



Campus Briefs

Student Employment Referral Service is set up to be a service to both students and faculty/staff. We've got the people, but we need the jobs. Any position you might have, either temporary or permanent can easily be filled by calling 383-1806.

J. M. Synge's classic Irish folk comedy, "Playboy of the Western World," will be performed in the Laura V. Shaw Theatre at 8 p.m. Nov. 13-16. Tickets are priced at \$2.50, and mail orders will be accepted beginning this Monday, Oct. 28. Shaw Theatre box office will open for ticket sales the following week beginning Monday, Nov. 4.

The "Open Enrollment Period" for group insurances ends at 5 p.m. Thursday, Oct. 31. Eligible employees may enroll in any of the three group insurances (Life, Long Term Disability, and Hospital-Medical) during the period without submitting the evidence of insurability. Any employee who has previously been denied coverage should contact the University Personnel Department to determine eligibility. Enrollment can be completed by visiting the University Personnel Department and signing the necessary forms.

The oral examination of Norman R. Sharp for the degree of Doctor of Education will be held at 10 a.m. Friday, Nov. 1, in 3109 Sangren Hall. His topic will be "A Multiple Regression Approach to Affective Sensitivity in Counselor Trainees." All interested are invited to attend.

Dr. Lucian P. Spataro, Ohio University professor of organizational science, will lecture on "The Many Dilemmas of Communication" at 7:30 p.m. Thursday, Oct. 24, in 3760 Knauss Hall, sponsored by the department of business education and administrative services.

Dr. Laurel A. Grotzinger, professor in the School of Librarianship, is currently serving as an evaluator of graduate programs of library education under the new American Library Association Standards for Accreditation of Library Programs for the fifth year degree. A pool of library educators, practitioners, and others operate in teams of four under the direction of the Committee on Accreditation. She recently was at the State University of New York at Albany for her first evaluation visit.

Plan Three Colloquia

The first of three colloquia on "Human Sexuality and the Family" presented by the Western Michigan University School of Social Work will be given Wednesday, Oct. 30, in the west ballroom of the Student Center. It begins at 7:30 p.m.

Dr. Ira Reiss of the University of Minnesota's department of sociology and family study will speak on "Emerging Family Forms." His talk, which is co-sponsored by the university's Department of Home Economics, is open to all interested persons.

Campus Calendar

- *Oct. 24-27—"Holiday On Ice" Show, Lawson Ice Arena, 8 p.m. nightly; Saturday, 2:30 p.m.; Sunday, 6 p.m.
- Oct. 24—Lecture, "The Many Dilemmas of Communication" by Lucian Spataro, Ohio University, 3760 Knauss Hall, 7:30 p.m.
- Oct. 24—United Nations Day
- Oct. 24—Vincent Dowling, Abbey Theatre director-actor, readings "Irishmen Make Lousy Lovers," Shaw Theatre, 4 p.m.
- Oct. 25—Faculty Chamber Music, String Quartet, Oakland Recital Hall, 8 p.m.
- Oct. 25—Women's volleyball, WMU vs. Indiana U., Gary Center, 7 p.m.
- *Oct. 26—Football, WMU vs. Ohio U. (Parents' Day), Waldo Stadium, 1:30 p.m.
- Oct. 26—Women's volleyball, WMU vs. Central Michigan, Michigan State and Calvin College, Gary Center, 9 a.m.
- Oct. 27—Time changes from EDT to EST—move clocks back one hour.
- Oct. 28—Chemistry colloquium, Dr. Jeremiah P. Freeman, Notre Dame, 5280 McCracken Hall, 4 p.m.
- Oct. 30—Social Work colloquium, "Emerging Family Forms," Dr. Ira Reiss, University of Minnesota, Student Center, 7:30 p.m.
- Oct. 31—Halloween concert, Gerald Fischbach, violinist, Oakland Recital Hall, 12-midnight.
- *Oct. 31, Nov. 1, 2—Musical "Purlie," Shaw Theatre, 8 p.m.
- *Nov. 1-3—Science Fiction convention, Student Center, 9 a.m.-5 p.m.
- Nov. 1-15—ALSAC (Aiding Leukemia Stricken American Children) fund drive on campus.
- Nov. 1—Faculty recital, Steven Hesla, pianist, Oakland Recital Hall, 8 p.m.
- * Admission charged.

Cleveland, Local Supts. To Speak

Cleveland, Ohio, School Supt. Paul W. Briggs and Kalamazoo Public School Supt. William Coats will address a special post-doctoral in-service program Tuesday, Oct. 29, here at Western for its Ed.D. alumni.

A WMU alumnus and former superintendent of schools in Bay City, Mich., and Parma, Ohio, Briggs will be the luncheon keynote speaker in the University Student Center.

Dr. Coats, a former WMU faculty member, will discuss "Leadership Accountability."

The program is being sponsored by the department of educational leadership. About 90 persons have completed Western's doctoral program in educational leadership since 1968. Dr. Rod Roth, associate professor and department chairman, is in charge of arrangements.

