Major scholarship program to honor Russell Brown

An anonymous donor has established a major scholarship program in the School of Music in honor of Russell Brown, who is to retire June 30, as professor of music after 35 years of service.

Brown performed Wednesday with the Western Brass Quintet, of which he is a member, during a School of Music convocation. The other members are Rudolph and Stephen Jones, trumpet; Johnny Pergio, French horn; and Robert Whaley, tuba. All are faculty members.

One of the scholarships will be established in the fall of 1986 and awarded to a junior or senior for one year. Then one scholarship will be added each year until there are five. The Russell W. Brown Honors Brass Quintet will be established in the fall of 1987 with the participation of other scholarship recipients until it is completed with Brown Scholarship recipients.

This program honors Russell Brown, who holds a bachelor of fine arts degree from Oklahoma State University and a master of music education degree from Notre Dame University. In addition to his years at WMU, he received a degree in trumpet at the University of Southern California and has played professionally at the Calaamazoo Symphony Orchestra.

This program was announced at Western since classes began in 1904, one year after the university was founded. The department became a School of Music in 1980. About 400 students are enrolled in the School of Music in degrees in music, music education, music history, music therapy, and special concentrations.

The week of March 2-8 is AAWU Week.

March 2-8 is AAWU Week

The week of March 2-8 has been designated as American Association of University Women Western Michigan University's celebration of the accomplishments of the organization and the contributions in members make to education and equity for women. Western maintains a corporate membership in the group of 190,000 women. Individuals who would like to join should contact: Eileen Y. Costello, Michigan Division Membership Vice President, 7236 Crestwood, Jenison, MI 49428.

Day designated to protest TRIO program cuts

Western will participate in the national celebration of TRIO Day Friday, Feb. 28. The day has been designated by the National Council of Educational Opportunity Association's board of directors on the eve of the first round of Grand Rapids Hollings cuts.

The purpose of the day is to mark the beginning of our effort to assure that the future of disadvantaged students is not lost in the debate about deficit reduction, and equally important, that the interest of disadvantaged students emerges from the debate as a clear federal priority," says Arnold L. Mitchell, executive director of the council.

Experts predict that TRIO programming the nation is serving 1.5 million students from disadvantaged backgrounds—will be cut by 4.3 percent by the federal government. In addition to the Hollings cuts, many other federal student aid programs, they say, will be subject to similar reductions.

Areas at Western that will be affected are the Upward Bound Program in the Office of Student Recruitment and the University Ombudsmen Program for Disadvantaged Students Program in the Academic Skills Center.

Students and faculty staff members have been encouraged to write letters to their congressional representatives and to submit them by noon Thursday, Feb. 27, to the Grand Rapids A-234 Ellsworth Hall. They will be mailed in a batch to the correct address from there, according to John D. Timmons, upward Bound.

Timmons also has distributed leaflets across campus informing people about what the cuts will do.

In addition, his office has called the parents of Upward Bound students and asked them to call their representatives on Feb. 28.

Staff members at the Academic Skills Center, circulating petitions among students and adding a letter to every petition, says Trudy W. Stauffer, Special Services Director for the Academic Skills Center.

The Upward Bound program is designed to help eligible, educationally disadvantaged students from several Southwest Michigan communities improve academic skills, develop their college potential and enter higher education.

Participant students spend six weeks during the summer in classes at WMU and receive tutoring and counseling during the regular school year. Currently 89 students are enrolled in the program.

The Special Services for Disadvantaged Grant program is one of the few federal programs that meet the needs of physically handicapped, first-generation, nontraditional students who have not acquired a bachelor's degree, and low-income students. It's goal is to enhance the retention and graduation chances of participants.

Currently, 200 students are enrolled in the program.

Nationally, the TRIO programs serve 460,000 disadvantaged youth and adults. It is estimated that Graum-Hudman, Hollings legislation will eliminate 38,500 students in fiscal 1987. An additional 123,400 students in fiscal 1987. Experts say more than 300 colleges and universities lose TRIO programs as a result of the legislation by fiscal 1987.

