Affirmative Action Plan updated for University

To keep the University's policies and practices governing equal opportunity in compliance with Federal laws and regulations, a revised Affirmative Action Plan has been approved by the Board of Trustees.

According to Dr. Michele Zak, Director of Human Resource Utilization, the new plan accommodates two sets of governmental regulations passed since the first plan was completed in 1972.

The new regulations prohibit discrimination against handicapped persons and veterans of the Vietnam era. "These laws and regulations prohibiting discrimination, passed since 1972," Dr. Zak said, "do not require adoption of formal affirmative action plans, as do the earlier regulations, pertaining to race and sex discrimination."

Required compliance relative to the handicapped, she said, "is limited to such efforts as recruitment in specific places, like rehabilitation agencies in the case of qualified handicapped persons. We would, if necessary, be required to make reasonable accommodations in working conditions or in the work place to enable the handicapped person to perform.

"For example," she continued, "if we have a person with an orthopedic handicap who qualifies to be a secretary but part of the job requires the moving of her typewriter periodically, we would make provisions to have someone else move her typewriter because that physical incapacity would not prevent her from fulfilling the basic requirements of the job."

Provisions for the Vietnamese veterans, she said, were made to prevent employment discrimination against the men who returned from an unpopular war.

"To meet the requirements of this law," Dr. Zak said, "we extend recruitment for jobs that pay under a certain level to bureaus of employment services all over the state."

This law, however, will become obsolete in the next few years because it protects the veteran for a fixed number of years after his discharge, and the last Vietnamese veterans were discharged in 1975."

Dr. Zak also said that the University is now required, along with all other state universities, to file all policies and administrative procedures, implementing those policies, with state government in a specific form.

"When we revised the plan, we revised it into that format so we wouldn't have to do it in two forms. In order to overcome some difficulties presented by the required format and administrative language, we are in the process of translating a manual which will be distributed to all department heads, division heads and supervisors with significant personnel responsibilities.

"The manual will include all procedures designed to implement Affirmative Action at Kent State University, and easily followed directions for conducting those procedures."

Because the University must comply with changes made in laws and regulations passed by the Federal government, the Affirmative Action Plan must be seen as an "evolutionary" document.

United Way at 47% of KSU goal

With three weeks remaining in the KSU United Way campaign, employee contributions have reached "just short of 50 percent" of the dollar goal.

According to Bob Patton, Manager of Community Relations whose office is coordinating the University's efforts, $16,100 of the $34,000 has been collected to date.

"While we have reached nearly 50 percent of the dollar goal, the percentage of contributors is a great deal lower."

"In the event that an employee feels that it is a financial hardship to give his or her 'fair share,' we sincerely hope that a small dollar contribution will be made to show the County that we are sensitive to the needs of the community."

If you have not received your pledge card, please call the Community Relations office at 2200.

Two KSU vice presidents view Lithuanian society

Diversity of life in Lithuania, from the "gorgeous" architecture to the "controlled" society, were among impressions shared by two KSU officials recently returned from the Soviet bloc country.

Dr. Michael Schwartz, Vice President for Academic and Student Affairs, and Dr. Linda Dunn, Vice President for Business Affairs and Treasurer, spent a week as representatives of Kent State at the 400th anniversary celebration of Vilnius University.

According to Dr. Schwartz, the invitation from Vilnius "came out of the blue."

"We had been corresponding with Vilnius for several years attempting to arrange for a visit of professors," Dr. Schwartz said.

"We hadn't heard from them for the longest time and suddenly the anniversary invitation arrived."

The invitation was originally extended to President Holden, he said, who was unable to attend. Protocol dictated that the acceptable ratio be two vice presidents standing in for one president.

Their introduction in Leningrad to Soviet procedures was an "amusing" experience for Dr. Schwartz and "disturbing" for Dunn.

"I was seated in the plane laden it was surrounded by Red Army soldiers," Dr. Schwartz said. "They didn't even do any hospitality thing that I could see."

"The army checks you in and out," Dunn said, and "everywhere you look there are uniformed police and soldiers. We don't live in that kind of atmosphere."

"We had a beautiful show of force in the country--not the only form of control," Dunn found evident.

During their stay, they visited Red Square, were allowed into some parts of the Kremlin but no one, including Russian citizens, was allowed near the area where the Supreme Soviet meets.

"Here we can walk into Congress off the street and even hire and hire a little if we want."

