Distinguished Service/Alumni awards will be given tomorrow

The presentation of the Distinguished Service Award to a long-time faculty member and administrator, George G. Mallinson, will highlight the summer commencement at 6 p.m. Friday in Waldo Stadium.

A total of 1,770 degrees will be awarded during the ceremony—1,155 bachelor's, 581 master's, 12 specialist and 22 doctorates. Also at the program, three alumni—Ruth Whipple Pershing, dean of the School of Occupational Therapy at Texas Woman's University; Steven C. Quay, assistant professor of pathology, Stanford University Medical School; and Gregory R. Anrig, commissioner of education of Massachusetts—will be honored with 1981 Distinguished Alumni Awards.

Mallinson, who has been here since 1948, will receive a recognition plaque and a check for $1,000. He is credited with being the major force in the development of the University's graduate program that ultimately led to the granting of doctorates here.

Pershing graduated with a B.S. degree in 1953, and then earned an M.A. in 1957 and specialist in education in 1969. She was appointed to her present position last month after serving as director, previously.

Mallinson A & Pershing Quay

Merze Tate, 1927 grad, honored by AASCU

Merze Tate, a 1927 graduate who retired after 35 years as a professor of history at Howard University in Washington, D.C. in 1977, has been named the recipient of the Distinguished Alumnus Award of the American Association of State Colleges and Universities (AASCU) for 1981.

Last year's recipient was Donald F. McHenry, former U.S. ambassador to the United Nations. Tate, who also holds degrees from Columbia, Oxford and Harvard universities, received Western's Distinguished Alumnus Award in 1970.

She also was granted an honorary degree from Western, is a member of the WMU Foundation board and was a visiting professor in 1955.

"This honor reflects significantly on higher education, on the AASCU institutions and on Western," said President Tate.

Executive-order budget reduction for higher ed. possible—Hannah

Officials at the University said Wednesday that an executive-order budget reduction for higher education from Gov. William Milliken may be necessary to balance the 1981-82 state budget.

Despite wide cutbacks at the state level, Michigan still faces a likely budget deficit of at least $118 million for the current fiscal year. It may force the governor to issue an executive-order budget reduction to balance this year's state budget, most observers believe.

Cool Line established for bargaining info

The Administration has established its 24-hour University Cool Line to provide the campus community with the latest information on the status of the University's collective-bargaining negotiations with the AAUP. The number is 383-0800.

Hay Study of job classification and compensation to begin in September

President John T. Bernhard has announced that a complete staff classification and compensation study will begin in September. Commonly known as the Hay Study, this project will examine job content, establish internal evaluation levels and compare Western's compensation rates with appropriate labor markets.

University jobs included in the project will be all non-bargaining unit occupations except academic deans and department chairpersons. This covers about 1,100 employees, according to Personnel Department records.

The Personnel Department will be responsible for conducting the study under the direction of the President's Cabinet. The consulting firm, Hay Associates, will provide necessary training, guidance and quality control activities.

A pilot study using the Hay Guide Chart-Profile method was conducted last winter to determine if the system would be appropriate for University occupations and workable for Western. Results convinced the administration that there is a need to conduct the study on all the jobs involved and that the Hay System is the best method to use.

The study will include positions from the top executive to entry level and clerical jobs. Thus, the president's position, all vice presidents and other key admin-
First Faculty Senate meeting is Sept. 3

The first Faculty Senate meeting of the fall semester will be at 7 p.m. Thursday, Sept. 3, in 1008 Trimpe Distributive Education Building.

Among the action items on the agenda will be a bylaw amendment to add a Program Revision Request Screening Committee to the list of the Senate standing committees. A first reading of the bylaw amendment was heard at the June meeting.

Other items requiring action will be reports and recommendations by the Ad Hoc Committee on Registration and also by the Ad Hoc University Transportation Committee. Information on the Human Subjects Institutional Review Board will be presented; University President John T. Bernhard will make remarks; and Senate President Ellen Page-Robin will make announcements.

Notes

Charles Davis Jr., electrical engineering, gave a paper, "A Microwave Laboratory Simulation for the Design and Analysis of Control Systems" at the University of Central Florida.

