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WESTERN MICHIGAN UNIVERSITY BOARD OF TRUSTEES
ANNUAL MEETING
January 15, 1988

The annual meeting of the Western Michigan University Board of Trustees was held on Friday, January 15, 1988. The meeting was called to order by Chairman Reed at 9:05 a.m. in the Board Room, Bernhard Student Center. Chairman Reed indicated that the Board would adjourn or recess (depending on progress with the agenda) at 11:00 a.m. to attend the candlelighting ceremony to be held in the Martin Luther King, Jr. Room, honoring Dr. King.

Board members present: Trustee Brady, Trustee Edwards, Trustee Howard, Trustee Reed, Trustee St. John, Trustee Waszkiewicz, and President Haenicke (ex officio).

Acceptance of the Agenda. On a motion by Trustee Howard, supported by Trustee Edwards, the Board of Trustees accepted the agenda as presented by Chairman Reed.

Approval of the Minutes. Following a motion by Trustee St. John, supported by Trustee Waszkiewicz, the minutes of the December 18, 1987 regular meeting were approved as distributed.

Correspondence. Vice President Brinn indicated that no communications had been received since the December Board meeting.

Remarks by the President. President Haenicke reported that the new touchtone registration had worked out well, contributing significantly to the 7% increase in enrollment over last winter. He indicated he is establishing a task force, headed by Provost Dennison, to study the increased enrollments to ensure that all students that are admitted can be accommodated in terms of classes, residence halls, parking, etc., with an update report to the Board planned for March. Some tentative sketches were presented of the planned renovation of the lower level of the Student Center, including computer space, food mall, and a greenhouse dining area.

President Haenicke made some preliminary comments regarding the 1988-89 budget, with a more detailed report to be presented to the Board at its March meeting. He stated that it is still very early in the process; but reports from Lansing indicate that: (1) the budget may be flat; (2) it may be moderately up; or (3) there may be a three percent cut. President Haenicke indicated that any of the possibilities will necessitate an increase in tuition. He reported that the December executive order meant a \$500,000 decrease (\$438,000 in actual figures because of the difference in fiscal year between State and University) in the budget which was accommodated by the increase in unbudgeted tuition monies. He said that to cover the reduced base budget and obligations in personnel costs, the University will need an additional \$5.4 to \$6 million next year, plus he feels that maintenance needs must be better addressed in the budget with some long-range planning to cover routine items. The President indicated that, as last year, he will be presenting a budget model to faculty, staff, and student groups, keeping the University community informed of the financial situation.

President Haenicke said that a memorial service had been held on January 10 for Laura V. Shaw, head of the Theatre Department from 1921 until 1953, who had died on December 28. President Haenicke also indicated that as part of the memorial for Dr. King, the 19th Annual Martin Luther King, Jr. banquet was to be held in the Student Center on January 17.

Trustee Comments. Trustee Waszkiewicz expressed concern regarding the obscene cheering that has been taking place at recent WMU home hockey games. Vice President Pretty reported that the University is addressing this problem, that he had recently attended a meeting on the issue, and that it is hoped that the steps being taken, including having Coach Wilkinson speak to the student groups identified, will take care of the matter.

Trustee Brady then questioned the decision not to host the high school basketball district tournament games at Western, stating that he feels we are losing a valuable opportunity to expose high school students and their families to Western. Vice President Brinn indicated that one of the principal factors in the decision was the costs for staff time in the Department of Intercollegiate Athletics. (The tournament games, held at Western for many years, will now be played in Battle Creek.) Trustee Brady asked for further information regarding the costs involved. Vice President Brinn indicated that he will report back to the Board on the matter.

Election of Officers. As nominated by Trustee Howard, supported by Trustee Brady, Trustee Alfred Edwards was elected chairman of the Board, with Trustee Carol Waszkiewicz elected vice chairman (each for a one-year term), on a motion by Trustee Edwards, supported by Trustee Brady. The following Board officers were reelected for one-year terms, on a motion by Trustee Howard, supported by Trustee St. John.

