Several events scheduled in observance of Women’s History Month

Lectures, films and a tour of the Michigan Women’s Historical Center and Hall of Fame are the highlights of Women’s History Month activities being planned for March by the WMU Women’s Studies Program.

In addition to organizing its own activities, the center has invited more than 50 women’s organizations in the area to submit items for a comprehensive calendar of events taking place during the month. The calendar is available by calling the center at 7-2790.

The local activities are part of a national observance centered on the theme, “Heritage of Strength and Vision.” Women’s Studies Program staff members are preparing to celebrate the contributions of women in history, which many feel have been overlooked and undervalued.

President Haenicke has issued a proclamation declaring March Women’s History Month at the University and encouraging participation in the various activities.

The festivities will be beginning this month with a reception at 3 p.m. Monday, Feb. 27, in 105 Bernhard Center. President Haenicke is in honor of those who participated in the first publication this year of “The History of Women in the Character of Southwest Michigan. A total of 16 women contributed articles for the publication on topics ranging from the first black woman to teach in the Kalamazoo Public Schools to pioneers in the arts and library programs.

Confession is by invitation only. Those interested in attending may call the Women’s Center at the above telephone number.

Beginning March 1 and continuing on Monday afternoons throughout the month, the Women’s Center will be sponsoring a film series. All films will begin at 3:30 p.m. and will alternate between 3760 Knauss Hall and the Kalamazoo Public Library from “The Life and Times of Rosie the Riveter” to “Georgia O’Keeffe.” See the calendar in this week’s and future issues of the Western News for titles, dates and locations.

Also on Wednesday, March 1, a noon lecture series will begin. Judith C. Habelt, social work, will give the first address at Red Rooms A and B of the Bernhard Center.

Speaking on “Intuition: A Good Fit with Women’s Leadership Style,” Habelt will report on her doctoral research with human service administrators on intuition in decision making. She will integrate her findings with recent research on feminine leadership style.

The second noon lecture will be on Thursday, March 16, in Red Rooms A and B of the Bernhard Center. Virginia Paganello Carson, associate professor of history at Nazareth College, will discuss “64 Years of Struggle for Women’s Suffrage in Michigan.” She will outline the efforts of the Michigan women who made suffrage an accomplished fact and will discuss the need for new generations to be enlisted in the struggle.

Western Payne Smith, associate professor of professional development, will present the third noon lecture on Tuesday, March 21, in Red Rooms B and C of the Bernhard Center.

Her topic will be “Women and Minority Participation in the Administration of Michigan’s State Supported Colleges and Universities.” She will review the progress or lack of progress of affirmative action in this area.

Presenting the final noon lecture in the series will be Olga M. Benfiglio, director and founder of a new Kalamazoo-based company, Global Visions. Her talk is scheduled for Monday, March 27, in Red Rooms A and B of the Bernhard Center.

She will discuss “Preparing for the 21st Cultural Environment of 1989 and Beyond,” focusing on the changing nature of the workplace from being comprised and managed primarily by white males to a mixture of races and sexes.

Other events scheduled include a panel discussion sponsored by the Women’s History & Research Network at 7 p.m. Tuesday, March 21, in 105 A and B of the Bernhard Center. Local writers will be involved in "Writing about Women in Education.”

The tour of the Michigan Women’s Historical Center and Hall of Fame in Lansing is scheduled for Saturday, March 18, and will leave from Kalamaazoo at noon and return at 5 p.m.

Shady Beckwith, director of the center and president of the Michigan Women’s Studies Association, will accompany participants. Besides exhibits featuring women induted into the hall of fame, there also will be a special display related to the WAVES in World War II.

In addition to the Women’s Research and History Network and the Women’s Center, Women’s History Month events involving the Kalamazoo Public Schools are being planned by the Women’s Studies Program, the Commission on the Status of Women and the Joint Committee on Standards for the Evaluation of Personnel in Education in Greater Kalamazoo.

Produced as a 16-page supplement to the Feb. 27 Western Herald, the publication contains articles from local writers on topics ranging from the first black woman to teach in the Kalamazoo Public Schools to pioneers in the arts and library programs.

