



WESTERN MICHIGAN UNIVERSITY

# WESTERN NEWS

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October 14, 1999

## Homecoming crowds expected for 'Greatest Show'

WMU students, faculty, staff, alumni and friends will be treated to a spirited series of Homecoming events Saturday, Oct. 16, through Saturday, Oct. 23.

With "The Greatest Show of the Century" as this year's theme, the 1999 Homecoming week celebration promises to offer a little something for everyone. Among the many events open to the public are musical shows, athletic contests, traditional student-oriented Homecoming activities, a community service campaign, a carnival, and the Alumni Association's annual Homecoming Brunch and Distinguished Alumni Awards Dinner. (See the calendar on page four for a complete list of events.)

Two free musical presentations kick off Homecoming week. Sunday, Oct. 17, WMU's award-winning vocal jazz ensemble, Gold Company, will perform at 6:30 p.m. in the Bernhard Center's Bronco Mall. The following day, recording artist Kathy Myers will headline the annual Homecoming Gospel Concert at 7 p.m. in the Dalton Center Recital Hall.

Events for Homecoming weekend start on Spirit Day, Friday, Oct. 22. With no classes scheduled, students will be able to devote their energies to making the day productive as well as fun.

From 11 a.m. to 2 p.m., students and area residents will team up to work on community service projects in the greater Kalamazoo area as part of the Into the

Streets program. This year, the national community service campaign, sponsored locally by WMU, is being held in conjunction with Homecoming and has been expanded to include WMU faculty, staff, alumni and friends as a way of demonstrating greater Kalamazoo's volunteer spirit.

University's zany Western Olympics from 2:30 to 4 p.m. near Goldsworth Valley Pond and soap box derbies sponsored by the Society of Manufacturing Engineers at noon near the Sindecuse Health Center and by Greek organizations at 3 p.m. in front of the Bernhard Center.

## Two named 1999 Distinguished Alumni

Two chief executives, one in aviation and one in higher education, have been selected to receive 1999 Distinguished Alumni Awards from the WMU Alumni Association.

Brian E. Barents and Barbara A. Mieras will join a select group of just 105 other WMU alumni who have been recognized for their professional achievement since the program's inception in 1963.

They will be recognized at a Saturday, Oct. 23, awards dinner being held in conjunction with Homecoming.

Barents of Wichita, Kan., is president and chief executive officer of Galaxy Aerospace Corp. in Fort Worth, Texas. He also has served as president and chief executive officer of Learjet Inc. Barents earned his bachelor's degree in economics and psychology from WMU in 1966.

Mieras of Grand Rapids, Mich., became the fifth president of Davenport College in 1998 and oversees a system that enrolls 15,000 students. Mieras earned three degrees from WMU—a bachelor's degree in business education in 1972, a master's degree in business education in 1974 and a master's degree in communication in 1984. She earned her doctoral degree at Michigan State University.



Barents



Mieras

Other activities taking place on Friday include Buster's Big Top Carnival and popular Friday Festival student events such as the Western Olympics and soap box derbies.

The carnival, named in honor of WMU's mascot, Buster Bronco, is open to nonstudents for a nominal fee, and will take place from noon to 5 p.m. in the Student Recreation Center. It will include games, novelties, food and prizes.

The campus community also is invited to turn out and watch students as they compete against each other in the

the Bernhard Center. For more information or to register, call 7-8400, email <univ-rel@wmich.edu> or visit <www.wmich.edu/race> on the Web.

Also on Saturday, the annual Alumni Association Brunch will get under way at 10 a.m. in the East Ballroom of the Bernhard Center. President Elson S. Floyd will be on hand to welcome guests and rally fans for the 1 p.m. football game in Waldo Stadium, where the WMU Broncos will take on the Ball State University Cardinals in a Mid-American Conference matchup.

## Trustees give Floyd high marks for first year's job performance as University's president

University trustees praised WMU President Elson S. Floyd's job performance Oct. 7, describing his leadership abilities as the "gold standard" and awarding him a 6 percent salary increase.

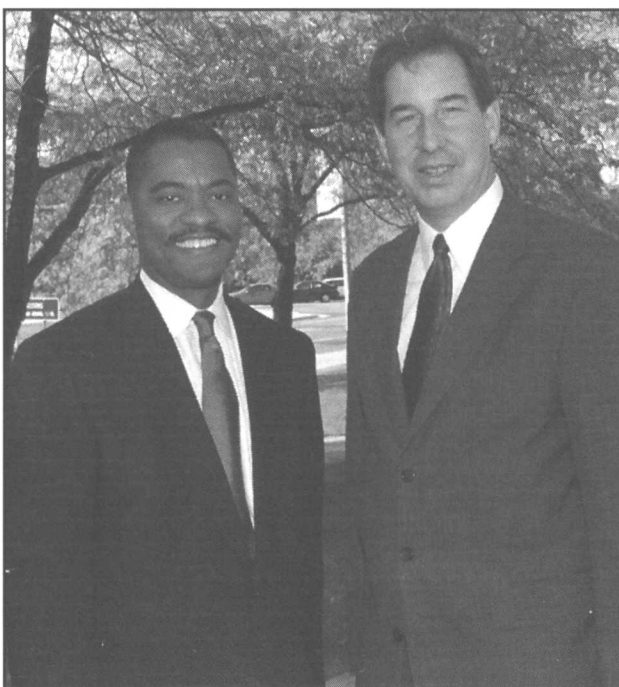
Acting at its regular meeting, the board unanimously approved a formal evaluation of Floyd, who took office Aug. 1, 1998, and boosted his salary to \$185,500 for the 1999-2000 fiscal year. The increase is retroactive to the July 1 start of the fiscal year.

