

5-13-1997

# The Faculty Recognition Dinner 1997

Western Michigan University

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*The  
Faculty  
Recognition Dinner*

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WESTERN MICHIGAN UNIVERSITY

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*May 13, 1997*



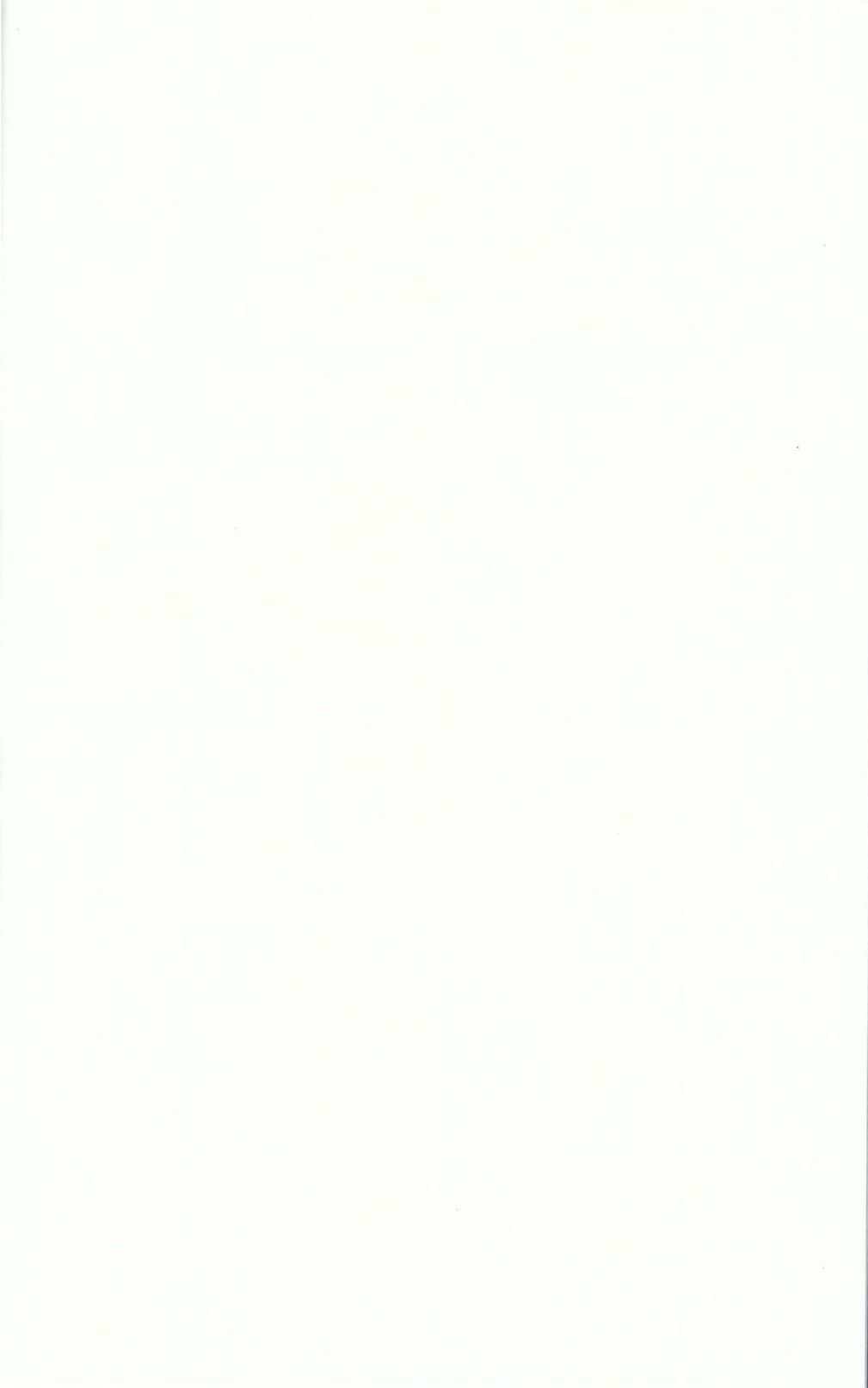
*The  
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WESTERN MICHIGAN UNIVERSITY

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*May 13, 1997*



## WELCOME

On behalf of Western Michigan University, I am pleased to welcome you to the 1997 Faculty Recognition Dinner.

This occasion marks a very significant transition for faculty who have served this University long and well. Today you are joining the ranks of a distinguished and impressive group of individuals. I am pleased to welcome the new emeriti and to express my appreciation for your commitment to our University. It is precisely this commitment which has helped build and maintain Western Michigan University's fine reputation and which will sustain it in the future.

Thank you for your fine efforts. We look forward to your future success and well-being and to your continued involvement.

Sincerely,

A handwritten signature in dark ink, appearing to read "Diether H. Haenicke". The signature is fluid and cursive, with the first name "Diether" being more prominent.

