The following statement, the University's response to the American Association of University Professor's March 26th oral bargaining proposal, is being released in full because parts of the response and erroneous misleading commentary on it are being publicized by the AAUP:

"After many months of collective bargaining negotiations there has been some progress toward a first contract but there are many substantial questions still unresolved.

"During the course of these negotiations, Western has taken the view that the essential processes of the University must continue, and thus has proceeded with the implementation of class schedules and work assignments. Additionally, Western has tried to deal, in as normal a fashion as possible, with peripheral and educational policy concerns.

"Beyond these necessary maintenance activities, Western has made some adjustments in its work force and, more recently, has advised the Chapter of its decision to proceed with the making of final tenure recommendations in accordance with the 1974 Tenure Policy.

"The Chapter's verbal proposal of March 25 offers a settlement based on the Chapter's acceptance of Western's 1975-76 compensation offer, more immediate implementation of the 1975-76 promotion recommendations, further Chapter examination of Western's financial records and a Chapter pledge not to file further unfair labor practice charges in connection with 1975-76 tenure recommendations.

"Let us, from Western's point of view, take each of these elements in turn, first, the matter of compensation.

"The funds reserved for faculty salary increases are still intact, but if those monies are not expended during the current fiscal year, Western will have to try to carry them forward into fiscal 1976-77. There is a risk in doing so, since we would face the possibility that the amount of the carry-forward would be deducted from the budget appropriation.

"For some time, Western has believed that there was no advantage to anyone in delaying distribution to the faculty of the preferred 3.25 per cent. Western has been willing to implement that compensation offer immediately, as of December 1, and is still willing to do so. Further bargaining will not increase the 1975-76 offer, and the passage of time gives rise to the concerns already expressed regarding the carry-forward problem. Western believed in December that both parties might more sensibly focus their joint attention on a 1975-76 contract; and a 1975-76 contract, viewed in the last month of the academic year, looks more and more to be an ex post facto exercise with little substance or meaning.

"Western is unwilling, however, to gain acceptance of its offer through the granting of unilateral concessions. With respect to the implementation of 1975-76 promotion recommendations, Western has made the same decision. Concessions, lacking the permanent consequences of tenure decisions, should be handled in a mutual agreement on contract policy.

"Regarding the disclosure by Western of financial information, we have, from the beginning, recognized that Western is obligated to provide the information that is necessary for the Chapter to carry out its agency responsibilities. Western asked at the outset that requests for data be processed with reasonable particularity, and that the relationship of the requested data to the bargaining duty be stated. The fact that the Chapter did not comply with this request, Western accommodated a number of demands for data, including additional requests for the financial condition of all University funds, and the related statements of revenues, expenditures, and balances, and will provide balances for the fiscal years 1969-70 through 1975-76, inclusive.

"Western has declined, on the other hand, to furnish information in those instances where there was no perception on our part—and we maintain our position on the Chapter—that the material was necessary or relevant to the bargaining role. Western believes that Michigan law does not require an employer to submit to random fishing expeditions. Western is willing to adjust its position in light of serious, good faith consideration to data requests stated with reasonable particularity, and where an essential relationship to a union's bargaining role is established.

"The Chapter's most recent request for financial information, as submitted on March 5, Western believes to be unreasonable and unnecessary. Since the Chapter has already filed an unfair labor practice charge on this issue, Western is content to delegate the Michigan Employment Relations Commission, and the Courts, if necessary, to determine the limits of an employer's responsibility. It may be that Western is wrong in this matter, and it may be that the Chapter is wrong. In either case, Michigan law process provides an answer and a remedy.

"What, then, is to be done? Western is not prepared to make the requested concessions in order to gain immunity from unfair labor practice charges resulting from tenure decisions. Western, however, is willing to implement the salary and fringe benefit offer extended on December 1, and is further willing to express its firm intention to give faculty and staff compensation the highest priority in the development of the 1975-76 University budget."

Maier to Discuss
Crucifixion Friday

Dr. Paul Maier, professor of history at Western, will be the featured speaker at the final winter semester Honors College discussion program which will be held on Friday, April 9, in the Honors College lounge.

Dr. Maier's discussion, "The Politics Behind the Crucifixion," will explore sources outside the New Testament that shed new light on the trial and execution of Jesus.
Mortar Board Taps 25, Including First Men Members

Twenty-five of WMU’s most outstanding junior students have been initiated into the WMU chapter of Mortar Board, one of the highest nationally recognized members of the Association of College Honor Societies. Membership is regarded as one of the most prestigious honors given at WMU and recognizes all facets of University achievement in scholarship, service to the campus and surrounding community, and outstanding leadership. These endeavors are expected to be continued during the member’s senior year.