"It is evident that your management style is right for this University," said Trustee Richard Haworth of Holland, reading from a statement prepared by the board's evaluation committee, which he chaired. "You lead with wisdom, enthusiasm, vision, compassion and obviously, boundless energy."

Citing improved relationships with the Kalamazoo community and other colleges in the area, the statement praised Floyd for his "friend raising" talents as well as the fund raising he already has embarked on in preparation for an upcoming capital campaign.

"We believe that you are responsible for the continued growth of pride in West-

ern and the feeling of high morale and great expectations as the entire University works together in developing the vision of a 'premier, student-centered research institution.' (Continued on page four)



## Grants hit \$83 million mark at year's end

Grants to WMU reached a record-breaking \$83.5 million at the close of the 1998-99 year, according to a report presented to the Board of Trustees at its Oct. 7 meeting.

The total recorded at the June 30 close of the fiscal year was \$83,525,864. That figure includes a one-time award of \$51 million as well as other awards totaling \$32.5 million, for a substantial increase over the previous record total of \$31 million set last year.

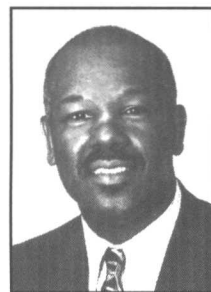
"The \$51 million CATIA engineering software award announced in November greatly escalated this year's grant total," said Donald E. Thompson, vice president for research and dean of the Graduate College. "But in addition to that development, this was a tremendous year in research growth and scholarship for our faculty. We had more successful proposals and more large awards than ever before."

The year-end total reported to the board included grants recorded during June, the final month of activity for the 1998-99 year. Grants during that month alone totaled nearly \$6.2 million and included awards in several areas for which the University has established a research and public service track record.

"We've reached a point where we've established a strong reputation in a number of areas," Thompson says. "Funding agencies know what we can do and they know we do it well. We've moved into an elite league of universities that have established themselves as preferred researchers in certain areas."

The June awards included a new \$767,291 grant from the National Science Foundation to fund a project in mathematics education, a major research area at the University. The award will fund the Michigan Middle School Mathematics Reform Project, a four-year collaborative effort designed to assist Michigan school districts in aligning their middle school mathematics programs with new state and national recommendations. Dr. Robert Laing and Dr. Ruth Ann Meyer, both professors of mathematics and statistics, direct the project along with Dr. Mark Jenness, senior research associate in WMU's Science

(Continued on page four)



Thompson

## American studies lecture postponed until November

An Oct. 22 talk in the Emerging Scholars in American Studies Speaker Series has been postponed due to Homecoming.

"Do Women Judges Vote Differently than Their Male Brethren?" a talk by Ashlyn Kuersten, political science, has been rescheduled for 3 to 5 p.m. Friday, Nov. 12, in the Meader Rare Book Room in Waldo Library.

## Trustees ratify contracts

The University's Board of Trustees ratified new contracts Oct. 7 with the University's faculty union and with WMU's Police Officers Association.

The board unanimously approved a three-year contract with the WMU Chapter of the American Association of University Professors. The collective bargaining agreement was reached in July and members of the AAUP chapter ratified the new agreement Sept. 7.

The board met in executive session to consider the agreement between the University and the Police Officers Association. When they emerged, trustees voted unanimously to approve a three-year agreement with that group.

**FISCAL CONVERSATIONS**—Michigan's State Treasurer Mark Murray, right, stopped on campus Oct. 7 to brief President Elson Floyd and WMU's Board of Trustees on the state's fiscal outlook and its long-term plans for the new Michigan Merit Award scholarship program. Floyd and Murray stopped to chat and pose for photos after the trustees' meeting. (Photo by Neil Rankin)



## Trustees okay series of new administrative roles to help manage research, graduate education ties

The Board of Trustees approved the appointments Oct. 7 of three administrators who will help manage the newly linked areas of graduate education and research.

The board also approved the appointment of an interim associate dean in the College of Arts and Sciences and the previously announced appointment of a vice president for information technology.

Those named in the research and graduate education areas along with their new titles and effective dates of appointment are: Richard A. Wright as associate vice president for research, effective Nov. 1, 1999; Michael S. Pritchard as senior associate dean of the Graduate College, effective June 30, 1999; and Eileen B. Evans as assistant dean of the Graduate College, also effective June 30, 1999.

