It’s Holden’s turn to drive DaimlerChrysler
Dear Friends,

One of the hallmarks of our University in recent years has been the creation of public-private partnerships that benefit the institution, its graduates and the people of Michigan.

These alliances with corporations and others can enhance our University's success and that of our students immeasurably. Such partnerships often open the door to new resources. They also can provide new kinds of teaching and research opportunities for our faculty and students. And importantly, they often improve the marketability of our graduates.

Let me share with you some recent examples of how such partnerships have made an impact on our University community.

Partnering with corporations like IBM, Johnson Controls, Moldflow, Tecnomatix and others has enabled our College of Engineering and Applied Sciences to obtain nearly $70 million in advanced computer-aided design software that is unavailable at Michigan's other major state universities.

As a result, our graduates will now compete for jobs with engineers from such prestigious programs as those at Georgia Tech, Stanford and MIT. And Michigan companies like Johnson Controls will, for the first time, be able to hire engineers from a Michigan university who are trained on the same software they will use on the job.

Our College of Aviation has formed many partnerships, and one recently established with Northwest Airlines has brought to the college a retired Boeing 747 aircraft. In the coming months, this 747 will be converted to a ground-based classroom and research laboratory that will provide our students and faculty with state-of-the-art aviation technology unavailable at any other university in the world.

Finally, as you will read in this issue of the WMU Magazine, we have recently gained state approval for a new $45 million campus for our College of Health and Human Services. Among the many reasons for the state's support of this project was our ability to forge new partnerships in the health sciences with locally based Pharmacia Corp. (the former Upjohn Co.).

These are but a few examples of how we're partnering for success here at Western Michigan University.

Warmest regards,

Elson S. Floyd
President
What's happening on campus?
Planning a visit to Kalamazoo? Check the WMU News Web site for the latest information about campus events that you can attend. Calendar listings are currently available through December 2000 and are regularly updated at <www.wmich.edu/wmu/news/events/calendar1.html>.

FEATURES

On the cover
Driving Detroit
Alum Jim Holden, '73, is in the driver's seat as president of DaimlerChrysler AG.
COVER PHOTOGRAPH BY SANTA FABIO

WMU in the news
From features in Forbes to profiles in Psychology Today, WMU experts move into the limelight.

Coming home
A fall season of coming home to campus focuses on honoring old memories and making new ones.

Operation: High-tech Growth
West Point's Dan Litynski settles in as WMU's new engineering dean and creates a blueprint for the future.

Miss Ratliff's room
The Detroit Free Press follows graduate Roslyn Ratliff as she gets "A lesson for the teacher."

SECTIONS

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Alumni News
College News
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Obituaries
Ground broken for first phase of engineering, research complex

A formal groundbreaking ceremony was held Nov. 16 to mark the beginning of development of the new engineering complex at WMU's Lee Baker Farm on the southwest corner of Parkview Avenue and Drake Road in Kalamazoo.

Ground was broken for site work that will provide an access road into the complex, which is to include a $50 million College of Engineering and Applied Sciences building; a paper and printing science and research facility; and a business technology and research park.

Three new officials named

Viji Murali, a computer specialist with a research background in organic chemistry, has been selected to fill the newly created post of vice president for information technology. She had been director of systems management and user support in the Center for Computer Information Technology at the University of Arizona.

Murali is the University's chief information officer and oversees academic and administrative computing, networking systems, distance learning and telecommunications. She oversaw the final phases of the University's successful Y2K readiness plan and will play a key role in developing and using technologies to help WMU fulfill its teaching, research and service missions.

Charter school authorized

The Board of Trustees voted Dec. 10 to provisionally charter WMU's first public school academy. Named the Battle Creek Area Learning Center, it could open as early as fall 2000 if all goes according to plan.

Dr. Frank Rapley, dean of the College of Education, explains that the center will serve middle and high school students who have not been successful in the traditional school setting.

Rapley says the new school fits WMU's approach to chartering schools by working cooperatively with several public school systems to provide new services that currently are not being offered. This approach pledges not to erode support for public schools.

"I'm really pleased, because I think this matches well the intent and purpose that we developed when we went into the charter school business," Rapley says.

Trustees give Floyd high marks

The Board of Trustees unanimously approved a glowing evaluation of President Elson S. Floyd Oct. 7, describing the chief executive's leadership abilities as the "gold standard" and boosting his salary by 6 percent to $185,500 for the 1999-2000 fiscal year. In a prepared statement, the board's evaluation committee praised Floyd for outstanding performance during his first year on the job.

Committee members said Floyd has the right management style for WMU, has boosted morale and WMU pride, and has made remarkable progress in reaching the objectives set for him when he was hired. He also was commended or his "friend raising" talents in addition to the fund raising he already has embarked on in preparation for an upcoming capital campaign.

Barbara B. Updike has been appointed assistant vice president for human resources. Updike had been director of human resources at Minnesota State University, Mankato, since 1997. Previously, she was director of human resources at St. Norbert College in DePere, Wis., and manager of employment and staff development at Northern Michigan University.

Robert G. Miller has been appointed to the newly created position of associate vice president for community outreach. Miller will facilitate a number of outreach efforts and services in Kalamazoo and elsewhere as well as be deeply involved with the development of the business technology and research park that will adjoin the University's new engineering campus.

A 1972 alumnus, he was sales manager for K-Lift Materials Handling Equipment in Kalamazoo and previously held sales management positions with two local broadcasting companies. He is an active community volunteer and also has served two terms as president of the WMU Alumni Association.

www.wmich.edu/wmu/news/
Alumni granted honorary degrees

Honorary doctor of public service degrees were granted at December commencement ceremonies to two alumni, James Paul Hickey, a veteran ABC Network News correspondent and anchor, and Charles Perricone, speaker of the Michigan House of Representatives.

Hickey received a bachelor's degree from WMU in 1969 and is a New York-based correspondent for ABC. In addition, he is the morning “drive time” anchor for the Entertainment Network of ABC News Radio and also broadcasts “ABC News Notebook for Kids.”

He joined ABC in 1980 and spent nearly a decade overseas as a foreign correspondent. Over the years, he has won numerous honors for his work, including two Edward R. Murrow awards, an Emmy nomination and a United Nations bronze medal.

Perricone received a bachelor of business administration degree from WMU in 1989. He was selected this past November to serve as speaker of the Michigan House of Representatives for the 1999-2000 session.

The three-term legislator was first elected to the House in 1994 and is known as a hardworking, astute political leader. Perricone has written several bills that have become law as well as maintained a 100 percent legislative attendance record. His awards include being named “Champion of Commerce” by the Michigan Chamber of Commerce and “Guardian of Small Business” by the National Federation of Independent Business.

New home planned for College of Health and Human Services

Pharmacia Corp.'s Donald Parfet and Dr. Janet Pisaneschi, dean of the College of Health and Human Services, both spoke at the Jan. 6 news conference outlining the construction project.

A new $45 million home for the College of Health and Human Services is being planned on South Campus off of Oakland Drive in Kalamazoo. Currently, the college is scattered in eight locations around campus.

Funding support for the project was approved in a capital outlay bill signed Dec. 29 by Gov. John Engler. The bill also authorized WMU to start planning a $6.5 million building at Lake Michigan Community College in Benton Harbor, Mich., to serve as the new home for the University's Southwest Michigan Regional Center.

The health and human services project will impact regional economic development as well as research in the life and health sciences, President Elson S. Floyd said at a Jan. 6 news conference. Floyd added that the potential to enhance existing research collaboration with Pharmacia Corp. helped convince Engler to back the project.

Legislative and community leaders at the conference who played a key role in securing that backing included Rep. Charles Perricone, speaker of the House of Representatives, and Donald R. Parfet, senior vice president of Pharmacia Corp.
When James P. Holden reached into the drawer of his desk recently to grab his business card for a visitor, he double checked to make sure the card bore his current title—president, DaimlerChrysler AG.

It didn’t.

The executive who’s held nine posts of ever-increasing responsibility with his firm over the past decade, shook his head ruefully and uttered a simple “Oops.”

Change has been happening at a dizzying speed for Holden, a 1973 WMU alumnus whose rise to the upper echelon of the auto industry's executive ranks can only be described as meteoric. His latest promotion came in October, when he was named DaimlerChrysler president in an administrative shakeup of the giant firm that was formed from the 1998 merger of Chrysler Corp. and German automaker Daimler-Benz.

But for Holden, the corporate climb he began after joining Chrysler in 1981 has not meant taking one stress-filled job after another. In fact, he’s having trouble even seeing his current role as a job. He’s clearly a satisfied man.

“This is not a job. This is a hobby that pays extremely well,” says Holden, a political science major who took a post-graduation detour from a planned career in law. It’s a move that ultimately put him in the corner office atop DaimlerChrysler’s massive high-tech headquarters in Auburn Hills, Mich. From there, he oversees all of the firm’s U.S. operations and is in charge of passenger cars and trucks under the Chrysler, Plymouth, Jeep and Dodge brands.

At 49, Holden has what he calls “the job I always wanted.” It’s a job that lets him indulge his twin passions—people and cars—as he sits in the driver’s seat of a company he has helped transform.

At the top of the complex
When he overlooks the sprawling Auburn Hills complex, where more than 11,000 people labor daily to keep the firm’s past decade of success on track, he’s effusive about the activity happening below him. Within a 10-minute walk from his office, there’s an assembly plant, engineering and design labs, and the remnants of vehicle crash tests.

It’s a complex designed to bring people together and ensure that every member of the organization—from the accountant to the design engineer—feels a connection to the final product. It’s a world unto itself and an atmosphere that engenders the kind of working environment and style Holden says suits him.

And it should. For the past decade, he’s played a major role in determining the firm’s style and culture. In his vision and the corporate culture he’s helped mold, “people skills—the soft stuff—matters,” and having good ideas bubble up from the bottom means management sometimes has to just get out of the way.

“This is a people business,” Holden maintains. “We’re a manufacturer, but it’s a people business.”

That was once an alien concept in the top-down world of Detroit automakers, but it’s a message Holden helped drive home to Chrysler in its pre-merger days. He was part of an executive team in the early 1990s charged with looking at the culture of some of the world’s most successful companies.

What the team found was that neither production methods nor innovation set those companies apart. Management style and the corporate culture made the big difference.

“Many of us concluded, myself included, that the key to success wasn’t more autocracy. It was, eventually, discovering how we get the most out of 128,000 people, instead of building a better and better, stronger and stronger top five,” he says. “We could copy Toyota’s production system, if we wanted, but none of that mattered if we didn’t get the culture right.”

Holden and his colleagues concluded the company already had all the good ideas it needed. It just needed a way to shake them loose and let them bubble up for implementation. The organization needed to be structured in a series of horizontal platforms, with the sales, marketing, design, procurement and engineering personnel all working together.

“When they all believe in the same thing and they all pull in the same direction, wonderful things happen.” Holden says.

A love of cars
But his fierce belief in the power of people is only half the Holden success formula. He is and has always been a car guy. Even a peek at his current executive desk top reveals a stray classic car magazine.

“I’ve always had a love affair with cars,” he notes, recalling that his first car was a 1963 Porsche that he bought in 1969 with the proceeds from a summer job. It’s the car he
"This is not a job. This is a hobby that pays extremely well."

James Holden
President, DaimlerChrysler AG

took to WMU for transportation during his undergraduate years.

"I spent more time pushing the damn thing than I did driving it, but it was a Porsche, it was a sports car and it was mine," he says.

His first foray into combining his skills with both cars and people may have even started at WMU. His fraternity, Pi Kappa Alpha, owned a dilapidated 1939 LaFrance firetruck. Holden’s claim to fraternity fame was getting that vehicle running long enough to fill it full of his Pike brothers and friends and take it to Bronco football games.

The thing hadn’t run in years and it didn’t have any brakes, but he could “make the thing run long enough to get to the football game and back.”

Life at WMU in the early 1970s, Holden reflects, suited him, somewhat the way the current culture of his company suits him.

After being accepted and making campus visits to the state’s other major universities, he visited Western and discovered he loved the campus.

"It felt like you were being welcomed to the place. Western in those days attracted a lot of good, well-rounded folks who had a generally good attitude and outlook on the world...it was a very open and appealing place and more toward my taste."

After graduating with a degree in political science and a plan to attend law school,
James P. Holden

Title: President, DaimlerChrysler AG

Born: 1951 in Windsor, Ontario

Education: B.S. in political science, '73, WMU; MBA, '90, Michigan State University

Married: Patti Trudel, B.S., '73, WMU, a former marketing representative for Detroit Edison.

Children: Patrick, a freshman at the University of Michigan
Michael, a high school sophomore interested in cars and design
Kate, in the fifth grade.

