



WESTERN MICHIGAN UNIVERSITY

WESTERN NEWS

Volume 26, Number 16

www.wmich.edu/wmu/news

May 18, 2000

Varatech's \$1.92 million award brings engineering software to Kohrman

WMU engineering students will learn how to translate the precise drawings produced by computer-aided-design programs into the real-world requirements of product manufacturing, thanks to a \$1.92 million software award from Varatech of Holland, Mich.

Varatech, a leading provider of variation analysis software for the mainstream design market, announced May 11 that it has awarded 100 seats of the company's Sigmund software for use in the College of Engineering and Applied Sciences. The award makes WMU the only university in the nation with the ability to train future engineers to use the software, which provides a bridge between the virtual realm of CAD and the real world of manufacturing.

Sigmund software is designed to help companies increase product quality, reduce production costs and get their products to market sooner. It factors into CAD product designs a sense of some of the dimensional variations that are the inevitable result of the manufacturing process. The software helps engineers identify and correct for the most significant sources of those variations before the variations result in production problems.

"CAD is a wonderful tool—very crisp and precise," notes Mitchel Keil, industrial and manufacturing engineering, who has been working with Varatech officials on the project. "The problem with CAD is that students have the view that the real parts made from their CAD drawings will be just as precise. But they're not, because dimensional variations occur in every manufacturing process. Sigmund is a tool that inte-

grates with CAD and gives you a sense of those variations. It makes a connection between CAD and the real world."

Sigmund will be integrated into a variety of degree programs at both the graduate and undergraduate levels, exposing a large number of engineering graduates to the innovative design tool. WMU and Varatech officials predict it will impact the employment prospects of future graduates.

"WMU is a great engineering school," says Robert Gardner, president of Varatech. "WMU graduates are employed by many industry leaders and Sigmund customers. WMU's decision to use Sigmund as a primary teaching tool demonstrates the popularity of the software in the mainstream engineering industry. Companies are using Sigmund on a day-to-day basis and are recruiting graduates based on their knowledge of the software. We are proud to be a part of WMU's outstanding curriculum and are looking forward to supporting this campuswide implementation."

The software, which has recently been installed in the Computer-Aided Engineering Center in Kohrman Hall, will be used for such undergraduate courses as Designing for Production and Statistical Quality Control as well as the graduate-level course, Advanced Quality Management.

David Lyth, industrial and manufacturing engineering, says ease of use was a major factor in WMU's desire to integrate Sigmund in its engineering courses. "These courses are very intensive and there's not a lot of time to spend teaching students how to use software," Lyth notes. "With

(Continued on page four)

June 'Facing East/Facing West' conference set

Academic and corporate experts from around the nation and the world will convene on campus Friday and Saturday, June 2-3, for a conference on North American business with Asian/Pacific countries.

The third "Facing East/Facing West Conference: North America's Relations with Asian/Pacific Countries" will take place at the Fetzer Center. The multicultural

BOT sets room, board rates

Increases in operating costs have prompted a corresponding rise in room and board and apartment rental rates for 2000-01 at WMU.

The increase, approved April 20 by the Board of Trustees, will average 5 percent for both room and board and apartment rental rates. The University operates 22 residence halls, six full-service dining facilities, five cash dining facilities and three apartment complexes.

"The new rates will allow us to absorb expected increases in our operating costs, including compensation, utilities, food and maintenance," says Robert M. Beam, vice president for business and finance. The increases also reflect the cost of renovating and updating the University's dining facilities.

The cost to live and eat in a residence hall for the 2000-01 academic year will be \$4,557 for 10 meals per week, a difference of \$217 from the current rates. Fifteen- and 20-meal plans will cost \$238 and \$242 more per year, respectively, than the comparable plans are priced this year. Apartment rental rates will range from \$434 per month for a one-bedroom, unfurnished apartment in Goldsworth Valley to \$692 for a two-bedroom, furnished unit in the Elmwood Apartments.

and multidisciplinary event will focus on the business, social, legal, economic and political facets of international trade. Presenters will hail from companies and universities worldwide.

"The trend in business right now is that everyone is trying to globalize their operations," says conference co-chairperson Roger Tang, accountancy and holder of the Pharmacia & Upjohn Chair in Business Administration. "Many of the Asian/Pacific countries are recovering from the financial crisis of the late '90s, and China's ongoing bid for acceptance into the World Trade Organization hints that a huge market could open like never before to North American businesses. It's an excellent time to explore or expand business ventures in the region."