Secretary	Chauncey J. Brinn
Treasurer	Robert M. Beam
Assistant Secretary	Robert M. Beam
Assistant Treasurer	Gerald C. Schwemmin

The Trustees and President Haenicke expressed thanks to Trustee Reed for her excellent work as chairman. President Haenicke presented Trustee Reed with a memento of appreciation, by Western ceramicist Edward Harkness, as Trustee Edwards assumed the chairmanship of the meeting. (Vice Chairman Fraser was unable to attend the meeting, with thanks to be expressed to her at the March Board meeting.)

Western Michigan University Board of Trustees Meeting Dates for 1988. The Board of Trustees meeting dates for the remainder of the 1988 calendar year were approved as follows, on a motion by Trustee St. John, supported by Trustee Waszkiewicz, as presented by Vice President Brinn:

March 4	September 16
April 22	October 21
June 24	November 18
July 29	December 16

(There will be no Board meetings in February, May, or August. The April, June, and December Board meetings will be held on the day preceding commencement.)

Gift Report. The Board of Trustees accepted the gifts for the University as contained in the November gift report, as presented by Vice President Brinn, on a motion by Trustee Waszkiewicz, supported by Trustee Reed.

Grant Report. Dr. Donald Thompson presented the November and December grant reports, noting a 58% increase over last year's record high. On a motion by Trustee Brady, supported by Trustee Reed, the grant reports were approved by the Board.

Personnel Report. On a motion by Trustee St. John, supported by Trustee Brady, the Board of Trustees approved the personnel report as presented by Provost Dennison, Vice President Beam, and Vice President Brinn.

ACADEMIC

APPOINTMENTS - FACULTY

Appointment-Temporary

Janice Campbell, Instructor, Department of Finance and Commercial Law, effective December 28, 1987.

Reappointment-Adjunct Status

James Cairney, Adjunct Associate Professor, College of Health and Human Services, effective January 1, 1988.

Francis Mc Carthey, Adjunct Professor, College of Health and Human Services, effective January 1, 1988.

Appointment-Adjunct Status

Merrickay Oleen, Adjunct Professor, College of Health and Human Services, effective January 1, 1988.

Lewis Roht, Adjunct Professor, College of Health and Human Services, effective January 1, 1988.

Lloyd Schmaltz, Adjunct Professor, Department of Geology, effective January 4, 1988.

James Zietlow, Adjunct Professor, Department of Physics, effective December 28, 1987.

APPOINTMENTS - NON-FACULTY

Appointment as Interim Director

Richard Passero, Interim Director, Institute of Water Sciences, effective December 28, 1987.

Resignation

Wendy Cornish, Chair, Department of Dance, effective June 30, 1988, to return to full-time teaching.

Donald Bullock, Director, School of Music, effective June 30, 1988, to return to full-time teaching.

Retirement with Emeriti Status

Keith Bailey, Assistant Professor, Department of Education and Professional Development, effective January 2, 1989, with the title Assistant Professor Emeritus of Education and Professional Development.

Leave of Absence

Mushtaq Luqmani, Associate Professor, Department of Marketing, effective December 28, 1987 to April 23, 1988, extension of current leave.

NON-ACADEMICAppointments

Thomas Myers, Director of Advancement Services, effective December 22, 1987.

Terry McFarland, Director, Corporate and Foundation Relations, effective January 18, 1988.

Retirement

Henry Dieterman, General Supervisor Alterations, effective January 4, 1988.

