



WESTERN MICHIGAN UNIVERSITY

WESTERN NEWS

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www.wmich.edu/wmu/news

June 15, 2000

Nearly 1,500 degrees to be awarded during June 24 ceremonies

Nearly 1,500 degrees will be awarded by the University during commencement ceremonies Saturday, June 24, in Miller Auditorium.

President Elson S. Floyd will preside over two ceremonies:

- A 9 a.m. ceremony for graduates of the Haworth College of Business, College of Education, General University Studies program and College of Fine Arts; and

- An 11:30 a.m. ceremony for graduates of the College of Arts and Sciences, College of Aviation, College of Engineering and Applied Sciences, and College of Health and Human Services.

A total of 908 bachelor's degrees, 511 master's degrees, nine specialist degrees and 29 doctoral degrees will be awarded for a total of 1,457 degrees. Students taking part in the ceremonies will include those earning their degrees in June at the end of the spring session and those earning their degrees in August at the end of the summer session.

Invocations and benedictions will be given by Father Kenneth Schmidt of St. Thomas More Student Parish at the 9 a.m. ceremony, and Rabbi Harvey Spivak of the Congregation of Moses at the 11:30 a.m. ceremony.

Organist Karl Schrock will perform music for the ceremonies. The national anthem and the alma mater will be sung by WMU's chapter of Phi Mu Alpha Sinfonia professional music fraternity. Graduates will be welcomed as new alumni of the University by Jeanne Carlson, president-elect of the WMU Alumni Association.

No tickets are required to attend the June commencement ceremonies. If Miller Auditorium fills to capacity, the ceremonies may be viewed on a large-screen television in 3512 Knauss.

Each ceremony will also be carried live on Channel 7 of EduCABLE and on Channel 30 of the Cablevision system. Video of the commencement may also be viewed online at the time of the ceremonies and for 30 days afterward. The Web site address to view that video is <www.wmich.edu/wmu/commencement>.

University Video Services provides an opportunity for persons to purchase videotapes of any of the two ceremonies. Orders may be placed by calling 7-5003. The tapes are \$20 each.

WMU Board of Trustees to meet Friday, June 23

The WMU Board of Trustees will meet Friday, June 23, in the Bernhard Center.

Times and room locations for the meetings of the board and its standing committees were not available at *Western News* press time.

All meetings are open to the public.

News goes to summer format

Beginning Thursday, June 29, the *News* will appear in its smaller, summer format.

Other summer issues will be published July 13, July 27 and Aug. 10. The deadline for each issue is 5 p.m. on the Friday preceding publication.

737-400 flight simulator arrives at College of Aviation

A long-awaited piece of flight training equipment—a full-motion 737-type flight simulator—will soon be rocking and rolling in its new Battle Creek home at the University's College of Aviation.

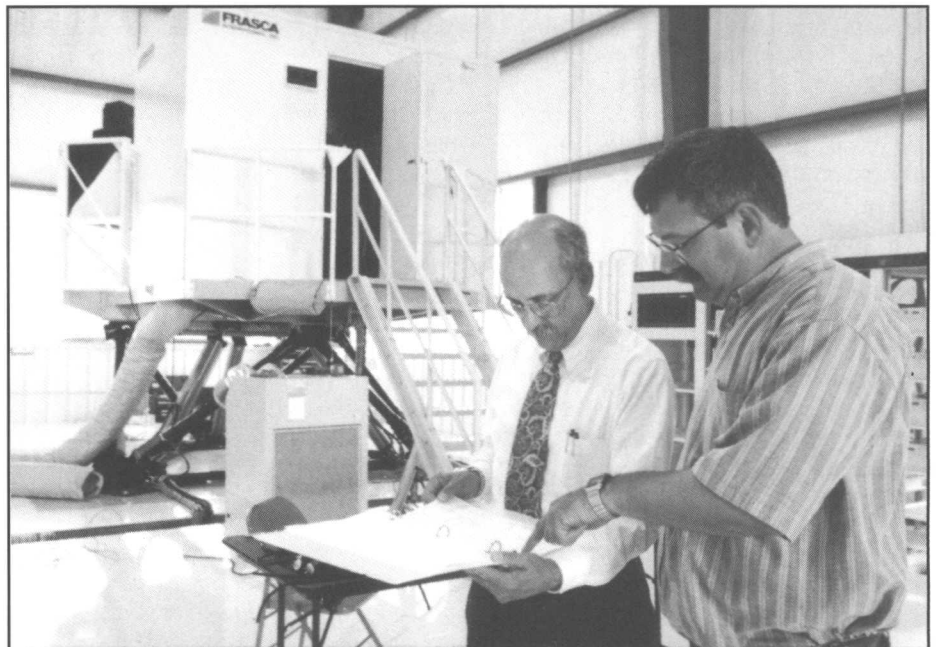
Two flatbed trailers arrived at W.K. Kellogg Airport late Friday, June 2, to deliver a Frasca 737-400 flight simulator to the college. The acquisition has been in the works for more than two years.