Included among the initiates are five men, the first males ever “tapped” for membership in Mortar Board. Men became eligible for membership as of last October by a vote of the national organization, thereby joining 275 women, iniciating them into the 34th year. They have become Mortar Board members at WMU, since the Arista chapter began here in 1963.

Current active members of the WMU chapter selected the 25 initiates in a “careful” procedure, which considers academic record, leadership roles and service performance. Faculty recommendations are also important in the selection. Initiates must have maintained at least a 3.0 (B) grade average during their careers at WMU.

The first Mortar Board chapter was founded in 1918 and the organization now has 141 active chapters. New WMU Mortar Board members are Dennis Beckford, Paula Blintkilde, Lora Curr, Weolne Coynmeyr, Tracy Ellis, Katherine Flengler, Merilee Gaines, Beth Gee, Patricia Gordon, Paula Inglalls, Betty Jo Joest, Jeffrey Moore, Marcia Mueller, Sandy O’Connor, Mary Ellen Patterson, Sherri Lynn Reid, Thomas Shattuck, Mary Jo Thiel, Laura Lee Van De Weide, Jeanne Wallace, Kathy Williams, Lorel Wolf, Anne Zettelmaier, David Zimmerman and Mimi Zuchowski.

SECRETARIES EXAM HERE

Western Michigan University will serve as an examination center for the 1976 annual Certified Professional Secretary (CPS) Examination which will be held Monday and Tuesday, May 3-4, according to Dr. Ron DeYoung, acting head of the Business Education and Administrative Services.

Dr. Bernadine Bruchwitz, assistant professor, will administer the two-day, six-part examination, which approximately 4,500 secretaries will take throughout the United States, Canada and Puerto Rico.

To date, 8,713 have earned the right to use the CPS designation by passing the six parts of the examination: environment relationships in business; business and public policy; economics and management; financial analysis and the mathematics of business; communications and decision making; and office procedures.

The examination is open to all secretaries who meet the specific educational requirements in combination with specified years of verified secretarial experience. Applications for the 1977 examination may be obtained from the Institute for Certifying Secretaries, 2440 Perching Road, Suite G-10, Kansas City, Mo. 64108.

OSS Plans Open House

An open house reception for interested faculty, staff, and students will be held from 1-4 p.m. Tuesday, April 13, in the new location for the Office of International Student Services (OSS), here in 151 Student Services Building.

The primary purpose of OSS is to facilitate the process of international educational interchange, said Marion W. Gerould, OSS director. To fulfill this purpose, the office works not only with those students from other nations who are endeavoring to extend their educational background, but also with American students who are seeking opportunities to study and travel overseas.

Information regarding some of the specific functions of OSS will be distributed at the open house.

GUEST PHILOSOPHY LECTURE MONDAY

Anthony Kenny, professor of philosophy at Balliol College, Oxford University, will present a free public lecture at 7 p.m. Monday, April 12, in the philosophy seminar room on the second floor of the Kalamazoo College Library, sponsored by WMU and Kalamazoo College.

His topic will be “Development of Wittgenstein’s Philosophy of Mind.” He is the author of many books in philosophy, including works on Aquinas, Descartes and Ludwig Wittgenstein.

CERAMIC EXHIBITION OPENS MONDAY

An exhibition of ceramic works by Barry Cranmer, a WMU graduate student in fine arts, will run from Monday, April 12, to Friday, April 23, here in Gallery II, Sangren Hall.

Cranmer’s degree exhibition will replace an exhibition by William Hansen, WMU art professor, which was originally scheduled for those dates in Gallery II. A free, public opening reception for Cranmer will be held from 4-6 p.m. on Monday.
Sex, Sexuality Program Tonight

The concluding session this semester in the free, public "Sex and Sexuality Series," sponsored by the WMU Associated Women Students, will be at 7:30 p.m. Thursday, April 8, in 204 Student Center.

Patricia A. Appel, director of community education, Kalamazoo Rape Crisis Program (KRPC), a volunteer program affiliated with the KalamazooYWCA, will speak on "Crisis Intervention: Resources for the Rape Victim." Appel, a December 1974 English education graduate at WMU, is currently the assistant librarian at Waldo Union Library. She has worked with KRPC for the past seven months.

