



# Western NEWS

www.wmich.edu/wmu/news

DECEMBER 5, 2002  
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## United Way campaign tops \$235,000 goal in final hours

The University community made another record showing this year to help the Greater 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 contributions.

The University surpassed the goal Nov. 14, just in time to report its success for the communitywide victory celebration. A Nov. 1 pre-victory 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/wmu/news>.

## 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 Carmento Floyd from 2:30 to 4:30 p.m. Friday, Dec. 13, in the South Ballroom of the Bernhard Center. Sponsored 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 WIDR, 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 Services 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 president 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, emeriti, students and alumni; and the general public. The members are:

- Trustee Vernice D. Anthony of Detroit;
- Trustee James Holden of Bloomfield Hills, Mich.;
- Ariel 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

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## Trustees expected to name Litynski to interim post

The chairperson and vice-chairperson of the WMU Board of Trustees announced



Litynski

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. As 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

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.



Floyd

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 20th 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.

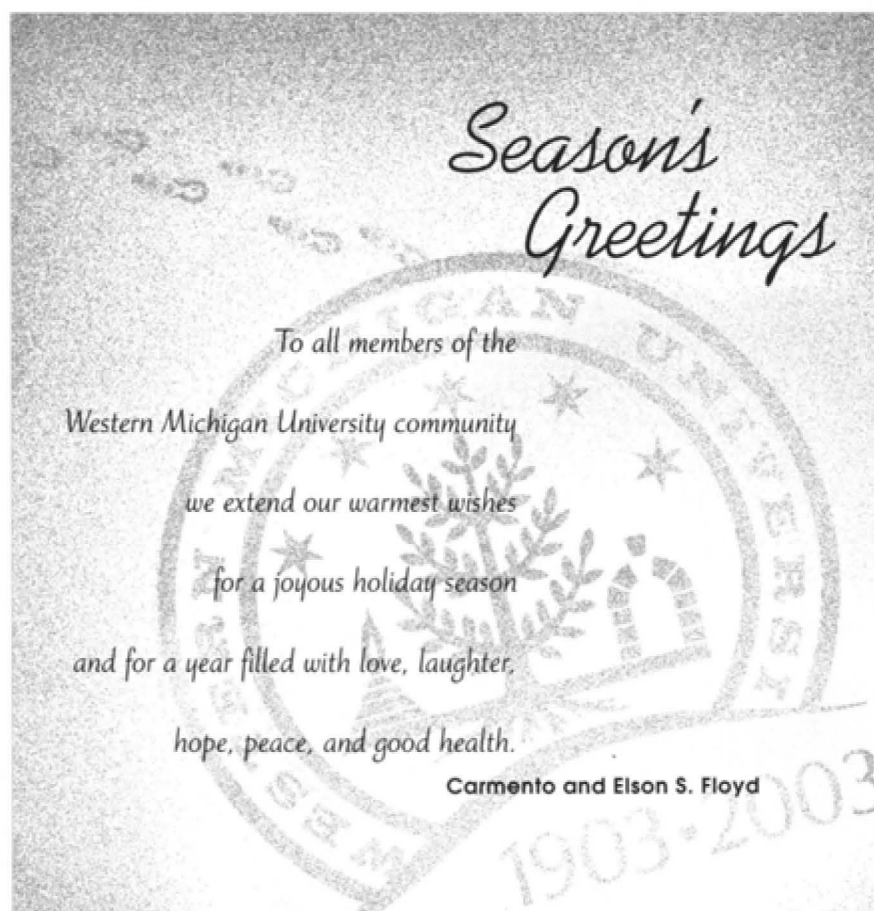
Gast was first elected to the Michigan Senate in 1978 and has been re-elected five times. He served in the state House of

Representatives from 1971-78. Before entering the state political arena, he served in local government for 25 years, as township supervisor and treasurer of Lincoln Township, and as a member of the county Board of Public Works and the county Board of Health.

Among his 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, resulting in 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-

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# The President Comments

Elson S. Floyd

Dear Colleagues:

"The real assets that we need are the talented, skilled and creative people who will give us the competitive edge. People have become the competitive resource."