Foreign Student Insurance

A free public information program pertaining to the student plan of hospital, medical and surgical expense protection offered through G-M Underwriters, Inc., will be held at 3 and 7 p.m. Thursday, Oct. 24, in 105 University Student Center, organized by the Office of Foreign Student Affairs. They will discuss benefits to meet the University's health and accident insurance requirement for non-immigrant students.

Charity Bowl Sunday

Police meet the WMU Vet's Club at 2 p.m. Sunday, Oct. 27, in the fifth annual Charity Bowl in Waldo Stadium. Each team has won twice.

Set WMUK Series

"The Race for Governor," a series of interviews with eight of nine candidates for governor of Michigan, will be presented at 7 p.m. Oct. 24-25, Oct. 28-Nov. 1, and Nov. 4 on WMUK-FM radio, 102.1. Ed Achtyes, Jr., is producer and host.

Discuss 'Lousy Lovers' Today

Vincent Dowling, an actor-director with the famous Abbey Theatre at Dublin, Ireland, will present a free public program of readings entitled "Irishmen Make Lousy Lovers" at 4 p.m. Thursday, Oct. 24, in the Laura V. Shaw Theatre, sponsored by the oral interpretation and theatre areas of the department of communication arts and sciences.

Dowling is currently on the Western campus as an "artist-in-residence." His primary work here is as director of the University Theatre production of "Playboy of the Western World" by J. M. Synge which will be performed in the Shaw Theatre, Nov. 13-16.

Attention Ed. Students

The department of directed teaching reminds students that they should apply now if they are planning to do their directed teaching in spring, 1975.

To Discuss Marijuana

Legalization of the use of marijuana will be discussed at the next WMU Student Forum at 3:30 p.m. Wednesday, Oct. 30, in 2750 Knauss Hall.

Math/Biology Lecture

Dr. Charles J. Martin, professor of mathematics at Michigan State University and lecturer in the 1974-75 Visiting Lectureship Program of the Society for Industrial and Applied Mathematics, will speak at the Mathematics Colloquium at 4 p.m. Thursday, Oct. 24, in the Math Commons Room, sixth floor of Everett Tower.

His topic will be "Some Problems in Biology Involving Diffusion." Coffee and cookies will be served at 3:30 p.m. All interested persons are invited to attend.

Name McNally Acting Health Center Director

Western has appointed an acting director of its Health Center, effective Nov. 4 "to provide daily supervision and to assist in negotiating a final contract with a medical group to provide health care coverage."

That announcement was made today by Tom Coyne, vice president for student services, who said that Donald T. McNally, administrative assistant to the vice president for finance, will be reassigned to the acting directorship.

McNally was assistant director of financial services at Kalamazoo's Borgess Hospital, 1960-68, and controller at St. Mary's Hospital in Saginaw, Mich., 1968-69. Prior to assuming his present post, he was with Allen H. Hof & Associates, Kalamazoo, 1969-70.

Eight of WMU's nine Health Center physicians have resigned from their present contractual agreement, effective Nov. 4. However, they have agreed to stay on under terms of a temporary agreement until a new arrangement can be reached.

Coyne is exploring a new contract for medical care services with a medical group that includes the present Health Center physicians or with other local and area medical groups.

He indicated that the permanent position of Health Center director will be evaluated by the compensation officer in keeping with the principles of the professional and administrative job study. It will then be posted and a search initiated, Coyne said.

Math Colloquium Set

Dr. Carl Arendson, assistant dean of College IV at Grand Valley State Colleges, will speak at the Mathematics Colloquium at 4 p.m. Thursday, Oct. 31, in the Math Commons Room, sixth floor of Everett Tower.

His topic will be "College IV and Individualized Instruction." Coffee and cookies will be served at 3:30 p.m. All interested persons are invited to attend.

UN Forum Tonight

Congressman Garry Brown and his Democratic opponent, Paul Todd, will discuss foreign policy at tonight's United Nations Day dinner forum at 6:30 in the University Student Center, sponsored by the United Nations Association. The debate will start at about 7:15.

Ice Show Continues

Tickets are still available for performances tonight, Friday night, Saturday night and Sunday afternoon for "Holiday on Ice" in WMU's new Lawson Ice Arena.

Chem. Colloquium Monday

Dr. Jeremiah P. Freeman, University of Notre Dame, will speak at the chemistry colloquium at 4 p.m. Monday, Oct. 28, in 5280 McCracken Hall. His topic will be "Some Chemistry of N-hydroxypyrazoles." Coffee will be served at 3:30 p.m.

Trustees Approve Revised Tenure Policy

A new tenure policy clarifying eligibility, the probationary period, equivalency for prior service, early review, termination and the individual faculty member's responsibility was adopted last Friday by Western's Board of Trustees.

Dr. Stephen R. Mitchell, WMU vice president for academic affairs, noted that the original tenure policy revision was approved last February by the Faculty Senate, modified by the Trustees, and these modifications were accepted by the Faculty Senate last month.

In making the motion for adoption, Trustee John R. Dykema, vice chairman of the Board, said that the revised policy should be published along with such other supplemental material as would be appropriate. Mitchell commended Dr. Donald J. Brown, associate professor of chemistry, who was chairman of the Faculty Senate's professional concerns committee which proposed the original draft.

