President Haenicke has endorsed the establishment of the Competitive Coalition of Southwest Michigan, an effort to coordinate business, education, government and labor that was announced at a new conference Jan. 10 at the Kalamazoo County Chamber of Commerce.

"Our resources will be made available for this effort," Haenicke said at the news conference, which was conducted by Marilyn J. Schlaak, president of Kalamazoo Valley Community College and chairperson of the Kalamazoo Consortium for Higher Education.

"Western has always strongly felt its obligation to be involved in any effort to assist the region," he added.

Schlaak was joined in the announcement by U.S. Rep. Howard Wolpe (D-Delton), who said, "Our goal is to reach consensus on the helpful of the most important public and private actions needed at the local and regional level to help companies and workers in the southwestern Michigan area compete in markets here and abroad—and to then move forward."

Wolpe also pledged the support of the Northeast-Midwest Congressional Coalition, a group of bipartisan members of the House of Representatives, for the efforts.

The objective of our planned comprehensive effort is to stimulate a much-needed dialogue among education, business and industry leaders, labor and government to address the compelling mutual concern—the success of our communities and our state," said Schlaak.

The president has also asked three member institutions of the consortium—David W. McGraw of Kalamazoo College; Donald W. Maire of Davenport College and

President Haenicke has issued the following statement on the occasion of the first observance of the national holiday honoring the late Dr. Martin Luther King Jr.

"Dr. Martin Luther King Jr. emerged from a unique social context in our time to represent more than just the need for racial justice in America; he came to represent a fight and burning hope for all humankind in its struggle against oppression and for freedom everywhere through nonviolence. It is more than fitting that we honor the memory of Dr. King with a national holiday; it is a necessity, lest we forget his witness and the work that remains to be done. King's dream must surely be our own."

Several events planned in observance of holiday

A "community sing," a conversation and a luncheon are among several local events and activities planned in observance of the first national holiday Monday, Jan. 20, honoring the life of the civil rights leader.

Trudy G. Verter, management, will lead a session on "Maintaining an Active Learning Program.

Faculty Development, the Office of Instructional Development, and the Honor College and the Intellectual Skills Development Program.

Connolly-Bond will lead a discussion on the program "People and Politics at 11:30 a.m. Monday, Jan. 20, in the Preident's Dining Room of the Bernhard Student Center. The luncheon will feature the choir of MI. Zion Masonary Baptist Church.

The combined choir of area churches will perform at the luncheon Sunday, Jan. 13. At 10 a.m. Monday, Jan. 20, in the President's Dining Room of the Bernhard Student Center, reservations at $10 per person, are due. The afternoon program will be open to the public at 6:30 per person; reservations should be made by calling 383-0436.

Dancer/choreographer Bill T. Jones will present a WMI Pritzker Fellowship lecture on "Being a Black Artist in America" at 7 p.m. Monday, Jan. 20, in Shope Theatre. The speech will be followed with a reception in the theater lobby. Bill T. Jones/Arnie Zane and Co. will perform in Shaw at 8 p.m. Tuesday, Jan. 21; adm.

(Continued on page 4)

President lends King

President Haenicke of Western Michigan University has announced the establishment of the Competitive Coalition of Southwest Michigan, an effort to coordinate business, education, government and labor that was announced at a new conference Jan. 10 at the Kalamazoo County Chamber of Commerce.

"That figure reflects the increase we experienced over the last winter's enrollment up by 2.6 percent," said Susan B. Hannah, assistant vice president for academic affairs.

"It also reflects continued increased student in part-time enrollment, particularly at the graduate level.

Here is a breakdown of the total with last year's figures in parentheses: freshman, 3,929 (3,597); sophomores, 2,959 (2,597); juniors, 3,504 (3,119); seniors, 4,024 (4,477); graduate students, 3,296 (3,107); and total, 14,899 (13,344).

Active learning setting to be discussed

The fourth in a series of seminars and informal discussions on the theory and practice of active learning, will be held from 5 to 7 p.m. today, Jan. 10, in the Honors College.

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(Continued on page 4)
On Campus

"Being a Black Artist in America" will be the subject of a talk by dancer-choreographer Bill T. Jones at 7 p.m. Monday, Jan. 20, in Shaw Theatre.