Benjamin Ebling, modern and classical languages, reviewed the textbook, "The New Imperative: Expanding Horizons of Foreign Language Education" by June K. Phillips, in the French Review.

Lawrence Ziring, political science, was interviewed by telephone by the British Broadcasting Corporation about political conditions in Pakistan, prompted by the release in England early this year of his book, Pakistan: The Enigma of Political Development.

Kenneth E. Reid, social work, was one of 50 persons awarded scholarships to attend a workshop in Minneapolis on "Alliances in Advocacy for Disabled Children and Youth."

Frederick F. Coath, psychology, co-authored a paper, "Chlorpromazine effects on behavior under escape and fixed time delivery of shock" published in Pharmacology, Biochemistry and Behavior.

Marion H. Winberg, and Nathaniel McCaslin, both social work, gave a paper, "School Leaving--A Field of Sociology and Fringe Benefits Study Committees."

Arthur Hoadley, transportation technology, will present at the Sept. 7 electronics conference section of the 1981 Society of Automotive Engineers International Off-Highway Meeting and Exposition in Milwaukee, where he will discuss "Laboratory Application of Personal Computers."

The Senate Budget and Finance Committee will meet at 3:15 p.m. Tuesday, Sept. 1, in Conference Room A of Selbert Administration Building; the agenda has not been completed.

The Research Policies Council (RPC) will meet at 3 p.m. Thursday, Sept. 3, also in Conference Room A of that building to take action on the on-line computer search issue and a project administration report by the Student Employment and Fringe Benefits Study Committees.

The RPC will also receive a report on the Faculty Research Travel Fund—Canada issue; a report on lifting of the private sector fund-raising moratorium; a presentation on a Division of Research and Sponsored Programs intern; and will discuss research awards and the Research Institute Subcommittee.

The Relevance of the Family in Modifying the Effects of Class and Race.

"Pastoral Development in Tanzanian Masailand," presented in the summer issue of the American Anthropologist.

Paul L. Nair, history, presented a series of three papers at the Chris-"Pastoral Development in Tanzanian Masailand," presented in the summer issue of the American Anthropologist.

Paul L. Nair, history, presented a series of three papers at the Chris-"Pastoral Development in Tanzanian Masailand," presented in the summer issue of the American Anthropologist.

The Relevance of the Family in Modifying the Effects of Class and Race.

"Pastoral Development in Tanzanian Masailand," presented in the summer issue of the American Anthropologist.

Paul L. Nair, history, presented a series of three papers at the Chris-"Pastoral Development in Tanzanian Masailand," presented in the summer issue of the American Anthropologist.

The Relevance of the Family in Modifying the Effects of Class and Race.

"Pastoral Development in Tanzanian Masailand," presented in the summer issue of the American Anthropologist.
Foreign students need community contacts

Barbara C. Garland, International Student Services, has issued the following announcement:

"The beginning of the fall semester will again bring a large group of students to our campus from many different countries around the world. Their desire to meet with people in our community is always great, especially during the first few months of their stay here. Family contacts with Americans will make it a little easier for them to get used to our country and customs, and will help them overcome their apprehension and homesickness. Members of our community can fill a great need by offering friendship and hospitality to a student from abroad. Please support our endeavor to help the students adjust to their new life here, to learn about us and to give you the chance to get acquainted with another culture through personal contact," Garland said.

She urged that members of the University community help make the foreign students feel welcome. For details on how to get to know these students, call the Office of International Student Services—3-0990.

Business principles seminar is Wednesday

The University Staff Training Office will offer a series of seminars entitled, "Business Practices and Principles," I, II, III, & IV" presented by Robert Beam, Mike Weber, Lowell Rinker, Dean Honsberger, Carol Shuster, and Jean Goodenough. The first session will be held at 9 a.m. Wednesday in 157 Student Center.

The series will include a look at four important areas of business operations. Instructors in this series will provide practical, hands-on programs covering the most areas. "Business Practices and Principles" is designed for any employee who has responsibilities for departmental business forms, procedures, or fund accounting. To register, use the registration form in the back of the Staff Training Catalog, or telephone Personnel at 3-1650 to indicate your interest. Due to seating limitations, advanced registration is suggested. If the seminar is over-subscribed, earliest reservations will be given priority.