Recommendation regarding Razing of Maybee Hall. As recommended by Vice President Beam, on a motion by Trustee Brady, supported by Trustee St. John, the Board of Trustees approved the razing of Maybee Hall. It was the recommendation of the architectural group, WBDC of Grand Rapids, that the former music building be razed and that a new building be constructed to house the academic computer center. The original plans had called for the renovation of Maybee Hall for use as the computer center; but after further investigation and discussion, it was WBDC's recommendation that, budget-wise, Maybee should be razed and a new structure built, attached to the expanded Waldo Library by a walkway. President Haenicke indicated that the razing of the building had been discussed with relatives of the late Harper C. Maybee, head of Western's music department from 1913 to 1946, and that his name will remain associated with the University through the Harper C. Maybee Music and Dance Library in the Dalton Center. It was also noted that a plaque will be put in place, marking the site of the former Maybee Hall.

Recommendation regarding Appointment of External Auditor. As recommended by Vice President Beam, on a motion by Trustee Howard, supported by Trustee Brady, the firm of Ernst & Whinney was reappointed as the University's external auditor for the 1987-88 fiscal year.

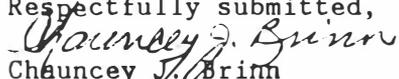
Recommendation regarding Proposed Latvian Study Center. In making the recommendation regarding the naming of the Latvian Study Center, Dean Bruce Clarke, College of Arts and Sciences, spoke of the long association between Western and the Latvian community, the formation of the internationally known Latvian Studies Program and Center, and the plans to incorporate the Center. Because of this close association, the Latvian community has asked to use the University's name in the title of the Study Center. As reviewed by General Counsel Pretty, the University will have no legal or financial obligation, but will be designated as a charter member of the corporation and have a member on the Center's Board of Directors. On a motion by Trustee Reed (noting no legal or financial obligation), supported by Trustee Waszkiewicz, the Board of Trustees approved the naming of the Center, "The Latvian Study Center in Association with Western Michigan University."

Videotape Showing - Research and Technology Center of West Michigan. Vice President Burke presented the videotape, "Research and Technology Center of West Michigan," and spoke of Western's participation in the Center. He indicated that resident engineering programs will be offered at the Grand Rapids Center, including undergraduate engineering programs by Grand Valley State, graduate programs in electrical engineering and computer science by Michigan State, and graduate programs in mechanical engineering and industrial engineering by Western. Trustee Brady commended President Haenicke and Vice President Burke for their quality approach to Western's participation in the program. (The program had been established in the fall of 1986 by Grand Valley State and Michigan State, with Western joining the Center in the spring of 1987.)

Report on Summer Institute for the Arts and Sciences. Dr. James Petersen, Institute co-chair and faculty member in the Sociology Department, reported on the University's selection for the second year as one of five host sites for a Michigan State Board of Education Summer Institute (with Dr. Faith Gabelnick, the Honors College, also named as co-chair). The Institute, with participation by the Kalamazoo Area Math and Science Center, Kalamazoo College, the Upjohn Company, the Kalamazoo Institute of Arts, and the Kalamazoo Area Intermediate School District, along with Western, will host one hundred gifted junior and senior high school students this summer. Dr. Petersen reported that a wide range of intensive and exploratory classes will be offered, with the theme for this year, "High Technology: Applications and Implications." Dr. Petersen indicated that a schedule of events will be sent to the Board members so that they may visit some of the sessions if they wish.

Remarks by the Provost. (Attached)

Adjournment. The meeting was adjourned by Chairman Edwards at 11:05 a.m.

Respectfully submitted,

 Chauncey J. Brinn
 Secretary
 Board of Trustees

Attachment

Remarks by Dr. George M. Dennison, Provost
Western Michigan University
Board of Trustees Meeting
January 15, 1988

I have only a brief period upon which to report this morning, since the last meeting of the Board came just days before the Christmas vacation. I do not mean to suggest that nothing happened, because a great deal has occurred during this busy period. However, we still have much in process and I will delay reports on these developments until they have come to fruition. I do have a number of items to discuss and will focus upon items of interest.