That's the message shared by the keynote speaker during our August TIER Summit here

on campus. As I listened then, I was struck by the fact that it's a message we, as a University community, have long since embraced. Our people—students, faculty and staff—are our strength, and as a community, we have tapped that strength to grow and accomplish feats that once seemed impossible.

Today, as I look back on my four-and-a-half years here at Western Michigan University, I am reminded again of that observation. I realize just how indebted I am to all of you, and just how fortunate your next University president will be. This is a remarkably vibrant community—one that has just begun to tap its great potential. I have been fortunate enough to experience the surge of energy, the sense of determination and the joy of achievement that has marked our accomplishments over the past four years. I leave knowing that you will expect nothing less during the coming years.

I am ready and eager to embrace my new role as the president of the University of Missouri, but nothing about the decision to accept this wonderful new opportunity has been easy. Embracing this change means leaving some tasks unfinished here and being absent during the wonderful celebratory moments that are in this University's future. Please know that I will be with you in spirit and watching with keen interest from afar as you celebrate the coming year's centennial, open the spectacular new engineering campus, complete the current capital campaign and finish many other tasks we began together.

The many e-mail messages and public comments urging me to stay here in Kalamazoo meant the world to me as I made this difficult decision. Did they make it harder for me to accept the Missouri offer? Absolutely. But learning of the depth and sincerity of your feelings through those messages is something I will long cherish. I have come to look on this University community as a family and, though everyone reaches the point at which it is time to leave the family and strike out to achieve lifelong goals, the act of leaving is fraught with deep and heartfelt emotion.

I leave you in good hands. We have in place a wonderful and dedicated leadership team in which I have great confidence. And with Provost Dan Litynski 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 already are at work trying to identify the next individual who will serve as president of this University.

But most of all, I am confident that the coming years will be successful ones for WMU because 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.

It has been my privilege to work with you, and I must thank you for the gifts you have given me over the years—your trust, loyalty, thoughtfulness and unwavering support. These are the gifts that have made these past few years a joy. I now look forward to the challenge of trying to find that kind of joy and success at another institution, 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 use it as one and leave you during the holiday season with this as my wish for you. May you live in interesting times.

Warmest regards,

## Curwen tapped as finalist for Spirit of Degas Dance Award

Dance instructor and choreographer David Curwen recently was selected as one of six finalists for the Spirit of Degas Dance Award.

The award, co-sponsored by the Detroit Institute of Arts, Michigan Dance Council, Michigan Opera Theatre and the University Musical Society, was pre-



Dance majors who performed Curwen's work

sented Nov. 16. More than 250 works were submitted for the award, with six finalists chosen for performance at the awards ceremony at the Detroit Institute of Arts.

Curwen's work, "Harp Finale," was originally choreographed three years ago and was recently restaged for WMU's Dance Technology Concert.

"It was very nice to be selected," Curwen says. "The timing was great also because the dance was up and has been performed five times for the Dance Technology Concert."

The dance, created to reflect Degas' fascination with the world of ballet, is set to the final movement of Beethoven's Harp String Quartet. It was performed at the dance awards by WMU dance majors Briona Richards, Brooke Holliday, Lacey Kelley, Sarah Ivory and Alyson Assenmacher.

The award coincides with the art institute's exhibition "Degas and the Dance" on display through Jan. 12, as well as recent performances by the Bolshoi Ballet at the Detroit Opera House.

## Faculty, staff members honored for quarter-century of WMU service

Forty-four faculty and staff members who have completed 25 years of service to the University were inducted into WMU's 25 Year Club at the annual gala held Dec. 3 at the Bernhard Center.

The club, which now has 339 active and 444 retired members, was founded in 1982 with 98 charter members.

Those eligible for induction this year were:

Halbert E. Bates, advising, Haworth College of Business; Joan D. Bynum, School of Music; Janet S. Callahan, College of Health and Human Services; Patricia K. Campbell, physical plant-maintenance services; Carolyn E. Cardwell, counselor education and counseling psychology;

William D. Cochran, physical plant-maintenance services; Donald F. Cooney, School of Social Work; Kathryn A. Dalman,

plant accounting; Griselda Daniel, Graduate College; Pearl L. DeVries, mathematics;

Linda M. Delene, Office of the Provost and Vice President for Academic Affairs; Judith A. Garrison, University Libraries; Leonard C. Ginsberg, College of Arts and Sciences; Richard B. Hathaway, mechanical and aeronautical engineering; Charles E. Hines Jr., accountancy; Ann E. Houser, human resources information processing;