Confession is by invitation only. Those interested in attending may call the Women’s Center at the above telephone number.

The East Campus Study Group will conduct forum Feb. 28

The East Campus Study Committee, established earlier this year by President Haenicke to review options for the use of the East Campus, will conduct a public forum next Monday.

The five-member committee, chaired by L. Michael Moskovis, associate vice president for student services and economic development, will conduct its fourth forum, Feb. 28, in the Martin Luther King Jr. Room of the Bernhard Center.

President Haenicke has expressed his commitment to the usefulness and beauty of the campus. "She was looking for more teacher accountability for judging the systems that schools, colleges and other educational institutions use to evaluate professional personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services."

Staffleben says that in recent years, the call for more teacher accountability has led some states to enact harsh systems for judging teachers without thoroughly evaluating their personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services.

The East Campus Study Group will conduct forum Feb. 28

The East Campus Study Committee, established earlier this year by President Haenicke to review options for the use of the East Campus, will conduct a public forum next Monday.

The five-member committee, chaired by L. Michael Moskovis, associate vice president for student services and economic development, will conduct its fourth forum, Feb. 28, in the Martin Luther King Jr. Room of the Bernhard Center.

President Haenicke has expressed his commitment to the usefulness and beauty of the campus. "She was looking for more teacher accountability for judging the systems that schools, colleges and other educational institutions use to evaluate professional personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services."

Staffleben says that in recent years, the call for more teacher accountability has led some states to enact harsh systems for judging teachers without thoroughly evaluating their personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services.

The East Campus Study Group will conduct forum Feb. 28

The East Campus Study Committee, established earlier this year by President Haenicke to review options for the use of the East Campus, will conduct a public forum next Monday.

The five-member committee, chaired by L. Michael Moskovis, associate vice president for student services and economic development, will conduct its fourth forum, Feb. 28, in the Martin Luther King Jr. Room of the Bernhard Center.

President Haenicke has expressed his commitment to the usefulness and beauty of the campus. "She was looking for more teacher accountability for judging the systems that schools, colleges and other educational institutions use to evaluate professional personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services."

Staffleben says that in recent years, the call for more teacher accountability has led some states to enact harsh systems for judging teachers without thoroughly evaluating their personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services.

The East Campus Study Group will conduct forum Feb. 28

The East Campus Study Committee, established earlier this year by President Haenicke to review options for the use of the East Campus, will conduct a public forum next Monday.

The five-member committee, chaired by L. Michael Moskovis, associate vice president for student services and economic development, will conduct its fourth forum, Feb. 28, in the Martin Luther King Jr. Room of the Bernhard Center.

President Haenicke has expressed his commitment to the usefulness and beauty of the campus. "She was looking for more teacher accountability for judging the systems that schools, colleges and other educational institutions use to evaluate professional personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services."

Staffleben says that in recent years, the call for more teacher accountability has led some states to enact harsh systems for judging teachers without thoroughly evaluating their personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services.

The East Campus Study Group will conduct forum Feb. 28

The East Campus Study Committee, established earlier this year by President Haenicke to review options for the use of the East Campus, will conduct a public forum next Monday.

The five-member committee, chaired by L. Michael Moskovis, associate vice president for student services and economic development, will conduct its fourth forum, Feb. 28, in the Martin Luther King Jr. Room of the Bernhard Center.

President Haenicke has expressed his commitment to the usefulness and beauty of the campus. "She was looking for more teacher accountability for judging the systems that schools, colleges and other educational institutions use to evaluate professional personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services."

Staffleben says that in recent years, the call for more teacher accountability has led some states to enact harsh systems for judging teachers without thoroughly evaluating their personnel. Every educational institution employs some type of system for evaluating the qualifications and performance of staff, but many of the evaluation systems are flawed and subject to charge that they are biased, subjective, superficial and ineffective in improving teaching and other educational services.
Fringe benefits pool at 32.8 percent of each eligible employee's pay

At this time every year, most of us take a long look at our personal finances. Remembering what a hard year's work has brought and what it will continue to bring.

Newspapers and magazines we pick up show us the ever growing columns rising to the sky and tell us how much it costs to care for our health and how much we need to lay aside for a good retirement.