Campus Visits: He returned with his family in 1998 to accept the Distinguished Alumni Award, an honor he says impressed daughter Kate because it meant his picture would go up beside that of past recipient comedian Tim Allen.
He returned this winter semester to deliver an address as part of the Haworth College of Business Distinguished Speaker Series.

Holden took what he thought was going to be a temporary job at Ford Motor Co. as a computer programmer. It was a job he says he wasn’t particularly good at. But, with the help of some colleagues, he developed a program for dealerships and parts departments.

“That finally got me into a dealership on a legitimate mission, as opposed to just going there to drool over cars,” he notes. “And I loved the dealer stuff and ended up switching from computers to dealer stuff and I was on the road for Ford as a service rep. And then I just got the bug and I knew I wasn’t going to be a lawyer.”

After eight years with Ford, Holden joined Chrysler as a fleet development manager for truck operations and a year later was named regional sales manager. That was the first of a series of promotions to positions that included general marketing manager for Chrysler/Plymouth, advertising manager for Dodge, general manager of the Chrysler/Plymouth Division, vice president for corporate personnel, and vice president for quality, capacity and process management.
Along the way, he also picked up an MBA from Michigan State University in 1990, after two unsuccessful earlier attempts at carving out the time needed to earn an advanced degree. His boss at the time, a longtime mentor, finally forced the issue, pointing out that at some point in his career, having that degree would be the tie breaker between Holden and another person.

The merger
By 1996, Holden was one of six executive vice presidents at Chrysler and in 1998, he was on the front lines, helping to create the new corporate structure for DaimlerChrysler.

By the end of 1998, he emerged as the head of North American Marketing and Sales for the new entity, a position he kept until his elevation to his current position.

Now, as president, he has his hands full as the reality of merging two giant and very different firms sets in. For now, the DaimlerChrysler leadership team has opted to keep much of the two operations separate.
Holden’s job is to help create an environment in which each of the former companies can maintain the qualities that made both firms successful. At the same time, the pressure is on to realize the economies of scale and the synergies that were the expected outcomes of the merger.

“If I could do it over again, or if I were consulting with a company about how to do a merger the size of the one we just did,” he says, “I would encourage that they spend
Of management and mergers — Holden shares his views

During a recent wide-ranging interview with the WMU Magazine, James Holden explored a number of topics.

On autocratic management styles

“Big organizations, at the end of the day, can only be moved so long by tyrants, and, in the end, the tyrant can’t succeed because the company runs at his speed only.”

On growing up in a Oakville, Ontario, a place he calls “a car town”

“I’m not sure any town in North America isn’t a car town if you’re a teenager.”

On the need for foreign language skills

“One of the humbling things about becoming part of a global merger was to see how multilingual Europe is. I took intensive German training for a couple of months. I finally concluded that I was either going to learn German or I was going to learn how to run the company. I decided I would learn to run the company because my German wasn’t likely to get as good as their English any time soon.”

some serious time up front on role clarity and key phrases.”

Of the DaimlerChrysler merger, he notes that there was a plan to create one company, but the organizational structure of that company had not been thought through. While there are clearly areas that should be combined, he advocates for maintaining a certain level of separation.

“If we go so far toward this cataclysmic event of putting everything together and making it one, have we lost what made the two companies excellent in the first place?” he wonders. “I don’t see it as a retrenchment from the merger. I see it as a clarification of how to run it.”

What's ahead?

Holden reflects on how far the former Chrysler Corp. has come since 1990 when it was struggling financially and its product plan and reputation were far from strong.

“In the last nine years, we’re the only domestic company that really grew in a significant way in the car business,” he says. “We grew our market share by 3.3 points. We changed the demographics and the financial profile. We’re a different company and we’ve merged with one of the other preeminent brands in the world.

“If I told you in 1990 that we were going to do all that, you’d have said I was crazy,” he continues. “In the next 10 years, if we built the foundation right—and I think we have—we will do at least as much as we did in the last 10.” In fact, he predicts that a 20 percent market share, strong financial stability and opportunity for international growth will have left their mark by the year 2010.

And what does Holden want his own life to be like 10 years from now? The question draws a quick response.

“In 2010, I’d like to have a tuxedo that rarely comes out of the closet and a schedule that doesn’t require socks.”

For now, though, the one-time political science major is content to enjoy the political side of life at the top of the auto industry and reflect on the road trip that has taken him there.

“There are an infinite number of variables out there, and I think to succeed you have to end up in a place you love,” Holden says. “Yes, there’s a lot of hard work, but if I personally was in a business that I didn’t thrive on, I wouldn’t succeed. It would be a job.”

On the Daimler/Chrysler merger

“We have to protect the wonderful assets these companies have, which is the way Chrysler does business and the way Mercedes does business. Don’t lose that. If you lose that in the recipe, you’ve made mud.”

On technical education vs. a broad educational background

“You can’t run a company on nothing but narrow-minded specialists. To run a big company, you need a lot of generalists who are reasonably well-versed in a lot of things and who have a sense of how all the pieces fit.”

His advice to students

“You’ve got to let your career take you where it wants to take you. Don’t lock in too soon. You can lock in on what you want to do educationally, but I think you want to experiment along the way and make sure you’re on the right life path.”

By Cheryl Roland

Photography by John Gilroy
Alumni News

Alumni Association examines future of programs and services

A recent study of alumni—both WMU Alumni Association members and non-members—revealed the vast majority of alumni look to the association as the most effective way to stay in touch with the University.

Last June, the Alumni Association engaged Master Performance of Seattle, Wash., to design and field a research study among WMU graduates—both those who are dues-paying members of the association and those who are not.

After reviewing the survey findings, association president William H. Higley, B.A. '69, M.A. '70, pointed to the good news in the data. "Seventy-five percent of those interviewed view the WMU Alumni Association as the most effective way for them to connect with the University. It is now up to us to offer the types of programs and services which are meaningful to them."

Master Performance presented its analysis of the data to the Alumni Association's Board of Directors at its October meeting. Five key findings were presented to the board as issues that should be addressed and five teams were established to discuss each issue and identify the future courses of action.

Those key issues identified were:
- The need to review and prioritize association programs and establish performance measures.
- A recommendation for outreach strategy, resource offerings and activities for "non-joiners."
- A recommendation to enhance the association's message strategy and delivery plan for both members and non-members, focusing on enhancing constituents' understanding of the Alumni Association, as well as exploring new means of delivering the University's messages.
- A plan to continue the collaboration process and approach that ties the association's efforts more closely to the academic colleges.
- A recommendation to create a "win at home" strategy for I-94 and U.S. 131 target communities by enhancing the offerings to those alumni living in the region.

"The association's board of directors has the responsibility to ensure that the programs and services offered by the association advance the University, are meaningful to its members and attractive to prospective members," notes Higley. "Over the course of the next year, we will be exploring different ways to reach out to the various segments of the alumni population."

June 10 is Reunion Weekend

Members of the Class of 1950 will return to campus June 10 to celebrate their class' 50th anniversary and be inducted as members of the Alumni Association's Golden Associates—those who graduated 50 or more years ago.

Joining the class members for the reunion weekend will be other returning members of the Golden Associates. Planned activities include a breakfast presentation of an original dramatic presentation, a campus bus tour and visit to Waldo Library, an Internet demonstration, a seminar on holistic health care and a special dinner that will feature one of the campus' most prolific researchers, Dr. Daniel Stufflebeam, director of the Evaluation Center.

For more information, contact Sharon Seabrook Russell, assistant director of alumni relations, at (616) 387-8777.

www.wmich.edu/alumni/
Clinton signs bill earmarking $1 million for river cleanup

President Clinton signed a bill on Oct. 19 that sets aside $1 million to be used by the University's new Environmental Institute to help clean up the Kalamazoo River.

U.S. Rep. Fred Upton first announced the funding at a gathering of federal, local and University officials on Aug. 2 along the banks of the river.

The institute will use the funding to conduct a variety of studies, establish a sweeping information clearinghouse and provide scientific information on issues affecting the Kalamazoo River watershed.

"The Kalamazoo River is a leading source of PCBs entering Lake Michigan," Upton said after the bill was signed. "This new funding for river cleanup will mark the first year of what I hope will become an ambitious multiyear project that will bring WMU's expertise and the community's commitment together to finally move clean-up efforts forward with sound science guiding the way."

Middle school math is target of nearly $4 million in federal funding

The National Science Foundation has awarded $3.94 million to a four-year, statewide effort based at WMU and designed to help school districts implement new middle school math programs.

The Middle School Mathematics Reform Project, dubbed M3RP by its directors, is a collaborative effort between the University, Michigan Department of Education and state school districts to help middle schools align their curricula with the state's new Curriculum Framework for Mathematics.

Using $767,291 in NSF funding for the first year of the effort, researchers are hard at work setting up a statewide network of five regional centers that will provide training to 75 leadership teams from districts in every corner of the state.

"There are wonderful new mathematics programs available to districts now, but those new programs require teachers to learn more mathematics content than they currently have. And they must learn to teach that content and assess student progress in very different ways," says Dr. Robert A. Laing, professor of mathematics and statistics, who co-directs the project with Dr. Ruth Ann Meyer, professor emerita of mathematics and statistics.

Revamped American studies program enters new frontier

Starting last fall, the newly configured American Studies Program began offering an undergraduate major and minor and has become the latest in interdisciplinary initiatives undertaken by the University.

With coursework as diverse as the landscape of the country being studied, the program brings together faculty from a variety of college departments and explores U.S. history and culture from three perspectives: regional, national and global. Courses cover such topics as exploration and settlement, religion, government, literature, popular culture, archaeology, environmental history and language of America.

Departments with participating faculty include anthropology, black Americana studies, English, history, political science, comparative religion, communication, sociology and women's studies.

"Americanists don't come from just one discipline," explains Dr. Katherine Joslin, program director and professor of English. "Many, many fields involve American issues. This program has grown out of the mutual interests, good will and energies of seemingly disparate people."

Geosciences museum gets unique mineral collection from alumnus

People who stop by the lobby of Rood Hall are being greeted by a spectacular sight: glass cases containing crystal specimens ranging from black and white to rose red, purple, green and honey.

The collection of fine, unique mineral specimens was given to the University by WMU graduate James H. Duncan Jr. and is part of the Department of Geosciences' Lloyd J. Schmaltz Museum of Geology. The crystals, valued at more than $180,000, are from Duncan's private collection and come from mines in Tennessee, Colorado and California.

Duncan graduated from WMU in 1974 with a degree in political science and developed an interest in minerals while accompanying his father and others on raft trips down the Colorado River. Schmaltz, professor emeritus of geology, started the trips when he was chairperson of what was then the Department of Geology.
Mesaba Airlines agreement pays big dividends for young aviators

An agreement signed last August between Northwest Airlink's Mesaba Airlines and the College of Aviation paid dividends this winter for five young graduates, who are now on a fast track to first officer jobs with Mesaba.

The "bridge training and hiring program" announced Aug. 17 is designed to give WMU aviation grads special lower flying time requirements than those hired through Mesaba's normal hiring program. The modified requirements are a recognition of the airline's confidence in the University's aviation program and curriculum.

"The Mesaba agreement itself is a tremendous validation of the quality of aviation education we are providing at this University," says Dr. Richard Wright, dean of the college. "The fact that the first group of candidates met such success in the Mesaba interview process is icing on the cake."

Sky Broncos capture seventh straight regional flying title

The Sky Broncos, WMU's precision flight team, captured its seventh consecutive regional flying title in October, qualifying for this year's national championship competition.

The 15-member team took first place in the National Intercollegiate Flying Association's Region III competition that concluded Oct. 23 at Ohio State University. The Sky Broncos edged out the host team by 13 points for the first-place slot, winning top honors in both ground and flight events. Ohio University placed third.

The win qualifies the team to compete at NIFA's national championship event in Grenada, Miss., with Delta State University acting as host team. The Sky Broncos team has finished in the top three in national competition for the past eight consecutive years and captured the national championship in 1998.

Arab cadet praised by his nation

An Emirates Airlines cadet pilot who just completed studying at WMU was called to his nation's embassy in Washington last fall to be honored for his outstanding aviation test scores.

Rashid Al Malik, a citizen of the United Arab Emirates, was honored during a Nov. 26-27 conference at the UAE Embassy in Washington, D.C., for "outstanding achievement" in the United Kingdom's Civil Aviation Authority Air Transport Pilot's License exam. The ground exam, regarded by many as the most difficult of all airline tests, is known to be notoriously difficult for those whose first language is not English.

Rashid is a member of the first cadet class sent by Emirates Airlines to the college's International Pilot Training Centre. He came to WMU in August 1998 and is now in Great Britain for his final flight training.