Fieldhouse to be closed

Read Fieldhouse will be closed to all walk-through traffic and jogging on the track. It is the balcony from Saturday, March 1, through Sunday, March 9, due to a building and remodeling show. The fieldhouse will reopen and resume normal operations Monday, March 10.

70 nontraditional students receive aid, applications for spring, summer available

Western awarded more than $13,000 in financial aid to 70 nontraditional students in a new program this semester.

The program is designed to provide financial assistance to some nontraditional students—who those have a significant break in their education—enrolled in the University.

The awards, totaling $13,452.32, paid for the tuition for one course plus academic fees. They ranged from $65.50 to $277.43, and were distributed to students enrolled on campus as well as at Western's five regional centers in Battle Creek, Benton Harbor, St. Joseph, Coldwater, and Muskegon. The winners were selected from among 170 applicants.

The program is the latest one of its kind at a public university in Michigan, according to Geraldine A. Schma, self-instructional programs.

"This program recognizes that a significant portion of our students are, in fact, adult learners," said Schma. "It recognizes the importance to these students in helping encouraging them to attend and it acknowledges the special circumstances they often find themselves in."

Schma says that students may now apply for $5,500 in financial aid available for spring and summer sessions. Applications are due Tuesday, April 15. Spring session runs from May 2 to June 25 and summer session will be from July 2 through Aug. 22.

Applications will be processed on a first-come, first-served basis. Applications are available on campus in the Office of Student Financial Aid and Scholarships, 3306 Fuxson Student Services Building, 3-1806, and in the Office of Evening and Weekend Programs, B-101 Ellsworth Hall 3-1883. For more information, available at the five regional centers.

MEDALLION SCHOLARSHIP COMPETITION—Thomas F. Ryan, right, chairman of the Western Michigan University Student Alumni Association, presented $4,000 scholarships to 22 winners of the fourth annual Medallion Scholarship competition Monday afternoon. Each of the 22 winners is a student from 234 high schools in 201 communities from throughout Michigan and seven other states participated in the day-long event, said Stanley E. Henderson, admissions. About 500 of their parents participated in information sessions. More than 150 faculty and staff members as well as a number of volunteers assisted. Competition included written testing and oral group problem-solving. The students were competing for $1 million in merit scholarships ranging from seven $20,000 Medallion Scholarships to awards worth $2,000 for four years. The winners are to receive more students than last year. Recipients are expected to be determined by April 1.
Committee begins search for libraries director

Western has established a Director of University Libraries Selection Advisory Committee and charged it to develop by June 10 a list of at least three qualified persons from whom to select a successor to Carl H. Sachtlen.

Sachtlen, head of libraries since 1971, plans to retire Jan. 1. Committee members are: Beatrice H. Beebe; Marjorie K. J. Ha and Erlinda G. Rolli, all librarians; Dean A. Bruce Clarke, arts and sciences; Beverly R. David, humanities; Richard L. Stegenga, geology; John R. Rizzo, management; James S. Sanders, educational technology; Susan O'Shea, a sophomore from Marquette; and M. Jerry Ken, chairperson of the Department of Economics, Kenig said: "We found its difficult to get the expertise and competence to provide the services to the faculty and staff that the directorship requires."

Athappilly writing program book

Kuriakose K. Athappilly, business information and management, a professor at Western, has completed a new book titled "Teaching and Problem Solving in VAX-II Based Systems." The book has been published by the Wadsworth Co. of Athappilly, Belmont, Calif., and is currently being used at several institutions, including Western.

It is his latest expression of the concept of practical structural modularization, which makes programming more efficient. Athappilly advocates a unique step-by-step method for solving practical problems and shows how more than 400 realistic examples, exercises and applications, which are currently being written another book on computing and decision support systems under contract with the same company.