"The major thrust of the policy is that it revises and improves the procedures and criteria for the evaluation of tenure candidates," Mitchell said. "For the first time, the all-University criteria for tenure are spelled out in the policy. Furthermore, each academic department is required to define any additional or supplementary criteria."

"It makes the tenure review procedure more democratic by requiring the participation of all the tenured departmental faculty in the reviewing unit," Mitchell continued. "Another procedural change is that it requires two preliminary reviews at the conclusion of the second and fourth years to assist faculty to correct any deficiencies."

Eligibility for tenure is limited to "faculty on continuing Board appointment," according to the new policy. Therefore, temporary faculty can serve a maximum of seven years. Similarly, faculty employed on grant or contract funds can only serve for seven years. However, the University can make temporary and grant and contract faculty eligible for tenure by stipulation.

"Another feature is the inclusion of the Board's action last March to extend the probationary period from five to seven years," Mitchell observed. "A 7-year policy means that a faculty member is subject to final tenure review in the sixth year and that the seventh year is terminal for faculty not being recommended for tenure. In the case of faculty receiving a positive recommendation, tenure will be effective with the beginning of the seventh year."

An equivalency provision, making it possible to convert prior part-time service at Western to equated full-time service, and a provision for shortening the probationary period for full-time service at another University, are permitted by the revised policy, if mutually acceptable.

Terminations will continue to be accomplished in the usual ways, except that the letter of notification will now come from the appropriate vice president to assure proper standards of notification.

The new policy points out that it is the individual faculty member's responsibility to provide relevant information for consideration by his or her peers.

Prior to submitting the policy to the Board at the October meeting, Vice President Mitchell sent each Trustee an explanation of the recent alterations to the policy, approved by the Faculty Senate. The relevant portions follow:

"In the course of the September Senate

meeting, a number of points were raised concerning various aspects of the policy, especially where changes had been suggested by the administration. Certain clarifying statements and assurances were made at that time, and we will, in cooperation with the Senate Executive Board, include these as explanatory material in the forthcoming edition of *University Policies and the Faculty*. While the exact language might change somewhat as we discuss the matter with the Senate Board, I think the substance of these clarifications is captured in the following commentaries:

"Article I—No comment necessary."

"Article II—There were two concerns here. The first related to eligibility for tenure which, under the new policy, is limited to 'faculty on continuing Board appointment,' the intention being to keep temporary faculty out of the tenure stream. Although the matter is settled by implication, it seemed necessary to say that temporary faculty would not be employed beyond the normal probationary period. Temporary faculty could, therefore, serve a maximum of seven years, since to continue them beyond that point would mean a *de facto* grant of tenure. Similarly, faculty employed on grant or contract funds would be able to serve a maximum of seven years. In the case of either temporary or grant-funded faculty the University could, of course, render them eligible for tenure by specific stipulation."

"The second concern related to the notion that grant or contract funded faculty are normally not eligible for tenure, and that the University must make them eligible by stipulation. This is a change from present policy and was deemed necessary to preclude misunderstandings. No one ought to receive tenure through error or omission, and we have inadvertently granted tenure under these conditions in the past."

"Article III—The seven year probationary period should be understood to mean that the faculty member is subject to final tenure review in the sixth year, and that the seventh year is terminal for faculty not being recommended for tenure. (Again, to continue an appointment beyond the seventh year is considered by the courts to be a *de facto* grant of tenure.)"

"In the case of faculty receiving a positive recommendation, tenure would be effective with the beginning of the seventh year."

"The equivalency provision in this Article makes it possible to convert prior part-time service at Western Michigan University to equated full-time service, and Article II specifies that the equation of such service is negotiable. Technically the faculty member might be entitled to full conversion (e.g., ten years at half-time equals five years at full-time), but frequently this could work a hardship on the faculty member. A different conversion could therefore be mutually agreed. Under the provisions of Article IV, any such stipulations are to be expressed in writing."

"Article III also provides for a shortening of the probationary period for faculty who have had full-time service at another University. Here again a full equation of this service may not be in the best interests of the faculty member, and it is the intent of this Article to permit a mutually acceptable conversion."

"The section providing for early review caused a good deal of difficulty. To put the matter in its briefest compass, it is the intent of this section that the granting of the request for an early tenure review by the Dean and the Vice President constitutes an assurance that, providing the candidate is acceptable to the department, tenure will not be denied by the Dean or the Vice President."

"Article IV—No comment necessary."

"Article V—There was some concern here that the changed language would permit or encourage terminations outside of the University's normal policy framework. Terminations will continue to be accomplished in the usual ways, except that the letter will now come from the Vice President. This will assure that the proper standards of notification—not always adhered to in the past—will be observed."

"Article VI—No comment necessary."

"Article VII—Concerning the personnel file, the 'faculty member's responsi-

bility" is not to be interpreted as granting access to otherwise confidential evaluative materials. Rather, it is intended that the faculty member be allowed to furnish materials for the consideration of his or her peers, and that there is an obligation on the part of the faculty member to provide relevant information. Since the criteria for tenure are spelled out in detail, the faculty member should be aware of what is needed. The single most persistent complaint in these matters is by the candidate who claims that his colleagues did not have the full story: this section places the responsibility for telling that story on the candidate."

