



Western NEWS

FEBRUARY 15, 2001

volume 27, number 11

www.wmich.edu/wmu/news

Reception set for WMU community to meet legislators

Members of the University community are invited to join President Elson S. Floyd for a reception Monday, Feb. 19, to honor two new Michigan legislators who represent Kalamazoo County.

State Reps. Tom George and Alexander Lipsey of Kalamazoo will be honored at the event, set for 4:30 to 6:30 p.m. in the Fetzer Center Ballroom. A short program will begin at 5:30 p.m. and will feature remarks by Floyd, George and Lipsey as well as Rep. Jerry VanderRoest and Sen. Dale Shugars. A representative from U.S. Rep. Fred Upton's office also will speak briefly.

George represents the 61st District. His committee assignments in the House of Representatives are for the Criminal Justice, Health Policy and Transportation committees.

Lipsey represents the 60th District. He serves on the Civil Law and the Judiciary, Commerce, and House Oversight and Operations committees.

Faculty, staff, students and area alumni are encouraged to attend. Those planning to be present are asked to call 7-3607 to make a reservation.

Granholtz to visit in March

A March 1 campus visit by Michigan Attorney General Jennifer Granholtz will give area citizens and government officials alike an overview of the Michigan laws that govern public meetings and access to information.

Granholtz will offer a seminar on Michigan's Freedom of Information Act and the Open Meetings Act from 2 to 4 p.m. Thursday, March 1, in the Kirsch Auditorium of the Fetzer Center. The event is sponsored by the Kalamazoo Gazette and the Michigan Press Association.

The seminar is similar to sessions Granholtz has offered at other sites around the state that have been well received, says Gazette reporter Mike Tyree, who is coordinating the visit.

"This is a terrific opportunity for people to learn about the responsibilities and obligations of government and the rights of citizens," he notes. "This will not be a lecture. She'll take queries and really examine those fine lines that everyone wonders about."

There is no charge to attend the event, but those interested are asked to reserve a spot by calling 388-7777.

Student names needed by tomorrow for 'Who's Who'

Student Activities and Leadership Programs is asking faculty and staff to help identify individuals for inclusion in the 2001 edition of "Who's Who Among Students in American Universities and Colleges."

The only information being requested is the students' names, curricula/majors and, if possible, social security numbers. This information should be submitted to Student Activities and Leadership Programs no later than tomorrow, using the printed nomination forms sent to campus offices earlier this month or the online form available at <www.salp.wmich.edu/who'swho>.

College of Ed, KPS form teaching alliance

WMU is joining forces with the Kalamazoo Public Schools in a broad-based effort to find new and innovative ways to improve education districtwide.

The formal partnership, announced jointly by school district and University officials and administrators at a Feb. 9 news conference, is being called CITE—the Collaborative for Innovation and Teaching Excellence. By combining University and school district resources under one umbrella, administrators and educators hope to improve teaching and learning in area schools and in WMU's professional education programs.

"Since our beginning as a teachers' college, public education and the role it plays in building a better society has been a cornerstone of our institution," said President Elson S. Floyd of the agreement. "So it is with great pleasure that our University expands on the partnerships we have already created with our public schools and in so doing, helps teachers become the very best educators they can be while helping all students become better learners."

The collaborative has five basic goals:

- Provide knowledge-based professional development for KPS teachers and administrators and WMU faculty.
- Improve teaching and learning in KPS classrooms and in WMU's professional education programs.
- Coordinate, integrate, monitor and evaluate collaborative ventures between WMU and KPS.
- Generate and focus resources targeted for at-risk students.



Dean David England and KPS' Janice Brown

- Conduct classroom-relevant research designed to improve teaching and learning for all children.

"There is a wealth of information and research that we can tap into," says Janice M. Brown, KPS superintendent. "WMU faculty can bring that to us. We also believe our schoolteachers have much to offer teacher educators. When teachers learn, students achieve. There's no better way to meet the future demands of the classroom than to make sure we, as staff, are lifelong learners."

The collaborative will be governed by a board made up of representatives from across the community. Organizers say their input will be vital to the initiative's success.

WMU's initial contributions to the collaborative will be three tenure-track positions, doctoral-level research assistants and appropriate administrative support. The three professors will be brought to WMU for the express purpose of serving the collaborative, ensuring that they contribute directly and consistently to improving education from pre-school through 12th grade.

KPS plans to contribute a physical facility to house the collaborative, most likely a renovated school, plus a full-time coordinator of professional development, secretarial support staff, technology and KPS "teachers in residence."

"The partnership will let WMU faculty researchers and KPS teachers apply theory and test the latest innovations in learning," says Dean David England, College of Education. "Both groups will be seeking new ways to improve the education of future teachers."

"WMU has much to gain," England continues. "School-university partnerships lead to reciprocal staff development, benefiting both teachers and teacher educators. Ultimately, future teachers and school students are the beneficiaries."