Jones, an artistic director and performer with the Bill T. Jones/Arnie Zane and Co. dance troupe, will present the speech as a 1985-86 WMU Foundation Fellow. It is open to the public free of charge.

The son of migrant workers, Jones entered college as an athlete and actor in 1970. His first dance training took place at the University of Illinois, where he met Zane.

In 1970, he choreographed and performed a full academic year (summer, fall and spring terms) for the National Endowment for the Arts.

Ticket’s will be followed by a reception in the lobby of Shaw Theatre sponsored by Scholarly publishing is workshop topic.

Faculty and staff members are invited to attend a free workshop on "Writing for scholarly publication from 4 to 5:30 p.m. Wednesday, Jan. 22, in 211 Bernhard. The event is being sponsored by the Office of Faculty Development.

A panel of faculty members will discuss what the best tools for faculty work are, what one’s work environment should be, and how homework one should do before and after the academic year. The event will be a good opportunity for faculty to discuss the relationship between professional presentation and publication.

The panel will include: Dean Laurel A. Groggant, Graduate College, moderating; James J. Bosco, education and professional development; Beverly R. David, humanities; Jack Michael, psychology; John R. Rizzo, management; and Arthur T. Whitehman, mathematics.

To register, persons may call Jean Ramsey, faculty development, at 3-1357.

Employee Health Risk Survey to be distributed

An Employee Health Risk Survey, designed to collect information on present and former employee lifestyle health risk factors, health and fitness involvement, and opinion regarding the University’s present smoking policy will be mailed to a random sample of employees next week.

The survey, developed by the University Wellness Committee and accompanied by a letter from President Kenneth W. Kitts, will be used to evaluate the University program and policy needs that will support and encourage employee health and well-being.

"Wellness in the workplace is now a national priority," said Dr. George G. Zimmer, health center, who chairs the committee.

"The importance of lifestyle as a major cause of disease, disability and premature death is supported by a growing body of research."

"As we begin to ask individuals to take increasing responsibility for their own health, a work environment that supports and maintains healthy behaviors becomes more important," Kitts wrote in an email sent to the University community.

It is hoped that all employees who have been selected to receive the Employee Health Risk Survey will complete it and return it, so that recommendations to the President from the University Wellness Committee may more accurately reflect the needs and opinions of all University employees and groups.

The surveys are to be submitted anonymously.

Board grants 26 faculty members sabbaticals

A total of 26 faculty members were granted sabbatical leaves for one semester of the full 1986-87 academic year in January. A total of 26 faculty members were granted sabbatical leaves for one semester of the full 1986-87 academic year.

This week’s tickets are available at the Miller Auditorium ticket office (2-0613). Written requests are made for faculty and students for students and senior citizens.

It is being sponsored by the departments of theatre and dance and being made possible with the support of Arts Midwest, the Ohio Arts Council and the University’s Cultural Events Committee.

The WMU Foundation Fellowship Program was established in 1980 for the purpose of bringing to Western scholars of the highest level of world stature. Previous fellowship fellows have included anthropologist Craig Donahue, sociologist Margaret B. Bridging the gap between the arts and sciences; Robert O. Brinkerhoff, educational psychologist; and Kenneth L. Williams, president-elect.

Faculty members receive 75 percent of their basic salary for the period of the sabbatical. A total of 26 faculty members were granted sabbatical leaves for one semester of the full 1986-87 academic year.

Scholarly publishing is workshop topic

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To register, persons may call Jean Ramsey, faculty development, at 3-1357.

Western News to meet

Theresa Lands, Employee Wellness Pro- \gant, will be the featured speaker at a meeting of the Western News for the Employees of Wellness. The meeting will be Thursday, Jan. 17, in the Red Rooms of the Bern- hard Student Center. She will speak on "Just for the Health of It."

"Just for the Health of It."

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The Campus Planning Council of the Faculty Senate will meet from 3 to 5 p.m. Tuesday, Jan. 16, in Conference Room A of the Seibert Administration Building.

The university’s Office of Public Information announced that the public is invited to attend.

"Focus" is scheduled to air Saturday, Jan. 17, at 6:10 a.m. on WMSP-AM (1420) and at 12:15 p.m. on WMSP-AM (990).
Fringe benefits total almost 30 percent of pay

Fringe benefits for Western's 2,500 regular employees total almost 30 percent of each worker's wages or salary, according to figures recently released by the personnel department.