In addition, James A. Gilchrist was named interim associate dean of the College of Arts and Sciences. His appoint-

ment is effective Aug. 23, 1999, through June 30, 2000.

The appointment of Viji Murali, whose appointment to the position of vice president for information technology was announced in September, also was approved, effective Nov. 1.

The new administrative appointments in research and graduate education are linked to a decision made earlier this year to enhance the tie between research and graduate education.

In June, trustees approved President Elson S. Floyd's recommendation to appoint Donald E. Thompson to the dual position of vice president for research and dean of the Graduate College.

"We've melded the administrative

responsibility for research and graduate study and strengthened the research area with the addition of Richard Wright as a senior administrator," said Thompson of the appointments. "Richard brings great

depth and breadth of experience in research and higher education to this role."

Wright, who currently is serving as interim vice president for information technology, will work in the areas of planning and policy with University research officers and will work on regulatory issues. He first came to WMU in 1993 as associate vice president for academic affairs and held that position until earlier this year when he assumed his current position. A specialist in health care ethics, Wright also is a tenured professor of philosophy.

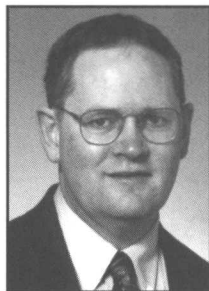
Pritchard, as senior associate dean of the Graduate College, will have responsibility for day-to-day operations of the college. A WMU faculty member since 1968, he has twice served as chairperson of the Department of Philosophy and has served as director of WMU's Center for the Study of Ethics in Society since 1985.

Evans, as assistant dean of the Graduate College, will devote 75 percent of her time to academic program review and the development of standard operating procedures for the college. The remainder of her time will be devoted to research administration. She has been a WMU staff member since 1981, most recently serving as director of research administration in the Office of the Vice President for Research.

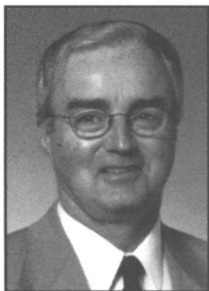
Gilchrist has been a member of the faculty since 1980 and chairperson of the Department of Communication since 1993.



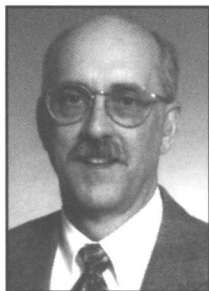
Evans



Gilchrist



Pritchard



Wright

## Klein lecture will focus on Yugoslav politics, views of leading Milosevic opponent

An Eastern European economist and early Slobadan Milosevic critic who has been involved in Yugoslav politics since the days of Tito will speak on campus Wednesday, Oct. 20.

Branko Horvat will describe "Two Strategies: Restoration and Transition" in a free, public lecture that will focus on political and economic changes in his native Croatia and throughout Eastern Europe. His address, set for 7:30 p.m. in 3508 Knauss Hall, is this year's George Klein Memorial Lecture on Eastern Europe and also is part of a fall lecture series that is focusing on Eastern Europe 10 years after the fall of the Berlin Wall.

For several decades, Horvat has been considered a leading economic thinker in Eastern Europe, says M. Scot Tanner, assistant professor of political science who is coordinating Horvat's visit. Horvat is presently a key opposition figure in Croatia to President Franjo Tudjman's Croat nationalist policies. A decade ago, he was one of the earliest critics of Milosevic's anti-Albanian policies in Kosovo that led to war last spring with NATO.

Horvat's involvement in Yugoslav politics began when, as a teenager, he joined Tito's anti-Nazi partisans. He later earned a doctoral degree in economics and became one of the most influential and controversial reform economists in Yugoslavia's socialist system.

The George Klein Lecture is named for a longtime member of the Department of Political Science who was an internationally known expert on Balkan politics and Eastern European political systems. Klein, a WMU faculty member for more than 23 years, died in 1981.

For more information about Horvat's visit, contact Tanner at 7-5685.

### Teaching forum offered

University educators are invited to celebrate their involvement in the learning community during the All University Forum on Teaching and Learning Thursday, Oct. 28.

Hosted by the Center for Teaching and Learning, the forum will be held from 3:30 to 6 p.m. in 157 Bernhard Center. The University faculty, administration and graduate assistant communities are invited to attend.

The program will include reflections on the journey of teaching, a look at the future of teaching at WMU and recognition of outstanding campus educators and pioneers in the area of teaching with technology.

## Rising NPR program costs send WMUK's fall fund-raising goal climbing to \$220,000

Soaring costs for National Public Radio programs are forcing University radio station WMUK-FM to ask for more money in this year's fall fundraiser.

This year's goal is \$220,000, up \$20,000 from the \$200,000 goal the station has had the past two years. The 10 percent increase comes after NPR programming costs jumped 15 percent above last year's figures.

On-air phone pledging for the drive is set for Oct. 16-22. As in the past, the station is collecting mail-in pledges ahead of time in hopes of reducing the length of the on-air campaign.

"We would have been glad to keep the goal where it has been," says Floyd Pientka, station program director, "but we had to pick up the slack to give people the programming they want." Pientka says NPR has changed its pricing structure, resulting in added costs for the station. Programming costs used to be assessed based on the size of the market WMUK serves, which is one of the smallest markets in the nation.

