Dawn Goldsmith, 14, is tutor in Center for Educational Opportunity

Dawn Goldsmith of Kalamazoo likes to swim and work jigsaw puzzles. She also enjoys her job as a calculus tutor in the Western Center for Educational Opportunity. That wouldn't be so unusual except that Dawn celebrated her 14th birthday in June, and is now working with junior and senior University students.

Dawn is the daughter of Donald and Linda Goldsmith. He is a professor of mathematics at WMU and she is the coordinator of the professional development center at Kent Intermediate School District.

At first, Dawn said, she didn't mention her age. But when one of her students asked her what year she was in, she said, "I'm going to be a sophomore... in high school." The reply was, "Oh, really? -" and then said her student thought it was great.

As a freshman at Loy Norris High School last year, she made all "A" grades and at the same time earned a 4.0 at WN, taking honors in calculus I and II.

Karen L. RoCo, director of the Center for Educational Opportunity, said, "Having someone her age tutor at the same time as she is taking honors in calculus I and II, is remarkable. It will be exciting for all of us to continue working with her and to watch her progress."

Trustee Williams honored by black social workers

Trustee Geneva Jones Williams of Detroit was honored in June at a special program in her honor sponsored by the Detroit chapter of the National Association of Black Social Workers.

She was cited for her distinguished service to her community and her profession and for using her knowledge, skills and commitment to support the organization. She also was recognized as a wise mother, wise leader, career woman and active member of NABSW.

Mrs. Williams, who was appointed to the Board of Trustees in August 1975 by Gov. Blanchard, is the vice president for planning of the United Community Services of Metropolitan Detroit.

A native of Septome, N.J., she has been with United Community Services (UCS) for seven years; prior to assuming her current post, she was director of that agency. ECS is one of two major affiliates of United Way of America in Detroit, serving Wayne, Oakland and Macomb counties.

**Flextime to end Friday, Aug. 26**

Summer flextime hours will end on Friday, Aug. 26, according to Stanley W. Kelley, Director of Employee Relations and Personnel. Regular University business office hours will resume on Monday, Aug. 29. They are 7:45 to 11:45 and 12:45 to 4:45 p.m.

Policy provides that summer flextime hours will begin the first working day in May, and remain in effect through the summer before the beginning of fall semester.

Memorial service for Ralph N. Miller to be Sept. 9 in Kanley Chapel

A memorial service for Ralph N. Miller, a member of the English faculty for 37 years who died Sunday, will be at 3 p.m. Friday, Sept. 9, in Kanley Chapel. Memorials may be donated to a scholarship fund being established MILLER in his name through the WMI Foundation.

Dr. Miller, who was chairman of the Department of English in 1970-74 and served four terms as president of the WIP chapter of the AAUP, is being remembered this week as a teacher who demanded much of his students and of himself.

"He was a very demanding teacher," said William W. Combs, chairman of the English department. "But over the years he received many letters from students telling him how important to them his teaching and his interest in them had been.

"His combination of energy and enthusiasm was rare," Combs continued, "and it is one of the reasons he will be missed. Like most of us who teach, he was subject to disappointment when his teaching was less than perfect, but he never lost confidence that what he was doing was important."

"He was an old friend and valued colleague," said Philip S. Denenberg, vice president for academic affairs and a member of the English faculty. "He had high personal and professional standards, which would bother some students.

"But that didn't seem to bother him," Denenberg said. "He maintained those standards out of respect for the student. He was less concerned about being loved by students and more concerned that they should be educated."

"Ralph Miller was as demanding on students as he believed he reasonably could be because he believed students were entitled to certain expectations, without which they could not develop their capabilities to the fullest. He cared about people, he was honest and he was a real gentleman."

"Ralph Miller was one of our most distinguished faculty members," said President Bernhard. "He served very ably and loyally in Western's English department for 37 years. He held state and national positions of leadership in the field of English, as well as with the American Association of University Professors.

"Dr. Miller also played a major role as a volunteer leader in the University's President's Fund, "Partners in Progress," that was successfully concluded just recently. He was a close friend to many colleagues, students and friends."

"We note with sadness the death of Dr. Miller, and feel for his wife, Nancy, English, a spokesperson for the AAUP faculty union. "He was one of our founding members, and served the AAUP (See Miller, back page)."

Only 'emergency' repairs being made during telephone strike

Only "emergency" telephone repairs will be made while Michigan Bell Telephone Co. employees are on strike, said Gertrude V. Peterson, supervisor of the Switchboard/Information Center.

"Emergency" is defined by Michigan Bell as dead lines, no service or health and police agencies. Persons should continue to report repair needs to 3-1610, Peterson said, and they will be held until repair service has been resumed.