State commission praises school

Just before the School of Aviation Sciences was elevated to become the College of Aviation, it was honored with the annual Michigan Aeronautics Commission Award of Excellence.

The award recognizes contributions that have led to significant improvements in Michigan aviation. The commission praised the school for recent initiatives such as its establishment of the International Pilot Training Centre, its community outreach programming to open aviation to women and minority students and its commitment to train the next generation of airline crews in the use of the latest technology.

The school's national championship flight team, the Sky Broncos, also was cited.

WMU plane soars at Grand Rapids kids museum

A small, two-seat plane created by the College of Aviation is taking off at the Grand Rapids Children's Museum.

The lightweight, wood-framed plane with canvas skin and a Volkswagen engine is equipped with a control lever and moving flaps to help children understand how a pilot operates a plane. It is included in Take Flight, a new exhibit intended to pique children's interest in flying.

The plane brought to fruition the museum's hope of having on loan a real plane small enough to fit inside the building yet sturdy enough for children to climb in, all at no cost.

Pam DiMuzio, museum education director, said she spent three days on the phone before finding a donor for a plane.
**Haworth College of Business**

**Researcher uncovers evidence of pervasive weight discrimination**

Deep prejudice against overweight people in the workplace is identified in a recently published study by Dr. Mark V. Roehling, assistant professor of management. Through careful examination of 29 different studies, along with his own research, Roehling finds that weight discrimination is rampant in employment settings and is especially damaging to women. At the same time, those committing acts of blatant weight discrimination openly admit it.

"If you have three people applying for two jobs and they all have the same objective qualifications, but one is an ex-felon, one is an ex-mental patient and one is overweight, the one person who won't get a job is the overweight person," Roehling says.

Roehling's paper was published in December in the scholarly journal Personnel Psychology. His findings also have been published in the New York Times, Wall Street Journal and other national publications.

**Local exec gives $352,000 for scholarships to increase diversity**

Increasing the diversity of those entering finance careers is the goal of new full scholarships established by a local business executive with the college.

William D. Johnston, president of Greenleaf Asset Management Inc. of Kalamazoo, has pledged $352,000 through the WMU Foundation to establish the Greenleaf Asset Management Scholarships.

Each four-year scholarship covers all tuition and living expenses for students majoring in finance. Two scholarships will be given per year for the next several years to students from underrepresented groups.

Johnston established the scholarships to address a critical issue in business today—the lack of diversity in people entering the finance field. "We decided to work with WMU's Haworth College of Business and to attack the problem directly," Johnston says.

** Dean picked to head GMAC research task force**

Dr. James Schmotter, Haworth College of Business dean, is serving as chairperson of the 1999-2000 Research Policy Task Force of the Graduate Management Admission Council.

Schmotter was appointed by the GMAC board of directors to lead the task force as it develops an agenda for research on the various instruments, including the Graduate Management Admissions Test (GMAT), that GMAC provides to business schools and corporations to assess academic and managerial talents as well as the potential of future students and employees.

**Two high-profile execs kick off Distinguished Speaker Series**

Corporate executives William T. McCormick Jr. and John W. Brown launched this year's Distinguished Speaker Series.

McCormick, chairman and chief executive officer of CMS Energy Corp., spoke in November on leadership lessons for business.

Now in its fourth year, the Distinguished Speaker Series brings business, education and government leaders to campus to discuss issues of interest to the University and Southwest Michigan. It is coordinated by Dr. Christopher M. Korth, professor of finance and commercial law.

**New office blends business development services**

The college is providing "one-stop shopping" for local businesses through its newly formed Office of Business Development Services in downtown Kalamazoo.

Located in the Kalamazoo Chamber of Commerce Building, the office incorporates two of the college's existing programs for businesses and a new program focused on continuing education. WESTOPS, the University's Office of Public Service, and the Women's Business Development Center have set up shop in the new office and are being joined by the Professional Education Program, which was formerly part of the University's Division of Continuing Education.

"Our goal is to provide local businesses one-stop shopping for the various services that we are already providing—small business assistance through WESTOPS, assistance to businesswomen through the WBDC and professional and continuing education workshops and seminars through Professional Education," says Dean Schmotter.
College News

College of Education

Ameritech awards $150,000 to recruit minorities for teaching

Ameritech has awarded the University a $150,000 grant to address one of the critical issues facing the nation's education system—an acute shortage of minorities in the teaching profession.

The grant will help the College of Education to both recruit and retain more minority students in its programs. The goal is to increase the number of African American, Hispanic and Native American teachers in the nation's schools.

"We expect this unique program to be a national model," said President Floyd in accepting the grant. "We applaud and appreciate the commitment that Ameritech, as one of the world's leading communications companies, has made to remedy what clearly is a crisis in American education."

"Ameritech is proud to play a part in this important effort to change the face of teacher preparation and representation in West Michigan and across the country," said Robert Cooper, president of Ameritech Michigan. "We have a well-established tradition of support for initiatives that address the critical issues of equity and opportunity."

New reading center opens at regional campus in Muskegon

People of all ages and especially children are getting help with their reading through a collaborative effort between the University, Muskegon Community College and Muskegon Area Intermediate School District.

The Muskegon Reading Center and Clinic, at the University's Muskegon Regional Campus at Muskegon Community College, is patterned after the very successful reading clinic in Kalamazoo. It provides individualized diagnostic services for reading and learning problems, as well as internship opportunities for graduate and undergraduate students involved in all levels of diagnosis and therapy.

The new center is expanding on a summer reading clinic at the regional center that provides diagnosis and treatment for elementary-age school children. It is starting out with about 15 clients working with four therapists.

Partnership with Bangor Schools boosts student test scores

A partnership between the University and Bangor Public Schools is paying dividends in student achievement and other areas and is being recognized as a model program.

Project Prepare, which has completed its third year in the district, was spotlighted as a model program at the recent "Improving America's Schools" conference in Chicago. Nearly 60 future teachers have served as interns through the program, while University staff have helped tailor the district's curriculum to meet state goals and boost student performance on the Michigan Educational Assessment Program test. School officials say the partnership has shown dramatic results.

Community kickoff launches new citizenship program

A community kickoff last fall celebrated the start of a new citizenship program at Kalamazoo's Northeastern Elementary School. The school, a College of Education cluster site for teacher internships, has implemented the Citizenship Education program to deepen awareness of core democratic values. Initially, the program is targeting students in grades four through six, touching on such subjects as equality; the common good and the rule of law; and the everyday implications of the right to life, liberty and the pursuit of happiness.

Classes are being team-taught by Northeastern teachers and Kalamazoo Township police officers and eventually will be included in the curriculum of all grade levels, including the PEEP program for 4-year-olds.

The kickoff included a dunk tank, pony rides, clowns, refreshments, the Kalamazoo Mass Choir, the Family Health Center's My Child Program, members of the Kalamazoo Tornadoes football team, and Kalamazoo Township and Kalamazoo Public Safety officers.
Firm awards nearly $9 million in virtual manufacturing software

Engineering students started the winter semester armed with nearly $9 million in virtual manufacturing software that will allow them to go from design to actual product assembly without ever leaving the classroom.

Tecnomatix Technologies Inc. of Novi, Mich., an international supplier of manufacturing systems software for many of the world's leading manufacturers, awarded 30 work stations of its Enterprise Manufacturing Solutions to the Department of Industrial and Manufacturing Engineering. Each is equipped with five of the firm's leading software solutions.

The arrangement marks the first partnership of this size between the firm and any college or university in the nation. It will mean that WMU engineering students will have unparalleled access to software currently in use in the automotive, aerospace, electronics, robotics and utilities industries.

The software has already generated considerable interest from employers, says Dr. Tarun Gupta, associate professor of industrial and manufacturing engineering, who developed the agreement.

"We had not even started to use this in our classes when I started receiving calls from people wanting to know how soon they can hire students with experience in this technology," Gupta says.

Muskegon-based degree program has first graduates in December

A WMU degree program, launched in Muskegon in 1996 to supply area manufacturers with the kind of engineers they need, bore fruit in December as its first four graduates received diplomas during December commencement ceremonies on campus.

The four students, who all are employed by Muskegon-area firms, earned bachelor of science degrees in manufacturing engineering through a program that was designed, financed and implemented by WMU, Muskegon Community College and area manufacturers. Three more students earned degrees in April.

The complete degree program, which serves some 30 students, is offered at MCC. The program was specifically tailored to the needs of local firms and designed to help the community move its workforce into a high-tech economy.

New printing press to set direction for printing research

A new printing press dedicated in November will help the Department of Paper and Printing Science and Engineering focus on one of the fastest growing areas of the print industry.

Acquisition of the three-color narrow flexographic press, valued at $345,000 and made by COMCO International of Milford, Ohio, was made possible by a $270,000 commitment by Flint Ink Corp. of Ann Arbor and an additional $50,000 in support from the Flexographic Technical Association.

Flexographic printing is an established technology that has become one of the most rapidly growing sectors in the printing industry.

Having the press on campus is expected to dramatically enhance the printing program's technical capabilities as well as open the door to a wide range of research projects.

Distance education comes to high-tech paper industry

A faculty member in the Department of Paper and Printing Science and Engineering is taking the concept of distance education into new territory with the introduction last fall of technical courses on paper coating that can be delivered through course materials made available over the Internet or on CD-ROM's.

Dr. Margaret Joyce, assistant professor of paper and printing science and engineering, began working on the project in 1998 at the behest of Buckman Laboratories in Memphis. That specialty chemical manufacturing firm financed development of an online course that includes basic, intermediate and advanced coating information.

Joyce, who unveiled the coating course modules for industry representatives at an October meeting of the Paper Technology Foundation, says the original segment has led to a much larger project—development of a new certification program for the paper and printing industry that would include courses delivered via distance education as well as on-site courses.
Two releases considered for 1999 Grammy nominations

Recent compact discs by music professor Tom Knific and the WMU Jazz Orchestra made the first cut of releases being considered for 1999 Grammy nominations.

The two CDs, "Home Bass" by Knific and "Blue Miles" by the Jazz Orchestra, both were accepted in the first tier of Grammy nominations and were included on ballots distributed to members of the National Academy of Recording Arts and Sciences.

After members voted, the NARAS whittled nominations to just five in each Grammy Award category and announced the final field of official nominees on Jan. 4. Neither "Home Bass" nor "Blue Miles" made the final cut.

Both CDs were entered on the ballots by their recording companies, Jazzheads Inc. for "Home Bass" and Sea Breeze Vista for "Blue Miles."

"What's special about that is the record companies believe in us," says Knific.

Fellow WMU music professor Trent Kynaston had a hand in both projects by virtue of directing the Jazz Orchestra and performing on Knific's "Home Bass" CD.

Knific says that being considered for a Grammy nomination was a welcome surprise.

"Hearing the news was incredible," Knific says. "It was one of those things you don't really anticipate."

Senior Showcases to take bite of Big Apple, storm into Windy City

The Department of Theatre is taking its annual Senior Showcases to new heights.

For the past three years, the department has produced Senior Showcases in Chicago, spotlighting the acting talents of seniors before Windy City agents and casting directors. This year, the department is organizing senior showcases both in Chicago and New York.

The New York event, which is geared to musical theater, was held on May 22 in the Directors Company Theatre in cooperation with the University of Miami (Fla.) and Millikin University, Decatur, Ill. The Chicago showcase, on May 8 at the American Theatre Company, was done in cooperation with Illinois State University, Michigan State University, Ball State University and Indiana University. WMU acts as the major facilitator for both events.

Students from participating schools presented three-minute monologues. For the New York showcase, performers also sang and danced both individually and in duets and ensembles backed by a trio of musicians. Fourteen students were slated to make the trip to Chicago, while 10 signed up for the New York Showcase.

A professional agent from Chicago helped prepare students weeks before the Chicago event along with Todd Neal, WMU's new director of music theatre performance, who prepared his performers for the New York Showcase.

"It's a terrific opportunity for them," Neal says. "It would be impossible for them to be seen by and actually meet that many casting agents on their own."

'Native Son' captures regional college theatre honor

The University Theatre production of "Native Son" was accepted to the 32nd Annual Kennedy Center/American College Theater Festival Regional Competition and had a strong performance before judges in Milwaukee on Jan. 8.

Directed by Dr. Von Washington, "Native Son" is the seventh production the University has sent to the regional competition since its beginning in 1968, more than any other college or university in Michigan. The production was chosen as one of seven out of 40 productions in five states to compete and one of only two of those productions to become eligible for national competition.

In 1988, the WMU production of "Quilters" was selected from a regional competition as a national finalist and was performed at the Kennedy Center in Washington, D.C.