According to Dean Richard Wright, aviation, the acquisition means WMU will be able to offer a jet orientation course that will serve as a capstone course for students in its undergraduate flight curriculum. The college also will be able to bid on contracts to offer the jet orientation course to cadets in its International Pilot Training Centre.

The simulator is designed to replicate the motion of a 737-400 aircraft and operates with six-axis motion. It can create the illusion of acceleration and deceleration as well as simulate such conditions as wind-shear, all the while providing a full range of motion to accompany visual cues. Acquisition of the simulator will put WMU among a select few schools in the nation equipped to prepare flight students to operate aircraft such as the Boeing 737.

Installation of the simulator, made by Frasca International of Urbana, Ill., will be complete within a week. It is being installed in the newly renovated hangar that WMU acquired from Fed Ex last year.

The simulator, which is a real 737 cockpit, weighs more than 9,000 pounds and is



NEW TRAINING TAKES OFF -- A Frasca 737-400 flight simulator looms in the background as College of Aviation Dean Richard Wright, at left, goes over installation details with L. Martin Hendrickson of Frasca International Inc. (Photo by John Lacko)

approximately 10 feet wide, 16 feet long and eight feet high. In its resting position it will sit about five feet off the floor. Fully extended it will be nine feet off the floor. The cockpit will travel in an elliptical path of about three feet side to side, and four feet front to back. It will be partially visible behind newly installed windows on the Helmer Road side of the hangar and special

lighting will illuminate the simulator at night.

Funding for the \$2.8 million simulator comes from the W.K. Kellogg Foundation, which announced a \$1 million award for the purchase in March 1998, as well as from the Battle Creek Tax Increment Finance Authority, which approved \$1.65 million in funding in November 1998.

Women aviators to compete in national 2000 Air Race Classic

Two WMU women aviators will head to Arizona this week to compete against women from around the nation in a cross-country air race with roots that date back to 1929 and competitors like Amelia Earhart.

Jennifer Richard, a flight instructor in the College of Aviation, and Jo-Elle Warner, a senior aviation student from Warren, Mich., will compete against more than 50 teams from around the nation in the 2000 Air Race Classic that begins June 20 in Tucson, Ariz., and concludes four days and more than 2,000 miles later in Hyannis, Mass. They represent WMU's first-ever entry into the 71-year-old classic air event.

The event began in 1929 as the Women's Air Derby and has become the longest all-woman race in the world. It is sponsored by the Ninety-Nines International Organization of Women Pilots, a group founded for mutual support by 99 licensed women pilots. Amelia Earhart was the organization's first president.

"This is a very prestigious race and we have women pilots here in the college who are wonderfully qualified to compete," says Dean Richard Wright, aviation. "We decided to sponsor a team this year because this is a wonderful way to let the world know just how good WMU is in the aviation education arena."

The race is made up of two-woman teams of all ages from all over the nation. They'll be piloting fixed-wing aircraft and can fly only during daylight hours under VFR (visual flight rules) conditions. Since many types of planes are allowed to race, each airplane is given a handicap in ground speed and the goal is to earn points by surpassing that speed.

"The goal is to use your skills in flight planning to select an altitude and route that

will allow you to get the maximum performance out of your plane," says Richard. "They give you the speed they think your aircraft can maintain and the points you earn are determined by how much you overcome that handicap."

Richard says one of the race's major challenges is the variety of flying conditions competitors encounter. Starting in the West and ending up on the Atlantic coast means pilots could be flying through everything from extreme heat and dust storms to the classic New England "Nor'easter."

"We'll be flying from one extreme to another," Richard notes.

The WMU team is headed for uncharted territory in a number of ways. Not only is it the first WMU team to race in the classic event, but the team will be flying one of the college's sophisticated Mooney Ovations, a plane that has never been used in previous years' races. Their flight in the high-performance plane will establish standards for the use of that aircraft in future races.

"We're in something of a unique situation," says Richard. "Since no one has ever raced a Mooney like ours in the race before, the organizers had to get data from the manufacturer to set our handicap. We're a trial run for both the Mooney and for WMU."

When the team arrives in Hyannis, the group on hand to meet them will include Wright and David Thomas, aviation. The pair will stop to catch the close of the race on their way back from a trip to visit one of the college's international clients.

Richard is a 1998 alumna of WMU and was a star pilot as an undergraduate and a

Partnership with KCC lets students complete degree in Battle Creek

A new partnership between Kellogg Community College in Battle Creek and WMU will make it more convenient for area residents to obtain a bachelor's degree in elementary education.

