United Way campaign tops $235,000 goal in final hours

The University community made another record showing this year to help the Great Kalamazoo United Way raise more than $9 million. Faculty and staff members rallied to pledge $236,202, topping the goal of $235,000. That amount is 8.6 percent above last year’s record-setting total contribution.

The University surpassed the goal Nov. 14, just in time to report its success for the communitywide victory celebration. A Nov. 1 pre-campaign celebration at WMU attracted some 60 departmental fund-raisers, and 33 departments were honored for achieving 100 percent participation.

Next trustees meeting Dec. 13

The next meeting of the WMU Board of Trustees is set for Friday, Dec. 13. At Western News press time, no times had been set for the meeting of the full board of trustees or its two standing committees. When times become available, they will be posted on the WMU News Web site at <www.wmich.edu/wmunews>.

Board of Trustees sponsoring farewell reception for Floyds

Faculty and staff members are invited to attend a farewell reception in honor of President Elson S. Floyd and Camerno Floyd from 2:30 to 4:30 p.m. Friday, Dec. 13, in the South Ballroom of the Bernhard Center. Sponsoring by the Board of Trustees, the event takes the place of the annual holiday reception.

Supervisors are encouraged to arrange work schedules so those staff members who wish to attend the reception sometime during the afternoon may do so.

Area police challenge students in holiday food drive face-off

The Kalamazoo Department of Public Safety and the Kalamazoo County Sheriff's Department are staging a friendly face-off with WMU students to help win the battle against hunger.

Representatives from the two police agencies' annual holiday food drives challenged WMU students last month to a competition to collect the most canned, boxed and nonperishable foods. Donations collected during the drive, which runs through Dec. 12, will go to the Greater Kalamazoo Area Holiday Food Drive, which last year provided a week’s worth of food to 1,100 families in the Kalamazoo area.

Campus radio station WTSU, the Western Herald, the Progressive Student Alliance and several other campus organizations are sponsoring the drive. Students, faculty and staff are asked to make donations through Dec. 12 at containers at the following campus locations:

- entrance to the Faunce Student Service Building;
- entrance to Waldo Library;
- Student Recreation Center;
- Bernhard Center information desk;
- Wesley Foundation; and
- Kanley Chapel.

Presidential search committee set for action

Richard Y. St. John, chairperson of the WMU Board of Trustees, will lead a 14-member Presidential Search Advisory Committee charged with identifying candidates for the post that will be vacated in January by current President Elson S. Floyd.

St. John of Kalamazoo and board vice chairperson Birgit M. Klohs of Grand Rapids, Mich., who also will serve on the committee, will bring the complete committee roster to their fellow trustees for approval at the full board's next meeting, Dec. 13. St. John will serve as chairperson of the search committee. Earlier this month, he announced that the board intends to have a new president in place by the beginning of the fall 2003 semester.

Floyd, who has served as WMU's sixth president since August 1998, has resigned his post, effective Jan. 5, 2003. He is leaving WMU to become a dean of the University of Missouri's four-campus system. His selection for that position was announced by Missouri Nov. 13.

In addition to St. John and Klohs, other members of the search committee that will be presented to the board include two other trustees; representatives of WMU's administration, faculty, staff, students and alumni; and the general public. The members are:

- Trustee Vernice D. Anthony of Detroit;
- Trustee James Holden of Bloomfield Hills, Mich.;
- Aud L. H. Anderson, teaching, learning and leadership;
- Susan Broman, executive director of the Steelcase Foundation of Grand Rapids, Mich.;
- Linda M. Delene, vice provost for academic planning and assessment;
- Adrian "Ed" Edwards, chairperson of finance and commercial law;
- George A. Franklin, WMU trustee emeritus and vice president of the Kellogg Co. of Battle Creek, Mich.;
- Peter W. Krawutschke, foreign languages and literatures, and

Trustees expected to name Litynski to interim post

The chairperson and vice-chairperson of the WMU Board of Trustees announced Nov. 15 their intent to recommend that Daniel M. Litynski, the University's chief academic officer, be appointed to serve as interim WMU president during the board's search for a successor to Elson S. Floyd.