Another benefit of the cooperative is that the University and school district will be much better poised to solicit grant funding for new, innovative education initiatives, England says. Foundations and government agencies often want a mechanism already in place to carry out research projects before approving funding.

"This collaborative will become a springboard for obtaining grant monies to fund new education initiatives that will have far-reaching effects," England says.

NCA team will take in-depth look at WMU

A team of 14 educators from universities around the nation will visit the University Monday through Wednesday, Feb. 19-21, capping off a two-year-long reaccreditation process through the North Central Association of Colleges and Schools.

Three public meetings during the NCA team's visit will give team members a chance to solicit comment from various segments of the University community.

The meetings will all take place from 4 to 5 p.m. Monday, Feb. 19, with several members of the team in attendance at each meeting. The meeting for faculty members will be held in the Lee Honors College Lounge. Staff members will meet with team members in 3150 Schneider Hall. A meeting for students is set for the Faculty Lounge in the Bernhard Center.

The NCA evaluation consultant team led by Nancy Talburt, associate vice chancellor for academic affairs at the University of Arkansas, Fayetteville, will conduct a comprehensive evaluation during its visit. Team members include professors and administrators from such institutions as the University of Illinois, Indiana University, the University of Minnesota, Purdue University and the University of Wisconsin.

According to Linda Delene, marketing and coordinator of the University's NCA reaccreditation effort, the team has set an agenda that will allow it to examine a wide array of University pro-

grams and initiatives. Team members will meet with the administration and faculty leadership and with community members and alumni. At times during the visit, the 14-member team will break up into smaller units to meet with members of the Board of Trustees as well as visit the University's regional centers in Benton Harbor, Grand Rapids, Battle Creek and Lansing.

Delene says it is likely the team will also request meetings with various vice presidents, deans, directors and program coordinators in order to ensure they have information from a broad University representation.

"The team very clearly wants this to be an open process," Delene says. "Judging from the breadth of the areas they want to explore, it is apparent that they are going to take a comprehensive look at the entire institution."

Reaccreditation examinations are conducted every 10 years to ensure that a university's programs, policies and practices are sound and of benefit to students and other stakeholders. An exhaustive self-study is the first step in the process. During the process, the commission also seeks public comment from individuals who live in the areas most heavily serviced by the institution. Following the site visit, the team will make its accreditation recommendation to the NCA's Commission on Institutions of Higher Education. WMU has been accredited by the commission since 1915.

Delene says the University should learn of the commission's reaccreditation decision by mid-April.

Ford research looks at 'McDonaldization' of customer service

If your last visit to see a doctor felt more like a trip to McDonald's, then you are not alone.

In fact, according to a WMU researcher, customers today are finding the service they expect not only from their doctors,



Ford

but their dentists, hairdressers and auto mechanics as well, is not the kind of service they are receiving.

"Research has shown that organizations are moving toward processing as many customers as possible, as quickly as

possible," says Wendy Zabava Ford, communication and an expert on customer service. "Customers have very high expectations for personalized service that goes beyond smiles and greetings, while the trend in corporations is to streamline the process and make customer interactions faster and more efficient."

In a study published this month in the *Journal of Applied Communication Research*, Ford compared customers' expectations of service across a variety of jobs from cashiers to nurses. She found that the more professional the occupation of the service provider, the more customers expect personalized service.

"Personalized service is tailored service, or service that attempts to address the

Continued on page 3

Leading writers headline Third Coast event

Some of America's most prominent and award-winning authors and poets will be on hand to fuel the creative fires and fine tune the skills of aspiring writers during the Third Coast Writer's Conference, Thursday through Saturday, May 10-12, at the University.

This is the 14th year for the conference, which brings acclaimed writers to campus to share their work and insights on the craft of writing with literary neophytes. The conference offers opportunities for participants to partake in readings, panel discussions and question-and-answer sessions with featured writers.

Conference participants are selected on the basis of manuscript submissions, which must be received by March 1. To be considered for selection, writers should submit three to five poems or fiction and nonfiction works of 2,500 words or less.

Among the writers who will be conducting workshops this year are:

- Nonfiction writer Jane Brox, author of "Five Thousand Days Like This One";
- David Gates, whose first novel, "Jerrigan," was a finalist for the 1991 Pulitzer Prize for Literature;
- Brooks Haxton, a poet who has been awarded a Guggenheim Fellowship;
- Edward Hirsch, an award-winning poet who has published five books of poems, as well as a book titled "How to Read a Poem and Fall in Love with Poetry";
- Laura Kasischke, the author of two novels including "Suspicious River," which was recently made into a film directed by Lynn Stopkewich;

• Thylas Moss, a poet whose book, "Rainbow Remnants in Rock Bottom Ghetto Sky," was the winner of the 1991 National Poetry Series Open Competition;

• Martha Rhodes, an author and a director of Four Way Books, an independent literary press;

• Danzy Senna, author of the novel "Caucasia," which won the Book of the Month Club First Fiction Award;

• Barry Werth, award-winning freelance journalist and author of "The Billion Dollar Molecule," which gives an inside look at the biotech industry; and

• Art Winslow, the literary editor at *The Nation* magazine.