Dance summer institute set

Guest artist Derrick Alfonso Evans will join Department of Dance faculty in a weeklong Summer Dance Institute set for July 9-14. Evans has performed with the Joel Hall Dancers, Gus Giordano Jazz Dance Chicago and Michael Jackson. He has choreographed and taught throughout the United States, Europe and the Caribbean.

Lyle Juracek, dance professor at the University of Iowa, also will join the institute.
CLIK makes research a snap for area health professionals
A new program coordinated by the Department of Occupational Therapy will make it easier for West Michigan OT and allied health clinicians to do collaborative research with University faculty. Called Clinical Research Implementation in Kalamazoo, or CLIK for short, the new program started last summer and already has three projects lined up. One project underway is being conducted in cooperation with the WMU Center for Disability Services and is testing ways to help people with disabilities become better integrated into the community.

Other projects will test the effectiveness of a new eating utensil for people with Parkinson's disease and examine the results of sensory integration therapy on preschoolers classified as "pre-primarily impaired." The latter project is being done in cooperation with the Ionia County Intermediate School District.

Assistant professor of occupational therapy Dr. Stanley Paul, who supervises OT students in their fieldwork, coordinates the program.

Center's new name complements expanded service to community
The Center for Developmentally Disabled Adults has a new name to go along with its expanded services.

The new name, Center for Disability Services, better describes new initiatives being undertaken by the center, which serves 150 county residents with disabilities. The center's former name tended to emphasize a person's disability rather than their positive attributes.

Founded in 1981, the unit began as a center-based day program. Since 1990, it has promoted community alternatives to traditional segregated services. Starting last fall, the center began offering new services through a contract with Kalamazoo Community Mental Health Services, including respite services, home-based services, and professional services such as occupational and physical therapy, as well as speech, hearing and language service.

OT professor publishes paper on student 'life in a wheelchair'
Many barriers, both physical and mental, confront those confined to wheelchairs — even college students.

The perspective of college students was explored recently in "Students with Disabilities in Post-secondary Education: The Perspectives of Wheelchair Users" by Dr. Stanley Paul, assistant professor of occupational therapy, and published in a recent issue of *Occupational Therapy International*.

The study on which the article is based, examined the university life experience of six students with disabilities who used wheelchairs to attend school. The study included one-on-one interviews with two undergraduate and four postgraduate students attending a large urban university.

Scholarships pave the way for new travel instruction program
WMU's new travel instruction program, the first of its kind in the nation, is rolling down the highway complete with a grant that will pick up the in-state tuition costs for juniors and seniors plus give them a stipend for books and other expenses.

The program started last fall with the help of a $350,000 grant from the U.S. Department of Education and $300,000 from the Federal Transit Act.

Students learn to become certified travel instructors ready to help people with a wide range of disabilities travel safely and effectively. When they graduate from the 122-hour baccalaureate program, they will be eligible for jobs at centers for independent living, adult service agencies, school systems and transit systems.

They will teach people with disabilities to establish and maintain their orientation and travel safely in indoor areas, residential neighborhoods, rural areas, businesses and urban centers. In addition to regular classroom activities, students complete a practicum and internship and will take part in several exercises that expose them to the rigors of traveling with a disability.

With today's greater emphasis on travel among people with disabilities, particularly after passage of the Americans with Disabilities Act, travel instruction is certain to become increasingly important, says Dr. William Wiener, chairperson of the Depart
Lee Honors College

LHC welcomes talented and committed class of freshmen

The college accepted 330 freshmen into its ranks last fall, with beginning freshmen hailing from 50 Michigan counties and seven other states.

Measures of their outstanding academic achievement indicate an average high school GPA of 3.90 and a composite average aptitude score of 28 on the American College Test (ACT). Honors freshmen have won recognition as National Merit Finalists hailing from seven other states.

In addition to their academic achievement, this year’s freshmen displayed commitment to their schools and local communities through an impressive list of co-curricular activities and volunteer service.

Russian culture is focus of winter class by committee

There is an old saying that a camel is a horse that has been created by a committee. But there may be times when it is really the camel, and not the horse, that an astute committee wants—or both.

The University’s Russian and East European Studies Committee thinks it has the right creature for the right terrain in its new LHC course, “Russian Culture and Society.”

The course, part of an honors cluster for freshmen and sophomores, is being taught by seven members of the REES committee as an introduction to the great historical and cultural panorama of Russia. In addition to the wide range of topics, students are receiving the benefit of a multi-faceted faculty with expertise in divergent fields.

The complexities of Russian politics, history and art are being explored by WMU faculty members from history and political science, while a foreign languages and literatures specialist is creating a dialogue over works by Pushkin, Tolstoy and Dostoyevsky. Two faculty members who are natives of St. Petersburg, Russia, are bringing their particular fields of expertise to the course. Dr. Vyacheslav Karpov, assistant professor of sociology, is engaging students in the major issues of Russian intellectual history, while Dr. Elena Lisovskaya, assistant professor of educational studies, is explaining the difference between Russian and Soviet education. Dr. John Martell, assistant to the dean of the LHC and the professor of record for the course, is engaging students in the various themes of 20th-century Russian literature and film. The REES committee also committed itself to preparing a tasty sampling of Russian cuisine for the students at mid-semester in the LHC kitchen.

Research grants give juniors chance to explore new frontiers

Honors college juniors are gearing up to use Dean’s Summer Research Grants, which provide second-semester honors juniors with a spring/summer stipend of $2,500 to work on their honors thesis under the direction of a faculty mentor.

A total of 10 grants were awarded for research this summer. Students are expected to devote eight hours a day to their senior honors project over a two-month period during the spring/summer. They will work under the direction of a WMU faculty member, who will oversee the progress of the research and the initial stages of a first draft.

www.wmich.edu/honors/
**Gridders win MAC west title**

The 1999 football season began with one of the strongest schedules ever for the Broncos and ended as one of the most successful campaigns in school history. The squad set or tied 41 individual and team records; won the Mid-American Conference West Division Championship, WMU's first football title since 1988; and nearly upset 11th-ranked Marshall University on its home turf in a heart-thumping 34-30 battle for the league title that was broadcast on ESPN2.

Head coach Gary Darnell finished the 1999 season 7-5 overall, pushing his coaching record with the Broncos to 26-16 since inheriting a 2-9 team three years ago. His success ignited Bronco fans across the country and helped draw record crowds to Waldo Stadium in 1999.

The Broncos sold out Waldo three times, set a new total home attendance mark (134,368) and set a MAC record home crowd of 36,102 to the Central Michigan University game. They averaged more than 26,800 fans for home games, a 22 percent jump compared to 1998.

And the team played before even bigger crowds on the road in two tough non-conference match ups that ended in the loss column for the Broncos. More than 60,000 fans were on hand for the game with the University of Missouri (48-34) while 85,300 watched the contest with No. 4-ranked University of Florida (55-26).

Leading the record-setting 1999 squad was quarterback Tim Lester, a Davey O' Brien Award candidate and GTE All-Academic District IV First Team selection. The senior threw 63 more passes than ever attempted in a season yet maintained a 60 percent completion rate and bettered his own school record for touchdown passes by 12.

Lester goes down in history as one of the most prolific passers in NCAA Division I history. He ranks fourth all-time in passing yards (11,299) and sixth in touchdown passes (187). He also owns 17 school records as well as six MAC records.

Additionally, tailback Robert Sanford rushed for 1,092 yards. A Doak Walker Award candidate, he became just the second Bronco runner to rush for 1,000 yards twice in a career. Meanwhile, split end Steve Neal became the first WMU receiver to record two 1,000-yard seasons.

Other standouts included place-kicker Brad Selent, WMU record holder for points after touchdowns, and punter Matt Steffen.

The Broncos are expected to continue to be an effective offensive team this coming fall with the return of Sanford and the entire receiving corps.

1999 TEAM HIGHLIGHTS

- Set a school record for MAC wins in a season (6).
- Scored the second highest points (373) in school history.
- Won six games in a row to become the first team to clinch a MAC division title in October.
- Made six television appearances.
- Set MAC home attendance records twice.
- Had an offense for the second straight year that produced a 3,000-yard passer (Lester), a 1,000-yard rusher (Sanford) and a 1,000-yard receiver (Neal).
- At eight, had the second most players to receive All-MAC honors. They were: (first team) Neal and Scott Niles; (second team), Charlie Knapp, Lester, Jake Moreland and Sanford; and (honorable mention) Jeremy Johnson and Ronald Rogers.

**Volleyball squad takes control**

The volleyball team took another giant step toward regaining the national prominence it enjoyed throughout the 1980s.

The 1999 Broncos won their first 13 MAC contests en route to a 15-3 league record and a 25-7 overall mark, the best record in 13 seasons. They made their third straight appearance in the Mid-American Conference Tournament, falling to Ball State in the championship match.

"We had some bad losses late [in the season] and that hurt," coach Cathy George says about the team not being an NCAA Tournament selection. "We learned from that and will go about it differently next year. We have a lot of talent returning."

The squad's only seniors, Traci Morin and Mandy Whitfield, made the All-MAC First Team. Morin ranked among the nation's hitting percentage leaders in 1999. Among next year's returnees will be setter Jen Nowak, an All-MAC honorable mention.
In a rousing display of talent and teamwork, the women's basketball team amassed a 14-2 Mid-American Conference record and made postseason appearances in the MAC and Women's National Invitation tournaments.

The Broncos opened postseason play on an impressive note with an 87-63 rout of Bowling Green State University in the MAC Tournament, then lost to Toledo University 64-55 in the semifinal round.

The team finished its season in the NIT's first round, losing a 69-64 heart-breaker to DePaul University. The game drew 2,172 fans to WMU's University Arena, the second-best crowd in program history.

Three WMU forwards, senior Shelsea Erving, freshman Kristin Koetsier and senior Danielle Mueller, went on to earn All-MAC honors.

Erving was named to the All-MAC First Team, becoming just the third WMU player ever to be named to the All-MAC First Team three consecutive seasons.

Koetsier scored a school record 559 points in her first collegiate season. A Women's Basketball News Service All-Freshman First Team member, she became the first Bronco woman to earn first team honors as a rookie and only the second player to be named MAC Freshman of the Year.

In addition, Mueller, an All-MAC Freshman Team pick in 1997, was an all-conference honorable mention selection.

Koetsier

Other season summaries
- Basketball, men's—MAC, 6-12; overall, 10-18; West Division league finish, fifth/six teams; league tournament, lost in first round; guard Tony Barksdale, All-MAC honorable mention.
- Cross country, men's—league championships, third/12 teams; NCAA Region IV Championships, 16th/28 teams.
- Cross country, women's—league championships, fifth/12 teams; NCAA Region IV Championships, 17th/30 teams; ranked fourth-best Division I program in nation in team GPA (3.66) by the Women's Intercollegiate Cross Country Coaches Association.
- Gymnastics—MAC, 4-2; overall, 10-6; league championships, fourth/seven teams; NIT, fourth/eight teams; Lori Gerhardt, All-MAC Second Team; head coach Terry Casperson, MAC Coach of the Year.
- Hockey—CCHA, 10-15-3; overall, 12-21-3; league finish, ninth (tie)/11 teams; league tournament, lost in first round; ranked seventh most improved team in nation by USA Today Online; left wing Jason Redenius, CCHA All-Academic First Team; center David Gove, All-CCHA Second Team.
- Track, men's indoor—overall dual, 2-1; league championships, third/10 teams.
- Track, women's indoor—overall dual, 3-4; league championships, eighth/11 teams.
- Soccer, men's—MAC, 0-5-2; overall, 2-15-3; league finish, eighth/eight teams; league tournament, lost in semifinal round (two wins over ranked opponents); goalkeeper Eric Pogue, All-MAC Second Team.
- Soccer, women's—MAC, 5-5-1; overall, 10-9-1; league finish, eighth/12 teams; league tournament, lost in first round; midfielder Katie Markey, All-MAC First Team.
- Synchronized skating—Senior team: qualified for U.S. National Championships. Collegiate team: Tri-States Championships, first, long program; U.S. National Championships, fourth, long program; inaugural National Collegiate Conference Championships, fifth/seven teams.
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**METHOD OF PAYMENT**

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WMU BOOKSTORE  
THE GOODS
SUMMER SPORTS CAMPS

Gary Darnell
Football
- Quarterbacks and receivers (ages 13-17)
- Offensive and defensive lineman (ages 13-17)
- Kicking and punting (ages 13-17)
Camps at WMU and other locations in Michigan. Call 1-800-WMU-Info for dates and locations.

Fred Decker
Baseball
- Ages 9-12, June 11-15
- Ages 13-18, June 18-22
Camp options include daily double session, non-resident full camp and resident full camp.

Cathy George
Volleyball
- Setter/hitter clinic (all ages), July 18
- Ball control clinic (all ages), July 19
- General skills camp (high school athletes), July 20-22
Overnight and/or commuter options available. Unique opportunities also available for elementary school students.