The University too wants to show employees how it divides and spends the dollars it contributes to health and retirement costs and other fringe benefits.

Compared with increasing benefits costs experienced by other employers of the same size as the University, Western's costs are rising at a similar rate. The fringe pool for the 1988-89 fiscal year is set at 32.8 percent of salary base, compared to 32 percent in 1987-88.

The fringe pool is the amount set aside by Western to provide the money that is paid in addition to base salaries for fringe benefits for WMU's 2,500 regular faculty and staff members. In dollars, $11,282,000 has been budgeted to pay the costs of fringe benefits for both active and retired eligible employees, compared to $9,850,000 budgeted and $9,600,000 actual cost in 1987-88.

That's an increase of 15 percent over the amount budgeted last year, and 22 percent more than the actual cost of 1987-88 fringe.

The pool expenses are: FICA/Social Security; employee selected retirement plans of either MIPRES or TIAA-CREF; University contributions for hospital/medical insurance for employees and dependents; life insurance; long-term disability insurance; workers' compensation; unemployment compensation; travel insurance; compensated absences; early retirement incentive; sick and annual leave payments; upon retirement; resignation or termination; tuition discount; spouse/dependent tuition remission; parking; and the wellness program.

Nonfringe costs not included in the fringe pool are payments for time not worked. These include paid holidays, and used sick and annual leave. These paid, non-worked time benefits add an additional approximately 10 percent to fringe.

Each employing unit is assigned payroll costs that include not only the pay for each position. This means that whatever an employee's pay, it costs Western another 32.8 percent to keep him or her on the payroll. If someone earns $10,000, for example, the University has to set aside $3,280 for benefits.

But hospital/medical benefits continue to take a bigger piece of the pie. While still small in size, spouses/dependent
tuition remission costs took 43 percent more than budgeted and staff tuition discount use was up 59 percent over budget in 1987-88.

"We're pleased to see the greater use of tuition discounts," said Barbara S. Liggert, associate to the vice president for business finance and administration. "It shows that our employees have a high regard for the quality of education at Western, and are in the interest of raising the level of their academic knowledge and skills and are in the interest of raising their families, whether they are working to complete a degree or for self-enrichment.

"We are able to offer a lot of flexible benefits plans; tuition discounts will fit well as an incentive in a flexible-type program," Liggert continued.

She mentioned that the University currently has a committee, chaired by David P. Roblin, Waldo Library, examining flexible benefits plans. "We'd like it so soon to speculate on how such a plan could be adapted for Western, the committee hopes to have some recommendations by the end of April.

"We must continue to encourage our workforce and its families and our retirees to develop healthy lifestyles, and we must continue to offer information to help them do this," Liggert said. She cited the wellness programs, Zest for Life and the Employee Assistance Programs available to all employees.

"Employee and administrators must work together to control the rapid rise in the cost and use of medical services," she continued. "The University is pleased with the support it has received from all our Western family. This cooperation has been necessary if we are to continue to enjoy one of the best total benefits packages given by any local employer."

In addition to costs, this report also contains detailed data on other fringes, such as employer paid social security, medicare, self-enrichment, employee qualifies and performance.

"Many people are surprised that a few new skills and how to fill out a few forms -- and you discovered there was a bit more to and how your job is your chance to learn techniques to deal with the many administrative tasks that you are required to perform.

Personnel department specialists in employee relations, compensation, personnel data management, employee relations and training will meet with you and other supervisors who have similar concerns. You'll be able to share useful information, whether you're a brand new supervisor or a seasoned veteran."

"To sign up for this workshop, complete the enrollment form in the workshop directory, send it as the personnel department, or call Dawn at 759-2080. Each position must be authorized by the personnel department to be granted the 10 percent enrollment discount."

Drops due March 3

The last day to drop one or more classes for the winter semester is Friday, March 3.

Students should be cautioned that even though the following week is a spring break, drops will not be allowed either during that week or the following week. All drops must be processed at the registrar's windows. If the work is not dropped during that week, it will be considered late and subject to a drop penalty.

