



# WESTERN *Official* NEWS

Volume 2, Number 2

September 27, 1973

## Sabbatical Leave Policy Undergoes Changes

### WESTERN FAMILY

"Now Music for Chromaharp or Guitar," by DR. ALFRED BALKIN, associate professor, Music, has been published by Neil A. Kjos Music . . . DR. SAMUEL O. MILLER, associate professor of Social Work, authored a chapter of the new volume *Child Caring: Social Policy and the Institution* . . . ELI SEGAL, manager of Audio Services, Division of Instructional Communications, spoke on "Images of Women in the Media" at the Indianapolis meeting of the Popular Culture Association . . .

*Michigan History* contains an article, "Continuity in Rural Land Ownership, Western Kalamazoo County, Michigan, 1830-1861" by DR. CHARLES HELLER, professor of Geography . . . DR. JACK MICHAEL, professor of Psychology, has been named to the Council of Representatives of the American Psychological Association . . . HANS STOLLE, recently resigned from the Geography Department, authored, "Michigan Tornado Severity Regions" published in *Michigan Earth Scientist* . . . DR. DALE VARBLE, assistant professor of Marketing, is the author of "That's

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### CLERICAL UNIT VOTE OCTOBER 31

PAYROLL PERIOD ELIGIBILITY  
DATE: September 7, 1973

DATE AND TIME OF ELECTION:  
Wednesday, October 31, 1973  
7 a.m. to 11 a.m., 2 p.m. to 6 p.m.

PLACE OF ELECTION: Student  
Center, Western Michigan Uni-  
versity, Kalamazoo, Michigan

THE APPROPRIATE COLLECTIVE BARGAINING UNIT: All full-time and regular part-time employees\* classified as clerical (C) employees employed by Western Michigan University on its Kalamazoo, Michigan campus excluding irregular part-time, temporary, seasonal and casual clerical employees, graduate assistants, interns and practicums, student and college co-op student employees, trainees in special purpose training projects, special project employees, confidential employees, employees classified as professional, technical and administrative employees, non-clerical safety and security employees, supervisors and all other employees.

\*Regular part-time employees being regular employees who are part time but average twenty (20) or more hours of work per week during a period of six (6) consecutive months.

### PART-TIME FACULTY BECOME ELIGIBLE

Sabbatical leaves are intended primarily to encourage and promote the professional growth of the faculty and to enhance their scholarly and teaching effectiveness. Such leaves contribute to the accomplishment of these ends by enabling the faculty to undertake specific, planned activities involving study, research, scholarship, and creative work of mutual benefit to the faculty member and the University.

#### 1. Eligibility for Sabbatical Leave

- A. The term "faculty" shall include all members of the University holding academic rank.
- B. A sabbatical leave may be granted to any faculty member at Western Michigan University who has served in a full-time capacity for at least six years, or the equivalent of six years of full-time service in a Board-appointed position. Equivalency shall be computed by adding appropriate fractions of full-time service to any full-time service during the period following the faculty member's initial Board appointment or last sabbatical leave at Western. Such leave may not be awarded to the same person more than once in every seven years, and leave time shall not be cumulative. The granting of a sabbatical leave shall be without distinction as to rank, Department or College affiliation, full-time or part-time status, or total years of service at the University.
- C. Two years of any full-time service or experience outside the University that has counted to reduce the length of the tenure probationary period shall count as one year toward fulfillment of the eligibility period, as shall one year in any six-year period spent on approved leave of absence from Western Michigan University for purposes of professional growth.

#### 2. Requirements for Sabbatical Leaves

- A. The sabbatical project must require a lengthy period of continuous release from normal faculty responsibilities—at least one full semester—and should not be accomplishable in shorter intervals and with other forms of assistance already available for professional growth (e.g., the Spring or Summer Terms, faculty research grants, released time, etc.).
- B. Applicants for sabbatical leaves must inform the University of other salaries, grants, fellowships, or financial support they expect to receive (or do receive) during the period of leave. The combined income from such sources and the sabbatical grant should not exceed the faculty member's salary, research ex-

penses, travel, and relocation costs associated with the leave.

- C. A person granted sabbatical leave must agree to return to his University duties for at least one year or the equivalent following the leave.
- D. By the end of the first semester following their return to the campus, recipients of sabbatical leaves must file a written account of their sabbatical activities and accomplishments with the University Sabbatical Leave Committee, their Dean, and their Department Chairman.