The appointment of Litynski, who currently serves as WMU provost and vice president for academic affairs, would be effective upon Floyd's departure from the University. The board is expected to consider the recommendation at its Dec. 13 meeting.

"We are convinced that Dr. Litynski is the person who can successfully keep the University moving steadily forward on a number of critical fronts," said Birgit M. Klohs, vice chairperson of the WMU Board of Trustees, who made the announcement in conjunction with Chairperson Richard Y. St. John. "Over the past three years, he has demonstrated remarkable administrative skills and deep commitment to WMU's mission and goals. At our provost, he already had begun assessing the challenges the University faces and developing strategies to deal with them."

Litynski said he would feel privileged to serve as interim president. "I've told the trustees they have my total commitment to the task of continuing this great University's momentum. Dr. Floyd put in place a tremendous senior leadership team for the University, and it will be with their assistance that we continue our important initiatives during this critical time of transition."

Prior to his appointment as provost in August 2002, Litynski had served as engineering dean since 1999. He came to WMU from the U.S. Military Academy at West Point, where he served as professor and head of the Department of Electrical Engineering and Computer Science.

Longtime legislator, Floyd to receive honorary degrees at commencement

The University will confer honorary doctor of public service degrees on state Sen. Harry Gast and WMU President Elson S. Floyd during commencement ceremonies Saturday, Dec. 14, in Miller Auditorium.

Gast will be honored during the day's second ceremony, scheduled for noon, while Floyd's degree will be awarded during the 2:30 p.m. commencement ceremony.

Gast's degree, approved by the WMU Board of Trustees at its Sept. 20 meeting—the day after Gast's 82nd birthday—recognizes his many years of service as a state lawmaker. Gast has served as a state legislator for 32 years, eight as a representative and 24 as a senator.

As a state senator, Gast represents the 25th district, serving residents of Berrien and Cass counties and all of St. Joseph County except Park and Mendon townships. He is chairman of the Senate Appropriations Committee and serves as chairman of both the capital outlay and community colleges subcommittees. He also serves on the agriculture, environmental quality and natural resources subcommittees and on the Senate Natural Resources and Environmental Affairs Standing Committee. In addition, he is chairman of the Senate Fiscal Agency Governing Board.

Gast was first elected to the Michigan Senate in 1978 and has been re-elected five times. He served in the state House of Representatives from 1971-78. Before entering the state political arena, he served in local government for 25 years, as townships supervisor and treasurer of Lincoln Township, and as a member of the county Board of Public Works and the county Board of Health. Among many legislative accomplishments, Gast was instrumental in making WMU-Southwest, the University's new facility at Lake Michigan College, a reality. He spearheaded efforts to fund the unique partnership, which now has a new $8.4 million building on LMC's Napier Avenue campus. The project enhances educational opportunities for area residents and marks the first time a Michigan uni...
The President Comments
Elson S. Floyd

Dear Colleagues,

The many e-mail messages and public comments urging me to stay here in Kalamazoo meant the world to me. As I read them, I am reminded again of the depth and sincerity of your feelings through those messages. I will cherish them. I have come to look at this University as a family and as such, I reached the point at which I am leaving the family and strike out to achieve lifelong goals, the act of leaving is fraught with emotion.

I have good reasons. We have in place a wonderful and dedicated leadership team in which I have great confidence. And with Provost Dan Litzy's moving into the position of interim president, WMU will have the guidance of a talented administrator to help it forge ahead. This institution also is blessed with dedicated trustees who readily are at work trying to identify new individuals who will serve as president of this University.

But most of all, I am confident that the coming years will be successful for WMU. I know that this community has the competitive edge. Bright, talented and creative individuals are working and studying in every corner of this University and stand ready to work together to meet any challenge the years may bring. WMU will have the guidance of a talented administrator, but a part of me will always remain with you.