The academic collaboration will allow a group of qualified KCC students to enroll in WMU's elementary education major this coming fall and complete their undergraduate degree through the Kendall Center, the University's regional center in Battle Creek.

"It's particularly important right now for institutions like WMU and KCC to work collaboratively to expand the number of people who will become teachers," says Paul Ohm, president of KCC.

"Thousands of longtime educators are starting to retire, creating a shortage of qualified teachers across the nation," Ohm explains. "Programs like our new partnership with WMU will encourage students to major in education because it is easier for people to complete their preparation and enter teaching as a profession."

Tony DeRose, Kendall Center director, adds that the program will allow the center to better meet the educational needs of citizens in south central Michigan.

"A lot of people, especially those who work full time, aren't in a position to commute to a four-year institution like WMU each semester," DeRose says. "Now they'll be able to start their course work at KCC and have the opportunity to complete their degree close to home at the Kendall Center."

DeRose says the elementary education program is geared toward part-time stu-

(Continued on page three)

(Continued on page three)

Four staff members honored for excellence in service

The University recently honored four employees with the 2000 Staff Service Excellence awards, which come with a \$1,000 prize.

Those selected by the Staff Service Excellence Committee for the award are: Joyce A. Gard, speech pathology and audiology; Tammy Kiel, dining services; Jerald Kuss, public safety; and Cheryl Roland, university relations.

In addition to the cash award, less taxes, each recipient received a framed certificate and will have their photo displayed in the Seibert Administration Building. A luncheon to honor the foursome was held June 7.

The selection committee included representatives from the APA, PSSO, AFSCME Local 1668, the Police Officers Association and the Michigan State Employees Association. To ensure impartiality, the names of nominees and their nominators were omitted during judging.

Joyce A. Gard

Joyce A. Gard began her University career in 1983 when she was hired as a secretary in speech pathology and audiology. Three years later, she was promoted to administrative assistant and has since proved invaluable to the department.

In addition to the traditional administrative roles, Gard provides budget analysis and support for faculty members working on grants. Her devotion extends to retirees, as she has been known to visit the homes of emeriti faculty members to make deliveries, help with writing and generally support their efforts to continue their academic lives.

Gard also has served as a personal inspi-

ration to her colleagues. During her long recovery from a closed head injury, she has continued to tackle challenges with optimism and enthusiasm. Gard has shared her personal story with others, speaking to groups about her recovery, the provider-patient relationship and her passion for art as a healing force.

"Beyond the call of duty...quiet strength and thorough competence are the words that best characterize Joyce," said one nominator. "In addition to performing her professional duties with competence and making contributions to the professional activities of her department, Joyce serves as a role model...in how to live life."

Tammy Kiel

Tammy Kiel's nominators contend that not only is she a dedicated and hard-working employee, but she has a talent for making some of the most fabulous cakes they've ever seen. Kiel's "everyday creations are works of art," raved one colleague.

Five years after she joined the University in 1984, Kiel was promoted to assistant baker. She's proven herself to be a lifelong learner, always anxious to learn something new and improve her already impressive skills. On her own time, she



From left: Roland; Barbara Updike, assistant vice president for human resources; Kiel; and Gard. (Photo by Neil Rankin)

searches for recipes, attends cake-decorating classes and swaps trade secrets with her co-workers.

During the summer, Kiel works for the University as a landscaper. However, on a moment's notice she's willing to switch from planting flowers to creating an elaborate dessert for dining services or catering, always with a smile and a great attitude.

According to one nominator, she is "an outstanding employee who demonstrates superior service daily. Tammy's job performance, positive and willing attitude, and excellent relations with students and co-workers make her a truly excellent staff member."

(Continued on page four)

Lansing Center goes west, will move to new space

After more than 20 years in downtown Lansing, the University's Lansing Regional Center is relocating to the Capital City's near-west side.

The relocation was approved in April by the Board of Trustees when it authorized the University to enter into an agreement with Auto-Owners Insurance Co. for up to 10 years to lease space in the Verndale Office Park, 6105 W. Saint Joseph Hwy.

The regional center's offices and classroom facilities have been located in the Community Services Center near the state capitol since 1991. WMU as well as other tenants of the building are relocating to make way for the Michigan Economic Development Corp., which plans to occupy the entire structure. The regional center's move will take effect Aug. 1, after the University's current lease expires.

"In a way, we regret leaving the central business district because we've been a part of downtown Lansing for so long," says Dean Frank Rapley, education and continuing education. "However, this move will permit us to expand the number of our classrooms and add computer and interactive television classrooms.