NPR now is assessing costs based on

### Valuable mineral collection to be dedicated Oct. 21

The Department of Geosciences will dedicate a collection of "extremely fine, unique mineral specimens" being given to the University by alumnus James H. Duncan Jr. Thursday, Oct. 21.

The public dedication begins at 4:30 p.m. at the department's Lloyd J. Schmaltz Museum of Geology in the lobby of Rood Hall. Speakers will include Dean Elise B. Jorgens, College of Arts and Sciences; Alan Kehew, chairperson of geosciences; Lloyd J. Schmaltz, former chairperson of geosciences; and Bud Bender, associate vice president for development.

## WMU-based math reform project gets federal praise

A high school mathematics curriculum developed by a team based at WMU and used in more than 300 schools throughout the nation received the U.S. Department of Education's highest possible rating last week.

*Contemporary Mathematics in Context*, an innovative program developed by the Core Plus Mathematics Project, was designated as one of five "exemplary" programs in the nation by the U.S. Department of Education. The announcement was made Oct. 6 by Assistant Secretary for Educational Research and Improvement C. Kent McGuire at the 1999 Regional Conference on Improving America's Schools in Tampa, Fla.

"The exemplary programs have met the highest standards set by our nation's leading mathematics experts and educators," McGuire said. "These programs work."

Christian Hirsch, mathematics and statistics, is project director for the Core Plus Mathematics Project. He attended the announcement and spoke at the event.

*Contemporary Mathematics in Context* was chosen as exemplary by the department's Expert Panel on Mathematics and Statistics. The panel reviewed 61 programs and made their selections based on the programs' quality, usefulness to others, educational significance and evidence of effectiveness and success.

The program has been in development at WMU since 1992.

The crystal specimens, valued at more than \$180,000, are from Duncan's private collection. They range in color across the spectrum from black to white, with such hues as rose red, purple, green and honey, and come from mines in Tennessee, Colorado and California.

"We're thrilled to have this wonderful, truly museum-quality collection," Kehew says. "In addition to their spectacular beauty, these specimens will prove highly useful in our classes. Students and faculty members, as well as the public, will benefit from Jim Duncan's generosity."

## Senate creates new planning, finance panel

The Faculty Senate Oct. 7 approved a change in earlier recommendations that would create a Campus Planning and Finance Council as part of a sweeping reorganization of the senate.

The reorganization is designed to revitalize and strengthen the senate's role in shared governance and relies heavily on the active involvement of senior administrators, according to Linda M. Delene, marketing. She headed an ad hoc committee to review senate structure.

"The operating principal for Faculty

Senate meetings, its councils and committees, will be to expend faculty knowledge, expertise and time only on matters germane to the professoriate," she said in the committee's report.

The new council results from a combination of the Budget and Finance Council and the Campus Planning Council. Both councils are eliminated in a host of recommendations of the ad hoc committee that were presented to the senate Sept. 9 and approved last week, most without significant change.

The ad hoc committee originally had proposed a Physical Facilities and Finance Committee, whose members would be appointed. Several senators argued that the role of each antecedent council is best preserved in a Campus Planning and Finance Council. Its members would be elected.

In addition to the senate, the faculty, the administration and the Board of Trustees must approve changes in the senate's constitution, which include those in council structure. All changes are to be effective in May 2000.

Two other councils and a number of committees also are eliminated in the senate's proposed new structure. They are the Admissions, Financial Aid and Student Affairs Council and the Regional Education Council. Only three committees remain, Library, Nominations and Elections, and Professional Concerns.

Three councils are retained in the new structure, Graduate Studies, Undergraduate Studies and Research Policies. A new council, Technology and Operations, is established.

Other changes strengthen the senate's executive board, change the one-year terms of its president and vice president to single two-year terms and reduce the number of regular senate meetings to six.

## WESTERN NEWS

**Editor:** Cheryl P. Roland; **Contributors:** Jeanne M. Baron, Marie E. Lee, Michael J. Matthews, Pauline Oo and Mark E. Schwerin.

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**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. Fall 1999 publication dates are: Sept. 2, Sept. 16, Sept. 30, Oct. 14, Oct. 28, Nov. 11 and Dec. 2. Items may be submitted by mail, fax (387-8422) or e-mail ([cheryl.roland@wmich.edu](mailto: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.



WESTERN MICHIGAN UNIVERSITY



## Distinguished Service nominations due

The Fall 1999 semiannual Staff Service Excellence Awards program is under way and the committee is seeking nominations of non-faculty staff members for consideration.

The SSEA program recognizes WMU personnel who perform in true service excellence, far exceeding normal job expectations. Winners are selected by a group of employee peers, representing all non-faculty employee groups. Up to 12 staff members are eligible to win a \$100 prize and a commemorative certificate.