Many of you have heard me allude to a favorite Chinese phrase that can be taken as a blessing: I am one and I am leaving. During this final academic year with this message for you. I hope you will live in interesting times.

Warmest regards,

Elson S. Floyd

More than 2,000 slated to receive degrees at Dec. 13 commencement

More than 2,000 degrees will be awarded to new WMU graduates in commencement ceremonies Saturday, Dec. 14. President Elson S. Floyd will preside over three ceremonies in Miller Auditorium. The ceremonies will be among the largest in the history of the College of Business and the colleges of Aviation and Engineering and Applied Sciences.

The ceremonies, which are free to graduates of the colleges of Arts and Sciences, Fine Arts, and Health and Human Services, at the noon ceremony, the University will confer an honorary doctor of public service degree on state Sen. Harry Gearhart, recognizing his many years of service as a lawmaker.

The third ceremony, at 2:10 p.m., is for graduates of the College of Education and the Graduate School. Outgoing WMU President Elson S. Floyd will receive an honorary doctor of public service degree at the ceremony in recognition of his service to the University.

A total of 2,028 graduates will receive degrees, including 1,723 who will earn bachelor's degrees, 194 who will earn master's degrees and 28 who will be awarded doctoral degrees. Graduates who earned degrees at the conclusion of the summer session also will participate in the ceremonies.

Tickets are required for guests to attend the ceremonies and each participating graduate is eligible to receive up to six guest tickets.

Guests without tickets may view the exercises on a large-screen television in 3512 Knauss. Each ceremony also will be carried live on Channel 7 of ED-CABLE, the University's cable television system, and on Channel 22 of the Charter Communication cable system. In addition, video of the ceremonies may also be viewed online at the time of the ceremonies and on 3512 Knauss. The Web address for online viewing is http://www.wmich.edu/com-

University Video Services will make videotapes available for purchase. Orders may be placed by calling 7-5003.

The award, co-sponsored by the Detroit Institute of Arts, Michigan Dance Council, Michigan Opera Theatre and the University Musical Society, was presented Nov. 16. More than 250 works were submitted for consideration, and six finalists chosen for performance at the awards ceremony at the Detroit Institu-

Dance majors who performed Curew's work...
The following vacancies are currently being posted through the Job Opportunity Program by the Human Resource Services Department. Interested benefit-eligible employees should submit a job opportunity transfer application during the posting period, and may contact a human resource services staff member for assistance in securing these positions.

Employees may call the Applicant Information Service at 7-3679 to hear the weekly Job Opportunity Program postings, seven days a week, 24 hours a day from a Touch Tone telephone.

Grade 10 clerical positions are not required to be posted. For persons interested in these positions, there are seven openings in selected fields. A letter of application should be submitted to the appropriate dean or chairperson.

Please call the Applicant Information Service for up-to-date information on the Job Opportunity Program and vacancies available to external applicants.

(R) Office Assistant, 11, Counselor Education and Counseling Psychology, 02/03-3230, 11/2-12/9/02

(R) Director Community Relations, 14, Intercollegiate Athletics, 02/03-3231, 11/2-12/9/02

(R) Custodian (third shift), M2, Physical Plant-Building Custodial and Support Services, 02/03-3233, 11/2-12/9/02

(R) Custodian (third shift), M2, Physical Plant-Building Custodial and Support Services, 02/03-3234, 11/2-12/9/02

(R) Custodian (third shift), M2, Physical Plant-Building Custodial and Support Services, 02/03-3235, 11/2-12/9/02

(R) Custodian (third shift), M2, Physical Plant-Building Custodial and Support Services, 02/03-3236, 11/2-12/9/02

N = New
R = Replacement
WMU is an Equal Opportunity/Affirmative Action Employer.