It's the final edition for spring/summer

This marks the final edition of the 1981 spring/summer Western News. The next publication will be the tabloid-sized Back-to-School issue on Sept. 3. The deadline for all items to appear in that edition is noon Tuesday, Sept. 1.

Jobs

The listing below is currently being posted by the University Personnel Department for regular full-time or part time employees. Applicants should submit a JOB OPPORTUNITIES APPLICATION during the posting period.

HA - HD CLERICAL POSITIONS ARE NOT REQUIRED TO BE POSTED. Interested University Employees may register in the Personnel Office for assistance in securing these positions.

(R) Junior Engineer, Physical Plant, E-10, Engineering Division, 81-473 posted 8/17-8/21.

(R) Student Advisor, E-10, College of Business, 81-472 posted 8/17-8/21.


(R) Secretary II, (Battle Creek ext.), HE, Continuing Education, 81-479 posted 8/17-8/21.

(R) Staff Benefits Coordinator, E-09, Personnel Department, 81-443 posted 8/17-8/21.


(R) Vacancy

(WMU) WESTERN NEWS

Western News is published by the Office of Information Services, B-207 Elsworth Hall, Western Michigan University, Kalamazoo, Mich. 49082. Items for publication should be submitted to the Office of Information Services by noon Tuesday of the week of publication. Offices that receive too many copies or too few copies are asked to call 383-0981. WMU is an Equal Opportunity Affirmative Action Institution. Joe S. Freeman, editor.
Pre-World War II basketball player Otto Grein and baseball performer Albert Johnsen, along with post-war baseball-basketball standout Ron Jackson and track star Art Eversole, are the 1981 inductees in the University's Athletic Hall of Fame, according to Leo VanderBeek, chairman of the organization's board of directors. The Athletic Hall of Fame was inducted in 1973 and now includes 40 members. The induction ceremonies for the four will be held here Oct. 9 and 10.

Grein, a native of Reed City, earned four letters in basketball and captained the lone undefeated (17-0) team in school history as a senior in 1930.

Johnsen lettered three times as a shortstop-first baseman and hit .282 as a senior in 1933 and captained a 12-1 team, playing on two Michigan Collegiate Conference winners. A native of Sidney, Johnsen then spent two years in the Cincinnati Reds' farm system.

Kalamazoo native Jackson lettered three times each in both basketball and baseball prior to signing professionally with the Chicago White Sox in 1954 at the end of his junior year. A first baseman, he hit for averages of .314, .435 and .337. He was a All Mid-American Conference performer in 1953 and an all-district and third-team All-American pick the next year. In basketball, Jackson set a then school career rebounding record of 721 while scoring 1,011 points, becoming the fourth player in school history to pass the 1,000 plateau.

Football practice heralds start of school

"We're encouraged by what our players accomplished in their individual summer conditioning and are anxious to begin practice," said Coach Elliot Uzelac as his 1981 Western Michigan University football team returned to campus this week.

Freshmen players began three days of non-contact work on Monday, and upperclassmen practice started this morning. This afternoon is devoted to the annual media day in Waldo Stadium. Under national rules, contact work for the entire team begins next Tuesday.

The Broncos had a 7-4 season last year and placed second in Mid-American Conference standings, a school high since 1966. Defending champion Central Michigan and Western received the first two spots in 1981 MAC pre-season media balloting.

The place for 'People Power' is S.E.R.S.

Faculty and administrative staff members who need extra, part-time help for any number of unskilled jobs are urged to tap the University's greatest untapped people-powered resource, students. Call 3-8133—Student Employment Referral Service between 7:30 a.m. and 4:15 p.m. Monday through Friday.

Staff training catalogs now available

The Office of Staff Training and Development in the Personnel Department has distributed copies of the 1981-82 school year Staff Training and Development Catalogs to all departments within the University. All department chairpersons are urged to see that copies of the catalog are circulated to employees within their departments.