Diether H. Haenicke  
President





## PROGRAM

Trumpet Fanfare ..... Stephen Jones  
Master of Ceremonies ..... Edward J. Heinig  
Welcome and Toast to Honorees

## DINNER

Greetings from the Faculty Senate ..... Carol Payne Smith  
Recognition of Honorees: Presentation of  
Emeriti Certificates ..... Diether H. Haenicke  
Welcome to the Ranks of Emeriti ..... Philip Denenfeld  
Honorees' Response ..... Deloris Jordan Phillips  
"A Touch of Broadway"  
.... Jill Asmus, Holly L. Blondin and Don G. Verheek  
Brown and Gold ..... Sung By All  
Directed by Marcella Faustman



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*RECEPTION*

*DINNER*

*Fresh Fruit Cup*

*Breast of Chicken with Chardonnay Sauce*

*Wild Rice*

*Vegetable Medley*

*Rolls and Butter*

*Lemon Chiffon Cake*

*Beverages*

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## HONORED GUESTS

Tonight we honor 25 of our colleagues who are entering the ranks of Western's esteemed emeriti. It is good to have this gathering of those who through so many years have contributed so much to the building of Western's valued traditions, yet have always been attuned to the imperatives of new directions.

We thank those emeriti for their years of dedicated service to Western Michigan University and wish them a full and happy future. By honoring the accomplishments of our emeriti, we also honor the accomplishments of Western, for the two are inextricably interwoven.

Yousef Alavi  
Donald C. Berndt  
Billye Ann Cheatum  
June S. Cottrell  
Joseph V. DeLuca  
Franklin G. Fisk  
William Garland  
Wayland D. Gardner  
Judith H. Halseth  
Lawrence J. Israel (biography not printed)  
Alan H. Jacobs  
Darrell G. Jones  
S. F. Kapoor

Neil D. Kent  
Raymond A. Lish  
John T. Miller  
Donna Billington Oas  
Deloris J. Phillips  
LeRoi Ray, Jr.  
Thomas E. Small  
W. Thomas Straw  
Danny H. Thompson  
Franklin K. Wolf  
Shirley C. Woodworth  
Ramon Zupko



**YUSEF ALAVI**  
**Professor of Mathematics**

Yusef Alavi was born in Iran. He received his bachelor of science, his master of science, and his Ph.D. from Michigan State University.

Yusef joined the faculty at Western Michigan University in 1958. He has taught a wide variety of undergraduate and graduate courses during his tenure at Western, and served as chair of the Department of Mathematics from 1989 until 1992. In addition, he has directed many honors projects, supervised numerous seminars, and was responsible for establishing the Mathematics and Statistics Club. He has been active in research and publication, publishing more than 80 articles in scholarly journals, and editing ten volumes of conference proceedings.

In addition to his other teaching and scholarly activities, Yusef has made many contributions to the University, to the department, and to the wider mathematics community. In the 1960's he initiated departmental seminars and colloquia, and he played a leading role in the development of graduate programs, which he has directed. He has been a member of the Michigan Section of the Mathematical Association of America, and has served the MAA as chair in 1974-1975, and as a member of the Board of Governors from 1977-1980, and again during 1985-1986. One of his greatest contributions has been to play a pivotal role in organizing the quadrennial International Conference on Graph Theory, Combinatorics, Algorithms and Applications, which brought world-renowned mathematicians and computer scientists to Western's campus to the benefit of the University and, particularly, to graduate students in mathematics.

**DONALD C. BERNDT**  
**Professor of Chemistry**

Donald C. Berndt was born in Toledo, Ohio. He received his bachelor of science degree, cum laude, and his Ph.D. in chemistry, from The Ohio State University, where he continued as a post-doctoral fellow for another year.

Donald joined the faculty at Western Michigan University in 1962, having been recruited to help start a new doctoral program in chemistry. During his tenure at Western, he has pursued his interest in organic chemistry. In addition to his regular teaching duties, he has directed three doctoral dissertations, nine master's theses, fifteen undergraduate projects, and one sabbatical leave project. He is the author of numerous articles published in a variety of scholarly journals, including *The Journal of Organic Chemistry*, *The Journal of Magnetic Resonance*, and *International Journal of Chemical Kinetics*. Additionally, he has served as a referee for several journals, and as a member of the editorial advisory board for the *International Journal of Chemical Kinetics*.

Although teaching and research have consumed most of his time, Donald also has served Western as a faculty senator, and as a member of several university committees. Perhaps his most significant service has been as a member of the Preprofessional Evaluation Committee, which is charged with the responsibility of examining the credentials of Western's many premedical and predental students.

In his leisure time, Donald enjoys fishing, reading, orchids, computers, and travel. He has traveled extensively throughout the continental United States, Hawaii, Canada, The Bahamas, Germany, and Austria. In retirement, he and his wife, Shirley, plan to continue their travel, particularly in the warmer climes during the winter months. They also look forward to spending more time at their lake cabin west of Martin, where they will devote themselves to some serious fishing and gardening.

## **BILLYE ANN CHEATUM**

### **Professor of Health, Physical Education, and Recreation**

Billye Ann Cheatum is a native of Oklahoma. She earned her bachelor of science in physical education, biology at the Oklahoma College of Liberal Arts, her master of science in physical education, correctives, at Smith College, and her Ph.D. in physical education, special education, at Texas Woman's University. She served as a graduate assistant at Smith College, an instructor at Oklahoma University and Syracuse University, chair of Women's Physical Education and the Women's Intermural Department at Florida Southern College, a graduate assistant at Texas Woman's University, and as an assistant professor at Midwestern University.