Broncos 'give a dime'

Thanks to Western's hockey team, some terminated students who will be able to see their wishes come true.

The Hockey Broncos have organized a project to collect funds for the Make A Wish Foundation of Michigan. This charitable project is the result of an idea by Tom Mannard Kaufman, religion, has written an article titled "The Committee Will Give Priority To..." and in the committee's charge, he says: "The committee will give priority to all the wishes except to those that are related to life-threatening illnesses."

"A Give a Dime Every Time and Make a Wish" program is the result of brain storming by Captain defender Donald MacDonald and left wing Jeff Crouden.

The program is built on the idea that for each dime that is given to come to Lawson Arena. So far, fans have put up more than $500 in donations into the "Dime Fund".

But the WMU team is not keeping this up. The hockey team has organized a "Give a Dime fund" that has joined the program at the request of the Broncos. From the Central Collegiate Hockey Association, Northern Michigan University, Michigan State University and University of Michigan-Dearborn, an independent team.

Donations will be presented to Larry K. Miller, director of the Make A Wish Foundation of Michigan, at the CCHA finals at Joe Louis Arena March 8.
Committee seeks logo for Homecoming '86

"WMU Presents . . . Broncos on Broadway" has been selected as the theme for WMU's 1986 Homecoming celebration from Sunday through Saturday, Oct. 12-18.

The theme was proposed by the Student Alumni Association, which is currently seeking a logo design for it. The deadline for students to submit preliminary designs is Friday, July 21. The design will be used in all Homecoming promotions, including stationery, posters, tickets, advertisements and stadium boards.

"For several years, the Homecoming logo has not been a high priority," said Tim R. Daniels, alumni relations. "We hope to have a number of students submit design ideas.

The design must use the words of the theme and Western Michigan University. It will replace the design used in 1979 as well as reduced to as small as one-inch square.

Black ink drawings would be submitted to the alumni office, Hillside Building A, by 4 p.m., March 21.

The Student Alumni Association will make the final selection and will notify the winner. There will be a $500 award, a custom-made camera-ready copy of the design by Friday, April 11.

Persons with questions should call Daniels at 3-6160.

Study program in Washington offered

The Honors College will sponsor a study program in Washington, D.C., from May 19 through June 14. The six-credit hour program will involve intensive study of the policy-making process and the unique cultural resources of our nation's capital.

The cost of the program is $850, plus meals and personal expenses. For more information, persons should contact the Honors College, 10167 WMU. Applications are due Friday, March 14.

Zest for Life

About 80 percent of all smokers say they would like to quit. If you are among those who feel guilty about smoking, hate the addiction, the expense and self-destruction cigarettes cause, you are invited to participate in the wellness program: "Sting the Student," offered through the University Wellness/Zest For Life Stop Smoking Program.

The program begins Thursday, March 13, and runs for seven sessions on Tuesdays and Thursdays from 6-10 p.m.

With the support of others, you can learn successful strategies to break your addiction. This course will address stress, control your weight and develop lifestyle skills for freedom from smoking and a new self-image focused on healthy, non-smoking choices.

Cigarette smoking is the strongest observable risk factor for cardiac death. In addition, smoking is the major cause of death for a smoker but for a smoker's household members. To register for the Stop Smoking Program, persons should call 3-6004.

Exchange

For rent—Hilton Head Island villa in Palmetto Dunes. April 5-19—one week or two. Heritage Golf Classic week includes kitchen and laundry facilities. Prime location near ocean. Golf新城, great times. Call Dave a 3-1960 or 382-5462.

Job

This listing below is currently being posted by the University personnel department for interested employees. Applicants should submit a job opportunities application during the posting period.

S-01 and S-02 clerical positions are not required to be posted. Interested employees may register in the personnel department for assistance in securing these positions.

(N) Food Service Worker (position—F. 1), Food Service, 85-669, 2-25-3/3/86.
(N) Replacement WMU is an EEOC/AA employer.