The workshops are designed for faculty members interested in teaching through the workshops in their respective disciplines or in integrating the study of ethics in other courses. They are sponsored by the Office of Faculty Development, the Center for the Study of Ethics in Society and the Office of Institutional Development.

To register, person should call the faculty development office at 759-5005.


The standards were subject of extensive study by an independent panel of experts. The standards are the subject of extensive study by an independent panel of experts. The standards are the subject of extensive study by an independent panel of experts.
Jobs

The listing below is currently being posted by the University employment office. Interested regular full-time or part-time employees should submit a job application opportunity during the posting period.

S-01 and S-02 clerical positions are not required to be posted. Interested University employees may contact the employment office for assistance in securing these positions.

(R) Custodian (3 Positions; 1st, 2nd or 3rd Shift), M-2, University Facilities-Custodial Services, 88/89-330, 2/21-2/27/89.


(R) Dining Services Custodian (1 Position), F-2, Dining Services, 88/89-334, 2/21-2/27/89.

(R) Instructor (Temp; 1-Year Position), L-2, Economics, 88/89-335, 2/21-2/27/89.

(R) Instructor (Temp; 1-Year Position), L-4, English, Communication, 88/89-335, 2/21-2/27/89.

(R) Secretary III, S-06, Athletics, 88/89-337, 2/21-2/27/89.


(R) Secretary I (1 Position), Waistline Print Shop, 88/89-339, 2/21-2/27/89.

(R) Admissions Officer, P-04, Admissions, 88/89-341, 2/21-2/27/89.

(R) Admissions Officer, P-04, Admissions, 88/89-342, 2/21-2/27/89.

Media

LeRoi R. Ray Jr., Black Americana Studies Program, discusses black political power on "Focus," a group of internationally known Asian scholars, on Channel 30 at 6 p.m. on WKZO-AM. "Focus" is scheduled to air Saturday, March 4.

Joel M. Fletcher, Western's IT systems manager, gives information on the voice-mail system at a press "it" for help, and they will be forwarded to another extension where someone can answer the telephone and assist them.

"Some people mistakenly thought that they already had this feature because of a sample message handed out during Voice Mail training," Smith says. "We've been able to implement it with a department." Another optional feature is "Outcall Notification." Voice Mail users will be able to program the Voice Processing System to transmit at specific times or whenever messages are waiting in a particular mailbox.

Fletchler likes his job because of the many changes that take place from day to day in the field of computers. "The technology is growing so fast that it's really exciting to be involved with computers," he says. "It's very difficult from a planning perspective because you really have to keep up with everything." He says he also enjoys the people that are part of the telecommunications team and "they make the job interesting to come to every day!"

On campus

STAYING ON TOP OF TELECOMMUNICATIONS -- The world of WMU's computers may be old hat to Joel M. Fletcher. But the area in which he currently works is a new and ever-changing environment. Fletcher is the assistant director of technical operations in the Department of Telecommunications. He holds both his bachelor's and master's degrees in computer science from WMU and was an eight-year employee of the Academic Computer Center before switching to his current job this past October.

"My group is responsible for maintaining the technical support for operating the telephone system," he says. He oversees the operation of the computer that maintains the database of the University's telephone directory; numbers for offices, bills, service requests, cable maps, etc. It's really a third data center at the University," he says, with the Academic Computer Center and the Academic Computing Center as the other two. In fact, another part of his job is overseeing the long-range strategy for telecommunications with an eye toward integrating the academic and administrative computer networks.

"As time goes on, there will be more of a need for people to have access to both of the systems," he says.

Capabilities of voice processing system to be upgraded

The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "essions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager.

All of those faculty and staff members participating in the Voice Mail system will receive several new features, and a few enhanced options are available for those who want to add them. All are available at no extra charge.

The system changes are the result of "sessions with the faculty," Smith says. The capabilities of Voice Mail, WMU's voice processing system, will be upgraded by the Department of Telecommunications as of Feb. 27, according to Jo A. Smith, the system's manager. 
**FEBRUARY**

**Thursday, 23**

(thru 24) Student Employment Week.