"The remaining articles did not require elaboration in the minds of the Executive Board."

The new policy is as follows:

Tenure Recommendations (accepted by Faculty Senate September 12, 1974) to the Tenure Policy (approved by Faculty Senate February 28, 1974)

ARTICLE I:

STATEMENT OF PRINCIPLE

Academic tenure defines the character of faculty appointments in institutions of higher education as continuous until retirement for age or physical disability, or dismissal for adequate cause, or unavoidable termination on account of financial exigency or significant reduction in institutional program. In awarding tenure, the university expresses its commitment to assuring academic freedom and to recognizing and rewarding professional achievements. The acceptance of tenure expresses the long-range commitment of the faculty member to the enhancement of university programs and the academic quality of the institution. In recognition of these commitments and of the effects of tenure decisions upon the nature of the institution, the quality and diversity of its programs, and its ability to maintain academic quality through periods of change, it is essential that faculty review be thorough, fair and in accord with clearly stated criteria and procedures.

ARTICLE II:

ELIGIBILITY FOR TENURE CONSIDERATION

Only faculty on continuing Board appointment are eligible for tenure. Faculty in other appointment categories who acquire a continuing Board appointment shall, at the time of their change in appointment, negotiate with the appropriate department and college all factors contributing toward tenure status. Allowance shall be made for prior experience in relation to its appropriateness to the new appointment.

Any person whose appointment is dependent upon grant or contract funds is normally not eligible for tenure. A person who is eligible must be notified of this in writing at the time of appointment.

ARTICLE III:

PROBATIONARY PERIOD

Faculty members shall serve a probationary period which shall not exceed seven consecutive years of continuing appointment or their equivalent. Allowance may be made for full-time service at the rank of instructor or higher in other institutions of higher learning. The exact number of years applied toward the probationary period at Western shall be stipulated at the time of initial appointment, but shall not exceed three.

A leave or leaves of absence totaling two years or less shall not void the continuity of the probationary period. A maximum of one year's leave may be counted toward completion of the probationary period, if the leave is for scholarly or professional purposes, and provided that written approval is given by the Vice President for Academic Affairs at the time the leave is granted.

Under exceptional circumstances, a department may request an early final tenure review for a faculty member. If the Dean of the College and the Vice President for Academic Affairs approve the request, the early review must follow the same procedures as a normal final review.

ARTICLE IV:

SPECIFICATION OF CONDITIONS OF APPOINTMENT

At the time of initial appointment the faculty member shall be advised in writing by the Vice President for Academic Affairs of the terms and conditions of employment and the University standards and procedures generally employed

in decisions affecting renewal and tenure. The department or college should also stipulate in writing any additional standards, requirements or procedures. In the event of a change in the faculty member's status, the terms of the new appointment shall be stipulated in writing.

Analogous procedures shall apply to reappointment or change in appointment of a faculty member.

ARTICLE V:

TERMINATION OF PROBATIONARY FACULTY

If it is determined that the continuing Board appointment of a probationary faculty member should be terminated, written notice of termination shall be given by the Vice President for Academic Affairs according to the following schedule:

1. Not later than February 7 of the first academic year of the appointment or, if the appointment did not coincide with the start of an academic year, at least three months prior to the date of termination of the appointment.
2. Not later than December 15 of the second academic year, or if the appointment did not coincide with the start of an academic year, at least six months prior to the date of termination of the appointment.
3. Not later than twelve months before the date of termination of an appointment, if the faculty member has served two or more years.

ARTICLE VI:

CRITERIA FOR TENURE EVALUATION

Faculty shall be evaluated in accordance with clearly described university- and departmentally-approved criteria.

1. Teaching Ability

Competence in teaching is an absolute necessity for awarding tenure to teaching faculty. A faculty member's teaching ability shall be evaluated by students, colleagues, and department chairperson or head. Insofar as they pertain to teaching competence, efforts by the faculty member at curriculum development, innovation, and continuing self-education shall be included in the evaluation.

2. Professional Recognition

Professional recognition comes in many forms and may vary with the faculty member's discipline. Each department shall define and publish for its faculty the achievements and activities on which it places the highest value. In almost all fields, research, publication, and evidence of creative ability are considered valuable. Consequently, the publication of scholarly books, monographs and articles should be recognized. In the areas of literature and the fine arts, creative artistic production is a primary vehicle for achieving professional recognition. In many fields, external consultation and work with colleagues and advanced graduate students on research and scholarly projects are appropriate bases for recognition. In addition, holding office in national and state professional associations, and contributing papers or services to such organizations, are worthy of professional recognition. However, the relative value of any or all of these in considering tenure must be established and made known by each department.

3. Service

The faculty member shall have demonstrated competence and willingness in serving the needs of the department, the University and the community as a group member and, when possible, in leadership roles.

4. Departmental and University Goals

In their main emphasis, the direction and development of the faculty member's expertise in teaching and research shall be compatible with departmental and university goals. A high probability of continued growth and significant contribution to institutional programs which may reasonably be projected to remain or become consequential in the future should be demonstrated.