Human resources

Faculty and staff members who have changed their address in the past year and have not yet notified Human Resources Information Systems are asked to do so as soon as possible. The University Payroll office will be mailing wage and tax statements (W-2s) before the end of January, and all employees must have current addresses.

Human Resources is now providing an online Employee Name and Address Change form to make reporting changes quick and easy. The form is available in two formats:

• A Microsoft Word document allows employees to open, complete on the computer, and save the form as an e-mail attachment. (hris@wmich.edu) Employees should include "address change" or "name change" in the subject line.

• A PDF format allows the document to be printed, completed and then faxed or mailed to HRIS.

Links to the Employee Name and Address Change form can be found on the "Forms" page of the HR Web site at www.wmich.edu/hr/.

To report changes other than name, address or phone number, send an updated Employee Personal Data form, memo or e-mail to HRIS, or call 7-3672. Those without a copy of their most recent Employee Personal Data form can obtain one by calling or sending an e-mail to HRIS.

Changes must be reported by Monday, Dec. 16, to ensure that W-2s are sent to the correct address.

Last issue of News for fall

This is the last Western News for the fall semester. Publication will resume next year with the first issue appearing Thursday, Jan. 5. The deadline to submit information to appear in that issue is Friday, Jan. 3.

Western News also will be published online during the winter semester. Jan. 23, Feb. 6, Feb. 20, March 13, March 27 and April 10.

For sale

For SALE—Noah's Ark Serendipity crib set, includes bumper, comforter, dust ruffle, curtains, rocking chair, diaper stacker and 3x5 photo frame. $25. 931-2660.

Housemate wanted

Grad student or fellow WMU professional to share quiet Westnedge-area house $4/4 mile from campus. $400/mo., utilities and cable included. Washer/dryer, gas fireplace. Well-trained pets welcome, fenced in yard. Call Cara at 7-3167.

For sale

For SALE—Pro-Techn race car exercise bike, magnetic variable resistance, electronic computer, comfortable high back support. Excellent condition. $250. Call 342-3660.

For SALE—Leather black leather jacket, hip length, slim fitting XL, worn twice. Asking $75. OBO. Call 7-3998.

A FASHION DEVOTEE FINDS HER TRUE CALLING

(Photograph by Neil Bailey)

A oncampus

On Campus

With Sharon Anderson

When Sharon Anderson left her hometown of Saginaw and headed to Howard University, she had plans to change the world of fashion design.

But being a student in the nation's capital between 1960 and "the realigned era," says Anderson, director of WMU's Center for Community Asset Building, "After graduation I worked for a year in retailing and it was fun, but it wasn't serving society.

Now, Anderson aims to change the world one community at a time by empowering people and the nonprofit organizations that serve them.

"Whether you're working in Zimbabwe or Belize, building the capacity of people to help themselves is the same," says Anderson, who has worked in community development in the U.S. and abroad—for more than two decades.

Before joining WMU in 1999, she led a consulting firm specializing in community development programs designed to build the capacity of low income people. She then worked closely with the W.K. Kellogg Foundation on local, national and international programs.

Before that, Anderson spent 22 years working in extension services affiliated with Michigan State, Texas A&M and North Carolina A&T universities. She also earned her master's and doctoral degrees at NSU.

Today, Anderson is working to land state and federal grants, and managing WMU's involvement with nonprofits in six Michigan counties. She also works with WMU professors who help develop and implement meaningful CCAB programs to improve residents' lives.

A few of the center's current projects focus on professional development for city administrators, entrepreneurship training for small businesses, workforce development, poverty education, and health and early childhood care.

Anderson also works with community development associates on various projects.

"We have the training and the commitment, and we've been successful in running organizations," Anderson says of the CCAB team. "We are about the business of putting together essential organizational resources into the hands of people with the integrity and commitment to do this work, it all comes together.

But while putting attention is usually focused on others, Anderson still finds time for herself.