Dunn, curious about the workings of the socialist economic system, was told of the serious productivity problems facing Lithuania and other Soviet countries.

"They try to provide incentive in Vilnius by naming a 'Worker of the Month' and putting his picture on a billboard along with what he accomplished."

"It's a unique approach but according to economists at Vilnius it doesn't work very well."

Dunn said he became more than a little tired of what he called the "free lunch" syndrome.

"We were constantly told us how everything there was free for the people, free medical care and the like. The money for all this 'free ser-
Roger Shaw wins President’s Medal

More than 100 superintendents and other top offici als from school districts throughout northern Ohio came to Kent State over a couple of weeks ago to salute "Jolly Roger" Shaw.

On the uninitiated, the guest of honor was Dr. Roger Shaw who retired (or at least formally retired) from the faculty in June after three decades of service.

During the "saluting" at times more closely resembled a "roast," Shaw received President's Medal.

The prestigious award was presented by President Bruce Crable.

The visiting educators who were those who have been active in the Superintendents Continuing Workshop (SCW) at Kent State to help school heads.

Shaw joined the KSU faculty in the fall of 1949—with common sense and fanfare—than when he left—he was instrumental in building and being SCW, which meets on the Kent campus each term.

Because of the requirement with the superintendents was not the only reason he was honored, as it was described in the citation which President Golding read before he presented the medal to Shaw.

Shaw is a popular, administrator, advisor, international, administrator, ambassador of good will for Kent State University, its students and graduates and a treasured colleague.

"For 30 years," the citation stated, "Dr. Shaw has contributed richly to the University community through his teaching, his concern for students and his service and his love of language."

"Robert I. White, who—since stepping down from the presidency of KSU—" was the prime force in the Department of Schwartz, Dunn (from page 1)
ers or consultants; and organize all facilities and services needed. This may include hand-passed service, audio-visual and recreational services.

A new task for the Bureau will be to care of preparing, processing and printing needed public relations and publicity materials.

The conference system is an institution of higher learning,” Stephens said, adding “the conference system is another aspect of the university’s educational and public service missions.”

**Book of Bowman addresses printed**

**The Importance of Qualification, Education and Good Teaching**, a selection of addresses by the late Dr. Bowman, President of KSU from 1944 until his retirement in 1963, has been published by the university. The addresses include cover Dr. Bowman’s full tenure at Kent State, from his inauguration address on November 18, 1944, to his commencement address on June 13, 1963. In addition to the eight addresses included, there are transcriptions of remarks made at President Bowman’s seventieth birthday dinner on May 11, 1963, and birthday greetings and the presentation of the President’s Medal to President Bowman by President Glenn A. Olds and Dr. Bowman’s response on May 11, 1973.

**Parking stickers**

A reminder from the Parking and Traffic Division that all parking stickers—including temporary stickers issued to campus visitors—must be placed on the lower right hand (passenger) side of the windshield.

**Cooke completes EPA work**

While may of us were enjoying the nation’s lakes this summer, a KSU biologist was working to help ensure that the freshwater bodies remain usable for many summers to come.

**Dr. G. Dennis Cooke**, Professor of Biological Sciences, spent eight months writing and editing a “state of the art” in techniques used in restoring small lakes to make them fit for swimming, fishing and boating.

Under a Interdepartmental Personnel Assignment from the U.S. Environmental Protection Agency (EPA), Dr. Cooke has completed much of the work on a “Lake Users Manual” which will be made available to the public sometime next year.

“What the EPA has done,” said, “is to bring the resources of experimentation and testing of scientists who have worked under EPA grants together into one volume.

“We are trying to upgrade public knowledge on lake restoration as well as provide a guide for engineers and others working on public lakes.

“We hope the public will no longer be rippled off by fallacious results of results of untrained people.”

The manual, he said, will contain only methods found successful in lake restoration but also techniques that have proven unsatisfactory.

**Blue Cross tightens test policy**

In an effort to keep health care costs to a minimum, Blue Cross of Northwestern Ohio has announced that the scrutiny of charges for diagnostic tests given hospitalized KSU employees will be increased by a city to the current rate.

The current policy, according to Jerry Hawkins, Manager of Staff Benefits, Blue Cross, in most cases will no longer cover a diagnostic hospital stay.

“Blue Cross has implemented revised procedures to audit charges from a hospital involving a patient who has been admitted for tests,” Hawkins said. If the patient has been admitted for medical reasons, such as heart problems or suspected cancer, any testing conducted during the stay will be covered.