Fringe benefits include: retirement (FICA and employee-selected retirement packages of either MPPERS or TIAA/CREF); hospital/medical insurance; life insurance; long-term disability insurance; workers' compensation; unemployment compensation; travel insurance; compensated absences; early retirement incentive; tuition discount; and parking.

Payroll costs assigned to each employing unit include not only the pay received by each employee, but also the additional fringe which total 29.7 percent of each wage or salary. For example, it actually costs Western $20,725 to pay each employee.

DIVISION OF PMF FRINGE BENEFITS
1985-86

CHART 1

HOSP/MEDICAL-8.2%
LIFE/OTHER 2.9%
INSURANCES
EARLY RETIRE-1.9%
OTHER FRINGES-0.2%
RETIRED BENEFITS-9.35%

29.7% OF EMPLOYEE'S PAY

CHART II

HOSP/MEDICAL
LIFE/OTHER INSURANCE
EARLY RETIRE
OTHER FRINGES
RETIRED BENEFITS
TOTAL BLENDED FRINGES

29.7%

CHART III

HOSP/MEDICAL
LIFE/OTHER INSURANCE
EARLY RETIRE
OTHER FRINGES
TUITION DISCOUNT
RETIRED BENEFITS
TOTAL BLENDED FRINGES
29.7%

DIVISION OF OTHER FRINGES OF 0.2%

FINISHING TOUCHES—Work on a $186,000 project to widen North Dormitory Road has been completed with the installation of a traffic signal at the North Dormitory Road-West Michigan Avenue intersection. The project, begun early last summer, has seen North Dormitory Road widened to accommodate traffic from West Michigan Avenue to the Sorenom Tennis Courts. Funded by the Michigan Department of Transportation, the project was undertaken to reduce vehicle traffic to the core of the campus. The light is expected to be in full operation the week of Jan. 20.

Personnel

Student employment

During an average fall or winter semester, 3,300 are compensated through the financial aid work study program. All others are paid by WMIU and its related institutions. In calendar year 1985, the student payroll totaled $3,315,731.79, or almost $500,000 over the 1984 total of $4,844,061.

Policies and procedures governing the employment of WMU students are responsibilities shared by the Student Employment Referral Service (SERS) and the University personnel department. The SERS office brings students and prospective employers together and administers rules regarding their employment; the personnel department works with policies regarding how they are paid and sets the overall policies.

How the hiring process works

Departments wishing to hire students contact the SERS office, A-100 Elwood Hall. They are asked to complete a brief job description classification form which identifies the type of job; its title, skills required, duration of employment, job location and the department contact person.

Some hiring units are reminded that to be eligible for campus employment, students must be enrolled at least half-time and carry the designated number of credits. Students may hold only one campus unit job at a time and be classified as a student.

Students desiring campus work likewise contact SERS, are interviewed, complete a job application and are given information about the jobs available for which they qualify. Students select jobs for which they wish to apply and make their own appointment for interviews.

Student pay schedules

When a campus unit hires a student, a Student Appointment Card (P-016) is completed and sent to the compensation office of the personnel department. Lucy Johnson, wage and salary analyst, reviews and approves all student employment cards to ensure departments are in compliance with student employment policy.

Students are not eligible for fringe benefits. Student pay rates correspond to the minimum wage of $3.35 per hour set by the Federal Fair Labor Standards Act. Any special agreements, such as undergraduate and research assistantships and residual advisers are negotiated individually.

Student pay schedules are controlled by the department in which the student is employed or the office of the personnel department. Lucy Johnson, wage and salary analyst, reviews and approves all student employment cards to ensure departments are in compliance with student employment policy.

Students are not eligible for fringe benefits. Student pay rates correspond to the minimum wage of $3.35 per hour set by the Federal Fair Labor Standards Act. Any special agreements, such as undergraduate and research assistantships and residual advisers are negotiated individually.

Student pay schedules are controlled by the different job levels classified A, B, C, and D. At the beginning of the academic year, students are specifically authorized to be classified at a higher level.

Student employees are eligible for one increase of 3 percent when they work in the same position for two consecutive semesters and are considered supervisory feels the increase is appropriate. If a student employee transfers to a position at a higher level, the pay rate is adjusted to the beginning rate for that level until the experience requirement has been met.