"I like to read, point and travel," she says. referencing Washington, D.C. and Paris as her favorite cities. "I also love visiting hot springs and mineral spas."

The founder and longtime managing editor of WMU's New Issues Press, Plano also served as editor for nearly 20 years of a political dictionary series that includes 23 volumes and is published by the Americana Bibliographical Center—Clio Press.

In 1969, Plano was named the first recipient of WMU's Outstanding Emeritus Scholar award.

Obituaries

Trustee Emeritus Gayl F. Werme died Dec. 3 in Kalamazoo after a long illness. She was 63.

Werme served as a member of the University's board of trustees from 1982 to 1985, and since 1995, she had worked as a special projects assistant in WMU's Development Office.

The Keene, N.H., native who first moved to the Kalamazoo area in 1961, was active in a variety of civic, political and cultural organizations. She served as campaign chairperson for Paul Warratt during 11 successful local and state elections, including his elections to the state house and senate. She then served as his District office coordinator during his terms in both those positions.

In addition, she served on the boards of the Irving S. Gillmore International Key Keyboard Festival, Bronson Methodist Hospital, the Kalamazoo Regional Education Service Agency, the Forum for Kalamazoo County and the Kalamazoo Symphony Society. She was a 14-year member of the Portage Board of Education and served as its president from 1984 to 1985.

In 2000, Werme was named the Kalamazoo Area Women's Festival Woman of the Year. She also earned the YWCA Woman of Achievement award in 1990 and the Portage Rotary Club Community Service Award in 1994.

Jack C. Plano, emeritus in political science, died Nov. 21 in Kalamazoo. He was 81.

Plano, a faculty member from 1952 until his retirement in 1987, was nationally known for his books on political topics. His publications included "The American Political Dictionary," which he wrote in 1962 with Milton Greenberg, and "Founding World Order: The Politics of International Organizations," which he wrote with Robert E. Rigs. He also published two editions of "The Non-Nations: International Organizations and World Politics," a comprehensive study of U.N. operations.

The following employees will be recognized for 30, 25, 15, 10 and five years of service to the University during December.

30 years—Guill L Machinelli, College of Fine Arts.
25 years—Paul L DeVries, mathematics; Carolyn Kitchen, physical plant-building custodial and support services; Karen A. Fage, physical plant-building custodial and support services; David K. Peterson, paper and printing science and engineering; Nancy J. Salvaggio, Student Health Center.
20 years—Robert M. Wyggest, industrial and manufacturing engineering.
20 years—Mark Doniwilk, information technology; Sandra O. Olioto, speech pathology and audiology.

15 years—Louisian A. Evans, physical plant-building custodial and support services; Thomas A. Myrick, environmental health and safety services; Juli A. Scrivener, Medieval Institute.
10 years—Cynthia J. Crowl, administrative communication; Dorothy M. Davis, physical plant-building custodial and support services; Tony O. Dennis, College of Aviation; Ken W. Eldred, physical plant-building custodial and support services; James W. Kammann, mechanical and aeronautical engineering; Donna B. Smith, physical plant-building custodial and support services.

Five years—Deanna D. Bowling, Dining services director; Jane E. Clemenne, institutional equity; Dawn Cochran, grants and contracts; Debra Demerly, physical plant-building custodial and support services; James Lester, physical plant-building custodial and support services; Brenda Wardlow, physical plant-building custodial and support services; Moon Yu, Davis dining services.

CORRECTION: In the service list that appeared in the Nov. 14 issue of Western News, Bonnette K. Kibby's name was spelled incorrectly. We regret the error.
Center for Community Asset Building aids faith-, community-based organizations in six counties

WMU's Center for Community Asset Building, CCAB, is a $1.9 million dollar effort to assist and train non-profit groups in four counties, west of Michigan.

CCAB is working with the newly-created Southwest Michigan Community and Innovation-based Training Institute—an outgrowth of Kalamazoo's Northside Ministries National Alliance—to help small faith- and community-based organizations improve their business acumen, leadership capacity and overall effectiveness.