All nominations will be considered solely on the basis of the nomination content. Persons making nominations should include as much detail as possible to describe the excellence exhibited by the nominee. Nominations may be submitted through Friday, Oct. 22, to human resources, by memo or email to <tracey.willavize@wmich.edu>, or by using a nomination form that can be obtained from human resources by calling 7-3620. Winners for the Fall '99 round will be announced in early November.

## Service

These faculty and staff members are recognized for five, 10, 15, 20, 25 and 30 years of service in October.

30 years—Dean K. Honsberger, University budgets.

25 years—Susan K. Boersma, speech pathology and audiology; Annmarie Cox, Office of the Vice President for Business and Finance; Stephen M. Ferguson, physics; Pamela G. Liberacki, admissions and orientation; Paul A. Pingel, physical plant-landscaping/grounds maintenance.

20 years—Eileen J. Boven, physical plant-building, custodial and support services; Alberta M. Cumming, history; Bonnie L. Hanson, off campus life; Linda K. Head, Valley II dining service; Judy A. Lem, Valley II dining service; Christine M. McDowell, grants and contracts; Susan M. Papesch, Valley III dining service; Maria A. Perez-Stable, University libraries; Gladys M. Sims, continuing education; Catherine M. Walter, physical plant.

15 years—Gary Somerville, public safety; Patricia L. Suhusky, art; Ronald A. Wester, information technology; Marlyn J. Youngs, physical plant-landscaping/grounds maintenance.

10 years—Yvonne W. Asken, campus

planning; Gary M. Custer, auxiliary enterprises; Sheila A. Johnson, Sindecuse Health Center; Mable Moncrief, physical plant-building, custodial and support services; Carol Moss, Sindecuse Health Center; Carol Mountjoy, student financial aid; Carolyn J. Wiley, Valley I dining service; Gary Wunderlin, physical plant-general services.

Five years—Crista Boyle, Valley I dining service; Kristine K. Dias, Valley III dining service; Sharon M. Dwan, academic planning and institutional data; Donna Gardner-Lawson, Sindecuse Health Center; Ruth Hurd, University libraries; Lorinda Klingele, biological sciences; Denise LaPoint, Valley I dining service; Bernice Moore, physical plant-building, custodial and support services; Darlean Morris, physical plant-building, custodial and support services; Marcella Ohs, student financial aid; Cathy M. Pietras, management; Gerald F. Slater, paper and printing sciences and engineering; Jo M. Slusher, Burnham dining service; Dion VanAtter, intercollegiate athletics; Stevan J. Veldkamp, student activities and leadership; Kevin West, School of Music.

## Human resources

### Stress control is on menu

Are you hoping to reduce the stress in your life this year? The Employee Assistance Program is here to help with its 1999-2000 De-stress Lunch & Learn series. The first workshop is "Conflict Resolution in the Workplace," a brown-bag lunch from noon to 1 p.m. Thursday, Oct. 21, in 157 Bernhard Center.

The guest speaker, H. Dean Dorman, will share some proactive strategies for resolving conflict. Learn how you can use open communication, consensus building and conflict resolution planning to promote a healthy exchange of ideas in your workplace.

The workshop is open to all employees, and you don't need a reservation. Arrive on time to reserve your seat and bring your lunch.

### Benefits Fair a success

September 29 was a great day! Approximately 900 University employees attended the Benefits Fair, taking the opportunity to gather information, meet many of our service and benefit providers, pick up some freebies and enjoy a snack. And, 31 employees were surprised to win one of the door prizes that were donated by many of the exhibitors.

The benefits office would like to publicly thank all of the exhibitors from inside

and outside the University for their participation and support of the Benefits Fair.

### Financial strategies sessions set

Faculty and staff are invited to attend "Financial Strategies for a New Century: Tips From America's Experts," a live national teleconference sponsored by TIAA-CREF from 12:45 to 2:30 p.m. Friday, Oct. 22, in the Putney Auditorium, Fetzer Center.

A panel of noted investment experts will discuss new investment challenges and opportunities, such as inflation and deflation, electronic trading, asset allocation, Y2K impact, and active versus index funds. Viewers will be able to ask questions of the panel, which includes Martin Leibowitz, TIAA-CREF's vice chairman and chief investment officer; William F. Sharpe, 1990 Nobel Laureate in Economics, Stanford University; Teresa Tritch, senior editor, *Money* magazine; and Chris Farrell, co-host and economics editor,

## Jobs

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.

S-01 and S-02 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.