On Campus

The GO-BETWEEN—Acting as an intermediary between her office and those of the college deans is the job of Patricia L. Libecki, administrative assistant in the Office of the Vice President for Academic Affairs. She works with L. Michael Moskovitz, associate vice president and chief administrative officer, and four personnel mait. "I help people who teach, do research, and perform other faculty personnel activities, such as academic status and tenure," she says. For example, if a dean has contractual question, she will work with that person and the resources in her office to quickly come up with an answer. "I can often get them a response sooner than they can get to the associate vice president," she says. Libecki enjoys her job because of this contact with many people. "I like the interpersonal contacts that I have," she says. Libecki has been in her current position for nine years. Previously at Western, she worked as an administrative assistant in the College of Arts and Sciences, and as a secretary in institutional research.

In her work, she is the wife of her husband Mark, who works in the College of Arts and Sciences, and her two daughters.

Personnel

Five skilled trades apprentices to be selected

An apprentice is defined as "one who is learning a trade under a skilled craftsper-
son." Western's Joint Apprenticeship and Training Committee (JATC) has identified three of the five apprenticeship positions to be filled by August 1986, as agreed with the AFNCE bargaining agents. After the apprenticeship training, three of the five remaining apprenticeships will be announced. The program is open to persons ages 18-25.

Arts and crafts persons are in the electrical, plumbing and refrigeration trades, and are currently open for bidding by interested AFNCE bargaining agents. The two remaining apprenticeships will be announced in August. The selection process will be handled by the five-member JATC, which is made up of representatives of AFNCE, WMU, the American Federation of Teachers and three persons representing the University. The personnel department assists the committee.

Apprentices selected will undergo a four-year program of rigorous academic study and challenging on-the-job training under the supervision of a skilled journeyman. The apprentice's pay during training is based on a progressively increasing schedule of wages.

Upon successful completion of the program, an apprentice is paid at the regular journeyman's rate.

This apprenticeship program confers certification as a trade journeymen, including a certificate of completion from the U.S. Department of Labor.

Western's apprenticeship program was established in 1970 to encourage workers to enter the trades, to provide training that will equip these persons for profitable employment and to ensure the University has an adequate supply of journeymen for their positions.

The program received certification from the Federal Department of Apprenticeship and Training of the Department of Labor in 1975. In 1980, the AFL-CIO chose WMU as one of the leaders in the inclusion of model programs. The program standards remain high because it is continuous, it is required for graduation, and for accreditation by the Veterans Administration (V.A.), the Michigan Department of Education and the U.S. Department of Labor.

The apprenticeship program at Western has flourished since its inception, says Robert J. Buskala, employee relations and personnel. "The University sees 1986 as a milestone in the program's history and looks ahead to 1990 when the five new apprentices will join the ranks of WMU's skilled craftsper-son.

WMU party to group seeking FICA refunds

WMU, as a member of the Michigan Public School Employees Retirement System, is a party in a class action court proceeding seeking refunds of FICA (Social Security) taxes, according to information received from the Michigan Department of Management and Budget.

The case involves pre-1984 tax sheltered annuity contributions. The Social Security Administration requires employers to make tax-sheltered payments on such funds, although many employers claimed these funds were exempt from FICA taxes.

In 1984, Congress passed legislation that clearly required FICA payments on such tax def erred annuities, but WMU has no question remained about pre-1984 social security taxes. A federal court has ruled the required Social Security payments were im-
proper, and several employers and employees have filed for refunds. The case is currently under appeal to the U.S. Supreme Court. Several years may be required for a final determination.

In the meantime, if refunds are ever ordered, WMU personnel involved have their rights protected, without action on their part, through the state retirement plan. WMU will be notified by the Michigan Department of Management and Budget as soon as the result of this court case is known.