In all evaluations these four criteria shall remain dominant. Departments may wish to add more particular requirements. Such additions should be developed in accordance with departmental procedures, should be approved by the Dean

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Revised Tenure Policy

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and the Vice President for Academic Affairs, and should be provided in writing to all departmental faculty.

ARTICLE VII:

SYSTEMATIC TENURE REVIEW

Departments may adapt and develop in greater detail the procedures set forth in this policy but they shall not omit or contravene its essential features.

Each department shall establish a tenure review committee of tenured departmental faculty members to conduct the systematic review of probationary faculty. The size of the committee and the role of the department chairperson shall be determined by the department, with the approval of the Dean, with due regard for the size, complexity and diversity of the department.

The department shall maintain, for the use of the tenure committee and the chairperson, a comprehensive personnel file containing information bearing on the faculty member's qualification for tenure. While the file may be supplemented from other sources, it is the faculty member's responsibility to insure the presence of complete and up-to-date information.

Evaluation shall be based on the four University criteria and others specified by the department. Consideration must include, but is not limited to: student evaluations; colleague evaluations based on direct observation and on examination of the faculty member's publications, papers, presentations, course materials and committee work; administrative evaluation in areas where the administrator has directly observed the faculty member or the products or consequences of his or her activities; and statements and materials provided by the faculty member.

Every second year following the initial appointment, the tenure review committee shall conduct a review of the qualifications and performance of the faculty member. The committee shall submit a written report and recommendations to the chairperson, who shall communicate these in writing to the faculty member. This report should provide the candidate with a clear description of current status, as well as any remaining requirements or improvements necessary for achieving a favorable tenure recommendation. The report and recommendations, together with copies of the personnel file and the statement to the candidate, shall be submitted to the Dean for approval.

The Dean forwards the material to the Vice President for Academic Affairs for consideration, either noting approval or submitting an independent statement, a copy of which should be sent to the faculty member and the departmental committee.

Every effort should be made to make the tenure review a constructive interchange, assessing the candidate's strengths, clarifying understandings, correcting errors, and assisting the faculty member in career development. In the event that the review process reveals serious deficiencies in the performance of the faculty member, the department should give serious consideration to terminating the appointment, even though the probationary period may not have run its full course.

In the years between reviews, the chairperson should confer with each probationary faculty member to assess the candidate's development in light of the previous recommendations. To the extent possible, the chairperson should assist the candidate in making necessary progress towards a favorable recommendation.

A summary of the tenure reviews and a copy of committee recommendations shall be preserved in the department and in the Dean's office. The faculty member may add a response or other pertinent information to the file.

ARTICLE VIII:

FINAL TENURE REVIEW AND NOTIFICATION

Before the end of a faculty member's sixth year of service at the University, or at least one year prior to the completion of his or her probationary period, there shall be a final tenure review. The results of this review constitute the department's primary contribution to the final tenure decision and hence the review should be comprehensive, accurate, and conducted entirely in accord with departmental and university policies and procedures.

Department Review

The departmental portion of the review shall be completed by February 15 of the review year, and shall involve evaluation from three sources: the tenure review committee, the tenured faculty of the department, and the department chairperson.

1. Tenure Review Committee

The tenure review committee shall prepare a written assessment of the current status of the faculty member with regard to all university and departmental criteria and requirements. Information and evaluation shall be included from students, faculty, administrative personnel and, if appropriate, from extra-departmental and extra-University sources. The extent and nature of the information obtained shall be sufficient to determine whether the candidate shall or shall not be recommended for tenure. The Committee's assessment of the faculty member's potential for long-term contribution to the attainment of departmental and university goals shall be a prime factor in its recommendations. The recommendation to grant or deny tenure, together with the committee's rationale for its decision, and all of the information assembled shall be transmitted to the department chairperson. The committee shall make its recommendation, and the information on which it was based, available to all tenured departmental faculty members.

2. Tenured Faculty of the Department

Following review of the recommendation and the supporting information, the tenured faculty shall prepare signed individual evaluations including a recommendation to award or to deny tenure. These shall be transmitted to the chairperson.

3. Department Chairperson

The department chairperson shall prepare an individual evaluation based on his or her professional judgment and unique position in observing and working with the faculty member.

In departments where the tenure review committee consists of the entire tenured faculty, reviews 1 and 2 above shall be combined. The chairperson shall transmit to the Dean his or her evaluation and recommendation, together with the recommendation and rationale of the tenure review committee, including the signed evaluations of the tenured faculty. All information pertinent to the review but not transmitted to the Dean shall be preserved in the department.

If the faculty member being reviewed is the departmental chairperson, there shall be no self-evaluation, and the other review functions normally performed by the chairperson shall be assumed by the chairperson or chairperson pro tempore of the tenure review committee.

University Review

Following departmental action, the appropriate Dean will review and recommend to the Vice President for Academic Affairs, who shall submit recommendations to the President of the University.

At these levels various administrative functions may be delegated to administrative personnel such as associate deans, but authority and responsibility remain with the deans and the Vice President.