(Continued on page four)



VIEW BY VARATECH—Varatech officials visited the campus May 12 to tour a computer lab where Sigmund software is installed and to chat with WMU engineering faculty about the software's uses. Clockwise from left: David Meadors, operations manager for Varatech; Robert Gardner, president of Varatech; Mitchel Keil, standing, and David Lyth, industrial and manufacturing engineering; and Michael Atkins, chairperson of industrial and manufacturing engineering. (Photo by John Lacko)

Mazzie to be honored Saturday after NYC theatre performance as 'Kate'

After Saturday night, Broadway actress Marin Mazzie will have an honorary degree from her alma mater in hand to add to her long list of accolades.

The Board of Trustees voted April 20 to award Mazzie, a three-time Tony Award nominee, an honorary Doctor of Fine Arts degree. Mazzie, currently starring in the hit Broadway musical "Kiss Me, Kate," graduated from WMU with a degree in theatre in 1982.

Mazzie will be presented with her honorary degree on Saturday, May 20, on the stage of the Martin Beck Theatre, where "Kiss Me, Kate" currently is playing. The presentation will be made immediately after the curtain call, with Brian Stokes Mitchell, the male lead in the play, inviting the audience to stay for a brief ceremony. Mitchell also performed opposite Mazzie



Mazzie

in the Broadway smash "Ragtime."

A University group will travel to New York to make the presentation. The delegation will include President Floyd and his wife, Carmento; George Franklin, chairperson of the Board of Trustees; trustees Joan Krause, Lori Waddles, and Richard Chormann; Timothy Light, provost and vice president for academic affairs; Janet Stillwell, interim dean of the College of Fine Arts; and D. Terry Williams, chairperson of the Department of Theatre.

Those who have watched Mazzie's Broadway career unfold have seen her become one of the top actresses in her profession, known for her outstanding singing voice.

She began her professional acting career as an apprentice at the Barn Theatre in Augusta while in her junior year at WMU. She continued acting at the Barn and after graduation moved to New York to fulfill her dream of becoming a Broadway star.

It didn't take long for the aspiring young actress to make her mark on the "Great White Way." Mazzie landed roles in the

(Continued on page three)

Honors college senior is University's first Udall scholarship winner

A senior member of the Lee Honors College is the University's first recipient of a prestigious scholarship for environmental studies from the Morris K. Udall Foundation.

Heather Gott of Elwell, Mich., is one of 80 Udall Scholars from around the nation who will receive \$5,000 for tuition, fees, books and room and board for the 2000-01 academic year. An environmental studies and political science major, Gott plans to undertake environmental or community volunteer work in Latin America after graduation and intends to someday earn a master's or law degree in environmental policy and work for a national nonprofit organization protecting communities from polluters.

Gott was nominated for the scholarship by John E. Martell, Lee Honors College.

"The Udall Scholarship is the nation's premier award for students of environmental studies and public policy," says Martell. "Winning this award places Heather among the best students in this field. She was an ideal candidate because of her superior academic achievements combined with a long history of commitment to environmental projects and organizations. And she radiates the ethical quality, political acumen and social commitment the judges of all prestigious scholarships look for in candidates."

More than 400 undergraduate students applied for Udall Scholarships this year. Other winners hail from institutions such

as Harvard, Duke, Cornell and Georgetown universities. Gott is one of only two college students from Michigan to receive a 2000-01 award.

Established by Congress in 1992 to honor the late Arizona congressman and his legacy of public service, the Morris K. Udall Foundation operates an educational scholarship program designed to provide opportunities for outstanding U.S. students with excellent academic records. Scholarships are granted to those who demonstrate a commitment to fields related to the environment, and to Native American and Alaska Native students in fields related to health care and tribal public policy.

Sky Broncos fly for NIFA title in Miss.

WMU's flight team, the Sky Broncos, is in Mississippi for the National Intercollegiate Flying Association's May 16-20 national championship.

The 14-member team, which is representing the College of Aviation, earned a berth in this year's national event by capturing first place last October in NIFA's Region III competition at Ohio State University. The national event is being held in Grenada, Miss., with Delta State University acting as host team.

At last year's NIFA championship, the Sky Broncos placed third, making it the eighth consecutive year the team earned top three placements at the national event. The Sky Broncos last won the national championship in 1998.

"Our chances this year look very good," says Ryan Seiler, Sky Bronco head coach. He notes that nine of this year's team members were on last year's team. "We're a little more seasoned than last year, and we have two strong returnees as captains of the team."

Seiler says another factor in the team's favor is the involvement of two members of both last year's and the 1998 championship team, Eric Johnson and Kevin Wiig, who are serving as assistant coaches. Team co-captains Jesse Coeling and Jay Orwin also were members of the 1998 team.

At the NIFA championship, team members compete in six ground events and four flight events for a total of 10 opportunities to earn points. Team points are earned by competitors who place in the top 10 in each of the judged events.

