Compensation plans for all non-bargaining unit employees at Western Michigan University for 1978-79 have been approved by the President, including an across-the-board salary increase of 6 percent, plus the establishment of a 2 percent merit pool, for all Professional/Administrative (P/A) and Clerical/Technical (C/T) staff.

C/Ts receiving merit are to receive no less than 10 cents per hour. All incremental steps are eliminated. All classified P/A and C/T staff, who are at the maximum for their grade, may receive salary increases from either the across-the-board or merit pool as though they were not over the maximum, if the recommendation is concurred in by one administrative level higher than is normally required for approval.

Police and service officer schedules will be altered to eliminate steps; the total will be 8 percent.

Salary increases will be retroactive to July 1 for those still on the payroll paid September 12—the date the paychecks will reflect the new rates. Retroactive checks will be issued September 26.

Revised student help rates for grade levels and for experience will be effective with Pay Period No. 9, beginning August 14. Also, new rates, including a $2.90 per hour minimum, will be effective January 1, 1979.

Home Health Care and Vision Care will be added to Hospital/Medical — Major Medical Insurance Plans for C/Ts and P/As; Maternity Disability will be added to the Long-Term Disability (LTD) for C/Ts and P/As; the maximum monthly LTD benefit will be increased from $1200 to $2000 for P/As and from $867 to $2000 for C/Ts; the monthly LTD benefit for C/Ts will be changed from 60 percent to 66 2/3 percent; the same percentage paid by P/As; vesting for retirement from 15 years to 10 years will be added to the Life Insurance plan for P/As and C/Ts; and the Life Insurance face value for C/Ts will be increased from $5,000 to $10,000.

P/A deductions for Life Insurance and Hospital/Medical Insurance premiums will be reduced 30 percent for any covered employee who was covered in 1977-78. C/T deductions for Long-Term Disability and Hospital/Medical Insurance premiums will be reduced 100 percent for any covered employee who was covered in 1977-78. The employee cost of these premiums will be funded by 1977-78 insurance premium rebates; any balance remaining will be carried forward to 1979-80.

All of these insurance changes are effective September 1.

Other fringe benefit increases are: permission to use sick leave for illnesses of employee or any member of immediate family in household for P/As and C/Ts; a 25 percent pay-off of sick leave balance for voluntary terminations (not retirement) by P/As and C/Ts with seven or more years of WMU service; Annual Leave for classified will be the same as it is for unclassified P/As; Annual Leaves for C/Ts with 6-8 years of service and 16-20 years of service will be increased to 18 and 24 days, respectively; and Funeral Leave for P/As and C/Ts will be increased from three to four days. Annual leave changes are effective July 1; all the other fringe benefit changes are effective Aug. 1.

SCHOOL OF LIBRARIANSHIP WINS GRANT A $30,569 grant, the second in a two year project to improve early childhood library programming, has been given to WMU's School of Librarianship by the U.S. Office of Education. It will support the continuation of studies started last year under the direction of Marguerite Baechtold, associate professor of librarianship. The project surveyed gaps in the preparation of professionals who work with young children in school or public libraries; the second year will measure and evaluate the impact of the library research and demonstration project.

GRAD STUDENTS GAIN FIELD EXPERIENCE Two WMU graduate students in mathematics, Linda Blakely of Portage and Ahmed Elkailani from Libya, are spending the summer at Kalamazoo's Upjohn Co. where they are providing mathematical services to departments there. As part of their field experience, they will deal with statistical and mathematical problems related to the marketing, manufacture, sales and quality control of drugs, according to Dr. Michael Stoline, WMU professor of mathematics. Part of their work will include computer programming.
Application during the posting period.

