Employee Suggestion Plan Established

A new program designed to encourage and process suggestions from employees to improve campus operations and activities has been established here at Western Michigan University. Stanley Kelley, director of employee relations and personnel, noted that all University employees are eligible to participate. He indicated that the plan is an outgrowth of a proposal presented several months ago by the Clerical/Technical Employee Relations Advisory Committee (CT/ERAC). A suggestion defined as "a constructive idea which would improve methods, equipment and/or procedures; protect property or equipment; make for safer and better working conditions; reduce the time or cost of an office operation so that better service is rendered; or improve either internal or public relations," he explained. Instructions and curriculum program change suggestions are not covered by the plan.

Two types of awards will be granted for usable suggestions. An intangible suggestion, which produces no significant monetary savings for the University but does result in an improvement, will be awarded a certificate of recognition. Tangible suggestions that result in measurable monetary benefits will be awarded savings bonds to the suggestor of $25, $50 or $100 depending upon the value of the suggestion.

A committee of six members will oversee the suggestion plan, appointed by various employee groups, they are: Steve Bell, maintenance and food service staff; Wesley Carpenter, police and public safety; Rose Nydegger, office staff; Riley Whearty, professional/administrative staff; Robert Wygant, faculty; and Karla Zak, personnel department.

The personnel department will serve as the administrative and coordinating office of the plan. The committee will determine how to publicize, investigate and process suggestions. Zak, who is manager of personnel services, will be in charge of the initial phase of getting the new suggestion system into operation.

Kelley added, "The final suggestion plan is the result of considerable investigation and deliberation by a number of people in the University community. We hope it will prove to be a valuable asset in the University's administrative program. A lot of credit for the suggestion plan goes to the original CT/ERAC study committee which devoted much time and effort to studying various plans and proposing the basis of the final suggestion plan."

The plan should become operational shortly and employees should begin thinking of their suggestions for improvement.

Ivan Illich
Here Monday

Ivan Illich, a controversial critic of contemporary industrial society, will visit campus to present a free, public talk at 8 p.m. Monday, April 17, in Shaw Theatre.

He will speak on "The Bureaucracies of Medicine, Education and Welfare and Their Impact on Health, Learning and Happiness."

Known as a giant in radical thought today, Illich during the past decade has written five books, all of which criticize today's bureaucratization, whether of education, medicine or industrial society. Those books include: "Celebration of Awareness," "Deschooling Society," "Energy and Equity," and "Medical Nemesis, the Expropriation of Health."

An extended profile of Illich by Francine Du Plessix Gray, in the April 25, 1970 issue of "The New Yorker," describes him as "...one of the most feared, feared and controversial (Catholic) priests in the American hemisphere..."

The talk is part of the Visiting Scholar Program by the WMU Honors College.
Student Center
Set: Semester Break Hours
Saturday, April 22
Building & Counter 8 a.m.-2 p.m.
Bookstore 10:30 a.m.-2 p.m.
Pub. Cafeteria 11:30 a.m.-1:30 p.m.
All other areas closed.

Sunday, April 23
Building & Counter 11 a.m.-2 p.m.
Paint Hall 11 a.m.-1 p.m.
Pub. Cafeteria 11:30 a.m.-2 p.m.
All other areas closed.

Monday-Friday, April 24-28
Building & Counter 8 a.m.-3 p.m.
Bookstore 10:30 a.m.-2 p.m.
Snack Bar (Vending Only) 8 a.m.-3 p.m.
All other areas closed.

Sunday, April 30
Open on regular spring schedule.

Western’s Harmon Edits New Book

The 384-page volume is a permanent record of the 1976 symposium in San Francisco held in conjunction with the American Chemical Society’s centennial meeting.

In the preface, Harmon states, “it is hoped that by comparing the different species and their surface proteins of cancer cell membranes and those of normal cell membranes, some insight may be gained into the processes which cells become malignant.” In addition, he notes that the study may “...provide clues to how neoplastic (tumorous) cells could be more effectively eradicated by chemotherapy or through immunization techniques.”

APA Meets May 8
The annual business-social meeting of WMU’s Administrative Professional Association (APA) will be held at 5 p.m. Monday, May 15, in the Valley III dining room. Results of the election of officers for 1978-79 will be announced.