(thru March 17) Exhibition, Excerpt and Polaroid transfer photography by Barbara Gross, Kalamazoo photographer, 1240 Sibert Administration Building, weekdays, 8 a.m.-noon and 1-5 p.m.

Staff training, "Survival Tactics for Supervisors," 204 Bernhard Center, 8-10 a.m.-noon. (Class filled -- sign up for March 9 session by calling 7-8200.)

(thru 28) Exhibition, flower photographs by Gretchen Garner, Grand Rapids photographer and associate professor of communication, Grand Valley State University, Space Gallery, Knauss Hall, weekdays, 9 a.m.-4 p.m.

Campus-wide blood pressure screening: Waldo Library, second floor lobby, 9:30 a.m.-1:30 p.m., physics lobby, 2-3:30 p.m. West Hall lobby, 4:30-7:15 p.m.

(thru March 1) Exhibition, one-person show of paintings and computer graphics by Samia Halaby, New York artist, Galleria, S. H. Sangren Hall, weekdays, 10 a.m.-5 p.m.

Student Employment Day, ballrooms, Bernhard Center, 10 a.m.-3 p.m.

Second annual W.E.B. DuBois Luncheon, President's Dining Room, Bernhard Center, 11:30 a.m.-1:30 p.m. By invitation only -- call 7-2665 for reservations.

Women's Center workshop, Personal Safety for Women: A Preventive Approach, Carol R. Daedow, public safety, and Sylvia Nassar, Women's Center, A-131 Ellsworth Hall, noon-1 p.m.

Cornelius Loew Lecture in Medieval Studies, "The Myth of 'The City on the Hill' and the Valley of Frailness," from 12th Century Americans, Brian McGuire, University of Copenhagen, 12:15 p.m.

Student recital, Sharon Carroll, violin/viola, and Loretta Goodwin, violin, Daltron Center Lecture Hall, 3:30 p.m.

**Saturday, 25**

Workshop, "Taking the SAT," 1008 Trimpe Building, 9 a.m.-12:30 p.m.

Men's tennis, WMU vs. Illinois State University, Gary Center, 1 p.m.

Women's gymnastics, WMU vs. Eastern Michigan University, Gary Center, 2 p.m.

*Men's basketball, WMU vs. Youngstown State University, Read Fieldhouse, 2:30 p.m.*

Soviet and East European Film Festival, "Autumn Marathon (Soviet Union, thru 24)"

Visiting Scholars Program lecture, "Federalists vs. Anti-Federalists on the Proper Use of Military Force," Brian K. Nelson, University of California at Santa Barbara, 3 p.m.

**Sunday, 26**

Concert, University Symphony Band conducted by Richard Sudendorf, Miller Auditorium, 8 p.m.

Student recital, Sharon Carroll, violin/viola, and Loretta Goodwin, violin, Daltron Center Lecture Hall, 3:30 p.m.

**Monday, 27**

Academic Computer Center mainframe workshop, "Introduction to the Merit Network," 204 Bernhard Center, 9-10 a.m., 1-2 p.m. Prerequisite: prior experience using the VAXcluster. Advance registration required, call 7-5430.

Writing workshop for the preparation of doctoral dissertations, specialists' projects and master's theses, Graduate College conference room, 1st Sibert Administration Building, 10 a.m.

Black History Month lecture, Theresa A. Powell, dean of students, Red Room A, Bernhard Center, noon.


Reception to recognize those who participated in the publication of the "History of Women in Education at Kalamazoo," 105 Bernhard Center, 3 p.m. By invitation only, call the Women's Center, 7-2990.


Reception and discussion on health and human services careers, Peter A. Dual, dean of the College of Health and Human Services, San Diego State University, and Martin Irving, vice-president, Jr. Cesar Chavez/Rosa Parks Visiting Professor, Martin Luther King Jr. Room, 204 Bernhard Center, 4-5:30 p.m.

Black History Month gospel concert, featuring the WMU Gospel Choir, Dohos Center Recital Hall, 7 p.m.

**Tuesday, 28**

Staff training seminar, "Effective Office Behaviors," Doreen Brinson, staff training, 204 Bernhard Center, 8:30 a.m.-noon.