1. Dean of the College

Following review of the departmental recommendations and the material on which they were based, the Dean shall formulate a recommendation to the Vice President for Academic Affairs. In addition to the materials assembled by the candidate and the department, the Dean may also consider additional information bearing on matters generally beyond the scope of departmental activity. The Dean's recommendation, together with the material on which it was based, shall be transmitted to the Vice President. All other material relevant to the review shall be preserved in the Dean's office.

2. Vice President for Academic Affairs

Following review of the departmental and college recommendations, the Vice President shall transmit tenure recommendations to the President of the University. All materials relevant to these recommendations shall be preserved in the Vice President's office.

3. Board of Trustees

Following review of the Vice President's recommendation, the President, or his or her designate, shall submit recommendations for the awarding of tenure to the Board of Trustees of Western Michigan Uni-

versity. Sole power to confer tenure rests with the Board of Trustees.

Notification of the Award of Tenure

Following action by the Board of Trustees, the faculty members who are awarded tenure shall receive written confirmation thereof.

Notification of Recommendation Not To Award Tenure

When the Dean transmits recommendations to the Vice President for Academic Affairs, he or she shall notify those faculty who are not to be recommended for tenure. The departmental chairperson and the chairperson of the tenure review committee shall also receive notification.

At the faculty member's request a conference shall be held with the Dean and/or the departmental chairperson, at which the reasons for the decision shall be reviewed, and an effort made to determine whether there have been errors in fact or substantial omissions. If the faculty member requests it, the departmental chairperson shall provide a written statement of the reasons for the recommendation.

If the Dean determines that the new evidence presented at the conference could result in a reversal of the decision, he or she shall initiate a reevaluation, and the faculty member, the chairperson, and the Dean shall agree upon the factors to be reevaluated. This reevaluation shall not preclude the faculty member's right to other appeal or grievance procedures.

If the Vice President for Academic Affairs reverses an affirmative recommendation, he or she shall notify the faculty member, the chairperson and the Dean. The faculty member shall have the same rights to conference, reevaluation, written reasons and to further appeal or grievance proceedings as at the college level.

ARTICLE IX: IMPLEMENTATION OF THE TENURE POLICY

1. This Tenure Policy shall be fully applicable to tenure considerations in the academic year 1974-75 and thereafter until duly amended.
2. Those faculty members whose "fourth year review" under the prior policy was held in the academic year 1972-73 shall complete their review under that prior policy. Faculty members whose fourth year review would occur in the academic year 1973-74 under the prior policy shall enter the new review schedule at the fourth year level.
3. Chairpersons shall confer with all faculty members holding continuing Board appointment at less than full-time and determine what equated value shall be allowed for prior part-time experience. A tentative schedule for future reviews shall be established commensurate with the anticipated level of appointment. These conditions are subject to approval by the appropriate dean. Award of tenure to a faculty member who routinely carries less than a full-time load does not constitute any commitment to full-time employment.
4. The procedures, criteria and standards adopted by departments shall be reviewed by the appropriate dean and by the Vice President for Academic Affairs to assure conformity with the University Tenure Policy. Approval of these departmental policies by the Vice President for Academic Affairs shall establish them, together with the University Tenure Policy, as the sole basis for tenure review of probationary faculty in the respective departments. These policies should be reevaluated periodically as experience dictates.
5. The Vice President for Academic Affairs shall ascertain that procedures incorporating the principles in this statement are employed in the Graduate College and in those academic units not affiliated with a College.
6. By the end of the first full semester following adoption of this tenure policy, each probationary faculty member shall receive a letter from the Vice President for Academic Affairs indicating the faculty member's status under the new policy and specifying any special conditions or considerations which are applicable. Generally this will reaffirm existing agreements but where changes in the tenure policy necessitate new decisions these will originate at the departmental level with review by the dean and the Vice President for Academic Affairs.

Change Applied Sciences' Names

Names of three departments and two curricula in the WMU College of Applied Sciences were changed last Friday by the Board of Trustees at its monthly meeting.

Mechanical engineering technology and electrical engineering technology were changed to mechanical engineering and electrical engineering, respectively, to provide proper recognition of the students' achievement under present programs, to comply with registration requirements recently enacted by the Michigan legislature, and to meet Engineers' Council for Professional Development accreditation requirements.

"As the curricula are calculus based, use engineering texts and have been described as engineering for many years, it is appropriate that the word 'technology' be deleted," explained Dr. Stephen R. Mitchell, vice president for academic affairs.

The name of the department of engineering and technology was changed to the department of industrial engineering. This action does not affect that department's current curriculum.

Award Utilities Expansion Contract

A \$267,970 campus utilities expansion project contract was awarded Friday to the low qualified bidder, Michigan Electric of Ravenna, by the WMU Board of Trustees.

It is part of the second phase of a three-phase utilities expansion program the University has had planned for many years, according to Vice President for Administration Myron L. Coulter.

The contract specifies the installation of underground conduits and wiring from present junctions at Miller Auditorium, west to the Industrial and Engineering Technology Building. This will complete the electrical loop by tying two existing electrical lines, thus giving more reliable electrical power to these two buildings, he explained.