Following the brief business meeting, refreshments will be served. All APA members are urged to attend.

Western News
Western News is published by the Information Services Office, Administration Building, 156 W. Michigan Ave., Western Michigan University on a Tuesday during the fall and spring semesters, except during examination and vacation periods.

Copies of Western News are available in the Whitmore-L январа Library building, 156 W. Michigan Ave., or in the Information Services Office, Administration Building, 156 W. Michigan Ave. It is free upon request.

The Information Services Office reserves the right to refuse to print an advertisement or an article submitted to Western News.

In order to ensure publication of an advertisement or an article, it must be submitted to the Information Services Office by the deadline.

The deadline for an advertisement to appear in Western News is 6 p.m. on the Tuesday before publication.

Faculty Recognition Dinner Is May 12
The annual Faculty Recognition Dinner, honoring this year’s retiring faculty members, will be held Friday, May 12, in the east ballroom, University Student Center. There will be a punch bowl at 5:30 p.m. and dinner will be served at 6:30 p.m.


Reservations at $5.95 per person should be made by April 27 with Robert L. Culp, Read Fieldhouse ticket office, telephone 332-1780. The dinner is sponsored by the Faculty Senate’s faculty relations and emeriti committees.

1978-79 University Telephone Directory Info Being Compiled
Work has begun already on the compilation of material for the University’s 1978-79 telephone directory.

Faculty and staff who will be here next fall, but not here on campus during the spring and summer sessions, should indicate in writing now any changes they want made in the directory.

Names, title or classification, campus address and campus phone number for all University employees will be included in the directory.

Spouses’ names, home address and phone number also will appear unless employees send a written notice to the Information Center, 210 Administration Building, requesting that all of the off-campus (home) information be deleted from the directory.

The only other option is to have the spouse’s name deleted and not have the home address and home phone number. To delete a spouse’s name, the employee must change his/her personnel computer file by writing Fred Hunt, 1533 Russell H. Selbert Administration Building.

All employees are encouraged to use the back of their paycheck envelope to routinely report information changes to Hunt.

Math Colloquium Monday
Professor Michael J. McAssey of the University of Iowa will speak at Western’s mathematics colloquium 3 p.m. Monday, April 17, in the Math Commons Room, sixth floor, Everett Tower. Coffee will be served at 2:30 p.m.

The University’s copyright committee has designated Gordon Smith, manager of Miller Auditorium, to coordinate monthly royalty collections and disbursements to the national performing rights agencies, based on any additional fees assessed when the aggregate fees paid to performers exceed $1,000.

Micronesian Program Set
A free, public slide presentation on "Micronesia: Pacific Paradise or Third World Nightmare" will be presented by Michael Nudder, former Peace Corps volunteer to the Micronesian Islands, at 7:30 p.m. Friday, April 14, in Spindler Hall lounge.

Bernhards Visit Egypt’s Sadat
WMU President and Mrs. John T. Bernhard were members of a United States educational mission that met last week with Egyptian President Anwar al-Sadat in Cairo, Egypt.

Responding to their concern about the Middle East situation, Sadat reaffirmed his hopes for a peaceful resolution in the Middle East and stable relations with the United States.

The educational mission was arranged by the American Association of State Colleges and Universities (AASCU) and received travel funds through the U.S. Office of Education. The delegation was composed of 13 presidents from AASCU member institutions and was accompanied by Alfred Moye, deputy commissioner of higher and continuing education of the U.S. Office of Education; Allan W. Ostir, AASCU executive director; and Maurice Harari, director of AASCU’s office of international programs.

The mission included meetings and seminars with officials from the Ministry of Education and educators from selected Egyptian universities. The AASCU delegation hoped that these meetings will result in an agreement to work cooperatively on specific programs.

During the meeting with Sadat, Cecil Mackey, president of Texas Tech University and of AASCU, presented him with a citation thanking him for his contributions to international education and world understanding. The citation was presented on behalf of the 335 AASCU members.

At the conclusion of the Egyptian meetings, the U.S. delegation traveled to Greece for similar explorations with Greek educators and officials.

Dr. Bernhard is a member of the board of directors of the AASCU and the American Council on Education. The Bernhards returned to Kalamazoo last weekend.