Margie P. Johnson, Valley #2 Dining Service; Elise B. Jorgens, College of Arts and Sciences; Blaine D. Kalafut, public safety; Patricia A. Keck, Office of University Budgets; Mark C. Kerstetter, computer science; Bonneita K. Kibby, physical plant-building custodial and support services;

Carolyn Kitchen, physical plant-building custodial and support services; James A. Knight, Valley #2 Dining Service; Betty A. Kocher, Office of the President; Lori A. Krum, physics; Mushtaq Luqmani, marketing; Karen S. McDougall, Institute of Cistercian Studies;

William J. Merrow, Mallinson Institute for Science Education; Carol A. Morris-Mier, College of Education; Judy A.

O'Donnell, registrar's office; Richard M. Oxhandler, University Counseling and Testing Center; Karen A. Page, physical plant-building custodial and support services;

Trudy L. Palm, physical plant-maintenance services; David K. Peterson, paper and printing science and engineering; Maija Petersons, family and consumer sciences; Mary E. Ramlow, Evaluation Center; Nancy J. Salvaggio, Sindecuse Health Center;

Marsha H. Santow, University Libraries; Kenneth F. Schaefer, admissions and orientation; Theodore L. Skartsiaris, Valley #1 Dining Service; Patricia F. Vander Meer, University Libraries; Thomas L. Van Valey, sociology; and Robert M. Wygant, industrial and manufacturing engineering.

The WMU Board of Trustees established the 25 Year Club as a way to recognize the valuable contributions made to the University by its employees who have committed their careers to the institution. New members receive a 25-year service pin and framed certificate, and they may choose from a selection of commemorative gifts. New, active and retired members are guests of the University for the evening.



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OFFICES that receive too many copies—or too few copies—are asked to call 387-8400. WMU is an equal opportunity/employer/affirmative action institution.



## 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 day's first ceremony, at 9 a.m., is for graduates of the Haworth College of Business and the colleges of Aviation and Engineering and Applied Sciences.

The second ceremony, at noon, is for 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 Gast, recognizing his many years of service as a lawmaker.

The third ceremony, at 2:30 p.m., is for graduates of the College of Education and the General University Studies program. 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 1,523 who will earn bachelor's degrees, 477 who will receive master's degrees and 28 who will be awarded doctoral degrees. Graduates who earned degrees at the conclusion of the summer session in August 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 EduCABLE, the University's cable television system, and on Channel 22 of the Charter Communication cable system. In addition, video of the ceremony may also be viewed online at the time of the ceremonies and for 30 days afterward. The Web address for online viewing is [www.wmich.edu/commencement](http://www.wmich.edu/commencement).

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



## Jobs

The following vacancies are currently being posted through the Job Opportunity Program by the Human Resource Services Department. Interested benefits-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 7-3669 to hear the weekly Job Opportunity Program postings, seven days a week, 24 hours a day from a Touch Tone phone.

Grade 10 clerical positions are not required to be posted. For persons interested in faculty positions, there are 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, 12/2-12/9/02

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

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

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

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

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

(R) **Custodian** (third shift), M2, Physical Plant-Building Custodial and Support Services, 02/03-3237, 12/2-12/9/02

(R) **Custodian** (third shift), M2, Physical Plant-Building Custodial and Support Services, 02/03-3238, 12/2-12/9/02

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 immediately. The University Payroll office will be mailing wage and tax statements (W-2s) before the end of January and they must have employees 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, save and then send the form to HRIS as an e-mail attachment <hr-hris@wmich.edu>. Employees should include "address change" or "name change" in the subject line of the e-mail.

- 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/forms.htm>.

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 7-3622. Those without a copy of their most recent Employee Personal Data form can obtain one by calling or sending e-mail to HRIS.

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



A FASHION DEVOTEE FINDS HER TRUE CALLING  
(Photo by Neil Rankin)

## 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 1967 and 1971 "reshaped me," 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 I wasn't serving society."

Now, Anderson aims to change the world one community at a time by empowering people and the non-profit 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 program development, project management and program evaluation. She also worked closely with the W.K. Kellogg Foundation on local, national and international programs.