A new element to the conference this year will be Anniversary Prizes awarded for the best submissions in each genre. Recipients will be chosen by WMU faculty members.

The conference registration fee is \$175 and due April 10. Housing will be available on the WMU campus for less than \$20 per night. Reservations must be made with registration for the conference.

The Third Coast Writer's Conference is sponsored by the WMU Department of English with contributions from Meijer Inc. and the WMU College of Arts and Sciences. The conference is directed by J.D. Dolan, English.

For more information, call 7-2570; send e-mail to michele.mclaughlin@wmich.edu or s8clark4@wmich.edu; or visit the Web site at <www.wmich.edu/thirdcoast/conference.html>.

Novelist to read from his work Feb. 19

Nicholas Delbanco, the author of 12 novels, including the recent "What Remains," will read from his work on campus Monday, Feb. 19. Delbanco will read at 8:30 p.m. in 3512 Knauss Hall. A reception will follow in the lobby of Knauss Hall and books will be available for sale by Athena Bookstore.

In all, Delbanco has written 19 books, including novels, two collections of short stories, and the nonfiction work, "The Lost Suitcase: Reflections on the Literary Life." Among his novels are "In the Name of Mercy," "Old Scores" and "What Remains," in which Delbanco tells the story of one family's attempt to put down roots in the aftermath of World War II. He also is the recipient of many literary awards, including a Guggenheim Fellowship and two National Endowment for the Arts Creative Writing Fellowships.

Delbanco, who is the Robert Frost Professor of English Literature and Language and the Director of the Master of Fine Arts Program in Writing at the University of Michigan, has taught at Columbia and Iowa universities, as well as at Bennington, Skidmore, Trinity and Williams colleges. In 1977, he co-founded the Bennington Writing Workshops with the late John Gardner.



HONORED AT CONVOCATION—

Among the highlights of the Feb. 1 Academic Convocation at the Fetzer Center were presentations of major University awards to faculty and staff. Winners, their presenters and President Floyd gathered just before the event. From left: Alyce M. Dickinson, psychology, and Alexander J. Enyedi, biological sciences, winners of the Alumni Teaching Excellence Awards; Martha B. Warfield, multicultural affairs, winner of a Distinguished Service Award; Provost Fred Dobney, who presented the teaching excellence and faculty scholar awards; M. Jamie Jeremy, alumni relations, who presented the Alumni Teaching Excellence Awards; Nora Berrah, physics, winner of the Distinguished Faculty Scholar Award; James R. Sanders, winner of a Distinguished Service Award; and President Floyd.

(Photo by John Lacko)

Talk to focus on public policy and families

How the well-being of families and children is affected by such public policies as the Family and Medical Leave Act will be discussed by an expert visiting the campus Wednesday, Feb. 21.

Katherin Ross Phillips, a research associate at the Income and Benefits Policy Center of the Urban Institute, will discuss "Working for Families? Unpaid Leave and the Family and Medical Leave Act" at 3 p.m. in 3508 Knauss Hall. Her presentation is part of the Werner Sichel Lecture Seminar Series on "The Economics of Work and Family."

Ross Phillips, whose current work is with the Urban Institute's National Survey of America's Families, has published and presented widely on her research regarding the Family and Medical Leave Act, America's working poor, and public policy and working mothers. She has studied the relationship between public policy, work and the well-being of families and children, as well as the changes in the work and domestic behaviors of low-income, primary caretakers in the wake of welfare reform.

College of Ed seeks nominees for awards

Nominations are now being sought for the College of Education Annual Awards.

The awards are designed to honor faculty, staff and students who have distinguished themselves through extraordinary service to the college, University and community through teaching, research, leadership and professional activities.

Awards will be presented at a special recognition celebration on Friday, April 20.

The awards include the Esprit de Corps Award, the Rising Star Award, the Staff

Excellence Award, the Strengthening Community Connections Award and the Trailblazer Award.

Nominations are being sought from faculty, staff and students. Nomination packets are available on the college's Web site at <www.wmich.edu/coe>, the dean's office and other college offices.

The deadline for nominations is Monday, March 5. For more information, contact Katharine Cummings at 7-3437 or <katharine.cummings@wmich.edu>.

Student affairs boosts area's retention, outreach efforts

Two new staff members have been named in the Division of Student Affairs.

Jodie G. Palmer has been named to a new assistant director position in the Center for Student Learning and Development within the Division of Multicultural Affairs and Sharon Seabrook Russell has been named to the recently created position of director of business operations in the Office of the Vice President for Student Affairs.