Pacchini Receives Biggs’ Ad Award
Mark P. Pacchini, a Schaumburg, Ill., junior, was named big man of the year by Biggs Associates annual advertising scholarship given here for the 1978-79 school year.

The $250 award, plus a year’s professional internship with the Kalamazoo-based marketing/advertising/public relations firm was presented to Pacchini by Ronald J. Davis, a 1956 WMU graduate and vice president of the company.

Pacchini was selected on the basis of academic achievement—he has a point grade average of 3.63 over a possible 4.0 (all A’s) and is a full-time student majoring in both advertising and communications. He is a member of the University’s Ad Club and is active in intramural hockey, football and track.

Discuss ‘Swimmer’s Itch’
Dr. Harvey D. Blankespoor, associate professor of biology at Hope College, will present a free, public seminar at noon Thursday, April 13, here in 181 Wood Hall, sponsored by WMU’s biology department. His topic is ‘Swimmer’s Itch.’
Personnel Department Memo

Non-Faculty Academic Year and Ten-Month Appointments

The University employs a number of non-faculty staff on an academic year or ten-month appointment basis. These individuals, due to the nature of their jobs, are not scheduled to work year around.

Employees who are away from work during the spring and/or summer months are eligible to continue group hospital-medical and life insurance with their pay provisions. The Staff Benefits Office, upon receipt of a P-006 form indicating that an employee will be off the payroll, will contact the employee outlining the provisions and costs for continuing group insurance while they are off the payroll.

If an employee chooses not to continue coverage, the insurance will be cancelled and then be reinstated upon return to work, provided that the request for reinstatement is made within 31 days of the date of return to work. If the request for reinstatement of insurances is not made on a timely basis, evidence of insurability will be required in order to obtain insurance coverage. Employees on regular pay period appointments, who go off the payroll, have prepaid their group insurance premiums for the spring/summer months; therefore, they are not billed for insurances while off the payroll and there is no break in insurance coverage.

Non-faculty individuals who are not scheduled to work during the spring and summer months are sent Alternate Employment Applications. These applications are to be completed by each affected employee and returned to the Personnel Department.

Individuals who are on 18 pay period appointments or are members of a bargaining unit do not require a P-006 form removing them from the active payroll. The processing of the P-006 form removing them from the active payroll is not required on a timely basis, evidence of insurability will be required in order to obtain insurance coverage.

CPS Examination is Here May 5-6

Dr. Leo Niemi, acting chairman of the department of business education and administrative services, has announced that West Hall will be an examination center for the 1978 Certified Professional Secretary (CPS) examination here May 5-6. Western will be one of more than 300 centers for the two-day, six-part examination which approximately 3,000 secretaries through the U.S., Canada, Puerto Rico and Jamaica will take. The examination parts are environmental relationships in business, business and public policy, economics and management, financial analysis and mathematics and small amount of travel subsidy will be available.

Have You Registered For Summer, Fall Yet?

Western's director of registration, Mary K. Larmy, has asked that University students submit their summer and fall 1978 course requests as soon as possible. Early requests, she noted, will help academic departments to predict which sections of courses will have sufficient enrollees to justify offering the class.

Advance registration forms and class schedules are now available from 7:45 a.m. to 5 p.m. Monday through Friday in 1978 Seiber Administration Building, or from 4:45-6 p.m. at the Information Center, in the lobby of the building.

Students Perform Sunday

Music for flute and cello will be performed by two students from Western’s music department in a free, public recital at 5 p.m. Sunday, April 16, in Oakland Recital Hall. Performing will be flutist Peter Shoun, a senior from Bronson, and cellist Victor Galea, a junior from Clawson.

Cremin Gives Talk

Dr. William Cremin, assistant professor of anthropology, will speak at the annual meeting of the Michigan Archaeological society Sunday, April 16, in East Lansing. He is the topic will be recent archaeological research by WMU’s anthropology department in the Kalamazoo River Valley of Allegan County, supported by WMU and the Michigan History Division, Michigan Department of State.
Baseball Team Finally at Home

After 19 games on the road, Western Michigan's baseball team opened its 1978 season Wednesday with a doubleheader with long-time rival Notre Dame and then has a Saturday twinbill with St. Francis College of Joliet, Ill. Starting time at Hyames Field is 1 p.m.