Billye joined the faculty at Western Michigan University in 1967 as chair of the Department of Physical Education for Women. Her primary teaching areas have been special physical education, including introductory courses, therapeutic needs and exercise and testing, and developmental programs for handicapped children. She founded the Special Physical Education Learning Laboratory at Western, and has written several state and federal grant applications to support its work, in addition to working as its supervisor. Billye also has conducted research, made several presentations, and conducted laboratories, focusing mostly on the needs of infants and children. From 1972 to the present she has served as coordinator of special physical education, and as advisor of gerontology specialists for the College of Health and Human Services.

Although Billye did not reveal her plans for retirement, it seems fair to assume that she will not become sedentary. Most likely she will find time between leisure activities to continue her interest in the special needs of children.



**JUNE S. COTTRELL**  
**Professor and Director of Theatre Education**

June S. Cottrell was born in Muskegon, Michigan. She was admitted as a guest matriculant at the University of Grenoble, France before earning her bachelor of science degree in business and her master of arts in speech communication at Western Michigan University. In 1971, she earned a certification as a child drama specialist at the University of Keele, Staffordshire, England. She worked as office manager and chief accountant for Spotnail, Inc. at Evanston, Illinois, as a substitute teacher in the Milford Public Schools, Milford, Michigan, as an inside adjustor for the Aetna Life Insurance Company, and as a drama specialist for the City of Kalamazoo.

June joined the faculty at Western Michigan University in 1966 as an instructor in the Department of Communication Arts and Sciences. During her tenure she has taught a variety of courses in the Department of Communication as well as the Department of Theatre, and has earned emeritus status in both departments. Throughout her career she has become widely recognized for her work in theatre and communications education. Professional and lay groups internationally, nationally, and locally have profited from her generosity and her dedication to children and the arts. She has traveled widely in the United States, and as far as Great Britain, Australia, and China, to share her work, including a very long list of presentations at professional meetings. Among her many honors are national recognition from the American Alliance for Theatre Education, an invitation to be a delegate to the People's Republic of China by the Chinese Ministry of Education, and special recognition for her outstanding service by the Michigan Speech Communication Association. She is the author of nine books, numerous articles and reviews, and five videotapes, as well as six major and several minor play scripts for young audiences.

In retirement June plans to continue her writing and other professional interests. However, she also intends to spend more time with her three children and her grandchildren, and to travel, read, and pursue her interest in gardening.



## JOSEPH V. DE LUCA

### Professor of Art

Joseph V. DeLuca was born in Niagara Falls, N.Y. He earned his bachelor of science and master of arts in painting at Bowling Green University, and his master of fine arts in painting and drawing at Michigan State University. He taught four years at Findlay High School, Findlay, Ohio, and four years at Central Michigan University.

Joseph joined the faculty at Western Michigan University in 1966. During his tenure here, he has been a popular teacher in the M.F.A. painting program, as well as in the undergraduate B.F.A. program. At the same time, he has earned high acclaim and recognition as a practicing artist. He has exhibited widely in the United States, and his professional recognition in other countries testifies to the respect accorded him by other artists, gallery owners, and critics. He has had solo exhibitions of his work in Ghent, Belgium; Amsterdam, The Netherlands; and in Estoril, Portugal. His work also was exhibited in a cultural exchange with the Traverse City Artists in Tbilisi, Georgia, The Soviet Union in 1990.

In his personal statement, Joseph shared that his work deals with his emotional and intuitive responses to his environment. He is fascinated by textured, weathered and time-worn objects and surfaces, particularly their effects on light, atmosphere, and shadow. He found particular motivation from his extended travels in Europe, especially in Italy and Portugal. The Etruscan civilization became a significant resource during the early 80's. His interest then shifted to Portugal, as it seemed a natural extension of his interest in antiquity.

Joseph continues to work on large-scale canvases and to include such materials as tar, cardboard, metal, wood, and found objects. He feels that these works, if successful, give the appearance of ruined sections of old walls excavated from some prior ancient setting. The surfaces often reveal multi-layered, richly developed, textural patinas through the utilization and combination of paint, collage, inlay, and found materials.

**FRANKLIN G. FISK**  
**Professor of Science Studies and Education**

Franklin G. Fisk received his bachelor of science, master of science, and Ph.D. degrees from the University of Kansas. He taught in the Departments of Chemistry and Science Education at the University of Kansas for two years, at Northeast Missouri State for one year, and at Pennsylvania State University for six years. As a graduate student in teaching theory, he was invited by Frank S. Rowland to work as a research assistant in his radiochemistry laboratory, which he did for three years. Professor Rowland became a Nobel Laureate in chemistry in 1995.

Greg joined the faculty at Western Michigan University with a dual appointment in the science area of the College of General Studies, and the Department of Teacher Education in the College of Education. This dual appointment supported his multiple interests in cognitive learning theory, scientific epistemology, history of science, intellectual history, educational assessment, and problem solving and decision making. Throughout his tenure at Western, he has taught a number of different courses in several disciplinary areas.

Greg co-authored three physical science textbooks, a standardized test in chemistry, and developed several National Science Foundation summer institutes in the history and philosophy of science for secondary school science teachers. In addition, he served as a faculty senator, and as a member of several university and college committees, including several university curriculum projects that investigated and explored interdisciplinary education.

In retirement Greg plans to live in the Kalamazoo area. There are many personal projects to complete, many books to read that were started but not finished, and there will be time to explore his interest in contemporary classical music.