The staff training office has a limited supply of additional copies for those who may want copies. To obtain a copy, please contact the Personnel Department at 3-1650.

Looking Ahead to Homecoming—

The logo shown here, designed by Daniel M. Reed, a senior from Flushing, will call attention to Homecoming activities this year. Homecoming Week begins Sunday, Oct. 18, and hits its climax with reunions and the Homecoming game against Ball State University on Saturday, Oct. 24, in Waldo Stadium.
Anthropology department gets state grant of $538,212

A grant of $538,212 has been awarded the anthropology department by the Michigan Departments of Transportation and State to fund a 22 month study of five prehistoric sites in Berrien County south and east of Benton Harbor--St. Joseph. They are in the path of a planned extension of the US-31 Freeway.

The 30-member team, headed by Elizabeth B. Garland, anthropology, will salvage artifacts which date back to the Late Archaic Period, between 3000 B.C. and 500 B.C., while other material goes as far back as 10,000 B.C., according to preliminary studies. Surveys were conducted in 1979 and 1980 along the future route of the freeway.

The materials furnish clues to the culture, economics and living patterns of the people who lived in the area long, long ago. Garland said, "Our objective is to interpret the materials turned up and determine what the site was like when it was occupied."

The project, costing approximately five months of field work and 17 months of laboratory study analyzing the materials uncovered, "The south-central part of the state was the first to become ice-free after the Ice Age," she said, "and it's conceivable that there were people who moved into this area then."

"This is a major Department of Anthropology research undertaking," said Robert Jack Smith, chairman, "and it is unique in the state of Michigan." He added, "The department has a reputation for providing very high-quality training for those interested in careers in public archaeology/cultural resource management (prehistoric preservation).

Of the team working on the project, nearly all are undergraduate majors, master's degree candidates or have received their M.A. degrees from the anthropology department. They will work one semester and resume digging again next summer for three months. A final written report is not expected until 1983.

Doctoral degrees will be conferred on 22

Sixteen doctor of education degrees and six Ph.D.'s will be awarded at tomorrow's commencement program. The degrees will be presented to Gerald L. Anderson, Monika J. Hausmann, Kathryn M. Johnson and Glen R. Peterson, all of Kalamazoo; Reza Assadi, Iran; Amy A. Barmeier, Grandville; D. Deloris Brisset, Jamaica; John T. Chapman, Portage; Jose Q. Cruz, Guam; Larry E. Engel, Chesaning; James J. Haviland, Hickory Corners; Cheryl L. Holmes, Grand Rapids; Deborah S. Karns, Mt. Clemens; Catherine R. Miller, Minneapolis, Minn.; Sonya V. Monroe-Clay, Richton Park, Ill.; Larry A. Morse, Eau Claire, Wis.; Alan C. Nowakowski, Auburn; JoAnn A. Simon, Mt. Clemens; Frederick T. Sulter, Ottawa Lake; Gabriel O. Taylor, Nigeria; Susan A. Tong, San Francisco; and Richard A. van den Pol, Missoula, Mont.

Announce international student orientation

About 250 students from other countries, who are enrolled for the fall semester, will take part in an orientation program on Monday and Tuesday.

From 1 to 3:15 p.m. in the Hoejke Hall lounge, they will receive instructions and register for a program which will be from 3:30 to 4:15 p.m. in 157 and 159 Student Center at which time they will hear talks by Thomas E. Coyne, vice president for student services, and Jolene Jackson, International Student Services. From 8:30 to 10:30 p.m. in Hoejke Hall, they will attend a social program where many of them will wear their national dress.

On Tuesday from 6:30 to 8 p.m., the international students will eat hamburgers at a traditional American picnic on the lawn of Spindler Hall, and at 8 p.m., they will attend a dance featuring recorded disco music in the residence hall.

Student flyers (men) win All-Ladies contest

Two Western students--Philip J. Barber, a Portage senior, and John V. Roman, a Sterling Heights sophomore--were belatedly declared winners of the Southwest Michigan All-Ladies Lark navigational and safety airplane competition conducted last Saturday over a 204 mile course in Michigan by 34 entries.