"We're a fairly balanced team and should do well in both the flight and ground events," Seiler says, "but we've always been known for our strength in the flight events, especially navigation. We're very strong in that event again this year."

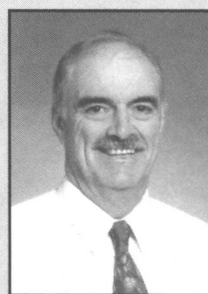
Retirements of 12 faculty, five staff members approved by BOT

The retirements of 12 faculty members and five staff members were approved by the Board of Trustees at its April 20 meeting. Trustees also accepted the resignations of 10 faculty and staff members.

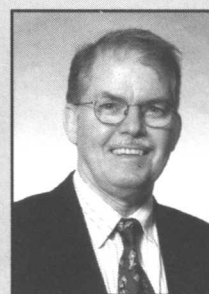
All of the faculty members who are retiring are doing so with emeriti status. Their names, years of continuous service and effective dates of retirement are: Alfred J. Boals, computer science, 15 years, effective June 30, 2000; Joseph T. Buckley, mathematics and statistics, 30-1/2 years, effective Dec. 31, 2000; Gyula Ficsor, biological sciences, 34 years, effective Aug. 6, 2001; Robert J. Griffin, foreign languages and literatures, 30 years, effective April 21, 2001; Donald King, art, 34 years, effective June 11, 2000; Kathleen M. Reding, public affairs and administration, 10-1/2 years, effective Dec. 31, 2000; William A. Richie, political science, 37 years, effective April 24, 2001; Herbert L. Smith, sociology, 37-1/2 years, effective Jan. 3, 2001; John H. Stroupe, English, 36 years, effective April 30, 2001; Edward L. Trembley, counselor education and counseling psychology, 24-1/2 years, effective Dec. 21, 2000; Carol A. VanAuken-Haight, finance and commercial law, 13 years, effective Aug. 31, 2000; Earl M. Washington, communication and black Americana studies, 30-1/2 years, effective Jan. 1, 2001.

The staff members retiring are: Jean M. Cheever, telecommunications, 15 years, effective Feb. 1, 2000; Patricia A. Conolly, Haworth College of Business, 13 years, effective April 30, 2000; Sandy S. Lemley, Office of Business Development, 14 years, effective Feb. 29, 2000; Peggy A. Seals, Office of Residence Life, 14 years, effective April 28, 2000; Gertrude W. Stauffer, Faculty Senate Office, 18-1/2 years, effective April 30, 2000.

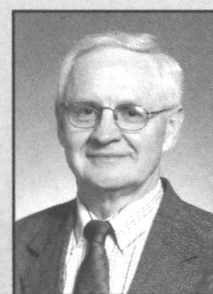
The faculty and staff members resigning and the effective dates of their resignations are: Stephen Bartholomew, physician assistant, March 10, 2000; Subhayu Basu, paper and printing science and engineering, Dec. 12, 1999; Kristin Dekam, philosophy, Dec. 11, 1999; Ellen Griggs-Drane, music, Aug. 6, 2000; Betsey A. Grobecker, educational studies, April 22, 2000; Donna M. Heady, Waldo Library, Feb. 29, 2000; George Heilman, business information systems, May 31, 2000; Daniel K. Marmion, Waldo Library, March 31, 2000; Mark Mueller, business information systems, Dec. 12, 1999; and Danielle F. Wozniak, social work, April 16, 2000.



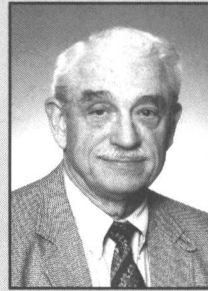
Boals



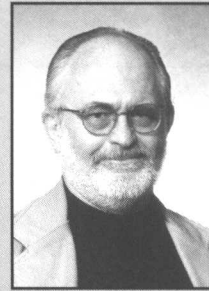
Buckley



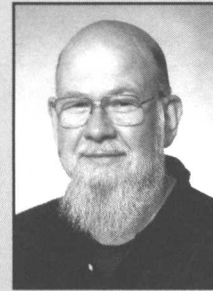
Ficsor



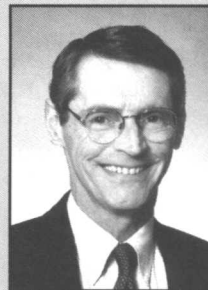
Griffin



King



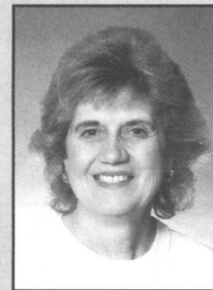
Stroupe



Trembley



Washington



Conolly



Seals



Stauffer

Trustees name three to lead academic departments

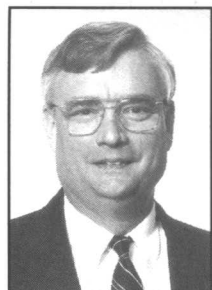
The appointment of a chairperson for a newly formed unit in the College of Aviation as well as the appointments of new directors for two existing departments were approved by the University's Board of Trustees at its April 20 meeting.