Award Honors Schoenhals

An application deadline of Monday, April 30, for the new Neil L. Schoenhals Media Award, worth $500, has been announced by Western's Educational Resource Center (ERC). An aspiring graduate student at WMU in the area of audiovisual media or library-audiovisual programs. Application forms may be obtained at the ERC in Sangren Hall.

The assistantship honors the late Neil L. Schoenhals, who was on Western's faculty for 30 years as a music librarian and assistant librarian. He died last December 18.

The recipient will be invited toERC activities, such as student advisories, self-instructional programs, consultation with students and committees, and special projects. Candidates must be enrolled in the audiovisual media (AM) or library-audiovisual programs at WMU, have a bachelor's degree and have previous experience, be a full-time graduate student and complete the application.

A selection committee, which will award the assistantship, will consist of a representative of the Schoenhals family; Frederick R. Brail, associate professor of teacher education at WMU; and more than three ERC professional audiovisual staff members. The committee will interview all assistantship candidates.

At the time of his death, Schoenhals was ERC director, a position he held, as well as professor of teacher education. He was a 1939 graduate from Western and an M.A. in 1960 from the University of Michigan.

He joined Western's faculty in 1946 and taught nearly 15 years in the ERC before moving to the ERC staff in 1964 as assistant director, where he is now the first such center on any university campus in the nation.

Film Day Tuesday

A Film Day program, sponsored by the WMU sociology department, will feature the continuous free public showing of the movie, "Cat Baloo," from 9 a.m. to 3 p.m. Tuesday, April 13, in 2103 Sangren Hall.

Management Workshops for Women Set

Women who are already in or who aspire to management positions in industry, education, government or professional associations can benefit from a series of three workshops starting from April 24 through May 8 at Ramada Inn, Portage, according to Manzella Fitch, director, Continuing Education for Women (CEW) here at Western.

The workshops are entitled "Three Workshops in Management for Women," will be held from 9 a.m.-3 p.m. Saturdays at a cost of $25 per session, which includes meals. Location: at the Ramada Inn on South Westside Avenue, just north of I-94. The enrollment limit for each workshop is 25.

The series is sponsored by the WMU Continuing Education Division.

The workshops will present basic principles and practices of management with case studies, organization theories, and the process of management. Various insights and differing techniques and discuss the changing roles and attitudes of women and the persons with whom they work as they move up the organizational ladder; they also will have experiential exercises to explore what managers work with—human nature.

The workshop leaders will be Friscilla Jackson, chief consultant for Women-In-Management, Inc., her own firm which has established at Birmingham, Mich., and who is national chairperson, Centers for Continuing Education for Women, Adult Education Association; Patricia Stephens, involved in human resources management for Buick Motor Division, General Motors Corp.; and Jane Greenwalt, who has been a trainer in experiential education for management of women programs, University of Michigan, and an instructor in group processes at the Continuing Center; Oakland Community College. Jackson established the Continuing Center and designed the women-in-management programs now being offered at Michigan.

Fitch said that since 1967, the number of women in our national work force has increased greatly and these women are a resource of management talent not heretofore used in any real measure.

Below is a listing of the position openings currently being posted by the University Personnel Department for current University employees.

Regular full-time and regular part-time employees interested in applying for these positions within the next 30 days should submit a Job Opportunity Request form to the Personnel Department during the posting period.

Clerk II, HC (H03), 760-66, Academic Records

Library Assistant II, HE (H05) reposted, 784-632, University Libraries—posted 4/7-13

Secretary II, HE (H05), 760-66, Industrial Education—posted 4/7-9

Data Entry Operator II, HD (H04), 760-367, Faculty Relations—posted 4/7-13

Secretary Senior, HF (H06), 760-666, Ed. Resources Center—posted 4/7-13

Assistant Director, HE (H05), 760-469, Alumni Relations—posted 4/7-12

Secretary II, HE (H05), 760-666, Public Administration Programs—posted 4/7-13

Plan 'Woman Alone' Series

Women who live alone do not need to be lonely. That is the premise of a series of workshops on "The Woman Alone," which will be offered from 6:30-9 p.m. for six Tuesdays, April 13-May 8, here in the Davis Room of Walwood Union.

The series fee is $35; enrollment may be made up to the first session. It is sponsored by the WMU Continuing Education for Women (CEW) office.

Manzella Fitch, CEW director said the goals of the "Woman Alone" series is to help a woman find strength and satisfaction in herself rather than depending on someone else, to face her own personal problems, and to help her plan a realistic strategy for achieving her goals.

The workshop enrollment will be limited to 15.