Jim Culhane
Hockey
- All day camp (Mites, Squirts, Pee Wees, Bantams), July 10-14
- Half day camp (Squirts, Pee Wees), July 17-21
- Half day camp for travel or aspiring travel players (Squirts, Pee Wees), July 24-28
Age groups are based on USA Hockey 2000-2001 age classifications.

Robert McCullum
Men's Basketball
- Team camps, June 16-17, June 24-25
- Individual camp (ages 9-18), June 18-21
- Big man camp (8th-12th graders), July 9-13
Overnight and/or commuter options available.

Kim Worden
Softball
- Ages 13-18, June 18-22
- Ages 8-12, June 26-29
Overnight and/or commuter options available.

Ron Stewart
Women's Basketball
- Junior Broncos day camps: girls (ages 11-15), June 12-15; boys and girls (ages 7-10), July 5-7
- High school shootout camp (freshman, JV, varsity), June 16-17
- Junior high/high school position camp (girls only), June 26-27
- Family camp (instructional and team play for parents and children of any age), June 30-July 1
- Team camp (JV and Varsity competition), July 29-31

Want to learn more about a camp or reserve a spot?
Call 1-888-WMU-INFO
www.wmubroncos.com

For kids of all ages and skill levels.
Don't hesitate to contact us when you have news to share in our classnotes or obituaries sections. For classnotes, make sure to include your name (first, middle, last, maiden), address, degree(s), year(s) graduated and phone number. We will publish your photo as space permits.

Write: Classnotes/Obituaries
WMU Magazine
1903 West Michigan Ave.
Kalamazoo MI 49008-5403
Fax: (616) 387-8770
E-mail: dev-alumnote@wmich.edu

1938 - 1960

Carl L. Rhoads
BS '38, accepted the Detroit Metropolitan Bar Association's Volunteer Small Law Firm of the Year Award on behalf of his law firm, Rhoads & Goreta in Ecorse, MI.

Thomas J. Krupa
BS '46, MA '53, is the author of an essay that was accepted for competition in the Lettre International and Weimar 1999 International Essay Prize Contest.

Richard Johnson
BS '50, recently won the U.S. Tennis Association's national indoor tournament in both singles and doubles in his age group, and was chosen to represent the United States in an international competition in Barcelona, Spain.

William C. Nixon
BS '55, recently retired from the Grand Union Co. after 10 years as director of food manufacturing. He previously retired from General Foods Corp. after 24 years in logistics and plant management.

Thomas L. Wenke
BS '57, recently retired after 33 years as a biology professor at Fort Hays State University, Hays, KS.

Karen Gernant
BA '59, was among 15 foreign nationals honored by the government of Fujian Province in China for distinguished service in Fujian's economic construction and social development. She is a professor of history at Southern Oregon University.

1961 - 1965

Wayne R. Gutowsky
BBA '62, recently retired from the Thompson School District in Loveland, CO, after 32 years of teaching and coaching.

Ronald J. Doederlein
BS '63, recently retired from the Marathon Oil Co. after 35 years of service. He was the Brand Division Michigan sales manager.

Robert H. Lyle
BS '63, has established a media firm, New Century Media, in Arlington, VA.

Duane R. Dunham
BS '64, has been elected president and chief operating officer of Bethlehem Steel Corp., Bethlehem, PA. He was also elected to Bethlehem's board of directors.

James W. Hansen
BS '64, MA '65, retired after 34 years at Oakland Community College in Bloomfield Hills, MI, as a counselor, director of student activities, baseball coach and cross country ski instructor.

Carl Latora
BS '64, MA '68, recently received the Michigan High School Athletic Association's Allen W. Bush Award for 1999. He is assistant principal and athletic director at Portage (MI) Northern High School.

Dennis W. Archer
BS '65, recently became a member of the American Bar Association Board of Governors. The Detroit mayor will represent Michigan, Connecticut and Massachusetts.

Richard J. Coleman
BS '65, was recently inducted into the Mohawk Valley Community College (Utica, NY) Hall of Fame, which honors former employees and community residents who have provided important service to the college.

Robert P. Hermanns
BS '65, has joined ShopEaze.com Inc., Santa Clara, CA, as chief executive officer.

1966 - 1970

Darwin L. Johnson
BS '66, has been appointed vice president and chief operating officer of WESTECH International Inc. in Albuquerque, NM.

Elizabeth A. McKinnon
BA '66, recently retired after 31 years of teaching at Page Middle School in Madison Heights, MI.

David P. Adams
BBA '67, MBA '68, has been appointed executive director of marketing at Oakland Community College in Bloomfield Hills, MI.

Orma F. Ames
BA '67, has retired after 31 years of teaching middle school in the Ionia (MI) Public Schools.

Gerald R. Brown
MS '67, has been awarded a contract with the Sri Lanka Ministry of Education as library educator and planner. The project has been funded with World Bank assistance.

Mary F. Oudsema
BA '67, of Kalamazoo was given the Private Sector Volunteer of the Year Award by the Michigan Works! Association.

Jane K. Rose
MA '67, recently retired after 38 combined years of teaching in Michigan and Wyoming. The Cody, WY, resident has been listed in Who's Who Among America's Teachers.

Richard L. Allington
BA '68, MA '69, is the Irvin & Rose Fien Endowed Professor of Elementary and Special Education at the University of Florida, Gainesville, FL.

Richard T. Cole
BA '69, has been appointed to serve on the board of trustees at Cranbrook Educational Community in Bloomfield Hills, MI.

Bruce Gregory
BS '69, was recently named employee of the month at Community Health Center of Branch...
County, MI. He has been director of respiratory care there since 1974.

Bruce G. Knuth
BS ’69, is the author of a new book, Gems in Myth, Legend, and Lore, published by Jewelers Press. He teaches jewelry and sculpture at Horizon High School in Thornton, CO.

Liz Miller
BA ’69, MA ’72, reached the 800-win mark as women’s softball coach at Notre Dame University last season. She was also inducted into the National Junior College Athletic Association’s Hall of Fame.

Donna R. (Leusch) Blackall
BA ’70, recently received the 1999 John Heisler Award for Excellence in English Education from Illinois State University. She is chairperson of the language arts department at Thomas Middle School in Arlington Heights, IL.

Patrick J. Hanley
BS ’70, MA ’72, is an admissions representative for WMU. He recruits in the Chicago area.

Richard L. Lauer
BS ’70, has joined Chemical Bank Michigan, Gladwin, MI, as vice president/business development officer.

Darrell H. Saulsberry
BS ’70, MA ’71, has been promoted to major accounts manager at Cisco Systems, Atlanta.

1971 - 1975

Michael H.R. Buckles
BA ’71, was recently appointed president of the National Association of Retail Collection Attorneys. He is director of litigation at the law firm of Buckles & Buckles PLC in Birmingham, MI.

Michael C. Davis
BS ’71, was recently elected to his fourth term on the Auburn Hills (MI) City Council. He is a retired public school administrator.

Mary Anne Kennedy
BS ’71, has been named teacher of the year for the 1998-99 school year at St. Mary’s Assumption School in Bronson, MI.

Lloyd H. Dean
BS ’72, MA ’78, has been elected to serve on the board of trustees for Elmhurst (MI) College.

Carol M. Luck
BA ’69, MSL ’73, has recently been appointed director of the Alcona County (MI) Library.

Kristine (O’Rourke) Cohn
BS ’74, was recently appointed to serve on the Illinois Human Resource Investment Council/Workforce Investment Board and the Governor’s Commission on the Status of Women by Gov. George Ryan.

Jeffrey D. Bergeron
BBA ’75, was recently named office managing partner of the Detroit office of Arthur Andersen LLP. He has been with the firm for 25 years.

Bernard N. Kilpatrick
MA ’75, has recently been promoted to chief of staff for Wayne County (MI) Executive Edward H. McNamara.

Glenn A. Northrop
BS ’75, was appointed senior vice president of corporate interactive strategies for Rapp Collins Worldwide, Seattle.

Ronald F. Osikowicz
BSE ’75, was recently promoted to engineering manager in the Network Solutions sector of Motorola.

1976 - 1980

Randall L. Bernhard
BA ’76, is the new executive director of the Rapides Arts and Humanities Council in Alexandria, LA.

Alumni Association announces new life members

We at the WMU Alumni Association would like to take this opportunity to welcome our newest life members. We thank you and commend you for your continued interest in your University through life membership in our association.

Pamela Walt Adelizzi
Palatine, IL

Robert M. Adelizzi
BA ’57, Palatine, IL

Adam R. Dingwall
BBA ’85, Battle Creek, MI

Deborah Wickham Dingwall
Battle Creek, MI

Mark E. Fry
BS ’78, Naples, FL

Stefan M. Haney
BBA ’95, Chicago, IL

Barbara Edwards Johnston
Battle Creek, MI

Lanny R. Johnston
MA ’76, EdS ’86, Battle Creek, MI

Pamela Phillips Pelt
BBA ’77, Westerville, OH

Kevin J. Simecek
BS ’93, Parker, CO

Shigeru Suzuki
BA ’82, Yokohama-shi, Japan

Richard W. Tanner
Kalamazoo, MI

Penelope J. Wood
BBA ’98, Lawton, MI
John M. Brink
BBA '77, has been elected to the board of directors of Portage (MI) Commerce Bank. He also is serving as a trustee of the Vicksburg Community Schools Foundation.

Cynthia A. Comer
BS '77, has been named Legal Professional of the Year by the Greater Kalamazoo Association of Legal Support Professionals. She is legal assistant/project manager for the city of Kalamazoo.

Donald J. Paulson
BBA '77, a senior financial advisor at American Express Financial Advisors Inc. in Richland, MI, has been named "Master Advisor."

Douglas L. Semark
BA '77, MA '79, has been named executive director and chief learning officer of the American Youth Soccer Organization in Hawthorne, CA.

Larry L. Wegener
MA '77, was named Regional Athletic Director of the Year by the Michigan Interscholastic Athletic Administrator Association. He is athletic director at Battle Creek (MI) Central High School.

Erik C. Lower
MBA '78, owns and operates Hunt's Castle Waterfront Resort, Rockport, TX, along with two other hotels on the Gulf of Mexico.

Terry A. Blakely
BS '79, has been named chief operating officer of the Michigan Association of Home Builders in Lansing, MI.

Shaz Khan
BS '79, MA '82, EdD '84, has been appointed partner in the Human Resources Strategies Group for Deloitte & Touche, Detroit.

Fredrick J. Smith
BS '79, has been named Athletic Director of the Year by the Michigan Interscholastic Athletic Administrator Association. He has been athletic director for the Comstock (MI) schools for nine years.

Cmdr. Cathy Thomas
MSL '79, recently assumed command of the Naval Computer and Communications Station, Puget Sound in Bangor, WA.

Holly A. Wernet
BBA '79, has been promoted to automotive advertising director at Money magazine. She will be responsible for management of the Detroit and Los Angeles offices.

Laurel Paul Howard
BS '80, was named Special Education Teacher of the Year for 1998-99 at Liberty County (GA) Schools. She was also voted Teacher of the Year for 1999-2000 at Frank Long Elementary in Hinesville, GA.

Joy Nicholas
BBA '80, has been promoted to group director, research and emerging technologies at the Food Marketing Institute in Washington, D.C.

John T. O'Halloran
BBA '80, was recently promoted to retail electric supplier registration coordinator for ComEd in Chicago.

Kenneth S. Potts
BS '80, has been named Airport Manager of the Year by the Michigan Association of Airport Executives. He is director of the Kalamazoo/Battle Creek International Airport.

1981 - 1985

Jeffrey A. Arnesen
BBA '81, has been promoted to senior vice president, chief financial officer of Plainwell Inc. in Plainwell, MI.

Kristine A. Companion
BS '81, is a new partner/owner of Starline Development Corp. in Port Charlotte, FL. She is a licensed residential contractor.

Jane E. Brennan
BS '81, was recently promoted to senior partner, multi-products, at Bozell Worldwide in Southfield, MI.

Joseph M. Newby
BSE '81, has been named director of new technologies at Eagle-Picher Automotive's Hillsdale (MI) Division.

Daryl J. Murphy
BA '82, has been appointed assistant professor of English at Albion (MI) College.

Sherri A. Wellman
BS '82, was made partner in the law firm of Loomis, Ewert, Parsley, Davis & Gotting PC in Lansing, MI.

Brian H. Gribler
BS '83, MA '87, has been promoted to director of claims training at Foremost Insurance, Grand Rapids, MI. He is also managing the Foremost Insurance Championship, an annual senior PGA tournament.

Lyle A. Reibling
MS '83, has recently been appointed associate professor in the Department of Computer Science for Azusa (CA) Pacific University.