Aardema

The board approved the appointments of: Robert J. Aardema as chairperson of the Department of Aviation Sciences, effective Feb. 22; Marie F. Gates as director of WMU's Bronson School of Nursing, effective July 17; and Robert A. Peters as director of the School of Public Affairs and Administration, effective July 1.

Aardema, a faculty member in the College of Aviation since 1979, has a background that includes work in both flight and aviation maintenance operations. He was first a pilot and then a maintenance



Peters

manager, overseeing the maintenance of company aircraft.

officer in the U.S. Air Force from 1969 to 1975, and he served for 17 years in the Michigan Air National Guard as a pilot, flight instructor and flight commander. He also worked in private industry as a pilot and flight department manager, overseeing the maintenance

Aardema earned a bachelor's degree in mathematics from Hope College in 1969 and a master's degree in manufacturing administration from WMU in 1985. He also earned a diploma from the U.S. Air Force Command and Staff College in 1989.

Gates comes to WMU from the University of Missouri-Kansas City, where she has been an associate professor in the School of Nursing since 1996. Prior to that, she was an associate professor at the University of Tennessee College of Nurs-

(Continued on page four)

Romanian scholar focuses on cyberculture during Fulbright year on WMU campus

As Internet usage continues to grow, so does the fear that everything cyber will take over. Fear not, says a Fulbright scholar visiting the campus, for cyberculture is evolving alongside, instead of permeating, "real life."

"Many people operate in cyberspace and in real life without realizing the difference of being in the two realms," says Adrian N. Mihalache (pronounced MEC-ha-la-kay), a Romanian scholar who arrived at WMU last September under the Fulbright Scholar Program. Mihalache, a professor from Politehnica Universitate in Bucharest, Romania, originally came to WMU with the intention of assessing the quality of Internet Web sites and the Internet's ability to create cultural diversity. But within weeks of his arrival, his research took on a new focus.

In Romania, the use of the Internet is not as widespread as in the United States, and it is viewed as something for the wealthy. In America, however, Mihalache's Eastern European perspective of looking at this technology as just a tool was forever altered. He found that people here work, play and communicate with each other in cyberspace, much like people do in "real life." He says the technology and use of the Internet is seeping into society and being embraced much like industry and urban culture were embraced during the Industrial Revolution.

"At first I thought information technology had developed some cultural meanings which were about to change the society at large," says Mihalache. "Instead, I saw that it was not the changing of a culture but the advent of a new culture, an alternative to the real life culture. People who live in cyberculture are also part of real life. This is obvious, but to me it seems that it is the same phenomenon that happened when urban culture was developing."

"Then, people still had something to do with nature—they still ate vegetables and meat—but the most meaningful part of their lives was spent in banks, in libraries in industrial companies, which is another space. You cannot feel and touch cyberculture, but it is real. It also exists in another space."

As part of his research, he is collaborating on a book, "The Ethnology of Cyberspace," with Arthur Helweg, anthropology. Helweg and Mihalache met while working together on an academic collaboration in 1993 at the Black Sea University in Romania.

In addition to proving that cyberculture is evolving as a "real life" culture would, the scholars seek to compare and explain the dissimilarities between cyberspace communities and communities in the "real world." Mihalache and Helweg have already presented and published several of

(Continued on page three)

Race relations institute named for Lew Walker

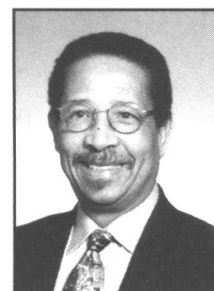
The name of the University's Institute for the Study of Race and Ethnic Relations was changed to honor a retired faculty member in one of two name change actions approved by the Board of Trustees at its April 20 meeting.

Trustees approved changing the name of the institute to the Lewis Walker Institute for Race and Ethnic Relations. Walker, a former chairperson and professor in the Department of Sociology, joined the WMU faculty in 1964 and was the first black Ph.D. to be hired by the University. A specialist in race relations, criminology, juvenile delinquency and social psychology, he retired with emeritus status last June.

The recipient of the University's Distinguished Service and Alumni Teaching Excellence awards, Walker is known for conceiving and implementing a special program designed to keep minority students enrolled in the University until they graduate. Walker also has been active in the community and has served on the Kalamazoo Community Relations Board.