In her new position, Palmer is helping oversee a variety of growing DMA initiatives. Her duties include planning, directing, evaluating and monitoring student trends at WMU, with specific responsibility for enrollment management and retention. She also tracks the academic progress of Native American and underrepresented students, collaborates with the Office of Admissions and Orientation's Native American recruiter, and creates conditions and environments that enhance student learning and personal development.

Palmer brings more than 17 years of related work experience to her WMU post, most recently having served as project supervisor for the Kalamazoo Public Schools' Indian Education Program.

In addition to managing daily office operations, supervising support staff and numerous other duties for the Division of Student Affairs, Russell is responsible for coordinating grant-writing activities and directing outreach and service activities, including those related to fund raising and scholarships.

Russell came to WMU as the Department of Theatre's business manager and publicist in 1990 and has been an assistant director in the Office of Alumni Relations since 1994.

Karpus named director of Conference and Seminars

Janet Karpus has been named director of Conferences and Seminars in the Division of Continuing Education. The office provides a variety of events planning and management services at reasonable rates to clients on campus as well as around the world.

Karpus came to WMU from the Arts Council of Greater Kalamazoo, where she was a contracted administrator for special projects. Previously, she was executive director of the Fontana Concert Society, a Kalamazoo-based arts organization, from 1995 to 2000; program coordinator/general manager of Fontana from 1990 to 1994; and catering sales manager for Zingerman's, a nationally known food purveyor based in Ann Arbor, Mich., from 1987 to 1990.

A native of New York state, Karpus is active in the local arts community and also serves on various grant review and assessment panels for nonprofit organizations.

Arborist Avery to head group

Chad Avery, an arborist in physical plant-landscape services, was elected president of the Michigan Forestry and Park Association at the organization's annual winter conference in January.

The MFPA is the Michigan chapter of the International Society of Arboriculture. The association's winter conference was a celebration of the group's 75th anniversary.

Avery, a member of the MFPA board since 1997 has been a WMU employee since 1991. Prior to coming to WMU, he worked at the Morton Arboretum near Chicago.



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WESTERN NEWS (USPS 362-210) is published by the Office of University Relations, Walwood Hall, Western Michigan University, 1903 W. Michigan Ave., Kalamazoo, MI 49008-5433, every other week when classes are in session. Periodicals postage paid at Kalamazoo, MI 49008-5165.

POSTMASTER: Send address changes to Western News, Office of University Relations, Western Michigan University, 1903 W. Michigan Ave., Kalamazoo, MI 49008-5433.

WESTERN NEWS is distributed without charge to faculty and staff members, retirees and friends of the University, and is available at several campus locations. Many of the articles also are available online at <www.wmich.edu/wmu/news>.

DEADLINE: Items to be considered for publication should be submitted to the Office of University Relations by 5 p.m. Friday the week preceding the publication date. Winter 2001 publication dates are: Jan. 4, Jan. 18, Feb. 1, Feb. 15, March 8, March 22 and April 5. Items may be submitted by mail, fax (387-8422) or e-mail (cheryl.roland@wmich.edu).

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.



The following list of vacancies is currently being posted through the Job Opportunity Program by employment services in the Department of Human Resources. Interested benefits-eligible employees should submit a job opportunity transfer application during the posting period, and may contact an employment 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 at 7-3669 for up-to-date information on the Job Opportunity Program and vacancies available to external applicants.

(R) **Administrative Assistant**, 14, Lewis Walker Institute for Race and Ethnic Relations, 00/01-2223, 2/13-2/19/01

(R) **Academic Advisor**, 14, School of Social Work, 00/01-2264, 2/13-2/19/01

(R) **Office Coordinator**, 14, Physical Plant-Maintenance Services, 00/01-2266, 2/13-2/19/01

(N) **Office Assistant** (term ends 6/30/02), 11, Graduate College, 00/01-2267, 2/13-2/19/01

(N) **Animal Care Technician** (term ends 6/30/02; FTE .50, 20 hours per week), 10, Office of the Vice President for Research, 00/01-2268, 2/13-2/19/01

(R) **Assistant Professor** (term ends 8/4/02), 1-30, English, 00/01-2269, 2/13-2/19/01

(R) **Assistant Professor** (term ends 8/4/02), 1-30, Chemistry, 00/01-2271, 2/13-2/19/01

N = New

R = Replacement

WMU is an Equal Opportunity/Affirmative Action Employer

Service

The following employees are recognized for 40, 20, 15, 10 and five years of service to the University during February.

40 years—E. Thomas Lawson, comparative religion.

20 years—Lewis D. Hamilton, Development Office.

15 years—Douglas T. Alrick, information technology; Carol J. Black, student financial aid and scholarships; Patricia McNally, College of Education; and Daniel Tinkler, Power Plant.