Fitch said that women who live alone happily and successfully prove there is no need to give close attention to planning for fulfilling friendships, financial independence, basic legal knowledge, time management, and less time to manage their jobs, and then help her plan a realistic strategy for achieving her goals.

Argentinian Anthropologist Lectures Here Tonight

Argentinian anthropologist Dr. Esther Hermetite, currently a visiting scholar at Michigan State University, will speak at 3 p.m. Thursday, April 13, in the Honors College lounge.

Her free, public talk is entitled, "Vicuna Producers and their Business in Old Methods, New Markets.", She is on leave at MSU from her position as chief graduate student assistant at the Institute Torcuato Di Tella in Buenos Aires.

Set Flute Recital

Flutist Anne T. Crans, a graduate student from Grand Rapids, will present a free recital at 8 p.m. Tuesday, April 20, in Oakland Recital Hall.
Western Michigan's baseball team has returned home after 12 games in the south and takes on Ohio State in Friday and Saturday doubleheaders in Columbus.

The Broncos won two of their first three outings and then two of the final three to come north with a 4-8 record.

Another full-scale scrimmage is on the agenda this coming Saturday as Western Michigan's football team will have completed 17 of the allotted 39 sessions at that time. The spring wind-up game is slated for Saturday afternoon, April 17, in Waldo Stadium.

Women Athletes
Open Spring Play

Western's women's athletic teams will begin their spring schedules this week.

On Thursday, Coach Fran Ebert's softball team starts off with a doubleheader against Michigan State at East Lansing.

Coach Linda Law's golf campaign will start on Saturday, when the Broncos travel to Purdue. On the same day, Coach Chris Hoyles' tennis team hosts Adrian College in a noon meet held at Elliott Courts.

Intramural News

Intramural competition continues today in women's racquetball and badminton, men's racquetball and volleyball, and co-ed water polo, while men's softball play will conclude Friday, April 9. Activity winners may pick up their plaques at the Intramural Office from 8 a.m. to 5 p.m. daily.

The schedule of activities for spring has been compiled, and is available at the Intramural Office, 101 Gary Center.

Neon Thursday, April 22, is the entry deadline for the Faculty/Staff Golf League. First round play will begin Wednesday, May 5. All matches will be played at Ridgeway Golf Course, 10000 W. Main St. (M-43) between 2:30 and 4 p.m. Wednesday. The league will consist of two-man teams. Entry fee is $3.00 per person. Find a partner and file your entry in person by April 22.

Baritone Solo Set

Compositions by Copland, Barber, Rorem, Leonard Bernstein, Rogers and Gershwin will be featured when baritone Randy Bernhard, a Kalamazoo senior, will present a free, public recital at all-American music at 8 p.m. Thursday, April 15, in the chapel of the Episcopal Diocese Widman, a freshman from Kalamazoo, will accompany Bernhard, who studies voice with William Appel, associate professor of music.

WMU Hosts Business Law Conference

Western will host the Tri-State Business Law Conference Friday and Saturday, April 9-10, here in the Kalamazoo Center.

Approximately 50 business law professors from Ohio, Indiana and Michigan are expected to attend. Dr. F. William Morrison, WMU assistant professor of general business, is vice president of the Tri-State Business Law Association; he also is program chairman for this week's conference.

WMU President John T. Bernhard will welcome the conference participants at the opening 2 p.m. Friday session.

Dr. William Morrison, WMU professor of general business, will moderate a panel discussion on "Law Course Offerings at Tri-State Colleges and Universities" at 2:15 p.m. Friday. Dr. Darrell Jones, dean of Western, College of Business, will extend greetings Saturday morning.

The Role of Counsel at Michigan Colleges and Universities will be discussed by Dr. William N. Thompson, WMU assistant professor of political science.

Other topics to be discussed include: "The American Business Law Association (ABLA) and Some Incredibly Interesting Results"; "Legal Assistants in Indiana—The Potential Job Market"; "The Contributions of угanda Conflict Resolutions"; "Effluent Charge Schemes as a Method of Water Pollution Control: Legal and Economic Issues" and "The Status of Business Law Professors and the J.D. Degree."

Dr. Charles N. Hewitt, ABLA president, also will speak at the conference.

Offer 4 Merit Scholarships Here

Four merit scholarships, each worth $450, will be awarded to undergraduate students for the 1976-77 academic year through the University of Arts and Sciences here in the WMU College of Arts and Sciences.

They are restricted to students with junior or senior class standing. Completed applications are due Friday, April 13.

Additional information can be obtained by contacting one of the following departmental offices—biology, chemistry, mathematics, physics or psychology—at Western.