#### 3. Selection Process

- A. Applications and proposals must be filed with the Department Sabbatical Leave Committee not later than October 1 of the year preceding the fiscal year in which the applicant wants leave. Proposals approved by both the Department and the Dean should reach the University Sabbatical Leave Committee not later than November 1; and that body's recommendations should reach the Vice President for Academic Affairs not later than December 1. Normally proposals approved by the Department and the appropriate Dean shall be granted.

#### B. The Departments

- (1) Each Department shall establish a Sabbatical Leave Committee, which will assume the primary responsibility for evaluating and approving all sabbatical proposals in the Department. This committee shall determine if a proposal meets the established University criteria and, if, in their professional judgment, it is worthy of support. They shall then, in conjunction with the Department Chairman and others directly affected, decide whether the granting of the leave(s) would seriously impair the Department's effectiveness.
- (2) If the proposal is approved—and normally Departments should be supportive of worthy projects—the Department Chairman shall prepare a specific written explanation of how the Department intends to deal

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### AFFIRMATIVE ACTION PLAN NEARLY COMPLETE

The University Affirmative Action Plan is nearing completion. Perhaps the most important area yet to be tackled is the establishment of realistic goals and timetables at the departmental level. In order to accomplish this task, it is necessary that an individual in your department be selected to serve as your departmental Affirmative Action representative. This individual could be you, someone appointed by you, or someone elected by the members of your department. The characteristic duties of this individual will be: to attend bi-weekly or monthly meetings of one and one half to two hours in length; to familiarize herself or himself with Affirmative Action materials and other forms provided by the Affirmative Action Coordinating Committee; to work with the Affirmative Action Coordinating Committee and the department in establishing departmental goals and timetables; and to present a semi-annual and an annual progress report on the department's progress toward achieving its projected goals.

The name of your departmental Affirmative Action representative is to be submitted to me by September 25, 1973 so that orientation meetings may begin early in October. In submitting the name of the individual, please include the days of the week and the times during which the individual is free to meet for one or two hours.

Robert W. Ethridge

Chairman, Affirmative

Action Coordinating Committee

(Communication to Department  
Heads and Chairpersons)

### Budget \$3 Million For Capital Outlay

The Michigan Legislature has appropriated approximately \$3 million for capital outlay projects for the fiscal year 1973-74. Projects which have been funded for the current year are:

1. Planning and start of construction of a new Fine Arts Building for music and dance.
2. Start of construction for the air conditioning of Sangren Hall.
3. Acquisition of land for the site of a College of Business building.
4. Continuation of campus underground utilities.
5. Campus lighting in the area of McCracken Hall.

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## WESTERN FAMILY

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an Excellent Idea But: Planning for Cooperation in Research and Other Projects" published in the *Journal of Market Research Society*, of London, England. DR. VARBLE and JIM L. GRIMM, assistant professor of Marketing, are the co-authors of "Sunday Retail Sales," published as an article in the *Southern Journal of Business* . . . JOSEPH MUTHIANI, instructor in Linguistics, is the author of the newly published book, *Akamba from Within: Egalitarianism in Social Relations*, an ethnographic study of the Akambo people of Kenya . . . LEON D. NOBES, assistant professor of Communication Arts and Sciences, is the author of "Protracted Conflict and Our Alternatives" in *The Diary*, a publication of Alpha Kappa Psi . . . **Schedule Effects: Drugs, Drinking and Aggression**, published by the University of Toronto Press, contains a chapter by DR. RONALD R. HUTCHINSON, adjunct associate professor of Psychology, and GRACE EMLEY, a graduate student from Hickory Corners . . . DR. HAYM KRUGLAK, professor of Physics, has written *Basic Mathematics with Applications to Science and Technology*, published by McGraw-Hill and selected as an offering of the Electronic and Control Engineers Book Club . . . DR. JAMES A. JAKSA, associate professor of Communication Arts and Sciences, was a featured speaker at the Christian Preaching Conference, at Chicago, discussing "Opening the Closed Mind" . . . J. MICHAEL WALSH, instructor in General Business, has written "The Changing Face of Michigan Banking: 1961-1971" published in *Studies in Michigan Banking* . . . DR. DONALD F. SELLIN, professor of Special Education, with a University of Wisconsin faculty member, has written "Incidental Learning of Mildly Mentally Retarded and Normal Children Under Two Conditions" for *The Training School Bulletin* . . . DR. ROBERT HAWKINS, associate professor of Psychology, and CHRISTOPHER MILAR, a graduate student, presented a paper "Inflation Strikes Behavior Analysis: Distorted Effects from Using Interval Recording" at the Kansas Conference on Applied Behavior Analysis . . . DR. DOROTHY J. MCGINNIS, director, Reading Center and Clinic, served as chairman of the "Approaches to Teaching College Reading: Reading-Study Skills," at the Denver conference of the International Reading Association . . . DR. OSCAR H. HORST, chairman, Department of Geography, was a member of the U.S. State Department-sponsored delegation to the General Assembly of the Pan American Institute of Geography, held at Panama . . . DR. LAUREL A. GROTZINGER, professor of Librarianship, authored eight book reviews included in the *American Reference Books Annual, 1973* . . . DR. ROGER ULRICH, research professor of Psychology, spoke on "Violence and Social Change" at Stockton (New Jersey) State College . . . DR. JOHN P. COMAROMI, associate professor of Librarianship, was a featured speaker at the Annual Colloquium of the School of Library and Information Services, at the State University of New York at Albany . . . DR. PHILLIP T. LARSEN, associate professor of Natural Science has been elected to the Board of Directors of the Michigan Science Teachers Association . . . DR. KENNETH B. ENGLE, professor of Counseling and Personnel, and DR. THOMAS K. WILLIAMS, director