Also during its meeting, the board approved changing the name of the Diether H. Haenicke Center for International and Area Studies to the Diether H. Haenicke Institute for International and Area Studies. Ronald W. Davis, director of the center, requested the change, noting that the center's activities have expanded and are more in line with University guidelines regarding institutes.

The Haenicke Center was established in April 1997 to serve as a coordinating body providing an intellectual and academic hub for the increasing number of faculty members with international expertise. According to Davis, the newly designated institute will expand its activities by establishing a new program in global and comparative studies as well as a series of interdisciplinary courses.



Walker

WESTERN NEWS

Editor: Cheryl P. Roland; **Contributors:** Jeanne M. Baron, Jessica English, Marie E. Lee, Thomas Myers, Pauline Oo and Mark E. Schwerin. **Graphic design:** Neil Simon.

Western News (USPS 362-210) is published by the Office of University Relations, Walwood Hall, Western Michigan University, 1903 W. Michigan Ave., Kalamazoo, MI 49008-5165, 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 49008-5165.

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. Spring and summer 2000 publication dates are: May 4, May 18, June 1, June 15, June 29, July 13, July 27 and Aug. 10. 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.



WESTERN MICHIGAN UNIVERSITY

Obituaries

Philip S. Denenfeld, WMU provost and vice president emeritus for academic affairs, died May 4 in Kalamazoo. He was 76.

Denenfeld retired at the end of 1986, after 30 years of service to the University as a faculty member and administrator. He first joined the faculty in 1956 as an assistant professor of English. During the next three decades, he held the positions of associate professor, professor, associate dean in the College of Arts and Sciences, and associate vice president for academic affairs.

Denenfeld was named vice president for academic affairs in 1983. He also served as acting president of WMU for a brief period, between the retirement of John Bernhard and the arrival of Diether H. Haenicke.

Denenfeld headed a wide array of University task forces and committees, and he was active in a number of national organizations. He was a longtime member of the Michigan Civil Liberties Union and served as vice chairperson of that organization from 1963 to 1965 and from 1973 to 1980.

Denenfeld also served for a period on the national staff of the Washington, D.C., office of the American Association of University Professors and was the first chairperson of the AAUP's Special Committee on Junior and Community Colleges. Active as a consultant on such topics as governance and faculty-administration relations, Denenfeld advised a number of other colleges and universities.

A native of Highland Park, Mich., Denenfeld earned a bachelor's degree from



Denenfeld

Wayne State University in 1950 and master's and doctoral degrees from Northwestern University in 1951 and 1957, respectively.

Memorial gifts may be sent to the WMU Foundation for the Philip S. Denenfeld Memorial Scholarship.

W. John Upjohn, first president of the WMU Foundation and a charter member of its board of directors, died May 9 in Kalamazoo. He was 74.

Upjohn, who served on the foundation's board of directors at the time of his death, was one of 17 business and civic leaders who helped establish the foundation in 1976. He was elected its first president at the board's initial organizational meeting.

Upjohn also helped found WMUK, the University's public radio station in 1951 and served as one of the first station managers.

He founded the W.J. Upjohn Management Co. in 1969 and continued as its head until his death. Upjohn also held management positions with Upjohn Pharmaceuticals from 1949 to 1960; was chairman of the board of Scope Inc. from 1969 to 1985; and head of Upjohn Associates from 1958 to 1973. He also served as a member of the Upjohn Co.'s board of directors from 1952 to 1972.

A 1949 graduate of Hobart College, Upjohn served from 1971 to 1981 as adjunct assistant professor of management in WMU's then College of Business. For his contributions to both the University and community, he was honored with WMU's Distinguished Alumni Award in 1980.

Fulbright Scholar *(Continued from page two)*

their recent findings at regional conferences and in Internet publications.

Mihalache explains that their research is valuable to those in academe as well as average people, whose work takes them constantly into cyberspace, because knowledge of how both worlds operate will make them more efficient workers.

"Being aware of what we are doing increases dramatically the effectiveness of what we are doing," he says.

Mihalache is due to return to Romania when his Fulbright grant expires in June. He says he will continue to keep in touch with Helweg so they can complete their book.

Safe on Campus training sessions planned

Safe on Campus, a group of allies for WMU's lesbian, gay and bisexual students, has scheduled new member orientation sessions for 10 a.m. to noon Thursday, May 25, and 1 to 3 p.m. Tuesday, July 11. Both sessions will take place in Room 159 of the Bernhard Center.