A student is eligible for only one percent increase at each level, whatever the duration of their employment may be. All rate increases must be processed on a P-016 card at least 10 days prior to the pay date.

Career experience exceeds financial gain

Although the student pay schedule is designed to provide reasonable and equitable pay for student employees while holding the cost to a level that allows as many students as possible to carry their tuition, placement services and SERS, stresses that no monetary value can be placed on the career-related experiences gained.

Bevello feels these experiences, which may be more important than money, can outweigh the necessity to meet the economic needs of the students and allow the University, "A degree is only as good as the student's ability to market it." Bevello says.

Questions on student employment services should be directed to Bevello, 3-8133, or on student pay schedules to Johnson, 3-1650.

Enhance your life and work

"Enhance Your Life and Work," a program designed to offer a positive, upbeat approach to campus life, will be offered as a staff training seminar from 9 to 11:30 a.m. Wednesday, Jan. 22, in 204 Bernhard Student Center.

The leader will be Richard M. Os- heedler, Counseling Center. To enrollment or this or other training classes, persons may call Bev Morris at 3-1650.

Individual dedication summaries mailed

The payroll department mailed to all employees on Jan. 10 an itemized summary of their individual withholding for 1984. This computer generated statement provides additional information not shown on the Wage and Tax Statements (W-2). The W-2 summaries federal state and income tax amounts withheld, social security contributions, and other deductions.

According to Michael A. Weber, payroll, the University hopes these calendar-to-date deduction summaries will aid employees in completing their tax forms. Anyone who has not received their payroll summary should contact Weber at 3-9797. W-2's were scheduled to be mailed Jan. 16.

Personnel data quiz

Last question: How much did WMIU spend on hospital-medical insurance premiums in fiscal year 1984-85?

Answer: $4,792,595. This is an average of $1,899 for each covered employee.

New question: What percent of enrolled students are employed either on or off campus during the school year?
Alumni featured on ‘Wall of Distinction’

Representatives of education, government, sports, industry, and entertainment are among the eight Western alumni presently featured on the ‘Wall of Distinction’ display in the lobby of the Seibert Administration Building.

The wall highlights the accomplishments and achievements of recent graduates in hopes of providing inspiration and encouragement to present students of WMU. It is hoped that through the Wall of Distinction, young people will obtain and maintain a sense of pride in what they are doing, and take initiatives to work for higher goals.

The new alumni being honored are:
- William Heward, a professor at Ohio State University, Columbus, Ohio; Jill Whitman, a defense attorney from Flint, and David E. Fliske, a sophomore from Royal Oak, found the exercise a great way to keep warm in the frigid temperatures.

Conference scheduled on geriatric medicine

A national videoconference on ‘Geriatric Medicine: Functional Rehabilitation of the Elderly’ will be presented from noon to 4 p.m. Tuesday, Jan. 21, in Room G-130 of Waldo Library. It is a production of the American Rehabilitation Educational Network (AREN), an outreach program of the Harvard Rehabilitation Center in Pittsburgh.

The videoconference is designed for persons interested in the care of older patients: physical therapists, occupational therapists, nurses, gerontologists, social workers and recreational therapists. Administrators of hospitals, nursing homes, rehabilitation centers, adult day programs and home care services also may benefit from the program, as well as senior citizens and their families.

AREN’s interdisciplinary faculty will discuss assessment and treatment techniques adapted to the needs of geriatric patients. The program takes a rehabilitative approach to the health care needs of older persons.

The fee for the videoconference is $65. A group rate of $43 each is available when five or more persons register together.

For more information and registration, persons may contact the Office of Conferences and Institutes at 37095.

King observances

(Continued from page 1)

• Wallace Terry, author of “Bloods,” a novel about black veteran of the Vietnam War, will give a slide presentation at 7 p.m. Wednesday, Jan. 19, in the South Ballroom of the Bernhard Student Center. A reception for him will be at 5:30 p.m. in the Martin Luther King Jr. Room of the student center sponsored by the WMU chapter of the National Association for the Advancement of Colored People.

The University will be open on the King holiday and classes will be held.

Conference to be of new dances

New dances by students and faculty will be presented by the Department of Dance at 8 p.m. Thursday and Friday, Jan. 28-29, in Shaw Theatre. Two of the dances premiered in this concert will represent Western at the Midwest Regional American College Dance Festival at the University of Iowa at the end of this month.