In other action, the Trustees approved several remodeling projects for the third floor of the Administration Building. The projects, to be funded from Designated Fund Interest Income, are: secretary to the Board of Trustees, \$16,190; director, university information, \$10,940; conference room, \$16,620; vice president for finance, \$9,380; vice president for administration, \$9,380; and administrative assistant to the president, \$4,690.

The Western News



The Western News is published by the Office of University Information each Thursday when classes are in session during fall and winter semesters.

Created to disseminate news to the entire University community, distribution is by mail to faculty, staff and emeriti, and students may pick up copies at several on-campus locations. Items should be submitted by noon Monday for publication.

University Information office hours:

8 a.m.-5 p.m., Monday-Friday.

Telephone: 383-0581.

Martin R. (Joe) Gagie, Director; Patricia M. Coyle, Associate Director.

'Purlie' To Be Produced on Campus

For the fifth consecutive year the performing arts areas at WMU will combine talents to produce a major musical, "Purlie," in the James W. Miller Auditorium at 8 p.m. Oct. 31 and Nov. 1 and 2.

"Man of La Mancha," presented in the Shaw Theatre in the fall of 1970, began the series which in the

past three years has included "West Side Story," "The Most Happy Fella" and "Oklahoma!" "Purlie," like the three previous productions, is being jointly presented by the University Theatre, departments of dance and music and Miller Auditorium.

"Purlie" is a musical comedy

which was named "Best Musical of 1970" and it catapulted both Cleavon Little and Melba Moore to stardom as a result of their performances as Purlie and Lutie Belle. Both performers received Tony Awards as "best actor and actress in a musical." "Purlie" is adapted from the play "Purlie Victorious" written by black playwright-actor-director Ossie Davis and originally produced in New York in 1962.

Dr. Robert L. Smith, director of theatre, is directing "Purlie" in collaboration with William C. Appel, associate professor of music, as musical director, and Ms. Loretta C. McCray, assistant professor of dance, as choreographer. Appel, McCray and Smith staged "Man of La Mancha" in 1970, and Appel and Smith handled the direction of both "West Side Story" in 1971 and "The Most Happy Fella" in 1972. Appel was musical director for last season's "Oklahoma!" Assisting with the musical direction as choral director is Ms. Mary Linduska, a graduate student in music from the University of Illinois.

Designing the setting and supervising the technical direction is William E. Livingston, assistant professor of communication arts and sciences, who directed "Oklahoma!" and will be directing and designing "The Tempest" later this season. Costumes for "Purlie" are under the supervision of Ms. Jill K. Peterson, instructor of communication arts and sciences, and the new University Theatre costumer. She is being assisted by Karla Spaulding. Accompanists for the rehearsals are Mary Clare Barker and Jane Gallatin.

Reserved seat tickets for "Purlie" are on sale at the Miller Auditorium ticket office each week day between 10 a.m. and 7 p.m. Tickets are available for all three performances and are priced at \$3.00. Telephone reservations may be made by calling the ticket office at 383-0933.

Offer Stained Glass Workshop

An art form widely used during the Middle Ages will be taught here at a workshop in stained glass Oct. 25-26.

Michael Caudle, craftsman from Hamtramck, will conduct classes from 9 a.m. to 5 p.m. on Friday and Saturday in 1207 Sangren Hall. The fee for students is \$10 and \$15 for all others.

Sponsored by the WMU department of art, the workshop will teach techniques in the use of copper foil, glass painting and firing, and lead cane. Glass, copper and lead will be provided by the department, while students will be required to supply their own soldering irons, glass cutters and a design for an object not to exceed 30 pieces.

Additional information and pre-registration for the workshop may be made by calling the WMU art department, 383-0407.

Vets Plan March, Rally

A march in support of Proposal B on the Nov. 6 Michigan election ballot, which requests a bonus for Vietnam era veterans, will be held Monday, Oct. 28, beginning at noon in Western's Read Fieldhouse parking lot. Participants will rally at Bronson Park until about 3 p.m.

The march, sponsored by Western's Veteran's Club in conjunction with area veteran's organizations, is open to all interested persons.

WMU vs. Ohio

On Parents' Day

Western Michigan's football team returns home for a Mid-American Conference meeting with Ohio University after snapping a three-game losing string on a last-minute field goal at Marshall. Kickoff time at Waldo Stadium for this Parents' Day contest is 1:30 p.m. Saturday.

At Marshall, Mike Canfield converted an 18-yard field goal with 17 seconds remaining for a 20-17 triumph. Also playing big parts in the win were quarterback Pepper Powers with 12 of 24 completions for 183 yards in his second start, flanker Ted Forrest, with six receptions for 102 yards and halfback Dan Matthews with 138 yards rushing.

The Broncos, now 3-4 on the season, are winless in their three MAC starts to date, bowing 21-13 to Bowling Green and 31-24 to Toledo, both at Waldo Stadium, and 28-6 at Kent State.

Touch Football Monday

The Intramural Touch Football League finals will be played in Waldo Stadium on Monday, Oct. 28. Championships will be determined in three divisions. The Residence Hall first flight game is scheduled for 4:15 p.m. The Independent game will be played at 5 p.m. and the Fraternity game is scheduled for 5:45 p.m.

The games also will be carried on the campus radio WIDR for those who cannot attend.