Group members agree to make their offices a safe haven from prejudice, intolerance and discrimination. During a two-

On campus



BACK WHERE SHE STARTED—Against the combined forces of her mother and a WMU vice president, Paula Roberts didn't stand a chance. The WMU alumna and Gary, Ind., native was comfortably ensconced in Atlanta with no intention of moving back north. But her mother kept encouraging her to move closer to home and then Donald Thompson, vice president for research and dean of the Graduate College, started recruiting her to come to WMU to work as the director of research administration. Roberts,

who spent 12 years doing grant and contract work at various institutions around Atlanta, including Emory University and Morehouse School of Medicine, now coordinates the activities of WMU's grant officers and fiscal analysts who administer the grants and contracts generated by University faculty and staff. She describes herself as "the last stop" before grants are submitted to the funding agencies. "The growth in grants and contracts at WMU has been so rapid that now it is time to say 'how do we handle all of this?'" she says. "That's my job. I like the challenge of helping Western move toward a center of excellence in the administration of grants and contracts in both the pre-award and post-award process." Roberts, who started in January, admits that while the job presents numerous challenges, her biggest adjustment has been re-acclimating herself to winter. After 16 years in the South, she says it's hard to get used to the slipping and sliding of snow and ice. She hasn't let the cold keep her hibernating inside, however. She holds master's degrees in both business administration and public health and has started classes this semester, working towards a doctorate in educational leadership. "There are some good things happening here," she says. "I am really excited to be a part of it and to get in on the ground level." *(Photo by Neil Rankin)*

Mazzie

(Continued from page one)

Broadway productions of "Into the Woods," "Big River" and the City Center Encore production of "Out of this World," as well as parts in numerous off-Broadway shows and national touring and regional productions.

She was first nominated for a Tony Award in 1994 for her portrayal of Clara in the Stephen Sondheim/James Lapine musical "Passion" and repeated her role in the film version for PBS. In 1998, Mazzie received a second Tony Award nomination as well as Drama Desk and Outer Critics' Circle award nominations as Best Actress in a Musical for her portrayal of Mother in the Broadway production of "Ragtime."

Mazzie recently has struck Broadway gold again and has captured a third Tony nomination for her part in the hit revival of the musical comedy "Kiss Me, Kate," in which she plays the dual role of Lilli Vanessi/Kate. The play, directed by Michael Blakemore, features music and lyrics by Cole Porter and an all-star cast.

work and pleasure," he says, with a huge grin on his face. "Work is pleasure and pleasure is work, and the greatest pleasure of all is this project."

Zest for Life

Now is a great time to see what is happening at West Hills Athletic Club.

Zest for Life has three trained staff members helping individuals learn what is being offered to them throughout the spring and summer sessions. You can make an appointment today to speak with one of these individuals by calling the Zest office at 7-3543. Traditional hours for orientation run from 11 a.m. to 2 p.m. Monday through Friday, with special arrangements made as needed.

Come join fellow members of the Western community at West Hills and take advantage of your benefits through a variety of class offerings, free program consultations, goal setting and measurement. Orientation slots are filling up quickly so do not wait to call. Kathy, Randy and Dave look forward to speaking with you and addressing your exercise needs and questions.

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) **Assistant Director, Residence Life, P-05, Residence Life**, 99/00-1321, 5/16-5/22/00

(N) **Assistant Professor** (.67 FTE; Term ends 8/5/2001), I-30, Music, 99/00-1322, 5/16-5/22/00

(N) **Instructor-Business Information Systems** (Term ends 8/6/2001), I-40,

Haworth College of Business, 99/00-1323, 5/16-5/22/00

(R) **Systems Specialist, Financial Aid**, X-04, Student Financial Aid and Scholarships, 99/00-1325, 5/16-5/22/00

(N) **Data Analyst**, X-06, Academic Planning and Institutional Data, 99/00-1326, 5/16-5/22/00

(R) **Aviation Maintenance Technician** (Hourly), P-04, College of Aviation, 99/00-1327, 5/16-5/22/00

(N) **Switchboard Operator**, S-03, Telecommunications, 99/00-1328, 5/16-5/22/00

(R) **Secretary I** (.050 FTE; 20 hours per week), S-04, Computer Science, 99/00-1329, 5/16-5/22/00

(R) **Secretary II**, S-06, Blind Rehabilitation, 99/00-1331, 5/16-5/22/00

(R) **Instructor**, I-40, Business Information Systems, 99/00-1332, 5/16-5/22/00

N=New

R=Replacement

WMU is an EO/AA employer.

Team share preliminary job 'slottings'

Department managers will continue to help the Comp 2000 team determine the appropriate placement, or "slotting," for jobs in the new pay system. Over the next few weeks, team members will be meeting with managers to share preliminary job placement information for positions within the department. This will give managers a chance to review the slottings based on their knowledge of departmental jobs, and ask questions if there is a concern about the slotting for any particular job.