## SET STUDENT TEACHER EVALUATIONS

Written evaluations submitted by cooperating teachers for Western Michigan University student teachers are divided into four categories. They are as follows:

- Midsemester Evaluation of Elementary Directed Teaching
- Final Evaluation of Elementary Directed Teaching
- Progress (Midsemester) Report of Secondary Directed Teaching
- Final Evaluation of Secondary Directed Teaching

According to official University policy, adopted November 27, 1972, and scheduled to go into effect September 1, 1973, directed teaching evaluations which are over five years old are no longer used as an active recommendation in a candidate's placement credential file. In addition, since September, 1973, any candidate who wishes to have his or her evaluation shown to any employer, or reproduced and mailed to an employer, gives written authorization on the form itself. The following policy statement is therefore agreed to:

1. Directed teaching evaluations, once they are forwarded to the Career Planning and Placement Office for each candidate, remain a part of that candidate's file, and are reproduced for or shown to an employer along with other credential data on that candidate. After the five year period, these evaluations are no longer used unless the candidate indicates to the Career Planning and Placement Office in writing that it should be included.
2. Midsemester or Progress Reports reflect only interim evaluations, and are shown to or reproduced for an employer only until the final evaluations are in. All mid-term reports are destroyed when the final evaluations are placed in a candidate's file or when the placement year ends on August 31, whichever occurs first.
3. Once a candidate signs a directed teaching evaluation form, such evaluations remain a part of the active credentials of that candidate until the five years are up. However, if a candidate has an unsatisfactory directed teaching experience, the evaluation on that experience may be removed if the candidate subsequently completes a more favorable experience, and substitutes the evaluation on that experience for the initial one.
4. Directed teaching evaluations of individuals who are not registered with the Career Planning and Placement Office are shown to or mailed only at the request of the employer.

of Alcoholism Services at the Battle Creek Sanitarium, are co-authors of "Effect of an Ounce of Vodka on Alcoholics' Desire for Alcohol" published in *The Quarterly Journal of Studies on Alcohol* . . . DR. RICHARD MALOTT, associate professor of Psychology, presented a paper "The Design of an Educational System for Mental Health Professionals" at a conference sponsored by the West Virginia University Department of Psychology . . .

DR. J. LINDSLEY FOOTE, associate professor of Chemistry, has been elected to the American Society of Biological Chemists . . . DR. BENJAMIN EBLING, professor of French, is the author of "Toward the Teaching of Authentic French Culture at the Secondary Level" which appeared in *French Review* . . . DR. CHARLES VAN RIPER, Distinguished University Professor, is the author of *The Treatment of Stuttering*, a book recently published by Prentice-Hall . . . DR. MYRON H. ROSS, professor of Economics, has written "Probability, Games, Regret and Investment Criteria" for *Engineering Economist* . . . DR. MILTON R. CUDNEY, professor, Counseling Center, served two days as a guest lecturer at the Ohio State University . . . DR. RAYMOND DANNENBERG, chairman, Distributive Education, served as a judge in the Management Decision Making—Human Relations competition at the Atlantic City Career Development Conference of the Distributive Education Clubs of America . . . CHARLES A. DAVIS, associate professor of Engineering Technology, is the author of *Industrial Electronics: Design and Application*, a book recently published by Charles E. Merrill Publishing Company . . . DR. HAROLD L. RAY, professor of Physical Education, spoke on "Sport Art in the U.S.A.: Hudson River to Ash Can" at the Columbus, Ohio, meeting of the North