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

Today, Anderson spends much of her time working to land state and federal grants, and managing WMU's involvement with non-profits 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 striving businesswomen, family literacy, youth development, parent education, and prenatal 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 essential organizational resources into the hands of people with the integrity and compassion to do this work. It all comes together."

While her attention is usually focused on others, Anderson still finds time for herself.

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

## Obituaries

Trustee Emerita **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 Wartner 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. Gilmore International 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



Werme

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 "Forging World Order—The Politics of International Organization," which he wrote with Robert E. Riggs. He also published two editions of "The United Nations: International Organizations and World Politics," a comprehensive study of U.N. operations.

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 American Bibliographical Center—Clio Press.

In 1998, Plano was named the first recipient of WMU's Outstanding Emeritus Scholar award.



Plano

## Service

The following employees will be recognized for 30, 25, 20, 15, 10 and five years of service to the University during December.

30 years—Gail L. MacNellis, College of Fine Arts.

25 years—Pearl L. DeVries, mathematics; Carolyn Kitchen, physical plant-building custodial and support services; Karen A. Page, physical plant-building custodial and support services; David K. Peterson, paper and printing science and engineering; Nancy J. Salvaggio, Sindecuse Health Center; Robert M. Wygant, industrial and manufacturing engineering.

20 years—Mark Domlovič, information technology; Sandra O. Glista, speech pathology and audiology.

15 years—Loisjean A. Evans, physical plant-building custodial and support services; Thomas A. Myers, university relations; Julie A. Scrivener, Medieval Institute; Charles R. Spates, psychology.

10 years—Cynthia B. Bergeon, communication; Dorothy M. Davis, physical plant-building custodial and support services; Tony O. Dennis, College of Aviation; Kerry L. Eldred, physical plant-building custodial and support services; James W. Kamman, mechanical and aeronautical engineering; Donna B. Smith, physical plant-building custodial and support services.

Five years—Deanna D. Bowling, Burnham dining service; June E. Clemence,

## 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. 9. The deadline to submit information to appear in that issue is Friday, Jan. 3.

*Western News* also will be published on these dates during spring semester: Jan. 23, Feb. 6, Feb. 20, March 13, March 27 and April 10.

## Exchange

**FOR SALE**—Noah's Ark Serendipity crib set, includes bumper, comforter, dust ruffle, curtain, rocking chair pad, diaper stacker and 3x5" photo frame. Blue/gold stars, ark animals. \$40. Call Kim at 7-8404.

**HOUSEMATE WANTED**—Grad student or fellow WMU professional to share quiet Winchell-area house 1/4 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**—Pro-Tech recumbent exercise bike, magnetic variable resistance, electronic computer, comfortable high back support. Excellent condition. \$250. Call 342-2660.

**FOR SALE**—Ladies black leather jacket, hip length, slim fitting XL, worn twice. Asking \$75 OBO. Call 7-3958.

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; Maria T. Ruelas, WMU Bookstore; Celia L. Sykes, 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*, Bonneita K. Kibby's name was spelled incorrectly. We regret the error.



## Center for Community Asset Building aiding faith-, community-based organizations in six counties

WMU's Center for Community Asset Building has joined forces with a local grassroots organization in a \$1.9 million effort to assist and train non-profit groups in six West Michigan counties.

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

"Part of the training includes helping organizations understand the context in which they are working and how competitive it is," says Sharon Anderson, who directs CCAB and helped secure the grant from the U.S. Dept. of Health and Human Services' Compassion Capital Fund.

The institute, which will begin offering workshops in early 2003, is likely to draw administrative leaders from a wide variety of fledgling, non-United Way-supported organizations in Kalamazoo, Calhoun, Berrien, St. Joseph, Cass and Van Buren

counties.

From youth-serving organizations to shelters and halfway houses, organizations that provide human services are "hungry for this type of training," says Anderson. She notes that when the formal grant announcement was made at an October news conference, 350 leaders from more than 90 non-profits showed up to learn how they could benefit. Afterward, the phones at CCAB and the Training Institute's offices rang nonstop.

"Faith- and community-based organiza-

tions are asking for help," she says of the small, volunteer-driven groups, often staffed by five or fewer people. "They have questions about making their organizations structurally sound, about writing proposals, getting 501(c)3 status, developing and marketing their missions and visions, developing sustainable programs, and more."