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First, I want to report on Winter Semester on-campus enrollments. The news is quite good, and I want publicly to commend the faculty for responding to student needs. For Winter Semester 1988, we have a total of 19,316 students enrolled on the campus. That compares to 18,051 in 1987, an increase of just over 7.0 percent. Of equal importance, the credit hours taken by students increased as well by almost 8 percent. That increase occurred because the undergraduate students opted to carry slightly heavier credit loads than in the past. I have copies of the preliminary enrollment report for your perusal.

I want to emphasize that this is a preliminary report because it does not include the enrollments we will have through the Division of Continuing Education. We do not yet have final figures, but we can anticipate some 2,500 to 3,000 more students enrolled in off-campus courses.

More importantly, the enrollment increase for this Winter Semester indicates that we will have more students on campus than the increases during Fall semester would warrant. That is to say, we have improved our

retention record somewhat as well. That is very good news and certainly would not have been possible without the cooperation of the faculty members who worked hard to find seats for students in their courses.

This record enrollment occurred with the use of the new touchtone telephone registration system. The new system worked quite well for its initial implementation. We have still to learn how to use it as effectively and efficiently as possible to meet students needs and reduce the frustrations that have been synonymous with registration on campus for many years. The system has provided many benefits already, and we will realize more as we gain experience with it.

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Providing the support services necessary to keep minority students enrolled until they graduate is the goal of a new program to be implemented this month here at Western.

WMU has been awarded one of the first Select Student Support Services grants to fund the program through the 1987-88 Higher Education Appropriations Act approved by the Michigan Legislature. The \$140,000 grant if administered by the state Office of Minority Equity. WMU will match the grant with \$35,000 to bring the 1988 budget for the program to \$175,000. Assistant Vice President Susan B. Hannah will direct the program.

The University will use funds from the grant to start a College Support Services (CSS) Program designed to combat a national trend that results in minority students graduating from colleges and universities at about half the rate of white students.

This grant will enable Western to assist its minority students with the management of the academic, social, and emotional challenges of college life.

The new CSS Program will create academic counseling services for minority students in six of WMU's colleges; arts and sciences, business, education, engineering and applied sciences, fine arts, and health and human services.

The program was initially conceived by Dr. Lewis Walker, Professor of Sociology. Walker, a black faculty member concerned about minority retention at the University, recognized the need to follow students through their entire academic careers and proposed the University's college structure as a base.

The CCS offices, which will be housed in the colleges, will work with existing programs in WMU's Minority Student Services and in other support units on campus. Project directors have been appointed by each dean to coordinate the program in their college.

Each office will provide academic counseling to minority students majoring in a program offered through the college to complement the academic advising already available in their major departments. The offices will design support programs appropriate for the students that will include assessment and tutorial services. Working closely with faculty, departments and colleges, CSS staff members will implement an academic monitoring system to keep them informed on student progress. In addition, a follow-up system involving parents or guardians will be developed.

The program is budgeted for the 1988 winter semester and the spring and summer sessions. All 900 minority students enrolled in the five colleges will be contacted and offered services through the program. About

700 are expected to participate. A total of 1,165 students or 6.9 percent of WMU's fall undergraduate on-campus enrollment of 16,858 was comprised of minority students.

This past summer, the WMU College of Health and Human Services received a \$102,533 grant from the U.S. Department of Health and Human Services to develop a three-year program designed to provide disadvantaged students in allied health curricula with academic support.

In 1985-86, the University used Program Revision Request funds from the state Legislature to add staff to the Martin Luther King Jr. Program, the Academic Skills Center and Minority Student Services to help ease students' entry into University life. The MLK Program, which encourages minority students to attend college and guides them through their first year, has recently increased its freshman to sophomore year retention rate from 64 percent to 83 percent.

A Minority Mentor/Mentee Program, offered through the Office of Academic Affairs/Special Programs, boasts a retention rate significantly higher than the rate for minority students not participating in the program. It involves pairing minority freshmen with volunteer faculty and staff members and is now in its sixth year.