They and another team of University students, Eric C. Rodin, a Grosse Pointe senior, and Randy T. Hoffman, a Rockford senior, who finished eighth in the event, were the first all-male teams in 26 years of the race. Previously, men could be co-pilots but women had to pilot the planes.

Barber said he and Roman will use their $700 prize, after deducting expenses, for books and other educational costs this fall.

Because of a timing clock malfunction, Barber and Roman originally were listed in fourth place by race officials who later recalculated the results which Barber said are now official.
Monday, said Robert S. Wirbel, safety coordinator, of Public Safety during the week of Aug. 24, beginning tests at the University will be tested by the Department now to select the nearest exit and an alternate exit in the event of an actual fire," Wirbel said. "Take time now to select the nearest exit and an alternate exit in case the first is blocked."

Telephone directory changes requested

The 1981-82 University faculty/staff/student telephone directory is being prepared. The names, titles or classifications, campus addresses and telephone numbers of all employees will be included. Everyone is asked to check the colored-edge section of the current directory, and if any of the information, home or office, needs to be changed, to use the form on the back of a paycheck envelope. This will change personnel records.

Certain options are available as to the amount of home information that may be included. The options are:

1. Complete home information--spouse's name, street address, city and phone number. There is no need to do anything if this is what is desired and records are up to date.
2. No home information of any kind. Please forward this request to the Information Center, 2110 Seibert Administration Building. Deletions must be requested each year. They do not carry over from year to year.
3. Omission of spouse's name only. Change university personnel record by using the appropriate form on the back of paycheck envelopes.

All communications should include a social security number. More information is available from Gertrude Peterson, director, Switchboard/Information Center at 3-1608.

(Summer commencement--cont. from page 1)

University of Michigan Medical School he won the dawn's prize for publishing the most papers while a student there. Annig, who has been commissioner of education in Massachusetts since 1973, was named president-designate of Educational Testing Service at Princeton, N.J., this past spring and will begin his new position Sept. 1. He earned a B.A. degree in 1953 before going to Harvard University where he received his M.A. in 1956 and a doctor of education degree in 1963.

The Otsego High School Band, conducted by James J. Hewitt, will provide the processional and recessional music for the commencement program. Rabbi Richard A. Spiegel of the Congregation of Moses in Kalamazoo will give the invocation and benediction and President John T. Bernhard will preside.

(Budget reduction--cont. from page 1)

"In my opinion, it is inevitable that the educational community (in Michigan) would bear a significant proportion of any reductions, since nearly all other portions of state government already have borne an additional round of cuts that so far have spared education," said Robert W. Hannah, vice president for governmental relations.

Hannah said that hopeful signs for the Michigan economy this spring "have dissipated" with low state revenue collections for May, June and July. However, no one in state government has been willing to say how much a reduction might be, if ordered by Milliken.

The expectation is, however, that any reduction would range between two and six percent of appropriations for next year that already have been enacted, Hannah said.

One indication of the problem is that Western's state appropriation allotment check of about $3.75 million for September will be delayed two weeks.

"In any case," Hannah added, "sluggish automobile sales for June and July have seriously affected Michigan's ability to cope."

At the same time, the officials noted, strong pressures are building in the state for a tax cut in 1981-82. Estimates are that a cut would be in the range of $200 million to $250 million, further complicating the fiscal picture for higher education.

(Hay study--cont. from page 1)

Administrative positions are included as well as the professional, technical and office staff positions of the University. The project will involve a job evaluation study of the content of each job, a salary policy, a salary implementation program and an on-going maintenance program to ensure that job classifications remain appropriate.

Stanley W. Kelley, director of personnel, said he expects to announce the schedule for a series of orientation meetings within a week.

"These meetings will provide everyone with full details of the procedures to be used, schedules and various committee activities," Kelley said. "One important feature of the project is the involvement of many employees in description writing and evaluation committee work as part of the study."

President Bernhard said of the project, "Many of us have been working very hard to get this important study going. I am sure everyone involved will cooperate fully to insure its successful completion. The University is committed to fair and equitable compensation for all employees, and this project will be the nucleus for such a program."