In addition, cross-functional teams

will review the preliminary slottings to ensure consistency and equity for positions. The cross-functional teams will have wide representation from across campus.

If you see a Comp 2000 team member at your office, they're there to

make sure job slottings are appropriate, consistent and fair, and that preliminary slotting is reviewed before being finalized. The project timeline calls for slotting finalization in August, and right now, the team is on target.

COMP 2000

WESTERN MICHIGAN UNIVERSITY

Compensation 2000 is the University's project to design and implement new compensation and performance management systems for clerical, technical, professional and administrative staff. Towers Perrin is the firm providing professional consulting services to human resources for the project.

Real estate moves OK'd by trustees

The sale of one piece of property to Kalamazoo College and the purchase of two additional pieces of property in Kalamazoo and Battle Creek were approved by the University's Board of Trustees April 20.

Acting in executive session, the board approved the sale of 31 acres of land in Oshtemo Township to Kalamazoo College. The land, which came to the University in 1975 from the estate of Estella Buckham, is located near M-43 and is accessible only through the property of adjacent land owners, one of which is Kalamazoo College.

Trustees accepted Kalamazoo College's offer of \$84,000, the appraised value of the lot. Proceeds from the sale will be used to set up a student loan fund for students in the Food Marketing Program, in keeping with Buckham's wishes.

Trustees also approved purchase of the Dairy Mart property, located at 2604 West Michigan Ave., on the west edge of the WMU campus. The purchase price approved by trustees was \$370,000, which will come from the University's parking system funds.

A third real estate action approved by the board was the acquisition of a hangar facility adjacent to the College of Aviation's facilities at W.K. Kellogg Airport in Battle Creek. For two years, the college has been leasing the hangar, which includes 12 offices, two classrooms and shop areas.

Trustees authorized the purchase for \$400,000 of the facility, which is located immediately north of the University's Aviation Operations Building.



Viking vehicle variance

The rules don't apply to Viking visitors—even those from Pennsylvania. That was the message for this replica of a Viking vessel that was on display, and took a trip around Goldsworth Valley Pond during the 35th annual International Congress on Medieval Studies May 4-7. The boat was built by teachers and students from Minersville (Pa.) Area High School and is now headed for display at the Smithsonian in Washington, D.C. (Photos by John Lacko)

Trustees name three

(Continued from page two)

ing for four years. She also has served as a member of the nursing education faculty at Eastern Michigan University, as a nurse researcher at Detroit's Sinai Hospital, as a research assistant and faculty member at Wayne State University's College of Nursing, and as a staff member for Detroit's Visiting Nurse Association.

Gates earned her bachelor's, master's and doctoral degrees from Wayne State's

College of Nursing in 1962, 1965 and 1988, respectively.

She replaces Bernardine Lacey, the founding director of WMU's Bronson School of Nursing, who retired last year.

Peters has been a WMU faculty member since 1993. He came to WMU from Rutgers University, where he had been a faculty member in the Graduate Department of Public Policy and Administration

*Updated
every day
of the year,
available
everywhere
in the world.*

*Have you checked
the news today?*



wmu/news

www.wmich.edu/wmu/news

National report lauds University's HIV prevention education efforts

A national report on model campus-based programs aimed at HIV prevention education released in March prominently features WMU.

The "Report of a Study of Successful Programs of HIV Prevention Education in Colleges and Universities" is the culmination of a project begun in 1997 by the National Association of Student Personnel Administrators with grant support from the Centers for Disease Control. The project was designed to identify premier campus-based educational programs related to HIV, the virus associated with AIDS, and determine the key characteristics that make them so successful.

NASPA selected WMU for the study out of 100 nominations from across the country. Only seven other schools were

selected: Broward Community College, Creighton University, the North Carolina School for the Arts, Stanford University, Syracuse University, the University of Massachusetts at Amherst and Western Washington University.

"Regarding Western Michigan University, the report specifically focused on the innovation and comprehensive nature of our program directed by Chris Zimmer," says Scott Musial, acting director of the Sindecuse Health Center. Zimmer directs the center's Office of Health Promotion and Education.

"Chris is one of the health center's and the University's greatest assets. Her contributions over the past 20-plus years have been vital to the success of Sindecuse, the Division of Student Affairs and WMU.

"The report reviewed five components of our program and commented on Chris' powerful and extremely dynamic leadership and her motivation, organization and ability to succeed with limited resources," Musial adds. "Having strong, effective leaders who work across campus boundaries is one of the four key characteristics that NASPA concluded are necessary for HIV education programs to be successful."