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U.S. Senator Carl Levin and U.S. Representative Howard Wolpe will be among the speakers at Western's Political Science Day observance on Monday, January 25.

The theme for the day is "Current Issues in Political Science." All lectures will take place in the Fetzer Center and are open to the public free of charge.

Levin will speak during the first presentation of the day at 9:30 a.m. on "Congressional-Presidential Powers and the Making of American Foreign Policy." At 11 a.m., Wolpe will address "The Congress and American Foreign Policy."

The event is being sponsored by WMU's Institute of Government and Politics and Department of Political Science.

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I am very pleased to report that there is a very good opportunity for further international cooperation between the Soviet Union and our new Institute for Water Sciences, thanks to the research efforts of Dr. Philip P. Micklin, Professor of Geography.

Dr. Micklin spent three months this past fall in the Soviet Union as part of the National Academy of Sciences faculty exchange; he was conducting research at the Institute for Water Problems of the Academy of Sciences of the U.S.S.R.

Micklin also has a \$73,260 grant to support his two-year study of water management in Soviet Central Asia. The grant, in the form of a contract, was awarded last year by the National Council for Soviet and East European Research, which was established in 1978 to promote research on eastern Europe and the Soviet Union. The Council is funded mainly through the U.S. Department of State under the Soviet-Eastern European Research and Training Act of 1983.

Professor Micklin has investigated water management issues facing the Soviet Union for more than 20 years.

I am optimistic that we can initiate collaborative programs with the Soviet Union through Dr. Micklin's research efforts and WMU's new Institute for Water Sciences.

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Dr. Lewis H. Carlson, Professor of Humanities, will watch the 1988 Olympics with more than casual interest. He has spent the past four years of his life immersed in tales of athletic prowess and human emotion that unfold whenever the international competition is held.

Carlson and Jack Fogarty, professor of English at Ferris State University, have just had their book, "Tales of Gold: An Oral History of the Olympic Games Told by America's Gold Medal Winners," published by Contemporary Books of Chicago.

The book recounts the personal remembrances of 59 Americans with just one common bond -- they each had won an Olympic gold medal. Carlson and Fogarty's search for gold medalists took them all over the country and as far back in time as the 1912 Olympics in Stockholm, Sweden, as seen through the eyes of 96-year-old Abel Kiviat (3,000 meter relay) of New York.

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Susan Ponchillia, Assistant Professor of Blind Rehabilitation and Mobility, has been approached by Orange Medical Instruments, Costa Mesa, California, for permission to incorporate techniques, developed with Steven LaGrow through a research grant from the Center for Human Services, in a new operating manual for blind patients.

The techniques were refined through a project, titled "Independent Glucose Monitoring by Blind Diabetics," and are utilized with the Betascan Audio Glucose Meter.

The manual will be published in print and recorded form.

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Dr. John Flynn, Professor, of Social Work, has been invited to participate on an advisory committee that will serve to guide the development of an education and training program for county and other sub-state mental health administrators in Region V (Ohio, Michigan, Illinois and Minnesota). Representatives of academia, community-based public mental health programs, and the Department of Mental Health have been invited to serve on the committee.

The three-year project is part of a National Institute of Mental Health multi-state grant project aimed at improving the training of state mental health administrators who deliver services to clients with long-term mental health problems.

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Dr. Alfonso Rodriguez, a specialist in Hispanic culture in the United States, will present several lectures during the next two weeks at Western as part of the Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Professors Program.

Rodriguez, associate professor and chairperson of the Department of Mexican American Studies at the University of Northern Colorado, will give a public address at 7 p.m. Tuesday, January 19, in Room 3760 of Knauss Hall. The title of his talk is "Hispanic Cultural Creativity in the United States."

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Pulitzer Prize-winning writer Tracy Kidder spoke here on campus earlier this week on the genre known as "the non-fiction novel." He illustrated his talk by reading sections from his own works, including two of his best-known books, "The Soul of a New Machine" and "House."