(R) **Senior Research Associate** (Term ends 10/31/2001), Q-03, Evaluation Center, 99/00-958, 10/12-10/18/99

(R) **Senior Research Associate** (Term ends 10/31/2001), Q-03, Evaluation Center, 99/00-959, 10/12-10/18/99

(R) **Utility Food Worker**, F0/F1, Val-

## On campus



**RADIO FAN**—Floyd Pientka is one of WMUK's biggest fans, and that's not just because he's the station's program director. Nor is it because the University's listener-supported public radio station is in the midst of its fall fund-raising campaign. "There are a lot of public radio stations out there," Pientka says. "Even in much larger markets, very few of them measure up to this one in terms of the amount of local programming we do, and in our commitment to the arts and to news." He should

know. He left his job as WMUK's operations manager in 1983 after four years at the station to "try my wings" as music director at Philadelphia's public radio station. "I soon discovered I had made a big mistake," he says. He returned to WMUK as an announcer in 1984, resumed his post as operations manager in 1987 and became program director six years later. In this capacity, he's responsible for the station's program schedule, the purchase and scheduling of National Public Radio and other network programming, and supervising music producers and announcers. He also spearheads the station's twice-yearly fund drives. "We're successful in fund raising because we're honest with our audience," he says, "and because of our service to the community." Pientka, a Milwaukee native and a music and creative writing graduate of Lawrence University in Appleton, Wis., has a master's degree in music performance (piano) from WMU. And, he says, he's always loved radio. "I've got at least 15 radios around the house," he says. "I never wanted to throw one away." Pientka and his wife, Munselle, have one child, Andy, 13, whose interests include painting and drawing. (Photo by Neil Rankin)

## Hustoles appointed WMU general counsel

The appointment of Carol L.J. Hustoles as general counsel for WMU was approved by trustees Oct. 7.

Hustoles, whose appointment was effective July 1, will serve as chief legal

counsel for the University and report directly to the president. Her role is to provide legal advice, assistance and representation to the WMU trustees, administration, faculty and staff in all legal matters relating to the University.

Since March, Hustoles has served as interim general counsel, assuming the legal duties that were part of the post previously held by Keith A. Pretty. Prior to being named to the interim position, she was associate general counsel at WMU from 1994 to 1998, and also had served as assistant general counsel and associate to the general counsel.

Before joining the University staff, Hustoles was an attorney with the Kalamazoo firm Bauckham, Sparks, Rolfe & Thomsen. Her background also includes her own private general law practice, service as special assistant city attorney for Kalamazoo and positions as assistant city attorney for Livonia, Mich., and assistant general counsel for the Southeastern Michigan Transportation Authority in Detroit. Before attending law school, she was a planner for the city of Southfield, Mich., and the township of Waterford, Mich.

Hustoles graduated from Michigan State University in 1974 and from the University of Michigan Law School in 1980. She was admitted to the State Bar of Michigan that same year.

She has been active in professional organizations, serving as president in 1996-97 of the Kalamazoo County Bar Association and as president for two terms of the Southwest Region Women Lawyers Association of Michigan.

## Exchange

**FOR SALE**—1993 Suzuki Sidekick JL, 4Dr., 4WD, 30 mpg, runs and looks great, 96K miles, excellent vehicle in snow. Rated as one of top used-car buys by *Consumer Reports*. \$5,450 or best offer. Call Bob Moss, 7-2678 or 668-4963.

**FOR SALE**—TASCAM Porta One Ministudio 4 track cassette recorder. Perfect for professional musicians or recording hobbyists. Like new. \$300. Call 345-9658, 6-9 p.m.



Hustoles

## Zest for life

Are you feeling stressed out? Need to relax? Maybe what you need is a massage. Massage has many health benefits. It provides relaxation, stress reduction, and relieves muscle tension and stiffness. In addition, it can reduce high blood pressure and strengthen the immune system.

If you would like to take advantage of this service, call 387-4REC to schedule a private, individual appointment at the Student Recreation Center. Appointments are available between 12 and 6 p.m. on Monday, Tuesday, Thursday, and Friday. A 30-minute session is \$20, a 60-minute session is \$35, and a 90-minute session is \$50.

ley #1 Dining Services 99/00-963  
10/12-10/18/99

(R) **Utility Food Worker**, F0/F1 Valley #2 Dining Services, 99/00-964, 10/12-10/18/99

(R) **Assistant Professor** (Tenure track, academic year), I-30, Business Information Systems, 99/00-965, 10/12-10/18/99

(R) **Assistant Professor** (Tenure track, academic year), I-30, Health, Physical Education and Recreation, 99/00-966, 10/12-10/18/99

(R) **Assistant Professor** (Tenure track, academic year), I-30, School of Social Work, 99/00-967, 10/12-10/18/99

(R) **Associate Professor** (Tenure track, academic year), I-20, School of Social Work, 99/00-968, 10/12-10/18/99

(R) **Provost/Vice President for Academic Affairs**, Z, Office of the Provost and Vice President for Academic Affairs, 99/00-969, 10/12-10/18/99

R = Replacement

WMU is an EO/AA employer.





**INAUGURAL RECIPIENTS**—The first two Greenleaf Asset Management Scholarship winners have been awarded to David O. Ellison of Farmington Hills, Mich., and Marla Rusher of Ypsilanti, Mich., both freshmen at WMU this fall. The pair met recently with Dean James Schmotter, left and William Johnston, right, who established the scholarships.

**Executive funds scholarships for minorities**

Increasing the diversity of those entering finance careers is the goal of new full scholarships established by the president of Greenleaf Asset Management Inc. with the University’s Haworth College of Business.

William D. Johnston, the president of Greenleaf Asset Management Inc. of Kalamazoo, made a commitment of \$352,000 through the WMU Foundation to establish the Greenleaf Asset Management Scholarships.