The other three characteristics concern the structure of the programs, the providing institutions' setting and structure, and the direction and support the programs receive from their institutions and individuals within their institutions.

To obtain a copy of the HIV prevention education report, call the Office of Health Promotion and Education at 7-3263.

since 1987. He also has taught as a visiting instructor at Temple University.

He earned a bachelor's degree from Elizabethtown College in 1976, a master's degree from the University of Texas in 1978, and a doctoral degree in urban, technological and environmental planning from the University of Michigan in 1988.

Peters replaces Ralph Chandler, whose return to the faculty also was approved by trustees at the board meeting.

Varatech

(Continued from page one)

Sigmund, the learning curve is very short. Most of the students can train themselves how to use Sigmund with nothing more than the tutorials."

The addition of the software will enhance the University's reputation for producing "job ready" engineers who are immediately productive when hired, according to Michael Atkins, chairperson of industrial and manufacturing engineering.

"Variation analysis isn't taught at most universities, but is widely used in industry," he says. "We are pleased that our students will receive exposure to an engineering tool that is being used by industry professionals around the world."

Pilot health programs to focus on diabetes, heart disease

Are you a WMU employee who suffers from diabetes or heart disease? Does your spouse, daughter or son suffer from one of these diseases?

If so, the University Health Management Group invites you to participate in focus groups related to WMU's diabetes and heart disease management pilot programs. These programs, along with an asthma pilot program, are the health management group's top priority for 2000.

Disease management is a coordinated effort to provide health care, support and education to individuals with a specific medical disease or condition. The main objective of WMU's disease management

programs is to provide University faculty and staff and their dependents with information about their disease that can improve their health and quality of life.

Participation in the diabetes and heart disease focus groups involves attending a two-hour evening meeting, with dinner provided. The groups are tentatively scheduled to meet at the end of this month or in June.

Those who expressed an interest in the previously announced asthma focus group will be contacted in the near future.

For further information, contact Linda Spiker, Sindecuse Health Center, at 7-3282.

Facing East/Facing West (Continued from page one)

Four keynote speakers will share their expertise in East/West relations at the conference.

Matthew C. O'Leary, truck programs manager, Ford Asia Pacific, will speak about "Asia-Pacific: The Road to Recovery—Ford's Strategies and Operations" on Friday morning. Paul Winchester, senior vice president international at Irwin Seating Co., also is slated to speak that day on "Transition from Domestic to Global Company: The Case Study of Irwin Seating Company."

During a lunchtime address on Friday, attendees will hear from M.H. Qazi, rector/chancellor of the University of Lahore in Pakistan. At Saturday's luncheon, Dean James W. Schmotter, Haworth College of Business, will borrow a line from a Rudyard Kipling poem for the title of his talk when he discusses "'Hustling the East': Lessons on Educational and Business Partnering in Asia."

Conference attendees will choose from 14 sessions, with topics ranging from educational, political and economic issues to human resource management, the social and political status of women and even a Falun Gong workshop. Most sessions will include the delivery of three or four papers on the featured topic, with a total of more than 50 papers presented over the course of the conference.

A pre-conference reception and regis-

tration will be held from 6 to 7:30 p.m. Thursday, June 1, at the Holiday Inn West. The conference begins at 8 a.m. Friday with registration and breakfast. A Friday evening banquet will be followed by a performance of the Chinese Folk Dance Troupe of Greater Kalamazoo. Activities will close with a reception from 3 to 4:30 p.m. Saturday.

The conference is organized by co-chairpersons Tang and Zahir A. Quraeshi, marketing. Faculty members from eight other universities served on the planning committee. In addition to WMU, conference sponsors include the U.S. Department of Education and Michigan State University's Center for International Business Education and Research.

The event is the third WMU-sponsored conference on Asian/Pacific trade issues, the others taking place in 1990 and 1995. The conference is part of the Haworth College of Business' Asian/Pacific Education Program. That program's 1999-2000 offerings also have included a series of lectures by business leaders with Asian/Pacific expertise, a study tour to Malaysia and Singapore, and a workshop on exporting to Asian/Pacific countries. The Asian/Pacific Education Program is coordinated by Tang, Quraeshi and William F. McCarty, finance and commercial law.

For more information, persons may call 7-5069.

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>.

Thursday, May 25

Safe on Campus orientation session, 159 Bernhard Center, 10 a.m.-noon; for information or to register, call Wanda Viento at 7-2123 or email her at <wanda.viento@wmich.edu>.

Monday, May 29

Memorial Day holiday, WMU offices closed. No classes.

Friday, June 2

Conference (and June 3) "Facing East/Facing West Conference: America's Relations with Asian/Pacific Countries," Fetzer Center, all day. Call 7-5069 for more information.