## **WILLIAM GARLAND**

### **Professor of Anthropology**

William Garland received a Ph.D. from the University of Texas with a major in philosophy. This was followed by a Ph.D. in anthropology from the University of Minnesota.

William joined the faculty at Western Michigan University in 1962 and spent his entire academic career here. He served for a brief time as chair of the Anthropology Department in the early 1970's. His main research interests focused on the Wanji of Tanzania, a group that he studied for his doctoral dissertation. He later became involved in the area of Social Impact Assessments and carried out numerous projects in southwest Michigan. Many of those projects included advanced students from the Anthropology Department.

## WAYLAND D. GARDNER

### Professor of Economics

Wayland D. Gardner, a true Midwesterner, was born in Elgin, Nebraska. He earned his bachelor of arts in economics from Doane College (Nebraska), and his master of science and Ph.D. in economics from the University of Wisconsin. He taught five years at North Dakota State University and one year at the University of Maryland.

Wayland joined the faculty at Western Michigan University in 1964, and has been an active and important contributor to the growth and strengthening of the Department of Economics. His warm feelings and respect for students have made him an effective and popular teacher. His specialty has been public finance, an area in which he has taught at both the undergraduate and graduate levels. In addition, he has taught several different courses in macroeconomics, and a variety of introductory economics courses. With his carefully constructed seating chart in hand, he enjoyed calling students by name, and he made a practice of getting to know each one of them.

In addition to his teaching duties, Wayland has been active in research and publication. Along with writing a number of articles published in scholarly journals and editing one book, he has written several well-accepted textbooks. His *Government Finance: National, State, and Local*, published in 1978 by Prentice-Hall, and his three editions of a main-line principles of economics *textbook, Economics, first published in 1984 by Houghton Mifflin*, have been substantial contributions. He also has presented papers, discussed papers, and chaired sessions at professional economics meetings, and at meetings with government economists and politicians.

In retirement, Wayland and his wife, Sue, plan to travel with their camper from New England to California to visit with their children. They also plan to discover new places around the world. Wayland will practice his favorite hobby, photography, and will continue to be active in economics, if time permits.



## JUDITH H. HALSETH

### Professor of Social Work

Judith H. Halseth was born in East Lansing, Michigan. She received her bachelor of music education from the University of Michigan, and her master of social work and Ed.D. in educational leadership from Western Michigan University. She taught music for two years in the Kalamazoo Public Schools, was director and teacher at the Schoolcraft Cooperative Nursery School for two years, director of medical social work with the Van Buren County Health Department for four years, and supervisor of child abuse and neglect programs with Van Buren County Community Mental Health for two years.

Judith joined the faculty at Western Michigan University in 1981. During her tenure in the Department of Social Work she served in a number of important administrative positions, including associate director, acting director of admissions and student services, interim director of field education, and coordinator of the undergraduate social work program. She also has been an active teacher in both the graduate and the undergraduate programs, guided the undergraduate program curriculum development, and developed and initiated the "Women in Therapy" course, which remains a part of the School's graduate curriculum. Judith also served as a member of many university and college committees, as chair of the College of Health and Human Services Strategic Planning Committee, and as vice-chair of the Admissions, Financial Aid, and Student Affairs Council of the Faculty Senate.

Judith is author or coauthor of eight articles in refereed professional publications and of several other articles in other professional publications, and she was a consulting editor for the *Journal of Baccalaureate Social Work*. She also has received other significant professional recognition. She received the 1988 WMU Department of Educational Leadership award for Women's Academic Achievement, and was recognized as a Distinguished Scholar by the College of Health and Human Services in 1993.

**ALAN H. JACOBS**  
**Professor of Anthropology**

Alan H. Jacobs was born in Berwyn, Illinois. He received his master of arts in anthropology from the University of Chicago, and his D.PHIL. in social anthropology from Oxford University (England). He is a veteran of the Korean War, and served as a government sociologist in Kenya Colony. He taught in the Department of Anthropology at the University of Illinois, Champaign-Urbana, in the Institute of African Studies at the University of Nairobi-Kenya, and at the University of West Virginia.

Alan joined the faculty at Western Michigan University in 1963. During his time at Western he has taught courses in introductory socio-cultural anthropology, Peoples of the World, Peoples of Africa, African Cultural History, Problems in the Human Ecology of East Africa, graduate seminars on selected topics in East African anthropology and human ecology, political anthropology, power and conflict, development anthropology, and social structure and kinship with particular reference to British and French structural as well as American symbolic/cognitive anthropology. He also has done extensive research and has published in diverse forums, including the *Encyclopedia Britannica* (1964) and the *Telugu Encyclopedia* (India, 1962).

Alan has received a number of awards, including a Ford Foundation Fellowship (1956-1958), a Student Fellowship, Nuffield College, Oxford University (1958-1961), an American Philosophical Society Grant and a Colonial Social Science Research Council Grant (1961-1962), two National Science Foundation Grants (1961-1962 and 1967-1968), and a Faculty Research Fellowship and Grant from Western Michigan University (1987). He has been a Fellow in the American Anthropological Association, the African Studies Association, and the Society for Applied Anthropology; a member of the American Association for the Advancement of Science; a life-member of the Historical Association of Kenya; and an associate of the British Institute in Eastern Africa and the Friends of the National Museums of Kenya.

Alan has a special interest in Japanese Bonsai, Chinese Penjing, walking, and traveling. In retirement, he plans to pursue his hobbies, and to be active as a member of an organizing committee to host the annual national American Bonsai Society symposium, to be held at the Radisson Plaza Hotel in June 1998.