Cross Country Here

Coach Jack Shaw's varsity cross country squad will run at home Saturday at 11 a.m. against Loyola of Chicago.

Reschedule Golf Tourney

The Intramural Individual Golf Tournament has been postponed. The new date for the event will be Friday, Oct. 25. A new course also has been assigned with play to be at the Ridgeview Golf Course, located on West Main (M-43). Entries were due yesterday.

Soccer at Ball State

Coming off a tough 2-0 defeat at the feet of the Purdue Boilermakers, the Western Michigan soccer team attempted to rebound against Michigan State yesterday, and at Ball State Saturday. Results of the MSU match were not known at press time.

Job Openings

Below is a listing of the position openings currently being posted by the University Personnel Department, for current University employees.

Regular full-time and regular part-time employees interested in applying for these positions should submit a Job Opportunity Program application form to the Personnel Department during the posting period.

Secretary II, C-3 (H-05) Honors College—posted 10/17-10/23

Computer Center Operation Supervisor, E-9 Computer Center—posted 10/17 thru 10/23

Postal Clerk I, C-1 (H-02) Faculty Post Office—posted 10/22-10/28

Receptionist, C-3 (H-04) Graduate College—posted 10/22-10/28

Select Curtis-Smith Composition For International Music Week

A composition written by WMU composer/pianist C. Curtis-Smith is one of 15 works selected in an international competition to be performed this week at the Gaudeamus International Music Week in The Netherlands.

The work, "A Song of the Degrees" for two pianos and percussion, will represent the United States at the festival and also will be performed next January in Montreal at McGill University as part of a two-day festival devoted to compositions by Curtis-Smith.

Another one of his compositions, "Ordres" for solo piano, was performed last week in Bucharest and Warsaw as part of an Eastern European tour by University of Colorado artist-in-residence David Burge. Curtis-Smith wrote "Ordres" for Burge, who will perform Nov. 2 at the University of Michigan, Nov. 4 at WMU and Nov. 7 at the Eastman School of Music.

Curtis-Smith's "Five Sonorous Inventions" for violin and piano recently was approved by the editorial board of Composers Recordings Incorporated (CRI) for recording and it will be released on the CRI label soon, as will "Ordres."

Earlier this year, Curtis-Smith was commissioned by the American Dance Festival to write an orchestral work for the St. Paul, Minn., Chamber Orchestra and the Louis Falco Dance Company of New York City. The completed work, "Winter Pieces," was premiered July 26-27 on the campus of Connecticut College, New London, Conn., at the American Dance Festival and it will be repeated in Alice Tully Hall at New York City's Lincoln Center sometime during the current season.



Curtis-Smith

His composition "Comedie" for two sopranos and chamber orchestra was awarded the Koussevitzky Prize for the Best Composition written at the Tanglewood Music Festival, Lenox, Mass., in 1972. He performed Ravel's "Left Hand Concerto" as a soloist with the Spokane Symphony this past summer at EXPO '74.

Curtis-Smith, an assistant professor of music, recently was commissioned by internationally-known harpsichordist Igor Kipnis to compose a piece for solo harpsichord. During the past year, he also received a WMU faculty research grant and research fellowship to compose a work for piano and orchestra which he is still at work on.

He will work with the performers in rehearsal this week in the Netherlands. His trip is being sponsored by Western's department of music, College of Fine Arts and the Academic Services Office.

Musicians, Magicians To Present Halloween Show in Recital Hall

Musicians and magicians will haunt Western's Oakland Recital Hall on Halloween night, Thursday, Oct. 31.

In the public interest, the WMU music department feels it must warn the timid and weak of heart about Gerald Fischbach's recital at midnight! Rumor has it that some of the music on the program was written by the devil himself. His spirit will prevail during the "Devil's Trill Sonata" by Tartini-Lucifer, "Halloween" by Charles Ives, and Beethoven's "Ghost Trio," and he just might appear during a jazzy surprise which we are told is absolutely electrifying!

Helping Dr. Fischbach conquer the forces of evil are a cast of thousands, including pianist Mary Jane Rupert, cellist Herbert Butler, moogist William Allgood, hoboist-hooter Dee Ann Benedict, chain rattler Tony Lavender, archangel Rob Hayes, pied piper Ken Morgan, and various other friendly ghosts and goblins.

Refreshments will be served at intermission and will include a mysterious blood-red punch and ladyfingers. Admission to the recital is free, and attire appropriate to the evening's celebration, while not required, is looked upon most favorably by the spirits in charge.

Those who finish their trick-or-treating early, may proceed to the recital hall this same evening for a program of thaumaturgy, sorcery and modern mysteries. Magic will transpire by the careful hands of Don Zigler and company, illusionists; Tom and Beth, magicians extraordinaire; Brad Weage, prestidigitator; and Chris Smith, master of illusion. The 49c admission fee to the magic show, to be found in a nearby graveyard, will be used to benefit Phi Mu Alpha Sinfonia projects and scholarship fund.

Ghosts, goblins, witches and wizards in the area will be most welcome to join the activities Halloween night; the magic shows at 8 and 10 p.m., and the recital at midnight.