the grants, persons may contact Julie A. Wywara, student volunteer services, in the Lee Honors College at 7-3290.

Calendar

MAY

Thursday/24

(thru June 15) Exhibition of watercolors, Don King, art, 1240 Selbert Administration Building, Tuesdays, 8 a.m.-noon and 1-5 p.m.

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.

Lunch hour seminar, "Pay and Performance -- Part II, The Mechanics of Money," for clerical/technical employees, Ann E. Houser and Janice E. Brown, both human resources, Red Room C, Bernhard Center, 12-10 p.m.

Monday/28

Memorial Day recess.

Saturday/30

Doctoral oral examination, "An Analysis of the Congruence of Perceptions of Leadership Styles of Principals as Perceived by Principals and Teachers in the Archdiocese of Detroit," Sister Denise Seymour, educational leadership, 3310 Sangren Hall, 10:30 a.m.

Thursday/31

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.

JUNE

Saturday/2

Student recital, Dorothy Vogel, piano, Dalton Center Recital Hall, 4 p.m.

Wednesday/6

Meeting, Human Subjects Institutional Review Board, Conference Room C, third floor, Selbert Administration Building, 8:15 a.m.

Graduate College writing workshop for the preparation of doctoral dissertations, junior and senior specialists and master's theses, Red Room C, Bernhard Center, 2-3 p.m.

Thursday/7

Open working session, Faculty Senate Undergraduate Studies Council subcommittee on general education, 211 Bernhard Center, 8-10 a.m.

(und 8) Management and executive development seminar, "Managing Accelerated Productivity," Sally Bishop, Int. Consulting Group, Santa Monica, Calif., Fletcher Center, 8:30 a.m.-4:30 p.m.

Training seminar, "Valuing Diversity," for non-supervisory employees, 204 Bernhard Center, 9:30-11:30 a.m.

*Admission charged