American Society for Sport History . . . DR. MARGARET S. LARGE, professor of Physical Education, has been awarded the Michigan School Health Association's Distinguished Service Award . . . The Michigan Occupational Therapy Association has presented DEAN TYNDALL, chairman, Occupational Therapy, with its 1973 Distinguished Service award . . . DR. ROBERT BETZ, professor of Counseling and Personnel, is president-elect of the Michigan Personnel and Guidance Association . . . DR. SAMUEL I. CLARK, director of Honors, has been selected as an associate of the Danforth Foundation . . . "Training the Difficult Retardate," a monograph by DONA GORDON, an instructor in Special Education, has been published by Temple University . . . KEITH MICKLE, of the Physics Department electronics shop, CARL ENGELS, chairman, Science Area, College of General Studies, and DR. T. THOMAS DICKINSON, a Western alumnus now on the faculty of Washington State University, are represented by articles in the "Apparatus Notes" section, edited by DR. HAYM KRUGLAK, professor of Physics, in the *Journal of Physics* . . .

DR. DARRELL JONES, associate dean, College of Business, has been named chairman of the Michigan Council of Business School Deans . . . **Renaissance Europe 1300-1517**, a book by DR. ERNST BREISACH, chairman, History Department, has been published by Macmillan Company . . . "The Ability of Color-Vision Defective and Color Normal Early Elementary and Junior High School Students to Utilize Color," by DR. ALONZO E. HANNAFORD, associate professor of Special Education, appears in *Research in Education* . . . DR. E. J. ASHER, JR., director of Institutional Research, is the author of "Survey of High

School Students' Attitude Toward College Attendance" which was published in *Research in Education* . . . DR. JOHN R. LINDBECK, professor of Industrial Education, was the only delegate from the United States to be a speaker at the conference on International Perspectives of Design Education, held at the University of Keele, England . . . **Community Education Journal** includes "Some Thoughts on the Minnesota Model for Community Education Development" by DR. GERALD MARTIN, director, Community School Development Center, and GEORGE S. WOOD, JR., assistant director . . . DR. SHARON A. RATLIFF, assistant professor of Communication Arts and Sciences, discussed "Descriptions of Current Teacher Preparation Models and Possible New Models for Preparing Secondary School Communication Teachers" at the Chicago conference of the Speech Communication Association . . . DR. CHESTER L. HUNT, professor of Sociology, spoke on "Social Distance and Social Policy in the Philippines" at the Paris, France, meeting of the International Congress of Orientalists . . . Speaking at the Atlanta, Georgia, National Study-Action Conference of the American Association of Elementary-Kindergarten-Nursery educators were: DR. JAMES BURNS, associate professor of Teacher Education, "Play—A Child's Work;" RONALD CROWELL, assistant professor, "Developing Thinking Skills Through Open-Ended Assignment Cards;" and DR. RICHARD HARRING, associate professor, "What Do I Believe? Exploring Value Clarification Strategies" . . .

DR. RALPH STEINHAUS, associate professor of Chemistry, is a co-author of "Exchange Reaction Between Ethylenediamine-Diacetonickel (II) and Copper (II)," published in *Inorganic Chemistry*. His co-author is ROBERT SWANN, a former student . . . DR. FRANK JAMISON, manager, Television Services, served as Broadcasting Production Director for the 1973 Boy Scout Jamboree-East, held near Pittsburgh . . . C. N. VAN DEVENTER, associate professor of Transportation Technology, RONALD SACKETT, an assistant professor, and DAVID A. GRUPCZYNSKI, a Wyandotte senior, discussed Western's aviation program over WWWE, a Cleveland radio station . . . DR. CHARLES B. KEELY, associate professor of Sociology, is represented in *International Migration Review* by "Phillipine Migration: Internal Movements and Emigration to the United States."

DR. ROBERT L. SMITH, professor of Communication Arts and Sciences and director of University Theatre, was a member of the Missouri Repertory Theatre which observed its tenth anniversary season last summer at the University of Missouri-Kansas City . . . DR. LAUREL GROTZINGER, professor of

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**BUDGET FOR CAPITAL OUTLAY**

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**6. Repair of window units in West Hall.**

Planning is underway for each of these projects and construction on the major items will begin prior to June, 1974.