"We needed to upgrade our teaching, learning and advising facilities in those and other ways," Rapley says. "We have the opportunity to do so by moving to Delta Township. We're confident our students in Lansing will be very pleased with their new facility."

The building WMU will move into is part of a large office development owned by Auto-Owners. The development is located within walking distance of the Lansing Sheraton Hotel at the intersection of I-496 and Creyts Road.

The University will occupy more than 10,000 square feet of space on the second floor of its new building. Auto-Owners will make a substantial investment in constructing the necessary offices and classrooms.

Lansing Regional Center Director Gus Breyman notes that the move does not mean WMU will be relinquishing its connection to downtown Lansing.

"We have a longstanding association with Lansing Community College that allows many mid-career students to complete their undergraduate degrees without leaving the tri-county area," he explains. "We expect that to continue."

Disability Services given reaccreditation nod

The WMU Center for Disability Services received strong praise in its recent reaccreditation from the Commission on Accreditation of Rehabilitation Facilities.

The center received a three-year reaccreditation of its community services—the most allowed. In addition, the center secured a three-year accreditation for its new Oakland Drive clinic in the category of medical rehabilitation-outpatient medical rehabilitation, making it WMU's first CARF accreditation for an outpatient medical rehabilitation clinic for persons with disabilities.

"Needless to say, we are very proud," says Carol Sundberg, center director. "We received two pages of compliments and five exemplary performance ratings, which are rare and signify national excellence for best practice."

Formerly the Center for Developmentally Disabled Adults, the center was founded in 1981 and for many years operated as a center-based day program for people with complex disabilities. Since 1991, it has promoted community alternatives to traditionally segregated services.

"We believe people who experience a disability have a valuable contribution to make to the community they live in,"

Sundberg says.

In a summary of its findings, CARF noted several of the center's strengths. Among those were:

- Strong recognition throughout the Kalamazoo private and public human services community for integrity, credibility, reliability and quality.
- Staff members who are vigilant and creative in establishing community service delivery access for consumers whose disabilities offer challenging barriers to community living and integration.
- A host of community access, treatment and nursing staff members who are long-tenured, well-qualified by education and experience, and who demonstrate genuine passion for the success of persons receiving services.
- Highly talented, enthusiastic and visionary advisory board members, chief ex-

(Continued on page four)

Faculty, staff asked to rent rooms to CELCIS students

Due to a shortage of available residence hall spaces, some students arriving on campus this August to study English through the Career English Language Center for International Students may not be able to find appropriate housing.

Faculty and staff members are being asked to help out by renting rooms in their homes to CELCIS students for the fall semester. The names of those who are willing to rent rooms will be put on a list of people to call on Aug. 28, if there are arriving students who have not been able to make residence halls arrangements ahead of time.

CELCIS is an intensive English program designed to prepare non-native English speakers to use the language effectively while studying at higher education institutions. Most students usually live in a WMU residence hall so they can interact and practice their English. About 80 percent of these students go on to study in an undergraduate or a graduate program at the University.

Anyone interested in renting a room to a CELCIS student should contact Laura Latulippe, CELCIS, by email at <laura.latulippe@wmich.edu>, by fax at 7-4806 or by phone at 7-4800.

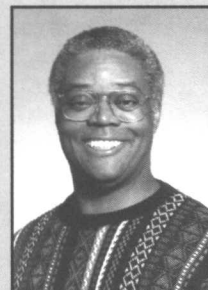
Resort research featured on History Channel show

Research by Benjamin C. Wilson, black Americana studies, on one of the nation's most famous vacation spots for African Americans was featured last weekend on the History Channel program "Are We There Yet? America on Vacation."

Wilson was interviewed and provided film footage for the program, which takes a look at the American family vacation. Narrated by Matthew Broderick, the two-hour program aired Friday and Saturday, June 9 and 10.

Wilson was contacted last winter by producers of the show who were looking for information on Idlewild, a resort 70 miles north of Grand Rapids that was once considered Michigan's "Black Las Vegas." Banned from white resorts until the 1960s, African Americans made Idlewild into one of the country's premier black vacation spots from the 1920s to the 1960s. During its heyday, this lakeside resort attracted nearly 15,000 people each summer and drew such top-notch entertainers as Aretha Franklin, B.B. King, Sammy Davis Jr. and Fats Waller.

Wilson, who is working on his third book, first studied Idlewild for his dissertation, which became the 1984 book "The Rural Black Heritage between Chicago and Detroit 1850-1929: A Photograph Album and Random Thoughts." He has been a faculty member at WMU since 1975 and has received research grants from the National Endowment for the Humanities and Michigan Council for the Arts. He also served as a content coordinator for an award-winning cable television documentary on Idlewild that aired in 1984.