Coach Fred Deckers's club has a 1-1 record for the season and is batting .312. Last week, the Broncos won a doubleheader at Purdue, 6-3 and 8-3, and then lost three of four at Ohio State.

Spring Football Game Saturday

Western's football team concludes spring practice this week with the annual Brown-White intrasquad game at 2 p.m. Saturday in Waldo Stadium. Admission is $1.00 and all proceeds will go to the Gary Athletic Fund. Spectators are asked to enter on Stadium Drive.

Both Track Teams Enter Dogwood Relays

The always competitive Dogwood Relays Friday and Saturday at the University of Tennessee is the meet in time for Western Michigan University's men's and women's teams.

Next Tuesday, Coach Jack Shaw's men's club will host defending Mid-America Conference titlist Eastern Michigan in a 4 p.m. meet at Kanley Track.

Softball at Hope

Coach Fran Ebert's Western Michigan women's softball team was scheduled to make its 1978 home debut yesterday at Versailles Park in a doubleheader with Aquinas College. The Brown and Gold head to Holland Saturday to take on Hope College in an 11 a.m. doubleheader.

Joins Grid Staff

Jim Gilstrap, a 12-year veteran of collegiate football coaching, will join Coach Earl Utz Jr.'s Bronco football coaching staff as a gridemeteer. Gilstrap, who is a former WMU footballer and a 1964 graduate. He spent the last two years at Kansas State University and the last two years at Kansas State University and had previous coaching experience on the club and intercollegiate levels.

Tennis Here Today

First-year Coach Janet McCutcheon's Western Michigan women's tennis team was invited to make its 1978 home debut yesterday against Aquinas College on the Ellsworth courts. WMU will entertain Albion at 3:30 this afternoon.

Netters at Muncie

Western's men's tennis team, after a week of regrouping since its spring trip to Florida, will travel to Muncie, Ind., for a dual meet with Ball State Friday and double duals with DePauw and Taylor Universities Saturday. The Broncos came home with an even 4-4 record after contesting some of the top teams in the South.

APRIL

13-20—Exhibition of recent paintings by Irving Taran, associate professor of art, Michigan State U., Space, Gallery, Knauss Hall, daily.

13—History Faculty Conference, "Western Civilization and United States History Survey," Professor Friedmann Hall, 11 a.m.-4 p.m.

13—Seminar, "Swimmer's Itch," by Dr. Harvey D. Blankenship, professor of history at Hope College, 181 Wood Hall, noon.

13-15—Shakespeare's "Hamlet," Shaw Theatre, 8 p.m.

13—Daytime Bronco business meeting, 9 a.m. at Hyames Field.

13—Southwestern Michigan Vocal Festival, Miller Auditorium, 7:30 p.m.

14—Parade of Barbershop Quorums, Miller Auditorium, 8 p.m.

14—Student jazz quartet, Oakland Recital Hall, 8 p.m.

14—"Proceed with Caution," by Dr. Ronald J. Gaetano, project director, Upstate Medical Center, Syracuse, N.Y., 2202 Sangren Hall, 1:30 p.m.

15—There is an exhibition, "Color Lithographs," by Louis Hubert, artist, Miller Auditorium, daily.

15—Department of Counseling and Personnel's spring conference, "Dealing with Stress," by Dr. Gilbert Wrenn, Arizona State U., guest speaker, Student Center, all day.

15—"Money Matters" workshop on wills, stocks, insurance, budgets, etc., Center for Women's Shouns, A-331 Ellsworth Hall, 9 a.m.-1 p.m.

15—Baseball, WMU vs. Washington and Lee, Hyames Field, doubleheader, 1 p.m.

16—Student recital, Peter Shoun, flutist, and Victor Galea, cellist, Oakland Recital Hall, 8 p.m.

16—Student recital, Donald McPherson, pianist, Oakland Recital Hall, 3 p.m.

16-22—Sue Beyer, BFA Photography Exhibition, Steers St. House Gallery, daily.

16—"The Bureaucracies of Medicine, Education and Welfare and Their Impact on Health, Learning and Happiness," by Ivan Illich, Shaw Theatre, 8 p.m.

17—Jazz violinist, Jean-Luc Ponty, concert, Miller Auditorium, 8 p.m.