Construction which is either completed or scheduled for completion during the current academic year include:

1. Waldo Stadium—completed September, 1973.
2. Recreation Building—completion June, 1974.
3. Moore Hall Conversion into offices and classrooms—completion in December, 1973.

A portion of West Michigan Avenue from Marion Street to Dormitory Road (between Sangren and Henry Halls) will be closed in late November upon the opening to traffic of Howard Street between Michigan Avenue and Kendall Avenue. In relation to the closing of West Michigan, plans are developing for the landscaping of the closed portions of West Michigan, VandeGiesen and Gilkison. In addition, studies are underway for the improvement of internal campus roadways and the addition of parking areas around the perimeter of the main campus.

**Fall Enrollment****Stands at 20,922**

The enrollment for the Fall semester at Western has reached gratifying proportions. The total of 20,922 students is just slightly below the enrollment in the Fall of 1972. Official statistics show that although there was a modest decrease in overall undergraduate enrollment, there was an increase of nearly 350 graduate students, and full-time graduate enrollments nearly doubled. In addition, the number of beginning freshmen is slightly larger than in the Fall of 1972. The number of transfer students is approximately 225 below last year at this time. The average number of credit hours carried by undergraduate students is approximately the same as in 1972. A somewhat surprising increase of nearly one percent has raised the non-resident enrollment to nearly 1400, compared with just over 1200 in 1972. Western continues to enroll nearly two-thirds of its students at the junior, senior and graduate levels.

Total undergraduates	17,340
Total graduates	3,582
	<hr/>
	20,922
Beginning freshmen	3,194
Transfers	1,875
Upper division	62.5% of total
Lower division	37.5% of total

**SABBATICAL LEAVE POLICY**

(Continued from page 1)

with the load of the faculty member during the period of leave.

- (3) The approved proposals and explanations shall be forwarded to the appropriate Dean, who shall either approve them and forward them to the University Sabbatical Leave Committee, or return them to the Department for reconsideration and possible resubmission.

**ACADEMIC ROOM RESERVATION POLICY**

The purpose of this policy shall be to insure maximum availability of academic facilities for University-sanctioned academic and social activities.

**General Regulations Pertaining to Use of Academic Buildings By All Groups**

1. All University regulations regarding smoking, the use of alcoholic or controlled substances must be followed.
2. The Office of Student Activities has the responsibility for the conduct of student groups while using University facilities, and has the authority to establish such rules and regulations as it deems necessary in order to carry out this responsibility.
3. The use of the athletic facilities will be subject to rental fees and regulations as established for their use.

**Procedures for Western Michigan University Student Groups**

1. Request for rooms within academic buildings must be initiated 48 hours preceding the activity to the Office of Student Activities, 2401 Student Services Building. (3-4015)
2. The Office of Student Activities, upon their confirming the eligibility of the group, will request a room reservation from the Registration Office.
3. The Office of Student Activities will send to the Registration Office 3 completed copies of the Room Request form which the Registration Office will use to officially confirm the reservation and to forward notice of the reservation to custodial and Safety & Security Office.
4. There will be no charge to student groups for room reservations with seating capacity up to 100 seats unless abnormal custodial care is needed, damage occurs, or special services are requested such as public address, special equipment set-up, special custodial services, etc.
5. For room reservations with seating for over 100 persons, a \$50.00 deposit will be required. This deposit must be made with the Office of Student Activities at the time the room reservation is requested. This deposit will be returned to the student group after the activity has taken place and the Physical Plant reports no abnormal custodial effort or damage to the area. If abnormal custodial work is required or damage is found after the activity, charges against the deposit shall be made to the Office of Student Activities by the Physical Plant. If the charges exceed the deposit, the Office of Student Activities will notify the student group of their liability and withhold from the group further reservation of rooms until all charges are paid in full.

**Procedures for Western Michigan University Faculty and Staff**

1. Request for use of rooms within academic buildings must be initiated 48 hours preceding the activity, to the Registration Office, 2010 Administration Building. (3-1914)
  2. There will be no charge to Faculty or Staff unless special services are requested, i.e., public address, special equipment set-up, special custodial services, etc.
  3. All rooms are to be left in the same condition as found, except for normal custodial care expected after use of any room. Any cost incurred by the University beyond normal maintenance and custodial care to restore a room to its original condition will be charged to the person or group requesting the activity.
- Faculty or student groups encountering difficulties in securing entrance to a scheduled room should call 383-0900 or 383-1600 asking that a custodian be paged.