CCAB, already working on several fronts to strengthen human service organizations in communities like Battle Creek and Benton Harbor, will help develop the Training Institute's curriculum and identify WMU faculty members who can help lead classes.

Other partners in the project are Organizational Development Solutions, G.A.C. Consulting Services, Washington Heights Community Ministries in Calhoun County, Benton Harbor Street Ministries, CHANGE, Third Reformed Church and New Genesis Inc.

## 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. This free program allows WMU employees, including student employees, to have private, off-the-record conversations with neutral mediators who help them resolve their interpersonal conflicts in the work place.

Introduced in 2000 as part of the Employee Assistance Program, CEDRS is now a separate program housed in the Sindecuse Health Center. On Oct. 14 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.wmich.edu/hr](http://www.wmich.edu/hr)>.

"The changes we've made should not only increase the program's visibility, but also make it more user friendly," says Dale R. Anderson, who became CEDRS coordinator May 6 and immediately began gathering employee input on how to improve the program.

"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 that work done, Anderson is focusing on explaining the conflict resolution service to University employees.

"We provide mediation and community conferencing services primarily in cases where there are interpersonal disputes and generalized conflict involving co-workers, subordinates and supervisors, or even entire work groups," he says. "Everything we do is confidential and designed to promote nonadversarial, nonjudgmental discussions in venues where employees feel safe and have a chance to talk at length."

To date, CEDRS has most often been called upon to assist in situations related to personality conflicts; misunderstandings arising from differences in work or communication styles; and disagreements and misunderstandings about job expectations or performance, especially when employees have several masters. It also has proved helpful for subordinates who want to have a set block

of time to meet with their supervisors in a safe environment, but have no control over scheduling their supervisors' time.

To use CEDRS, employees simply give Anderson a call. If the situation is an appropriate one for the program to handle, Anderson contacts all parties in the dispute, schedules a meeting time and assigns mediators. He helps ensure fairness and diversity by selecting two mediators for each case, and, for the time being, sitting in on all sessions to make certain the process is functioning smoothly.

"CEDRS is, in large part, employee driven," Anderson says. "People want confidentiality assured and don't want a direct informational tie to the administration. That's why we now have a formal, enforceable confidentiality pledge and a clear policy that states, within certain guidelines, nothing said or used during mediation can be applied to other disputes or grievance procedures. It's also why I now report to a steering committee."

The CEDRS Steering Committee is the group that oversees Anderson's activities and sets policies and procedures for the program. Currently, its membership is composed of representatives from the AAUP, AFSCME, PSSO, APA, Human Resources and the University's general counsel. There also are seats for representatives from the POA and MSEA.

Anderson provides aggregate information to the committee, but he, too, is bound by 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 1992. 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, as if that weren't enough, a licensed residential builder.

Anderson earned a master's degree in counseling with a self-designed specialty in multicultural counseling and conflict mediation from WMU. He is trained in several mediation models.

For more information, contact Anderson by calling 7-3406 or sending e-mail to <[dale.anderson@wmich.edu](mailto:dale.anderson@wmich.edu)>.

### Search continued from page 1

president of the WMU Faculty Senate;

- Gary Mathews, social work and president of the WMU chapter of the American Association of University Professors;

- Judith K. Phelps, admissions and orientation;

- Angela D. Sillmon, a senior computer information systems major from Plymouth, Mich.; and

- Lewis Walker, emeritus in sociology.

Both Anderson and Walker served on the 1997-98 Presidential Search Advisory Committee that brought Floyd to WMU.

For complete and up-to-the-minute information about the WMU presidential search process, visit the new Presidential Search News Web site, which can be found at <[www.wmich.edu/wmu/news/links/president.html](http://www.wmich.edu/wmu/news/links/president.html)>. The page will contain links to every news release and public announcement regarding the search for WMU's next president, beginning with the announcement of Floyd's resignation and culminating with the naming of the new president.

### Honorary degrees continued from page 1

versity has built an instructional facility on a community college campus.

Floyd, who is leaving WMU in January to assume the presidency of the University of Missouri system, will be recognized for his efforts to enhance the stature and further the progress of the University during his tenure. He has served as president since August 1998.