New CEDRS head improving mediation procedures thanks to input

Just because talk is cheap doesn't mean it isn't worthwhile. Campus Employee Dispute Resolution Services is a case in point. The program allows employees, including student employees, to have private, off-the-record conversations with neutral mediators who help them resolve their interpersonal conflicts in a safe environment.

Introduced in 2002 as part of the Employee Assistance Program, CEDRS is now a separate program housed in the Student Health Center. On Oct. 1 it began operating under a revised policy statement and set of procedures that are spelled out in the Dispute Resolution section of the "Employee Handbook," which is available online at www.wmis.edu. Resources include:

- Training for mediators.
- Training in handling situations involving confidentiality, sexual harassment or the like.
- A list of names of potential mediators.
- A list of guidelines for mediators.
- A list of procedures for handling cases.

"People told me they were concerned about issues like confidentiality, retaliation and using our service during work time," Anderson says. "So we clarified these things, put guarantees in writing and added them to the 'Employee Handbook.'"

With this hard work, Anderson is focusing on explaining the conflict resolution services to students and faculty. CEDRS's activities and sets policies and procedures for the program. Currently, its membership is composed of representatives from the AAUP, AFSCME, PSO, AFA, Human Resources and the University's general counsel. There also are seats for representatives from the PSEA and MSEA.

Anderson provides aggregate information to the committee, but he, too, must maintain confidentiality and barred from referencing departments or people.

Following such rules is familiar territory for the part-time WMU staff member who has been a practicing mediator since 1978. He is a nationally board certified counselor, a Limited Licensed Professional Counselor in Michigan, an approved trainer for the state's court-appointed mediators and, if that weren't enough, a licensed paralegal.

Anderson earned a master's degree in counseling with a self-designed specialty in multicultural counseling and conflict mediation from Western Michigan University.

For more information, contact Anderson by calling 7-4306 or sending e-mail to Dale.Anderson@wmich.edu.

Calendar

The master calendar maintained by the Office of University Relations for use in Western News is available through WMU's home page on the World Wide Web. Select WMU News and then look for Events. You can also link directly to the calendar at www.wmich.edu/ums/news/events.

DECEMBER 2002

12.2 Thursday
Student exhibition (through Dec. 6), sculpture by Ryan C. Flesher and residence Will Pappenheimer, Sangren Hall Gallery II, weekdays 12-5 p.m., reception Friday, Dec. 6, 5:30-9 p.m.

12.5 Friday
Student exhibition (through Dec. 6), electronic media by artist-in-residence Willy Parpenheimer, Sangren Hall Gallery II, 10 a.m.-5 p.m.

Faculty Seminar meeting, Center 5, 3 p.m.

* University Theatre, "Jerry's Girls" (through Dec. 8), musical review of John Howard show tunes, Main Auditorium, 5:30, 7, 8 and 9:30 p.m.

12.6 Saturday
* Hockey vs. Cornell, Lawson Ice Arena, 7 p.m.

* Hockey vs. Cornell, Lawson Ice Arena, 7 p.m.

12.7 Saturday
* Hockey vs. Cornell, Lawson Ice Arena, 7 p.m.

* Concert, Boston Pops Christmas, Miller Auditorium, 8 p.m.

12.9 Monday
Kalamazoo Holiday Concert, "Sounds of the Season," School of Music's annual holiday concert, Miller Auditorium, 8 p.m.

12.12 Monday
Kalamazoo Holiday Concert, "Sounds of the Season," School of Music's annual holiday concert, Miller Auditorium, 8 p.m.

12.19 Friday
Talent show (through Dec. 13), printmaking by Tawer Zeter, East Hall Gallery, reception Friday, Dec. 13, 6-8 p.m.

12.13 Friday
Winter semester meeting, Consular Board Room, Berhard Center, time TBA.

12.14 Saturday
Fall semester ends.

* Admission charged