10 years—Linda D. Baird, Development Office; Jeffrey M. Carr, physical plant-building custodial and support services; Dorla S. Evans, Development Office; Rita K. Keller, Student Activities and Leadership; Annie Mott, teaching, learning and leadership; Jan M. Prange, physical plant-landscape services; Michael A. Secondi, physical plant-building custodial and support services; and Alice Wheatley, Valley #3 dining service.

Five years—Scott Austin, aviation; Adrienne L. Bradley, admissions and orientation; Dorothy M. Connelly, Institute of Cistercian Studies; Betsy Drummer, science studies; Ronald M. Fleckenstein, physical plant-maintenance services; Christopher D. Jackson, biological sciences; Elaine A. Jayne, University libraries; Darrell D. Junkins, physical plant-landscape services; Robert D. Moon, physical plant-building custodial and support services; Lauralee Neal, Sindecuse Health Center; Patricia A. Thomas, physical plant-building custodial and support services; and Sharon K. Wagner, Registrar's Office.

On Campus with Sharon Nicholson



DATA DELIVERY AND DEGREES ARE HER SPECIALTIES
(Photo by Neil Rankin)

A good portion of Sharon Nicholson's WMU experience can be summed up by using just two words—data and degrees.

For this one-time teacher who has spent 20 years at WMU in the evolving information technology arena, campus life has been a curious mixture of managing data and earning degrees. A senior production analyst for the Office of Information Technology, Nicholson has earned six college degrees, including two master's degrees from WMU.

On the job, Nicholson handles scheduling for large production runs on the University's MVS system. Those batch jobs include student bills and grades, financial aid and accounting reports, and the job her colleagues across the campus appreciate most—the output of payroll checks.

The first few weeks of each semester are the busiest times in her area, she notes, because her unit is busy producing the official semester headcount that goes to state officials. Much of the rest of her time is devoted to working with system users, scheduling job requests and general troubleshooting.

"I like the variety," Nicholson says simply when asked what makes her job interesting. She also loves watching the "tremendous changes" that have occurred in her area, noting that when she began working at WMU, punch cards were still being used for student registration.

Away from the job, Nicholson has spent time earning master's degrees in librarianship and special education from WMU. She also has worked part time as a teacher of developmentally disabled adults. In addition to her WMU degrees, Nicholson holds degrees from several other institutions. They include bachelor's degrees in religious education and education, a master's degree in reading, and an associate's degree in data processing.

Nicholson and her husband, Michael, who also is a devoted student with a total of 22 degrees to his credit, have enjoyed contact with international students, particularly those from China, during their years in Kalamazoo. Once the students graduate, the couple stays in touch with them. A recent trip to New Mexico allowed them to visit members of four Chinese families to whom they have grown close.

A Detroit native, Nicholson admits to one other lifetime passion that can be traced to her city of origin. She's a fervent Red Wings fan.

Customer service

Continued from page 1

unique needs of individual customers," says Ford. "It is service that is characterized by the service provider having a customer orientation, sharing information, showing that they are mentally and physically involved in the interaction, and providing a level of social support."

In other words, these professionals are expected to spend time listening and understanding the customers' needs.

In two surveys of West Michigan consumers, Ford found that customers have higher expectations of those service providers with whom they expect to do repeat business.

It seems, however, that corporate America isn't paying attention.

"The corporate model tends to see service interactions as needing to be brief, impersonal encounters rather than long-term relationships," she says. "This trend has been referred to as 'McDonaldization,' where professions like doctors and mechanics have become institutionalized and the corporation dictates how the service is practiced by the individuals."

So at the same time that consumers expect more communication from their physicians, health care workers are under pressure to process as many patients as

possible and spend a minimum amount of time with each one.

"Customer expectations of professionals are simply not in line with current trends in the service industry," she says. "We shouldn't be surprised that customer dissatisfaction with service from professionals who operate under the corporate model is on the rise."

Ford points out that according to the Bureau of Labor Statistics, more than 80 percent of U.S. workers are employed in service industries and that service interactions are a significant part of consumers' daily routines. As a result of this dependence on service, customers have higher expectations of the kind of service provided by all service workers, including those with whom they would normally have brief encounters, such as fast food employees, convenience store clerks and supermarket cashiers.

Consumers want these workers to be quick and efficient, as well as exude courtesy and friendliness. However, says Ford, they should not be too friendly.

"We've found that there is a certain social expectation for these service providers as well," Ford says. "Customers want them to be friendly, but they have set implicit limits on the social conversations with these service providers and are dissatisfied with providers who exceed those limits."

Human Resources

Lunch & Learn session will focus on teaching 'Verbal Judo' as the gentle art of persuasion

The Employee Assistance Program is again offering the popular Lunch & Learn session on "Verbal Judo" Wednesday, Feb. 21, from noon to 1 p.m. in the Faculty Dining Room of the Bernhard Center.