Sue Renenger
BBA '84, recently received Business First's Forty Under 40 award. The recognition is given to Columbus-area residents who demonstrate an outstanding commitment to the community. She is managing partner of RMD Advertising in Columbus, OH.

Melody L. Moore
MA '84, is director of continuing education at John Tyler Community College in Chester, VA.

Stephen H. Morgan
BA '84, has been appointed sales and marketing manager for Flexitech Inc., a division of Freudenberg-NOK in Plymouth, MI.

Thomas S. Pietras
BBA '84, has been promoted to vice president, account services at Malcolm Marketing Communications in Madison, WI. He is also a member of the Madison Advertising Federation board of directors.

James H. Bittinger Jr.
BSE '85, has been promoted to engineering manager for Consolidated Papers, Lake Superior Division, in Duluth, MN.
Carol M. Helsel
BS '85, has been named vice president of human resources for Porter Hills Retirement Communities & Services, Grand Rapids, MI.

James D. Jenkins
BS '85, MPA '90, has been appointed city manager of Springfield, MI. He was previously director of public safety in Springfield.

1986 - 1990

Jeffrey F. Cunningham
BBA '86, has been promoted to senior manager in the audit department at the accounting firm of Weber, Curtin & Drake in Traverse City, MI.

Paul G. Elie
BBA ‘86, has been made partner at PriceWaterhouseCoopers in Detroit.

Christopher J. Flum
BBA ‘86, has joined the Budd Co., Troy, MI, as corporate manager, strategic sourcing.

Richard G. Gorman
BBA '86, has been promoted to the position of vice president of portfolio management by Old Kent Bank-East in Troy, MI.

David A. Barry
BS '87, MA '90, was recently named principal at Walled Lake (MI) Central High School.

Marilyn S. Kritzman
MA '87, was recently named one of the top-10 businesswomen in America for 1999 by the American Business Women's Association. She also was recently appointed special assistant to the assistant vice president for student affairs at WMU.

Michael D. Lewis
BBA '88, MPA '95, was recently appointed business development manager of White Construction in Detroit.

Roy A. Thelen
BS '88, has joined GMAC Mortgage, East Lansing, MI, as a loan officer/originator.

Charles J. Zickus
BSM '88, has joined the medical staff at the Family Health Center, Ionia, MI.

Virtual imaging
Tonya Cunningham, B.S. ‘96, went from a childhood fascination with video games to creating software for defense systems.

Video games set air combat stage
As a little girl, Tonya Cunningham was drawn to Atari video games not because she could shoot down alien spaceships or earn the title of best Pacman player. It was what went into making the game that fascinated her.

"I used to wonder who made it such that when you reached 99999, the score would revert to zeros instead of displaying a higher score," Cunningham says with a laugh. "I also used to say, 'I could do better than that. I can create my own software.'"

Now at age 26, Cunningham is a senior engineer developing software for military training systems at the Boeing Co. in St. Louis.

"It's like those games in the arcade where you drive a car around a track," she explains. "I design software that runs on simulators used to help train fighter pilots through the use of virtual images."

The Detroit native, says it was her lack of exposure to anything other than the auto industry that prompted her to do some serious investigating when she kept bumping into the Boeing name online. That research finally spurred her to seek employment with the aircraft manufacturer.

"Living in Michigan, we always hear about the Big Three — GM, Ford and Chrysler," says Cunningham, who was an intern with Ford Motor Co. for four consecutive summers. "Boeing was one of the top companies that kept showing up in my research on the Internet."

Cunningham is one of two women engineers in a group of approximately 30, and the only African American in Visual Integrated Display Systems, an organization within Boeing's Military Aircraft and Missile Systems division.

"When I arrived in January 1997, I felt like I had that extra responsibility to represent not only my race but also my gender," she says. "There are a lot of women in engineering programs but a black female engineer is still very rare. I was determined to make a lasting impression."

In 1998, Cunningham and a co-worker won a Teammate of Distinction Award for their work. In January 1999, Ebony magazine named her one of 10 young professionals to emulate and in February 1999, she was featured in Boeing's internal publication as "a hero for young people." This May, she will receive a master's degree in computer science from Webster University in St. Louis.

"I am a very spiritual person," Cunningham replies in response to a question about who she credits for her accomplishments. "I believe for some reason God is using me as an example."
Walter M. Brame  
EdD '89, was recently named director of the Grand Rapids (MI) Urban League.

Linda M. Hammen  
BS '89, was recently named director of training and development at Holland Home in Grand Rapids, MI.

Timothy R. Winkels  
BS '89, has joined FIRST Telecommunications Corp. in Grand Rapids as an account executive.

Kenneth A. Kraus  
MPA '90, was recently named director of the Muskegon County (MI) Health Department.

Steven A. Marovich  
MA '90, received nine national publications citations including four "best in the nation" citations, at the College Sports Information Directors of America workshop in Orlando, FL. He is the sports information director at Carthage College in Kenosha, WI.

Matthew J. McDade  
BBA '87, MBA '90, has joined Republic Bank as community bank president in the Kalamazoo region.

Karen E. Randolph  
BA '90, MA '92, is a tenure-track instructor in the English division at Delta College, University Center, MI.

Brooke L. Robel  
BA '90, MPA '92, has joined the consulting firm of Eastern Research Group Inc., Arlington, VA, as a senior environmental analyst.

Sean R. Sickinger  
BA '90, recently joined Tellabs Inc., Lisle, IL, as a business financial analyst in the Global Solutions and services organization.

Kenneth R. Van Damme  
BBA '90, has opened his own accounting firm in San Diego. He is also a part-time instructor at San Diego State University.

Jason L. Godush  
BBA '92, recently joined Old Kent Bank Southwest, Kalamazoo, as new business development officer in personal trust investment services.

Barbara K. Kreuzer  
BS '66, MA '87, EdD '92, has been appointed executive director of the Michigan Maritime Museum in South Haven, MI.

Michael J. Miedona  
BBA '92, has joined the North Highland Co., Atlanta, as a senior consultant.

Larry R. Jensen Jr.  
BA '93, has joined the law firm of Foster, Swift, Collins & Smith PC in Lansing, MI. He is practicing in the firm's government and commerce department.

Susan E. Klass  
BA '93, has completed a one-year marketing/advertising development professionals program at J. Walter Thompson, Detroit.

Sean A. McCann  
BA '93, has been elected to the Kalamazoo City Commission.

Kim Elders  
MA '93, coached the Cornerstone college men's basketball team to a national championship in Division II of the National Association of Intercollegiate Athletics. He has coached the Grand Rapids, MI, team for seven years.

Karen S. Leinaar  
MA '94, was named Regional Athletic Director of the Year by the Michigan Interscholastic Athletic Administrator Association. She is athletic director for the Gaylord (MI) Public Schools.

Randy S. Bancino  
MBA '95, has been promoted to director/chief information officer for the North American Business Region of Quixtar.com in Grand Rapids, MI.

Alicia M. Johnson  
BS '95, has joined the WMU Office of Admissions and Orientation as an admissions representative.

J. Matthew O'Callaghan  
BA '95, was recently promoted to senior account executive at the business national accounts division of BellSouth, Atlanta.
1996 - 1999

Kristy Smith (Banks)
MA '96, has received the National Council on Family Relations' Certified Family Life Educator designation. She is a family support worker at the Guidance Clinic in Kalamazoo.

Thad M. Beard
MA '96, has been selected as city manager for Otsego, MI.

David W. Clark
MSW '96, was appointed director of social services for the Hospice of Martin & St. Lucie, Stuart, FL.

Richard L. Kaiser
BSE '96, has joined the Milwaukee office of the law firm of Michael Best & Friedrich LLP.

Shawn M. Marr
BS '96, has been promoted to senior facilities designer at Custer Office Environments in Kalamazoo.

Kenneth R. Blough
MBA '97, has been promoted to vice president, commercial lending at Portage (MI) Commerce Bank.

Amber J. Pritchard
BA '97, was recently named director of annual giving in the Development Office at WMU.

Chad J. Tolfree
BS '97, has joined the Kalamazoo office of Ameritech as an outside plant engineer.

Jill L. (McPherson) Wise
MBA '97, has been named chief financial officer at Spectrum Health in Grand Rapids, MI.

Melanie J. Bleiler
BS '98, has joined the Albion (MI) Public Schools as an elementary teacher at Caldwell Elementary.

Donal Raymo
BA '98, has been trained as a Michigan State Police trooper. He is a member of the 118th Michigan State Police Trooper Recruit School.

Rene Rodriguez
BA '98, has joined LKF Marketing in Kalamazoo, as a graphic designer.

Christopher S. Rowley
BA '98, has joined the McHenry, IL, office of LaSalle Bank FSB as branch manager.

A natural volunteer
Besides her volunteer work with the public schools, Tina Jensen, B.A. '65, contributes time to the preservation of a historic home, Longacre House, and to her church.

Former educator continues 'giving back' to her community

Giving back.

It's as simple as that for Tina Jensen of Farmington Hills, Mich., who last year received her community's Citizen of the Year award for volunteer work that so far has spanned two decades.

"It's really just a matter of giving back, of making a difference where you think you can," says Jensen, a 1965 WMU education graduate who taught for a few years before deciding she would make a greater contribution as a volunteer.

Indeed, the focus of much of her volunteer efforts over the years has been the public schools. She helped form parent advisory groups where her children, Jana and Jay, were in middle and high school. Her husband, Richard, an executive with DaimlerChrysler, drives older people to church.

"Parents can be partners with the schools to help the kids, and not in a meddlesome way," she says. "It's a process of parents, teachers and administrators working together for better schools and a better community."

Parents can do more than bake cookies, says Jensen, who has campaigned actively in support of several school millage and bond elections. She's also a driving force behind Farmington Families in Action, which stresses drug education and abuse prevention.

Jensen comes by her sense of service naturally. Her mother, Janice vanBlaricom of Kalamazoo, "has been an active volunteer all her life." Her father, the late Robert vanBlaricom, a manufacturing executive, was a district governor of Rotary International as well as national president of his fraternity.

"Giving freely of themselves was always an important part of their lives," she says of her parents. "They set a remarkable example. Giving back to the community was simply expected, a part of the woodwork, in our home."

Even during her years at WMU, Jensen was "giving freely of her time" through her sorority, Alpha Omicron Pi, and through the Wesley Foundation, the campus arm of the United Methodist Church. She also was involved in Associated Women Students at WMU, a predecessor of the Western Student Association.
Penelope J. Wood  
BBA '98, recently joined WMU as prospect research/donor relations secretary in the Development Office.

Delia Altamira  
BA '99, has joined the WMU Office of Admissions and Orientation as an admissions representative.

Robert G. Foti  
BBA '99, has joined the audit staff of Plante & Moran LLP, in the firm’s Kalamazoo office.

Eric D. Gutman  
BFA '99, has been cast in "Forbidden Christmas" at the Gem/Century Theatre in Detroit. He recently completed a six-month run of "Forbidden Hollywood."

Lisa J. Krejcik  
BA '99, has joined DENSO Manufacturing Michigan in Battle Creek, MI, providing communication support in the corporate services area.

Kiley M. Maitrott  
BA '99, has been named group services representative for Olympia Entertainment in Detroit.

Amy J.P. McEwan  
MPA '99, has been hired as assistant manager for economic development for Delra Township, MI.

Melanie L. McPherson  
MA '99, has joined the staff as a guidance counselor at Harper Creek Junior High School in Battle Creek, MI.

Katie M. Szybala  
BBA '99, has joined the audit staff of Plante & Moran LLP, in the firm's Kalamazoo office.

Judith A. Sliede  
BSM '99, recently joined the staff of Borgess ProMed Physicians' Family Practice in Kalamazoo, as a physician assistant.

Leslie A. Wood  
MA '99, was recently named director of workforce development at Montcalm Community College in Sidney, MI.

1919 - 1930

Orpha L. Irwin  
TC '19, Sept. 6, 1999, in Kalamazoo.

Gladys W. Saylor  
TC '20, June 15, 1999, in South Pasadena, FL.

Bernice B. Cartland  
TC '24, Sept. 21, 1999, in Onekama, MI.

Clara G. VanHartesvelt  
TC '24, in Fennville, MI.

Ralph C. Richardson Sr.  
TC '25, BS '50, Oct. 27, 1999, in Nashville, MI.

Marjorie L. Smith  
TC '26, April 7, 1999, in Kalamazoo.

Marjorie E. Welch  
TC '27, TC '30, Aug. 27, 1999, in Kalamazoo.

Lela K. Johnson  
TC '26, BS '29, Aug. 27, 1999, in Three Rivers, MI.