18—Student recital, Chris Hansen, trumpet, Oakland Recital Hall, 8 p.m.

18—Track, WMU vs. Eastern Michigan, Killey Field, 4 p.m.

18—Tony Sandler and Ralph Young, concert, Miller Auditorium, 8 p.m.

19—Baseball, WMU vs. Michigan, Hyames Field, doubleheader, 1 p.m.

19—WMU's "Requiem" by WMU's Grand Chorus with Kalamazoo Symphony Orchestra, Miller Auditorium, 8 p.m.

22—Winter semester ends.

22—Reception for John Paul Benach, photographer, Gallery II, Sangren Hall, 7:30-10 p.m.

* Indicates admission fee charged.

Faculty/Staff Golf League Announced

Deadline for entering the 1978 Spring Intrasquad Faculty-Staff Golf League is 5 p.m. Friday, April 1.

Play in the two-person team league will begin Wednesday, May 3, at the Ridgewood Golf Course, 10300 W. Main St. Tee times will begin at 2 p.m. and continue through 4:15 p.m. each Wednesday.

There is $3 per person entry fee payable at the WMU, 101 Gary Center. Rules and handicap information will be available at the time of registration. Any questions, call 383-0440.

Plan Co-ed Softball

A co-ed softball team for faculty, staff and students is being organized on campus. If you're interested, contact Vicki Kritt, Computer Student Services office, telephone 383-6114, by Wednesday, May 3. Games begin on Monday, May 8.

Golfers at Ohio State

The WMU golf team will compete at the College Invitational, hosted by Ohio State University through Sunday.

Dance Recital Saturday

Franklyn Folino, master's degree candidate in the department of dance, will present his master's recital at 5 p.m. Saturday, April 15, in Oakland Recital Hall.

Mother, Daughter Recital Sunday

A mother-daughter duet will headline the piano recital of Dorothy M. Mercer, 45, a senior from Grand Rapids, to be presented at 3 p.m. Sunday, April 16. She will be joined by her daughter, Ann Elizabeth, in a Mozart concerto for flute and piano.

Reading Fellowship Applications Due

Applications for the $500 Homer L. J. Carter Fellowship for graduate study are now being accepted at the University's Reading Center and Clinic, 3514 Sangren Hall.

It is open to graduate students enrolled in the University's reading program in reading during the 1978-79 academic year. A recipient must have demonstrated significant academic achievement and also show need of financial assistance.

Applications must be filed with Dr. Edward J. Hunt, professor of teacher education, in the Reading Center and Clinic by Saturday, April 22; phone 383-1992.

The fellowship is named in the late Homer L. J. Carter, who organized the WMU Reading Center and Clinic.

Expert on Drugs, Elderly Speaks

Here Friday

"The Elderly and Substance Use, Misuse and Abuse" will be the topic of a free, public talk at 1:30 p.m. Friday, April 14, in the Auditorium sponsored by Dr. Ronald J. Gaetano, project director, Upstate Medical Center, Syracuse, N.Y.

Gaetano, reputedly one of the world's top experts on this subject, currently is president, National Free Clinic Council, and also chairman, National Drug Abuse Center. He also chairs the National Task Force on Drugs and the Elderly and the New York State Health Committee.


The next lecture in this series, sponsored by WMU's gerontology program, will be held Tuesday, May 18.

Emeriti Offer Estate Planning

A "plain English" seminar in estate planning will be conducted by William Sturtevant, WMU's director of planned giving services, Thursday, May 4, 10 a.m., in the University Student Center (USC) on campus.

Sponsored by the WMU Emeriti Council's estate planning committee, the seminar will focus on general information about wills, estate taxes, trusts and changes in regulations governing estates resulting from the Tax Reform Act of 1976.

Following the seminar, scheduled for 10-11:30 a.m. in rooms 157-158 USC, the University Development Office will sponsor a reception, followed by an optional 6 p.m. dinner for which reservations may be made at $4.50 each.

In addition to Sturtevant, Henry Ford III, from the Kalamazoo law firm of Ford, Kriekard, Staton, Allen & Decker, will conduct a question and answer session.

All WMU emeriti and friends of the University have been invited to attend the seminar. The fellowship recommended WMU employees also are welcome.

Reservations should be made by contacting the WMU Planned Giving Services Office, telephone 383-4972.