Judo embraces the principles of balance, leverage and self-defense. These same principles can be used in your personal interactions at home or work. Join Detective Carol Dedow, public safety, as she shares techniques that can help you deal with an upset person. These tools will help you defuse verbal confrontations and potential violence and, instead, generate voluntary compliance. This effective and gentle art of persuasion is a life skill that you'll call on over and over again.

Plan to attend the Feb. 21 session. Arrive on time to claim a seat. You're welcome to bring your lunch.

Expo to help women, minorities do more public sector business

Female and minority entrepreneurs will be on campus later this month to learn how to do more business in the public sector.

The Southwest Michigan Seminar and Expo for Minority and Women Business Entrepreneurs will be held from 9 a.m. to 3 p.m. Tuesday, Feb. 27, at the Fetzer Center. The event is designed to bring together public sector buyers with women and minority business operators.

The University is co-sponsoring the event, along with the Metropolitan Kalamazoo Branch of the NAACP, the Kalamazoo County Chamber of Commerce and a variety of educational and government entities from around the area. The registration fee for the seminar and expo is \$25, which includes a buffet lunch. To register, contact Cheryl McCaffery before Feb. 20 by phone at 383-8967 or via e-mail at <camcca@kalcounty.com>.

Nominations for staff service awards due this month

Nominations are now being accepted for the winter '01 round of the 2000-01 Staff Service Excellence Awards.

Nominations of non-faculty staff members will be accepted for consideration for the semiannual awards. The SSEA program is designed to recognize University personnel who perform in true service excellence, far out-performing normal job expectations.

Two major changes to the program were announced last fall and are now in effect. Beginning with the 2000-01 fiscal year, a staff member must first win a semiannual award to be eligible for an annual award. Semiannual awards are made in fall and winter, with up to 12 winners selected to receive a \$100 prize. The winners of those semiannual awards will be the only employees eligible to win an annual award—with a \$1,000 prize—during the spring.

In addition, prize amounts are being adjusted so winners receive \$100 for a semiannual award or \$1,000 for an annual award, after taxes, not before taxes.

Now, it is more important than ever to nominate outstanding University employees for awards. Tell the rest of the University community about those fine coworkers—who often go unnoticed—and let them be publicly recognized for their excellence.

All semiannual nominations will be considered solely on the basis of the nomination content. Nominations should include as much detail as possible to describe the excellence exhibited by the nominee. Nominations may be submitted through Feb. 28 to Kitty Scheffers, human resources, by memo or by e-mail sent to <kitty.scheffers@wmich.edu>, or by using a nomination form that can be obtained from human resources by calling 7-3620. Winners for the winter '01 semiannual round will be announced in March.

Next Western News will be published on March 8

Due to spring break, the next scheduled issue of *Western News* will not appear until March 8. The deadline for that issue is set for 5 p.m. Friday, March 2.

BOEING BOOSTER—
Tonya Cunningham had every reason to show her enthusiasm as she helped recruit for her employer Boeing at the annual Career Fair on campus earlier this month. The 1996 WMU Lee Honors College graduate was awarded the 2001 Black Engineer of the Year Award for Most Promising Engineer at a Feb. 10 awards ceremony in Baltimore. A software engineer at Boeing Military Aircraft and Missile Systems in St. Louis, Cunningham has been putting her WMU electrical engineering degree to good use developing simulation systems to train combat pilots.
(Photo by John Lacko)



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 Calendar of Events. You can also link directly to the calendar at <www.wmich.edu/wmu/news/events>.

FEBRUARY

2.15 Thursday

Lecture, "Working From and Against Privilege: Whites Against Racism, Men Against Sexism and Straights Against Heterosexism," Dr. Harry Brod, University of Northern Iowa, 209 Bernhard Center, 7 p.m.

Performance, comedian Jim Carmody, sponsored by the Student Entertainment Team, Bronco Mall Center Stage, 7:30 p.m.

*University Theatre production, "Archy and Mehitabel," Multiform Theatre, Gilmore Theatre Complex: Thursday-Saturday, Feb. 15-17 and 22-24, 8 p.m.; Sunday, Feb. 18, 2 p.m.

*Concert, University Jazz Orchestra and University Jazz Lab Band, jazz big band classics and contemporary works, Dalton Recital Hall, 8 p.m.

2.16 Friday

*Hockey vs. Michigan State, Lawson Arena, 7 p.m.

*Film showings, "Almost Famous" (through Feb. 18), Western Film Society, Campus Cinema, The Little Theatre: Friday and Saturday Feb. 16-17, 7 p.m. and Sunday, Feb. 18, 2:30 p.m.; double feature with "Seven Chances," Friday and Saturday, Feb. 16-17, 9:30 p.m. and Sunday, Feb. 18, 6 p.m.