Each four-year scholarship covers all tuition and living expenses for students majoring in finance. Two scholarships will be given per year for the next several years to students from underrepresented groups.

Johnston established the scholarships to address a critical issue in business today—the lack of diversity in people entering the field of finance. Greenleaf’s extensive recruiting efforts could not identify potential employees who would add to the human diversity of the business.

“We decided to work with WMU’s Haworth College of Business to attack the

problem directly,” Johnston says.

Dean James W. Schmotter, Haworth College of Business, says that despite the efforts of many committed people in industry and education, the lack of diversity in some areas of business, such as finance, is a problem that has not yet been solved. The Greenleaf Asset Management Scholarships are a step in addressing this issue.

“As we enter the new millennium, businesses must look more like the rest of America in terms of their employees’ backgrounds,” he says. “These scholarships are important because they enable us to identify students in high school and fund them for four years while they learn about the opportunities available and how to prepare for careers in finance. I’m delighted that Bill Johnston and the University will become partners to introduce students to these exciting opportunities.”

Johnston is an alumnus of WMU, receiving a bachelor’s degree in 1970 and a master’s degree in 1974. He is a member of the WMU Foundation Board of Directors.

**Calendar**

The master calendar maintained by the Office of University Relations 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>.

**Thursday, Oct. 14**

Art exhibition (through Nov. 2), etchings, Gladys Nilsson and Jim Nutt of Wilmette, Ill., Gallery II, Sangren Hall, weekdays 10 a.m.-5 p.m.; slide lecture on their work, Friday, Oct. 15, Room 2302, Sangren Hall, 3 p.m.

Art exhibitions (through Oct. 15), Go Figure—Life Drawing Group Show, Rotunda Gallery and Painting Group Exhibition, South Gallery, East Hall; reception, Friday, Oct. 15, 5-7 p.m.

Center for the Study of Ethics in Society lecture, “Impersonal Interaction and Ethics on the World Wide Web,” David V. Newman, philosophy, 208 Bernhard Center, 7 p.m.

March to the Millennium Lecture Series, “European Apocalypticism in the Year 1000,” Otto Grundler, director emeritus, Medieval Institute, 3512 Knauss Hall, 7:30 p.m.

\*Dance concert (through Oct. 16), Department of Dance’s fall concert featuring faculty, students and alumni, Multi Media Room, Dalton Center: Thursday through Saturday, Oct. 14-16, 8 p.m.; Saturday Oct. 16, 2 p.m., 1:15 p.m. pre-concert discussion.

\*University Theatre production (through Oct. 16), “The Imaginary Invalid,” Shaw Theatre, Thursday through Saturday, Oct. 14-16, 8 p.m.

**Friday, Oct. 15**

Biological sciences seminar, “Molecular Pathogenesis of Experimental Autoimmune Grave’s Disease—a Paradigm for Receptor Autoimmunity,” 1718 Wood Hall, 3:30-4:30 p.m.

Pi Mu Epsilon presentation, “The Kepler Conjecture,” Thomas Hales, University of Michigan, Alavi Commons Room, sixth floor of Everett Tower, 4 p.m.

\*Volleyball vs. Buffalo, University Arena, 7 p.m.

**Saturday, Oct. 16**

Family Festival

\*Football vs. Buffalo, Waldo Stadium, 6 p.m.

\*Opera Gala, the Moscow State Radio Symphony Orchestra and Chorus, Miller Auditorium, 8 p.m.

**Sunday, Oct. 17**

Concert, University Symphonic Band, Miller Auditorium, 3 p.m.

Gold Company Homecoming concert, Bronco Mall Center Stage, Bernhard Center, 6:30 p.m.

**Monday, Oct. 18**

Art exhibitions (through Oct. 22), Ryan Flathau, photography, BFA Degree Show, Rotunda and South Galleries, East Hall; reception, 5-8 p.m. Friday, Oct. 22.

Physics colloquium, “Neutorn Scattering Studies of Advanced Materials: Connecting Microscopic Behavior to Applied Properties,” Chun Loong, Argonne National Laboratory, 1110 Rood Hall, 4 p.m.

Homecoming Gospel Concert, Kathy Myers and the Voices of WMU Gospel Choir, Intervarsity Christian Fellowship, Alpha Omega Christian Fraternity and liturgical praise dance, Dalton Center Recital Hall, 7 p.m.

**Tuesday, Oct. 19**

(through Oct. 21) Pi Mu Epsilon book sale, 3368 Rood Hall.

**Wednesday, Oct. 20**

The annual George Klein Lecture, “Two Strategies of Post-Communist Reform: Restoration and Transition,” Branko Horvat, economist from Zagreb, Croatia, 3508 Knauss Hall, 7:30 p.m.

**Open house set for prospective grad students**

A Graduate Program Open House will be held Thursday, Oct. 21, for persons contemplating pursuing a graduate degree.

The event, which is sponsored by the Office of Admissions and Orientation, will take place from noon to 2 p.m. and 6 to 8 p.m. in the West Ballroom Suites of the Bernhard Center.