The Information Center, 3-0040, has a number of out-of-town Michigan directories from which staff members will be able to make telephone calls. The strike in no way affects the implementation of Centre III telephone service at the University, Peterson said.
TIAA/CREF moving on adoption of new tables

TIAA/CREF is moving as quickly as possible to obtain approvals for adoption of merged-gender mortality tables for use in determining annuity values resulting from future premiums paid to TIAA/CREF annuitants said Stanley M. Kelley, executive vice president of employee relations and personnel.

The change is to comply with a U.S. Supreme Court decision requiring the use of new tables.

In the Norris case, which applies to all employer-sponsored pension plans, the Supreme Court stated that "the use of sex-segregated actuarial tables to calculate retirement benefits violates Title VII whether or not the tables reflect an accurate prediction of the longevity of the sex class." The use of sex-segregated actuarial tables results in unequal monthly benefits for similarly situated men and women, because such tables reflect the longer average life expectancies of women. The Norris holding requires only that all retirement benefits derived from contributions made after Aug. 1, 1983, must be calculated without regard to the sex of the beneficiary.

The Supreme Court has announced that retroactivity will not be required because of the potentially disruptive impact on employers and pension plans.

This decision will not affect benefits now being paid or any future benefits resulting from premiums paid prior to Aug. 1, 1983.

TIAA/CREF has stated that "annuity contracts now accumulating future benefits provide purchasing power for future purchase rates applicable to future premiums, and that merged-gender rates will not take sex differences into account in determining the monthly annuity benefits to purchased future premiums. This will mean that men and women of the same age will receive equal monthly benefits for equal premiums paid on the new tables."

For further information regarding the Norris case and other related matters, contact the TIAA/CREF annuity department directly by calling its toll-free number, 1-800-223-1200, or the University Staff Benefits Office at 3-0489.

Farrell gets project grant

A management program for channeling job dissatisfaction into constructive modes of behavior will be developed by a Western Michigan University professor under terms of a $5,000 Dunhill Personnel System grant awarded by the American Society of Personnel Administrators Foundation. Daniel J. Farrell, management professor, has been awarded the grant. The project, "Exit, Voice, Loyalty and Neglect: Responses to Job Dissatisfaction," will explore the personal and behavioral responses including turnover, loyalty, absenteeism and error.

Women in Ag' conference set

"Women in Agriculture," a workshop, will be offered Monday and Tuesday, Feb. 27 and 28, 1984, at the Kalamazoo Center College of Education. Sponsored by the Center for Women's Services and Department of Consumer Resources and Technology. The program will include training in four areas identified as the most crucial to farming today: marketing, finance, technology and accounting. Information and registration may be obtained from the Center, 3-6097.

Jobs

The listing below is currently being posted by the Personnel Department for regular and full-time employees. Applicants should submit a Job Opportunities Application during the posting period.


FOR SALE--1975 Nova, $400.00 or best offer, 1-800-223-1200, or the University Staff Benefits Office at 3-0489.

FOR SALE--Van, $400.00 or best offer. Minor repairs needed. Call 383-1874, after 5 p.m. 1-968-9152.

FOR SALE--'85 X-10 canvas cabin tent, $75 complete. Call 349-6229 after 5 p.m.

FOR SALE--Older, upright piano with bench. Very sturdy. $150.00. Call 383-6165.

FOR SALE--25 foot sailboat. We will accept $500 cash. We will also accept 25 foot sailboat with 12 foot sailboat or $500 cash. Call 383-6165.

FOR SALE--Futon. $200.00 or best offer. Call 383-6165.

FOR SALE--Chair, round, $50.00 or best offer. Call 383-6165.

FOR SALE--Business jet, Model L-1011, $250,000 or best offer. Call 383-6165.

FOR SALE--Commercial property, $500,000 or best offer. Call 383-6165.

FOR SALE--1978 Corvette, $5,000 or best offer. Call 383-6165.

FOR SALE--New Position (N) New Position (R) Replacement [383-6165]

FOR SALE--Older, upright piano with bench. Very sturdy. $150.00. Call 383-6165.

FOR SALE--Futon. $200.00 or best offer. Call 383-6165.

FOR SALE--Chair, round, $50.00 or best offer. Call 383-6165.

FOR SALE--Commercial property, $500,000 or best offer. Call 383-6165.

FOR SALE--1978 Corvette, $5,000 or best offer. Call 383-6165.

FOR SALE--1974 Lancia, $4,000.00 or best offer. Minor repairs needed. Call 383-1874, after 5 p.m. 1-968-9152.

FOR SALE--'85 X-10 canvas cabin tent, $75 complete. Call 349-6229 after 5 p.m.

FOR SALE--Older, upright piano with bench. Very sturdy. $150.00. Call 383-6165.

FOR SALE--Commercial property, $500,000 or best offer. Call 383-6165.