Kidder's visit was sponsored by the Department of English, with support from the President's Undesignated/Unrestricted Fund and the University Cultural Events Committee.

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Dr. Peter A. Dual, an expert on health and human services in Third World countries, will give several presentations here on campus next week as a Martin Luther King Jr./Cesar Chavez/Rosa Parks Visiting Professor.

A professor of public health and dean of the College of Health and Human Services at San Diego State University, he will teach a short course, participate in a panel discussion and conduct a student forum.

A native of Benton Harbor, Dual earned his associate's degree from Lake Michigan College, his bachelor's and master's degree from WMU, an additional master's degree in public health from the University of Texas and a doctoral degree from Michigan State University.

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More than 300 substance abuse workers and professionals in related fields from five states will gather in Kalamazoo Sunday through Friday, January 17-22, for the 14th annual winter Midwest Institute. The institute is an educational program providing basic knowledge and skill development in working with people who have alcohol and other drug-related problems.

The institute is sponsored by the Illinois Department of Alcoholism and Substance Abuse, the Indiana Department of Mental Health, the Michigan Office of Substance Abuse Services, the Ohio Bureaus of Alcohol Abuse and Alcoholism Recovery and Drug Abuse and the Wisconsin Department of Health and Social Services. The Office of Conferences and Institutes in Western's Division of Continuing Education is coordinating the event.

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The eighth annual series of workshops for social workers, titled "Updating Professional Practice in the '80s," will be presented by WMU from February 18 to April 14.

Five of the workshops will be conducted in Kalamazoo at the Fetzer Center; four workshops will be presented in Grand Rapids. All are sponsored by the WMU School of Social Work in cooperation with Division of Continuing Education

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Aspiring authors interested in improving their writing skills should plan to attend the first Western Michigan Writers Conference scheduled for Thursday through Sunday, April 7-10, here at Western.

Faculty members from schools in the Kalamazoo Consortium for Higher Education will lead roundtable discussions and workshops on essay, poetry and fiction. The conference also will feature a dialogue with Ellen Gilchrist, author and commentator on National Public Radio, as well as readings by Gilchrist, faculty members and students.

The roundtable discussions and the readings are open to the public free of charge. The workshops and dialogue with Gilchrist are designed primarily for student writers from the consortium schools, although organizers anticipate that there also will be room for non-students. There is a charge and persons must submit manuscripts for the workshops.

Students from WMU and Nazareth, Kalamazoo, Kalamazoo Valley Community and Davenport colleges and others interested in the workshops should submit three to five poems, a short fiction piece (no more than 10 pages double-spaced) or a short play by Monday, February 15. The conference committee will select writers with varying levels of expertise to participate.

Consortium students are guaranteed a place in the workshops, while others will be admitted on a space-available basis. The charge for the workshops is \$15 for consortium students or \$50 for others. They will take place in Sprau Tower and Brown Hall on the WMU campus.

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Technical crew members from Western's production of "Quilters" won a "Golden Hand Truck Award" last weekend at the American College Theater Festival's regional competition, held at Indiana University in South Bend. The award was for expertise in building and striking their set in a limited amount of time.

"Quilters," directed by Lyda Stillwell, was selected to compete at the regional festival this year. If selected by the ACTF board as a finalist, it will be among six or seven productions nationwide to be performed in April at the Kennedy Center for the Performing Arts in Washington, D.C. The production remains in contention. We will know the results in early February.

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Dr. Lawrence Ziring, Professor of Political Science and director of Western's Institute of Government and Politics, is cited in the October issue of American Studies International as one of "the American authors commanding the largest readership in Pakistan."

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Two WMU students each have been awarded \$1,000 scholarships from the Foundry Educational Foundation to continue their metallurgy studies here at Western. They are Timothy M. Deakin and Timothy R. Hajduk.