“The open house will be a source of information about the numerous professional, graduate and career development programs offered through WMU,” says Dean John Fraire, admissions.

Fraire notes that representatives from all of the University departments that offer

graduate programs will be in attendance, providing informational materials and answering questions. In addition, he says, staff members from the Office of Student Financial Aid and Scholarships, Counseling and Testing Services, Career and Student Employment Services, Teacher Certification and the Graduate College also will be on hand.

**High marks**

(Continued from page one)

tion,” the statement continued.

In the statement, the board praised Floyd for “making remarkable progress” in reaching the objectives it set for him when he was hired. It singled out Floyd’s successful resolution of issues surrounding the placement of the new College of Engineering, research park and the manufacturing research center; the University’s meeting of Carnegie Foundation Research II criteria; WMU’s improved standing in Lansing; plans to increase WMU’s presence in Grand Rapids; the elevation of the School of Aviation Sciences to the College of Aviation; and the speedy settlement of the contract between WMU and the American Association of University Professors.

The board’s statement concluded with its thanks to Floyd’s wife, Carmento Floyd, for serving as “an outstanding ambassador for WMU.”

Floyd thanked the board for its positive evaluation and credited the board’s leadership and the University community with much of the year’s success.

“The leadership that you all have provided has been immeasurable and for that I remain in your debt,” Floyd said. “You laid out for me a very ambitious agenda. It is only, though, with the help of the superb team around me that we’ve been able to accomplish as much as we have in this, my first year.”

Guest artist concert, United States Air Force Band of Flight Chamber Winds, Dalton Center Recital Hall, 8 p.m.

**Thursday, Oct. 21**

Lunch & Learn series, Employee Assistance Program, “Conflict Resolution in the Workplace,” H. Dean Dorman, 157 Bernhard Center, noon-1 p.m.

Graduate Program Open House, West Ballroom Suites, second floor, Bernhard Center, noon to 2 p.m. and 6 to 8 p.m.; for details, call Paula Boodt at 7-2000.

Safe on Campus prospective member orientation, 212 Bernhard Center, 5:30 p.m.

\*Film showing, Miller Movies, “Star Wars Episode 1: The Phantom Menace,” Miller Auditorium, 9 p.m. and midnight.

**Friday, Oct. 22**

Homecoming events, Spirit Day, no classes: \*Buster’s Big Top Carnival, Student Recreation Center, noon-5 p.m.; Society of Manufacturing Engineers’ Soap Box Derby, near Sindecuse Health Center, noon; National Panhellenic Conference/Interfraternity Council Soap Box Derby, Bernhard Center 3 p.m.; Western Olympics, Goldsworth Valley, 2:30-4 p.m.

Women’s soccer vs. Bowling Green State University, WMU Soccer Complex, 3 p.m.

Psychology colloquium, “Challenging the Consensus: Assessment and Treatment of Attention Deficit Hyperactivity Disorder,” Nancy Neef, professor of psychology, Ohio State University, 1710 Wood Hall, 3:30 p.m.

\*Volleyball vs. Marshall, University Arena, 7 p.m.

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

\*The Don Cossacks of Rostov, Russian folk dancers, Miller Auditorium, 8 p.m.

**Saturday, Oct. 23**

Homecoming events: \*Homecoming Campus Classic, 9 a.m. in front of Bernhard Center; \*Alumni Association Brunch, East Ballroom, Bernhard Center, 10 a.m.; National Pan-Hellenic Council Marchdown, Miller Auditorium, 5 p.m.; \*Distinguished Alumni Awards Dinner, 6:15 p.m.; National Pan-Hellenic Council Dance, Student Recreation Center, 10 p.m.

\*Football vs. Ball State, Waldo Stadium, 1 p.m.

\*Volleyball vs. Ohio, University Arena, 5:30 p.m.

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

**Sunday, Oct. 24**

Choral showcase, University Choral Ensembles, Miller Auditorium, 3 p.m.

**Monday, Oct. 25**

Art exhibition (through Oct. 29), Digital Media Group Exhibition, Rotunda and South Galleries, East Hall; reception, Friday, Oct. 29, 5-8 p.m.

**Tuesday, Oct. 26**

Art exhibition (through Nov. 18), WMU Department of Art Faculty Show, Dalton Center Multi-Media Room, 10 a.m.-4 p.m. Monday through Saturday; reception, Tuesday, Oct. 26, 5 p.m.

Concert, University Concert Band, Miller Auditorium, 8 p.m.

**Thursday, Oct. 28**

All University Forum on Teaching and Learning, 157 Bernhard Center, 3:30-6 p.m.

March to the Millennium Lecture Series, “The End of the World This Time Around: The Brahma Kumaris of India,” Nancy E. Falk, comparative religion, 3512 Knauss Hall, 7:30 p.m.

\*University Theatre production (through Nov. 6), “Quilters,” Shaw Theatre: Thursday through Saturday, Oct. 28-30, 8 p.m.; Sunday, Oct. 31, 2 p.m.; Thursday through Saturday, Nov. 4-6, 8 p.m.

\* Admission charged