**C. The University Sabbatical Leave Committee**

- (1) The University Sabbatical Leave Committee shall be a standing committee of the Faculty Senate, nominated and selected by the usual procedures for such bodies, and consisting of one faculty member from each College, serving staggered three-year terms to assure continuity.

- (2) They shall evaluate all proposals submitted as approved by both Departments and Deans to assure that they meet established University criteria and that the total number granted in any one year would not adversely affect the institution's academic program. They shall then submit their recommendations, not later than December 1, to the Vice President for Academic Affairs for his decision, which shall be submitted to the Board of Trustees.

- (3) This Committee shall also serve as an appellate body, receiving and evaluating proposals rejected at a lower level and empowered, after consultation with the appropriate Department and Dean, to recommend to the Vice

**WESTERN FAMILY**

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Librarianship, has been named to the advisory board for the Dictionary of American Library Biography . . . DR. ROBERT BETZ, professor of Counseling and Personnel is the author of "A Proposed Typology for Group Processes" which appeared in *Michigan Personnel and Guidance Journal* . . . NICHOLAS VANDER MEULEN, Kalamazoo junior, majoring in Asian Studies with minors in Japanese and Russian languages, is at Keio University, Tokyo, on a scholarship for the 1973-74 academic year . . . DR. BYRON EARHART, associate professor of Religion, taught and did research at Ewha Women's University, Seoul, Korea, under a Fulbright-Hays scholarship . . . Taking active roles at the golden anniversary meeting of the American Business Law Association at Knoxville, were three members of the College of Business faculty: F. WILLIAM McCARTY, an assistant professor who presented a paper "Law and the University Administration: Input by the Business Law Faculty"; and DR. WILLIAM MORRISON, professor, and JAMES R. BLISS, associate professor, who were members of a panel on "Teaching Tips and the Use of Visual Aids" . . . STANLEY SUTERKO, associate professor of Blind Rehabilitation, is the recipient of the 1973 Lawrence Blaha Award presented by the American Association of Workers for the Blind in recognition of his efforts in furthering orientation and mobility for the blind . . . DR. SHARON A. RATLIFF, assistant professor of Communication Arts and Sciences, served as a division chairman at the Memphis conference of the Speech Communication Association . . . An article on his research in wilderness areas of Alaska and the Yukon Territory, by DR. ALBERT H. JACKMAN, professor of Geography, is in *Arctic*, a publication of the Arctic Institute of North America . . . DR. C. J. GIANAKARIS, professor of English, is the author of a review of "Dialogue in American Drama" which was published in the *Notre Dame English Journal* . . . "Four Decades of Michigan Attorney Generals," authored by DR. WILLIAM N. THOMPSON, assistant professor of Political Science, is published in *Michigan Heritage Magazine* . . . DR. CLAUDE S. PHILLIPS, JR., professor of Political Science, presented a paper "Biology, Cultural Evolution and the Political Process" at the World Congress of the International Political Science Association, held at Sir George Williams University, Montreal . . . DR. WILLIAM P. VIAL, professor of Educational Leadership, has been appointed to the Board of Advisors of Outstanding Secondary Educators of America . . . DR. PAUL C. FRIDAY, assistant professor of Sociology, who read a paper at the International Congress on Criminology, at Belgrade, Yugoslavia, presented lectures at the University of Munster, West Germany, and the University of Stockholm . . . DR. ROBERT BOWERS, head, Department of Economics, was a participant in the World Congress of the International Industrial Relations Association at London . . . DR. NEIL LAMPER, associate professor of Counseling and Personnel, spoke before the Association for Humanistic Psychology and the American Psychological Association meeting at Montreal . . . DR. SAMUEL I. CLARK, director, Honors College, represented Western at the Estes, Colorado, conference of Danforth Associates.

President for Academic Affairs that any such proposals be supported. In this capacity they shall function informally as an agency for resolving problems referred to them.

- (4) They shall submit annual reports to the Faculty Senate on the results of the selection process, and shall keep on file a cumulative record of those reports.
  - (5) They shall be responsible for reviewing and recommending revision of sabbatical leave policies and practices.
4. Funding
    - A. A faculty member may apply for a two-semester or a one-semester leave. In either case, if the leave is granted he shall receive 75 per cent of his base salary for the period of the sabbatical. For Board-appointed part-time faculty "base salary" shall be the full-time academic year salary for the period of the sabbatical.
    - B. The Vice President for Academic Affairs shall determine annually the sum of money necessary to meet the purposes of this sabbatical leave policy.

Approved Board of Trustees  
September 21, 1973  
Approved Faculty Senate  
September 13, 1973