(and March 2) Academic Computer Center microcomputer workshop, "Advanced WordPerfect," 1008 Trimpe Building, 9:30 a.m.-12:30 p.m. Prerequisite: "Introduction to WordPerfect" or equivalent experience. Advance registration required, call 7-5430.


Forum to review options for the use of East Campus, East Campus Study Committee, 205 Bernhard Center, 5 p.m.

Guest artist recital, trombonist Paul Bauer, Northern Illinois University, Dohos Center Recital Hall, 7 p.m.

* "The Irish Rovers," Miller Auditorium, 8 p.m.*

**MARCH**

**Wednesday, 1**

(thru 31) Women's History Month.

Meeting, Human Subjects Institutional Review Board, Dean's Conference Room, College of Human Health and Services, Henry Hall, 8:30 a.m.

Clinical/Technical Organization employee concerns meeting, Faculty Dining Room, Bernhard Center, noon-1 p.m.

Women's History Month lecture, "Intuition: A Good Fit with Women's Leadership Style," Judith H. Halser, social work, Red Rooms A and B, Bernhard Center.

Geography lecture, "Geographic Skills in the Private Sector," Mark Kemper, Manaton Corp., Kalamazoo, 3:30 Wood Hall, noon.

Academic Committee mainframe workshop, "Introduction to Supercomputing," 204 Bernhard Center, noon-1:30 p.m.; and "Introduction to Job Search," 352 Wood Hall, 2-3:50 p.m. Advance registration required, call 7-5430.

Career planning and placement services workshops: "Introduction to Interviewing," 208 Bernhard Center, noon-1:30 p.m.; and "Introduction to Job Search," 208 Bernhard Center, 5:30-7:30 p.m. Advance registration required, call 7-7275.

Convocation Series concert, faculty chamber music, Dohos Center Recital Hall, 7 p.m.

Workshop, "The SOLVE Method for Ethical Analysis," Max Thomas, humanities instructor, Delta College, Faculty Lounge, Bernhard Center, 3-5 p.m.

Geology lecture, "Diagenetic Mineral Reactions Reveal Rates of Fluid Movement and Timing of Oil Emplacement," James R. Boles, professor of geology, University of California at Santa Barbara, 1118 Wood Hall, 4 p.m.

Women's History Month film, "The Life and Times of Rosie the Riveter," 3760 Knauss Hall, 6 p.m.

Community Lecture Hall, 5:30 p.m.

Center for the Study of Ethics in Society lecture, "Marxism and Justice," Milton Flex, philosophy, University of Indiana, 2750 Knauss Hall, 7:30 p.m.

Lecture, "Corporate Perceptions: An Analysis of the New Counselor Law and Its Effect on Institutions, Agencies and Private Practice," John S. Geisler, counselor education and counseling psychology, 204 Bernhard Center, 7:30 p.m.

Student recital, Health Science Michael Curtis, Dohos Center Recital Hall, 8 p.m.

* (thru 4) Play, "Hunting Cockroaches," York Arena Theatre, 8 p.m.*

**Thursday, 2**

Doctoral oral examination, "The Concept of F渗透isability as It Relates to Personal Injury Litigation in College and University Residence Halls," F. Bruce Johnston Jr., counselor education and counseling psychology, Tate center conference room, 3210 Sangren Hall, 10 a.m.

Academic Computer Center mainframe workshop, "Using the OnLine Library Index (OLL)," 2021 Sangren Hall, 1-1:50 p.m. Advance registration required, call 7-5430.

Meeting, Research Policies Council of the Faculty Senate, Conference Room C, third floor, Sibert Administration Building, 3 p.m.

Doctoral oral examination, "Impacts of Tax and Local Control of Control on Expectancy Theory Predictions of Job Involvement," Michael K. Tsai, public administration, School of Public Affairs and Administration, Hillsdale East, 3 p.m.

University Film Series, "The Shop on Main Street (Czechoslovakia, 1965)," directed by Jan Kadar, 3210 Sangren Hall, 4 and 8 p.m.

Guest artist recital, mezzo-soprano Lisa Borefonten and pianist JoAnn Kalesa, Dohos Center Recital Hall, 8 p.m.

* Admission charged