Wilson

Top dissertation award given to faculty member

A recent WMU doctoral graduate who is a member of the University's occupational therapy faculty has received an award from the University for the best dissertation on the topic of gerontology.

Debra Lindstrom Hazel, who received her doctoral degree in medical sociology from WMU in April, was awarded the George and Beatrice Fisher Dissertation Prize. The prize, which comes with a \$700 award, was established in 1999 by the Fishers, both alumni of WMU, to promote greater knowledge of the aging process and a higher quality of life for the elderly. It is awarded to the WMU doctoral candidate who is the author of the best dissertation on a topic in the field of gerontology. This is the second year the award has been given.

Hazel's dissertation examined "Social Factors Related to Recovery after Hip Fracture." She has been awarded several grants for her research on such topics as rehabilitation, disability, sense of coherence and problem-based learning.

She earned a bachelor's degree in education from Northern Illinois University and a master's degree in occupational therapy from WMU. She joined the WMU faculty in 1992, after working as a special education teacher in Illinois and as an occupational therapist for several health care facilities.

The George and Beatrice Fisher Gerontology Dissertation Prize is administered by the Graduate College.

Weber feted at reception

Members of the University community are invited to attend a Thursday, June 29, retirement reception honoring Michael Weber, payroll.

The event is set for 3 to 6 p.m. in the Oaklands. Weber, who currently serves as manager of payroll, will be retiring in July after 34 years of service to the University.

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.

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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

Donna R. vanWestrienen, former assistant professor of consumer resources and technology, died May 30 in Paw Paw. She was 67.

VanWestrienen retired in January 1996, after 27 1/2 years of service to the University. She graduated as one of the first two students from the University's dietetics program in 1954 and began teaching nutrition at WMU in 1968 after completing her master's degree and additional graduate study at Michigan State University.

During her WMU career, she created learning opportunities for her students through an intra-departmental effort to operate a restaurant. The restaurant became a popular spot on campus through the combined efforts of students and faculty in dietetics, food service, interior design and textiles and featured heart-healthy menus, with about 40 guests being served twice weekly.

VanWestrienen was instrumental in the development of the food service administration major within the department. She



vanWestrienen

also served as an active member of the faculty advisory committee that achieved accreditation status for the department's preprofessional practice program in dietetics. This graduate program received accreditation in 1991 and includes both supervised practice and didactic opportunities in clinical nutrition, community nutrition and food service management.

Service

The following employees are recognized for 35, 30, 20, 15, 10 and five years of service to the University during June.

35 years — Robert M. Beam, Vice President for Business and Finance; and Doris A. Rey, health, physical education and recreation.

30 years — Sherry K. Bate, College of Fine Arts; and Alonzo E. Hannaford, College of Education.

20 years — Judith-Kay M. Chase, University libraries; Barbara A. Gustafson, financial aid; Maryann Haws-Johnson, University libraries; and Barbara K. Rhodes, admissions and orientation.

15 years — Kenneth J. Cocco, power plant; Susan R. Reed-Williams, information technology; Andrew C. Robins, WMUK; and Trudy G. Verser, Haworth College of Business.

10 years — Dennis E. Boyle, information technology; and David J.I. Kotecki, public safety.

Five years — Daniel R. Brimmer, physical plant-utilities; Kristal E. Ehrhardt, psychology; David French, physical plant-building maintenance services; Michael Lee Glenn, paper and printing science and engineering; John Mackenzie, instructional technology services; Helen McConaha, physical plant-building custodial and support services; and Karen Ogden, payroll.

Human resources

WMU is open for business July 3

Monday, July 3, is a normal business day for the University. Tuesday, July 4, is the recognized Fourth of July holiday at WMU.

Employees should refer to the 2000-2001 Fiscal Year Holiday Schedule for any questions about University holidays. The Holiday Schedule was disseminated by the Benefits Office to all University departments in April 2000.

If a holiday schedule is not posted in your department, please call the Benefits Office at 7-3620 to obtain a copy.

Women aviators

(Continued from page one)

member of the Sky Broncos flight team. She was named the nation's top collegiate pilot during the 1998 National Intercollegiate Flying Association championship when the Sky Broncos captured first place.

Warner has just earned her multi-engine rating as a pilot and is currently working to earn a flight instructor rating.

KCC partnership (Continued from page one)

dents, although full-time students also may be admitted to courses offered through the program.

To be considered for inclusion in the initial group of elementary education students, or future groups, applicants must have declared elementary education as their KCC major; have completed at least 35 credit hours of college courses, including a developmental psychology course; and successfully pass the Michigan Test for Teacher Certification.