Staff training classes scheduled

"These classes are for a course offered especially for managers and supervisors who must perform the difficult job of balancing the needs of WMU, the employer, and those who work here, will be presented from 3 to 11:45 a.m. Tues-
day, March 11, 157 Bernhard Student Center.

Creating an atmosphere that en-
forces productivity and a sense of satisfaction ultimately depends on understanding the concepts of employee relations and developing the skills to apply these concepts, says Stanley W. Kelley, employee relations and personnel, who will instruct the class.

Content will include interpretation and discussion of the University's policies and procedures and, when applicable, union contracts; how to exercise corrective discipline and how to prepare for unemployment compensation hearings and grievance hearings.

A seminar on "Employee Interviewing," is scheduled for 8 to 11:45 a.m. Wednesday, March 12, 212 Bernhard Student Center. It is designed for those who have interviewing responsibilities, and those who participate in them during an employment interview.

This class will cover: "What is interview, employment, will cover such subjects as reference checks, interview formats, objectives to ef-fective interviewing, EEO, completing the interview and proper questioning techniques. Participants will learn the importance of the selection interview and how to make ef-fective hiring decisions.

In the areas of "Job Responsibilities and Performance Measures," a workshop required for all newly appointed supervisors of non-bargaining unit employees, will be con-dicted from 8 to 11:45 a.m. March 13, in 204 Bernhard Student Center. Supervisors will learn how to formulate job ac-countabilities and set performance standards that are challenging, yet attainable. They will also learn how to prepare an employee for an accountsabilities/performance stan-dard. This workshop will cover job performance standards to employees and the skills to negotiate and finalize performance goals with the employee. Doreen Brinson, staff training, will be the instructor.

To sign up for these classes, persons should call Bea Morris at 3-1650.

Personnel data quiz

Last question: How many on-the-job in-
juries were reported in fiscal year 1984-85?

Answer: There were 293 reported in-
juries for 1984-85, which is more than an average of one each working day. On the bright side is the fact that this number was a decrease of 58 from 1983-84. However, WMU's total employee injury expenses were higher in 1984 than in 1983. This was attributed to increases in lost time payments and medical expenses.

The latest data from the new from WMU's "State of the Office of Safety and Health. It's brown and gold and full of helpful information. What can it be?"
CALENDAR

FEBRUARY

Thursday, February 27
(thru) 28) Exhibition of drawings, prints and watercolors by Donald Roberts and Steven Hover, Roberts, Ohio artists, Gallery H, Sangren Hall, 10 a.m.-5 p.m.
(thru) 28) Exhibition of contemporary Dutch design, curated by Doug Kloor, Eastern Michigan University, drawn from the personal collection of Katherine McGough, Rockefeller Academy of Art, Design Center and display cases in the department, 8 a.m.-noon and 1-5 p.m.
(thru) 28) Opera "Cold Fat Turf," Shaw Theatre, 8 p.m.
(thru) March 3) Exhibition display cases featuring black women in history who worked for the freedom of the black people, near Campus Bookstore in Business and Student Center
*Entry day for All Annual Student Art Competition, Multi-Media Room, Dalton Center, 8:30 a.m.-4:30 p.m.

Lectures, "Conflict Practitioners: New Perspectives on Dispute Resolution," William Wilton, Department of Interpersonal Communication, University of Michigan, Fetzer Center, 9:30-11:30 a.m. and "The Future of Interpersonal Communication," 3200 Friedman Hall, 2-4 p.m.

Informational meeting for women interested in applying for the 11th annual HECS/Bevy Massee Summer Institute for Women in Higher Education, A. J. Ellsworth Hall, 11:45 a.m.-1 p.m.

Workshop, "Measurement of Change--Principles and Applications of Single Subject Designs for Practitioners," Robert A. Wertsch, work, Fetzer Center, 12:30-5 p.m.

Meeting, Graduate Studies Council of the Faculty Senate, Conference Room A, Seibert Administration Building, 3 p.m.