**DARRELL G. JONES**  
**Professor of Business Information Systems**

Darrell G. Jones earned his bachelor of arts and his master of arts degrees from the University of Northern Iowa, and his Ph.D. from Michigan State University. He began his teaching career at Strawberry Point, Iowa High School. Later, he taught at Kansas State Teachers College, the University of Northern Iowa, and Michigan State University. While at Michigan State, he also was national director of instruction and development for Evelyn Wood Reading Dynamics and wrote the Reading Dynamics Reading Test.

Darrell joined the faculty at Western Michigan University in 1962. In testimony to his skill as a teacher, he received the Western Michigan University Alumni Award for Teaching Excellence in 1970. He served as head of the Department of Business Education and Administrative Services from 1966 to 1971, and as associate dean of the College of Business from 1971 to 1974, before becoming dean of the college, a position he held until 1992. During his tenure as dean, the College of Business experienced several profound changes. It received accreditation of its graduate programs from the American Assembly of Collegiate Schools of Business in 1981, and a continuation of its undergraduate and graduate accreditations in 1988. Funds were received to establish WMU's first fully endowed chair, the Upjohn Chair of Business Administration. The John E. Fetzer Business Development Center was built with no state funding. The college moved from the East Campus to a new building, its present location in Schneider Hall, and was renamed the Haworth College of Business. During this period, Darrell also was a vital link between the University and the community. He served as a member of the Board of Directors of First of America, Bronson Management Services, and several smaller companies, president of the Kalamazoo County Chamber of Commerce and chairman of the Kalamazoo County Economic Expansion Corporation and the Southwestern Michigan Mental Retardation Planning Committee. He also served on the Kalamazoo-Battle Creek Airport Advisory Board, the Junior Achievement Board, and numerous other community boards and committees.

Darrell returned to the faculty in the Department of Business Information Systems in 1992, teaching courses in business communications. He continues to serve on the City of Kalamazoo Pension Fund Investment Committee and the County of Kalamazoo Pension Fund Investment Committee. Like the bowman in Longfellow's poem, it is unlikely that Darrell will ever know where all of his arrows have landed!



**S. F. KAPOOR**  
**Professor of Mathematics and Statistics**

S. F. Kapoor was born in Bombay, India. He received his bachelor of science in mathematics and physics, his master of science in mathematics, and his LL.B. in law from the University of Bombay, and his Ph.D. in mathematics-topology from Michigan State University. He was a fellow and a lecturer at Wilson College (Bombay), a staff assistant for the State Bank of Bombay, a lecturer at Kirti College (Bombay), and a graduate teaching assistant at Michigan State University.

Professor Kapoor joined the faculty of Western Michigan University in 1967. In addition to his teaching, he has coauthored or edited three books, and has written two technical reports and some 41 research articles.

**NEIL D. KENT**  
**Professor of Psychology**

Neil D. Kent received his doctorate from Indiana University in experimental psychology with a specialization in physiological psychology, statistics, and mathematics. Prior to coming to Western he served as chair of the Department of Psychology at Oklahoma State University and Louisiana State University.

Neil joined the faculty at Western Michigan University in 1965 as professor of psychology. While at Western, he directed a number of federally-funded training projects, and a Behavioral Science Institute from 1961 to 1970. He initiated and was the director of the Child Development Center, and was director of the Parent Consulting Clinic. His teaching interests include statistics, legal and ethical issues in psychology, and developmental disabilities, and he has published numerous articles in professional journals. He has ongoing interests in the training of psychologists and in talented youth, and has been active in teaching and working with non-traditional students both on and off campus.

Neil's hobbies are cooking, golf and boating. In retirement Neil plans to continue some of his work with the non-traditional group, and to sharpen his golf game. Also, he plans to spend part of the year living abroad where the weather is warm and the breezes are gentle.

**RAYMOND A. LISH**  
**Associate Professor of Social Work**

Raymond A. Lish received his bachelor of science degree from Brigham Young University, and his master of arts and Ph.D. degrees from the University of Chicago. He worked as a child welfare worker and consultant at the Idaho Department of Public Assistance; social worker, supervisor, and consultant at the Allendale School for Boys in Lake Villa, Illinois; mental health coordinator and director of family social services at the Illinois Masonic Medical Center in Chicago; and director of social work training for the Institute for Juvenile Research in Chicago.

Raymond joined the faculty at Western Michigan University in 1977. He taught psychosocial treatment of individual children and adults, families, and small groups; human growth and development; and child, adolescent, and adult psychopathology to bachelor of social work and master of social work students. He also had responsibility for the development of a grant for curriculum content on children and families.

Raymond maintains a part-time private practice in the psychosocial treatment of adults, children, marital pairs, and families. His community involvement includes service to nine L.D.S. churches in southwestern Michigan in a variety of leadership and consultation positions.

## **JOHN T. MILLER**

### **Assistant Professor of Health, Physical Education, and Recreation**

John T. Miller is a native of Michigan. He received his bachelor of science and master of science degrees from Western Michigan University. Upon graduation he accepted a position as a physical education and social studies teacher at Three Oaks River Valley High School. From 1961 until 1963 he served both as teacher and head football and track coach at Three Oaks.