Clarissa M. Hill  

1931 - 1940

Ruth Dumonceaux  
BA '31, MA '54, Aug. 25, 1999, in Spring Lake, MI.

Ella Lillie  

Hazel E. Saye  

Beulah E. Moored  
TC '33, BA '34, in Grand Rapids, MI.

Virginia R. Stewart  
BA '34, Dec. 10, 1997, in Dearborn, MI.

Katherine Ux  
TC '29, BA '34, in Ada, MI.

Rachael E. Delano  
BA '36, in Portage, MI.

Frieda Gernant  

Lorene P. Meggison  
BS '36, July 10, 1999, in Galesburg, MI.

Elizabeth T. Phelps  
BA '36, Aug. 5, 1999, in Portage, MI.

1941 - 1950

Eunice I. Powell  
BS '44, Aug. 23, 1999, in Kalamazoo.

Rudolph W. Schmidt  
BS '46, MA '57, April 5, 1999, in Ravenna, MI.

Annie M. Shaw  
TC '27, BA '46, July 18, 1999, in Jackson, MI.

Ralph J. LeBlanc  
BS '47, May 17, 1999, in Manistique, MI.

John K. Jeudevine  
TC '50, Aug. 16, 1999, in Ann Arbor, MI.

Dean E. Ruple  
BS '50, MA '53, Aug. 20, 1999, in Saginaw, MI.

1951 - 1960

William M. Becker  
BS '51, in Milwaukee, WI.

Richard L. Massmann  
BS '51, Jan. 28, 1997, in Bradenton, FL.

Walter S. Korabik  

Aletha R. Clarke  
BA '53, MA '58, March 15, 1999, in Eaton Rapids, MI.

Fanny Pirie  
MA '55, Dec. 1998, in Portage, MI.

Esther L. Bromley  
BS '37, in Grand Rapids, MI.

Maxworth S. Mathews  
BS '37, Oct. 10, 1999, in Ionia, MI.

John P. Hindman  
BA '38, Nov. 1, 1999, in Casa Grande, AZ.

S. Vaughn Geiger  
BA '40, Sept. 19, 1998, in Saginaw, MI.
Alice La June Johnson  
MA '56, Oct. 21, 1999, in Okeechobee, FL.

Jack F. Owen  
BA '56, MA '62, Aug. 8, 1999, in Rhinelander, WI.

L.G. Linman  

John P. Campbell Sr.  
BBA '60, in Clawson, MI.

Mary M. Cripps  

1961 - 1970

Saundra K. Hybels  
BA '61, Sept. 16, 1999, in State College, PA.

Sue C. Mardis  
BA '61, Aug. 20, 1999, in Crystal River, FL.

Josephine F. Campbell  
MA '63, June 9, 1999, in Kalamazoo.

William I. Fitch  
BM '63, MA '68, June 30, 1998, in Beulah, MI.

Mary L. Sonnevil  
BA '65, Oct. 24, 1999, in Marcellus, MI.

Mirl M. Gumper  
BS '66, July 31, 1999, in Augusta, MI.

David E. Hostetler  
BBA '66, April 7, 1999, in Coldwater, MI.

Thomas G. Richardson  
MS '66, in Seattle, WA.

Gerilyn K. Turner  
BS '66, in East Lansing, MI.

William H. Darling  
BA '68, Oct. 3, 1999, in Augusta, MI.

Karen A. Curtis  
BA '70, July 15, 1999, in Alma, MI.

Frances Gram  
BA '70, Oct. 23, 1999, in Grand Ledge, MI.

James R. Heystek  
BS '70, Oct. 2, 1999, in Portage, MI.

Randall T. Kerhin  
MS '70, Jan. 1, 1999, in Baltimore, MD.

Dale Stephenson  
BS '70, MS '76, 1994, in Plant City, FL.

1971 - 1980

William T. Hulscher  
TC '55, BBA '71, Sept. 30, 1999, in Battle Creek, MI.

Jerome S. Jackson  
BS '71, Sept. 4, 1999, in Kalamazoo.

Susan J. Scallin  
BA '71, June 23, 1999, in East Lansing, MI.

Peggy J. Polancih  
BS '72, Nov. 5, 1997, in St. Joseph, MI.

Manzella G. Fitch  
MA '73, July 30, 1999, in Sun City, AZ.

Alan G. Wood  
BS '73, MA '79, Sept. 14, 1999, in South Haven, MI.

Marilyn R. Broderick  
BA '74, July 9, 1999, in Stoney Pointe, Ontario.

Peggy J. Hanchar  
BA '74, MA '80, July 31, 1999, in Portage, MI.

Sister Mary Margaret Meyers  
MA '74, Nov. 1, 1999, in Nazareth, MI.

Mary K. Albright  
MA '78, July 4, 1999, in Flint, MI.

Elverda A. Thoms  
BS '79, June 28, 1999, in Kalamazoo.

1981 - 1998

Rosemary Walker  
MA '88, Aug. 15, 1998, in Grand Rapids, MI.

Richard J. Conroy  
BBA '89, in Battle Creek, MI.

Timothy M. Hanson  
BBA '94, in Jackson, MI.

Steven D. Kosacek  
BS '96, Oct. 11, 1999, in Round Rock, TX.

Robert D. Pabis  
BS '98, Sept. 24, 1999, in South Lyon, MI.

Faculty

Susan E. Burns  
assistant professor of chemistry, Oct. 9, 1999, in Kalamazoo.

A. Bruce Clark  
former provost, dean of the College of Arts and Sciences and chairperson of mathematics and statistics, Nov. 26, 1999, in Kalamazoo.

Eleanor N. Douglass  
associate professor emerita in health, physical education and recreation, Dec. 3, 1999, in Belmont, MA.

Clayton J. Maus  
former registrar and dean of admissions and records, Nov. 19, 1999, in Kalamazoo.

Hazel E. Saye  

William A. Schriever  
assistant professor emeritus in engineering and technology, Sept. 27, 1999, in Westport, CT.
Does it seem like you can't pick up a newspaper or watch television these days without reading about WMU? Good.

University faculty members and some of the campus' most innovative programs have been enjoying the attention of a number of newspapers, magazines, television networks and professional publications in recent months. The names of WMU faculty members have found their way onto rolodexes at some of the nation's most prestigious media outlets. University faculty are now among those who are frequently called when reporters are looking for comment on topics ranging from the stock market, charter schools and public relations tactics to weight discrimination, Pakistani politics and the latest developments in brain research.

Coverage of University initiatives and programs also has increased dramatically, with such organizations as the Wall Street Journal, Reuters, the Associated Press and the Chronicle of Higher Education. Such publications are focusing on the University's nationally recognized programs and emerging public/private partnerships in such areas as aviation and paper science.

"The work that you are doing and the relationships that we are building are gaining us more national attention than ever before," President Elson S. Floyd told the University community in a recent speech. "That, I am convinced, is one reason why we recently catapulted into the top 100 listing of national public universities, according to U.S. News & World Report."

The general public, the national academic community, funding agencies and prospective students alike have been reading about or listening to University experts in a variety of media outlets.

- Developments in the College of Aviation and its International Pilot Training Centre have been spotlighted in Forbes, the Seattle Times and the Cleveland Plain Dealer.
- Stories on weight discrimination research conducted by Dr. Mark Rohling, assistant professor of management, appeared in the Wall Street Journal, the New York Times and Psychology Today.
- Articles about charter school research by Dr. Gary Miron, research associate in the Evaluation Center, have shown up on the pages of the Chronicle of Higher Education and Business Week Online.
- A major feature on brain research being done by WMU scientists Dr. Christine Byrd, Dr. John Jellies and Dr. John Spitsbergen, all from the Department of Biological Sciences, appeared across the country in papers such as the New Orleans Times-Picayune and the Omaha World-Herald.
- Dr. Paul Yelsma, professor of communication, was a guest on National Public Radio's "Talk of the Nation" to discuss his research on arranged marriages.

The reason for the recent media attention? The increased regional and national presence is the result of a public relations "full-court press" that has involved University administrators, staff members and a host of faculty members willing to share their expertise at a moment's notice. The goal has been to raise the national level of awareness about the institution's academic quality.

For a brief rundown of many of the University's most recent appearances in major media outlets, visit the "WMU in the News" Web site at <www.wmich.edu/ur/intheur.html>.

Story by Cheryl Roland — cheryl.roland@wmich.edu
Fall 1999 was a time for coming home to WMU like none the University has seen before.

The first-ever Black Alumni Reunion was held on campus to celebrate a history of black alumni who are “Making the Connection, Continuing the Climb.”

Black alumni returned to WMU Sept. 23-25 for a weekend of activities that ranged from a Pioneer Symposium recognizing WMU “firsts” to a Career Information Expo and a series of panel discussions on a variety of issues. A banquet featured a talk by Roy Roberts, BBA ’70, former vice president and group executive of General Motors sales, service and marketing for North America. Even a pick-up basketball game added to the attractions.

Then on Oct. 23, as the football Broncos were hitting their stride in the Mid-American Conference, alumni descended on the campus for the traditional homecoming celebration and a game against Ball State. The celebration included a repeat of many old favorite activities, but it also featured a new wrinkle.

Nearly 1,000 runners and walkers of all ages took part in the first Campus Classic, a 5K run and a 1K walk and kids’ fun run that took competitors across the most scenic parts of the campus. Participants ranged from Joan Krause, then chairperson of the WMU Board of Trustees, to WMU track athletes, high school runners, alumni families, students, faculty and community residents.

Participants had a post-race gathering at the Hyames Field tailgate party and many joined the rest of the crowd to watch the Broncos’ 27-0 win over Ball State.
Scenes of 'coming home' to campus in fall 1999, counterclockwise from left:

1. Campus Classic runners wind their way past Waldo Library.
2. Former "Sesame Street" star, Dr. Loretta Long, '60, leads a class during the Black Alumni Reunion.
3. Members of the Alumni Band perform during halftime of the WMU/Ball State football game.
4. Student Kim Lorenz claims top female runner honors in the 5K Campus Classic.
5. Entrants from the National Panhellenic Conference/InterFraternity Council revive a perennial favorite, the Soapbox Derby.
6. Alumni attend the Alumni Association Annual Homecoming Brunch in the Bernhard Center.
7. Robert and Beverly Bloomquist of Kalamazoo attend the pre-game tailgate at Hyames Field.
8. WMU's 1999 Homecoming King and Queen, Harlin Thomas II and Zsanara Jones, reign over halftime ceremonies.
9. Bronco quarterback Tim Lester drops back during a play in the Broncos' 27-0 win over Ball State.

Fall 2000

Homecoming set for Oct. 21

Plans already are under way for the Homecoming 2000 celebration, which will take place on the weekend of Oct. 20-21. A number of traditional favorite activities as well as new events already are scheduled.

- A Friday evening Distinguished Alumni Awards dinner and ceremony.
- A repeat of last fall's successful Campus Classic 5K and 1K races and 1K fun walk will take place Saturday morning.
- A Homecoming Pep Fest is set for Saturday morning before the football game.
- The Onyx Society will hold a Saturday evening dance.
- A special homecoming Motown Revival concert will take place Saturday evening in Miller Auditorium.

Watch for details in the next issue of the WMU Magazine and plan to attend.
After a thorough reconnaissance mission, this retired brigadier general opted to switch hats and take command of WMU's

ON A GOLDEN DAY IN LATE OCTOBER, a Honda Nighthawk motorcycle turned off Kalamazoo's Parkview Avenue into an expanse of dusty fields. Its riders rode the site's dusty perimeter, scanning the land and guessing where roads and buildings would be built and where lush green spaces would be created.

The driver had more than a casual interest in that particular patch of land. As the new dean of the College of Engineering and Applied Sciences, Dan Litynski was taking his wife, Diane, for an up-close look at the future home of the University's engineering complex and the adjacent business technology and research park.

"Of course it's one reason I came," says Litynski, who assumed leadership of the college in July. But besides being attracted by the opportunity to take charge of a college on the brink of dramatic expansion, he was also attracted by the growth and development that was occurring elsewhere on campus. "When I came to visit, I got the sense that WMU is an exciting place to be. There's the sense that things are happening here."

One could say he conducted a thorough reconnaissance before taking the job. In fact, given Litynski's background, one could say that without much exaggeration: The new dean retired from the U.S. Army as a brigadier general a day before he started work on campus.

Litynski comes to WMU after serving nearly 20 years on the faculty at West Point and, before that, completing numerous assignments in Army combat operations, logistics and research and development. The native of upstate New York was involved with ROTC as he earned a degree in physics from Rensselaer Polytechnic Institute, Commissioned as a Second Lieutenant of Armor in 1965. Litynski notes with a laugh that he went into the Army for "a short period of time" and ended up staying.