They won two of 10 scholarships awarded at the national College-Industry Conference of the Foundry Educational Foundation conducted recently in Chicago. More than 1000 representatives from 30 colleges competed for the scholarships.

Deakin won the Glenn Birtwistle Memorial Award. Hajduk won the first special scholarship established by the Foundry Educational Foundation Alumni Association. They are seniors in the engineering metallurgy program which is part of the Department of Engineering Technology in the WMU College of Engineering and Applied Sciences.

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Three Kalamazoo students are the first recipients of scholarships honoring the late Dr. Robert F. Maher, founder of Western's Department of Anthropology. Agnes G. Loeffler, Gregory R. Walz and Sherry J. Wykstra, all seniors, were selected by faculty members to be honored as anthropology majors "who demonstrate outstanding ability and promise for the future."

The scholarship presentations were made by Maher's widow, Lee Maher, at a recent ceremony that was also attended by the Mahers' son, Mark of Kalamazoo, and members of the department of Anthropology faculty.

Maher, who died on March 26, 1987, served as chairperson of WMU's Department of Anthropology from 1967-71 and during the 1973-74 academic year. During his career, he did extensive research in the Philippines and New Guinea and was heavily involved in the study of American Indian and Japanese cultures.

The Robert F. Maher Scholarship Fund was established last March 18 -- just eight days before Maher's death -- on the occasion of the department's 20th anniversary. The fund was established "in recognition of his lasting contributions as scholar and educator to the development of strong undergraduate and graduate programs in anthropology at Western Michigan University."

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A Battle Creek woman, headed for a career in the elementary classroom, has been honored by the Kalamazoo chapter of an international educational sorority for her work in Western's College of Education. Patricia A. Perry, a senior majoring in social science and minoring in elementary education, has been awarded a scholarship by the Alpha Chapter of Alpha Delta Kappa for exemplifying "qualities of leadership and scholarship in pursuing a professional career in teaching."

This is the second year the sorority, which frequently honors outstanding women educators, has chosen a WMU student to receive a scholarship. The chapter, made up of active and retired women educators, also "adopts" the scholarship recipient and offers professional and social support to the student as she enters the teaching profession.

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WMU employees with personal problems now have a new place to turn. With the start of the winter semester, the University has implemented an Employee Assistance Program.

"The program is designed to help employees solve problems that might be affecting their performance at work," according to Valerie A. Martin, coordinator for the new program.

Those problems could include psychological disorders, family or marital difficulties, alcohol or substance abuse and others. Martin's job is to assess the employee's problem and refer him or her to the proper University or community resource. She also will be helping supervisors identify and handle troubled employees through consultation and training.

The program's services are free to any WMU faculty or staff member and are completely confidential. No information regarding involvement in the program will be released without written consent from the client.

Employees may use the program through self-referral or by suggestion from a co-worker. They also will be referred, informally or formally, to the program by their supervisor.

WMU's program is the result of 1984 contract negotiations with Western's chapter of the American Association of University Professors.

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Bronco senior standout Lise Martin has been named to play tomorrow in the Yugo East-West Collegiate Volleyball All-Star Classic in Stockton, California. She also earned Mid-American Conference "player of the year" honors for the second straight season.

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Senior Lynda McLean, also a member of the Bronco volleyball squad, has been named as a first-team pick on the GTE Academic All-American volleyball squad. A bio-med major with minors in math and chemistry, McLean carries a 3.93 grade-point average at WMU and hopes to attend medical school next fall.

McLean, a first-team All-MAC player the last two seasons, becomes the first Bronco to receive Academic All-American volleyball honors since Jackie Backus earned third-team recognition in the 1983 CoSIDA squad (College Sports Information Directors of America).

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Morris H. Rathburn, a University staff member for 22 years, died December 13 at age 62. He was the key and core maintenance person in the Department of Public Safety when he retired this past May.

Memorial contributions may be made to the American Heart Association or the American Cancer Society.

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