*Dalton Series Concert (also Feb. 17), "eighth blackbird," with Well spring/Cori Terry & Dancers, Dalton Center Multi-Media Room, 8 p.m.

*Performance, Kalamazoo Symphony Orchestra, "Piano Powerhouse," Miller Auditorium, 8 p.m.

2.17 Saturday

Medallion Scholarship competition registration, Bernhard Center lobby, 8:30-9:30 a.m.

Community Family Day art program with artist-in-residence Rick Bartow, Sangren Hall Gallery II, noon-4 p.m.; programs for children ages 6 to 13, 1103 Sangren, 1-3 p.m.

*Women's basketball vs. Miami, University Arena, 2 p.m.

*Hockey Alumni Game (exhibition), Lawson Arena, 7 p.m.

*Performance, American Indian Dance Theatre, Miller Auditorium, 8 p.m.

2.18 Sunday

Concert, University Symphonic Band conducted by Robert Spradling, with saxophone soloist Trent Kynaston, Miller Auditorium, 3 p.m.

Concert, "Doc Brown," sponsored by the Student Entertainment Team, Bronco Mall Center Stage, 6:30 p.m.

2.19 Monday

Accreditation review (through Feb. 21), North Central Association of Colleges and Schools site team on Kalamazoo campus.

Exhibition (through Feb. 23), BFA show, graphic design by Jill Cianek, Scott Hopkins, Cynthia Mok, Runako Simmons and Natalie Zoufal, Rotunda and South Galleries, East Hall, weekdays 10 a.m.-5 p.m.; reception, Friday, Feb. 23, 5-7 p.m.

Faculty lecture/recital, Western Wind Quintet, 1116 Dalton Center, 1 p.m.

Geosciences seminar, "Sedimentary Furrows, Giant Worms, Gas Seeps and Other Observations from Dives Aboard the Deep Sea Submersible Alvin in the Gulf of Mexico," Timothy M. Dellapenna, Texas A&M University, 1118 Rood Hall, 4 p.m.

Reception honoring new state Reps. Tom George and Alexander Lipsey, Fetzer Center Ballroom, 4:30-6:30 p.m.; brief program, 5:30 p.m.

Reading, Nicholas Delbanco, fiction writer, 3512 Knauss, 8:30 p.m.; reception follows.

2.20 Tuesday

Safe on Campus orientation session, 157 Bernhard Center, 10 a.m.-noon. For information or to register, call 7-2123 or e-mail <wanda.viento@wmich.edu>.

Concert, University Concert Band conducted by William Pease, Miller Auditorium, 8 p.m.

2.21 Wednesday

Dalton Convocation Series, Holocaust Memorial program featuring David Gross, David Little, Michael Miller and Rabbi Harvey Spivak, Dalton Recital Hall, 1 p.m.

2.21 Wednesday continued

Lecture, Werner Sichel Lecture-Seminar Series, "Working for Families? Unpaid Leave and the Family and Medical Leave Act," Katherin Ross Phillips, research associate, the Urban Institute, 3508 Knauss Hall, 3 p.m.

*Men's basketball vs. Akron, University Arena, 7 p.m.

*Performance, "Cab Calloway's Legacy of Swing," Miller Auditorium, 7:30 p.m.

Lecture, "German Theological and Ecclesiastical Responses to National Socialism," A. James Reimer, Conrad Grebel College, University of Waterloo, Ontario, 3508 Knauss Hall, 7:30 p.m.

Faculty recital, Western Brass Quintet, Dalton Center Recital Hall, 8 p.m.

2.22 Thursday

*Performance, guest jazz artists, John Abercrombie Quartet, Dalton Recital Hall, 8 p.m.

2.23 Friday

Keystone Lecture Series, "They Call It Coaching, But It's Really Teaching," Ed Mayo, marketing, Dean's Conference Room, Schneider Hall, 7:30 to 8:45 a.m.; for reservations call 7-5050.

*Performance, Kalamazoo Concert Band, "Music for a Celebration," Miller Auditorium, 8 p.m.

2.24 Saturday

Men's tennis vs. Wisconsin, West Hills Athletic Club, 11 a.m.

*Women's basketball vs. Northern Illinois, University Arena, 1 p.m.

*Men's basketball vs. Ball State, University Arena, 3 p.m.

*Concert, Bolshoi Symphony Orchestra, Miller Auditorium, 8 p.m.

2.25 Sunday

Men's tennis vs. Michigan State, West Hills Athletic Club, 11 a.m.

2.26 Monday

Winter semester recess begins (through March 5).

2.28 Wednesday

*Women's basketball vs. Eastern Michigan, University Arena, 7 p.m.

MARCH

3.1 Thursday

Deadline for submissions for Third Coast Writer's Conference.