Once those requirements are met, DeRose says it will take students about three and one-half years to finish their bachelor's degree. During this time period

On campus



Cub Scout and Girl Scout troops around, but now she's even becoming a pro at capturing the interest of preschool visitors. "I love being able to take really young kids on tour," she says. "They have some of the best questions." Seiler, who has held her post in the college for just over a year, is in charge of administering a W.K. Kellogg Foundation grant that is focused on increasing the number of women and minority students who head for careers in aviation. A big part of her work is coordinating high school outreach programs like next week's on-campus aviation camp as well as programs delivered at high schools during the academic year. She also is in charge of all of the college's scholarship and internship programs and devotes many hours to working with aviation student organizations that include the Sky Broncos and Women in Aviation. In addition, she works with cadets in the college's International Pilot Training Centre, helping them solve some of the financial and personal problems that come with being far from home. "I really do a little bit of everything here, including representing the college at conferences," she notes. "I'm really proud of what we do here and I like to tell people about it. I just really like to talk about the College of Aviation." Seiler is a December graduate of WMU with a degree in criminal justice and interpersonal communication. This fall she'll start working toward a master's degree in sociology, with an emphasis in criminology. The Battle Creek resident is an avid reader when she's away from the job and she loves to travel. That's something she and her husband Ryan Seiler, dispatcher for the College of Aviation, do whenever they can. (Photo by John Lacko)

HELPING DREAMS TAKE FLIGHT—Although part of Beth Seiler's job in the College of Aviation is sparking an interest in aviation among very young women and minority students, even she is surprised at the youth of some of the students showing interest in WMU's aviation programs. Seiler, the college's education coordinator, handles tours of the W.K. Kellogg Airport facilities for groups that range from prospective students to area church, civic and school groups. She had gotten used to showing

they will take general and professional education courses and complete minors in elementary education, integrated creative arts, and mathematics and science.

As students in each group go through the program, they will receive priority when registering for required classes. Other benefits of the KCC-WMU partnership will result from the two institutions' commitment to cooperatively provide advising assistance and financial aid as well as share educational resources and teaching staffs.

KCC was founded in 1956 and has grown to include the Grahl Center in Coldwater, the Fehsenfeld Center in Hastings and a planned center in Albion in addition to the Regional Manufacturing Technology Center in Battle Creek's Ft. Custer Industrial Park. These facilities annually serve more than 8,500 students.

The college offers one- and two-year programs, including transferable preprofessional college/university curricula in 37 areas, associate's degrees in 32 areas, and seven certificate programs.

WMU has had a longstanding relationship with both KCC and Battle Creek. It began offering courses in that city in 1917 and opened a center there in 1974.

KCC and the Kendall Center currently offer a joint degree-completion program that leads to a bachelor's degree in occupational education studies, which allows individuals with vocational skills to return to school and obtain certification to teach at the high school or community college level.

June 28 farewell event set for Andrew Rivers

The University community is invited to attend a farewell reception for Andrew Rivers Wednesday, June 29.

The event will be held from 4 to 6 p.m. in the Oaklands.

Rivers, executive assistant to President Elson S. Floyd, is leaving the University to pursue a doctoral degree at Bowling Green State University.

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.

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) **Director of Development, College of Arts & Sciences and Lee Honors College** (Term ends 6/30/03), P-06, Development Office, 99/00-1361, 6/13-6/19/00

(R) **Secretary III**, S-06, Continuing Education at Grand Rapids Regional Center, 99/00-1363, 6/13-6/19/00

(R) **Volunteer Coordinator/ Honors College**, P-03, Lee Honors College, 99/00-1366, 6/13-6/19/00

(N) **Interior Designer**, P-04, Campus Planning and Architecture, 99/00-1371, 6/13-06/19/00

(N) **Manager, Architecture Project**, X-06, Campus Planning and Architecture, 99/00-1372, 6/13-6/19/00

(R) **Instructor** (Term ends 4/15/01, academic year), I-40, Bronson School of Nursing, 99/00-1373, 6/13-6/19/00

(N) **Assistant Professor/Instructor** (Term ends 4/15/01, academic year), I-30/ I-40, Bronson School of Nursing, 99/00-1374, 6/13-6/19/00

N = New

R = Replacement

WMU is an EO/AA employer.

New performance management system will offer a number of advantages

Employees will find many advantages to the new performance management system. The new system places much more focus on what is valuable to the employee, the department and the University than did the old system. The new system was designed to address many concerns revealed in the 1999 audit of the old performance management system. The new performance management system:

- Is easier to understand and use;
- Creates more supervisor/employee interaction in setting objectives and competencies, reviewing and coaching;
- Recognizes employees for the results they achieve;
- Recognizes employees for developing competencies valuable to themselves, their department and the University;

- Encourages performance improvement; and
- Eliminates the use of weights and numbers.