History seminar, "American Indian Policy," Francis Paul Prucha, S.J., Marquette University, 2010 Friedman Hall, 3:45-4:30 p.m.

Film, "Meet John Doe," 2700 Knauss Hall, 4:15 and 8 p.m.

Event, "A Black History Celebration" and "Celebration," Frank Paul Prucha, S.J., Marquette University, 2400 Dumber Hall, 8 p.m.

Friday, March 1
Last day to drop classes, academic records office, third floor, Seibert Administration Building, 8 a.m.-7 p.m.

Nominations due for Distinguished Service Award to V ethos B. Sharma, general studies.

Academic Computer Center workshop, "Beginning RUNOFF," 207 Maybee Hall, 1:20-5 p.m. (prerequisite: Introduction to DEC or VAX and knowledge of a text editor).

*And March 1) First round of CCLA playoffs, best-of-three, WMU vs. Ferris State, Lawson Arena, 7:30 p.m.; if needed, third game will be Sunday, March 2, 7:30 p.m.

MARCH

Saturday, March 1
(thru) 2) Read Fieldhouse closed to all walk-through traffic, jogging on the track or in the balcony.
(thru) 9) Building and remodeling show, Read Fieldhouse.

Monday, March 3
and (5) Staff training seminar, "Cardiopulmonary Resuscitation (CPR)," Doreen Brinser, staff training, 204 Bernhard Student Center, 8 a.m.-noon or 1-5 p.m.

Wednesday, March 5
(thru) 8) Workshop, "Theatre Dance Styles," Thomas Cooperman, Broadway dancer, dance wing (third floor), Dalton Center, 10 a.m.-12:45 p.m.; 2:45-4:30 p.m.

Saturday, March 7
Musical, "Brigadoon," Miller Auditorium, 8 p.m.

Sunday, March 8
*Master classes by Thomas Cooperman, Broadway dancer, "How to Audition for a Musical," noon-3:30 p.m.; "Beginning Jazz Dance Technique," 2-3:30 p.m.; "Intermediate Jazz Technique," 4-5:30 p.m.; dance wing (third floor), Dalton Center.

Monday, March 10
Class reunion.
EXCITE Computer workshop, "Introduction to Desk-Top Publishing-Macintosh," 100 Maybee Hall, 9-11 a.m.
EXCITE Computer workshop, "Introduction to LOTUS 1-2-3 Zenith," 109 Maybee Hall, 9-11 a.m.
EXCITE Computer workshop, "Introduction to MS-DOS Microcomputers-Zenith," 109 Maybee Hall, 1-3 p.m. (and 11 and 12) Three-part Academic Computer Center workshop, "Introduction to Business Microcomputer," 207 Maybee Hall, 3:50 p.m.

Tuesday, March 11
Staff training seminar, "Employee Relations," Stanley W. Kelley, employee relations and personnel, 157 Bernhard Student Center, 8:30-11:45 a.m.
*Seminar, "Executive Strategies for Developing Organizational Excellence," Kenneth E. Connell, management, "featuring an inspirational speaker and entertainment by selected members of fraternity/sorority, Hookey Hall, 7 p.m.
Film, "Autobiography of Jane Fittman," 3650 Knauss Hall, 8 p.m.

Event, "A Black History Celebration," Frank Paul Prucha, S.J., Marquette University, 2400 Dumber Hall, 8 p.m.

Thursday, March 13
History seminar, "American Indian Policy," Francis Paul Prucha, S.J., Marquette University, 2010 Friedman Hall, 3:45-4:30 p.m.

Lectures, "Conflict Practitioners: New Perspectives on Dispute Resolution," William Wilton, Department of Interpersonal Communication, University of Michigan, Fetzer Center, 9:30-11:30 a.m. and "The Future of Interpersonal Communication," 3200 Friedman Hall, 2-4 p.m.