Seminar on the Freedom of Information Act and Open Meetings Act, Michigan Attorney General Jennifer Granholm, sponsored by Michigan Press Association and the Kalamazoo Gazette, Kirsch Auditorium, Fetzer Center, 2 p.m.

3.2 March

*Hockey vs. Notre Dame, Lawson Arena, 7 p.m.

3.3 Saturday

*Men's basketball vs. Eastern Michigan, University Arena, 2 p.m.

3.5 Monday

Winter semester recess ends. Classes resume.

Exhibition (through March 9), BFA show, graphic design by Shane Dubay, Ben Fetterley, Mike Henderson, Troy Johnson and Todd Marcy, Rotunda and South Galleries, East Hall, weekdays 10 a.m.-5 p.m.; reception, Friday, March 9, 5-7 p.m.

Exhibition (through March 20), photography by artist-in-residence James Nakagawa, Gallery II, Sangren, weekdays, 10 a.m. to 5 p.m.

Slide lecture, artist-in-residence James Nakagawa, 1213 Sangren, 7 p.m.; reception follows.

3.7 Wednesday

Slide lecture, artist-in-residence Luis Jimenez, 1213 Sangren, 7 p.m.; reception follows.

3.8 Thursday

Exhibition (and March 9, 12-16) Annual Art Student Graduate Exhibit, Space Gallery, Knauss Hall, weekdays, 10 a.m.-4 p.m.

***Admission charged**

Feb. 19 event set to honor TRIO programs

Six state legislators from Southwest Michigan will join WMU in "Honoring the Past, Celebrating the Present, Planning for the Future" by participating in TRIO Day 2001 from 11:30 a.m. to 1:30 p.m. Monday, Feb. 19, in the Fetzer Center.

Scheduled to attend are: Rep. Patricia Birkholz of Saugatuck, Rep. Alexander C. Lipsey of Kalamazoo, Rep. Mary Ann Middaugh of Paw Paw, Rep. Mark Schauer of Battle Creek, Sen. Dale L. Shugars of Portage and Rep. Jerry Vander Roest of Galesburg.

More than 170 students, higher education personnel and community members were invited to be part of this year's celebration, which will feature a luncheon, student awards ceremony, and keynote address by Tendaji Ganges, executive director of Educational Opportunity Initiatives at the University of Michigan.

WMU has been celebrating TRIO Day since 1999. The event showcases a series of seven federally funded educational opportunity programs—collectively called TRIO—as well as recognizes students who have excelled in these programs. The University offers a total of four TRIO programs. The Academic Skills Center provides one program, the Student Support Program, while the Division of Multicultural Affairs provides Upward Bound, Upward Bound Math/Science and the Ronald E. McNair Post-Baccalaureate Scholars Program.

TRIO Day 2001 is being sponsored by WMU in collaboration with Lake Michigan College in Benton Harbor and Southwestern Michigan College in Dowagiac. The presidents of all three schools will speak at the event.

Sabbaticals awarded to 33 faculty members

A total of 33 University faculty members were granted sabbatical leaves Dec. 8 by the Board of Trustees.

In addition, trustees granted an administrative leave to Daniel J. Farrell, who recently stepped down as chairperson of the Department of Management, effective Aug. 6, 2001, through Dec. 9, 2001.

Granted sabbatical leaves for the entire 2001-02 academic year were: Sisay Asefa, economics; Kuriakose K. Athappilly, business information systems; Steven B. Bertman, chemistry; David A. Burnie, finance and commercial law; Clement Burns, physics; Stuart J. Dybek, English; John W. Gesink, electrical and computer engineering; Janos L. Grantner, electrical and computer engineering; Diane B. Hamilton, nursing; Carolyn J. Harris, foreign languages and literatures; Tricia Hennessy, art; Jil C. Larson, English; Molly Lynde-Recchia, foreign languages and literatures; Larry A. Mallak, industrial and manufacturing engineering; Regena Fails Nelson, teaching, learning and leadership; Lisa Paulius, physics; Neil A. Pinney, political science; Jocelyn D. Steinke, English; Grace C. Tiffany, English; Laura R. Van Zoest, mathematics and statistics; and Qiji Zhu, mathematics and statistics.

Sabbatical leaves for these faculty members also were approved: Curtis Curtis-Smith, music, for fall 2001 and fall 2002; William H. Fenn, physician assistant, for fall 2001 and fall 2002; Sharon L. Garber, dance, for fall 2001; Duane R. Hampton, geosciences, for fall 2001; Chansheng He, geography, for winter 2002; Arthur W. Hoadley, mechanical and aeronautical engineering, for fall 2001; Paul A. Johnston, English, for fall 2001; Renata Artman Knific, music, for winter 2002; Maija Petersons, family and consumer sciences, for fall 2001; Mark S. Richardson, English, for fall 2001; and Galen E. Rike, University libraries, for spring and summer 2001.