John returned to Western in 1963 with an appointment to the Men's Physical Education Department faculty, and served as assistant football coach until 1979. At that time he returned to the Department of Health, Physical Education and Recreation, exclusively, as an assistant professor. From 1982 until 1984, he served as a free agent signer for the Seattle Seahawks, and from 1981 until 1985, was a football consultant for Kalamazoo Central High School. For many years John also was the color analyst for the Western Michigan University football team, serving with local broadcaster Robin Hook.

## **DONNA BILLINGTON OAS**

### **Associate Professor of Speech Pathology and Audiology**

Donna Billington Oas was born in Flint, Michigan. She earned her bachelor of arts in speech correction at The University of Michigan, and her master of arts in speech pathology at Western Michigan University. She worked as a school speech correctionist in Springfield, Illinois and Detroit, Michigan, and as a classroom teacher in Midland, Texas.

She came to Western Michigan University in 1962, as a part-time clinical supervisor, and joined the faculty as an instructor in 1966. During her tenure at Western, she has taught a variety of undergraduate and graduate level courses while continuing her own education as a post-masters student in educational leadership. She served as assistant coordinator of the Charles VanRiper Language, Speech, and Hearing Clinic from 1978, until she assumed the coordinator responsibilities in January 1993. She coordinated off-campus clinical placements of graduate students beginning in 1980, supervised those students and taught a seminar to accompany their field work placements. She also served as advisor to the local chapter of the National Student Speech-Language-Hearing Association and, in 1996, the local chapter nominated her for the national Advisor of the Year award. Also in 1996, she received Western Michigan University's Distinguished Service award for her exemplary service to the University.

Donna has been active in both state and national organizations, serving as president of the Council of University Supervisors of Practicum in Speech Pathology and Audiology in 1984-1985 and as president of the Michigan Cleft Palate Association in 1994-1995. She has been the speech-language pathologist on oral cleft teams at both Butterworth Hospital and Bronson Hospital. Over the years she also has served the Michigan Speech-Language-Hearing Association in several official positions.

In retirement Donna and her husband, Renny, will continue to be active. They plan to travel both here and abroad. They will continue swimming, biking, and running, which they took up about ten years ago, and will continue to participate in triathlons each weekend, weather permitting, as well as bike tours. Who says retirement means nothing to do?



**DELORIS J. PHILLIPS**  
**Associate Professor of Social Work**

Deloris J. Phillips received her bachelors degree in liberal arts, a second bachelors degree in education, a masters degree in education from Wayne State University, and a master of social work from Western Michigan University. She did further course work toward a master of public health and a Ph.D. in social work at the University of Pittsburgh. She worked as a public assistance social worker, a public school teacher, and as director of the Community Services Assistant Program at Kalamazoo Valley Community College.

Deloris joined the faculty at Western Michigan University in 1972. During her years in the School of Social Work, she has played a major role in the undergraduate program, advising students and contributing to the development and planning of the B.S.W. curriculum. Also, she taught many courses on the undergraduate and graduate levels, with primary emphasis on undergraduate human growth and development, undergraduate direct practice, and both graduate and undergraduate courses on race and culture.

Deloris has been active in service to the University as a member of the Research Policies Council; the Admissions, Financial Aid, and Student Services Council; the University Retention Committee; the Commission on the Status of Women; and the Black Caucus. Also, she was a faculty senator and recording secretary for the Faculty Senate Executive Board. She also has been active in the WMU AAUP, serving as a member of the Grievance Panel, Affirmative Action Committee, Negotiating Team, Association Council, Steering Committee, Contract Revision Committee, and Task Force to Develop Policy for Election of the President and Negotiating Team. She also has served as a member of numerous school and college committees.

Deloris also has been active in community affairs as a participant, committee member, and board member with many organizations, including Boy Scouts, NAACP, Arts Council of Greater Kalamazoo, YWCA, Kalamazoo Civic Players, and her church. In 1984, she was runner-up for the Woman of the Year award presented by the WMU Commission on the Status of Women.

**LEROI RAY, JR.**  
**Professor of Black Americana Studies**

LeRoi Ray, Jr. was born in Temple, Texas. He received his bachelor of science in biology from Southern Methodist University and, completed post-baccalaureate studies in radiation biophysics, aerosol microbiology, and animal and plant physiology at Howard University, Arizona State University, and the University of Southern California. He received his Ph.D. from the University of Massachusetts. He taught biology and assisted in university relations at Johnson C. Smith University.

LeRoi joined the faculty at Western Michigan University in 1971. In addition to directing the Black Americana Studies Program, he taught a variety of courses. Also, he worked as a consultant and program developer for elementary and middle schools in Chicago, and as consultant to the 31st and 32nd Annual Chicago High School Science Fairs. He was asked by the president of Grambling University to evaluate and develop a plan to revise Louisiana's science education instructional programs, and was keynote speaker at the Governor's Conference on Science Education in 1990. He also served as science consultant to the Hart Brothers' Farm in Holmes County, Mississippi.

LeRoi has been involved in various programs aimed at encouraging ethnic minority students to consider careers in science, working with the Kalamazoo Public Schools, Muskegon Community College, and Roosevelt University of Chicago. In 1992, he received grants to research, design, and operate these programs, including grants from Upjohn Corporation, Asgrow Seed Company, the American Chemical Society, the Nutritional Education Training Project, and the Michigan Department of Natural Resources.