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Event, "A Black History Celebration" and "Celebration," Frank Paul Prucha, S.J., Marquette University, 2400 Dumber Hall, 8 p.m.

Friday, March 14
Last day to drop classes, academic records office, third floor, Seibert Administration Building, 8 a.m.-7 p.m.

Nominations due for Distinguished Service Award to V ethos B. Sharma, general studies.

Academic Computer Center workshop, "Beginning RUNOFF," 207 Maybee Hall, 1:20-5 p.m. (prerequisite: Introduction to DEC or VAX and knowledge of a text editor).

*And March 1) First round of CCLA playoffs, best-of-three, WMU vs. Ferris State, Lawson Arena, 7:30 p.m.; if needed, third game will be Sunday, March 2, 7:30 p.m.

WHIMSICAL WEATHER—from rain to thunder and lightning to snow—the weather seemed to have a hard time making up its mind last Thursday. By Friday morning, the weather seemed to have put on a face that made it a little easier by clear blue skies, shown here over the Goldworth Valley 1 complex.

Four management seminars planned

Seminars on organizational excellence, financial data in decision making, promotional strategies and psychology in selling will be offered in March by WMU's Business Research and Service Institute.

The management and executive development seminars will be from 8:30 a.m. to 4:30 p.m. on designated dates in the Fetzer Center.

Executives who have an impact on organizational development policies and practices should attend "Executive Strategies for Developing Organizational Excellence" Tuesday, March 11. Kenneth F. Connell, management, and organizational consultant at The Upjohn Co., will lead the seminar. The program will help participants assess their organizational development needs and achieve and sustain organizational excellence.

"Using Financial Data for Business Decision Making," is scheduled for Thursday, March 13. Henry H. Bean, Lindbeck has four books published

John R. Lindbeck, engineering technology, has co-authored three industrial education textbooks and has revised a fourth. The books have been published by Benet/McKnight Publishing Co. of Peoria, Ill.

Lindbeck and Richard Hathaway, engineering technology, co-authored "Comprehensive Auto Mechanics," a high school and junior college test. Lindbeck and John L. Feiter, emeritus, wrote the junior high school text, "Production Technology." Russell Kruppa, chairman of the Department of Industrial Arts at Trenton (N.J.) State College, joined Lindbeck to write "Basic Manufacturing," another junior high text. "General Industry and Technology," a test for high school students, was revised by Lindbeck and Irving Ladstrup, a faculty member at California State University at Long Beach.

management, will show managers, owners of small businesses and other professionals how to quickly assess the fiscal health of their organizations. They will also find out how to use this critical financial information for sound decision making. The emphasis of the program will be on how to use financial statements, not how to prepare them. No accounting or finance background is necessary.

Jay D. Lindquist, marketing, will lead middle to upper level marketing and management executives through all of the necessary phases of "Promotional Strategy Development" Wednesday, March 19. He will cover topics ranging from target markets to communications goals to the budget process. Participants will learn a well-organized and practical method for developing a complete and cost-effective promotional plan.

"The Psychology of Successful Selling" on Monday, March 26, will focus on the important aspects of sound psychological principles in a successful sales campaign. Salespersons or anyone negotiating for the sale of goods or services can use these principles to gain an advantage over their competition while serving customer needs. Edward J. Mayo, marketing, will describe how psychology and communication fundamentals can aid in all phases of the selling process.

For more information, persons may call the Fetzer Center at 3-7232.

Workshops for farm families offered

"Farm Families: A Time of Transition" will be the topic of a series of three workshops during March at the Fetzer Center.

The workshops will be on Thursdays from 8:30-11:45 a.m. "Marketing Farm-Related Skills" will be discussed March 13. The second workshop, on March 20, will focus on "Farmers and the Law." The final session of the series, on March 27, will address "Estate Planning for Farmers."

The series is open to the public. The cost is $12 per person or $20 per couple. Persons may register by calling the Fetzer Center for Women's Services at 3-6097.

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