Among his major accomplishments was a successful effort in 2000 that led to the University achieving top recognition from the Carnegie Foundation for the Advancement of Teaching as one of only 102 public universities in the nation to be classified as "doctoral/research-extensive" universities. Also during his tenure, WMU joined the ranks of the top-100 public universities in the nation, as listed by U.S. News & World Report.

Floyd's work to build research capacity and collaborate with the business community in Southwest Michigan to promote economic development resulted in WMU's central role in two Michigan SmartZones—one in Kalamazoo that revolves around the University's Business Technology and Research Park and a second in Battle Creek that focuses on aviation education and research, and online learning.

In addition, Floyd led the University in a series of accomplishments that included: three consecutive years of record private gifts to support WMU programs and initiatives; near completion of a \$125 million capital campaign; completion of the University's campuswide wireless computing network that made WMU one of the first major research universities in the nation to offer such technology to faculty and students; and approval from the Michigan Legislature for a new \$48 million home for the College of Health and Human Services.

## 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/wmu/news/events](http://www.wmich.edu/wmu/news/events)>.

### DECEMBER 2002

#### 12.5 Thursday

Student exhibition (through Dec. 6), sculpture by Ryan C. Flesher and watercolors by Stacie Laccabu, East Hall Galleries, weekdays 10 a.m.-5 p.m.; reception Friday, Dec. 6, 5-8 p.m.

Visiting artist exhibition (through Dec. 6), electronic media by artist-in-residence Will Pappenheimer, Sangren Hall Gallery II, weekdays 10 a.m.-5 p.m.

Faculty Senate meeting, Fetzer Center, 5 p.m.

\*University Theatre, "Jerry's Girls" (through Dec. 8), musical review of Jerry Herman show tunes, Multiform Theatre, Dec. 5-7, 8 p.m.; Dec. 8, 2 p.m.

#### 12.6 Friday

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

\*Film (through Dec. 8), "Mostly Martha," sponsored by Kalamazoo Film Society, Little Theatre, Friday and Saturday, 7 and 9:30 p.m.; Sunday, 2:30 and 5 p.m.

#### 12.7 Saturday

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

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

#### 12.8 Sunday

Kalamazoo Holiday Concert, "Sounds of the Season," School of Music's annual community holiday concert, Miller Auditorium, 3 p.m.

#### 12.9 Monday

Final exams (through Dec. 13).

Student exhibition (through Dec. 13), printmaking by Taver Zoet, East Hall Galleries, weekdays 10 a.m.-5 p.m.; reception Friday, Dec. 13, 6-8 p.m.

#### 12.13 Friday

Board of Trustees meeting, Connable Board Room, Bernhard Center, time TBA.

#### 12.14 Saturday

Fall semester ends.

#### 12.14 Saturday continued

Commencement, Miller Auditorium: College of Business, College of Engineering and Applied Sciences, College of Aviation, 9 a.m.; College of Arts and Sciences, College of Health and Human Services, College of Fine Arts, noon; College of Education and General University Studies, 2:30 p.m.

\*Men's basketball vs. Centenary, University Arena, 2 p.m.

#### 12.15 Sunday

Holiday concert, "A Brass Celebration of Christmas," Western Brass Quintet with percussionist Judy Moonert and select brass and percussion students, Dalton Center Recital Hall, 3 p.m.

#### 12.21 Saturday

\*Men's basketball vs. Virginia Tech, University Arena, 2 p.m.

#### 12.22 Sunday

\*Women's basketball vs. Indiana-Purdue-Fort Wayne, University Arena, 2 p.m.

#### 12.25 Wednesday Christmas

WMU offices closed until Jan. 2.

#### 1.2 Thursday

WMU offices open. Classes resume Monday, Jan. 6.

\*Women's basketball vs. Montana, University Arena, 7 p.m.

#### 1.4 Saturday

\*Hockey vs. Findlay, Lawson Ice Arena, 7 p.m.

#### 1.5 Sunday

\*Concert, Tom Chapin, Buster Bronco Family Series, Miller Auditorium, 3 p.m.

#### 1.6 Monday

Spring semester begins. Classes resume at 4 p.m.

#### 1.8 Wednesday

\*Men's basketball vs. Central Michigan, University Arena, 7 p.m.

\*Admission charged