The new system focuses on two main areas of performance: **objectives** that deal with job results/achievements or growth; and **competencies** that reflect

important behaviors such as customer service, problem solving and teamwork. Under the new sys-

tem, employees will have more direct involvement at all stages of the performance management process. They will also gain a deeper understanding of University and department goals, and how they contribute to the success of the University. Training in the new system will be offered for all affected employees and supervisors beginning in mid-July.

COMP 2000

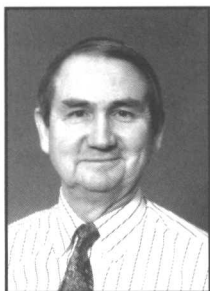
WESTERN MICHIGAN UNIVERSITY

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.

When time isn't on your side, you might be monochronic

You're feeling guilty.

The expensive day planner that was supposed to revolutionize the way you work is sitting on the corner of your desk gathering dust, practically untouched since your department sent you to that time management course. In fact, the thought of plotting out your days and weeks in such precise increments makes you cringe. Maybe you're just disorganized by nature.



Lindquist

Or perhaps you're a polychron.

WMU's Jay D. Lindquist, marketing, is researching time management styles in the workplace, and his findings could change the way we perceive time and organization. Using a system that categorizes people as "monochronic" or "polychronic" time managers, Lindquist is investigating why and how people use and organize their time. He and Carol Kaufman-Scarborough of Rutgers University are studying the characteristics associated with both types of time managers, and the duo recently published a portion of their work in the *Journal of Managerial Psychology*.

"We believe a person's time personality is made up of a series of time styles, just as other researchers believe a person's overall personality is made up of traits," Lindquist says. "We are theorizing that time activity level—be it monochronic, polychronic or balanced—is one of the contributing styles to a person's overall time personality."

Monochronic employees, he says, are those who thrive on detailed planning and organization. These workers prefer to focus on one task at a time and they follow a schedule from which they don't like to deviate.

According to Lindquist, monochrons are rattled by interruptions and tend to put new tasks off until a later

date, when they can be worked into the schedule.

Conversely, a polychron prefers to have many projects under way simultaneously, enjoys changing from activity to activity and is unruffled by interruptions. Polychronic time managers, Lindquist's research shows, shift goals throughout the day and tend to feel that they have accomplished those goals when it's time to head for home. And unlike their monochronic counterparts, polychrons believe they perform well under pressure.

"We're at the leading edge in the areas of time personality and time style," Lindquist says. "There's not yet universal agreement on these principles, but we're working to establish guidelines and benchmarks so that when you know someone's time personality, you can predict their behavior, and vice versa."

Even at this early stage, however, managers will benefit from identifying their employees' time styles, according to Lindquist. Whereas in the past a struggling worker may have been criticized as inflexible or unorganized, a supervisor exposed to this theory might instead recognize that the person's time management style conflicts with the work required, and shift that employee to another spot within the organization.

Take an accountant or engineer, for example. The work required is precise, methodical and detailed—ideal for a monochron. However, put those same employees who excel in their positions into a sales job, where they move from one customer to another, constantly switching gears and responding to the unexpected, and they'll undoubtedly flounder.

"Conflicting time styles are a great source of turmoil in organizations, but managers aren't always able to identify just what the problem is," says Lindquist. "Imagine you're polychronic and work-



Illustration by Neil Simon

ing on a team with two monochrons. You're all frustrated with one another until we explain to you how monochrons and polychrons operate, and suddenly you understand what it will take to work together. Even though we don't fully understand it yet, if we can awaken people to the general issue, that's useful."

Already the corporate world is responding. Earlier this year, Lindquist presented his work to local business leaders as part of the Haworth College of Business' Dean's Breakfast Speakers Series and at the Kalamazoo Rotary club. Impressed by the favorable reaction from the Southwest Michigan crowd, Rotary officials recently approached him about addressing the topic at a national meeting in November.

At the least, this new understanding could also help managers identify the type of time management training to which they should send their employees, Lindquist says. "You can't send everyone to a monochronic training—these seminars are of little or no use to polychrons. The people who are teaching this time diary stuff should be teaching how monochrons and polychrons should each use the system. Now that really might revolutionize the way we work."

CDS accreditation

(Continued from page two)

ecutive officer and senior management team members.

- Highly supportive sponsorship by WMU.
- A strong historical record of preserving the safety, well-being and human rights of both the persons served and staff members.

Starting last fall, the center began offering new services through a contract with Kalamazoo Community Mental Health Services, increasing options for people with disabilities and their families.

Gary Fund surpasses record campaign goal

Bronco student-athletes and WMU's 20 varsity sports are the beneficiaries of another record-setting campaign for the Mike Gary Athletic Fund.