Physical Plant, posted 7/31-8/4

Academic Auditor I, HE, #78-284,
Graduate College, posted 8/1-8/7

Instructor, Temp. 1 year, #78-285,
Graduate College, posted 8/1-8/7

Assistant Professor, #78-286, Mathematics, posted 8/7-8/8

Assistant Professor, #78-288, Social Work, posted 8/2-8/8

Secretary Senior, HF, #78-289,
Testing Services, posted 7/31-8/4

Associate Intramural Director, #78-290, Health Physical Education Recreation, posted 8/3-8/9

Project Director, N-02, #78-300,
Evaluation Center, posted 8/3-8/9

Evaluation Training Research Specialist, N-04, #78-301, Evaluation Center, posted 8/3-8/9

Health Educator, E-10, #78-303,
Health Center, posted 8/3-8/9

The listings below are currently being posted by the University Personnel Office for Bargaining Unit, Local #1668.

Custodian, #78-038, Custodial Department, posted 8/1-8/7

EMERITI INVITED TO COMMENCEMENT

All WMU emeriti are cordially invited to attend the summer commencement at 6 p.m. Friday, Aug. 18, in Waldo Stadium. Those who plan to attend should call Dennis Boyle, University registrar, at 383-1630 so that a ticket in the reserved section may be secured.

Faculty participating in the commencement ceremony are reminded to assemble in the Oakland Gymnasium (Gary Center second floor hallway in case of inclement weather) at 5:30 p.m. and be prepared to lead the processional.

EXAMINATIONS FOR DOCTORATES SCHEDULED

The oral examination for Sandra Gagie for her doctor of education degree will be held at 10 a.m. Friday, August 4, in the ERC Conference room, Sangren Hall. Her topic will be "A Study of Precausal Thinking in Normal and Mildly Mentally Retarded Children."

The oral examination for Frances L. Lather for her doctor of education degree will be held at 10 a.m. Tuesday, August 8, in 3106 Sangren Hall. Her topic will be "An Analysis of the Role of Reinforcement Density in the Transfer of Stimulus Control in a Non-verbal Discrimination Task."

SAFETY TRAINING SESSIONS ANNOUNCED

The University Safety Committee has approved the final draft of new safety rules required by the Michigan Occupational Health and Safety Act to provide a reasonably safe place to work and study. The rules are now ready to be put into effect, and it is the responsibility of supervisory personnel to enforce them. Training sessions for supervisory personnel have been scheduled as follows:

2:30 a.m., Monday, Aug. 7, Davis Room, Walwood Union
7:30 a.m., Tuesday, Aug. 8, Room 14, RC Building
8:30 a.m., Wednesday, Aug. 9, Placement Office, Conference Room, Ellsworth Hall (limit 20)
10 a.m., Thursday, Aug. 10, G-130, Waldo Library
8:30 a.m., Wednesday, Aug. 16, Kiva Room, Student Services Building
10 a.m., Thursday, Aug. 24, G-130, Waldo Library

All supervisory personnel are urged to attend one of these sessions to prepare for any questions which employees and students may have regarding safety rules. For questions, call 383-8084.

DIRECTORY LISTING OPTIONS EXPLAINED

Some confusion still remains as to the options available to faculty and staff about the kind and amount of information which may be included in the University's 1978-79 Telephone Directory.

Names, titles or classifications, campus addresses and telephone numbers for all employees will be included, but some options exist as to the amount of home information that may be included:

1. Complete home information—spouse's name, your street address, city and phone number (no need to do anything if this is what you want).
2. No home information (if this is what you want). Send request in writing to Information Center, 2110 Seibert Administration Building.
3. Omission of spouse's name only. The deadline is Aug. 10.

For additional information, call Gertrude Peterson, Switchboard—383-1608.

PARALLEL NEEDS INTERESTED PEOPLE

Parallel, Western's learning network and skills exchange, is asking for help to coordinate the service during the fall and winter semesters. All interested faculty, staff members and students are invited to teach or learn a new hobby or occupation through the learning referral service. Call 383-1994, the Parallel office.

DEDICATE ADMINISTRATION BUILDING

At a brief ceremony held at 11:30 a.m. on Friday, July 21, a dedicatory plaque naming the University's Administration Building in honor of Dr. Russell H. Seibert, emeritus vice president for academic affairs, was held. It took place in the main lobby of the building, and was attended by WMU's Board of Trustees who held their monthly meeting earlier that morning.