“The problem has been that many times a person has gone into the hospital to have an annual physical or to have an x-ray taken. Blue Cross will be paying not only for the testing, but also the room and board related to the patient’s stay.”

The KSU insurance plan currently states that most diagnostic tests will be covered on an outpatient basis, with the employee paying the first $100 under the major medical plan.

If the Blue Cross policy finds that an employee has been admitted as a bed patient to avoid personal payment of the first $100 deductible, “the employee would be responsible for these tests and the room and board charges for the diagnostic admission.**
Four designated emeriti; retirement for six others

Four members of the faculty have been designated Emeritus Professors by the board of trustees.

The title of honor is given to faculty "who retire and whose performance has been beyond our duty." New Emeriti are:

Dr. J. Sam Biedler, Director of the Office of Professional Field Experiences and Professor of Secondary Education. Dr. Biedler, who retired January 1, 1980, with 32 years of service, was designated Emeritus Professor of Secondary Education.

Mary B. Smith, who retired Oct. 31 after 21 years of service, was named Emeritus Professor of Physical Education.

Dr. Harold Van Winkle, who retired in June of 1974, was named Emeritus Professor of Cal Education.

Flora M. Bump, Assistant Professor of Romance Languages and Literature, 15 years; George H. Cochran, Associate Professor of Economics, 33 years; Clarence T. Gilham, Associate Professor of History at the Stark Campus, 17 years. Also, Carl D. Gould, Associate Professor of Early Childhood Education, 12 years; Geneva Wood, Administrative Assistant, Office of the Vice President for Academic and Student Affairs, 22 years.

October service anniversaries

15 YEARS

Bernice Kelley, Janitorial Services
Betty Kloskoski, Physical Education
Catherine A. Downing, Communication Services
Margaret B. Kerby, Audio Visual Services
Henrietta M. Kline, Graduate School of Management
M. Zane McFirderick, Receiving & Distribution
Linda S. Gombeda, Intercollegiate Athletics

10 YEARS

Donald D. Archer, Stark Campus Security
Patricia A. Baker, School of Technology
Dolores J. Cole, Residence Halls
Catherine A. Downing, Communication Services
Frederick J. Fabry, Parking

5 YEARS

Howard Ahrens, Repair of Buildings
Jeffrey Biesiades, Comptroller's Office
Patricia Hoyt, Art
Larry Maurer, Chemistry

Retired faculty members keep close campus ties

As a means of adding "intellectual spice to the fare of retired people," the KSU Faculty Retirees Association was begun three years ago. According to Dr. Roy Wenger, Emeritus Professor of Curriculum and Instruction and program chairman for the group, meetings are held twice each month to hear a speaker on "some academic subject."

"Some groups," Dr. Wenger said, "approach retirees as old, doddering people. We have a sizeable number of emeriti and other retirees who are still very active and interested in intellectual pursuits.

The association meets the first and third Wednesdays of each month at 10 a.m. in the Manchester Room (222) of the Library.

All meetings, Dr. Wenger pointed out, are open to emeriti, retirees, spouses and friends.

"We are very inclusive," he said. "If anyone wants to attend our gatherings we will be happy to put them on the mailing list."

Included in the Manchester Room series in November is "The History of Higher Education in Somalia" by Hassan Mohamed, associate chief librarian at Somalia National University, Nov. 7.

On Nov. 21, Dr. D. Ray Hesley, professor of speech, will discuss "My Three Years as President of Damavand University in Iran."

Current officers of the association are: Dr. Sherman Barnes, Emeritus Professor of History, president; Regina Hanway, Emeritus Professor of English, vice president; and Dorothy Siler, Emeritus Professor of Library Administration, secretary.

Van Winkle authors guides for schools

A former KSU professor is the author of three books that may help schools better serve their communities.

The books were written by Dr. Harold Van Winkle, Professor of Journalism and Educational Administration from 1969 to 1974.

"Removing School News" was Dr. Van Winkle's first book. It is a guide for present and former school administrators on how to analyze, develop and carry out plans for better understanding between schools and communities.

Now in its second printing, the book was written by Dr. Dale Cook, Assistant Professor of Educational Administration, and Elliott Kent, for the journal "School-Community Relations."

"It gives students a practical perspective needed to complement the theoretical view presented in class," Cook said.