With two weeks remaining in the fiscal year, the Gary Fund has raised \$652,000 in gifts and pledges, surpassing the \$630,000 goal. Much of this year's total was raised by 40 volunteers, who solicited contributions by phone and personal contact in April and May.

The Gary Fund was created in 1956 to provide private support to Bronco athletics. Questions may be directed to Jerry George at 7-3057.

Staff service awards (Continued from page two)

Jerald Kuss

After joining the Department of Public Safety in 1980, Jerald Kuss earned his bachelor's degree in law enforcement from the University. Today, he serves on the force as a lieutenant.

Kuss supervises a wide variety of staff members, including police officers and sergeants, dispatchers, and student workers. His nominators praised him for developing a special relationship with the large contingent of international students employed by the department. Despite frequent language barriers, Kuss acclimates the young men and women to the University community and helps them become part of cohesive working units.

"Jerry is definitely an unsung hero who works quietly behind the scenes," praised one nominator. "The vital influence he has on the international students carries on long after they have returned to their homelands."

One officer who worked under Kuss as a rookie, credits him with the high ethical standards she upholds today. "His high expectations on criminal investigations help make our officers thorough, professional and credible in the police community," she said in her nomination. "He is meticulous in his work and requires the same of those who work for him. His kindness is an added bonus."

Cheryl Roland

Grace under pressure was one of the characteristics nominators used to describe Cheryl Roland, director of news and communications in university relations. A WMU employee since 1987, Roland is known for "working tirelessly and with unflappable good humor to promote the University."

Her work has resulted in stories about WMU in publications around the nation, including the *Chronicle of Higher Education*, the *New York Times* and the *Wall Street Journal*. She has flawlessly orchestrated many important announcements, such as the recent Proctor and Gamble gift of 100 patents and the donation of a 747 jumbo jet from Northwest Airlines.

Roland also coordinates editorial content for two University publications. As editor of *Western News* and managing editor of the WMU magazine, she serves with "a dedication that far exceeds the expected...even if that means working until midnight to make sure the very latest news makes it to the press."

As one of her seven nominators attested, "Cheryl...is calm in the midst of chaos, wise when others are rash, and always moving toward a target of excellence with skill, patience and poise. She is an exceptional role model for all those around her."

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Design of T-shirt draws award for orientation office

The University's Office of Admissions and Orientation has won another award for its new student orientation efforts.

The National Orientation Directors Association gave one of its Outstanding Orientation Attire awards to the office at the NODA Regional Conference in Toronto, April 29-30. The honor recognized a special T-shirt design promoting WMU's 1999 orientation theme of "Focusing On Your Future" that incorporated a visual representation of the campus through a camera lens.

It marks the sixth time WMU has received a NODA award. The last honor, a first place for Best Orientation Handbook, was won in 1994.

"This award demonstrates the quality of the artistry that originates from our Design Center in the Department of Art," says Christopher Tremblay, orientation. "It's exciting to know that the work of our students is being recognized beyond WMU."

The T-shirt was designed by alumnus Jason Meyle of Cleveland, Ohio. Meyle, a graphic designer who interned at the Design Center while at the University, graduated in 1999 with a bachelor of fine arts degree in graphic design.

Dances win at Prague

A recent dance competition in the Czech Republic has resulted in a third international choreography award for a dance faculty member.

Dances by Lindsey Thomas, dance, captured the third place award for choreography in the Prague Festival held in May. This is the third time Thomas' choreography has been recognized at the international level.

Attending the festival, which is by invitation only, were 45 dance groups, representing 21 countries on four continents. Thomas and Nina Nelson, dance, competed at the event with 10 WMU dance students. They performed Thomas' works "Mostly Marvin" and "Hey! Paducho."

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, June 15

Registration deadline Summer Dance Institute, July 9-14.

*Conference, sixth annual Michigan Economic Development Course (through June 16), Fetzer Center, all day. Call 7-2714 for information.

Wednesday, June 21

Spring session ends.
Summer session begins.

*Admission charged

Friday, June 23

Board of Trustees meeting, times and locations of board and committee meetings TBA. Reception honoring Timothy Light, provost and vice president for academic affairs, who returns to the faculty July 1, Gilmore Theatre Complex Atrium, 2 to 4 p.m.

Saturday, June 24

Commencement, Miller Auditorium: ceremony for Haworth College of Business, College of Education, College of Fine Arts and General University Studies, 9 a.m.; ceremony for College of Arts and Sciences, College of Aviation, College of Engineering and Applied Sciences, and College of Health and Human Services, 11:30 a.m.

Wednesday, June 28

Farewell reception for Andrew Rivers, Office of the President, the Oaklands, 4 to 6 p.m.

Thursday, June 29

Retirement reception, Michael Weber, payroll, the Oaklands, 3 to 6 p.m.