While serving in the army, he went on to earn a master's degree in optics from the University of Rochester and a doctoral degree in physics from Rensselaer. Though immersed in academics, he was also putting that knowledge to work—at the behest of Uncle Sam.

After serving in Vietnam and Germany, Litynski eventually moved into what would become a 25-year career in laser and electro-optic research, serving in positions at the Ballistics Research Laboratory and at Harry Diamond Laboratories in laser research. In 1980, Litynski took a tenured faculty electrical engineering position at West Point. Appointed head of the Department of Electrical Engineering and Computer Science in 1990, he oversaw the development of three new department research centers—in photonics, artificial intelligence and information technology.

Though his accomplishments are modestly presented, the dean's bio-sheet overflows with prestigious fellowships, appointments, work overseas and publications. His accomplishments range from a fellowship to the National Defense University to publication of more than 30 papers in laser and electro-optic research and teaching strategies.

Obviously, he's an energetic guy. Litynski hopes to continue his research at some future date, but admits it won't be soon: "I have quite a few things going on right now."

He spent the first few months on the job getting acquainted with nearly 100 faculty members and the 16 undergraduate programs, 10 master's programs, and three doctoral programs that enroll nearly 2,300 students. Now uppermost on the dean's agenda is developing a strategic plan for the college.

"We need to look at who we are, where we want to go in the next five to 10 years, and how to transmit that into a plan for getting there," he says. Eight working groups comprised of faculty, staff, alumni, industrial representatives, and students are looking at such areas as curriculum, personnel, research and graduate programs. Their work will be complete in the spring.

The strategic plan will create a blueprint for the college's growth. New undergraduate programs such as civil engineering are being considered, as are graduate programs in the Department of Electrical and Computer Engineering and elsewhere.

And, Litynski adds, "There are exciting things happening in such areas as environmental engineering and software engineering. We're asking ourselves: Can and should the college play a role in these areas?"

The planning process also will take a look at potential research centers in a variety of disciplines. Also connected with the planning process is the third item on the dean's to-do list—what he calls a reexamination of the college's governance system and internal processes. "How we focus on our mission—education, research and service—and how we can formulate a plan to continually improve it."

The fourth and most visible item on Litynski's list is, of course, the new engineering site. Construction will begin this year and conclude in 2003. An important area is identifying companies that might want to move into the neighboring business technology and research park.

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"There are exciting things happening in such areas as environmental engineering and software engineering. We're asking ourselves: Can and should the college play a role in these areas?"
On a Sunday afternoon in August, after several days of procrastination, Roslyn Ratliff pulled out her books and curriculum and started writing her first lesson plan.

In pencil.

She stared at 40 blank squares on two pages, a square for every subject on every day of the week, and tried to think of a way to fill up every minute of every day for the next five days.

She printed some ideas, thought it over and erased them. She glanced at the curriculum and searched her textbooks, reading ahead, studying the teachers' manual, wondering how much information she should cover.

"The lesson plan is the window into the classroom," principal Mildretta Hughes had told her.

And Hughes wanted to peek into that window the next afternoon. The lesson plans were due in her office at 3 p.m. sharp.

If the curriculum is an outline for everything a student must learn in a year and the MEAP is the measuring stick, then the lesson plan is the map, a day-by-day, box-by-box path through the week in any classroom.

It is where everything starts.

And where everything can go wrong.

When Miss Ratliff handed in the lesson plan that first Monday, it was scuffed with eraser marks, but it was finished on time.

Hughes worked until 9 that night, reading the lesson plans of her 35 teachers, a task she does every week. It gives her a chance to monitor every room and hold all of the teachers accountable. Believing everything in the classroom is connected, she checks a long list of elements: objectives, materials, procedures, evaluation, exit skills, MEAP skills, homework, technology, special rewards and writing across the curriculum. If anything is missing, Hughes is quick to offer constructive criticism.

Before school Tuesday morning, Miss Ratliff went into the principal's office to get the results, anxious, like a student about to get her first report card.

The lesson plans were fanned out across the secretary's desk and Miss Ratliff glanced at some of the other notes.

"Great job!" Hughes wrote to Karen Marks, Miss Ratliff's mentor, a second-grade teacher with five years' experience.

When Miss Ratliff looked at her own lesson plan, she felt as if she had flunked her first test. The note from Hughes had writing on
both sides. Strong words. Critical, but not mean.
"The appearance today is messy," Hughes wrote.

Miss Ratliff had not known the lesson plan should be written in pen, not pencil.

Hughes had suggestions in nearly every area. English: "Too many skills in one week. Work on capitalization. Reinforce. Review. Assess mastery of skill; move to next skill if majority of class is ready."

Math: "Assess mastery of the skill before moving to the second skill."

Spelling words: "Writing words in context creates deeper meaning. The dictionary should not be used to define spelling words if the words are coming from the reading selection. See me for clarification."

Miss Ratliff had made other mistakes, typical of a first-year teacher about to enter her first full week. She forgot to include the use of technology, such as overhead projectors, computers or calculators.

Hughes did not think Miss Ratliff understood the reading series so she asked assistant principal Geraldine Sumpter to give her a quick lesson. Sumpter took Miss Ratliff step by step through the reading program, explaining how the reading, spelling and English lessons are all related.

Hughes arranged for Miss Ratliff to attend five seminars, which she had offered to all of the teachers at Grant, on topics ranging from the curriculum to how to operate a laser disc.

The teaching of a teacher had begun.

If there is any self-doubt, if there are questions floating through her head on what to teach and when to teach it and how to teach it, they are hard to see now in Room 201.

Miss Ratliff runs the room with confidence, able to take control in a snap — actually, with two claps.

When the children start to get rowdy, her voice rises: "If you can hear me, clap once!"

Some of the students clap.

"If you can hear me, clap twice!"

Now all of the students respond in unison.

Clap! Clap!

There is silence and the room is hers again.

They move on to another subject, the lesson plan on her desk, unnoticed by the students yet guiding everything.

Teachers are required to evaluate their students every day in every subject through testing or observation.

Three weeks ago, Miss Ratliff gave the class its first test on subjects and predicates. The students were given 10 sentences and asked to underline the subject once and the predicate twice.

Simple, Miss Ratliff thought. They should get this in a breeze.

But most of the class failed.

"I did you a favor and I trashed that test." Miss Ratliff told the class the next day. "We are going to try this again."

So they spent another week on the subject and Miss Ratliff changed her technique. She let the students participate and give her more examples instead of doing all of the talking herself, and it worked.

The next week, the students took another test and passed. So she moved on to the next skill.

Miss Ratliff's favorite subject is science because they are learning about animals, which the kids love talking about.

When they are excited, she gets excited. But that doesn't happen in social studies. They are studying a small town in Washington state, which seems distant and unrelated to Detroit, even for Miss Ratliff. She has a hard time getting into the subject and wonders whether she is affecting the class.

"I don't know what it is about social studies," she says. "I have to evaluate myself. I hope it's not me coming across."

Another facet of the lesson plan is character education and social skills. Teachers are expected to teach the kids to behave properly. How to be polite. How to take turns. How to treat each other with respect.

Hughes encourages teachers to reward students with something special — perhaps a movie or a trip to the computer lab.

Miss Ratliff uses a reward that gets attention even faster — candy. Miss Ratliff has set up a point system where groups compete to behave properly. At the end of the day, the group with the most points gets candy.

As the Detroit Public School System goes through a reform process, preparing to teach children in the 21st Century, the schools still have to deal with the basic problems of the past.

Grant School has a fancy laser disc player, an interactive VCR that Hughes bought with school funds. But the school is still waiting for the Internet to be hooked up in its computer lab. The district promised to install wiring for the Internet this summer, but it hasn't happened. Hughes is so frustrated that she is trying to come up with a way to raise the money herself and have a private company install the wiring.

Miss Ratliff sends 10 children to the lab three times a week for an hour, allowing her time to work one-on-one with a smaller group in her own classroom.

Unlike in other schools where supplies are an issue, Miss Ratliff has all of her books and materials.

She even has some help.

Angela Mason, called an "ed tech," comes into her room and teaches reading to six to eight children for two hours every day.

Since August, readers of the Detroit Free Press across the state have been following the progress of Roslyn Ratliff, a 1999 alumna of WMU's College of Education, as she moves through her first year as an elementary school teacher in the Detroit Public Schools.

Writer Jeff Seidel has followed her through the delay of school because of a teachers' strike, the first day in front of her third-grade class, fall parent-teacher conferences, and her handling of discipline and achievement problems. In this Nov. 3 installment of the series, reprinted with Free Press permission, Seidel explores the on-the-job education of a beginning teacher.

Ratliff, 23, grew up in Detroit and attended Renaissance High School. After graduating cum laude from WMU in April, she considered moving out of state but chose to return to Detroit to help fix that city's schools.

To read more of the eight articles in the series, visit the Free Press Web site at: <www.freep.com/missratliff/>.
High-Tech Growth
Continued from page 37

“Synergies with business and industry will become more and more important in helping us build upon our strengths,” Litynski says. Those strengths include the capacity to conduct significant research and provide hands-on learning that will help WMU graduate job-ready students.

“Ultimately, those activities benefit the economic health of the entire region,” he adds. Also fundamental for the engineering college, and the University as a whole, is assuring that the 270-acre park is a good neighbor to residents in the area and to the larger community. “It will be a wonderful area that the University and the community will be proud of—for all kinds of reasons: aesthetic, academic, environmental and economic reasons,” he says.

One wonders whether Litynski, whose soldier’s helmet has been replaced with a hard hat, spends much time pondering the differences in focus and culture between West Point and Western Michigan University.

“Actually, they’re not as different as one might think,” he says. “When I visited campus, I saw many similarities, including meaningful faculty interaction with students, small classes, a strong professional mission, a strong work ethic, a student-focused environment, very strong teamwork, and very dedicated people.”

The big differences? He laughs. “Here, no one stands and salutes when I walk into a classroom. And I get to wear different clothes to work.”

Miss Ratliff’s Room
Continued from page 39

Mason, one of three ed techs at Grant, works with students who read below their grade level, which allows Miss Ratliff to spend time with the students who learn at a faster rate.

As the children learn, so does she.

Miss Ratliff is developing a feel for the classroom, learning how to handle each child.

Some of the children have so much energy that she lets them get up and move around the room; others are so shy she gives them space, letting them open up at their own pace.

Miss Ratliff has not yet sent anyone to the principal’s office. As the first quarter of the school year comes to an end, she talks about her students as if they are her children.

“A lot of times, for teachers, there is usually one you don’t like, but I love them all. They are funny to me. They all have their own special way of doing things.”

Hughes believes a teacher hits full stride at the end of her third year. The first year, the teachers are trying to figure everything out. “They are guessing, experimenting, just trying to find out what they are trying to do,” she says. “They are learning how to do records, learning how to get along with the kids, parents, staff, administration. So much learning. You could call their first year an apprenticeship.”

The second year, they start to find a comfort level.

By the end of the third year, if everything falls into place, if they have the passion to teach children, if they know all the techniques of the lesson plan, they are ready to become great teachers.

Miss Ratliff thinks she is improving every day. She just finished first-quarter grades and she is preparing for her first parent-teacher conference, to be held this afternoon.

Looking back on the first quarter, she realizes she might have tried to teach too much too soon.

For the first couple of weeks, she was playing it by ear, sort of winging it. She is learning how to get into a rhythm.

“At the end of the day, even if they have frustrated me and I can’t wait for the bell to ring, my thought is, ‘What will I do tomorrow?’”

She goes home and asks herself, “What do I need to do to get them to where I want them to be in June? I don’t want any child leaving my room saying they didn’t learn anything.”

At first, she tried to work on the lesson plan all week long, but realized she had to wait until Friday night to know where one week ended and where the next should begin.

Some of her first lesson plans took several days to write, but now she can do one in a couple of hours. And the notes from Hughes keep getting shorter.

On a recent Tuesday, she went to the office to pick up her plan.

“Good math plans,” Hughes wrote. “You’ve made great improvement since last week.”

A peppermint candy was taped to the top. Special rewards are important, Hughes says. For all of the students.

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For decades, WMU alumni have gone on to successful careers in a wide variety of endeavors—from heading multinational corporations to raising families. But no matter what kind of hat you wear, you share a bond with every other WMU graduate and a lifelong link to the University that has helped you in so many ways.

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The WMU Alumni Association—just one more way you can benefit from WMU.
"Medical Practitioners" is a carved door by famed Nigerian sculptor Lamidi Olonade Fakeye, who has been a frequent visitor on the WMU campus over the past 36 years. Part of the University's art collection since 1998, the work is currently on loan to the Smithsonian's Museum of Natural History in Washington, D.C. It is the centerpiece of a major Fakeye show that is part of the museum's "African Voices" exhibition.