The third book, "School Administrators and the Press," will be published next month.

All of Dr. Van Winkle's books are parts of a series published by the Ohio School Boards Association. The Association provides current information and counseling to local school boards on issues such as bargaining with unions, new legislation and school financing.

With the publication of a third book on the subject, Dr. Van Winkle will end his writing on school-community relations, although he will continue to write. He recently published an article in the "Record-Courser" on earth station receivers of satellite transmissions.
Since 1967

Stark Campus: committed to service for community

From evening classes in a Canton high school in post World War II years to one of the largest branch campuses in Ohio, the KSU Stark Campus has become a major factor in the Canton community.

Today the campus boasts five buildings on a 200-acre tract and an enrollment—both credit and non-credit—of nearly 2,700 students.

The guiding force for the Stark Campus since it moved to permanent facilities in 1967 is Dean Jack Morehart.

“Our principal goal,” he said, “is to serve the students in Stark County by giving them a start at a state university and by saving them money they might not have.”

“We provide not only the better part of two years of academic experience, but we also have a broad, exciting cross section of student activities.”

Through its associate degree program in General Studies, the Stark Campus offers the first two years of course work towards baccalaureate degrees in the College of Arts and Sciences, College of Business Administration, College of Education, College of Fine and Professional Arts, School of Health, Physical Education and Recreation and the School of Nursing. The Stark Campus also offers an associate degree program in Law Enforcement.

Not only are extensive night courses offered, but the Continuing Education programs present educational, cultural and recreational classes for the benefit of community residents.

One of the innovative programs launched by the Stark Campus is a new scheduling procedure that came about as a direct result of concerns about saving energy. The program allows students to complete a semester’s work by scheduling all of their classes in two or three days of each week.

The future of the Stark Campus remains tied closely to Morehart’s philosophy—to maintain a small college atmosphere while growing with the needs of the community.

Youngsters become violin virtuosos in a unique program offered through the Stark Campus music department. In cooperation with the Suzuki Association of Canton, children as young as two years are taught violin through imitation. At far left are several students at a recent performance.

DEAN Jack Morehart, a 20-year KSU veteran, has been the only administrative head for the campus since it moved to its permanent facilities in 1967.

DEEDICATION to athletics, from sports offered to students to Canton area Hot Stove leagues, is evident in the impressive Health, Physical Education and Recreation Building (left) which was completed in 1971.

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The 8-year-old Fine and Professional Arts building houses classrooms, an art gallery and 400-seat auditorium for theatre, music and dance performances. The Stark Campus offers a full range of the fine arts.

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Devine watches progress made in women's sports

Over the past ten years, Judy Devine has watched women's athletics grow from an "elite intermural" program to one of major importance at KSU.

As Associate Athletic Director and Coordinator of Women's Athletics, she administers the KSU program that fields teams in ten sports ranging from basketball to field hockey.

"The changes since I first arrived on campus ten years ago have been numerous," she said.

That first year the women's program was handled through the Women's Recreation Association with a budget of $6,000. All of the coaches had full-time teaching loads and coached on top of that. There were no scholarships, uniforms, laundry facilities or sports medicine care.

With the very small budget, each sport could afford to play only four games per season," she added.

That first year the sports were cheerleading, gymnastics, basketball, volleyball and tennis. Donors have since raised money for a new "athletic facility," she said. Now KSU's athletic facilities include a new gym, a basketball court and a swimming pool.

Devine says the greatest change has come in the attitude of the administration towards sports, particularly women's sports.

"When the athletic program was handled through the Women's Recreation Association, we had to compete with the gymnastics team for all of these resources," Devine said. "Now, KSU is a member of the Mid-American Conference (NCAA) and a member of the Fall League, and we have a great deal of support from the administration.

The budget is "a shade under $25,000," providing uniforms, equipment, travel expenses and scholarships.

"Scholarships," Ms. Devine explained, "are limited to the Association for Intercollegiate Athletics for Women (AIAW), which sets a maximum limit on the number of full scholarships allowed per sport.

For instance, 12 are allowed for women's basketball and we currently have the funds to award the equivalent of three and one-half scholarships. Our goal is to reach 70 percent of the AIAW maximum.

Unlike the KSU men's teams, which compete in the Mid-American Conference in all sports, women vie on a state basis.

"The attitudes women's sports are set up on a conference basis is to serve as a route to regional and national competition."