During the past eight years, LeRoi has become involved with the life and history of black cowboys in America, and has worked with the Kalamazoo City Librarian to set up a cowboy museum at his farm. He has helped to sponsor an annual regional rodeo, which is going into its third successful year. He also has organized a group of African Americans to purchase and operate a 77-acre, 60-room family resort facility in nearby Grand Junction, Michigan.



## THOMAS E. SMALL

### Professor of English

Thomas E. Small was born in San Francisco, California. He received his bachelor of arts in English and creative writing from Pomona College, his master of arts in English literature from the University of Colorado, and his Ph.D. in English literature from the University of California, Berkeley. He taught English at Indiana University.

Tom joined the faculty at Western Michigan University in 1966. He has taught a wide range of courses in the Department of English and the Department of Theatre. In 1989 he became co-chair of the Shakespeare Festival and, with Nancy Cutbirth Small and Robert L. Smith, he served in that capacity for five years.

During the years dramatic literature and theatre became one of his most important professional and personal commitments, leading to work as a director, actor, writer, judge, and educator. He had roles in more than two dozen productions of the Civic Theatre, Carver Center, New Vic Theatre, WMU University Theatre, and Kalamazoo College Theatre. He became a member of Actors' Equity, and was cast in a variety of roles for the Missouri Repertory Company and the Chicago Court Theatre. He has been an active member of the boards of almost every theatre in Kalamazoo, and has played a critical role in the establishment of the Civic Black Theatre of Kalamazoo. For his extensive work in and on behalf of area theatre, he was presented with the Larkin Nobel Award for Outstanding Service to the Kalamazoo Civic Players, the Black Theater Committee Award for Outstanding Service to Black Theater, and the 1991 Community Medal of Arts. He also played a variety of roles in the Audion Theatre series of radio dramas, which was awarded a first prize Educational Radio Drama Award from the Broadcast Education Association of the National Association of Broadcasters..

Tom has become interested in environmental projects, and serves as the chief administrative officer and clerk of the Steering Committee of Unity With Nature of North America. He also is co-editor and writer for *Leadings*, the newsletter of the Friends Committee on Unity With Nature of North America, and serves on the Steering Committee of the Michigan Ecumenical Consultation on Christianity and Ecology.

In retirement Tom, and his wife Nancy, will devote their time and energy to work for the protection of the environment and conservation of the natural world, and to participation in the arts that so much enrich their lives.

## **W. THOMAS STRAW**

### **Professor of Geology**

W. Thomas Straw was born and raised in a small farming community in southern Indiana. Upon his discharge from the United States Air Force he continued his studies, receiving his bachelors and masters degree in geology, and later his Ph.D., from Indiana University. His interest in geology was of long standing, dating from his work in the oil fields as a teenager. Upon completion of his masters degree, he was employed for some years as an exploration geologist for Humble Oil and Refining Company, working in many of the oil fields in the eastern United States, including Illinois, Kentucky, Michigan, and Pennsylvania.

Tom joined the faculty at Western Michigan University in 1968. During his career at Western he taught in the Geology Department and directed the department during two terms, 1971-1975 as its acting chair, and 1988-1997 as its chair. He also served on numerous department, college, and university committees, and has been active in several professional organizations. One of his most noteworthy efforts was in helping the department direct its efforts toward an emphasis in the field of environmental geology. He became very knowledgeable in all aspects of environmental geology, but developed a particular expertise in wetlands hydrology, and did extensive consulting in this field nationwide. In addition, he helped direct Indiana University's geology summer camp in southwestern Montana for many years. Through these efforts, he has become acquainted with a whole generation of geologists from across the country.

Tom and his wife, Odessa, have purchased a home in New Harmony, Indiana, where they intend to enjoy retirement. Undoubtedly, Tom will continue his consulting work, but he and Odessa are likely to spend a good measure of their time visiting with their children and grandchildren. Perhaps Tom will even have some time to do a little fishing in the Wabash.

## **DANNY H. THOMPSON**

### **Professor of Social Work**

Danny H. Thompson received his bachelor of science degree from Central Michigan University, his master of social work degree from Wayne State University, and his Ph.D. from the University of Chicago.

Danny joined the faculty at Western Michigan University in 1973. He began his career at Western as an assistant professor and director of social work admissions and student services. At several times during his tenure he served as the coordinator of the graduate concentration in policy, planning, and administration, and as associate director of the School of Social Work. He taught a variety of courses including social work services and professional roles, gerontology for the gerontology certificate program, and several courses offered in the policy, planning, and administration (PP&A) concentration of the master's program.

Danny's interests include planning, program evaluation, aging, and adult protective services. These interests have led to extensive community service as a consultant to nonprofit agencies and as a member of numerous boards of directors and advisory councils. Agencies he has served include the Kalamazoo Community Mental Health Board, the Alzheimer's Association, the Kalamazoo County Guardianship Consortium, the Greater Kalamazoo United Way, the Michigan Department of Social Services, the City of Kalamazoo, Bronson Hospital's Center for Life Long Health, the Kalamazoo Adult Protective Service Consortium, and the Kalamazoo Visiting Nurses Association.

In service to Western Michigan University, Danny has held numerous committee posts. Most recently he chaired the committee charged with developing a nonprofit leadership certificate program at Western. This program will offer graduate education, workshops and conferences, consulting and technical support, and research opportunities.

## FRANKLIN K. WOLF

### Professor of Industrial and Manufacturing Engineering

Franklin K. Wolf was born in Norman, Oklahoma. He received his bachelor of science in mechanical engineering from Iowa State University, his master of science in mechanical engineering from the University of Wisconsin, and his Ph.D. in statistics and engineering valuation from Iowa State University, where he taught as an assistant professor.

Frank joined the faculty at Western Michigan University in 1970. During his tenure at Western he taught both graduate and undergraduate classes, with primary focus on operations research and probability and statistics. In addition, he is the author of one book, with W. C. Fitch, *Depreciation Systems*, published by the Iowa State Press. He also is the author of several technical articles dealing with depreciation, and with the regulation of public utilities, and for more than 20 years offered training seminars on the topic of public utilities.

Frank also was active in department, college and university service, as member and as chair of numerous committees. He served as chair of the Department of Industrial Engineering from 1978 until 1986, and was instrumental in that department receiving its first accreditation from the national engineering accrediting agency, the ABET, in 1979. In addition, he developed and served as advisor for the master of science in operations research program since its inception in the mid 1970's. For several years he served as advisor for the Institute of Industrial Engineers student chapter, and in 1986 helped the chapter earn recognition as the best IIE student chapter in the United States. He also was instrumental in organizing, and served as advisor for, the student chapter of Alpha Pi Mu, and served as a national vice president for the organization. Frank also has been active in professional organizations, and served on the board of directors for *The Engineering Economist*, a refereed journal published by the Institute of Industrial Engineers.

In retirement Frank plans to remain in the Kalamazoo area. He will remain active in consulting with public utilities, and with his role as president of Depreciation Programs, Inc. Perhaps he also will have time to pursue his interest in running.



## **SHIRLEY C. WOODWORTH**

### **Associate Professor of Communications**

Shirley C. Woodworth earned her bachelor of arts in education, her master of arts in speech and theatre, and her Ed.D. in educational leadership from Western Michigan University. From 1965 until 1977, she taught in the Department of Communication as an instructor of speech and theatre. Upon completion of her doctorate, she was promoted to assistant professor and, in 1983, to associate professor.

Shirley has taught a wide range of courses at Western, from argumentation and debate to theories of interpersonal communication. Throughout all of her teaching, she has been committed to high standards of student performance, and has been equally committed to teaching to those standards. She has been particularly involved in the preparation of students who were seeking secondary education certification. Her approach to teaching has emphasized the use of theoretical concepts to solve the many problems of everyday communication.

Shirley has an extensive record of service to the University and to the profession. She was first elected to the AAUP executive committee in 1982, and served as grievance officer from 1985 until 1990, when she was elected AAUP president. In addition, she served on the 1987 and 1990 negotiating teams. She has been a member of the executive committee of the Michigan Conference of the AAUP, a member of the executive committee of the Collective Bargaining Congress of the national AAUP, secretary of the Collective Bargaining Congress, chair of the AAUP Collective Bargaining Congress Nominating Committee, and member of the Council of the national AAUP. Shirley's work on behalf of Western's faculty has earned her the respect and the friendship of faculty and administrators alike, both at Western and at other universities. In 1987, she received the Woman of the Year award, presented by the WMU Commission on the Status of Women.

Shirley lives in Kalamazoo, just a few blocks from campus. It seems likely that she will continue her connections with Western during her retirement.

## **RAMON ZUPKO**

### **Professor of Music**

Ramon Zupko was born in Pittsburgh, Pennsylvania. He received his bachelor of science and his master of science degrees in composition from Julliard School of Music. He pursued further study at Columbia University, and in Europe where he spent several years, first as a Fulbright Scholar at the Academy of Music in Vienna, and later at the University of Utrecht in Holland. His professional career includes two residencies as composer-in-residence for public school systems under the Ford Foundation-MENC program, and four years at the Chicago Musical College of Roosevelt University where he taught theory and electronic music.

Ramon joined the faculty at Western Michigan University in 1971. In addition to his teaching, he has composed more than 100 works. His compositions have received awards from various organizations, including a Guggenheim Fellowship, an American Academy and Institute of Arts and Letters award, a Koussevitzky Foundation award, a Kennedy-Friedheim Competition award, an American Composers Alliance Recording award, a Berkshire Music Center commission, and grants from the National Endowment for the Arts. He was named a Distinguished Faculty Scholar at Western Michigan University for 1983-1984.

Ramon's solo, chamber, and orchestral compositions have been performed both in the United States and abroad. His principal works are published by C. F. Peters, New York, and eight of his compositions have been released on various labels.

In addition to his passions for biking, yoga, and photography, Ramon hopes that in retirement he can "put his musical house in order." Dozens of "almost ready" unpublished compositions need finishing touches in order to be submitted for publication. These are time-consuming details that can be attended to only by a full-time composer.



## ALMA MATER

(Brown and Gold)  
Western Michigan University

Western we sing to you, Brown and Gold.  
Western we bring to you, faith untold.  
You challenge and inspire;  
Your hope is our desire;  
We sing to you our Alma Mater  
Brown and Gold.

(James Bull '57 and Walter Gilbert '64)





## **The Faculty Retirement Recognition Committee of the Faculty Senate**

Thomas Gossman (chair), Wendy Cornish, Garrard Macleod, Patricia Viard and emeriti Moyra Ebling and John Provancher.

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